

Board of Directors Meeting Minutes

August 21, 2020

Due to COVID-19 this meeting was held virtually

Directors in Attendance: Joe Arnold, Jim Bostic, Gayle Burnett, Hector Calzada, Sidney Childress, Rick Deane, Frank Glover, Sid Harris, Dennis Love, W.E. "Chris" Lowe, Catherine Meador, Stacey Mohr, JaKathryn Ross, Deborah Sudbury

Directors Absent: Mike Gaburo

Honorary Members in Attendance: Jack Ward, Kathe Brown, Marni Mohr, Sid Harris, Tom Avery

Regional Staff Members Present: Kinnari Patel-Smyth, Angela Bond, Crystal Nasir, Mini'imah Shaheed, Courtney Bell, Dave Howland, Kelly Shields, Ra'Chel Ford, Chelsea Cobb and Tim DeBruyne

School Members Present: None

The meeting was called to order at 8:02 a.m.

I. Mission Moment (Kinnari Patel-Smyth)

- a. Joe Arnold welcomed the Board to the first meeting of the school year. Kinnari Patel-Smyth next shared the mission moment, highlighting the One Region Summit which took place in July.
- b. The Board watched three short videos from the One Region Summit, first highlighting KIPP STRIVE Primary, second the overview and welcome from Kinnari, and third, a clip from the keynote address.
- c. Kinnari closed by highlighting the years of service honorees, including 3, 5, 10, and for the first time, 15 years of service.

II. Board Chair Updates & Consent (Joe Arnold)

- a. Board Chair Updates
 - i. Joe thanked the board members who were able to join the One Region Summit and encouraged the Board to join events when they take place throughout the year.
- b. Policies and Minutes
 - i. Joe next highlighted the annual policies that the Board received along with the updates to said policies. Kinnari provided an update that the student discipline policy and expulsion policy have not been updated as the policies need to be informed by district partner policies.
 - ii. Joe also reviewed the June meeting minutes.
 - iii. Jim Bostic moved to accept the June Meeting Minutes, and adopt the Board Policies and grant Crystal Nasir in concert with the Board Chair and Chair-Elect,

the authority to finalize the Student Discipline and Expulsion policies, Sidney Childress seconded. The motion passed unanimously.

III. Committee Updates

- a. Advocacy Committee (Jim Bostic - Chair)
 - i. Jim Bostic provided an update on the Advocacy Committee's FY20 work and highlighted the proposed work for the FY21 year. Jim shared the Advocacy Committee will be focused on Voter registration for FY21 and will be working to track both state and federal legislation related to charter schools.
- b. Development Committee (Deborah Sudbury & Frank Glover – Co-Chairs)
 - i. Dave Howland provided an update on the Development Committee's FY20 work and highlighted the proposed work for the FY21 year. Dave highlighted that the FY20 fundraising goal was met and the capital campaign continued to raise funds.
 - ii. Dave shared that the Development Committee will be focused on individual giving and stewardship in FY21.
 - iii. Deb Sudbury and Frank Glover shared an update on the individual giving plan and asked that the Board be prepared to help identify and steward individuals.
 - iv. Dave closed by sharing an update on fundraising events for FY21.
- c. Finance Committee (Dennis Love - Chair)
 - i. Dennis Love provided an update on the Finance Committee's work over the past few months highlighting that the Finance Committee had been meeting more regularly during the initial stages of the COVID-19 pandemic.
 - ii. Dennis further shared an update that the Finance Committee is proposing the formation of a sub-committee dedicated to reviewing and recommending a facility option for KIPP South Fulton Primary, ensuring that the recommendation is vetted by the community and reviewing and recommending financing solutions.
 - iii. Kelly Shields shared an update on the Annual Endowment Withdrawal. The Finance Committee was recommending a 4.5% annual transfer for college scholarships.
 - 1. Jim Bostic moved to approve the Facilities Sub-Committee and the Endowment Annual Spend, Catherine Mealor seconded. The motion passed unanimously.
- d. Committee on Directors (Rick Deane - Chair)
 - i. Joe Arnold provided an update that Committee on Directors had the opportunity to meet with Dr. Dawn Griffin and were recommending her nomination to the Board. Joe provided an overview of Dr. Griffin's biography and experiences.
 - 1. Joe Arnold moved to elect Dr. Dawn Griffin to the Board, Gayle Burnett seconded. The motion passed unanimously.
 - ii. Tim DeBruyne provided an update on Bylaw and the Committee Charter revisions. Tim reviewed the updates to the Bylaws and Committee Charters, which included updating membership criteria and obligations for committees, and setting forth criteria for the Honorary Board.

- iii. Tim further shared updates to revise the Slate to include Dr. Dawn Griffin on the Development Committee, Sid Harris becoming an Honorary Director and Rick Deane joining the Finance Committee as Board Chair Elect.
 - 1. Stacey Mohr moved to approve the Bylaw Revisions, Committee Charter Updates and the revised Slate, Sidney Childress seconded. The motion passed unanimously.

IV. Virtual Learning Launch (Mini'imah Shaheed & Crystal Nasir)

- a. Virtual Learning Launch
 - i. Mini'imah Shaheed shared an overview of the planning process and the decision making that influenced the virtual learning plan.
 - ii. Mini'imah provided an overview of the schedules for each grade level and the considerations that went into the schedule. Mini'imah highlighted the importance of having both synchronous and asynchronous opportunities for scholars and families.
 - iii. Mini'imah shared an overview of the support systems in place for scholars and families to support social emotional learning.
 - iv. Mini'imah shared details about the attendance protocol and the push to ensure 100% outreach to scholars and families every day.
- b. School Operations
 - i. Crystal Nasir highlighted that more than 5,000 meals were distributed during this week's meal distribution and that 96% of families who elected to receive meals picked them up. Crystal noted that families can opt in at any time to receive weekly meals.
 - ii. Crystal shared that more than 4,000 chromebooks were distributed and almost 600 hot spots. Crystal shared that in addition to distribution, the technology team will continue to provide support to scholars and families during the pendency of virtual learning.
- c. The session closed with a question and answer session. The Board asked a variety of questions about virtual learning, key metrics to monitor and ways to ensure all KIPPsters are supported throughout virtual learning.

