



**KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL AND
KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL
MINUTES OF THE MEETING OF THE BOARD OF TRUSTEES
September 17, 2021 | 9:00am**

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 9:00am. on September 17, 2021 at 16 Woodhill Lane, Boxford, MA 01921 and also via Zoom, held in compliance with open meeting law, at which a quorum of the Trustees was present.

The following Trustees were present: Amanda Seider, Matt Fates, Stephanie Pierre-Louis, Paul Ketterer, Michael Kendall, Eyal Bergman, Shen Lim, Doug Borchard, Nikki Barnes

The following Trustees attended by Zoom: Shellina Mathurin-Semexant

Additional participants: Coretta Martin, Stephen Pizzimenti, Christina DeVaughn, Kate Lobel, Shauna-Kaye Clarke, Jen Davis, Shameka Coleman, Zack Meisner, Elsy Estevez-Hicks, Farida Graham, John Kalafatas, Emily Rodriguez, Rebeca Hazlett, Emily DoBell (by ZOOM)

Nikki Barnes called the meeting to order at 9:00am and presided throughout the meeting along with Amanda Seider and Stephanie Pierre-Louis. Barnes ascertained that sufficient Trustees were present at the meeting, and that, accordingly, a quorum existed.

1. Opening
 - a. Nikki shared agenda
 - b. Amanda Seider nominated the slate of officers for the board
 - i. Stephanie Oliveras nominated as Board Chair
 - ii. Matt Fates nominated to continue as Board Chair
 - iii. Ivelisse Gonzalez nominated as Secretary
 - iv. Paul Ketterer nominated as Treasurer

Amanda called the vote to approve officers which was seconded by Tom Beecher. Coretta Martin called the role to vote. All board members voted “aye.”

2. Nikki presented Amanda with a parting gift, thanking her for her years of service as Board Chair
3. Nikki transitioned to DEI work
 - a. Floor given to Shameka Coleman
 - b. Shameka discussed norms/community agreements



- c. The board engaged in a conversation about identity markers and identities of students and staff at KIPP MA by splitting into small focus groups for 10 minutes.
 - d. Time to share out
 - e. Shameka transitioned to pre work regarding identity markers and identities of students and staff
 - f. Board members split into focus groups for 20 minutes
 - g. Shameka closed session at 10:40am explaining next session: Implicit Bias and Decision Making Through an Equitable Lens
4. Nikki introduced North Star Metrics
 - a. Explained that the strategic plan was created through 2020
 - b. KIPP started working on the strategic plan with Bain in 2019, but had to put off discussing until February 2021
 - c. Where we are today is a product of several months of work
 - d. Bain spoke with principals, FAKT, and made a deep dive into finance and other structures
 - e. Bain is answering where KIPP wants to be in 2026
 - f. North Star explains where we want to be, and how we are going to measure progress
 - g. Nikki is sharing the plan here in this meeting for board thinking and input
 5. Imperatives of North Star Metrics are racial justice, learning experience, alumni success, family & community engagement, and growth
 - a. Each imperative has priorities aligned with them
 - b. Nikki believes if we can achieve these by 2026 KIPP will have made progress
 6. Deep dive into imperatives
 - a. LEARNING EXPERIENCE: Emily DoBell explained that the “Achievement” component has 2 new pieces--social emotional learning: strategies to take care of yourself, manage your life, the demands on it
 - b. Second, growth metric: helps to ensure students who are on track STAY on track
 - c. Coretta explained that KIPP is focused on diversifying metrics: KIPP wants to look at different components of how students are doing and shift away from one metric--how can we see the whole student
 - d. Nikki: believes this is the first time KIPP has had an achievement goal around science and humanities. In the past it had been around reading and math. KIPP believes we can't be anti-racist if children don't learn history
 - e. KIPP will report out on these metrics at every board meeting
 - f. Nikki asks board to hold KIPP accountable for creating Joyful, identity-confirming classrooms
 - g. Steve Pizzimeti discussed the make-up of KIPP's teaching corps



- i. KIPP is at 41% currently
- ii. Elsy: staff needs to reflect student population
- iii. 75% of our teachers identify as BIPOC
- iv. 50% of SOL staff have been at KIPP 5+ Years
- h. Alumni success metrics:
 - i. 75% of students who matriculate to 4-year colleges obtain bachelor degrees within 6 years
 - ii. 50% of 2020+ have secured employment aligned to their individual aspirations within 6 years of graduation
- i. Coretta mentioned importance of co-authorship
 - i. FAKT, leadership council, other working groups
 - ii. Make sure KIPP can connect with families so that KIPP can collaborate to put forth in the schools exactly what parents desire for students
 - iii. Shameka explained that KIPP is co-creating more spaces with families to include them on input regarding policies affecting their children
 - iv. Coretta mentioned KIPP is also working on family communication

***Nikki would like to make sure the board agrees on these particular north star metrics**

1. Question was raised about obtaining a clear baseline for these metrics
2. KIPP wants to see 8th graders get into their top 3 high school choice; 8th graders will choose schools along with their family
3. KIPP also recommends schools for 8th graders

Last metric: Growth

1. KIPP is impacting more students than in school year 20-21
2. High School--aggressively seeking seats for KIPP to create a High School
 - a. Even if KIPP does not get seats, KIPP needs to take the current cohort and spread it from K-8 to K-12
 - b. Most students who leave in 8th grade go to charter schools. Lesser number to exam school
 - c. Many students leave in 7th grade
 - d. If HS were to be in Boston, KIPP would not try to exactly replicate KIPP Lynn Collegiate
 - e. KIPP might be able to have greater impact by starting Pre-K
 - f. KIPP has started exploring/learning about the Pre-K landscape
 - i. Question asked: whether it's possible to "purchase/merge" with a Pre-K that already exists



School Principals share Regional Threads

1. KALC: Shauna-Kaye Clarke
 - where are the children
 - teacher efficacy: coaching versus evaluation
 - critical consciousness

2. KAB: Zack Meisner
 - safety, recovery, healing
 - disproportionately strong teaching and learning
 - revolutionarily safe
 - will continue co-authoring our future with families

3. KAL: Farida Graham
 - Affirmation 3.0 build, build rebuild
 - Transformation 3.0: Lifting for all

4. KALE: Elsy Estevez-Hicks
 - Cultivate a love of growth, learning and achievement
 - create an affirming culture of safety and belonging for students and families
 - center equity and critical consciousness

Regional priorities: Emily DoBell

- Cultivate a love of growth learning and achievement
- Create an affirming culture of safety and belonging
- Center equity and cultural

Strong start updates

1. Nikki explained that Strong Start began in the summer. 100% of families agreed they would send their student to summer school again. 100% of KALE classrooms experienced growth in reading. 18 of 21 students at KALC earned credits.
2. Zach Trotsky spoke about enrollment. KIPP is seeing much less attrition than BPS. Every level is at or above budgeted levels for enrollment.
3. Nikki provided updates on COVID19 testing and precautions. Pool test students, requiring staff to become vaccinated. Non vaccinated staff must test weekly



Closing updates

1. Nikki provided an update on the roof. KIPP is still on track for roof repair
2. Update on daycare for staff in Boston and Lynn. KIPP is housing the daycare but it is run by another entity.

Committee Meetings

1. Teaching and Learning Committee held a sub-meeting
2. Governance Committee held a sub-meeting
3. Both committees shared out goals

Closing

1. Stephanie called vote for the consent agenda
2. Coretta called role for vote
3. Quorum met for voting

Meeting adjourned by Stephanie Oliveras at 2:15pm

Melisse Gonzalez

Board Secretary