

**KIPP ACADEMY LYNN CHARTER SCHOOL AND
KIPP ACADEMY BOSTON CHARTER SCHOOL
MINUTES OF THE MEETING OF THE PEOPLE COMMITTEE OF
THE BOARD OF TRUSTEES**

November 1, 2017, 9:00 AM

The meeting of the People Committee of the Board of Trustees of **KIPP ACADEMY LYNN CHARTER SCHOOL and KIPP ACADEMY BOSTON CHARTER SCHOOL** (collectively, the “Schools”) convened at 9:00 a.m. on November 1, 2017, at 37 Babson Street, Mattapan, MA, held in compliance with the open meeting laws, at which a quorum of the Trustees was present. The Trustees present Shenkiat Lim and Amanda Seider. Also present were Lovette Curry, Jackie Hayes, and Rachel Heuisler.

Shenkiat Lim, the chair, called the meeting to order at 9:00a.m. and presided throughout the meeting. Lovette Curry, Director of Human Resources, kept the minutes of the meeting. Lim ascertained that sufficient Trustees were present at the meeting, and that, accordingly, a quorum existed.

After welcoming the Trustees who were present at the meeting, Fates presented the agenda as follows: (1) Welcome and Introductions; (2) Review of Talent Team’s Key Strategies and Priorities; (3) Charge of the People Committee; (4) Performance Management; and (5) Next Steps.

1. Welcome and Introductions

Shenkiat Lim, Chair, opened the meeting by introducing the board and guests.

2. Review of Talent Team’s Key Strategies and Priorities

Lim directed the attention of the committee to the Talent Team’s Key Strategies and Priorities. Rachel Heuisler, Managing Director of Talent, presented the key objectives of the meeting, which included developing a shared talent fact base to align understanding and inform decision making and soliciting input on KIPP MA regional talent goals and strategies. Heuisler continued by reviewing top level talent metrics and core talent strategies, which were informed by the FY17 Hiring Data and FY18 Hiring Goals that were shared with the group.

3. Charge of the People Committee

Lim next directed the attention of the committee to the Charge of the People Committee. A short discussion ensued, where it was settled that the committee

4. Performance Management

Lim then directed the attention of the committee to Performance Management. Heuisler gave a brief background on performance management and walked through goals for performance management for both school-based staff and Regional Office staff.

5. Next Steps

Lim closed the meeting by reiterating next steps, which included creating a project plan for Performance Management Goals and resolving to bring new members to this committee.

The meeting adjourned at 11:00AM.

List of Documents Used at the Meeting

- FY17 Hiring Data
- FY18 Hiring Goals



Joel Abramson, Secretary