V. ED Updates (Kinnari Patel-Smyth)

- a. Kinnari walked the Board through a revised dashboard. Specifically, the Development Team has raised 69% of the operating goal. Kinnari shared that the 2020 goal of 80% teacher retention was met, and shared updates from the KIPP Through College team, including that 100% of the Class of 2021 had completed their 9+ College Wishlists.
- b. Kinnari next shared an overview of the COVID response protocol and provided the Board with an update on the protocols that KIPP Metro Atlanta has put in place.
- c. Kinnari next shared an update on our enrollment, noting that as of yesterday, we had met our enrollment goal, and had a waitlist of 2,718.
- d. Kinnari closed the ED updates by sharing an overview of KIPP Metro Atlanta's path forward during COVID-19. Kinnari shared an overview of the feedback structures that will be in place to ensure that the needs of scholars, families and staff are being met.

VI. 2025 Update (Kinnari Patel-Smyth)

- a. Kinnari Patel-Smyth next provided an overview of the 2025 strategic planning process, reminding the Board of the 5 key imperatives: Learning Experience, Alumni Success, Community Engagement, Growth, and Racial Justice.
 - b. Kinnari shared that the goal is to continue to evaluate these initiatives and work streams attached to each imperative and to finalize them in the coming months. Kinnari shared that the goal is to start the socialization and feedback process in January with a goal of full implementation in May.
 - c. Kinnari cautioned the Board that this timeline was tentative and will be impacted as the COVID-19 pandemic continues.
- VII. Close Out (Kinnari Patel-Smyth)**
- a. Tim DeBruyne reviewed the upcoming Board Meeting schedule and provided the Board with guidance and next steps to complete required training hours.

The meeting was adjourned at 11:00 a.m.

Minutes taken by Angela Bond, Board Secretary

Board of Directors Meeting Minutes

September 25, 2020

Due to COVID-19 this meeting was held virtually

Directors in Attendance: Joe Arnold, Jim Bostic, Gayle Burnett, Hector Calzada, Sidney Childress, Rick Deane, Mike Gaburo, Frank Glover, Dawn Griffin, W.E. “Chris” Lowe, Catherine Mealar, Stacey Mohr, JaKathryn Ross, Deborah Sudbury

Directors Absent: Dennis Love

Regional Staff Members Present: Kinnari Patel-Smyth, Courtney Bell, Tim DeBruyne

School Members Present: None

I. Welcome & Get Connected

- a. The Meeting was called to order at 8:02 a.m. Joe thanked the Board for joining the meeting.

II. Executive Session (Joe Arnold)

- a. Joe Arnold moved to go into Executive Session and Sidney Childress seconded. The motion passed unanimously and the Board moved into Executive Session at 8:05 a.m.

The executive session was adjourned at 8:54 a.m.

The meeting was then adjourned at 8:55 a.m.

Minutes taken by Timothy DeBruyne, Dir. Special Projects

Board of Directors Meeting Minutes

October 30, 2020

Due to COVID-19 this meeting was held virtually

Directors in Attendance: Joe Arnold, Jim Bostic, Gayle Burnett, Hector Calzada, Sidney Childress, Rick Deane, Frank Glover, Dennis Love, W.E. “Chris” Lowe, Catherine Meador, Stacey Mohr, JaKathryn Ross, Deborah Sudbury

Directors Absent: Dawn Griffin

Honorary Members in Attendance: Kathe Brown, Sid Harris, Craig Jones, Marni Mohr

Regional Staff Members Present: Kinnari Patel-Smyth, Angela Bond, Mini’imah Shaheed, Courtney Bell, Ra’Chel Ford, Dave Howland, Kelly Shields and Tim DeBruyne

School Members Present: Dwight Ho-Sang, Terra Walker

The meeting was called to order at 1:04 p.m.

- I. **Get Connected (Joe Arnold)**
 - a. Joe Arnold welcomed the Board to the October meeting and thanked the board for making the time to join the meeting. Joe reviewed the agenda with the board.
- II. **Mission Moment (Mini’imah Shaheed)**
 - a. Mini’imah Shaheed, the next CEO of KIPP Metro Atlanta, shared her vision for KIPP Metro Atlanta Schools with the Board. Mini’imah grounded her vision, sharing her background in education and her journey to KIPP Metro Atlanta.
 - b. Mini’imah shared that her vision is rooted in the promises made to KIPPsters each year and grounded her vision in four distinct themes, One Love, One Voice, One Goal and One Promise. Mini’imah shared how these themes will be operationalized at KIPP Metro Atlanta.
- III. **Consent (Joe Arnold)**
 - a. August & September Meeting Minutes, APS Letters of Assurances and FCS Letter of Assurances
 - i. Jim Bostic moved to accept August & September Minutes, Letter of Assurance for Atlanta Public School and the Letter of Assurances for Fulton County Schools, and Gayle Burnett Seconded. The motion passed unanimously.
 - b. Audit
 - i. Joe asked that Dennis Love, Finance Committee Chair to share an overview of the Audit. Dennis shared that the audit has been updated this year to reflect new accounting standards. This results in a slightly different comparison to year over year. Dennis shared that there were no material findings.

- ii. Kelly Shields added that the Finance Committee had voted to approve the audit.
- iii. Dennis Love moved for the full board to approve the Audit and Gayle Burnett seconded. The motion passed unanimously.

