



KIPP Metro Atlanta Schools Board Meeting

August 24, 2022
9:00 a.m. - 12:00 p.m.

KIPP Atlanta Collegiate
98 Anderson Ave, NW
Atlanta, GA 30314

Zoom Info

<https://kippmetroatlanta-org.zoom.us/j/92238763625>

Dial-In: (646) 876-9923
Meeting ID: 922 3876 3625

<u>Time</u>	<u>Agenda Item</u>
9:00 - 9:05	Welcome & Agenda Review
9:05 - 9:15	Mission Moment
9:15 - 9:30	Board Chair Updates & Consent <ul style="list-style-type: none">• June Meeting Minutes
9:30 - 10:40	CEO Updates
10:40 - 11:55	Learning Experience Update
11:55 - 12:00	Next Steps & Close Out

KIPP Metro Atlanta Schools Board Meeting Minutes

August 24, 2022

KIPP Atlanta Collegiate
98 Anderson Ave, NW
Atlanta, GA 30314

Board Members Present: Salim Bhatia, Jim Bostic, Gayle Burnett, Hector Calzada, Sidney Childress, Rick Deane, Frank Glover, David Jernigan, Dennis Love, Catherine Mealor, Stacey Mohr, Deb Sudbury

Honorary Board Members Present: Joe Arnold, Tom Avery and Kathe Brown

Staff Members Present: Angela Bond, Ben Cabeza, Ra'Chel Ford, Crystal Nasir, Lakeesha Ramdhanie, Mini'imah Shaheed, Kelly Shields, Terra Walker

The Meeting was called to order at 9:05 a.m.

I. Welcome & Agenda Review (Rick Deane)

- A Rick Deane welcomed the Board to the first meeting of the 2022-23 school year and reviewed the agenda with the Board.

II. Mission Moment (Mini'imah Shaheed)

- A Mini'imah welcomed Principal Washington to introduce the mission moment.
- B Principal Washington introduced class of 2016 alumni, Ahmad Walker, who is currently a paraprofessional at KIPP Atlanta Collegiate.
- C Ahmad Walker shared his story as a KIPPster and then returning to work at KAC as a paraprofessional and provided the Board with a mind-movie about what his day-to-day is like at KAC.

III. Board Chair Updates & Consent (Rick Deane)

- A Rick provided the Board with a brief update on what he desired to see from each committee during the upcoming school year
- B Jim Bostic motioned and Hector Calzada seconded to approve the June 8, 2022 meeting minutes. The motion passed unanimously.

IV. CEO Updates (Mini'imah Shaheed)

A Gratitude

- 1 Mini'imah shared gratitude with the Board, highlighting Deb, JaKathryn, Jim and Rick's attendance at the whole region summer learning summit, Tom Avery's connecting KIPP with PowerUp, Marni's book donation and Kathe's connecting Principal Washington for an interview.

B Dashboard

- 1 Mini'imah shared an update on enrollment, highlighting the current efforts to ensure that enrollment targets were met along with the new efforts to streamline enrollment and enrollment management. Mini'imah further shared details related to finance, development and teacher retention.

C KIPP Athletics

- 1 Mini'imah welcomed the Director of Regional Athletics, Nyere Brown who shared more about the regional athletics program that he is leading. Nyere

shared details about parent and family outreach along with partnerships that have been developed to benefit scholars across all grade levels. Nyere closed by encouraging the Board to attend some upcoming events and games.

D. School Health & Safety

1. Mini'imah provided the Board with a brief update related to health and safety, updating the Board on the new health and safety protocols aligned to guidance for COVID-19 and monkeypox. Mini'imah further provided the Board with an update on the security audit that took place in the spring as part of the annual review with Joffe Security Services

E. KIPP Happenings

1. Mini'imah shared highlights with the Board related to the shared summer learning summit, the first day of school, school visits and the celebration of a KAC scholar who went to the Junior Olympics.

F. Consider This

1. Rick shared his thoughts related to the impact that COVID has had on the community and how the experience of scholars and families has been different for KIPP scholars.

V. Learning Experience Update

- A. Mini'imah started her learning experience update. Mini'imah reminded the Board of the 2025 goals to increase the number of scholars reading on grade level along with the number of scholars demonstrating significant growth.
- B. Mini'imah reminded the Board of the two different metrics - STAR and Georgia Milestones and how and what those metrics are used.
- C. Mini'imah shared STAR data related to math and reading and highlighted scholar achievement, scholar growth and scholars reading on grade level. Mini'imah next shared details related to Georgia Milestones, highlighting the current results along with comparison data for neighboring schools. Mini'imah closed by sharing details on the challenge index and highlighting the performance of KIPP schools relative to other neighborhood and charter schools.
- D. Mini'imah closed by sharing more details related to the Learning Response Plan, highlighting the initiatives that the team is focused on including, Attendance, Coaching, Foundational Literacy, Learning Time and Employee Development.
- E. The Board held a robust discussion related to both the shared student data as well as the Learning Response Plan.

VI. Next Steps & Close Out (Rick Deane)

- A. Rick thanked the Board for their dedication and reminded the Board of the upcoming meetings.
- B. Stacey Mohr motioned and Sidney Childress seconded to adjourn the meeting. The motion passed unanimously.

The meeting was adjourned at 12:02 p.m.

KIPP Metro Atlanta Schools Board Meeting Minutes

December 7, 2022

KIPP Soul Campus Gymnasium
1445 Maynard Road NW
Atlanta, GA 30331

Board Members Present: Salim Bhatia, Jim Bostic, Hector Calzada, Sidney Childress, Rick Deane, Frank Glover, David Jernigan, Deb Sudbury, Dennis Love, Stacey Mohr, Dawn Beatrice Griffin, Gayle Burnett

Honorary Board Members Present: Joe Arnold, Craig Jones, Marni Mohr and Kathe Brown

Staff Members Present: Angela Bond, Ra'Chel Ford, Callie Hudak, Crystal Nasir, Lakeesha Ramdhanie, Mini'imah Shaheed, Kelly Shields, Jamal Valentine, Terra Walker, Irving Williams, Leslie Locks, Mercedes Ortiz, Donald Rucker, Authur Washington

The Meeting was called to order at 9:05 a.m.

- I. Welcome & Agenda Review (Rick Deane)**
 - A. Rick Deane welcomed the Board and reviewed the agenda with the Board.
- II. Mission Moment (Mini'imah Shaheed)**
 - A. Mini'imah and Leslie Locks took the Board Members to visit the KIPP Atlanta Museum of Arts and Social Justice
- III. Board Chair Updates & Consent (Rick Deane)**
 - A. The Board discussed the Fulton County Schools and Atlanta Public Schools' Letters of Assurance
 - B. Rick shared the Conflict of Interest Policy and Commitment with the Board. Those in attendance were able to sign the forms at the meeting. For those not in attendance, the forms will be shared via DocuSign.
 - C. Jim Bostic motioned and Sidney Childress seconded to approve the October 19, 2022, meeting minutes. The motion passed unanimously.
- IV. CEO Updates (Mini'imah Shaheed)**
 - A. *Gratitude*
 1. Mini'imah shared gratitude with the Board, highlighting Stacey Mohr, Frank Glover, David Jernigan, and the Board as a whole.
 - B. *Dashboard*
 1. Mini'imah shared an update on enrollment, highlighting the current enrollment.
 2. Kelly Shields and Hector Calzada led the Board in a discussion about the Fulton County Schools Agreed-Upon Procedures (AUP) Report
 3. Mini'imah further shared details related to finance, development, talent, school safety, KIPP Woodson Park Academy, the charter renewal, and an update on the learning experience.
 4. Terra Walker shared an update on hiring and the reasons for staff separation.
 - C. *KIPP Happenings*
 1. Mini'imah shared updates with the Board related to the loss of a KIPP scholar; Mayor Andre Dickens' school visit; grants received; KIPP ATL Votes; Book Character Day; partnerships with Florida A&M University, Morehouse College, and Virginia Union University; the region-wide spelling bee; and two KIPP scholars named Boys and Girls Club of Metro Atlanta Youth of the

Year for their respective clubs.

D. Consider This

1. Rick shared his thoughts related to the loss of a KIPP scholar.

V. A Day In The Life

- A. Mercedes Ortiz and KIPP Soul Primary School scholar Adanma shared about a day in the life of a KIPP primary schoolscholar.
- B. Dr. Donald Rucker shared about a day in the life of a KIPP middle school teacher.
- C. Authur Washington shared about a day in the life of a KIPP family.
- D. Irving Williams shared about a day in the life of a KIPP alumna.

VI. Next Steps & Close Out (RickDeane)

- A. Rick reminded the Board of the upcoming Board meetings.

The meeting was adjourned at 11:48 a.m.

KIPP Metro Atlanta Schools Board Meeting Minutes

February 8, 2023

KIPP Atlanta Collegiate
98 Anderson Ave NW
Atlanta, GA 30314

Board Members Present: Salim Bhatia, Jim Bostic, Gayle Burnett, Hector Calzada, Sidney Childress, Rick Deane, Frank Glover, David Jernigan, Dawn Griffin, Deb Sudbury, Catherine Mealar, JaKathryn Ross

Honorary Board Members Present: Joe Arnold, Tom Avery, Craig Jones, and Kathe Brown

Staff Members Present: Angela Bond, Ra'Chel Ford, Callie Hudak, Crystal Nasir, Lakeesha Ramdhanie, Mini'imah Shaheed, Kelly Shields, Terra Walker, Authur Washington, Ben Calzada, Felicia Lewis

The Meeting was called to order at 9:06 a.m.

I. Welcome & Agenda Review (Rick Deane)

- A. Rick Deane welcomed the Board and reviewed the agenda with the Board.

II. Mission Moment (Mini'imah Shaheed)

- A. Mini'imah shared a video of gratitude for School Board Recognition Month. Framed KIPP scholar artwork was gifted to each Board member.

III. Board Chair Updates & Consent (Rick Deane)

- A. Rick asked for updates from each committee. Jim Bostic shared an update on the Advocacy Committee, Sidney Childress shared an update on the Committee on Directors, Deb Sudbury and Frank Glover shared an update on the Development Committee, Tom Avery shared an update on the Endowment Committee, Hector Calzada shared an update on the Finance Committee, and Lakeesha Ramdhanie shared an update on the School Performance Committee.
- B. Hector Calzada motioned and Joe Arnold seconded to approve the December 7, 2022, meeting minutes. The motion passed unanimously.

IV. CEO Updates (Mini'imah Shaheed)

A. Welcoming Felicia Lewis

- 1. Mini'imah introduced and welcomed Felicia Lewis as the incoming Chief of Staff. Felicia said a few words of introduction.

B. Gratitude

- 1. Mini'imah shared gratitude with the Board, highlighting Jim Bostic, Salim Bhatia, and Joe Arnold.

C. Dashboard

- 1. Regional leaders shared updates on their respective areas, including enrollment, finance, development, talent, school safety, KIPP Woodson Park Academy, charter renewal, and the learning experience update.

D. KIPP Happenings

- 1. Mini'imah shared updates on the One Team Homecoming, new Atlanta Public Schools and Fulton County Schools Board members, the Executive Leadership Program for Nonprofit Organizations, the FOX Fellowship, early college acceptances and scholarship awards, and other regional school events.

E. Consider This

- 1. Rick shared his thoughts on and appreciation for the commitment and involvement of Board members.

V. Frankenhouse Initiative Update

- A. Angela Bond shared an overview of and update on the Frankenhouse initiative, aka the operating model.
- B. Updates included topics such as enrollment, research, role standardization, and a proposed 3-year strategy.

VI. High School Enrollment

- A. Terra Walker shared an update on KIPP Metro Atlanta's high school enrollment and immediate implications.
- B. Ra'Chel Ford shared an update on KIPP Atlanta Collegiate's facilities and potential opportunities.

VII. Collaborative Protocol for Strategic Use of M. Scott Gift

- A. Salim Bhatia shared an update on research related to how other organizations are approaching the use of similar gifts.
- B. He also shared a proposed framework for approaching KIPP's use of this gift as well as a timeline for soliciting feedback.

VIII. Next Steps & Close Out (Rick Deane)

- A. Rick reminded the Board of the upcoming Board meetings and requested their feedback via the new survey.

The meeting was adjourned at 12:17 p.m.



KIPP Metro Atlanta Schools Board Meeting Minutes

March 22, 2023

Hotel Indigo
2857 Paces Ferry Road, SE
Atlanta, Georgia 30339

Board Members Present: Jim Bostic, Gayle Burnett (virtual), Hector Calzada, Sidney Childress, Rick Deane, Frank Glover, Dawn Griffin (virtual), David Jernigan, Dennis Love, Catherine Meador, Stacy Mohr, JaKathryn Ross, and Deb Sudbury

Honorary Board Members Present: Joe Arnold, Tom Avery (virtual), Kathe Brown, and Marni Mohr (virtual)

Staff Members Present: Angela Bond, Chelsea Bradshaw, Gabriel Bracy, Ra'Chel Ford, Darius Frost, Callie Hudak, Felicia Lewis, Lakeesha Ramdhanie, Mini'imah Shaheed, Kelly Shields, Terra Walker, Authur Washington

Scholars Present: Montrez Franklin and Zaaden Bouchelion

The Meeting was called to order at 9:09 a.m.

