

APPROVED



KIPP Academy Massachusetts

Minutes

KIPP MA Board of Trustees Meeting

Date and Time

Thursday April 17, 2025 at 9:00 AM

Location

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

If Zoom is down: meet.google.com/xpe-zaar-zmc

[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 (remote), E. Bergman, M. Gaburo (remote), P. Ketterer (remote), P. Maleh (remote), R. Barnes (remote), S. Lim (remote), S. Pierre-Louis (remote), T. Beecher (remote)

Directors Absent

M. Fates, M. Kendall

Directors who arrived after the meeting opened

E. Bergman

Directors who left before the meeting adjourned

P. Ketterer, S. Pierre-Louis

Guests Present

A. Peters (remote), E. DoBell (remote), J. Dominique (remote), J. Fetbroth (remote), J. Haynes (remote), J. Nakajima (remote), K. Kiley (remote), Lynne Bennett (remote), S. Coleman (remote), S. Pizzimenti (remote), Shane Dunn (remote), Z. Trotsky (remote)

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 Apr 17, 2025 at 9:03 AM.

B. Record Attendance

C. Review Agenda + Celebrations

The Executive Director shared the agenda for the meeting and some regional celebrations. The Board Chair shared that Nikki is celebrating 5 years as KIPP MA's Executive Director!

Two new members of the KIPP MA Team were introduced: Shane Dunn, who is supporting our Development work, and Lynne Bennett, our new Managing Director of Student Supports.

E. Bergman arrived at 9:07 AM.

II. Consent Agenda + Items for Voting

A. Approve Minutes from 2/13

S. Pierre-Louis made a motion to approve the minutes from KIPP MA Board of Trustees Meeting 02.13.2024 on 02-13-25.

S. Lim seconded the motion.

One typo was noted-- the KIPP MA Team will revise.

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

Roll Call

M. Gaburo	Aye
M. Kendall	Absent
M. Fates	Absent
R. Barnes	Aye

Roll Call

E. Bergman	Aye
P. Ketterer	Aye
S. Lim	Aye
S. Pierre-Louis	Aye
P. Maleh	Aye
T. Beecher	Aye
D. Borchard	Aye

B. Student Handbook Preview

The KIPP MA Team previewed changes to our student and staff handbooks that will need to be voted on in the June meeting related to our attendance policy and data security and privacy policies.

A member of the Board asked how we are determining best practices for data security and privacy.

In June, whatever new or revised language we are proposing will be highlighted to make it efficient for the Board to vote on.

The Executive Director is meeting with the KIPP Foundation legal counsel to ensure the Foundation is meeting Massachusetts bar for data security and privacy.

III. Growth Updates

A. Growth Updates

The Executive Director shared updates on leadership transitions for the principals of KIPP Academy Lynn and KIPP Academy Lynn Collegiate, as well as Shauna-Kaye Clarke's transition into the Head of Schools role.

A member of the Board noted how the significance of KIPP MA having a pipeline for leadership roles.

The Executive Director shared that KIPP Lynn's application for expansion was denied by the Board of Elementary and Secondary Education. She noted that we were identified as a Proven Provider by DESE, so were surprised by the outcome.

KIPP MA remains open to unique opportunities to expand, including considering opportunities to merge with other charters. We will likely revisit expansion in Lynn in 2026 given the political landscape and where KIPP MA currently is.

The KIPP MA Team shared letters of support to the editorial in the Boston Globe.

The Executive Director shared she needs to get to know the BESE Board better and have them visit our schools.

Space was left for questions.

A member of the KIPP MA Team discussed some of the anti-charter legislation that is surfacing in MA. The team also discussed the impact of the current national and state landscape on our schools. Our Board Chair shared this is an underlying theme being experienced by schools across the country, and that the team needs to lean on the Board as much as possible. The Executive Director identified our campaign across the state to ensure the Healey Administration hears from as many charter supporters as possible as an opportunity for the Board to support.

The KIPP MA Team discussed the potential impact of federal funding on Executive Orders. The state of Massachusetts has responded on schools' behalf.