IV. Dashboard (Kinnari Patel-Smyth)

- a. Kinnari Patel-Smyth shared updates on Attendance, Enrollment, Fundraising and Scholar Nutrition. Kinnari shared that we are seeing attendance at 92%, we have met our enrollment targets and that fundraising is at 73% for operating and 89% for the capital campaign. Kinnari further shared that there is an average 6,514 meals being distributed each week.
- b. Kristi Singletary shared an update on KTC, noting that 97% of the class of 2021 has hit their college wish-list completion goal. Kristi also shared an update on the Class of 2021's progress with 4 Posse Semi-Finalists and 4 Questbridge Semi-Finalists.

V. Equity Session (Joe Arnold)

- a. Joe Arnold started the Equity Session by thanking the Board for engaging in the work. Joe then asked Courtney Bell to share an overview of the Equity Session.
- b. Courtney led the Board in a reflection session based upon the equity training that had been completed by KIPP Metro Atlanta Staff. Dwight Ho-Sang and Terra Walker shared their experiences with the training. Deb Sudbury also shared her experience having taken part in the training as well.
- c. Courtney then led the Board through a Life Maps exercise. The Board shared in groups their experiences then shared out similarities in their experiences.
- d. Courtney then welcomed Caroline Hill of the 228 Accelerator. Caroline led the Board in a discussion and learning around the history of education in the United States and shared a framework for discussion. Caroline had the Board engage in a series of conversations about a variety of readings they conducted.

VI. Close Out (Kinnari Patel-Smyth)

- a. Kinnari Patel-Smyth thanked the Board for their continued dedication to KIPP Metro Atlanta.

The meeting was adjourned at 5:00 p.m.

Minutes taken by Angela Bond, Board Secretary

Board of Directors Meeting Minutes

December 11, 2020

Due to COVID-19 this meeting was held virtually

Directors in Attendance: Joe Arnold, Jim Bostic, Hector Calzada, Sidney Childress, Rick Deane, Frank Glover, Dawn Griffin, Dennis Love, Stacey Mohr, JaKathryn Ross, Deborah Sudbury

Directors Absent: Gayle Burnett, W.E. “Chris” Lowe, Catherine Meador

Honorary Members in Attendance: Kathe Brown, Sid Harris, Craig Jones, Marni Mohr

Regional Staff Members Present: Kinnari Patel-Smyth, Angela Bond, Mini’imah Shaheed, Courtney Bell, Ra’Chel Ford, Dave Howland, Kelly Shields, Kristi Singletary and Tim DeBruyne

School Members Present: Ashanti Snead, Authur Washington

The meeting was called to order at 8:00 a.m.

I. Get Connected (Joe Arnold)

- a. Joe Arnold welcomed the Board to the December meeting and thanked the board for making the time to join the meeting. Joe reviewed the agenda with the board.

II. Mission Moment (Kinnari Patel-Smyth)

- a. Kinnari Patel-Smyth welcomed Authur Washington and Ashanti Snead, from KIPP Atlanta Collegiate to the meeting. Mr. Washington and Ms. Snead introduced themselves and shared an update on virtual instruction at KAC.
- b. The Board watched a video from Ms. Snead’s chemistry class where scholars were leading learning themselves and engaging in discussion around content

III. Board Chair Updates & Consent (Joe Arnold)

- a. Board Chair Updates
 - i. Joe Arnold shared gratitude to the Development Committee for the Night of Impact Fundraiser, thanked the KIPP team for the Annual Report and reminded the Board about end of year giving opportunities and finally reminded the Board about annual training requirements.
- b. October Minutes
 - i. Jim Bostic moved to accept the October Minutes and Stacey Mohr Seconded. The motion passed unanimously.

IV. Equity Session (Courtney Bell)

- a. Courtney Bell led the Board through a Life Maps exercise. The Board shared in groups their experiences then shared out similarities in their experiences and built connections. The Board came back together and shared some commonalities and themes that they heard.

- b. Courtney reminded the Board that there would be a second training at the February Meeting.

V. Committee Updates

a. Advocacy Committee (Jim Bostic & Dave Howland)

- i. Dave Howland provided the Board with an update from the Advocacy Committee, highlighting the committee's work with voter engagement and preparing to monitor legislation coming out of the January legislative session.

b. Development Committee (Frank Glover, Deborah Sudbury & Dave Howland)

- i. Dave Howland shared an update on the Development Committee's work in the first half of the year and the Night of Impact fundraiser. Dave shared that Are You Smarter Than A KIPPster will be virtual in the Spring and that more details, including sponsorship opportunities will be available in the new year.

c. Finance Committee (Dennis Love & Kelly Shields)

- i. Audit
 - 1. Dennis Love, Finance Committee Chair, shared an overview of the updated Audit. Dennis shared that the audit has been updated this year to reflect new accounting standards and during the final review the auditors provided an updated Audit. Dennis shared that the Finance Committee had voted to approve the audit.
 - 2. Dennis Love moved for the full board to approve the updated Audit and Jim Bostic seconded. The motion passed unanimously.

d. Committee on Directors (Rick Deane)

- i. Rick Deane provided the Board with an update from the Committee on Directors. Rick shared that the Board will be opportunistic with candidate recruitment. Rick reminded the Board that engagement and feedback meetings would happen in the spring and advised that the Committee on Directors was exploring adding alumni representation on Committees.

VI. ED Updates & Dashboard (Kinnari Patel-Smyth)

- a. Kinnari Patel-Smyth shared updates on Attendance, Enrollment, Fundraising and Talent. Kinnari shared that we are seeing attendance at 90%, we have met our enrollment targets and that fundraising is at 95% for operating and 99% for the capital campaign. Kinnari shared that we have one current teaching vacancy across the region.
- b. Kinnari shared an update on KTC, noting that 91% of the class of 2020 was accepted into college and that 77% of the class of 2020 matriculated, and increase from last year. Kinnari shared that there are 3 Questbridge recipients this year.
- c. Kinnari closed her section with an updated on scenario planning and in-person learning planning.

