

APPROVED



## KIPP Academy Massachusetts

### Minutes

#### KIPP MA People Committee Meeting

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##### Date and Time

Wednesday January 15, 2025 at 10:00 AM

##### Location

<https://kippma-org.zoom.us/j/81700012342>

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##### Committee Members Present

D. Filias (remote), S. Lim (remote)

##### Committee Members Absent

P. Maleh

##### Guests Present

B. Curran (remote)

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#### I. Opening Items

##### A. Record Attendance

##### B. Call the Meeting to Order

S. Lim called a meeting of the People Committee of KIPP Academy Massachusetts to order on Wednesday Jan 15, 2025 at 10:00 AM.

##### C. Approve Minutes

S. Lim made a motion to approve the minutes from 10/16.

Barbara Curran seconded.

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

## **II. Updates**

### **A. Staffing Updates**

The Managing Director of Talent and Human Resources shared updates on staffing priorities, including the plan to reallocate FTEs from the RO to the schools and to move the Teaching & Learning's team work closer to schools. Reallocating FTEs will occur largely through attrition, no backfilling and the elimination of roles whose staff are unable to commit to increased expectations for in-person support.

KIPP MA team members shared an update on our application for more seats from DESE. There is a possibility we would be approved to add 450 seats, which would allow us to utilize the rest of the space at Wheeler. This would change our approach to staffing if approved.

### **B. ITR Updates**

KIPP is in the midst of ITR (intent-to-return) season and has a majority of responses (84%) from staff. Lauren shared initial data (3% No; 14% Unsure; 67% Yes). Currently predicting 76-85% retention across schools. Historically, KIPP has had 83-86% retention in recent years, so we are trending a little behind, but we also are missing 16% of responses at this point. We are predicting the lowest retention at KAL given some leadership challenges. Second and third year Lynn Public teachers get paid more than KIPP teachers, but with more experience, KIPP teachers earn more. Will possibly revisit the Lynn teacher salary scale next year.

## **III. Other Items**

### **A. AI Usage Policy for Staff**

The Managing Director of Talent and Human Resources shared the need for KIPP MA to develop guidelines around AI usage for staff, given concerns about data privacy and ethics. We discussed pros and cons of AI usage in the workplace. Shen and Barbara will share the policies their organizations have. Kate will share a draft policy at the next People Committee Meeting.

## **IV. Closing Items**

### **A. Review today's meeting minutes to ensure key takeaways are captured**

### **B. Adjourn Meeting**

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 11:00 AM.

Respectfully Submitted,  
S. Lim