



KIPP Academy Massachusetts

Minutes

KIPP MA Governance and Compensation Meeting

Date and Time

Friday August 21, 2026 at 2:00 PM

Location

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

Committee Members Present

D. Borchard (remote), M. Fates (remote), M. Gaburo (remote), M. Kendall (remote), R. Barnes (remote)

Committee Members Absent

None

Committee Members who arrived after the meeting opened

M. Gaburo

Guests Present

Dan Whillams (remote), Dylan Pichnarcik (remote), J. Fetbroth (remote), Karissa Kozoh (remote), Luigi Wallace (remote)

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

M. Fates called a meeting of the Governance and Compensation Committee of KIPP Academy Massachusetts to order on Friday Aug 21, 2026 at 2:04 PM.

C. Approve Minutes

D. Borchard made a motion to approve the minutes from KIPP MA Governance and Compensation Meeting on 05-22-26.

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

Roll Call

M. Fates Aye

D. Borchard Aye

R. Barnes Aye

M. Kendall Aye

II. Governance and Compensation

A. 25-26 Progress Update

The Executive Director reviewed progress goals from school year 25-26.

She specifically highlighted our progress on early literacy, GPA, attrition and finance goals. She noted that the data related to MCAS goals is still embargoed.

She made space for questions and feedback.

A member of the Board asked about the rationale behind a goal around GPA. He wondered what behavior it is trying to change. The Executive Director noted that the KIPP Foundation is trying to ensure high school principals are in the know about what is being used to determine students' GPAs.

Another member of the Board shared similar concerns.

A member of the Board noted there is a lot of good news reflected in some of the academic goals and chronic absenteeism buckets of work.

B. Strategic Planning Updates

M. Gaburo arrived at 2:15 PM.

The KIPP MA Team shared updates on our strategic planning process. The timeline with the external organization supporting this process was shared, as were key focus areas for the strategic planning conversation. These areas include growth, particularly in Boston, what our persistence work will look like moving forward, co-authorship with families, and special education work.

Space was made for questions.

A member of the Board noted that all of the academic goals are from the KIPP Foundation, and shared that is why they aren't reflected as focus areas.

A member of the Board asked for clarification on the compensation study and whether it was focused on just composition, or organizational structure as well. The Executive Director noted that it would focus primarily on compensation, but would likely touch organizational structure.

A member of the Board noted that once we've set organizational priorities, we'll have to decide if we're seeing this as an opportunity to revisit our structure as well. The Executive Director shared she thinks it is.

C. Committee Updates & Board Recruitment

D. Progress Monitoring for Board Retreat

The Committee reviewed the progress monitoring structure for 26-27.

A member of the Committee suggested that at the Board retreat we draw a connection between the Essential Questions that have grounded progress monitoring in the past and the structure moving forward.

A member of the Board emphasized the KIPP MA team shouldn't be translating results specifically for the Board, so is in support of a more aligned approach.

The Executive Director asked for feedback on the level of communication the Board has received recently. A member of the Board noted that in the past the Board has been surprised by developments like missing the debt covenant and an additional paycheck being given to staff until late in the game, but feels up to date currently.

A member of the Board asked if KIPP MA is the only region that deals with key test data being embargoed (MCAS) and if there is any workaround. The Executive Director noted the data can be used if it pertains to planning, so teachers have the data and are using it to prepare for the year ahead.

A member of the Board noted the positive impact of proactively sharing what things we're trying and what's working with the Board.

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 2:56 PM.

Respectfully Submitted,
M. Fates

Documents used during the meeting

None

Documents reviewed in the meeting:

- 8.21.26 Governance and Compensation Committee PPT
- 25-26 Progress Monitoring