VII. KIPP Through College: Our Path to 2025 (Kristi Singletary)

- a. Kristi Singletary presented the Board with a vision for KIPP Through College that was inclusive of career preparation. Kristi shared the current practices and thinking around college and career and highlighted the emphasis on college. Kristi shared feedback from stakeholders around the need to provide career experiences and support for scholars.

- b. The Board engaged in a robust conversation around college and career. The Board discussed what supports can and should look like, what supports and programming are currently missing and what needs to be added. The Board
- VIII. Close Out (Kinnari Patel-Smyth)**
- a. Kinnari Patel-Smyth thanked the Board for their continued dedication to KIPP Metro Atlanta.

The meeting was adjourned at 11:00 a.m.

Minutes taken by Angela Bond, Board Secretary

Board of Directors Meeting Minutes

February 11, 2021

Due to COVID-19 this meeting was held virtually

Directors in Attendance: Joe Arnold, Jim Bostic, Gayle Burnett, Hector Calzada, Sidney Childress, Frank Glover, Dawn Griffin, Dennis Love, W.E. “Chris” Lowe Catherine Meador, JaKathryn Ross, Deborah Sudbury

Directors Absent: Rick Deane, Stacey Mohr

Honorary Members in Attendance: Kathe Brown, Sid Harris, Craig Jones, Marni Mohr

Regional Staff Members Present: Kinnari Patel-Smyth, Angela Bond, Courtney Bell, Ra’Chel Ford, Dave Howland, Kelly Shields, Kristi Singletary and Tim DeBruyne

School Members Present: Leslie Locks

The meeting was called to order at 12:01 p.m.

- I. **Get Connected (Joe Arnold)**
 - a. Joe Arnold welcomed the Board to the December meeting and thanked the board for making the time to join the meeting. Joe reviewed the agenda with the board.
- II. **KIPP South Fulton School Design Plan (Leslie Locks)**
 - a. Kinnari Patel-Smyth welcomed Leslie Locks, founding Principal of KIPP South Fulton Primary School.
 - b. Leslie Locks started the meeting with an overview of the school vision for KIPP South Fulton Primary School. Leslie went in depth around the school’s instructional and cultural vision. Leslie shared that in year one, the school will focus culturally on belonging and academically on foundational literacy. Leslie concluded by answering questions from the Board around her vision for the school and the Board shared their excitement with Leslie’s vision.
- III. **Finance & Facility Update (Kelly Shields)**
 - a. Financial Model Updates
 - i. Kelly Shields provided an overview of the five-year financial model that the Finance Committee had approved. Kelly shared the assumptions that went into the model and noted that given the economic uncertainty trade offs in the model might be necessary and there were contingency plans built into the decisions.
 - b. Facility Update
 - i. Kelly next shared details on the proposed facility solutions for KIPP South Fulton Primary. Kelly shared that the plan is to have modular installed on the KIPP South Fulton campus that would allow the school to open and continue to grow.

Kelly shared that the Finance Committee would continue to investigate potential solutions for a long-term facility option but was prepared to continue with modular buildings.

IV. Consent (Joe Arnold)

- a. Joe Arnold proposed a resolution for the Board to approve with proceeding to open KIPP South Fulton Primary School in 2021 in accordance with the previously approved growth plan.
- b. Kinnari Patel-Smyth shared that while Rick Deane, while not in attendance, had indicated his support of the motion via e-mail.
- c. Gayle Burnett moved to approve and Dawn Griffin seconded. The motion passed unanimously.

V. Close Out (Kinnari Patel-Smyth)

- a. Kinnari Patel-Smyth thanked the Board for their continued dedication to KIPP Metro Atlanta and reminded the Board about the Are You Smarter Than a KIPPster virtual fundraiser,

The meeting was adjourned at 1:00 p.m.

Minutes taken by Angela Bond, Board Secretary

Board of Directors Meeting Minutes

February 26, 2021

Due to COVID-19 this meeting was held virtually

Directors in Attendance: Joe Arnold, Jim Bostic, Gayle Burnett, Hector Calzada, Sidney Childress, Rick Deane, Frank Glover, Dawn Griffin, W.E. “Chris” Lowe, Catherine Meador, Stacey Mohr, JaKathryn Ross, Deborah Sudbury

Directors Absent: Dennis Love

Honorary Members in Attendance: Tom Avery, Kathe Brown, Sid Harris, Marni Mohr, Jack Ward

Regional Staff Members Present: Kinnari Patel-Smyth, Angela Bond, Crystal Nasir, Mini’imah Shaheed, Courtney Bell, Ra’Chel Ford, Dave Howland, Kelly Shields, and Tim DeBruyne

School Members Present: Brandom Jones

The meeting was called to order at 1:01 p.m.

I. Get Connected (Joe Arnold)

- a. Joe Arnold welcomed the Board to the December meeting and thanked the board for making the time to join the meeting. Joe reviewed the agenda with the board.

II. KIPP South Fulton State of the School

- a. Kinnari Patel-Smyth welcomed Brandom Jones, Principal of KIPP South Fulton Academy School to present the KIPP South Fulton Academy State of the School.
- b. Brandom Jones thanked Kinnari for the introduction and thanked the Board for their time. Brandom shared an overview of KIPP South Fulton Academy, highlighting the school’s values, Family & Friendship, Integrity, Responsibility and Excellence. Brandom shared that teacher retention was 92% last year and that enrollment is at 408 scholars. Brandom shared an overview of the school priorities – literacy, joy and feedback. Brandom shared how those priorities have looked this year in light of the pandemic. Brandom reviewed the work that the school has done around communication, highlighting the school website where families have access to comprehensive resources. Brandom shared that the school had implemented a whole school advisory, comprised of approximately 15 scholars per advisory group which allows for personal outreach to scholars and families each week. Brandom closed the State of the School highlighting Lauren Van Camp’s work as an ELA teacher at the school.
- c. Consent
 - i. JaKathryn Ross motioned to approve the KSFA State of the School and Jim Bostic seconded. The motion passed unanimously.