I. Welcome & Agenda Review (Rick Deane)

A. Rick Deane welcomed the Board and reviewed the agenda with the assembled group. A quorum was established.

II. Mission Moment (Mini'imah Shaheed)

A. Mini'imah congratulated and welcomed Mr. Darius Frost and 6th-grade scholar Zaaden Bouchelion from the KIPP South Fulton Chess Club. Mr. Frost spoke to the board regarding his journey as a KIPP alumnus, now returning to KIPP as the KSFA Operations Associate and Chess Club Coach. The after-school club has grown from 25 to 40 scholars since its inception. Mr. Frost shared ways the board could support their efforts including (1) securing chess boards, (2) clocks, (3) chess club branded items for Non-KIPP tournaments, (4) establishing chess clubs at other KIPP schools with a starter manual and (5) supplying funds for travel and logistics to attend Non-KIPP tournaments. Young Mr. Zaaden spoke about the friendships formed among his chess club members and how this activity has strengthened his concentration and academic focus.

III. Board Chair Updates & Consent (Rick Deane)

A. Rick presented the February Board meeting feedback results, reviewed the grows and glows, and thanked the board for their feedback.

- B. Rick stated there would be a laser focus on board operations during the May Board meeting as we continue to drive results.
- C. A motion was made and seconded to approve the February 8, 2023 meeting minutes. The motion passed unanimously.
- D. Rick yielded to Sidney to review the prospective board slate. The following members were presented: Jamina Cole, Omar Dione, and Zane Major. The candidates were presented individually, voted on by the board, and a majority vote selected all candidates.
- E. Sidney asked the board members to consider becoming a mentor for the incoming new members.

IV. CEO Updates (Mini'imah Shaheed)

A. Welcoming Guests

- 1. Mini'imah asked Principal Washington to introduce his guest. KAC Senior Montrez Franklin joined him as Principal for the Day.

B. Gratitude

- 1. Mini'imah shared gratitude with the Board, highlighting Hector Calzada's good guidance regarding our compensation objectives and strategies. She commented on his commitment to ensuring our KIPPsters have the best teachers and leaders. Mini'imah continued her gratitude moment and thanked JaKathryn and Sidney for donating their AYSTAK tables for prospective board members.

C. Dashboard

- 1. Mini'imah and the regional leaders shared updates on their respective areas, including enrollment, finance, development, talent, school safety, KIPP Woodson Park, charter- renewal, and learning experience updates.

D. KIPP Happenings

- 1. Mini'imah shared updates on the Georgia Charter Schools Association 2023 Teacher of the Year winner, our own Mrs. Andrea Rainey, Sounds of Royalty trip to Mardi Gras and a visit to KIPP Leadership Academy in New Orleans, KMAS Scholars greeted Vice President Harris during a recent trip to Atlanta, UMOJA celebration on Friday, March 31st from 6 PM- 8 PM at the Riverside Epicenter, Grayson Trawick ranked #11 out of 20 Georgia competitors and out of 1.75 million students in Georgia to compete in Scripps.

V. Brand Value Presentation (Mini'imah Shaheed and Gabriel Bracey)

- A. Mini'imah walked the board through the foundation of the presentation and Gabriel provided more detail on the branding roll-out process. Board members engaged in dialogue regarding the presentation.

VI. Next Steps & Close Out (Rick Deane)

- A. Rick reminded the Board of the upcoming meetings and requested their feedback via the new survey.

The open portion of the meeting was adjourned at 11:07 p.m.

VII. Executive Session

The board moved into a closed executive session and was adjourned at 12:00 noon.

KIPP Metro Atlanta Schools

KIPP Metro Atlanta Schools Board Meeting Minutes

May 17, 2023

9:00 AM - 3:00 PM

Jones Day Law Firm

1221 Peachtree Street, NE, Suite 400

Atlanta, Georgia 30361

Board Members Present: Salim Poshelena Joseph, Jim Bostic, Gayle Burnett (virtual), Hector Calzada, Sidney Childress, Rick Deane, Frank Glover, Dawn Griffin, David Jernigan, Dennis Love, Catherine Meador, Stacy Mohr, JaKathryn Ross, and Deb Sudbury

Honorary Board Members Present: Joe Arnold, Kathe Brown, and Marni Mohr

Staff Members Present: Angela Bond, Chelsea Bradshaw, Alexas Durr, Ra'Chel Ford, Brandon Jones, Poshelena Joseph, Felicia Lewis, Lakeesha Ramdhanie, Mini'imah Shaheed, Kelly Shields, Terra Walker, Authur Washington, Irving Williams

Scholars Present: Kennedy Boazman and Rontae Page

The Meeting was called to order at 9:08 a.m.

I. Welcome & Agenda Review (Rick Deane)

- A. Rick Deane welcomed the Board and reviewed the agenda with the assembled group. A quorum was established.

II. Mission Moment (Mini'imah Shaheed)

- A. Mini'imah welcomed Kennedy Boazman and Rontae Page. Our KAC Senior Warriors presented their Warrior BluePrints and shared their post-secondary plans with the Board.
- B. The Board congratulated these scholars, posed questions, and provided feedback regarding their presentations.

III. Board Chair Updates & Consent (Rick Deane)

- A. A motion was made and seconded to approve the March 22, 2023 meeting minutes. The motion passed unanimously.
- B. Rick framed the time surrounding our day-long strategy session and its importance.

IV. CEO Updates (Mini'imah Shaheed)

A. Welcoming Guests

1. Mini'imah welcomed Ayana Clark from the Georgia Charter School Association and Matthew Underwood from Atlanta Public Schools, Office of Charter and Partner Schools.

B. Mission Moment

1. Mini'imah shared gratitude with the Board, thanking Frank Glover and Salim Bhatia for their leadership in coordinating Are You Smarter than a KIPPster. Mini'imah continued her gratitude moment and thanked Kathe Brown for spearheading the donation of 500 books to our primary scholars and a generous multi-year pledge of \$250,000.00 over five years. Finally, Catherine Meador was acknowledged for connecting KIPP Metro Atlanta Schools to Cadence Bank and a potential grant opportunity. This grant would assist our schools in better addressing severe weather concerns and support our team and family who face emergency housing needs.

C. Dashboard

1. Mini'imah and the regional leaders shared updates on their respective areas, including enrollment, finance, development, talent, health and safety, KIPP Woodson Park, and charter-renewal updates.

V. KIPP South Fulton Annual State of the School (Brandom Jones)

1. Principal Brandom Jones provided a KIPP South Fulton Academy overview on the following topics: values, mission, vision, social & emotional health, family & community partnerships, academies, and testing data.

VI. Committee On Directors (COD) Reflections (Sidney Childress and JaKathryn Ross)

1. The COD led an interactive discussion as the Board looked back reflectively to move forward effectively.

VII. Teaching & Learning Update (Lakeesha Ramdhanie)

1. Topics during this discussion included: Scholar Achievement and Growth, Comprehensive Support & Improvement & Targeted Support & Improvement, Early Literacy, High School Graduation Rates, KIPP Summer Learning Program, and CSI/TSI Update and adoption of the 2023-24SY Calendar.

VIII. KIPP Forward Update (Irving Williams)

1. Topics during this discussion included: Deep Data Dive, High School GPA Outcomes, College Enrollment, Persistence Data, and Graduation Rates.

IX. Next Steps & Close Out (Rick Dean)

- A. Rick reminded the Board of the upcoming Meeting and requested their feedback via the meeting survey.

The Meeting adjourned at 3:02 PM.



KIPP Metro Atlanta Schools Board Meeting Minutes

June 7, 2023

3:00 PM - 5:00 PM

Galleria 300 Office Building

300 Galleria Parkway, Atlanta, Georgia 30339

Board Members Present: Salim Bhatia (virtual), Jim Bostic, Gayle Burnett (virtual), Hector Calzada, Sidney Childress, Rick Deane, Frank Glover (virtual), David Jernigan, Dennis Love, Catherine Meador (virtual) and JaKathryn Ross, Deb Sudbury (virtual)

Honorary Board Members Present: Kathe Brown

Board Members Elect Present: Omar Dione (virtual), Jamina Cole King, and Zane Major

Staff Members Present: Angela Bond, Ben Cabeza, Ra'Chel Ford, Felicia Lewis, Lakeesha Ramdhanie, Mini'imah Shaheed, Kelly Shields, Terra Walker, Miles Roberts, Myesha Ward (virtual)

The Meeting was called to order at 3:13 PM.

I. Welcome & Agenda Review (Rick Deane)

A. Rick Deane welcomed the Board and reviewed the agenda with the assembled group. A quorum was established.

II. Mission Moment (Mini'imah Shaheed)

A. Mini'imah shared highlights and photos from Leader Week, emphasizing the love and joy that Teacher Leaders brought to the space as we finished the year strong and revisited expectations for the upcoming year.

III. Board Chair Updates & Consent (Rick Deane)

A. A motion was made and seconded to approve the May 17, 2023, meeting minutes. The motion passed unanimously.

B. Rick thanked Sidney Childress, Jim Bostic, and Dennis Love for their service to the board and welcomed them to Honorary status.

C. Rick shared the Board and Committee Meeting Schedule for SY23-24 and the Board Slate

D. Rick and Sidney presented Linda King, Senior Vice President, Market Expansion and Field Operations Strategy from Cox Communications, as a prospective Board Candidate. A motion was made and seconded to approve Linda King as a new Board Member. The motion passed unanimously.

IV. Strategy Update (Ben Cabeza)

A. During the presentation, Ben discussed the following:

- 2025 Strategic Plan Overview
- Net Promoter Score - Our Families Love Us
- KIPPsters Thriving Academically
- 2023-2024 Wildly Important Goals

V. FY24 Budget (Kelly Shields)

A. Kelly Shields provided an update on the FY24 Budget and shared an overview of our 2025 objectives and priorities.

B. The Finance Committee approved the recommended budget at the Finance Committee meeting.

C. Kelly shared that the per pupil rate was expected to increase by 26% due to changes in the formula inputs.

D. Terra Walker reviewed the Compensation updates for FY24.

E. Kelly provided a status update on our CARES Funding and reviewed information surrounding our Restricted Fund Balance.

F. A motion was made and seconded to approve the FY24 Budget. The motion passed unanimously.

VI. Policies (Ra'Chel Ford)

A. Ra'Chel reviewed the following policies:

- Procurement Policy
- Parents Bill of Rights Policy
- Protect Students First Act Complaint Resolution Policy
- Human Resources Policies

B. Terra Walker reviewed additional Human Resources policies.

C. A motion was made and seconded to approve the policy consent items. The motion passed unanimously.

VII. Next Steps & Close Out (Rick Dean)

A. Rick reminded the Board of the upcoming meeting schedule and requested their feedback via the meeting survey.

The meeting was adjourned at 5:27 p.m.

Development Committee Meeting

September 28, 2022

9:00 – 11:00 am

Zoom Meeting

Time	Agenda Item
9:00 AM	Welcome <ul style="list-style-type: none">• Agenda Overview• Consent Item – 8/4/22 Minutes• Connections• KIPP Metro Atlanta Schools Highlights + Updates
9:20 AM	Fundraising + Impact Team Updates <ul style="list-style-type: none">• FY22 Fundraising Data Deep Dive• FY23 Fundraising Progress Update• Engagement Opportunities - Update• Night of Impact
10:10 AM	Chair Share <ul style="list-style-type: none">• FY23 Focus – Strategic Leadership• Identification and engagement of prospective partners, strategic relationship building<ul style="list-style-type: none">○ Closing the 500K Gap
10:45 AM	Close
11:00 AM	Adjourn

FY23 Development Committee Meeting Dates 9:00 – 11:00 am Virtual Until Further Notice
Wednesday, November 16, 2022 Wednesday, January 25, 2023 Wednesday, March 8, 2023 Wednesday, April 19, 2023

Development Committee Meeting

September 28, 2022

9:00 – 11:00 am

Zoom Meeting

Present: J. Arnold, S. Bhatia, D. Sudbury, K. Oliver, C. O'Brien, D. Nichols, C. Nasir, C. Hudak, D. Griffin

Absent: K. Brown, F. Glover

Time	Agenda Item
9:00 AM	<p>Welcome</p> <ul style="list-style-type: none">• Agenda Overview• Consent Item – 8/4/22 Minutes<ul style="list-style-type: none">○ Minutes approved• Connections<ul style="list-style-type: none">○ What season would you choose to be year-round and why?• KIPP Metro Atlanta Schools Highlights + Updates<ul style="list-style-type: none">○ KIPP Forward hosted a college fair with 200 colleges in partnership with 3-4 other private schools○ Every Thursday KIPP forward hosts different college administrations to come in and talk about college opportunities.○ KIPP Forward started mini career series to bring different career paths into schools to talk to our scholars.○ Flourishing partnerships with Bain and United Way○ United Way brought the Flacons to several of our campuses. At WAYS they revamped the family resource room.○ How can we get listed on the United Way form to have funds designated to our org? Historically, the answer has been no due to us being a public school, but we can ask. Maybe we can try to separate KIPP Forward and use that as its own program (but it would need its own 501 c3)○ Send J. Arnold contact for Kelt Kindick to send gratitude for Bain giving.○ Invite group from Bain to Night of Impact○ Morris Brown partnership to allow our scholars to attend tuition-free. We also have the opportunity to extend some of their resources to our families. Sounds of Royalty will be playing at their homecoming Oct. 7-8th.
9:20 AM	<p>Fundraising + Impact Team Updates</p> <ul style="list-style-type: none">• FY22 Fundraising Data Deep Dive<ul style="list-style-type: none">○ Focus on institutional giving• FY23 Fundraising Progress Update<ul style="list-style-type: none">○ \$2,218,673 raised (63%) of \$3,500,000 goal• Engagement Opportunities – Update

