

**KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL AND  
KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL  
MINUTES OF THE MEETING OF THE BOARD OF TRUSTEES  
October 27, 2022 | 10:00am**

The meeting of the Board of Trustees of **KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL and KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL** (collectively, the “Schools”) convened at 10:00 am on October 27, 2022 via Zoom, held in compliance with open meeting law, at which a quorum of the committee members was present.

**The following Trustees attended in person:** n/a

**The following Trustees attended via Zoom:** Rhonda Barnes, Mike Kendall, Stephanie Pierre-Louis, Paul Maleh, Tom Beecher, Mike Gaburo, Matt Fates, Shenkiat Lim, Doug Borchard, Ivelisse Gonzalez, Eyal Bergman, Paul Ketterer

**Additional participants:** Jesse Fetroth, Shameka Coleman, Coretta Martin, Vernon-James Riley, Emily DoBell, Steve Pizzimenti, Jon Haynes, Zachary Trotsky, Becca Root, Jess Nakajima, Meg Macilvain

**The following Trustees were not present:** n/a

Steph called the meeting to order at 10:02am and presided throughout the meeting. She ascertained that sufficient Trustees were present at the meeting, and that, accordingly, a quorum existed.

1. Nikki reviewed the agenda for the day.

**Consent agenda**

2. Steph presented the Consent Agenda items-- the September meeting minutes and the Boston Accountability plan.
  - Mike raised questions about the Accountability Plan-- the plan seems less accountable.
  - Nikki explained the difference between the Accountability Plan and our mission-- the Accountability Plan for Boston is K-8 and state-facing from DESE. The measures we used to have DESE gave us feedback that they were too input related-- they were not about the outputs we should be using.

- If you don't see postsecondary match and persistence data, it's because the state doesn't hold us accountable for that-- we hold ourselves accountable for that.
  - Mike took from this a suggestion that we're not doing an annual insight anymore. If we decided we're not doing that anymore, he'd want to ask a bunch more questions about why that is. High-level question is: are we still doing all that stuff?
  - DoBell noted that just because DESE isn't holding us accountable, doesn't mean we're not holding us accountable-- DESE wants us to be super specific about each thing, and when we do that we can't hold ourselves accountable on how to be better for each thing. We've presented more meaningful goals, and DESE has paired it down-- they wanted it simpler than we've engaged with it. It's part of the floor.
  - Nikki mentioned we are still doing the Insight survey this year-- we're working with the KIPP Foundation on how to get the data faster. We just launched, and we won't get data until February.
  - Mike said that's all helpful and he's more comfortable with this.
  - Nikki asked if there were more questions. If the Board approves it, we'll submit it to DESE, but DESE still has to approve this. Taylor seconded this.
  - Taylor noted that part of the problem with the accountability plan is the specific-ness was leading us to get dinged-- we were being noted as not having done certain things. It was showing up in our reviews-- some of it was the formality of it.
  - Nikki defined KDE: key design elements. They do not do this for traditional public schools, but we have to do it every four years.
3. Steph motioned to approve a vote of the Consent Agenda items. Matt seconded. Jesse did a roll call.

Rhonda Barnes	yes
Mike Kendall	yes
Stephanie Pierre-Louis	yes
Paul Maleh	yes

Tom Beecher	yes
Mike Gaburo	yes
Matt Fates	yes
Shenkiat Lim	yes
Doug Borchard	yes
Ivelisse Gonzalez	yes
Eyal Bergman	yes
Paul Ketterer	yes

**Audit**

4. Steve went through the audit. We had a good audit this year-- our Director led the team. No real issues with the process and a really clean audit again-- no findings or anything. 4th year in a row.
- We had a good year financially and exceeded our fundraising goals. Tuition came a little higher than projected. We also had COVID grants we were able to take advantage of.
  - We refinanced in the spring, and paid off a loan in Boston. We're coming out of last year in a strong position. The Financial Statements are linked.
  - Steve opened it up to the Finance and Facilities Committee to add anything-- Paul mentioned that this has been a much easier process since Steve took over. He noted we have to be cautious given COVID funding will run out.
  - Steph mentioned that refinancing was incredible-- she's glad we did it when we did. We probably couldn't do it now.