III. Board Chair Updates & Consent (Joe Arnold)

- a. Board Chair Updates

- i. Joe Arnold thanked the Board for their work on the KIPP South Fulton Primary facility efforts. Joe further reminded the Board about AYSTAK and encouraged them to share sponsorship opportunities with their network. Joe concluded his update with a reminder about one-on-one engagement meetings in the coming weeks.
 - b. **Consent**
 - i. **December & February 11, 2021 Meeting Minutes**
 - 1. Rick Deane motioned to approve the December 11, 2020 and February 11, 2021 meeting minutes and Dawn Griffin seconded. The motion passed unanimously.
 - ii. **Development Committee Membership**
 - 1. Frank Glover motioned to extend an offer to Dekia Scott to join the Development Committee and Hector Calzada seconded. The motion passed unanimously.
- IV. ED Updates (Kinnari Patel-Smyth)**
- a. **Dashboard**
 - i. Kinnari Patel-Smyth shared her dashboard updates with the Board. Kinnari highlighted that Attendance is at 89.1%. Kinnari shared details about the application and lottery process for both Fulton County and Atlanta. Kinnari shared that there were currently 2 teaching vacancies in the region. Kinnari closed sharing an update on financial progress and development progress.
 - b. **Reopening Updates (Mini'imah Shaheed)**
 - i. Mini'imah Shaheed provided an update on reopening plans for KIPP Metro Atlanta. Mini'imah reminded the Board about the phased in approach, starting with small groups before welcoming back all scholars who elect to return to face-to-face instruction. Mini'imah shared that the small group pilot would begin on March 16 and that face-to-face with choice would begin on April 19. Mini'imah shared that at the April Board Meeting details on the face-to-face with choice would be shared along with highlights and lessons learned from pilot.
 - c. **Transportation Update (Ra'Chel Ford)**
 - i. Ra'Chel Ford shared an update on transportation plans for the 2021-22 school year. Ra'Chel shared with the Board that transportation would be offered for city wide enrollment schools, K-8, as well as KIPP Woodson Park Academy. Ra'Chel shared the timeline for the roll-out as well as the steps to support families and operationalize the transportation plan with the Board.
- V. Executive Session (Joe Arnold)**
- a. W.E. "Chris" Lowe motioned to move into Executive Session and Gayle Burnett seconded. The motion passed unanimously and the Board moved into Executive Session at 2:25 p.m.
 - b. Stacey Mohr motioned to conclude the Executive Session and Gayle Burnett seconded. The motion passed unanimously and the Board ended Executive Session at 2:53 p.m.
- VI. Equity Training (Kinnari Patel-Smyth)**

- a. Kinnari Patel-Smyth and Courtney Bell welcomed Caroline Hill, founder of the 228 Accelerator, back to the Board Meeting and began the second full session of Equity Training with the Board.
- b. Caroline began the training centering the Board on the readings that they had done and had the Board break out into groups to discuss a historical text about public schools in Atlanta. The Board held a robust discussion about the article and their experiences.
- c. Caroline next shared an equity framework and design mantras for equity to reflect on. The Board again engaged in a robust discussion around the framework and mantras and their role in leading for equity as Board Members.

VII. Close Out (Kinnari Patel-Smyth)

- a. Kinnari Patel-Smyth thanked the Board for their continued dedication to KIPP Metro Atlanta and reminded the Board about upcoming Board Meetings

The meeting was adjourned at 5:01 p.m.

Minutes taken by Angela Bond, Board Secretary

Board of Directors Meeting Minutes

April 2, 2021

Due to COVID-19 this meeting was held virtually

Directors in Attendance: Joe Arnold, Jim Bostic, Hector Calzada, Rick Deane, Frank Glover, Dawn Griffin, Dennis Love, W.E. “Chris” Lowe, Catherine Mealor, Stacey Mohr, JaKathryn Ross, Deborah Sudbury

Directors Absent: Gayle Burnett, Sidney Childress

Honorary Members in Attendance: Tom Avery, Kathe Brown, Craig Jones

Regional Staff Members Present: Kinnari Patel-Smyth, Angela Bond, Crystal Nasir, Mini’imah Shaheed, Courtney Bell, Ra’Chel Ford, Dave Howland, Kelly Shields, and Tim DeBruyne

School Members Present: Authur Washington

The meeting was called to order at 8:05 a.m.

- I. **Welcome & Get Connected (Rick Deane & Kinnari Patel-Smyth)**
 - a. Rick Deane and Kinnari Patel-Smyth welcomed the board to the April meeting and thanked the board for making the time to join the meeting. Kinnari reviewed the agenda with the board.
- II. **Mission Moment (Tim DeBruyne)**
 - a. Tim DeBruyne provided the Mission Moment highlighting the return to school pilot for board members. Tim shared feedback from KIPP scholars who participated in the pilot and shared photos from the pilot program. Tim closed by sharing the work of the operations teams in facilities readiness and school nutrition.
- III. **Board Chair Updates & Consent (Rick Deane)**
 - a. Board Chair Updates
 - i. Rick Deane, Chair Elect, provided an update to board members.
 1. Rick highlighted the upcoming Are You Smarter Than a KIPPster fundraiser, scheduled for April 15 and reminded the board to complete their sponsorship outreach.
 2. Rick reminded the board about their one-on-one meetings with the Committee on Directors.
 3. Rick concluded by sharing a reminder on board training requirements.
 - b. **Consent**
 - i. **February 26, 2021 Meeting Minutes**
 1. Stacey Mohr motioned to approve the February 26, 2021 meeting minutes and Hector Calzada seconded. The motion passed unanimously.

