

Governance and Compensation Committee Planning/Materials

FY26 Members:	• Doug Bourchard (Compensation Chair) • Matt Fates (Governance Chair) • Mike Kendall, KIPP MA Board Member • Shenkiat Lim, KIPP MA Board Member • Stephanie Pierre-Louis, KIPP MA Board Chair • Nikki Barnes, KIPP MA ED
FY26 Development Committee Staff Leader:	• Jesse Fetbroth, KIPP MA Staff Sponsor, Chief of Staff
Committee Purpose:	• Organize the governance and fiduciary work of the Board of Trustees by: assessing the capabilities and structure needed to support KIPP MA's success; recruit, nominate, and create succession plans for members and officers; ensure the full Board, committees, and individual members set and achieve goals and evaluate their performance; and confirm the Board and organization are in compliance and fulfilling KIPP MA's mission and public school charters. • Ensure effective executive leadership of KIPP MA by designing board's ED performance management and compensation process, annually assessing ED performance and recommending compensation to full board, and recommending ED succession plans.
Ongoing goals and work	<u>Recruitment</u> • Develop a board pipeline by supporting committee chairs with recruitment and cultivation of non-board committee members <u>Sustainability</u> • Maintain a full complement of board members at all times; confirm board member retention • Create and maintain updated succession plans for all board

	officers and committee chairs • Update and finalize plan in the event of ED transition • As needed, develop guidance around board structure for potential expansion scenarios • Continue to develop and enact a clear onboarding process for new board members <u>Compliance and Oversight</u> • 100% board and committee compliance with Open Meeting Law • Monitor progress-to-goal of board committees and evaluate progress at the end of the year • 100% individual board member engagement (donation and activity generation) <u>Update ED Performance Management & Compensation Program:</u> Revise as needed: framework and process for board's ED goal-setting, feedback, evaluation, and compensation structure. <u>Assess Performance & ED Compensation:</u> Assess ED's performance against individual (year-end) performance and professional development goals with mid-year and year-end reviews conducted and compensation recommendations to full board.
FY26 Committee Goals:	• By June 2026, we have onboarded at least 2 new Board members with significant giving potential and/or experience in education • By June 2026, the Committee has finalized succession plans for all officers • Effectively evaluate the ED's performance and provide useful developmental feedback.
Mid Year CheckPoint on Goals	
End of Year Check Point on Goals	



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