	<ul style="list-style-type: none"> ○ Excited to have friends in our schools this year. All school tours are mapped out for the school year. <ul style="list-style-type: none"> ▪ Starting to plug in and invite friends to specific schools. Coordinate with Dana to send an invite. ○ Launch virtual lunch and learn. Targeting donors giving \$500+ to increase their engagement with KIPP. <ul style="list-style-type: none"> ▪ The upcoming session we will be sharing the 2025 strategic plan. Be transparent with challenges. And give space for questions and feedback. ▪ Coordinate with Dana to invite friends. It will also be recorded. We can share the recording to share with your friends. ○ Spelling Bee and Reading Bowl coming up. Good opportunities to invite friends to engage. ○ Ambassador program launch paused (until Jan 2023) to gather more nominations. We are hoping to leverage guests from NOI. <ul style="list-style-type: none"> ▪ Next steps: <ul style="list-style-type: none"> • Continue to recruit ambassadors • Finalize program goals and overview • Finalize ambassador roles and expectations • Confirm meeting dates for 2023 sessions ▪ When we view our donors who give consistently year over year, we aren't finding that they are invested enough to personally engage in this way. ▪ Can people nominate themselves? We're looking to gather program interest during Night of Impact. ▪ Suggest we push one more time to the Board to ensure they have contributed names. Could help to have other development committees join in on the conversations. ○ Make sure when we connect with corporations that we provide them with other opportunities to engage to keep them involved. ○ What are we doing without since we receive such less funding per pupil from APS? Can we start to speak about that to our donors? ○ How are doing more with the per-pupil funds that we receive from APS? • Night of Impact <ul style="list-style-type: none"> ○ Nov 2 – raising support for Literacy (\$100K goal) ○ Hosts will receive language to start inviting guests. ○ We've set up an Amazon book list for a book drive. ○ Areas of the focus <ul style="list-style-type: none"> ▪ Continuing to grow hosts and guest list. ▪ Engaging sponsors earlier
--	--

	<ul style="list-style-type: none"> ▪ Connecting guests with the mission ○ Will have KIPP representatives at each location ○ Using GiveLively, the difference this year is that each party will have its own page linked to the overall event page. ○ Will coordinate drop off and pick up of collateral to use ○ Will provide book takeaway for guests. ○ We will have lunch a week before the event to get hosts comfortable with the program and materials. ○ Would be nice to invite a group of people ○ Make sure to invite Jack Ward. All honorary board members should receive a special invite.
10:10 AM	<p>Chair Share</p> <ul style="list-style-type: none"> • FY23 Focus – Strategic Leadership <ul style="list-style-type: none"> ○ Goal is to look at the list of current Foundations and provide any insight on giving priorities and/or contacts. ○ Ongoing ask to review list and follow up via email ○ Development Leadership will come together with Joe to get historical context for KIPP’s relationships with some foundations. • Identification and engagement of prospective partners, strategic relationship building <ul style="list-style-type: none"> ○ Closing the 500K Gap ○ Are there groups of people that we should be familiarizing with our programs without an ask? This way to create a more organic ask and increase connection to the mission. ○ Ex: Kelin Foundation, Pittulloch Foundation, ○ Good idea to invite them to Night of Impact and continue to steward until we’re at a place to make an ask. ○ Need to connect the dots between the individual board meetings and the larger strategic plan. ○ Arthur Blank Foundation has changed leadership, have we met with them since? ○ Start building relationships with Jones Day Foundation.
10:45 AM	<p>Close</p> <p>Next Steps</p> <ul style="list-style-type: none"> • Increase strategic thinking and leadership development • Work to expand foundation giving and stewardship • Breaking into a fundraising working group and would invite committee members to join. More focused on foundations and corporations. Would be ambassadors for board engagement. (2 – 3 meetings for the rest of the year) <ul style="list-style-type: none"> ○ Katie and Cameron will check their schedules to confirm their commitment ○ Joe Arnold and Salim Bhatia are interested. ○ Callie will follow up with suggested dates for the meeting.

	<ul style="list-style-type: none">• Still looking to identify AYSTAK Co-chairs• Continue to submit ambassador nominations – looking for 4 more.
11:00 AM	Adjourn

FY23 Development Committee Meeting Dates 9:00 – 11:00 am Virtual Until Further Notice
Wednesday, November 16, 2022 Wednesday, January 25, 2023 Wednesday, March 8, 2023 Wednesday, April 19, 2023

Development Committee Meeting

November 16, 2022

9:00 – 11:00 am

Zoom Meeting

Time	Agenda Item
9:00 AM	Welcome <ul style="list-style-type: none">• Agenda Overview• Consent Item – 9/28/22 Minutes• Connections• KIPP Metro Atlanta Schools Highlights + Updates
9:20 AM	Fundraising + Impact Team Updates <ul style="list-style-type: none">• FY23 Fundraising Progress Update• Night of Impact• End of Year Overview• Are You Smarter Than A KIPPster?
10:10 AM	KIPP Philanthropic Culture Vision and Feedback
10:45 AM	Close
11:00 AM	Adjourn

FY23 Development Committee Meeting Dates 9:00 – 11:00 am Virtual Until Further Notice
Wednesday, January 25, 2023 Wednesday, March 8, 2023 Wednesday, April 19, 2023

Development Committee Meeting

November 16, 2022

9:00 – 11:00 am

Zoom Meeting

Present: J. Arnold, S. Bhatia, K. Brown, F. Glover, D. Scott, D. Sudbury, C. O'Brien, K. Oliver, A. Harrison, C. Hudak, C. Nasir

Absent:

Time	Agenda Item
9:00 AM	<p>Welcome</p> <ul style="list-style-type: none">• Agenda Overview• Consent Item – 9/28/22 Minutes<ul style="list-style-type: none">○ Approved: All• Connections<ul style="list-style-type: none">○ What would you do with billions? – MacKenzie Scott contribution• KIPP Metro Atlanta Schools Highlights + Updates<ul style="list-style-type: none">○ Mayor Andre Dickens' school visit helped build a relationship with the city and its goals/initiatives.○ CEO Think Tank kick-off hosted by Mini'imah that brings together a small group of people interested in different parts of our organization. (i.e growth, enrollment, etc.)
9:20 AM	<p>Fundraising + Impact Team Updates</p> <ul style="list-style-type: none">• FY23 Fundraising Progress Update<ul style="list-style-type: none">○ 76% to goal - \$2.68M raised○ 63% to goal at last meeting in September○ Received \$1M over 3 years from Goizueta Foundation for KIPP Forward○ Foundation working group came together to focus on a list of 30 foundations and outlined the next steps for 15 of them.○ Are looking at the next available dates for the group to come together to keep moving through the list.• Night of Impact<ul style="list-style-type: none">○ Small party format works!○ Book collection still going. Dev. Team is coordinating book distribution with KIPP academic team and Katie.○ How do we follow up and keep the momentum in the excitement that guests have when they left○ Create a one-pager with ways to get more involved in KIPP (school tour, Saturday School, etc.)

	<ul style="list-style-type: none"> ○ Suggestion to start looking for hosts now because the amount raised is dependent on the number of hosts that we have bringing in new and old friends to KIPP. ○ Send a list of donors from Night of Impact to make board connections to record in RE ○ Debrief <ul style="list-style-type: none"> ▪ Intimate setting makes it more comfortable to give. ▪ Could have used more support from the team to gauge how high to aim in the guest list. ▪ Can invite friends who may not give much, but have the potential to give more in the future. It's a nice introduction ▪ Combining parties helps the host provide support to each other and then makes the party not so small but still intimate to be fun for guests. ▪ What are the net new donors? Can that be a goal for each year that we aspire to? ▪ When combining parties - Energy in the room because there was common ground in the overlap of networks ▪ Having KIPP staff is magical. ▪ Wanted to create an experience for guests who came. How do we continue to elevate that in the future? ▪ Too many themes. We should just have 1 big theme a year. COVID, 20 years, and literacy were a lot to focus on. ○ Katie and Cameron will draft an email to follow up for all to send to their Night of Impact for ways to get more involved ○ Aache will support adding links to Saturday School and AYSTAK. ○ Kathe may do another push on the book drive. ● End of Year Overview <ul style="list-style-type: none"> ○ Aache will send a list of FY22 donors to and mailing list to ensure names have been addressed properly. ● Are You Smarter Than A KIPPster? <ul style="list-style-type: none"> ○ Thursday, March 30, 2022 ○ Goal of \$400,000+ ○ Sponsorships applications/forms will be available by the end of the week. The majority of funds raised from the event are from sponsorships. ○ What type of sponsors are particularly interested in supporting AYSTAK? ○ Commonalities that we typically see in sponsorships are leveraging connections more than industry.
--	--

	<ul style="list-style-type: none"> ○ We don't tend to have as many large corporate Atlanta based buy-in which is something we've been trying to change. ○ Holder construction could be a good sponsor. Connection held between C. O'Brien and K. Brown ○ Add "get more involved at a corporate level" to the one-pager as a way to get involved. <ul style="list-style-type: none"> ▪ It's most impactful when it comes from the one who holds the relationship, not a blast from KIPP.
10:10 AM	<p>KIPP Philanthropic Culture Vision and Feedback</p> <ul style="list-style-type: none"> • Foundational belief that every stakeholder plays a role in the philanthropic culture of KIPP • We've evolved from depending on board involvement because we realized that we had to depend more on individual giving. This took years from organizational change within to start moving to where we are more sustainable due to our connections/relationships. • We used to not have the best media press but now we do not because we are more recognized within the community. • Studies are showing that affordable housing affects the ability to recruit teachers and should be something we begin to address as it directly impacts the work we do. • The culture of philanthropy is more holistic and not just about the dollar but other ways to engage through time and talents. • Increase collaboration between teams, schools, and external partners. • Fundraising is less transactional and more as a way of operating and understanding the joining of resources in the benefit of our communities. • Four key components: <ul style="list-style-type: none"> ○ Shared responsibility for development ○ Integration and alignment with the mission ○ Focus on fundraising as engagement – retainment is big here. ○ Strong donor relationships. It's about building an authentic and mutually beneficial relationship. • We will continue to decentralize this work so that we all have a sense of belonging and responsibility. • Next steps <ul style="list-style-type: none"> ○ How do we shift the mindset from philanthropy being a subset of a team to being a shared responsibility? ○ Teach why we fundraise ○ Emphasize and outline roles and provide examples for those roles. ○ the Culture of Philanthropy slides will be circulated with committee members reviewing, reflecting, and prioritizing

	<p>messaging in a way that best showcases the ideas we want to emphasize.</p> <ul style="list-style-type: none"> • Agrees that the shift to decentralizing development is the best way to raise funds. • Like the idea to create snowball events to plant a seed and continue to grow engagement with an individual. • Explore ways to further develop relationships with corporations where our students are interning. • Can begin to show genuine examples to excite others on how relationship-building with a stakeholder has benefited the mission. • Relationships made at AYSTAK could build a pipeline from internship opportunities for KAC students • Callie to share these slides with the committee for members to help condense the language (so that the concept is communicated efficiently) and prioritize the next steps. • Want to begin thinking of ways to reengage the broader board? • Solution can be to bring information to the board to share with their networks and reignite that interest in what development is doing. We should be using time during the board meetings to bring this information to the forefront. • Need to share with the board that financial support is not the only way that we need them to be involved. It's our duty to help them understand that relationship-building is key to development. • We need to explicitly define what we need them to do to help move development work forward
10:45 AM	<p>Close</p> <ul style="list-style-type: none"> • Next Steps <ul style="list-style-type: none"> ○ Increase strategic thinking and leadership in development ○ Continue to work to expand foundation giving and stewardship ○ Meeting Friday with Atlanta Mission to discuss the intersection of development and marketing ○ Director of Individual and Corporate Giving role is posted and we look forward to interviewing soon • Looking Ahead – Save the Date <ul style="list-style-type: none"> ○ Giving Tuesday (goal of \$10K) <ul style="list-style-type: none"> ▪ November 29th, 2022 ○ Are You Smarter Than A KIPPster (goal of \$400,000) <ul style="list-style-type: none"> ▪ March 30, 2023
11:00 AM	Adjourn

FY23 Development Committee Meeting Dates 9:00 – 11:00 am Virtual Until Further Notice
Wednesday, January 25, 2023 Wednesday, March 8, 2023 Wednesday, April 19, 2023

Development Committee Meeting

January 25, 2023

9:00 – 11:00 am

Zoom Meeting: Crystal Nasir is inviting you to a scheduled Zoom meeting.