Steph motioned to approve a vote of the audit. Paul seconded. Jesse did a roll call.

Rhonda Barnes	yes
Mike Kendall	yes
Stephanie Pierre-Louis	yes

Paul Maleh	yes
Tom Beecher	yes
Mike Gaburo	yes
Matt Fates	yes
Shenkiat Lim	yes
Doug Borchard	yes
Ivelisse Gonzalez	yes
Eyal Bergman	yes
Paul Ketterer	yes

### ED Compensation

- The Board discussed the Executive Director’s bonus. Doug presented the Governance and Compensation Committee’s findings and recommendation. He discussed the difference between the annual bonus and overall compensation.

Doug motioned to approve a vote of the Executive Director’s 100% bonus. Steph seconded. Jesse did a roll call.

Mike Kendall	yes
Stephanie Pierre-Louis	yes
Paul Maleh	yes
Tom Beecher	yes
Mike Gaburo	yes
Matt Fates	yes
Shenkiat Lim	yes
Doug Borchard	yes

Ivelisse Gonzalez	yes
Eyal Bergman	yes
Paul Ketterer	yes

6. The Board engaged in a Racial Justice and Diversity, Equity, and Inclusion session around a real-life situation KIPP MA is currently going through in affirming and celebrating our LGBTQ+ community. Nikki led the conversation.
7. Paul Ketterer brought a new agenda item to the Board-- a potential partnership with Turner-Agassi Charter School Funds. Paul wants to see if the Board has any interest in having a dialogue with a for-profit organization in a way that might help us get new seats and potentially lead to a partnership around building a school. There is more conversation to be had, but Paul wasn't sure if it was something to pursue.
  - Steph has worked with this organization-- the idea is you don't own the building until you turn-key the building. Slightly different process than KIPP is used to. You pay a high fee, which can be disadvantageous. However, she thinks they do great work.
  - Steph also noted they were a huge funder of question 2 in MA.
  - Steph is happy to meet with Paul before his meeting.
  - Mike K. thinks more options are always better.

**State of the Union**

8. Nikki framed our beginning year academic data and MCAS data. She explained our 7 Essential Questions we ask ourselves that allow us to determine whether as an organization we are meeting our charter. Every time we get together as a Board, we'll discuss these metrics.
  - Today's focus: question 3: are our children progressing and achieving academically?
  - We're going to pause on all other questions for now.
  - This is the first MCAS academic data we'll be able to dig into since the 2018-2019 school year.
  - Last year, we measured academic success around MAP-- did they grow?

- Nikki reviewed the 3 metrics we'll use this year to measure academic progress and academic achievement-- number of students remaining in top 3 quintiles on MAP, students starting on track and staying on track, and we meet or exceed the state average on MCAS.
  - MCAS is summative-- we don't get data until the next year, which doesn't allow us to react in the moment. MAP we take 3 times a year and we can measure growth. 11th graders take the ACT.
  - We're on track for MAP goal.
  - We are in progress for goal of students staying on track-- we're not yet on track.
  - This year, we had to determine our MCAS goal-- students will meet or exceed the state average on MCAS. It is a clear, succinct North Star. This also allows us to see how we compare to other districts in MA, which has one of the strongest educational systems in the country. This also allows us to measure growth and achievement for all sub-groups.
  - We are not on track for MCAS goal.
  - Mike K. had some questions-- how did we land on 60% for first goal? Why do we not have a goal that just compares us to other charters? For second question, charters are included in overall average achievement-- we'll always look at other charters, but Nikki chose this goal because of where we are, the state of education in MA, and because it does allow us to look at all schools. Nikki thinks it's a more rigorous goal because it includes even the most affluent school systems in our state. Our goal is not just comparing to other charters. Even in talking about whether our charter should exist, we need to look at how we compare to the sending district.
  - The state does better than most charter schools. Paul directed us to supplemental materials.
  - Nikki looked up top 5 districts and none were charters.
9. Coretta directed the Board to slide 50-- state does generally do better than local charters in Boston and Lynn.
- Jess pulled up 3rd-8th grade Math: the highest percentage was Lexington, followed by Hopkington, Harvard, Medfield, Needham, and Hingham in high 60s-70s.
  - Our 10th grades exceeded the state on Math and ELA.
  - We want to exceed national averages for our community profile.

