



**KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL AND  
KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL  
MINUTES OF THE MEETING OF THE PEOPLE COMMITTEE  
1/11/2023 | 10:00 am**

The meeting of the People Committee of **KIPP ACADEMY LYNN PUBLIC CHARTER SCHOOL and KIPP ACADEMY BOSTON PUBLIC CHARTER SCHOOL** (collectively, the “Schools”) convened at 10:00 AM on 1/11/2023 virtually, held in compliance with open meeting law, at which a quorum of the committee members was present.

**The following Committee members attended by Zoom:** Paul Maleh, Shenkiat Lim

**Additional participants:** Lauren Adams, Kate Lobel, Stephen Pizzimenti

**The following committee members were not present:** Ive Gonzalez

Shen called the meeting to order at 10:00 and presided throughout the meeting. He ascertained that sufficient Committee members were present at the meeting, and that, accordingly, a quorum existed.

1. Lobel led a team builder exercise with the committee.
2. Lobel led a discussion on the mentorship program that Lobel and Adams launched with KIPP MA staff in September.
  - a. KIPP MA launched a mentorship program this year for all staff who are new to the regional office or are new to managing in the regional office. The hope is to improve engagement and satisfaction for these staff members in their first year and over the long run.
  - b. We gave a survey to mentees and they indicated an average score of 9 out of 10 for overall satisfaction with the program and the pairing with their mentor.
  - c. Maleh noted that initially it was informal for their mentor/mentee program at CRA. As they grew they added more structure to it.
3. Adams led a discussion about KIPP MA’s staff intent to return (ITR) process. KIPP MA uses this survey to understand what is keeping people at KIPP MA and what their plans are for the next school year.
  - a. The recruitment and retention team uses this information to support principals with staff retention and planning for recruitment for new staff members in the following year.

- b. We have created a culture over time in which staff are honest with their responses and that leaders are ok when staff members are planning to exit.
  - c. At this point in time, KIPP MA is projected to have 82% staff retention heading into the 2023-24 school year.
- 4. Pizzimenti shared an update to the committee that KIPP MA is working on developing a system for compensating teachers and staff for being fluent in additional languages other than English that are spoken in the communities in which KIPP schools are located.
- 5. Lobel talked through KIPP MA's COVID-19 policy that was put into place in September 2021. The organization is currently reassessing this policy and whether it will continue in the future.
  - a. KIPP MA required staff to be vaccinated by November 2021. Since then the organization has not tracked boosters but has still required new staff to show proof of vaccination.
  - b. The decision point now is whether to double down and require boosters and track this internally vs. ending this policy and not requiring staff to be vaccinated against COVID-19.
  - c. Lobel connected with other similar organizations within the Boston charter school community and KIPP network nationally, and some schools have scrapped their policy completely while others have begun tracking boosters.
  - d. Maleh noted how CRA is currently in a similar position as KIPP MA. The vast majority of organizations in their network have kept their requirements. CRA has realized that this decision will not make everyone happy, and the lessor of the decisions was to keep a limited policy that doesn't track boosters. This will be re-evaluated each year.
  - e. Shen discussed the considerations of vaccination policy
    - i. Public health - being a good corporate citizen?
    - ii. Retention of existing staff - to what extent do current staff feel that this is beneficial to their own safety?
    - iii. Recruitment of new staff - is this a barrier to hiring talented staff members?
- 6. Lobel discussed with the committee about the ED ethics responses survey that is completed quarterly by the KIPP MA ED, Nikki Barnes.
  - a. Barnes has two children who are teachers within the KIPP MA organization.
  - b. Lobel meets with Barnes each quarter to discuss if there were any situations that came up with her children that quarter that may have impacted her job decisions.
  - c. Barnes feels very strongly that this is important for her leadership.
  - d. Shen noted that is also part of Barnes' annual review process.



- e. Maleh noted that at CRA they currently have a policy in place that does not allow for nepotism hires due to the indirect influence it may have on managers.
- f. Shen and Lobel discussed the survey that goes out to staff members about whether Barnes is handling things ethically.

**Shen moved to close out the 1/11/2023 Committee Meeting at 11:30 am.**

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Committee Chair Signature