Attended: J. Arnold, F. Glover, D. Sudbury, C. O'Brien, S. Bhatia, K. Oliver, D. Scott, K. Brown

Join Zoom Meeting Link [Here](#)

Time	Agenda Item
9:00 AM	<p>Welcome</p> <ul style="list-style-type: none">• Agenda Overview• Consent Item – 11/16/22 Minutes<ul style="list-style-type: none">○ Approved• Connections<ul style="list-style-type: none">○ College roll call• KIPP Metro Atlanta Schools Highlights + Updates<ul style="list-style-type: none">○ Comcast donated 500 Vision campus before the holiday break.○ One Team Homecoming to have a kick-off meeting to set intentions and expectations for the upcoming semester.○ KIPP Scholar acknowledged by ATL Falcons for his commitment to his community, academics, and on the field.○ Another scholar won the regional spelling bee
9:20 AM	<p>Fundraising + Impact Team Updates</p> <ul style="list-style-type: none">• FY23 Fundraising Progress Update<ul style="list-style-type: none">○ 89% to goal, since November at 77%○ Grants received<ul style="list-style-type: none">▪ Ward Foundation▪ Charles and Lynn Shusterman Family Foundation○ Ask Out<ul style="list-style-type: none">▪ SGM – site visit scheduled with Mini'imah and Rick▪ Mary Alice and Bennett Brown Foundation – site visit planned for▪ Meranacas – came to KAC and met with KIPP Forward team.▪ Jones Day in progress▪ Delta Community Credit Union – interested in supporting AYSTAK○ Foundation Working Group<ul style="list-style-type: none">▪ Reviewed 2nd half of the list and came up with a strategy to begin outreach• End of Year Review

	<ul style="list-style-type: none"> ○ \$185K raised to date ○ Totals include Giving Tuesday and are beginning to compete with pre-COVID dollars raised. • Are You Smarter Than A KIPPster? <ul style="list-style-type: none"> ○ \$80K raised, 14 sponsors to date ○ Dr. Donald Rucker will host ○ Confirmed contestants include: Kwame Johnson, Karys Belger ○ Contestant asks out to: Shirley Franklin, Atlanta Falcons ○ We are on track with sponsorships but need to keep the momentum to ensure we reach the \$\$ goal. ○ Potential Sponsors <ul style="list-style-type: none"> ▪ Chairs will reach out to board and committee members about potential connections ▪ Idea to email NOI attendees to see if they have the capacity to sponsor AYSTAK. ▪ Many sponsors are coming in at the silver level, how can we encourage sponsors to upsell ▪ We have a potential connection to someone at Microsoft ▪ Grove Park Foundation CEO is a potential connection to Microsoft as well
10:15 AM	<p>KIPP Philanthropic Culture Next Steps Next Steps</p> <ul style="list-style-type: none"> • Year 1 (2022-23) <ul style="list-style-type: none"> ○ Development of the vision, including what it looks like for internal stakeholders ○ Increase collaboration across the impact team ○ Clarify roles and responsibilities and expectations across the Impact team and with principals. <ul style="list-style-type: none"> ▪ Including volunteers. ○ Create and execute a stewardship plan ○ Explore opportunities to engage with a strategic research firm to better understand and reach donors. ○ Training and information sharing with the Impact team, and regional leadership team • Year 2 (2023-24) <ul style="list-style-type: none"> ○ Training and info sharing with principals, DOOs, and support team ○ Clarify roles with KMAS BOD and development committee ○ Implement good news communications and updates throughout the KMAS network • Year 3

	<ul style="list-style-type: none"> ○ Continue to execute, adjusting as needed. • Suggestions <ul style="list-style-type: none"> ○ External communications aligned to show the impact of the work that we are doing, possibly in year 1. ○ Consider if we have the right size Impact Team to support these efforts ○ Bring KIPP Forward into view as we create synergy and coordination around the work that Impact teams are doing. ○ What will this look like in 5 years? What does success look like? ○ The goal should be meeting the needs of our scholars, not necessarily \$\$ raised. We should be more intentional about communicating and investing around outstanding needs when we're asking for funding support. ○ We need to align on how we are meeting the needs of our scholars as we talk about creating a culture of philanthropy and becoming sustainable with public funding. ○ Conversations need to start happening from the top (board and c-suite) to understand the holistic scope of the work KIPP is doing and begin setting the tone. The culture of philanthropy needs to be authentic and received by our most senior-level stakeholders to begin shifting the tone across the organization. ○ This defined culture of philanthropy should be the essence of the organization ○ Social media campaign to communicate the investment that KIPP has been making. ○ The board may not know how to engage. They need avenues to engage their network than just AYSTAK and Night of Impact. ○ This is a shift in how we view philanthropy to be a sole focus on foundations and development, to being a shared responsibility and identity across the organization. ○ Is there someone attending the meeting from across the organization to streamline what everyone is saying? ○ This sounds like marketing in setting the tone for how we tell our story to our community. ○ We need to be more intentional and strategic with our communications with the board to give insight on what development needs are.
10:45 AM	<p>Next steps & Close</p> <ul style="list-style-type: none"> • Increase strategic thinking and leadership on the development

	<ul style="list-style-type: none">• Continue to work to expand foundation giving and stewardship• We are interviewing for the Director of Individual and Corporate Giving role <p>Save the Date</p> <ul style="list-style-type: none">• Crystal keynote speaking at Fulton County event to talk about development and board engagement.• Are You Smarter Than a KIPPster on March 30, 2023
11:00 AM	Adjourn

FY23 Development Committee Meeting Dates 9:00 – 11:00 am Virtual Until Further Notice
Wednesday, March 8, 2023 Wednesday, April 19, 2023

Development Committee Meeting

January 25, 2023

9:00 – 11:00 am

Zoom Meeting: Crystal Nasir is inviting you to a scheduled Zoom meeting.

Attended: J. Arnold, F. Glover, D. Sudbury, C. O'Brien, S. Bhatia, K. Oliver, D. Scott, K. Brown

Join Zoom Meeting Link [Here](#)

Time	Agenda Item
9:00 AM	<p>Welcome</p> <ul style="list-style-type: none">• Agenda Overview• Consent Item – 11/16/22 Minutes<ul style="list-style-type: none">○ Approved• Connections<ul style="list-style-type: none">○ College roll call• KIPP Metro Atlanta Schools Highlights + Updates<ul style="list-style-type: none">○ Comcast donated 500 Vision campus before the holiday break.○ One Team Homecoming to have a kick-off meeting to set intentions and expectations for the upcoming semester.○ KIPP Scholar acknowledged by ATL Falcons for his commitment to his community, academics, and on the field.○ Another scholar won the regional spelling bee
9:20 AM	<p>Fundraising + Impact Team Updates</p> <ul style="list-style-type: none">• FY23 Fundraising Progress Update<ul style="list-style-type: none">○ 89% to goal, since November at 77%○ Grants received<ul style="list-style-type: none">▪ Ward Foundation▪ Charles and Lynn Shusterman Family Foundation○ Ask Out<ul style="list-style-type: none">▪ SGM – site visit scheduled with Mini'imah and Rick▪ Mary Alice and Bennett Brown Foundation – site visit planned for▪ Meranacas – came to KAC and met with KIPP Forward team.▪ Jones Day in progress▪ Delta Community Credit Union – interested in supporting AYSTAK○ Foundation Working Group<ul style="list-style-type: none">▪ Reviewed 2nd half of the list and came up with a strategy to begin outreach• End of Year Review

	<ul style="list-style-type: none"> ○ \$185K raised to date ○ Totals include Giving Tuesday and are beginning to compete with pre-COVID dollars raised. ● Are You Smarter Than A KIPPster? <ul style="list-style-type: none"> ○ \$80K raised, 14 sponsors to date ○ Dr. Donald Rucker will host ○ Confirmed contestants include: Kwame Johnson, Karys Belger ○ Contestant asks out to: Shirley Franklin, Atlanta Falcons ○ We are on track with sponsorships but need to keep the momentum to ensure we reach the \$\$ goal. ○ Potential Sponsors <ul style="list-style-type: none"> ▪ Chairs will reach out to board and committee members about potential connections ▪ Idea to email NOI attendees to see if they have the capacity to sponsor AYSTAK. ▪ Many sponsors are coming in at the silver level, how can we encourage sponsors to upsell ▪ We have a potential connection to someone at Microsoft ▪ Grove Park Foundation CEO is a potential connection to Microsoft as well
10:15 AM	<p>KIPP Philanthropic Culture Next Steps Next Steps</p> <ul style="list-style-type: none"> ● Year 1 (2022-23) <ul style="list-style-type: none"> ○ Development of the vision, including what it looks like for internal stakeholders ○ Increase collaboration across the impact team ○ Clarify roles and responsibilities and expectations across the Impact team and with principals. <ul style="list-style-type: none"> ▪ Including volunteers. ○ Create and execute a stewardship plan ○ Explore opportunities to engage with a strategic research firm to better understand and reach donors. ○ Training and information sharing with the Impact team, and regional leadership team ● Year 2 (2023-24) <ul style="list-style-type: none"> ○ Training and info sharing with principals, DOOs, and support team ○ Clarify roles with KMAS BOD and development committee ○ Implement good news communications and updates throughout the KMAS network ● Year 3

	<ul style="list-style-type: none"> ○ Continue to execute, adjusting as needed. ● Suggestions <ul style="list-style-type: none"> ○ External communications aligned to show the impact of the work that we are doing, possibly in year 1. ○ Consider if we have the right size Impact Team to support these efforts ○ Bring KIPP Forward into view as we create synergy and coordination around the work that Impact teams are doing. ○ What will this look like in 5 years? What does success look like? ○ The goal should be meeting the needs of our scholars, not necessarily \$\$ raised. We should be more intentional about communicating and investing around outstanding needs when we're asking for funding support. ○ We need to align on how we are meeting the needs of our scholars as we talk about creating a culture of philanthropy and becoming sustainable with public funding. ○ Conversations need to start happening from the top (board and c-suite) to understand the holistic scope of the work KIPP is doing and begin setting the tone. The culture of philanthropy needs to be authentic and received by our most senior-level stakeholders to begin shifting the tone across the organization. ○ This defined culture of philanthropy should be the essence of the organization ○ Social media campaign to communicate the investment that KIPP has been making. ○ The board may not know how to engage. They need avenues to engage their network than just AYSTAK and Night of Impact. ○ This is a shift in how we view philanthropy to be a sole focus on foundations and development, to being a shared responsibility and identity across the organization. ○ Is there someone attending the meeting from across the organization to streamline what everyone is saying? ○ This sounds like marketing in setting the tone for how we tell our story to our community. ○ We need to be more intentional and strategic with our communications with the board to give insight on what development needs are.
10:45 AM	<p>Next steps & Close</p> <ul style="list-style-type: none"> ● Increase strategic thinking and leadership on the development

	<ul style="list-style-type: none">• Continue to work to expand foundation giving and stewardship• We are interviewing for the Director of Individual and Corporate Giving role <p>Save the Date</p> <ul style="list-style-type: none">• Crystal keynote speaking at Fulton County event to talk about development and board engagement.• Are You Smarter Than a KIPPster on March 30, 2023
11:00 AM	Adjourn

FY23 Development Committee Meeting Dates 9:00 – 11:00 am Virtual Until Further Notice
Wednesday, March 8, 2023 Wednesday, April 19, 2023

Development Committee Meeting

March 8, 2023

9:00 – 11:00 am

Zoom Meeting

Time	Agenda Item
9:00 AM	Welcome <ul style="list-style-type: none">• Agenda Overview• Consent Item – 1/25/23 Minutes• Connections• KIPP Metro Atlanta Schools Highlights + Updates
9:20 AM	Fundraising + Impact Team Updates <ul style="list-style-type: none">• FY23 Fundraising Progress Update• Are You Smarter Than A KIPPster?
10:20 AM	Chair Share
10:35 AM	Close
10:40 AM	Adjourn

FY23 Development Committee Meeting Dates**9:00 – 11:00 am****Virtual Until Further Notice**

Wednesday, April 19, 2023

Development Committee Meeting

March 8, 2023

9:00 – 11:00 am

Zoom Meeting

Present: J. Arnold, S. Bhatia, K. Brown, F. Glover, F. Lewis, C. Hudak, D. Sudbury, K. Oliver, C. Nasir, A. Harrison

Absent: C. O'Brien, D. Scott, D. Griffin

Time	Agenda Item
9:00 AM	<p>Welcome</p> <ul style="list-style-type: none">• Agenda Overview• Consent Item – 1/25/23 Minutes<ul style="list-style-type: none">○ Approved• Connections• KIPP Metro Atlanta Schools Highlights + Updates<ul style="list-style-type: none">○ Charter renewal for KSFA has been renewed at the district level. The next step is state approval.○ Charter renewal letter of intent for APS submitted.○ KSA scholar participating in the State Spelling Bee○ KAC Lady Warriors had a good season but unfortunately has ended early.○ KAC Fine Arts Department Black History Month celebration on Friday, March 10.○ Umoja, fine arts celebration on March 31○ Reveal the Shield on May 18th○ We are excited to invite friends and new partners to attend these events to experience our KIPPsters in this enriching way
9:20 AM	<p>Fundraising + Impact Team Updates</p> <ul style="list-style-type: none">• FY23 Fundraising Progress Update<ul style="list-style-type: none">○ \$3,231,392 raised (92%) YTD• Are You Smarter Than A KIPPster?<ul style="list-style-type: none">○ \$163K raised by 28 donors○ Suggests having a minimum bid for the scholar art silent auction. Baselines for bids should be based on the category/grouping of artwork. For example, all watercolor self-portraits should start at the same price.○ Have seen that opening the silent auction before can drive the number of donations
10:20 AM	<p>Chair Share</p> <ul style="list-style-type: none">• Met with Atlanta Mission to learn more about their digital marketing strategy. They developed 5 personas for their donor group that then drove the development of messaging and a plan to execute the strategy.