IV. Chronic Absenteeism Updates

A. Chronic Absenteeism Updates

The KIPP MA Team shared updates on our chronic absenteeism efforts. They shared progress to goals and outcomes of our working group pilot. Some of the systems piloted will become part of our programming in 25-26, including daily phone calls to absent students.

The Team discussed how families have been engaged throughout this process.

V. KIPP Massachusetts State of the Union

A. Academic Update + 24-25 MCAS Preparation

The KIPP MA Team shared updates on academic growth and achievement, as well as MCAS preparation.

The Chief Academic Officer shared data on recent ELA MCAS practice tests for grades 3-8. We have seen growth in Boston and dips in Lynn, which were expected given challenges the middle and elementary schools in Lynn have faced this year.

A member of the Board asked how the team is feeling. The Chief Academic shared we are not surprised by data, and excited by potential growth in Boston. The Chief of Schools noted we are feeling urgent about data in Lynn and making plans to restabilize and recover any lost learning from this year.

Projections for ELA MCAS were shared. We took into consideration chronic absenteeism rates this year. Projections are more conservative than in years far. The MAP test remains the closest predictor of MCAS performance, but it does not have a writing portion.

The team feels confident that Boston will see growth. Growth in Lynn feels less certain.

The Board was reminded that 10th grade historically outperforms the district and the state.

Predictions for Math MCAS and EOY MAP results will be shared at the June meeting.

B. People Updates

The Chief Finance and Talent Officer shared updates on our staffing model.

He noted that the Regional Office is budgeted for 60 staff members and currently has 71. We're making a significant shift for two years in a row in an attempt to right size the regional office and ensure schools are appropriately staffed. We are being intentional in highlighting these tradeoffs for schools.

C. Preview 25-26 Budget

The Chief Finance and Talent Officer shared a forecast for FY25 and preview of FY26 budget.

He reviewed potential impacts of federal funding on the organization. There would be little wiggle room for discretionary funding.

It was asked how long we would be able to sustain if federal funding shifted tomorrow. The Chief Finance and Talent Officer spoke to our reserves, but noted we'd have challenges with covenants and that we'd need approval or a waiver. We would need to take action within a week, so would have some time to figure everything out.

Is this an opportunity to raise money? The Board would need to drive that.

It was recommended that we have a plan ready to go given how quickly these things can happen. Baseline version is a reduction in force, but there are other options to explore. If this impacted our nutrition program, for example, could we raise money to cover this?

It was acknowledged that the estimation of loss in federal funding is only for one year-- the impact would be ongoing.

We have received support from the KIPP Foundation in this as well.

The projections for reduction in force would bring us back to pre-pandemic levels. This is something we should flush out in the event we have to pivot quickly.

It was also noted that the team is working to explore the facilities investments that will need to be taken on in the coming years. The team is expecting a 7 figure investment here.

D. Other Essential Questions

The KIPP MA Team shared progress on all 8 Essential Questions related to enrollment, outreach, attrition, academic achievement and growth, HS Match and Persistence, staff retention and recruitment, development, finance, compliance, professional development and family engagement. Team members gave updates and left space for questions.

The Chief Operations Officer discussed the differences in Lynn and Boston for enrollment, attrition and applications.

The Managing Director of Compliance shared data on suspensions and emergency removals across Lynn and Boston.

The Managing Director of KIPP Forward shared updates on BA enrollment for the class of 2024. We are the number one region across the KIPP network for BA enrollment. A member of the Board asked how other districts collect this information. We receive data from state profiles from DESE. This data collection is a result of the Student Opportunity Act. He then shared data on overall enrollment for the class of 2024 compared to other KIPP regions-- we are one of the highest performing regions in the network, and are outperforming the state, BPS and LPS. Persistence data was then reviewed.

Members of the Board noted we should be very proud of our postsecondary work.

Results from this year's family survey were shared.

The 25-26 calendar for Board meetings was previewed, and key senior events for the end of the year were shared.

S. Pierre-Louis left at 11:15 AM.

P. Ketterer left at 11:15 AM.

VI. 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 11:35 AM.

Respectfully Submitted,
D. Borchard

Documents used during the meeting

None

Materials reviewed during the meeting:

- 04.17.2025 Board of Trustees deck