IV. ED Updates (Kinnari Patel-Smyth)

- a. Dashboard Deep Dive
 - i. High School Graduation Rate (Mini'imah Shaheed)
 - 1. Mini'imah Shaheed provided the board with an update on high school graduation rates and shared details about the plans to support KIPP Atlanta Collegiate scholars on their path to graduation.
 - 2. The board held a robust discussion about supports for current seniors and how to ensure that all KIPPsters across the organization are successful on their chosen path.
 - ii. KTC Updates (Kristi Singletary)
 - 1. Kristi Singletary provided an update on KTC. Kristi shared that more than \$4,800,000 had been earned by the class of 2021 and more than 600 college acceptances had been earned. Kristi shared that 72% class of 2022 had completed their college wish lists.
 - 2. Kristi highlighted scholars from KAC and KIPP alumni who had received college acceptances and highlighted some of the awards that they had received.
 - iii. Enrollment Update (Crystal Nasir)
 - 1. Crystal Nasir provided an update on enrollment for the 2021-22 school year highlighting the results of lotteries for KIPP Metro Atlanta.
 - 2. Crystal shared an update on projected matriculation from our entry grades and feeder pipelines.
 - 3. Crystal closed by reminding the board about the ongoing student recruitment and enrollment efforts.
- b. Dashboard & Other Key Updates (Kinnari Patel-Smyth)
 - i. Kinnari Patel-Smyth shared out the standing dashboard with the board highlighting financial metrics, fundraising and hiring needs for the 2021-22 school year.
 - ii. Kinnari next provided the Board with an update on modifications to the board meeting schedule and shared that calendar invites would be updated.
 - iii. Kinnari closed by providing an update on legislation and district partner updates as well as updates about transition planning.

V. Return to School Updates (Ra'Chel Ford & Mini'imah Shaheed)

- a. Reopening Plans (Ra'Chel Ford)
 - i. Ra'Chel Ford provided an overview of the return to school plans and highlighted the path to reopening, providing a refresher for board members about the journey to reopening.
 - ii. Ra'Chel shared details about the instructional model and the enrollment decisions that families made with respect to the return to school.
 - iii. Ra'Chel reviewed the safety protocols and procedures as well as key learnings that staff had operationalized from the reopening pilot.
 - iv. Ra'Chel answered questions from the Board about our reopening plans and the board held a discussion about the plans.
- b. Learning Response Plans (Mini'imah Shaheed)

- i. Mini'imah Shaheed provided an overview of the planning for 2021, highlighting the foundation work that will take place around social-emotional learning. Mini'imah further highlighted the work around high impact intervention, extended learning time and intensified data monitoring to meet the needs of all KIPPsters.

VI. Listening Tour Update (Mini'imah Shaheed)

- a. Mini'imah Shaheed shared an update on her Listening Tour as part of her transition planning.
- b. Mini'imah shared that she had conducted sessions across the region, engaged with scholars, families and alumni, and the board. Mini'imah shared that she heard from 11 different sessions, with more than 600+ participants.
- c. Mini'imah shared out the trends that she heard from each constituent group, including that across groups, stakeholders value the sense of community, that we pull together in tough times, that relationships are at the core of the work, and that there are pockets of communities to build upon.
 - i. Scholars specifically shared the value that they feel and place upon having their voice included and heard.
 - ii. Parents shared that they appreciate the relationships that are built while ensuring their scholars' identities are affirmed.
 - iii. Team members shared a desire for inclusivity and transparency in decisions and how feedback is used and implemented.
 - iv. The board shared a desire to be the best possible advocates that they can be for KIPP Metro Atlanta.
- d. Mini'imah shared her theory of action and how we will start to operationalize the feedback and inputs from her listening tour.

VII. 2025 Strategic Plan (Angela Bond)

- a. Angela Bond provided an update on the 2025 Strategic Plan. Angela reminded the board of the work that had taken place to date and the key imperatives that would be part of the 2025 Strategic Plan.
- b. Angela highlighted the work to engage the community, including Mini'imah's Listening Tour and empathy interviews with stakeholders.
- c. Angela shared that the entire 2025 Strategic Plan would be discussed and presented at the May Board Meeting.

VIII. Close Out (Kinnari Patel-Smyth)

- a. Kinnari Patel-Smyth thanked the Board for their continued dedication to KIPP Metro Atlanta and reminded the Board about upcoming Board Meetings

The meeting was adjourned at 11:00 a.m.

Minutes taken by Angela Bond, Board Secretary

Board of Directors Meeting Minutes

April 22, 2021

Due to COVID-19 this meeting was held virtually

Directors in Attendance: Joe Arnold, Jim Bostic, Rick Deane, Frank Glover, Dawn Griffin, Dennis Love, W.E. "Chris" Lowe, Stacey Mohr, JaKathryn Ross, Deborah Sudbury

Directors Absent: Gayle Burnett, Hector Calzada, Sidney Childress, Catherine Mealor

Honorary Members in Attendance: Tom Avery, Kathe Brown, Craig Jones

Regional Staff Members Present: Kinnari Patel-Smyth, Angela Bond, Crystal Nasir, Mini'imah Shaheed, Courtney Bell, Ra'Chel Ford, Dave Howland, Kelly Shields, and Tim DeBruyne

Attendees: Andrea Cooper Gatewood

The meeting was called to order at 8:05 a.m.