	<ul style="list-style-type: none"> • Recommended consultant, Pinkston Group • Proposed multi-year strategy to design a digital marketing strategy • Year 1 would be focus groups to identify donor groups • Year 2 would be the implementation of the marketing strategy • This is essential to help the community be more knowledgeable about the work that KIPP is doing. Enrollment can also benefit. • Thinking through the costs of the consultancy and capacity building on the Impact team over the years. • We are not ready at this point to jump in but wanted to share the learning experience. • Joe is exploring other candidates whom we could get proposals from. Katie has some contacts • The intersection of work between development, enrollment, and hiring would benefit from a strong digital marketing strategy. We are going to continue to review and research companies to then make a proposal for a plan of action.
10:35 AM	<p>Close</p> <ul style="list-style-type: none"> • Next Steps <ul style="list-style-type: none"> ○ Increase strategic thinking and leadership on development and move forward accordingly. ○ Continue to work to expand foundation giving and stewardship. ○ We are excited to extend an offer for the Director of Individual and Corporate Giving role. ○ Explore giving models that encourage sustainable giving and don't depend on Institutional Giving. • Look ahead – Save the Date <ul style="list-style-type: none"> ○ M. Scott Big Idea Input Session – March 10, 2023, Virtual ○ Are You Smarter Than a KIPPster – March 30, 2023, Fox Theatre ○ Umoja – March 31, 2023, Riverside Epicenter ○ Reveal the Shield – May 18, 2023, GSU Convocation Center
10:40 AM	Adjourn

FY23 Development Committee Meeting Dates 9:00 – 11:00 am Virtual Until Further Notice
Wednesday, April 19, 2023

Development Committee Meeting

April 19, 2023
9:00 – 11:00 am

Zoom Meeting

Time	Agenda Item
9:00 AM	Welcome <ul style="list-style-type: none">• Agenda Overview• Consent Item – 3/8/23 Minutes• Connections• KIPP Metro Atlanta Schools Highlights + Updates
9:20 AM	Fundraising + Impact Team Updates <ul style="list-style-type: none">• FY23 Fundraising Progress Update• Are You Smarter Than A KIPPster?• Digital Marketing/Research Update
10:30 AM	Close
10:35 AM	Adjourn

FY23 Development Committee Meeting Dates

9:00 – 11:00 am

Virtual Until Further Notice

Wednesday, April 19, 2023

Development Committee Meeting

April 19, 2023
9:00 – 11:00 am

Zoom Meeting

Present: S. Bhatia, K. Oliver, D. Sudbury, C. O'Brien, D. Griffin, K. Brown, D. Scott, F. Lewis, K. Magby, A. Harrison, C. Hudak

Time	Agenda Item
9:00 AM	<p>Welcome</p> <ul style="list-style-type: none">• Agenda Overview• Consent Item – 3/8/23 Minutes<ul style="list-style-type: none">○ Approved• Connections<ul style="list-style-type: none">○ Pride and Celebrations: What is something you recently completed that you are proud of?• KIPP Metro Atlanta Schools Highlights + Updates<ul style="list-style-type: none">○ Welcome Kevin Magby! New Director of Individual and Corporate Giving○ 2 KAC scholars signed to play basketball in college○ Held inaugural regional science fair from across the region○ A group of KAC scholars were invited to meet NASCAR racer, Bubba Wallace.
9:20 AM	<p>Fundraising + Impact Team Updates</p> <ul style="list-style-type: none">• FY23 Fundraising Progress Update<ul style="list-style-type: none">○ 95% to goal, was at 92% at the previous meeting○ Received commitment from Merancas for FY24○ Asks currently out for FY24• Are You Smarter Than A KIPPster?<ul style="list-style-type: none">○ The Committee reviewed the highlights of the event, the funds raised and the sources○ The Committee reviewed the total pledges made, donations received, and outstanding pledges○ Aache Harrison reviewed data analysis of the event, including gift analysis and donor analysis.○ Callie Hudak provided an overview of the costs of the event○ Have not yet booked anything for next year○ Consider making AYSTAK less of a fundraiser and more of a donor gratitude event○ Between NOI and AYSTAK – one should be a friend-raiser○ How do we thank friends through or between our main events?

	<ul style="list-style-type: none"> ○ Have received feedback from guests about interest in engaging with us throughout the school year. ○ The times that we are in with the economy and post-COVID can contribute to the engagement of corporations. ○ How can we integrate ATSAK into our larger stewardship/cultivation strategy? ○ Critical to pull on heartstrings or tell a story that really shows the impact of KIPP. ○ Corporate involvement will not be a one size fits all because their desire for engaging will vary. Some won't come to AYSTAK but will volunteer. Some will come to AYSTAK and not volunteer. ○ Missed having more scholars present as performers or when you first come into the room. Their presence was felt, but it felt lacking a bit. <ul style="list-style-type: none"> ● Digital Marketing/Research Update <ul style="list-style-type: none"> ○ Inspire, a pro bono consulting volunteer organization, is interested in conducting research for digital marketing. ○ Inspire will place 6-8 professionals on the project to give an average of 4 hours per week for 3 months ○ Phase 1: Analysis of donor base and focus group to identify personas aka donor group segments. ○ Phase 2: Build out communication plans for the personas. ○ There will be 2 kick-off meetings and 2 intermediary meetings within the first phase. ○ Phase 1 will happen between now and July. Then we can pause and review the work to consider moving forward with the Inspire group. ○ Callie to send the project scope and brief to the committee for review. ○ This will require additional staffing on the team to manage and execute successfully. If we want sustained and reliable giving, the KIPP team has to have the capacity.
10:30 AM	Close
10:35 AM	Adjourn

FY23 Development Committee Meeting Dates 9:00 – 11:00 am Virtual Until Further Notice
Wednesday, April 19, 2023

Development Committee Meeting

August 4, 2022

9:00 – 11:00 am

Zoom Meeting

Time	Agenda Item
9:00 AM	Welcome <ul style="list-style-type: none">• Agenda Overview• Consent Item – 5/4/22 Minutes• Connections• KIPP Metro Atlanta Schools Highlights + Updates
9:20 AM	Fundraising + Impact Team Updates <ul style="list-style-type: none">• FY22 Fundraising Review• FY23 Fundraising Progress Update, Overview• KIPP Ambassador Program Update• Night of Impact
10:10 AM	Chair Share <ul style="list-style-type: none">• FY23 Focus – Strategic Leadership• Identification and engagement of prospective partners, strategic relationship building
10:45 AM	Close
11:00 AM	Adjourn

FY23 Development Committee Meeting Dates 9:00 – 11:00 am Virtual Until Further Notice
Wednesday, September 28, 2022 Wednesday, November 16, 2022 Wednesday, January 25, 2023 Wednesday, March 8, 2023 Wednesday, April 19, 2023

Development Committee Meeting

August 4, 2022

9:00 – 11:00 am

Zoom Meeting

Attended: A. Harrison, D. Nichols, C. Hudak, C. Nasir, D. Sudbury, F. Glover, C. O'Brien, M. Shaheed, K. Oliver, S. Bhatia, K. Brown

Absent: D. Scott, J. Arnold, D. Griffin

Time	Agenda Item
9:00 AM	<p>Welcome</p> <ul style="list-style-type: none">• Agenda Overview• Consent Item – 5/4/22 Minutes<ul style="list-style-type: none">○ Motioned to approve: Unanimous approval• Connections<ul style="list-style-type: none">○ First day of school, we are completely back in person○ Ground us in the experience of our scholars and teachers• KIPP Metro Atlanta Schools Highlights + Updates<ul style="list-style-type: none">○ Welcome Joe Arnold to the Dev. Committee○ Thank you to Catherine. She's joined the Finance Committee.○ Summer Learning Summit moment for all our teams to come together for a full week of learning and collaboration for a strong start to the school year.○ One Team Celebration closed out the SLS to commemorate 20-year anniversary. Invited new and current friends of KIPP to join in the celebration and see the inside of our org.○ First Day of School was exciting. Glad to be back in person.
9:20 AM	<p>Fundraising + Impact Team Updates</p> <ul style="list-style-type: none">• FY22 Fundraising Review<ul style="list-style-type: none">○ 104% to goal○ Going into FY22 we knew we'd have a hard time reaching the Foundation goal (even with meeting other category goals) so we pushed for the surplus carryover.○ Over the last few years we've been implementing more strategies to secure strong investment strategies○ Foundation and Corporations perform as our catch-all for the budget○ Team has been charged to meet Foundation and Corporation goal without a surplus in FY23○ Committee has been strong in special events and individual giving but it's a good time to pivot the committee's focus to institutional giving and the impact it has on the sustainability of our fundraising.

	<ul style="list-style-type: none"> ○ Change in FY21 to FY22 due to the conclusion of several multi-year grants ○ ThunderBay Foundation rolled off as a continuous donor ○ FY21 was in the midst of COVID and so allowed space for one of the gifts to support relief efforts. Are looking to revisit some of these organizations. ○ In the application process with Goizueta since taking a break from giving because of leadership change. ○ AYSTAK was tough during COVID, but it's turned around as we come out of the pandemic. ○ Partnering with institutions in the past has had a focus on our growth but has evolved since we've paused adding new schools. ○ How can we use the addition of the new high school to address growth? Can this generate foundation interest? ○ Have past experience with foundations that support exploring new ideas. ○ We knew that the Foundation goal for FY22 was aggressive but knew we had the surplus as a contingency. FY23 has another aggressive goal, but no surplus. ○ # of gifts and donors was higher than what we've had historically in the past. ○ United Way gave \$1.3M to support early literacy but it didn't go towards the goal. We're exploring ways to engage with the organization but it's proven to be a little difficult. ○ Suggest we start sharing above and beyond gifts ○ If funds come in to support our budget then it's considered in the path and goes towards the Development goal. If there's a new addition that was not originally in the budget, then it goes to the above and beyond fund. ○ Acquisition rate of 12.45%, an increase from 8.78% in FY21 ○ Retention rate of 48%, increase from 41% in FY22 ○ Start thinking of a loyalty program with donors as we grow our retention. What can we offer people who are committed to our mission? Use this as a way to increase their giving year over year. ○ Growth in retention is from individual donors ○ Encourage KIPP staff to have a detailed look at the data to understand conversion rates of donor giving. Retention is high but what about revenue? ○ AYTAK FY22 increased almost back to pre-COVID, delta is the missing matching gift that we've had in other years. ● FY23 Fundraising Progress Update, Overview <ul style="list-style-type: none"> ○ We are going into the year with the assumption that AYSTAK will be in person. We are keeping the goal that we
--	--

	<p>usually set with the expectation that we will meet it this year.</p> <ul style="list-style-type: none"> ○ Foundations in path list is a work in progress and we'll continue to add to it as we identify new foundations and institutions to partner with. ○ David Jernigan made a connection with CEO for West Plan Investors that resulted in 3-year \$10K gift. They'll be joining us for a school tour. ○ Anyone knows the Lulu Ma Foundation? Google has no support. They remain a mystery. ○ We have a path outlined for \$3.1M but we have a lot of work to do to get us to the goal of \$3.5M. ○ We remain dependent on foundations. What can we do at the committee level to deepen the connections at these institutions to create ease for KIPP staff in the application process? We need to focus on foundation and corporate giving because it's a large part of our fundraising strategy ○ Julianne Cagle, President of Goizueta, is friends with Katie ○ We've had success with a sub-committee to focus on different fundraising categories. We should think about establishing a similar group for institutional giving. That way the board can get roped in to be more involved in this area of giving. ○ Do we have a sense of where our families work? Encourage looking at how to engage community businesses. ○ Foundations are our most significant partners. ○ We have a list of Foundations that we are reviewing and will continue to push to have BOD support to make connections. ○ Continuing focus on growing individual and event support ○ Scheduling time with committee members to discuss relationship connections for the year. ○ What's our connection with Westside Future Fund? Joe Arnold has a connection there? They're also tied with Chic-fil-A which we've tried to partner with. ○ BOD field trip to Woodson Park? They should see the collaborative work there with the YMCA. <ul style="list-style-type: none"> ● KIPP Ambassador Program Update <ul style="list-style-type: none"> ○ We have defined the role of ambassadors to view them as critical community members to help us reach our development goals and bring new friends to KIPP. ○ We're spending year 1 equipping ambassadors with knowledge and tools to speak on behalf of KIPP. ○ Getting ready to send out nomination forms.
--	--

