

APPROVED



## KIPP Academy Massachusetts

### Minutes

#### KIPP MA Board of Trustees Meeting 4.11.2024

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**Date and Time**

Thursday April 11, 2024 at 9:00 AM

**Location**

<https://kippma-org.zoom.us/j/84067673350>

[Link to folder with documents for this meeting](#)

For additional information, please contact Jesse Fetbroth at [jfetbroth@kippma.org](mailto:jfetbroth@kippma.org) or 781-696-8402.

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**Directors Present**

D. Borchard (remote), E. Bergman (remote), M. Fates (remote), M. Gaburo (remote), M. Kendall (remote), P. Maleh (remote), R. Barnes (remote), S. Lim (remote), S. Pierre-Louis (remote), T. Beecher (remote)

**Directors Absent**

P. Ketterer

**Guests Present**

A. Peters (remote), B. Root (remote), E. DoBell (remote), E. Taylor (remote), J. Dominique (remote), J. Fetbroth (remote), J. Haynes (remote), J. Nakajima (remote), K. Kiley (remote), K.

Lobel (remote), L. Adams (remote), S. Coleman (remote), S. Pizzimenti (remote), Z. Trotsky (remote)

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## I. Opening Items

### A. Call the Meeting to Order

S. Pierre-Louis called a meeting of the board of directors of KIPP Academy Massachusetts to order on Thursday Apr 11, 2024 at 9:03 AM.

### B. Record Attendance

### C. Build the Team

The Board and KIPP MA team built the team with an ice breaker.

### D. Review agenda

The Executive Director reviewed our agenda for the meeting, which had been shared before the meeting.

## II. Consent Agenda + Items for Voting

### A. Vote: Board Meeting minutes

S. Pierre-Louis made a motion to approve the minutes from 2024.02.15 KIPP MA Board of Trustees Meeting on 02-15-24.

D. Borchard seconded the motion.

The Board Chair made space for questions before moving to approve.

The board **VOTED** to approve the motion.

#### Roll Call

R. Barnes	Aye
P. Maleh	Aye
T. Beecher	Aye
M. Gaburo	Aye
S. Lim	Aye
E. Bergman	Aye
S. Pierre-Louis	Aye
M. Kendall	Aye
P. Ketterer	Absent
M. Fates	Aye
D. Borchard	Aye

### B. Items for Voting: Boston Accountability Plan

S. Pierre-Louis made a motion to Approve Board meeting minutes from 2/15/2014.

M. Fates seconded the motion.

The Managing Director of Compliance reviewed the recommended changes to our Boston Accountability Plan. Our Accountability Plan sets metrics with DESE to monitor or progress. We're submitting amendments to two metrics for our Boston plan given we no longer use the metrics listed.

A Board member asked for more information on the two measures being amended. The Board took a few minutes to review the material

The board **VOTED** to approve the motion.

**Roll Call**

M. Fates	Aye
R. Barnes	Aye
S. Pierre-Louis	Aye
T. Beecher	Aye
S. Lim	Aye
P. Maleh	Aye
D. Borchard	Aye
M. Kendall	Aye
E. Bergman	Aye
P. Ketterer	Absent
M. Gaburo	Aye

**C. Items for Voting: Executive Director Review + 24-25 Salary**

S. Pierre-Louis made a motion to Approve the Executive Director salary for 24-25.

S. Lim seconded the motion.

The Board first discussed the Executive Director's mid-year review that was administered by a member of the Governance and Compensation Committee. There was a 40% response rate, which was similar to last year. A Board member shared the results were also very similar to last year. He noted the results had also been shared with the Executive Director prior to the meeting by the Board Chair.

The Executive Director reviewed the results, which she had also shared with the Senior Leadership Team via email earlier in the week. She reviewed strengths captured, including leading with confidence and transparency, being a good communicator and being decisive. She then reviewed adjusting feedback captured, including communication sometimes feeling disconnected to a broader vision and/or not being couched in broader priorities or organizational goals. She also named that staff members are interested in more opportunities to give input and/or feedback.

The Executive Director is planning to share the overall results with the ED Consigliere and Grade-Level Chairs.

The Board Chair named that she and the Executive Director are making plans to act on the feedback, including creating more intentional spaces for input and feedback at the staff level.

The Board Chair made space for questions. A member of the KIPP MA Team noted how thorough the feedback email the Executive Director shared had been.

The Board Chair then shifted the discussion to the Governance and Compensation Committee's proposal for the Executive Director's 24-25 salary. This year the proposal is just a standard 2% increase: \$234,100.

The Board Chair made space for questions.  
The board **VOTED** to approve the motion.

**Roll Call**

M. Gaburo	Aye
T. Beecher	Aye
P. Ketterer	Absent
S. Lim	Aye
D. Borchard	Aye
S. Pierre-Louis	Aye
R. Barnes	Aye
P. Maleh	Aye
E. Bergman	Aye
M. Fates	Aye
M. Kendall	Aye

**III. DEI Session**

**A. Literacy and Freedom**

The Board of Trustees and KIPP MA team engaged in a discussion around literacy and freedom led by the Chief Equity and Engagement Officer.

