



**KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL AND
KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL
MINUTES OF THE MEETING OF THE BOARD OF TRUSTEES
February 16, 2023 | 10:00 am**

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 February 16, 2023 in-person, held in compliance with open meeting law, at which a quorum of the committee members was present.

The following Trustees attended in person: Tom Beecher, Doug Borchard, Shenkiat Lim, Matt Fates, Stephanie Pierre-Louis, Paul Ketterer, Nikki Barnes

The following Trustees attended via Zoom: Mike Kendall, Paul Maleh

Additional participants: Becca Root, Jesse Fetbroth, Jon Haynes, Emily Taylor, Shameka Coleman, Emily DoBell, Meg Macilvain, Emily DoBell, Steve Pizzimenti

The following Trustees were not present: Eyal Bergman, Mike Gaburo, Ivelisse Gonzalez

Steph called the meeting to order at 10:01 am and presided throughout the meeting. She ascertained that sufficient Trustees were present at the meeting, and that, accordingly, a quorum existed.

1. Nikki began with an icebreaker.
2. Nikki shared a highlight from Paul Maleh’s team at CRA planning to host 8 KALC students as interns this summer. Paul K. wanted more information, so Jon walked them through what the process has been so far. This will be CRA’s first time hosting interns.

Consent Agenda and Items for Voting

3. We reviewed the consent agenda. Mike asked if we could vote on them per committee given only the individuals in the meetings were present for the meetings. Jesse explained that as a consent agenda, we could vote on the meetings in bulk. The Committee voted



Steph motioned to approve a vote of the Consent Agenda items. Doug seconded.

Jesse did a roll call.

Rhonda Barnes	Yes
Mike Kendall	Yes
Stephanie Pierre-Louis	Yes
Paul Maleh	Yes
Tom Beecher	Yes
Matt Fates	Yes
Shenkiat Lim	Yes
Doug Borchard	Yes
Paul Ketterer	Yes

Signatories

- Nikki shared that Coretta Martin no longer works with KIPP MA-- if anyone wants to know more about that, they can let Nikki know. We need to vote in Emily DoBell and Steve Pizzimenti as

Steph motioned to approve Emily DoBell and Steve Pizzimenti as signatories. Tom clarified that this is not an update to Steve's ability to sign checks, and Steve confirmed. Doug seconded. Jesse did a roll call.

Rhonda Barnes	Yes
Mike Kendall	Yes
Stephanie Pierre-Louis	Yes



Paul Maleh	Yes
Tom Beecher	Yes
Matt Fates	Yes
Shenkiat Lim	Yes
Doug Borchard	Yes
Paul Ketterer	Yes

Enrollment Policy Updates

- Emily Taylor explained we are updating our Enrollment policies-- we aren't changing the policies themselves, but we're updating some of our processes. We worked with DESE to update a few aspects of our processes. Board members were given physical copies of the changes and asked if they had questions.

Emily explained we had to get provisional approval from DESE-- once the Board approves, the Commissioner will approve formally.

Steph motioned to approve a vote of the Enrollment Policy Updates. Matt seconded. Jesse did a roll call.

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

Remote Participation and Voting



6. Nikki explained that we will need to move back to in-person meetings for Board meetings and committee meetings starting April 1, 2023. We need to look into how to make this work from a scheduling perspective, and Jesse will make space during lunch to hear from the Board.

Mike recommended we work with DESE and look into making some committee members non-voting.

Steph motioned to approve a vote of Board members participating remotely when unable to participate in person. Tom seconded. Jesse did a roll call.

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

Late Night and Overnight Field Trip Policy

7. Becca explained that Pursuing Pathways will be bringing a group of KALC students on a field trip to Washington D.C. and explained the itinerary. We need Board approval to do an overnight or extended field trip.

KIPP will be paying for everything to remove Celtics accountability. We are fully covered and our insurance is looped in. We have chaperones and an overnight nurse. We explicitly asked our staff member running the program with the Lynn Classical program and they volunteered as well-- he is very excited about this opportunity. 3 LPS staff, 3 KIPP staff and Becca will be attending as a liaison for the Celtics.



Steph asked if anyone had questions. Paul K. said he'd like to be looped in in the future to support with hotel stays.

Steph motioned to approve a vote of our late night and overnight field trip policy. Matt seconded. Jesse did a roll call.

