



**KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL AND
KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL
MINUTES OF THE MEETING OF THE GOVERNANCE AND COMPENSATION COMMITTEE
April 8, 2020 | 11:00 a.m.**

The meeting of the Governance and Compensation 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 April 8, 2020 via Zoom, held in compliance with the open meeting laws, at which a quorum of the Trustees was present.

The following Trustees were present via Zoom: Amanda Seider, Shenkiat Lim, Tom Beecher, Caleb Dolan, Matt Fates, and Michael Kendall

The following Trustees were absent: Douglas Borchard

Additional participants: Mekka Smith and Lovette Curry

Fates called the meeting to order at 11:05 a.m. and presided throughout the meeting. Smith kept the minutes of the meeting. Fates 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, Fates then presented the agenda as follows: (1) Review Committee Structure and Composition; (2) Building Board Bench Depth; (3) Review FY20 Committee Progress; (4) Leadership Team Succession Planning; (5) Executive Director Mid-Year Evaluation

1. Review Committee Structure and Composition

The committee discussed the ideal profile for additional Teaching and Learning Committee members and non-members. Some of the descriptors include a current or former Chief Academic Officer with experience running a scaled school or district; a data expert; and a higher education administrator, such as a dean of a partner university. The KIPP staff will create a general job description for potential board or committee members.

2. Building Board Bench Depth

The committee discussed next steps with three potential board members, who will each receive personal invites to the June board meeting and within the upcoming weeks will move through the established process of connecting directly with Board leadership: Seider, Fates, and Dolan.

3. Review FY20 Committee Progress

The committee did not discuss this agenda item.



4. Leadership Team Succession Planning

With the impending departure of two Leadership Team members, the Board discussed the opportunity for re-organizing the regional Leadership Team structure. Dolan will take their suggestions for near and future composition back to the Leadership Team for discussion. The KIPP staff will share the FY20 and FY21 organizational charts with the Committee at the next meeting. Additionally, the Board discussed progress with the Executive Director succession plan, which is currently centered on the experiences of the Chief Schools Officer.

5. Executive Director Mid-Year Evaluation

In March, the committee sent out a survey for Executive Director performance feedback to the Leadership Team as well as the five principals. Lim and Seider will summarize the feedback and Seider will share comments with Dolan in an upcoming check-in conversation.

The meeting adjourned at 12:03 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.)***

- FY21 Board Committee Chart

[Joel Abramson, Secretary]