	<ul style="list-style-type: none"> ○ Thinking through the commitment level. What do we want them to take away? ○ Meeting with the subcommittee next week to understand the group's purpose and metrics that we want to achieve. ○ Who is the ideal ambassador? We wanted to keep it open to anyone who's interested. ○ Year 1 is open to garner interest. Year 2 would be more strategic on who we would want to join. ○ Diversity and inclusion of KIPPsters (families, alumni) are important to the ambassador group. ○ Narrowing the prospect pool isn't necessarily a bad idea because we are looking for these founding individuals to be a driving force in this program. ○ Pull donor list and identify donors who could possibly be interested. ○ The mentoring aspect is important. We should pick people who will have long-term support in the future with mentoring and/or development. <ul style="list-style-type: none"> ● Night of Impact <ul style="list-style-type: none"> ○ November 2, 2022 ○ Last year was a real success. The model worked and we'll continue using it this year with improvements. ○ Getting started with planning early this year ○ Sponsorship form coming in the next weeks ○ Focused on growing host and guests list ○ Engage KIPP alumni better ○ Connect members to the mission beyond their personal connection to the host. ○ Goal is \$100K ○ Interested in hosting: Jones Day, Glover, Bhatia, Brown (invite college presidents) ○ Ask to host: Dennis Love, Marni Mohr, Linda Schaeffer (individually or with Kathe), Tom Avery/Pritchard, Sidney Childress, Catherine Mealor ○ Are there corporate hosts? Gathering spot, Bank of America staff, Buckhead Club. Talk to Dekia for support in this. ○ If BOD/Committee members aren't interested in hosting, be sure to invite them to attend. ○ 20 years of impact. Can we do some storytelling with founding board members? ○ Interested in sponsoring: run ideas by Dana N. to ensure we don't cannibalize ○ Use this as a way to introduce companies to KIPP and engage later at AYSTAK.
--	--

	<ul style="list-style-type: none"> ○ We'll loop back on how we'll engage alumni in this event.
10:10 AM	<p>Chair Share</p> <ul style="list-style-type: none"> • FY23 Focus – Strategic Leadership <ul style="list-style-type: none"> ○ Challenge the committee to increase engagement in fundraising strategy for institutions and retention. ○ Committee will begin to shift away from the event focus and ensure that we support the foundation and corporate needs to meet the development goal. ○ Reach out and encourage board involvement in development/fundraising. ○ How do we ensure individual board members' meetings and have them understand their responsibility to be involved in fundraising regardless of them being on the Dev. Committee? • Identification and engagement of prospective partners, strategic relationship building <ul style="list-style-type: none"> ○ Have we ever done a Board Retreat? ○ Subcommittees are impactful in pushing specific projects forward. Proven with the ambassador program and Night of Impact planning. Creates direct support to KIPP staff.
10:45 AM	<p>Close</p> <ul style="list-style-type: none"> • Next steps <ul style="list-style-type: none"> ○ Increase strategic thinking and leadership development ○ Work to expand foundation giving and stewardship ○ Share interest in breaking into subcommittees ○ AYSTAK Co-Chairs ○ Ambassador nominations due 8/26/2022 – sending nomination form to board members and development committee next week. ○ Revisiting celebrations and ribbon cuttings postponed due to the pandemic.
11:00 AM	Adjourn

<p>FY23 Development Committee Meeting Dates 9:00 – 11:00 am Virtual Until Further Notice</p>
<p>Wednesday, September 28, 2022</p>

Wednesday, November 16, 2022

Wednesday, January 25, 2023

Wednesday, March 8, 2023

Wednesday, April 19, 2023

Development Committee Meeting

September 28, 2022

9:00 – 11:00 am

Zoom Meeting

Time	Agenda Item
9:00 AM	Welcome <ul style="list-style-type: none">• Agenda Overview• Consent Item – 8/4/22 Minutes• Connections• KIPP Metro Atlanta Schools Highlights + Updates
9:20 AM	Fundraising + Impact Team Updates <ul style="list-style-type: none">• FY22 Fundraising Data Deep Dive• FY23 Fundraising Progress Update• Engagement Opportunities - Update• Night of Impact
10:10 AM	Chair Share <ul style="list-style-type: none">• FY23 Focus – Strategic Leadership• Identification and engagement of prospective partners, strategic relationship building<ul style="list-style-type: none">○ Closing the 500K Gap
10:45 AM	Close
11:00 AM	Adjourn

FY23 Development Committee Meeting Dates 9:00 – 11:00 am Virtual Until Further Notice
Wednesday, November 16, 2022 Wednesday, January 25, 2023 Wednesday, March 8, 2023 Wednesday, April 19, 2023

Development Committee Meeting

September 28, 2022

9:00 – 11:00 am

Zoom Meeting

Present: J. Arnold, S. Bhatia, D. Sudbury, K. Oliver, C. O'Brien, D. Nichols, C. Nasir, C. Hudak, D. Griffin

Absent: K. Brown, F. Glover

Time	Agenda Item
9:00 AM	<p>Welcome</p> <ul style="list-style-type: none">• Agenda Overview• Consent Item – 8/4/22 Minutes<ul style="list-style-type: none">○ Minutes approved• Connections<ul style="list-style-type: none">○ What season would you choose to be year-round and why?• KIPP Metro Atlanta Schools Highlights + Updates<ul style="list-style-type: none">○ KIPP Forward hosted a college fair with 200 colleges in partnership with 3-4 other private schools○ Every Thursday KIPP forward hosts different college administrations to come in and talk about college opportunities.○ KIPP Forward started mini career series to bring different career paths into schools to talk to our scholars.○ Flourishing partnerships with Bain and United Way○ United Way brought the Flacons to several of our campuses. At WAYS they revamped the family resource room.○ How can we get listed on the United Way form to have funds designated to our org? Historically, the answer has been no due to us being a public school, but we can ask. Maybe we can try to separate KIPP Forward and use that as its own program (but it would need its own 501 c3)○ Send J. Arnold contact for Kelt Kindick to send gratitude for Bain giving.○ Invite group from Bain to Night of Impact○ Morris Brown partnership to allow our scholars to attend tuition-free. We also have the opportunity to extend some of their resources to our families. Sounds of Royalty will be playing at their homecoming Oct. 7-8th.
9:20 AM	<p>Fundraising + Impact Team Updates</p> <ul style="list-style-type: none">• FY22 Fundraising Data Deep Dive<ul style="list-style-type: none">○ Focus on institutional giving• FY23 Fundraising Progress Update<ul style="list-style-type: none">○ \$2,218,673 raised (63%) of \$3,500,000 goal• Engagement Opportunities – Update

	<ul style="list-style-type: none"> ○ Excited to have friends in our schools this year. All school tours are mapped out for the school year. <ul style="list-style-type: none"> ▪ Starting to plug in and invite friends to specific schools. Coordinate with Dana to send an invite. ○ Launch virtual lunch and learn. Targeting donors giving \$500+ to increase their engagement with KIPP. <ul style="list-style-type: none"> ▪ The upcoming session we will be sharing the 2025 strategic plan. Be transparent with challenges. And give space for questions and feedback. ▪ Coordinate with Dana to invite friends. It will also be recorded. We can share the recording to share with your friends. ○ Spelling Bee and Reading Bowl coming up. Good opportunities to invite friends to engage. ○ Ambassador program launch paused (until Jan 2023) to gather more nominations. We are hoping to leverage guests from NOI. <ul style="list-style-type: none"> ▪ Next steps: <ul style="list-style-type: none"> • Continue to recruit ambassadors • Finalize program goals and overview • Finalize ambassador roles and expectations • Confirm meeting dates for 2023 sessions ▪ When we view our donors who give consistently year over year, we aren't finding that they are invested enough to personally engage in this way. ▪ Can people nominate themselves? We're looking to gather program interest during Night of Impact. ▪ Suggest we push one more time to the Board to ensure they have contributed names. Could help to have other development committees join in on the conversations. ○ Make sure when we connect with corporations that we provide them with other opportunities to engage to keep them involved. ○ What are we doing without since we receive such less funding per pupil from APS? Can we start to speak about that to our donors? ○ How are doing more with the per-pupil funds that we receive from APS? • Night of Impact <ul style="list-style-type: none"> ○ Nov 2 – raising support for Literacy (\$100K goal) ○ Hosts will receive language to start inviting guests. ○ We've set up an Amazon book list for a book drive. ○ Areas of the focus <ul style="list-style-type: none"> ▪ Continuing to grow hosts and guest list. ▪ Engaging sponsors earlier
--	--

	<ul style="list-style-type: none"> ▪ Connecting guests with the mission ○ Will have KIPP representatives at each location ○ Using GiveLively, the difference this year is that each party will have its own page linked to the overall event page. ○ Will coordinate drop off and pick up of collateral to use ○ Will provide book takeaway for guests. ○ We will have lunch a week before the event to get hosts comfortable with the program and materials. ○ Would be nice to invite a group of people ○ Make sure to invite Jack Ward. All honorary board members should receive a special invite.
10:10 AM	<p>Chair Share</p> <ul style="list-style-type: none"> • FY23 Focus – Strategic Leadership <ul style="list-style-type: none"> ○ Goal is to look at the list of current Foundations and provide any insight on giving priorities and/or contacts. ○ Ongoing ask to review list and follow up via email ○ Development Leadership will come together with Joe to get historical context for KIPP’s relationships with some foundations. • Identification and engagement of prospective partners, strategic relationship building <ul style="list-style-type: none"> ○ Closing the 500K Gap ○ Are there groups of people that we should be familiarizing with our programs without an ask? This way to create a more organic ask and increase connection to the mission. ○ Ex: Kelin Foundation, Pittulloch Foundation, ○ Good idea to invite them to Night of Impact and continue to steward until we’re at a place to make an ask. ○ Need to connect the dots between the individual board meetings and the larger strategic plan. ○ Arthur Blank Foundation has changed leadership, have we met with them since? ○ Start building relationships with Jones Day Foundation.
10:45 AM	<p>Close</p> <p>Next Steps</p> <ul style="list-style-type: none"> • Increase strategic thinking and leadership development • Work to expand foundation giving and stewardship • Breaking into a fundraising working group and would invite committee members to join. More focused on foundations and corporations. Would be ambassadors for board engagement. (2 – 3 meetings for the rest of the year) <ul style="list-style-type: none"> ○ Katie and Cameron will check their schedules to confirm their commitment ○ Joe Arnold and Salim Bhatia are interested. ○ Callie will follow up with suggested dates for the meeting.

	<ul style="list-style-type: none">• Still looking to identify AYSTAK Co-chairs• Continue to submit ambassador nominations – looking for 4 more.
11:00 AM	Adjourn

FY23 Development Committee Meeting Dates 9:00 – 11:00 am Virtual Until Further Notice
Wednesday, November 16, 2022 Wednesday, January 25, 2023 Wednesday, March 8, 2023 Wednesday, April 19, 2023

Development Committee Meeting

November 16, 2022

9:00 – 11:00 am

Zoom Meeting

Time	Agenda Item
9:00 AM	Welcome <ul style="list-style-type: none">• Agenda Overview• Consent Item – 9/28/22 Minutes• Connections• KIPP Metro Atlanta Schools Highlights + Updates
9:20 AM	Fundraising + Impact Team Updates <ul style="list-style-type: none">• FY23 Fundraising Progress Update• Night of Impact• End of Year Overview• Are You Smarter Than A KIPPster?
10:10 AM	KIPP Philanthropic Culture Vision and Feedback
10:45 AM	Close
11:00 AM	Adjourn

FY23 Development Committee Meeting Dates 9:00 – 11:00 am Virtual Until Further Notice
Wednesday, January 25, 2023 Wednesday, March 8, 2023 Wednesday, April 19, 2023

Development Committee Meeting

November 16, 2022

9:00 – 11:00 am

Zoom Meeting

Present: J. Arnold, S. Bhatia, K. Brown, F. Glover, D. Scott, D. Sudbury, C. O'Brien, K. Oliver, A. Harrison, C. Hudak, C. Nasir

Absent:

Time	Agenda Item
9:00 AM	<p>Welcome</p> <ul style="list-style-type: none">• Agenda Overview• Consent Item – 9/28/22 Minutes<ul style="list-style-type: none">○ Approved: All• Connections<ul style="list-style-type: none">○ What would you do with billions? – MacKenzie Scott contribution• KIPP Metro Atlanta Schools Highlights + Updates<ul style="list-style-type: none">○ Mayor Andre Dickens' school visit helped build a relationship with the city and its goals/initiatives.○ CEO Think Tank kick-off hosted by Mini'imah that brings together a small group of people interested in different parts of our organization. (i.e growth, enrollment, etc.)
9:20 AM	<p>Fundraising + Impact Team Updates</p> <ul style="list-style-type: none">• FY23 Fundraising Progress Update<ul style="list-style-type: none">○ 76% to goal - \$2.68M raised○ 63% to goal at last meeting in September○ Received \$1M over 3 years from Goizueta Foundation for KIPP Forward○ Foundation working group came together to focus on a list of 30 foundations and outlined the next steps for 15 of them.○ Are looking at the next available dates for the group to come together to keep moving through the list.• Night of Impact<ul style="list-style-type: none">○ Small party format works!○ Book collection still going. Dev. Team is coordinating book distribution with KIPP academic team and Katie.○ How do we follow up and keep the momentum in the excitement that guests have when they left○ Create a one-pager with ways to get more involved in KIPP (school tour, Saturday School, etc.)