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

Racial Justice and DEI Session

8. Shameka led the group in a Racial Justice and DEI Session centered around Educator Diversity and Advocacy Week.

State of the Union

9. Nikki explained that we're going to go through Essential Questions, with a focus on questions 3 and 4. Nikki noted we added a 7th essential question around becoming an anti-racist organization.

Nikki noted when we know we can answer "yes" to each of our Essential Questions.

Nikki explained what each color (green, yellow, orange, red) corresponds to in terms of progress.

10. Taylor explained challenges with enrollment (we are currently orange). We are not struggling in Lynn-- our attrition is good. In Boston, our attrition is a lot higher. We've



made 900 offers for 70 seats available in Boston this year. This started in March of last year. Some things we've done this year: re-allocated recruitment funds for Lynn to Boston (bus ads, etc.).

We're also hiring a Director of Strategic Projects-- the goal is that people can focus more on student recruitment in Boston. People are moving out of Boston, but something else is happening-- people are also going to other charters. We can't do this year after year to be financially solvent every year. There is also a significant cultural impact on schools when students are enrolling mid-year.

A lot of students are going to other charters with high schools-- this is just a hypothesis. 40-50% are moving out of Boston.

If you move out of Boston, you can still stay here-- you just need to provide your own transportation.

Nikki is the co-chair to the Boston Charter Alliance-- we are still better off than other Boston Charter schools. Boston Public Schools is under-enrolled by thousands of students. In 2019, there were about 1.9 million school-aged children in the state of MA, and in 2022 it's about 900,000 or so. This might be something we need to plan for.

A data analysis for expansion was done and he noted that children aren't going anywhere, there are just less children entering the system.

Mike asked where we are in this moment in terms of charters generally in the overall landscape of ed reform. It feels to him like the pandemic interrupted a lot of stuff, and he wonders if post question-2 if the community has moved on. Nikki named in MA, KIPP is still seen as one of the strongest charter school networks. Brooke's academic numbers are better than ours, but we're still seen as strong because of diversity and how students do in other ways. In terms of fundraising, the biggest question right now is social-emotional development. Most fundraisers are walking in to schools that are dangerous-- there is a lot of fighting, there's a lot of quitting. What people have noted seeing in our schools is not happening in other schools.

We need to leverage our staff retention and that our schools are safe and joyful. We don't have the academic growth and achievement yet-- that is what Nikki is working on.



Nikki is also leaning on Shavar, the new CEO of KIPP-- we're going to align on becoming one KIPP.

Becca noted that some of the work that sets us apart is also the work Jon does with alumni.

Mike shared a story about an 8th grade parent noting how safe her students feel in our schools. This was a priority Nikki made last year-- safety and belonging.

Paul K. noted this isn't a new phenomenon for Boston-- they discussed in a Board meeting that we might have to budget more appropriately or realistically given this. Steve noted this is the first year we've been below full enrollment in Boston since we were fully enrolled.

11. Nikki noted we're excited and on track about our people model, our financial model, and our journey to become an anti-racist organization. She paused for questions.
12. Jon talked about if students are on a path to a fulfilled life. He discussed our SY23 goals. We're in the midst of our largest application process with 8th grade. We've currently met with 100% of students and 85% of families at KAB to ensure they feel set up for success in applying to high schools.

For our matriculation goals, 75% of the senior class is planning on attending a 4 year school. We have 2% that are unsure as to what they want to do-- we're giving them space to make up their mind, but will ultimately push them to make a decision.

Emily DoBell noted that we have such clear data on what's happening in Boston and Jon has been working so hard to fill the gap that was left open.

Paul K. noted that getting students to and through higher education is such a key part of our mission and asked if we have comparative data to BPS. Jon said we didn't, but Nikki did note that this isn't data that Boston tracks-- they track graduation rates, but it isn't part of their vision to track beyond. We can use the census. Meg did a quick search and they report on the number of students that have had a conversation with someone in this area.



13. Jon provided college acceptance and scholarship updates. This year we have two Questbridge schools and five Posse scholars. We had our first student from KAB get into Harvard.

14. Jon discovered our matriculation goals for the class of 2023 and provided comparative data from 2022.

15. Jon discussed summer melt-- students leave senior year with a plan, but summer melt is determining if students are going to stick to that plan or change that plan (partial melt or full melt). This year, we had 95% of students who stuck to their plan over the summer, which is huge.

