

APPROVED



KIPP Academy Massachusetts

Minutes

2024.02.15 KIPP MA Board of Trustees Meeting

Date and Time

Thursday February 15, 2024 at 9:00 AM

Location

In-person participants:

KIPP Academy Lynn Collegiate (Annex)
20 Wheeler St. Lynn, MA 01902
Room 364 & 368

Virtual participants:

<https://kippma-org.zoom.us/j/84067673350>

Meeting ID: 840 6767 3350

Password: n/a

Call in: +16465189805 **Passcode:** 84067673350#

[Link to folder with documents for this meeting](#)

For additional information, please contact Jesse Fetbroth at jfetbroth@kippma.org or 781-696-8402.

Directors Present

D. Borchard, I. Gonzalez, M. Fates (remote), M. Gaburo (remote), P. Ketterer (remote), P. Maleh, R. Barnes, S. Lim (remote), S. Pierre-Louis, T. Beecher

Directors Absent

E. Bergman, M. Kendall

Directors who left before the meeting adjourned

M. Fates, T. Beecher

Guests Present

E. DoBell, E. Taylor, J. Dominique, J. Fetbroth, J. Haynes, J. Nakajima, K. Kiley, K. Lobel (remote), S. Coleman (remote), S. Pizzimenti, Z. Meisner, Z. Trotsky

I. Opening Items**A. Call the Meeting to Order**

S. Pierre-Louis called a meeting of the board of directors of KIPP Academy Massachusetts to order on Thursday Feb 15, 2024 at 9:05 AM.

B. Record Attendance

It was ensured that all virtual participants could hear and be heard.

C. Build the Team

The Board and KIPP MA Team broke the ice with a teambuilder.

D. Review agenda

The agenda was reviewed.

II. Consent Agenda, Items for Voting + Updates**A. Vote: Board Meeting minutes**

S. Pierre-Louis made a motion to approve the minutes from.

D. Borchard seconded the motion.

The board **VOTED** to approve the motion.

Roll Call

M. Fates	Aye
D. Borchard	Aye
M. Gaburo	Aye
R. Barnes	Aye
T. Beecher	Aye
M. Kendall	Absent
S. Lim	Aye
E. Bergman	Absent

Roll Call

P. Ketterer Aye
I. Gonzalez Aye
S. Pierre-Louis Aye

B. Items for Voting: Ratify Committee Members

S. Pierre-Louis made a motion to Ratify current committee members.
T. Beecher seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

D. Borchard Aye
P. Ketterer Aye
E. Bergman Absent
S. Lim Aye
M. Fates Aye
S. Pierre-Louis Aye
P. Maleh Aye
M. Gaburo Aye
M. Kendall Absent
I. Gonzalez Aye
T. Beecher Aye
R. Barnes Aye

C. Items for Voting: Boston Compensation Plan

S. Pierre-Louis made a motion to Approve a 15% base salary increase above the current KIPP MA compensation systems for teachers and aides at KIPP Academy Boston, with final determination for the exact percentage to be made by regional leadership as the FY25 budget is finalized. Authorize KIPP MA regional leadership to update KIPP Academy Boston teacher salaries (and other KIPP Academy Boston compensation systems) separately from KIPP Academy Lynn (and any other future district that falls under KIPP Massachusetts).

S. Lim seconded the motion.

KIPP MA Chief Finance Officer presented a plan to increase the base salaries for teachers and aides in school year 24-25.

The Executive Director did not participate in the conversation due to real or perceived conflicts of interest with her children being staff members at KIPP Academy Boston.

Boston charter school market data was shared, as well as the impact on the budget, the importance of the timing of this decision, the impact on Lynn staff, and the plan for messaging and change management.

There was space for questions and reactions. A Board member expressed concern about the urgency of the decision-- ideally this would have gone to the People Committee. The

KIPP MA Team agreed, and shared insight into our current hiring timeline and the importance of this decision on that process.

A Board member asked to review budget projections to prove this change is financially viable. Projections were shared.

The board **VOTED** to approve the motion.

