

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

February 7, 2018, 11:00 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 11:00 a.m. on February 7, 2018, 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, Rachel Heuisler, and Ivelisse Gonzalez.

Shenkiat Lim, the chair, called the meeting to order at 11:00a.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, Lim presented the agenda as follows: (1) Welcome and Introductions; (2) Review People Metrics Dashboard; (3) Teacher Career Pathway Update; and (4) Performance Management Approach.

1. Welcome and Introductions

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

2. People Metrics Dashboard

Lim directed the attention of the committee to the People Metrics Dashboard. Rachel Heuisler, Managing Director of Talent, presented the highlights of the dashboard, which included Recruitment Team capacity, progress to hiring goals, mid-year review process, staff departures, staff culture, and MTEL/SEI endorsement compliance.

3. Teacher Career Pathway Update

Lim next directed the attention of the committee to the Teacher Career Pathway Update. Heuisler walked through new developments to the Pathway, including the consideration of a pilot program and the framework for building support for the initiative.

4. Performance Management Approach

Lim then directed the attention of the committee to Performance Management. Heuisler gave a brief refresher on the new performance management approach, and asked for any feedback. Furthermore, the Committee discussed further needs of the KIPP Massachusetts Talent Team, such as Human Resources need for additional technological tools, and other possible future meeting topics.

The meeting adjourned at 12:00PM.

List of Documents Used at the Meeting

- People Metrics Dashboard

Joel Abramson, Secretary