



**KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL AND  
KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL  
MINUTES OF THE MEETING OF THE BOARD OF TRUSTEES  
January 20, 2021 | 9:00 a.m.**

The meeting of the Board of Trustees of **KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL and KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL** (collectively, the “Schools”), a body politic and corporate created and existing under Massachusetts General Laws, Chapter 71, Section 89, convened at 9:00 a.m. on January 20, 2021 via Zoom, held remotely in compliance with Governor Baker’s March 12, 2020 Executive Order Suspending Certain Provisions of the Open Meeting Law, at which a quorum of the Trustees was present.

The following Trustees were noted present by roll call: Amanda Seider, Matt Fates, Shenkiat Lim, Michael Kendall, Doug Borchard, Paul Ketterer, Tom Beecher, Ivelisse Gonzalez, Stephanie Oliveras, David Daniel, Rhonda Barnes, and Shellina Semexant.

The following Trustees were absent: Luis Gondelles and Jennifer Davis.

Additional participants: Annabelle Feliz, Laurie Kennedy, Lovette Curry, Coretta Martin, Stephen Pizzimenti, Emily Taylor, Rebecca Hazlett, Meg Smith, Eveleen Hsu, and Kate Kiley.

Seider called the meeting to order at 9:00 a.m. and presided throughout the meeting. Coretta kept the minutes of the meeting. Seider 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, Seider then presented the agenda as follows: (1) Welcome and introductions; (2) Safe and Strong Return to In-Person Learning Plan; (3) Unpacking the History of Racism in America, in Schools, and at KIPP; (4) Consent Agenda.

**1. Welcome and updates**

Seider welcomed all participants to the meeting. Barnes introduced the new Chief Operating Officer, Emily Taylor. She noted Taylor’s career at KIPP MA so far as Director of School Operations in Boston, Regional Director of School Operations, and Managing Director of Operations.

Barnes shared a virtual tour of KIPP Academy Lynn Collegiate led by students. Barnes also shared celebratory information about Posse finalists, Questbridge finalist, early decision acceptances and restricted early action acceptances.



Barnes shared headlines from enrollment and outreach, stating that enrollment requirements are being met, but application submissions are lower than normal, likely due to the uncertainty of the virus and its impact on school learning models and the inability of students to complete their K-12 experience at KIPP due to lack of high school in Boston. Barnes also shared headlines regarding the academic growth goal; 80% of students grow academically and 50% end the year on grade level. Overall, grade levels are either on track to meet these goals or progressing enough that goal achievement is attainable.

Students in 8th grade in Boston are on track to have 75% matriculate to their high school choice. Barnes highlighted that the persistence goal of 88% of high school graduates who enroll in a post-secondary program will persist through the second year of the post-secondary program.

Staff recruitment has lowered, staff retention is on track, the fundraising goal has been met, and KIPP is on track to manage the budget to 4% surplus.

Barnes highlighted the shift from taking everything taught before, in-person, to identifying fundamental skills each grade level must master. Barnes noted two examples of how this looks in schools with students in Kindergarten. Barnes noted that students with special needs are not growing at the same rate and that a plan is in place to support this. By and large, students are not regressing.

Barnes shared that both Match goals and budget goals are on track.

## **2. Safe and Strong Start**

Barnes thanked the Board for donations that provided direct support to families. Barnes highlighted feedback from families regarding the remote-learning experience. Barnes noted that planning is currently underway to welcome the first, small group of students to the buildings on February 1, 2021. The plan is to continuously improve systems and plan more in order to bring additional groups of students to the building one month later. Barnes shared the revised greenlight criteria, noting that previously relying solely on the state or Boston was unreliable and confusing. This data will be used as a secondary source moving forward with the primary source being weekly tests for students and staff in the building. Remote learning will continue to be an option for families for the remainder of the year.

Barnes shared more information about the hybrid learning model: teachers will return two weeks in advance to practice routines; every week, every staff and student will be tested;



systems are in place for contact tracing; and transportation will not be provided unless specified in a students' IEP.

Barnes shared that students are determined based on need, looking at both complex abilities and complex circumstances. While in the building, students will continue to learn on Canvas on a laptop, but while in the building they have a teacher to answer questions and help with executive functioning skills.

Barnes described the updated safety protocols:

- Mondays will continue to be entirely remote
- Students will be 6ft apart
- Students and staff will be tested weekly
- There will be no more than 10 students per classroom

Barnes shared the criteria for closing the building, including the ability to shut down only a classroom if needed, thanks to the cohort model and weekly testing.