Nikki asked if there were any questions to ensure students don't melt over the summer.

Jon explained we have summer melt office hours-- if they're on the fence, they can meet with their advisor to discuss options.

We've been floating around the idea of a parent orientation in terms of persistence-- what support looks like, what resources they have. Students are 18 at this point and technically adults, so for some things we need student permission to get adults involved in the conversation.

Paul K. asked how big the team is. We have 3 persistence advisors and 1 re-enrollment coordinator.

Matt asked if there are some families we need to sell or talk through college. Jon let them know every family has their own vision of what success looks like-- our job is to give them all the information needed, not necessarily to sell them on a specific vision. We work with the families and the student to make sure they have all the information in front of them.

We consider every aspect of a school to make sure it is a good fit for a student. The worst thing that can happen is for a school to go to a school that doesn't feel like a good fit for them and they feel isolated with no resources.



16. Nikki shifted us to discuss our academic updates. She discussed overall our status for our MAP goals and our MCAS goal: we meet or exceed the state average. Based on our middle of year MAP data, we are not on track.

Meg drew everyone's attention to in math, we're doing better than we would have expected coming out of the pandemic-- we've been able to make up learning. Our reading scores are not what they used to be-- this is a significant issue that was not anticipated. This is also a national trend, which is why the KIPP Foundation is focusing on early literacy, not just in K-2, but also in middle schools.

Matt clarified that we are reflecting what's going on nationally in communities like ours. Meg noted we're not seeing this in other communities. Matt asked if the theories are attached to our families having greater challenges-- Meg noted our students missed critical moments that in other communities people were able to pull on other lever. It also took our families longer to get back to school.

We're in a better place socially emotionally compared to many other KIPP schools-- this was a big priority for our schools, which allows us to focus on instruction this year.

Nikki talked about how many students in other areas joined learning pods during the pandemic-- our students did not.

Meg encouraged questions, as she is leading the MCAS vision for our schools.

17. Meg discussed MAP, which gives us data 3x a year instead of MCAS, which is only once at the end of the year. '

MAP has an MCAS predictor than can be spot on, or can be conservative. In math last year, it was conservative, in ELA it was closer to what was predicted. Then there are some things that can't be predicted.

Meg shared how many of our students are predicted to meet or exceed expectations on MCAS based on MAP, and reviewed comparative data from last year.

Last year, we didn't prepare for MCAS. We trusted schools to use resources as appropriate.



Meg asked what data people were interested in seeing. Paul K. wanted to know how we compared to Boston. Nikki explained that we outperformed Lynn Public Schools, but we did not outperform Boston Public Schools.

Nikki wants to share what we're doing about it. Meg shared that our core curriculum is the main indicator of how we will do on MCAS, and we have to supplement with test integration. Steph asked for the timing of this. Meg shared that we would begin after February break. Meg explained how she came up with the timeline-- she did a hefty amount of research and asked the Teaching and Learning team.

In April, we should have data from our practice ELA tests.

18. Becca shared progress toward our fundraising goal. She shared that we should anticipate a dip in some foundation fundraising next year given we have a few multi-year agreements and people feel like we are in a good place. Individual giving will be important this year.

She also shared our Board participation fundraising goals. She is going to share an update via email and share a few unique fundraising opportunities.

Mike shared that we're at 64% board level participation-- the Development Committee recently discussed that if you want to be on this Board, you have to give \$10 a year at least to get us to 100%. We have to be able to tell other people we're doing the thing we're asking them to do.

19. Steve gave an update on our financial model. We're in a good place, especially with ESSR funding. We're going to talk about this in the March Finance Committee meeting.
20. Taylor gave a growth update-- we are exploring new communities, but there is a reality with ESSR funding and enrollment numbers in Boston. We're talking to a lot of people-- consultants, lawyers, etc.-- we're not going to get more spots in Boston, but this is not the only way to expand our impact.

In terms of new communities, we're looking at a few communities and and learning about the process.

21. Jesse plugged the importance of our Board being compliant and let members know they could reach out to me if they were unsure of where they stand.



22. Becca shared an update about Pursuing Pathways, and will be sending an email to the Board about advocacy week. Nikki also shared an opportunity to support an alum who is studying abroad.

Steph moved to close out the February 2023 Board of Trustees meeting at 1:04 pm.

Ive Gonzalez

Secretary Signature