



**KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL AND
KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL
MINUTES OF THE MEETING OF THE PEOPLE COMMITTEE
January 22, 2020 | 11:00 a.m.**

The meeting of the People Committee of **KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL and KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL** (collectively, the “Schools”) convened at 11:00 a.m. on January 22, 2020 at 100 Northern Ave, Boston Massachusetts, held in compliance with the open meeting laws, at which a quorum of the Trustees was present. The following Trustees were present: Shenkiat Lim and Amanda Seider.

The following Trustees were absent: Ivelisse Gonzalez.

The following Trustees joined by phone: N/A

Additional participants: Rachel Heusler

Shenkiat Lim called the meeting to order at 11:00 a.m. and presided throughout the meeting. Rachel Heusler kept the minutes of the meeting. Lim ascertained that a sufficient number of Trustees were present at the meeting, and that, accordingly, a quorum existed.

After welcoming the Trustees who were present at the meeting, Lim then presented the agenda as follows: (1) Review TNTP Survey results; and (2) Discuss plan for non-teaching compensation update.

1. Review TNTP Survey results

Heusler began the meeting by reviewing TNTP results with the committee, sharing retention indicators and teacher comments. Headlines: As a region, we grew from last fall in all 12 domains. All schools improved their instructional culture index. Both KAL and KALC saw significant growth across multiple measures. KABE is at or above the top quartile in 8 out of 12 domains. Teacher comments include a desire for increased support in the opportunity to “observe peers more often” and to receive “more autonomy over teaching”.

2. Discuss plan for non-teaching compensation update

The committee reviewed the plan for non-teaching compensation and Heusler provided goals and compensation research updates. The retention goal for non-instructional staff includes 80% desired retention with no disproportionalities across identity groups. The committee reviewed compensation research updates. Heusler shared next steps that were shared with non-instructional staff.

The meeting adjourned at 12:30 p.m.



List of Documents Used at the Meeting *(These documents must be retained by the public body, but do not need to be physically stored with the meeting minutes.)*

- Fall 2019 Teacher TNTP
- SOL Compensation Meeting #2

Joel Abramson

[Joel Abramson, Secretary]