**IV. State of the Union: KIPP Massachusetts**

**A. Enrollment + Attrition Updates**

The Executive Director reviewed KIPP MA's 8 Essential Questions and let the Board know we were going to do a deep dive into 4 specific areas: enrollment and attrition, academics, people and finances.

The Board and KIPP MA Team reviewed the data dashboard and space was made for questions.

The Chief Operating Officer and Director of Strategic Projects led the Board in an overview of enrollment-- we are enrolled above budget in Boston and Lynn. Applications are now officially closed. We are currently 60% enrolled for Kindergarten in Boston. The Executive Director confirmed we're in a good space and left space for questions. A Board Member noted what a big deal this is. The Executive Director noted how many schools are currently experiencing issues with enrollment, and so this is particularly important.

The Chief Operating Officer reviewed attrition data-- our goal is to be under 6% in Lynn and under 10% in Boston. Boston is not currently meeting the goal, but attrition has decreased. Lynn is meeting the goal, but attrition is increasing. We are losing students in Lynn due to out of district or out of state moves. This is something we need to keep an eye on.

The Executive Director reviewed suspension and removal data. The Chief Schools Officer talked about the work the Compliance Team has been doing with the Dean Teams to review data and recalibrate. She reviewed data for in-school suspensions, out of school suspensions, and emergency removals.

A Board member asked for clarification on what the numbers represent and the Chief Schools Officer explained the charts represented percentages. The Board Chair asked for exactly how many students each percentage represents.

The Executive Director noted our goal is to be below the sending district and the state. She noted we've experienced an increase of students with significant needs in Lynn this year. The Board Chair noted the resiliency she's seen in visiting the schools.

## **B. Academic Updates**

The Executive Director grounded the conversation in our 27-28 KIPP goals: 75% of students are on track to be college-ready.

The Executive Director named we are on track to meet or lifting goals for this year, but not to meet or exceed the state average yet.

The lifting strategy for MCAS was reviewed, as well data from practice MCAS assessments.

The Board Chair asked if MCAS was our bar for 75% for college-readiness. The Executive Director shared there will be multiple indicators and that MCAS will be one measure.

The Executive Director reviewed Match and Persistence updates. She reviewed 8th grade high school application data for Boston. We will be able to share out acceptance data in June.

100% of our high school students have submitted a FAFSA. We currently only have 10-20% of students who have been able to make decisions for next year because of FAFSA challenges. The Board Chair noted what an accomplishment 100% of students submitting a FAFSA is.

### **C. People Updates**

The Executive Director noted we are only currently 30% hired.

The Chief Finance and Talent Officer noted we are not currently where we want to be, but hope to make progress on hiring in the next month and a half.

We hired a new Principal for KIPP Academy Lynn Middle School, which is exciting.

Staffing Model Updates have been a big project this year with the loss of ESSER funds.

The Board reviewed retention data for staff. This is below where we've been the last few years and where we want to be.

Space was made for questions.

The Executive Director shared an update on the Boston Compensation Plan-- she met individually with each school team.

The Board Chair asked for a breakdown of how staffing model shifts are impacting Boston and Lynn-- the loss of staffing is even across districts.

We currently have zero openings in Boston.

A Board member asked if we were noticing a difference in the quality of applicants as we're trying to fill positions. We are noticing a difference and the Recruitment and Retention Team is working very hard-- they've noticed a different culture around recruiting. We are also seeing a smaller candidate pool. This highlights the need to retain our best people.

We've also seen more non-renews this year at KIPP than in other years-- Principals are refining their bar for excellence.

### **D. Finance Updates**

The Chief Finance and Talent Officer shared we are on track to meet our financial requirements. The team has done a good job of staying conscious of the budget after making reductions in the fall. The focus is very much on next year and budgeting for discretionary spending.

Schools and Regional Office Teams have had to make difficult decisions about spending for next year to get to a balanced budget with the loss of ESSER funding.

The draft budget was reviewed with the Finance and Facilities Committee last week-- we're budgeting conservatively.

The Managing Director of Development gave updates on fundraising goals and Board giving. To be able to report 100% Board giving is really important-- we're currently at 6/11 Board members, and our goal is to hit this before the next goal meeting.

## **V. Closing Items**

### **A. Adjourn Meeting**

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 11:50 AM.

Respectfully Submitted,  
S. Pierre-Louis

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### **Documents used during the meeting**

*None*

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### **List of Documents used at the Meeting:**

- 02/15/2024 Meeting Minutes of the KIPP MA Board of Trustees
- Amendments to Boston Accountability Plan
- 04/11/2024 KIPP MA Board of Trustees Slide Deck