- MAP Assessment isn't new to KIPP MA, but last year was the first year we gave it across schools K-10. Last year's data is our first true data and we were around 60%. We had to decide if we wanted to exceed, or maintain-- we decided to maintain two full years of data to allow us to assess. Mike found this context helpful.
- Mike asked if we still use MAP results at the high school to forward project into our college completion rates? Nikki thinks we always use the MAP data to inform MCAS, especially for 9th and 10th grade. Since COVID, we have a whole group of students who are not using tests at all. DoBell explained the short answer is not right now-- this would be included in more holistic strategies around the match process.
- Mike would love an update for a future meeting-- refinements in the match process.
- Jess noted this is a very rigorous goal. In 18-19, one grade in one subject exceeded the state average in Boston. In Lynn, 57% of students exceeded the state average.

10. Coretta shifted to our MCAS thesis. She introduced Jess Nakijima, Meg Macilvain and Emily Rodriguez.

- Before the pandemic, we were on our way to meeting the exceeding the state average. Like the rest of the state, we've increased about a 20% decrease in the data.
- All of our schools outperformed LPS. KIPP Academy Boston did perform below BPS, and we saw greater signs of recovery in math than ELA.
- Last year, our goal was participation on MCAS-- we met that goal.
- Meg dug in to MCAS data. She grounded the Board in our overall performance-- all KIPP MA for all grades. In both ELA and math, there was an approximate 20% decrease since 2018-2019. We can't really compare 20-21 to 21-22.
- Paul asked what year the comparative data was from-- that was just 10th grade.
- Meg explained grades 3-8 and 10 are tested.
- Tom asked what the overall state performance was disaggregated. Jess was going to see if she could pull it up.
- We saw that when students had more years of in-school learning to pull upon, they generally did better.
- We'd like to increase our focus on ELA-- we're doing some work on an early literacy professional learning community. We're learning about how to intervene.
- 10th grade is really something to celebrate.

- Only in 50% of grade levels did KAB outperform BPS.
- We are planning on doing a deep dive into subjects and into Boston specifically. We also want to dig into performance at KALE compared to other schools in Lynn.
- When compared to other charters and states, we're generally doing well. And, we want to set our sites on the state average.
- Tom said there is a lot to celebrate, but he wouldn't celebrate Boston performance.
- Mike noted that intentionally during COVID we deprioritized certain aspects of academics-- are we picking them back up? Or will there be a whole new approach? Meg explained there are certain things we're returning to-- intervention, for example. Pre-pandemic, this was a huge success of ours. We're re-committing to this.
- Coretta told the story of uninterrupted learning-- she shared the story of our current 4th grade cohort.
- Mike asked if we have comparative student attendance data to other districts. Coretta would love to have this-- areas did experience the pandemic differently. Nikki did note that the Commissioner shared data on extreme numbers of chronic absenteeism across the state.
- Nikki noted that we're also doing after-school tutoring in Boston. We have a lot of work to do in Boston, but we know if students start with us and stay with us, they grow and achieve.
- Meg covered our testing strategy-- we prioritized key standards and outperformed the state on most.
- Coretta noted we skipped some slides in interest of time, so paused for questions.
- Coretta discussed lesser-focused-on assessments: MCAS Science and MCAS alt. The data doesn't look great, but it reflects our reality. Everyone student participates in MCAS, but about 1% of the student population take MCAS Alt.
- Coretta dug deeper into the cohort story for the Boston 4th graders, Lynn 7th graders and Lynn 10 graders.
- We know where we are, we have a strategy to prioritize standards and a plan to meet or exceed state standards.
- Nikki asked Board



Steph moved to close out the October 2022 Board of Trustees meeting at 1:00 pm.

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Secretary Signature

DRAFT