	<ul style="list-style-type: none"> ○ Suggestion to start looking for hosts now because the amount raised is dependent on the number of hosts that we have bringing in new and old friends to KIPP. ○ Send a list of donors from Night of Impact to make board connections to record in RE ○ Debrief <ul style="list-style-type: none"> ▪ Intimate setting makes it more comfortable to give. ▪ Could have used more support from the team to gauge how high to aim in the guest list. ▪ Can invite friends who may not give much, but have the potential to give more in the future. It's a nice introduction ▪ Combining parties helps the host provide support to each other and then makes the party not so small but still intimate to be fun for guests. ▪ What are the net new donors? Can that be a goal for each year that we aspire to? ▪ When combining parties - Energy in the room because there was common ground in the overlap of networks ▪ Having KIPP staff is magical. ▪ Wanted to create an experience for guests who came. How do we continue to elevate that in the future? ▪ Too many themes. We should just have 1 big theme a year. COVID, 20 years, and literacy were a lot to focus on. ○ Katie and Cameron will draft an email to follow up for all to send to their Night of Impact for ways to get more involved ○ Aache will support adding links to Saturday School and AYSTAK. ○ Kathe may do another push on the book drive. ● End of Year Overview <ul style="list-style-type: none"> ○ Aache will send a list of FY22 donors to and mailing list to ensure names have been addressed properly. ● Are You Smarter Than A KIPPster? <ul style="list-style-type: none"> ○ Thursday, March 30, 2022 ○ Goal of \$400,000+ ○ Sponsorships applications/forms will be available by the end of the week. The majority of funds raised from the event are from sponsorships. ○ What type of sponsors are particularly interested in supporting AYSTAK? ○ Commonalities that we typically see in sponsorships are leveraging connections more than industry.
--	--

	<ul style="list-style-type: none"> ○ We don't tend to have as many large corporate Atlanta based buy-in which is something we've been trying to change. ○ Holder construction could be a good sponsor. Connection held between C. O'Brien and K. Brown ○ Add "get more involved at a corporate level" to the one-pager as a way to get involved. <ul style="list-style-type: none"> ▪ It's most impactful when it comes from the one who holds the relationship, not a blast from KIPP.
10:10 AM	<p>KIPP Philanthropic Culture Vision and Feedback</p> <ul style="list-style-type: none"> • Foundational belief that every stakeholder plays a role in the philanthropic culture of KIPP • We've evolved from depending on board involvement because we realized that we had to depend more on individual giving. This took years from organizational change within to start moving to where we are more sustainable due to our connections/relationships. • We used to not have the best media press but now we do not because we are more recognized within the community. • Studies are showing that affordable housing affects the ability to recruit teachers and should be something we begin to address as it directly impacts the work we do. • The culture of philanthropy is more holistic and not just about the dollar but other ways to engage through time and talents. • Increase collaboration between teams, schools, and external partners. • Fundraising is less transactional and more as a way of operating and understanding the joining of resources in the benefit of our communities. • Four key components: <ul style="list-style-type: none"> ○ Shared responsibility for development ○ Integration and alignment with the mission ○ Focus on fundraising as engagement – retainment is big here. ○ Strong donor relationships. It's about building an authentic and mutually beneficial relationship. • We will continue to decentralize this work so that we all have a sense of belonging and responsibility. • Next steps <ul style="list-style-type: none"> ○ How do we shift the mindset from philanthropy being a subset of a team to being a shared responsibility? ○ Teach why we fundraise ○ Emphasize and outline roles and provide examples for those roles. ○ the Culture of Philanthropy slides will be circulated with committee members reviewing, reflecting, and prioritizing

	<p>messaging in a way that best showcases the ideas we want to emphasize.</p> <ul style="list-style-type: none"> • Agrees that the shift to decentralizing development is the best way to raise funds. • Like the idea to create snowball events to plant a seed and continue to grow engagement with an individual. • Explore ways to further develop relationships with corporations where our students are interning. • Can begin to show genuine examples to excite others on how relationship-building with a stakeholder has benefited the mission. • Relationships made at AYSTAK could build a pipeline from internship opportunities for KAC students • Callie to share these slides with the committee for members to help condense the language (so that the concept is communicated efficiently) and prioritize the next steps. • Want to begin thinking of ways to reengage the broader board? • Solution can be to bring information to the board to share with their networks and reignite that interest in what development is doing. We should be using time during the board meetings to bring this information to the forefront. • Need to share with the board that financial support is not the only way that we need them to be involved. It's our duty to help them understand that relationship-building is key to development. • We need to explicitly define what we need them to do to help move development work forward
10:45 AM	<p>Close</p> <ul style="list-style-type: none"> • Next Steps <ul style="list-style-type: none"> ○ Increase strategic thinking and leadership in development ○ Continue to work to expand foundation giving and stewardship ○ Meeting Friday with Atlanta Mission to discuss the intersection of development and marketing ○ Director of Individual and Corporate Giving role is posted and we look forward to interviewing soon • Looking Ahead – Save the Date <ul style="list-style-type: none"> ○ Giving Tuesday (goal of \$10K) <ul style="list-style-type: none"> ▪ November 29th, 2022 ○ Are You Smarter Than A KIPPster (goal of \$400,000) <ul style="list-style-type: none"> ▪ March 30, 2023
11:00 AM	Adjourn

FY23 Development Committee Meeting Dates 9:00 – 11:00 am Virtual Until Further Notice
Wednesday, January 25, 2023 Wednesday, March 8, 2023 Wednesday, April 19, 2023

Development Committee Meeting

January 25, 2023

9:00 – 11:00 am

Zoom Meeting: Crystal Nasir is inviting you to a scheduled Zoom meeting.

Attended: J. Arnold, F. Glover, D. Sudbury, C. O'Brien, S. Bhatia, K. Oliver, D. Scott, K. Brown

Join Zoom Meeting Link [Here](#)

Time	Agenda Item
9:00 AM	<p>Welcome</p> <ul style="list-style-type: none">• Agenda Overview• Consent Item – 11/16/22 Minutes<ul style="list-style-type: none">○ Approved• Connections<ul style="list-style-type: none">○ College roll call• KIPP Metro Atlanta Schools Highlights + Updates<ul style="list-style-type: none">○ Comcast donated 500 Vision campus before the holiday break.○ One Team Homecoming to have a kick-off meeting to set intentions and expectations for the upcoming semester.○ KIPP Scholar acknowledged by ATL Falcons for his commitment to his community, academics, and on the field.○ Another scholar won the regional spelling bee
9:20 AM	<p>Fundraising + Impact Team Updates</p> <ul style="list-style-type: none">• FY23 Fundraising Progress Update<ul style="list-style-type: none">○ 89% to goal, since November at 77%○ Grants received<ul style="list-style-type: none">▪ Ward Foundation▪ Charles and Lynn Shusterman Family Foundation○ Ask Out<ul style="list-style-type: none">▪ SGM – site visit scheduled with Mini'imah and Rick▪ Mary Alice and Bennett Brown Foundation – site visit planned for▪ Meranacas – came to KAC and met with KIPP Forward team.▪ Jones Day in progress▪ Delta Community Credit Union – interested in supporting AYSTAK○ Foundation Working Group<ul style="list-style-type: none">▪ Reviewed 2nd half of the list and came up with a strategy to begin outreach• End of Year Review

	<ul style="list-style-type: none"> ○ \$185K raised to date ○ Totals include Giving Tuesday and are beginning to compete with pre-COVID dollars raised. ● Are You Smarter Than A KIPPster? <ul style="list-style-type: none"> ○ \$80K raised, 14 sponsors to date ○ Dr. Donald Rucker will host ○ Confirmed contestants include: Kwame Johnson, Karys Belger ○ Contestant asks out to: Shirley Franklin, Atlanta Falcons ○ We are on track with sponsorships but need to keep the momentum to ensure we reach the \$\$ goal. ○ Potential Sponsors <ul style="list-style-type: none"> ▪ Chairs will reach out to board and committee members about potential connections ▪ Idea to email NOI attendees to see if they have the capacity to sponsor AYSTAK. ▪ Many sponsors are coming in at the silver level, how can we encourage sponsors to upsell ▪ We have a potential connection to someone at Microsoft ▪ Grove Park Foundation CEO is a potential connection to Microsoft as well
10:15 AM	<p>KIPP Philanthropic Culture Next Steps Next Steps</p> <ul style="list-style-type: none"> ● Year 1 (2022-23) <ul style="list-style-type: none"> ○ Development of the vision, including what it looks like for internal stakeholders ○ Increase collaboration across the impact team ○ Clarify roles and responsibilities and expectations across the Impact team and with principals. <ul style="list-style-type: none"> ▪ Including volunteers. ○ Create and execute a stewardship plan ○ Explore opportunities to engage with a strategic research firm to better understand and reach donors. ○ Training and information sharing with the Impact team, and regional leadership team ● Year 2 (2023-24) <ul style="list-style-type: none"> ○ Training and info sharing with principals, DOOs, and support team ○ Clarify roles with KMAS BOD and development committee ○ Implement good news communications and updates throughout the KMAS network ● Year 3

	<ul style="list-style-type: none"> ○ Continue to execute, adjusting as needed. • Suggestions <ul style="list-style-type: none"> ○ External communications aligned to show the impact of the work that we are doing, possibly in year 1. ○ Consider if we have the right size Impact Team to support these efforts ○ Bring KIPP Forward into view as we create synergy and coordination around the work that Impact teams are doing. ○ What will this look like in 5 years? What does success look like? ○ The goal should be meeting the needs of our scholars, not necessarily \$\$ raised. We should be more intentional about communicating and investing around outstanding needs when we're asking for funding support. ○ We need to align on how we are meeting the needs of our scholars as we talk about creating a culture of philanthropy and becoming sustainable with public funding. ○ Conversations need to start happening from the top (board and c-suite) to understand the holistic scope of the work KIPP is doing and begin setting the tone. The culture of philanthropy needs to be authentic and received by our most senior-level stakeholders to begin shifting the tone across the organization. ○ This defined culture of philanthropy should be the essence of the organization ○ Social media campaign to communicate the investment that KIPP has been making. ○ The board may not know how to engage. They need avenues to engage their network than just AYSTAK and Night of Impact. ○ This is a shift in how we view philanthropy to be a sole focus on foundations and development, to being a shared responsibility and identity across the organization. ○ Is there someone attending the meeting from across the organization to streamline what everyone is saying? ○ This sounds like marketing in setting the tone for how we tell our story to our community. ○ We need to be more intentional and strategic with our communications with the board to give insight on what development needs are.
10:45 AM	<p>Next steps & Close</p> <ul style="list-style-type: none"> • Increase strategic thinking and leadership on the development

	<ul style="list-style-type: none"> • Continue to work to expand foundation giving and stewardship • We are interviewing for the Director of Individual and Corporate Giving role <p>Save the Date</p> <ul style="list-style-type: none"> • Crystal keynote speaking at Fulton County event to talk about development and board engagement. • Are You Smarter Than a KIPPster on March 30, 2023
11:00 AM	Adjourn

<p>FY23 Development Committee Meeting Dates 9:00 – 11:00 am Virtual Until Further Notice</p>
<p>Wednesday, March 8, 2023 Wednesday, April 19, 2023</p>

Development Committee Meeting

January 25, 2023

9:00 – 11:00 am

Zoom Meeting: Crystal Nasir is inviting you to a scheduled Zoom meeting.

Attended: J. Arnold, F. Glover, D. Sudbury, C. O'Brien, S. Bhatia, K. Oliver, D. Scott, K. Brown

Join Zoom Meeting Link [Here](#)

Time	Agenda Item
9:00 AM	<p>Welcome</p> <ul style="list-style-type: none">• Agenda Overview• Consent Item – 11/16/22 Minutes<ul style="list-style-type: none">○ Approved• Connections<ul style="list-style-type: none">○ College roll call• KIPP Metro Atlanta Schools Highlights + Updates<ul style="list-style-type: none">○ Comcast donated 500 Vision campus before the holiday break.○ One Team Homecoming to have a kick-off meeting to set intentions and expectations for the upcoming semester.○ KIPP Scholar acknowledged by ATL Falcons for his commitment to his community, academics, and on the field.○ Another scholar won the regional spelling bee
9:20 AM	<p>Fundraising + Impact Team Updates</p> <ul style="list-style-type: none">• FY23 Fundraising Progress Update<ul style="list-style-type: none">○ 89% to goal, since November at 77%○ Grants received<ul style="list-style-type: none">▪ Ward Foundation▪ Charles and Lynn Shusterman Family Foundation○ Ask Out<ul style="list-style-type: none">▪ SGM – site visit scheduled with Mini'imah and Rick▪ Mary Alice and Bennett Brown Foundation – site visit planned for▪ Meranacas – came to KAC and met with KIPP Forward team.▪ Jones Day in progress▪ Delta Community Credit Union – interested in supporting AYSTAK○ Foundation Working Group<ul style="list-style-type: none">▪ Reviewed 2nd half of the list and came up with a strategy to begin outreach• End of Year Review

