

APPROVED



KIPP Academy Massachusetts

Minutes

KIPP MA Governance and Compensation Meeting

Date and Time

Friday May 22, 2026 at 2:00 PM

Location

<https://kippma-org.zoom.us/j/82315329069>

Committee Members Present

D. Borchard (remote), M. Fates (remote), R. Barnes (remote), S. Lim (remote)

Committee Members Absent

None

Guests Present

J. Fetbroth (remote), Krista Galleber (remote)

I. Opening Items**A. Record Attendance****B. Call the Meeting to Order**

R. Barnes called a meeting of the Governance and Compensation Committee of KIPP Academy Massachusetts to order on Friday May 22, 2026 at 2:06 PM.

C. Approve Minutes from 3/27

S. Lim made a motion to approve the minutes from KIPP MA Governance and Compensation Meeting on 03-27-26.

M. Fates seconded the motion.

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

Roll Call

D. Borchard Aye

S. Lim Aye

R. Barnes Aye

M. Fates Aye

II. Governance and Compensation

A. KIPP MA 2030 Goals

Members of the KIPP MA team shared organizational goals through 2030, as set by the KIPP Foundation. It was noted that this is the first time in the history of the KIPP network that all schools have goals set long term. CSGF advised the goal-setting process.

The Executive Director shared that some 2026 goals for KIPP MA have shifted as a result.

A member of the committee asked if goals were benchmarked by state or nationwide. They are benchmarked by state.

It was shared that the region is moving to SAT from ACT.

B. 26-27 Strategic Plan Bridge Year

A member of the KIPP MA team previewed the 26-27 regional priorities for KIPP MA while its between strategic plans.

A member of the committee asked where growth lives. A member of the KIPP MA team shared that given current constraints (the charter cap in Boston and a recently denied application in Lynn), growth is not currently a major priority for 26-27. However, this could live in the 2030 strategic plan, and if an opportunity arose particularly for a high school in Boston, it would become a top priority.

The committee discussed how persistence work should live at KIPP MA long-term, given the persistence work being prioritized by the Foundation ends shortly after graduation. The two years of additional supports won't be required.

A member of the committee shared that based on the metric for estimated college completion, the Foundation is estimating completion rates at the end of high school and that's it. Persistence work at KIPP MA requires additional funding, as we're unable to use our per pupil funding.

A member of the committee shared that there are other factors involved in one's ability to graduate college beyond being a good student. It's more than just getting in to college, and we need to do more. It will be a big question for the Board and region whether we continue to do persistence given the Foundation will not prioritize it, and that is a strategic choice.

The committee thinks the conversation about priorities will be important for the broader Board, as it will position them to identify how they can be most helpful.

C. 26-27 Board Progress Monitoring

The committee discussed options for progress monitoring with the Board moving forward. The Board currently reviews a dashboard tied to the Essential Questions, but with new long-term goals there's an opportunity to rethink this.

The committee discussed the need for the KIPP MA team to provide enough data to position the Board to have a good strategic conversation, but noted at some times it can feel like a lot of reporting out. They wondered if there was a way to make the reporting more concise to take up less time during the meeting so there is more time for the Executive Team to share strategic questions.

A member of the committee noted the opportunity to better leverage committees to do this. Committees can do deeper dives of sets of data and then provide summaries at the Board meetings. This is something the Finance and Facilities Committee has done well.

The committee discussed the cadence of Board meetings across the year.

The committee shared that the KIPP MA team should use the same progress monitoring strategy with the Board that they use internally to ensure alignment.

D. Board Assessment

The committee discussed whether a Board effectiveness survey would be helpful. The committee was aligned that we'd like to save surveying the Board for the launch of strategic planning.

III. 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 2:58 PM.

Respectfully Submitted,

R. Barnes

Documents used during the meeting

None

Documents reviewed during the meeting:

- 5.23 Governance and Compensation powerpoint
- 2030 KIPP MA Goals