Roll Call

R. Barnes	Abstain
P. Maleh	Aye
P. Ketterer	Aye
E. Bergman	Absent
S. Lim	Aye
I. Gonzalez	Aye
M. Gaburo	Aye
M. Fates	Aye
D. Borchard	Aye
S. Pierre-Louis	Aye
M. Kendall	Absent
T. Beecher	Aye

D. HYDLA Update

A discussion was given on the potential partnership with Helen Y. Davis. The Executive Director is no longer with Helen Y. Davis, and the Letter of Commitment has been terminated.

We still now have an LLC and a process if future opportunities arise. We have also been working the KIPP Foundation for other paths forward.

It was also discussed that we are preparing for the opening of any charter seats in the future so that we are ready to go.

M. Fates left.

III. State of the Union: KIPP Massachusetts

A. Academic update + 23-24 MCAS Plan

KIPP MA's 8 Essential Questions were reviewed.

The Executive Director began with the story of KIPP Boston and the fact that it took us until 2019 to outperform BPS.

Data on peer-matched groups was shared-- our Black, Hispanic and low-income students have had better outcomes at KIPP Boston even when we did not outperform BPS on average. The data from 22-23 shows a continued gap in ELA. It was projected that math would be harder hit during COVID, but that has not been the case.

New assessments have shown a new need for 5th-8th graders to receive additional support in reading accuracy and fluency, not just comprehension. We are on fire about this, and this is not something we've had to be on fire about before-- the pandemic put a spotlight on this. DIBELS is being introduced as a resource through One KIPP to address this. We also know we have to shift our focus to writing.

Jim Manly, the Chief Schools Officer for the KIPP Foundation, joined the call to discuss the lifting strategy KIPP MA has implemented.

KIPP MA data and projections were shared using the lifting strategy. A Board member noted the impact that a transient student population can impact student achievement. Are there things we should be doing differently in Boston than in Lynn? Attendance impacts achievement a lot in Boston. Boston is currently the only KIPP MA school holding family conferences based on MCAS projections-- we have to do things differently, and better. This is why the compensation matters. The Boston high school also matters. KIPP Boston also gave a full MCAS practice test, while other schools did not. Regional directors are supporting small groups in Boston. Boston is motivated and on fire.

In KIPP Boston, we are often the last school that will take some students with special needs.

The KIPP National goal is that by 2027, 75% of our students are on a path to a fulfilled life and positive college and career outcomes. This is our Executive Director's goal and what her performance will be based on.

Projections and goals for MCAS achievement were shared based on our lifting goals. If we hit the projections, it would mark a significant amount of growth. To double a school or cohort's growth in a year would be some of the highest growth in the state. The goals are aggressive, but projections show they're possible.

The MCAS strategy for 24-25 was shared and compared to 22-23-- last year's strategy did not have the impact we needed it to. We didn't go student-by-student, we didn't have sacred time for performance training, to invest students in goals, etc. Information was shared about our family engagement strategy, and the specific plan for Boston.

A Board member asked about how ESSER cuts will impact the ability for Boston to provide such individualized instruction. We're cultivating a culture where there is nothing outside of a certain role's responsibilities. We're also leveraging the teaching and learning team.

A calendar of when updates will be shared was given.

The Board Chair shared the role of the Board-- they have to be an advisory, but they need to be pulled in early so we can leverage our expertise. The Board is here to support the team in what is best. The Board should be more present in schools, do career panels, etc.

B. Q2 Finance Update

KIPP MA is on track to meet budget goals in FY24.

Space for questions was made.

T. Beecher left.

C. Additional Updates

Our Development Chair is committed to 100% of Board members giving-- 5/12 currently have given, and gratitude was extended for their support. The Board Chair talked about how to leverage our development to celebrate students-- we want to not just meet our giving goals, but exceed them.

One KIPP updates were shared.

An update on Advocacy Week was shared.

A celebration for KALC was shared, as well as one for enrollment in Boston (597 as of today!).

IV. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 11:54 AM.

Respectfully Submitted,
S. Pierre-Louis

Documents used during the meeting

None

