



**KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL AND  
KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL  
MINUTES OF THE MEETING OF THE GOVERNANCE AND COMPENSATION COMMITTEE  
June 15, 2020 | 9:00 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 9:00 a.m. on June 15, 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, Douglas Borchard

The following Trustees were absent: N/A

Additional participants: Mekka Smith, John Kalafatas

Seider called the meeting to order at 9:01 a.m. and presided throughout the meeting. Smith kept the minutes of the meeting. Seider 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, Seider then presented the agenda as follows: (1) Discuss nomination of Nikki Barnes as Executive Director (2) Identify next steps for leadership transition.

**1. Discuss nomination of Nikki Barnes as Executive Director**

Seider opens by explaining that the purpose of the meeting is to finalize the interview and input process. Dolan shares why the board should consider aiming for a June 24<sup>th</sup> board vote, which allows for an immediate and clear launch to the SY21 school year with Barnes at the helm. A clear decision would make the start of the upcoming school year much more fluid. He also noted Barnes’ high internal approval rating by staff. It is seen as a positive and natural transition.

Seider outlined a proposed process that incorporates feedback from families, staff members, the Leadership Team, school principals, and an anonymous survey, as well as an interview with the board.

Seider asks if any of the committee members have questions or comments about timeline.

- Abramson wants to make sure we position to the community that this is the right timeline and that board members can advocate for Barnes to the community that may not be as familiar with her track record and accomplishments.



- Lim's priority is to make sure all board members have the data to feel good about the decision.
- Kendall asked Dolan to share more about how Barnes has been intentionally developed for the position.

Dolan explained a summary of Barnes' development towards the Executive Director role:

- From the time that Barnes interviewed and earned the role at KIPP Academy Boston Middle School (KAB), she was clear about her long term aspirations to lead at an organization like KIPP MA.
- After leading a turnaround at KAB, during which over a two year period, she increased MCAS growth to some of the highest in the state and cut suspension rates to some of the highest in the state to some of the lowest in the city, she was then promoted to Managing Director of Secondary Schools and led leadership transitions at the Lynn middle and high school
- She has been working with RELAY to focus on strategic planning for academic and school culture – which has been a two year development opportunity outside Dolan's personal coaching
- Barnes is an active participant in Leading for Racial Equity (LRE) – she started as a participant last year. LRE is dedicated to creating anti-racist practices and beliefs for leaders to execute at a systems level
- Over the past year, she has received executive coaching from The Management Center
- In response to some of the things that may feel farthest from her resume such as Development and Finance – we've had her participate in development work over the past two years- i.e. donor events. We debrief those so she understands my strategy and approach. That's been ongoing. There's been a regular opportunity for her, Stephen Pizzimenti (Chief Financial Officer), and I to look at the budget and finances, not just to explore the work she has to do as a school leader, but to understand the inputs and how we develop finance policy.

## **2. Identify next steps for leadership transition**

Kendall notes that we should create a summary report of the results from conversations with families and staff. Board members will have 1:1 conversations with all leadership team members and principals. During the June 22 conversation, board members will interview Barnes for 75 minutes and spend the remainder of the time synthesizing and discussing next steps. Rachel Heuisler and Stephen Pizzimenti will create a compensation recommendation. Seider will develop a synthesis of all input as preparatory material for the June 22 meeting. The board requests written documentation with Dolan's transition date and role next year.

The meeting adjourned at 10:00 a.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.)*

- Barnes Resume
- ED Transition Note for Families
- N Barnes Appreciation
- ED Transition Process – KIPP MA June 2020

*Joel Abramson*

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[Joel Abramson, Secretary]