- I. **Welcome & Get Connected (Rick Deane)**
 - a. Rick Deane welcomed the Board to the April meeting and thanked the Board for making the time to join the meeting and previewed the importance of the discussion related to KIPP South Fulton Primary.
- II. **KIPP South Fulton Primary Decision Path (Mini'imah Shaheed)**
 - a. Mini'imah Shaheed walked the Board through the agenda for the Special Meeting.
 - b. Mini'imah started by sharing that the KIPP team had made the decision to recommend pausing the opening of KIPP South Fulton Primary School for the 2021-22 School Year. Mini'imah further shared that this decision came as a result of deliberations that occurred after KIPP was informed that Fulton County Schools would be funding KIPP South Fulton Primary and KIPP South Fulton Academy as a singular K-8 campus, which was inconsistent with KIPP's understanding and expectations, and had a material impact to the financial model.
 - c. Mini'imah then turned the presentation over to Crystal Nasir who shared additional details about the process and timeline for the decision. Crystal shared details about the history of the application process for KIPP South Fulton Primary with Fulton County Schools as well as the different paths that were considered in deliberations.
 - d. The Board had a robust discussion about the process for requesting the amendment with Fulton County Schools. Andrea Cooper Gatewood from Fulton County Schools attempted to provide insight into Fulton County Schools' decision and why they decided to fund KIPP South Fulton Primary as part of KIPP South Fulton Academy and therefore as a single K-8 school.
 - e. Kelly Shields provided insight into how the decision impacted expected per pupil revenue and shared with the Board how this differed from the model.

- f. Crystal then shared additional details about each path that was considered and shared the pros and cons of each path with the Board. Crystal closed by sharing what work would be completed over the next six months and how KIPP would seek to find a path forward while reiterating the commitment to being partners with Fulton County Schools.
- g. The Board then asked further questions around the operating model and how the proposed funding could impact the model as well as the facilities considerations that the decisions presented. The Board discussed the Finance Committee role in continuing to explore options related to the facilities solutions and modular classrooms slated to be installed.

III. Board Action (Rick Deane)

- a. Rick Deane asked the Board to consider the staff recommendation regarding the delay at KIPP South Fulton Academy.
- b. Joe Arnold moved for the Board to accept the recommendation of the KIPP staff to delay the opening of KIPP South Fulton Primary and Stacey Mohr seconded. The motion passed unanimously.

IV. Close Out (Rick Deane)

- a. Rick thanked KIPP staff for their work and preparation that went into the presentation and discussion and thanked the Board for their participation.
- b. Chris Lowe moved to adjourn the meeting and JaKathryn Ross seconded. The motion passed unanimously.

The meeting was adjourned at 10:00 a.m.

Minutes taken by Angela Bond, Board Secretary

Board of Directors Strategic Meeting Minutes

May 14, 2021

Due to COVID-19 this meeting was held virtually

Directors in Attendance: Joe Arnold, Jim Bostic, Gayle Burnett, Hector Calzada, Sidney Childress, Rick Deane, Frank Glover, Dawn Griffin, Stacey Mohr, JaKathryn Ross, Deborah Sudbury

Directors Absent: Dennis Love, W.E. "Chris" Lowe, Catherine Mealor

Honorary Members in Attendance: Tom Avery, Kathe Brown, Sid Harris, Craig Jones, Marni Mohr, Tom Pritchard, Jack Ward

Regional Staff Members Present: Courtney Bell Angela Bond, Tim DeBruyne, Ra'Chel Ford, Dwight Ho-Sang, Dave Howland, Crystal Nasir, Kinnari Patel-Smyth, Lakeesha Ramdhanie, Mini'imah Shaheed, Kelly Shields, and Terra Walker

Attendees: Ayana Clarke

The meeting was called to order at 8:02 a.m.

I. Welcome & Get Connected (Joe Arnold)

- a. Joe Arnold welcomed the Board to the May 14, 2021 Strategic Board Meeting and welcomed Ayana Clarke from the Georgia Charter School Association.

II. Mission Moment (Dave Howland)

- a. Dave Howland shared the mission moment highlighting videos and pictures from our return to school. Dave provided the Board with an overview of the return to school process. Dave closed the mission moment sharing details from the KIPP Vision Campus Health Clinic opening celebration.

III. Board Chair Updates & Consent (Joe Arnold)

- a. Joe Arnold thanked the Board for their engagement and participation in one-on-ones and shared themes that came from the feedback. Joe further reminded the Board about training requirements for the 2020-21 school year. Joe finally reminded the Board about College Signing Day on May 19, 2021.
- b. The Board next considered the Consent Agenda. Gayle Burnett motioned and Jim Bostic seconded to approve the April 2, 2021 and April 22, 2021 meeting minutes, accept the SEL Grant from GA DFCS, approve the 2021-22 School Year Calendar, and extend an invitation to Salim Bhatia to join the Board beginning in July 2021. The motion passed unanimously.

IV. Learning Response Plan (Mini'imah Shaheed)

- a. Mini'imah Shaheed opened the Learning Response Plan overview providing an overview of the term learning response and turned the presentation over to Lakeesha Ramdhanie.
- b. Lakeesha provided the Board with an overview of the research and inputs that went into the Learning Response Plan. Lakeesha shared lessons learned from other school closures and disruptions to learning.
- c. Lakeesha shared details about the six key levers on the Learning Response Plan, which include: Just in Time Support, Intentional Use of Time, K-12 Aligned Programming, Robust Professional Development, Strategic Data Cycles and Social Emotional Learning.
- d. Lakeesha then provided additional details about how the Learning Response Plan would look in action in each of the content areas across K-12.
- e. Mini'imah closed out the Learning Response Plan sharing details about summer programming and the schedule for the 2021-22 school year.
- f. The Board held a robust discussion about the Learning Response Plan. The Board asked questions about the supports to families and encouragement to families to attend in person instruction, discussed how assessments can be used to guide response and about the necessity for strong literacy intervention.

V. 2025 Strategic Plan (Angela Bond)

- a. Angela Bond began the overview of the 2025 Strategic Plan by providing the Board with an overview of the strategic planning process.
- b. Angela next shared details about KIPP Metro Atlanta's data over the past few years and inputs from families, scholars, alumni, staff and community members that helped inform the strategic planning process.
- c. Mini'imah Shaheed next walked the Board through the KIPP Metro Atlanta vision, mission and theory of action. Mini'imah shared how our theory of action will be our how to achieving our vision and mission that all of our scholars grow up free to create the future they want for themselves and their communities.
- d. Angela next shared the 2025 Strategic Plan objective which that our families love us and our KIPPsters are growing. Angela next shared our aligned priorities.
- e. Angela provided an overview of how success will be measured for our objectives and priorities specifically focusing on net promoter score for family satisfaction and lexile levels to measure student reading growth. The Board held breakout discussions around the success metrics and potential initiatives that should be pursued.
- f. Angela next turned the presentation over to each imperative lead who provided the Board with an overview of the imperative, what success will look like for each imperative and focused on what initiatives will be undertaken in each imperative.

