

## People Committee Planning 2025-26

<b>FY26 Members:</b>	Shenkiat Lim Paul Maleh Dave Filius Barbara Curran
<b>FY26 People Committee Staff Leader:</b>	Kate Lobel
<b>FY25 Outcomes</b>  <i>What did this committee accomplish last year?</i>	<p>At the outset of the year, the committee anticipated focusing on organizational growth. However, as the year progressed, priorities shifted significantly in response to evolving operational and staffing realities. The committee had also prepared to engage on several policy and compliance issues that ultimately did not require action, including:</p> <ul style="list-style-type: none"> <li>• A proposed increase to the minimum salary threshold for exempt employees.</li> <li>• Licensure pathways for special education teachers, anticipated in the context of organizational growth</li> </ul> <p>Instead, the key outcomes the People Committee focused on in FY25 included:</p> <ul style="list-style-type: none"> <li>• Provided strategic support to the Talent team during a period of staffing instability, including during key transitions such as the midyear departure of a school’s principal and the departure of four senior leaders due to the reduction of the Out-of-Region hybrid program.</li> <li>• Supported the organization in shifting from a growth-oriented mindset to managing reductions in FTEs.</li> <li>• Played an advisory role in the development and review of important organizational policies—including an AI Usage Policy and Children at Work Policy—as well as organizational procedures, primarily switching from a bimonthly to biweekly payroll schedule and shifting the annual employment agreement date from 7/1 to 8/1.</li> </ul>

	<ul style="list-style-type: none"> <li>• Grew the committee by two members!</li> </ul>
<p><b>FY26 Goals</b></p> <p><i>How will this committee support KIPP MA people strategy this year?</i></p>	<p>Given staffing shifts on the Talent team—the departure of two senior leaders, the addition of KIPP’s Teaching Fellows program and an overall headcount reduction from 15 to 11 staff—the people committee could focus this year on helping the team reorient to completing the work with fewer staff in a more constrained budgetary context. This may mean the role of the People Committee evolves as well, and we should align as a committee on how it can best support the Talent Team in advancing its key priorities this year.</p> <p>The Talent Team has three key priorities to focus on this year:</p> <ol style="list-style-type: none"> <li>1. <b>Data Infrastructure:</b> Improving data maintenance practices and developing a long-term data strategy. Much of our current Talent data is stored in trackers rather than an HRIS (HR Information System), limiting efficiency and analysis. Additionally, the team is underutilizing its current ATS (applicant tracking system), which may require replacement at the end of SY25-26.</li> <li>2. <b>Change Management Associated with:</b> <ol style="list-style-type: none"> <li>a. <b>Health Care Costs:</b> Assessing current health care offerings, which are currently cost-prohibitive, in collaboration with the incoming CFO, to identify more cost-effective options, and unrolling new offerings effectively.</li> <li>b. <b>Supplemental PFML Policy:</b> Reviewing and potentially revising our Supplemental Paid Family and Medical Leave (PFML) policies to ensure financial sustainability while continuing alignment with organizational values.</li> </ol> </li> <li>3. <b>Headcount Planning:</b> Create a formal headcount planning process to align staffing and financial sustainability.</li> </ol>