



GUIDE Committee Meeting Minutes
April 9, 2026, 9:30 a.m. – 10:30 a.m.

1. Introductions and Instructions

Lawrence Dennis, GUIDE Committee Chair

Mr. Dennis commenced the meeting at 9:30 a.m. by introducing himself as the Chair of the GUIDE Committee and extending a warm welcome to all participants. Following this, the attendees took turns introducing themselves, after which the meeting continued as planned.

Board Members Present - Cynthia Nixon, Vice Chair

KHA Staff Present – Dr. Dana Kriznar, Rodger Belcher, Jessica Pitts

2. Public Comments

Mr. Dennis explained that public comments will not be taken for today’s meeting since there are no actionable items.

3. GUIDE Activities

Lawrence Dennis, GUIDE Committee Chair

Cynthia Nixon, GUIDE Committee Vice Chair

a. CEO Evaluation:

Mr. Dennis highlighted the 9 key Performance Priorities that the GUIDE Committee will concentrate on moving forward. These priorities are essential for guiding the committee's efforts and ensuring effective outcomes, they were a product of the December 2024 Board Retreat.

1. Board members focus on strategic priorities.
2. Financial oversight and resource allocation, including contract approval and delegation.
3. Establish and enforce policies that ensure that providers and the organization meet the needs of children.
4. Essential Services Plan implementation, measurement and oversight
5. Review, develop and approve budgets consistent with the Ordinance and the Essential Services Plan.
6. Community and youth voice in decision-making

7. Proactive public transparency and communication (outside of required adherence to laws).
8. Board decisions are informed by program evaluation data and performance metrics.
9. Board meetings are addressing the most important and pressing issues facing children and communities.

The committee emphasized that completing the CEO Evaluation is a top priority, noting that a draft has already been prepared based on the current assessment. To improve the evaluation process, it is crucial to integrate feedback from the public, staff, and community. Additionally, the evaluation must reflect the previously established Performance Priorities and relevant Board Policies to ensure a thorough and effective assessment of the CEO's performance.

Dr. Kriznar provided an overview of the DCPS Superintendent's Evaluation which was a portfolio format, where the superintendents showcased their achievements in areas deemed significant by the board. They detailed their activities over the past year, addressing specific questions about their progress in various domains. Accompanying their presentations were performance metrics aligned with state standards, which served as benchmarks for student outcomes. Feedback was provided, incorporating both objective data and subjective reflections on accomplishments in each area.

b. Employee Feedback

Committee members also spoke about the advantages of implementing a Climate Survey, highlighting the necessity for staff to have a confidential platform to express their views without fear of negative consequences as well as the importance of incorporating youth voice into the survey. The committee emphasized that the survey results serve as a valuable resource for professional development, highlighting the necessity for leaders to be transparent and receptive to this feedback.

It is essential to solicit feedback from staff regarding the organization's performance, as they often have valuable perspectives that can lead to meaningful improvements. Additionally, sharing the outcomes of surveys with employees is vital for promoting transparency and motivating the adoption of changes that can optimize processes.

c. Provider Feedback

The committee highlighted the necessity of gathering community feedback and recognizing the value of their perspectives. Several providers have privately reached out to Board members to voice their concerns, indicating a clear need for a structured approach to formally collect their input.

d. Next Steps

The Board Assessment Tool will be finalized following the development of the CEO Evaluation instrument. Additionally, an Employee Climate Survey should be created to allow for manual completion, ensuring that employees' responses remain anonymous and are not tracked through their computers. It is crucial for staff involvement in the creation of the Climate Survey, and feedback should also be gathered from parents, providers, students, and community members to ensure a comprehensive understanding of KHA's impact.

Dr. Kriznar committed to acquiring the contact information for Korn Ferry from Board Chair Oliver and to gathering CEO evaluations from other Children's Services Councils. Additionally, she emphasized the importance of consistently collecting provider feedback through community and family engagement events. One effective approach to achieve this is by incorporating a QR code into KHA flyers and event materials.

Deborah Sibley committed to providing the committee with KHA's Ordinance. Additionally, the committee agreed to incorporate development of the CEO Evaluation Tool into the overall Timeline. The next GUIDE meeting is scheduled to occur on April 30th at 10 a.m.

4. Adjourn

The meeting was adjourned by Committee Chair Lawrence Dennis at 10:30 a.m.