



**KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL AND
KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL
MINUTES OF THE MEETING OF THE GOVERNANCE AND COMPENSATION COMMITTEE
October 13, 2023 | 3:30pm**

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 3:30pm on October 13, 2023 virtually, held in compliance with open meeting law, at which a quorum of the committee members was present.

The following Committee members attended in person: n/a

The following Committee members attended by Zoom: Matt Fates, Stephanie Pierre-Louis, Doug Borchard, Rhonda Barnes

Additional participants: Jesse Fetbroth, Steve Pizzimenti

The following committee members were not present: Mike Kendall, Shenkiat Lim, Jorge Trejo

Doug Borchard called the meeting to order at 3:32pm.

1. The Committee reviewed previous meeting minutes from 5/19/2023 and 09/13/2023 and voted to approve.

Stephanie Pierre-Louis: y

Matt Fates: y

Doug Borchard: y

Rhonda “Nikki” Barnes: y

2. The Committee reviewed the October portion of the ED bonus. They began by reviewing the process: what is determined by formula and what is discretionary and if there is any variation. The full Board will need to approve the procedure and the amount on 10/26.

Nikki talked through the October metrics and provided additional context. Our big MCAS goal was that students would meet or exceed state average on achievement and growth, both on average and disaggregated. The results are linked in the agenda. The state average for ELA in achievement was 42% and the average across schools was 27%. In Lynn, we were within 7 percentage points of the state average and in 10th grade ELA we did exceed the state average. In growth, we were close to the state average in growth--



we were at 46% and the state was around 50%. ELA was our toughest spot. We did better in math-- we were within 7% of the state average in math. Neither Boston or Lynn exceeded the state average.

Our brightest spot was SGP in math. We had the 4th highest growth in the state in 6th grade math in Boston.

Matt asked if the state is the right benchmark or if it should be the sending district. Nikki explained the state is a more rigorous goal. Matt wonders if when we talk about our performance overall, we should be talking about the communities we're in instead of the whole state. Boston didn't outperform BPS, but Lynn did outperform LPS.

Steph asked about other charter schools-- our target pool, who we're trying to attract. In Lynn, we're the only option. Where are we in the ranking order in Boston? This is important for the story.

Nikki is proud of our goal around matriculation. 76% of students have matriculated, leaving us 1% above our goal of 75%.

Our biggest challenge continues to be attrition-- we'll be bringing a lot of data to the Board meeting. Our goal last year was less than 6% attrition-- Lynn was at 4%, Boston was at 12%, so we partially met the goal. We were able to stay fully enrolled. We now have enrollment coordinators at each school and we just started using a new app.

We retained 84% of our staff when our goal was 85% and 88% of desired staff.

It looks like we're going to get a clean audit, but we're going to come in over budget in Lynn. Steve will be talking about this at the Finance & Facilities meeting on 10/24. Steph wanted to know how much we were over budget to see if it impacted Nikki's rating. Steve explained that for this, a lot of it had to do with timing. He suggested treating it as a miss vs. not a miss. When we go through the information more with the Finance Committee, we can zero in on more specific things. That sounded reasonable to Steph. Matt feels like understanding the nature of the miss would be helpful, but feels it is different than a miss that is more severe.

Nikki acknowledged it will take a few years to reach the goal of meeting or exceeding the state average. She feels it was a strong year, but we have to make more progress in academics.



Steph would like to see more fleshed out data by quadrant-- partially meeting vs. not meeting. How many students were in the lowest bucket vs. close to meeting expectations?

Nikki left the meeting to let the committee discuss. The Committee felt comfortable with formulaic pieces of review.

Doug feels the discretionary should be similar to the formulaic pieces of the review. That seemed reasonable to the rest of the Committee.

Doug motioned to recommend 75% for both holistic and formulaic bonuses and recommend to the Board.

Stephanie Pierre-Louis: y

Matt Fates: y

Doug Borchard: y

Rhonda "Nikki" Barnes: y

Nikki returned to the Board meeting.

Jesse will bring spreadsheet to 10/26 Board meeting. Doug asked if we are replicating goals for next year, and Nikki explained that her goals are the organization's goals, so it will be the same goals unless the Committee feels they want to add or tweak goals relative to the 8 Essential Questions.

3. Nikki has started talking about succession planning-- she put something in writing, but we should review that as a Committee. Jesse will draft a goal to be reviewed at the next meeting.

4. The Committee reviewed the onboarding plan for new Board prospects. All felt it was accurate.

5. The Committee reviewed results from the Board Effectiveness Survey and began discussing a recruitment strategy. We need to be cultivating future board members where we have gaps in skill sets across the Board and committees. We're weak in advocacy and politics. Also in education. Eyal would love to find some additional committee members for the Teaching and Learning Committee.



This is an ongoing process and one we should continually come back to.

Matt suggested he and Jesse meet one on one to set up a committee discussion for the next meeting.

Current committee members who are alumni-- are their parents interested? Conversion rate of alumni is tough because of where they are in school.

Jesse is going to propose an active goal for recruitment. We'd love someone in advocacy, someone in education, to start with parents of alumni as a pool to draw from -- it would be nice to have more than one in each category in Lynn and Boston.

We have someone joining our T&L Committee-- hoping to cultivate him to join the Board, not sure how long we can meet via Zoom, but he is an educator.

Nikki is contact with a professor in Milton from the area-- she could give us exposure and connection in education realm. She knows several of our teachers, is familiar with charters, would be great member of T&L committee first.

Matt recommended we get 5 or 6 suggestions from principals. Steph is going to connect with someone who works with Shen now.

Goal: 3 new non-Board Committee members for People, Development, Finance and Facilities and/or Teaching & Learning.

Doug moved to close out the October 23rd Committee Meeting at 4:28pm.

 Matt Fates

Committee Chair Signature