Kennedy shared development updates:

- Reached and exceeded goals for this year
- Used the full RO team to write grants
- Recently received \$250K from an unsolicited/unexpected donation

### **3. Consent Agenda**

#### **VOTED: To approve the August 2020 Meeting Minutes**

Seider: YES, Fates: YES, Lim: YES, Kendall: YES, Borchard: YES, Ketterer: YES, Beecher: YES, Gonzalez: YES, Oliveras: YES, Daniel: YES, Barnes: YES, and Semexant: YES

#### **VOTED: To approve the September 2020 Meeting Minutes**

Seider: YES, Fates: YES, Lim: YES, Kendall: YES, Borchard: YES, Ketterer: YES, Beecher: YES, Gonzalez: YES, Oliveras: YES, Daniel: YES, Barnes: YES, and Semexant: YES

#### **VOTED: To approve the October 2020 Meeting Minutes**

Seider: YES, Fates: YES, Lim: YES, Kendall: YES, Borchard: YES, Ketterer: YES, Beecher: YES, Gonzalez: YES, Oliveras: YES, Daniel: YES, Barnes: YES, and Semexant: YES

#### **VOTED: To approve the September 2020 Governance and Compensation Committee Meeting Minutes**

Seider: YES, Fates: YES, Lim: YES, Kendall: YES, Borchard: YES, Ketterer: YES, Beecher: YES, Gonzalez: YES, Oliveras: YES, Daniel: YES, Barnes: YES, and Semexant: YES



**VOTED: To approve the October 2020 Governance and Compensation Committee Meeting Minutes**

Seider: YES, Fates: YES, Lim: YES, Kendall: YES, Borchard: YES, Ketterer: YES, Beecher: YES, Gonzalez: YES, Oliveras: YES, Daniel: YES, Barnes: YES, and Semexant: YES

**VOTED: To approve the November 2020 Governance and Compensation Committee Meeting Minutes**

Seider: YES, Fates: YES, Lim: YES, Kendall: YES, Borchard: YES, Ketterer: YES, Beecher: YES, Gonzalez: YES, Oliveras: YES, Daniel: YES, Barnes: YES, and Semexant: YES

**VOTED: To approve the October 2020 Finance Committee Meeting Minutes**

Seider: YES, Fates: YES, Lim: YES, Kendall: YES, Borchard: YES, Ketterer: YES, Beecher: YES, Gonzalez: YES, Oliveras: YES, Daniel: YES, Barnes: YES, and Semexant: YES

**VOTED: To approve the September 2020 People Committee Meeting Minutes**

Seider: YES, Fates: YES, Lim: YES, Kendall: YES, Borchard: YES, Ketterer: YES, Beecher: YES, Gonzalez: YES, Oliveras: YES, Daniel: YES, Barnes: YES, and Semexant: YES

**4. Unpacking the History of Racism in America, in Schools, and at KIPP**

Hsu led the Board in a discussion about race, racism and White Supremacy. Board members heard the KIPP MA Problem Statement and definitions of race, racism, institutional racism, interpersonal racism, and internalized racism. Hsu shared more about the development of race as an idea through Blumenbach's categories of human classification. Board members identified some of their identities that fall above the power line and those that fall below the power line.

**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.)**

- 2021.01.20 KIPP MA Board of Trustees Meeting Agenda
- 2021.01.20 Board of Trustees Meeting PPT
- 2021.01.20 Board of Trustees Supplemental Meeting Materials
- 2021.01.21 Board of Trustees Pre-work
- 2021.01.20 KIPP MA Compliance Report
- 2020.08.26 KIPP MA Board of Trustees Meeting Minutes- DRAFT
- 2020.09.17 Governance and Compensation Committee Meeting Minutes- DRAFT
- 2020.09.25 KIPP MA Board of Trustees Meeting Minutes- DRAFT
- 2020.10.14 Governance and Compensation Committee Meeting Minutes- DRAFT
- 2020.10.21 Finance Committee Meeting Minutes- DRAFT



- 2020.10.28 KIPP MA Board of Trustees Meeting Minutes- DRAFT
- 2020.10.30 People Committee Meeting Minutes- DRAFT
- 2020.11.17 Governance and Compensation Committee Meeting Minutes- DRAFT

*Amanda Seider*

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[ Secretary]