VI. Close Out (Joe Arnold)

- a. Joe Arnold thanked the Board for their continued dedication to KIPP Metro Atlanta Schools.
- b. Tim DeBruyne provided an overview to Board Members to complete any outstanding training hours.
- c. JaKathryn Ross moved to adjourn the meeting and Jim Bostic seconded. The motion passed unanimously.

The meeting was adjourned at 12:05 p.m. - Minutes taken by Angela Bond, Board Secretary

Board of Directors Strategic Meeting Minutes

June 10, 2021

Due to COVID-19 this meeting was held virtually

Directors in Attendance: Joe Arnold, Jim Bostic, Gayle Burnett, Hector Calzada, Sidney Childress, Rick Deane, Frank Glover, Dawn Griffin, Dennis Love, Catherine Meador, Stacey Mohr, JaKathryn Ross, Deborah Sudbury

Directors Absent: W.E. “Chris” Lowe

Honorary Members in Attendance: Tom Avery, Kathe Brown, Sid Harris, Craig Jones, Marni Mohr, Tom Pritchard

Regional Staff Members Present: Courtney Bell, Angela Bond, Tim DeBruyne, Ra’Chel Ford, Dave Howland, Crystal Nasir, Kinnari Patel-Smyth, Lakeesha Ramdhanie, Mini’imah Shaheed, Kelly Shields

The meeting was called to order at 8:02 a.m.

I. Welcome & Get Connected (Joe Arnold)

- a. Joe Arnold welcomed the Board to the June 10, 2021 Board Meeting.

II. Mission Moment (Joe Arnold)

- a. Joe Arnold congratulated Mini’imah Shaheed on being named a Woman Making her Mark in Atlanta by Atlanta Magazine.
- b. Ra’Chel Ford provided an overview of the end of year festivities at all of our schools and gave a special shout out to the Class of 2021 from KIPP Atlanta Collegiate.
- c. Kathe Brown highlighted her mentorship of a scholar in the Class of 2021 and urged the Board to make personal connections with scholars at KIPP Metro Atlanta Schools.
- d. Rick Deane thanked Joe Arnold for his dedication to KIPP Metro Atlanta Schools and thanked him for his 4 years of leadership as Board Chair. Kinnari Patel-Smyth echoed Rick’s words and thanked Joe for all that he has done for KIPP Metro Atlanta Schools.

III. Consent (Joe Arnold)

- a. Jim Bostic motioned and Hector Calzada seconded to approve the May 14, 2021 Meeting Minutes, 2021-22 Board Slate and 2021-22 Board and Committee Schedule.
- b. Crystal Nasir provided an overview of the policy revision process. Angela Bond highlighted the guiding principles that the team used this year to update policies, focusing on the Equity by Design framework. Lakeesha Ramdhanie provided an overview of revisions to the student policies for the 2021-22 school year. The Board held a robust discussion about the recommended policy updates.

- c. Jim Bostic motioned and Gayle Burnett seconded to approve the proposed updates to the Student Policies for the 2021-22 school year. The motion passed unanimously.
- d. Hector Calzada motioned and Dawn Griffin seconded to approve the proposed updates to the Financial Policies for the 2021-22 school year. The motion passed unanimously.
- e. Gayle Burnett motioned and Deb Sudbury seconded to approve the proposed updates to the HR Policies for the 2021-22 school year. The motion passed unanimously.
- f. Jim Bostic motioned and Hector Calzada seconded to approve the proposed updates to the Operations Policies for the 2021-22 school year. The motion passed unanimously.

IV. Budget (Kelly Shields)

- a. Kelly Shields provided an overview of the FY22 budget. Kelly shared that the Finance Committee had approved the recommended budget at the Finance Committee meeting earlier in the week.
- b. Kelly reviewed the budget process with the Board and walked the Board through the assumptions in the financial model that were used to build the budget and then the inputs to the FY22 budget.
- c. Kelly reviewed the potential risks for the FY22 budget and highlighted the steps that KIPP Metro Atlanta Schools was prepared to take to mitigate and respond. Crystal Nasir provided the Board with an update on enrollment numbers for the 2021-22 school year.
- d. Dennis Love motioned and Gayle Burnett seconded to approve the FY22 Budget. The motion passed unanimously.

V. Learning Response Plan Update (Lakeesha Ramdhanie)

- a. Lakeesha Ramdhanie reminded the Board about the guiding principles of the Learning Response Plan, which include: Just in Time Support, Intentional Use of Time, K-12 Aligned Programming, Robust Professional Development, Strategic Data Cycles and Social Emotional Learning.
- b. Lakeesha then provided an overview of the next 90 days and the steps to implement the Learning Response Plan. Lakeesha highlighted that the first 30 days would be focused on robust professional development. The 30-60 day window will be focused on strategic data cycle and Lakeesha highlighted the use of the Star assessment to provide a universal baseline for all scholars. Lakeesha closed by sharing the 60-90 day focus on just in time support. Lakeesha provided the Board with an overview of the high impact tutoring program that will be implemented throughout the region. Lakeesha grounded the Board in the research that was used to inform the plan and then walked the Board through a sample implementation plan.
- c. Lakeesha answered questions from the Board about what the Learning Response Plan.

VI. Close Out (Joe Arnold)

- a. Joe Arnold thanked the Board for their continued dedication to KIPP Metro Atlanta Schools.

The meeting was adjourned at 10:37 a.m. Minutes taken by Angela Bond, Board Secretary