	<ul style="list-style-type: none"> ○ \$185K raised to date ○ Totals include Giving Tuesday and are beginning to compete with pre-COVID dollars raised. • Are You Smarter Than A KIPPster? <ul style="list-style-type: none"> ○ \$80K raised, 14 sponsors to date ○ Dr. Donald Rucker will host ○ Confirmed contestants include: Kwame Johnson, Karys Belger ○ Contestant asks out to: Shirley Franklin, Atlanta Falcons ○ We are on track with sponsorships but need to keep the momentum to ensure we reach the \$\$ goal. ○ Potential Sponsors <ul style="list-style-type: none"> ▪ Chairs will reach out to board and committee members about potential connections ▪ Idea to email NOI attendees to see if they have the capacity to sponsor AYSTAK. ▪ Many sponsors are coming in at the silver level, how can we encourage sponsors to upsell ▪ We have a potential connection to someone at Microsoft ▪ Grove Park Foundation CEO is a potential connection to Microsoft as well
10:15 AM	<p>KIPP Philanthropic Culture Next Steps Next Steps</p> <ul style="list-style-type: none"> • Year 1 (2022-23) <ul style="list-style-type: none"> ○ Development of the vision, including what it looks like for internal stakeholders ○ Increase collaboration across the impact team ○ Clarify roles and responsibilities and expectations across the Impact team and with principals. <ul style="list-style-type: none"> ▪ Including volunteers. ○ Create and execute a stewardship plan ○ Explore opportunities to engage with a strategic research firm to better understand and reach donors. ○ Training and information sharing with the Impact team, and regional leadership team • Year 2 (2023-24) <ul style="list-style-type: none"> ○ Training and info sharing with principals, DOOs, and support team ○ Clarify roles with KMAS BOD and development committee ○ Implement good news communications and updates throughout the KMAS network • Year 3

	<ul style="list-style-type: none"> ○ Continue to execute, adjusting as needed. ● Suggestions <ul style="list-style-type: none"> ○ External communications aligned to show the impact of the work that we are doing, possibly in year 1. ○ Consider if we have the right size Impact Team to support these efforts ○ Bring KIPP Forward into view as we create synergy and coordination around the work that Impact teams are doing. ○ What will this look like in 5 years? What does success look like? ○ The goal should be meeting the needs of our scholars, not necessarily \$\$ raised. We should be more intentional about communicating and investing around outstanding needs when we're asking for funding support. ○ We need to align on how we are meeting the needs of our scholars as we talk about creating a culture of philanthropy and becoming sustainable with public funding. ○ Conversations need to start happening from the top (board and c-suite) to understand the holistic scope of the work KIPP is doing and begin setting the tone. The culture of philanthropy needs to be authentic and received by our most senior-level stakeholders to begin shifting the tone across the organization. ○ This defined culture of philanthropy should be the essence of the organization ○ Social media campaign to communicate the investment that KIPP has been making. ○ The board may not know how to engage. They need avenues to engage their network than just AYSTAK and Night of Impact. ○ This is a shift in how we view philanthropy to be a sole focus on foundations and development, to being a shared responsibility and identity across the organization. ○ Is there someone attending the meeting from across the organization to streamline what everyone is saying? ○ This sounds like marketing in setting the tone for how we tell our story to our community. ○ We need to be more intentional and strategic with our communications with the board to give insight on what development needs are.
10:45 AM	<p>Next steps & Close</p> <ul style="list-style-type: none"> ● Increase strategic thinking and leadership on the development

	<ul style="list-style-type: none">• Continue to work to expand foundation giving and stewardship• We are interviewing for the Director of Individual and Corporate Giving role <p>Save the Date</p> <ul style="list-style-type: none">• Crystal keynote speaking at Fulton County event to talk about development and board engagement.• Are You Smarter Than a KIPPster on March 30, 2023
11:00 AM	Adjourn

FY23 Development Committee Meeting Dates 9:00 – 11:00 am Virtual Until Further Notice
Wednesday, March 8, 2023 Wednesday, April 19, 2023

Development Committee Meeting

March 8, 2023

9:00 – 11:00 am

Zoom Meeting

Time	Agenda Item
9:00 AM	Welcome <ul style="list-style-type: none">• Agenda Overview• Consent Item – 1/25/23 Minutes• Connections• KIPP Metro Atlanta Schools Highlights + Updates
9:20 AM	Fundraising + Impact Team Updates <ul style="list-style-type: none">• FY23 Fundraising Progress Update• Are You Smarter Than A KIPPster?
10:20 AM	Chair Share
10:35 AM	Close
10:40 AM	Adjourn

FY23 Development Committee Meeting Dates**9:00 – 11:00 am****Virtual Until Further Notice**

Wednesday, April 19, 2023

KIPP Metro Atlanta Schools

Development Committee Meeting

March 8, 2023

9:00 – 11:00 am

Zoom Meeting

Present: J. Arnold, S. Bhatia, K. Brown, F. Glover, F. Lewis, C. Hudak, D. Sudbury, K. Oliver, C. Nasir, A. Harrison

Absent: C. O'Brien, D. Scott, D. Griffin

Time	Agenda Item
9:00 AM	<p>Welcome</p> <ul style="list-style-type: none">• Agenda Overview• Consent Item – 1/25/23 Minutes<ul style="list-style-type: none">○ Approved• Connections• KIPP Metro Atlanta Schools Highlights + Updates<ul style="list-style-type: none">○ Charter renewal for KSFA has been renewed at the district level. The next step is state approval.○ Charter renewal letter of intent for APS submitted.○ KSA scholar participating in the State Spelling Bee○ KAC Lady Warriors had a good season but unfortunately has ended early.○ KAC Fine Arts Department Black History Month celebration on Friday, March 10.○ Umoja, fine arts celebration on March 31○ Reveal the Shield on May 18th○ We are excited to invite friends and new partners to attend these events to experience our KIPPsters in this enriching way
9:20 AM	<p>Fundraising + Impact Team Updates</p> <ul style="list-style-type: none">• FY23 Fundraising Progress Update<ul style="list-style-type: none">○ \$3,231,392 raised (92%) YTD• Are You Smarter Than A KIPPster?<ul style="list-style-type: none">○ \$163K raised by 28 donors○ Suggests having a minimum bid for the scholar art silent auction. Baselines for bids should be based on the category/grouping of artwork. For example, all watercolor self-portraits should start at the same price.○ Have seen that opening the silent auction before can drive the number of donations
10:20 AM	<p>Chair Share</p> <ul style="list-style-type: none">• Met with Atlanta Mission to learn more about their digital marketing strategy. They developed 5 personas for their donor group that then drove the development of messaging and a plan to execute the strategy.

	<ul style="list-style-type: none"> • Recommended consultant, Pinkston Group • Proposed multi-year strategy to design a digital marketing strategy • Year 1 would be focus groups to identify donor groups • Year 2 would be the implementation of the marketing strategy • This is essential to help the community be more knowledgeable about the work that KIPP is doing. Enrollment can also benefit. • Thinking through the costs of the consultancy and capacity building on the Impact team over the years. • We are not ready at this point to jump in but wanted to share the learning experience. • Joe is exploring other candidates whom we could get proposals from. Katie has some contacts • The intersection of work between development, enrollment, and hiring would benefit from a strong digital marketing strategy. We are going to continue to review and research companies to then make a proposal for a plan of action.
10:35 AM	<p>Close</p> <ul style="list-style-type: none"> • Next Steps <ul style="list-style-type: none"> ○ Increase strategic thinking and leadership on development and move forward accordingly. ○ Continue to work to expand foundation giving and stewardship. ○ We are excited to extend an offer for the Director of Individual and Corporate Giving role. ○ Explore giving models that encourage sustainable giving and don't depend on Institutional Giving. • Look ahead – Save the Date <ul style="list-style-type: none"> ○ M. Scott Big Idea Input Session – March 10, 2023, Virtual ○ Are You Smarter Than a KIPPster – March 30, 2023, Fox Theatre ○ Umoja – March 31, 2023, Riverside Epicenter ○ Reveal the Shield – May 18, 2023, GSU Convocation Center
10:40 AM	Adjourn

FY23 Development Committee Meeting Dates 9:00 – 11:00 am Virtual Until Further Notice
Wednesday, April 19, 2023

Development Committee Meeting

April 19, 2023
9:00 – 11:00 am

Zoom Meeting

Time	Agenda Item
9:00 AM	Welcome <ul style="list-style-type: none">• Agenda Overview• Consent Item – 3/8/23 Minutes• Connections• KIPP Metro Atlanta Schools Highlights + Updates
9:20 AM	Fundraising + Impact Team Updates <ul style="list-style-type: none">• FY23 Fundraising Progress Update• Are You Smarter Than A KIPPster?• Digital Marketing/Research Update
10:30 AM	Close
10:35 AM	Adjourn

FY23 Development Committee Meeting Dates

9:00 – 11:00 am

Virtual Until Further Notice

Wednesday, April 19, 2023

Development Committee Meeting

April 19, 2023
9:00 – 11:00 am

Zoom Meeting

Present: S. Bhatia, K. Oliver, D. Sudbury, C. O'Brien, D. Griffin, K. Brown, D. Scott, F. Lewis, K. Magby, A. Harrison, C. Hudak

Time	Agenda Item
9:00 AM	<p>Welcome</p> <ul style="list-style-type: none">• Agenda Overview• Consent Item – 3/8/23 Minutes<ul style="list-style-type: none">○ Approved• Connections<ul style="list-style-type: none">○ Pride and Celebrations: What is something you recently completed that you are proud of?• KIPP Metro Atlanta Schools Highlights + Updates<ul style="list-style-type: none">○ Welcome Kevin Magby! New Director of Individual and Corporate Giving○ 2 KAC scholars signed to play basketball in college○ Held inaugural regional science fair from across the region○ A group of KAC scholars were invited to meet NASCAR racer, Bubba Wallace.
9:20 AM	<p>Fundraising + Impact Team Updates</p> <ul style="list-style-type: none">• FY23 Fundraising Progress Update<ul style="list-style-type: none">○ 95% to goal, was at 92% at the previous meeting○ Received commitment from Merancas for FY24○ Asks currently out for FY24• Are You Smarter Than A KIPPster?<ul style="list-style-type: none">○ The Committee reviewed the highlights of the event, the funds raised and the sources○ The Committee reviewed the total pledges made, donations received, and outstanding pledges○ Aache Harrison reviewed data analysis of the event, including gift analysis and donor analysis.○ Callie Hudak provided an overview of the costs of the event○ Have not yet booked anything for next year○ Consider making AYSTAK less of a fundraiser and more of a donor gratitude event○ Between NOI and AYSTAK – one should be a friend-raiser○ How do we thank friends through or between our main events?

	<ul style="list-style-type: none"> ○ Have received feedback from guests about interest in engaging with us throughout the school year. ○ The times that we are in with the economy and post-COVID can contribute to the engagement of corporations. ○ How can we integrate ATSAK into our larger stewardship/cultivation strategy? ○ Critical to pull on heartstrings or tell a story that really shows the impact of KIPP. ○ Corporate involvement will not be a one size fits all because their desire for engaging will vary. Some won't come to AYSTAK but will volunteer. Some will come to AYSTAK and not volunteer. ○ Missed having more scholars present as performers or when you first come into the room. Their presence was felt, but it felt lacking a bit. <ul style="list-style-type: none"> ● Digital Marketing/Research Update <ul style="list-style-type: none"> ○ Inspire, a pro bono consulting volunteer organization, is interested in conducting research for digital marketing. ○ Inspire will place 6-8 professionals on the project to give an average of 4 hours per week for 3 months ○ Phase 1: Analysis of donor base and focus group to identify personas aka donor group segments. ○ Phase 2: Build out communication plans for the personas. ○ There will be 2 kick-off meetings and 2 intermediary meetings within the first phase. ○ Phase 1 will happen between now and July. Then we can pause and review the work to consider moving forward with the Inspire group. ○ Callie to send the project scope and brief to the committee for review. ○ This will require additional staffing on the team to manage and execute successfully. If we want sustained and reliable giving, the KIPP team has to have the capacity.
10:30 AM	Close
10:35 AM	Adjourn

FY23 Development Committee Meeting Dates 9:00 – 11:00 am Virtual Until Further Notice
Wednesday, April 19, 2023

KIPP Metro Atlanta Schools

Advocacy Committee Meeting Wednesday, September 14, 2022 9:00 – 11:00 am

Zoom Information:

<https://kippmetroatlanta-org.zoom.us/j/93406284539>

Time	Item	Owner
9:00	Welcome <ul style="list-style-type: none">• Introductions• Consent Items• Connections	Dana Roberts Jim Bostic, Chair
9:15	Introduction of Advocacy Outreach Initiative & Call to Action	Dana Roberts
9:30	Discussion & Questions	Dana Roberts, Jim Bostic
9:40	Milestone Data Review	Lakeesha Ramdhanie
9:55	Milestone Data Questions/Discussion	Lakeesha Ramdhanie
10:00	Attendance Data Review	Ra'Chel Ford
10:15	Attendance Data Questions/Discussion	Ra'Chel Ford
10:20	KSFA Charter Renewal Update	Crystal Nasir
10:30	KIPP Metro Atlanta Schools Charter Renewal Timeline	Crystal Nasir
10:40	APS High School Enrollment Data review	Dana Roberts
10:45	Advocacy Chair Discussion	Jim Bostic
10:58	Gratitude & Close	Dana Roberts

Advocacy Committee Meeting
 Wednesday, September 14, 2022
 9:00 – 11:00 am

Zoom Information:

<https://kippmetroatlanta-org.zoom.us/j/93406284539>

Present: J. Bostic, D. Roberts, J. Ross, M. Mohr, C. Nasir, B. Slab, J. Cole King

Absent:

Time	Item	Owner
9:00	Welcome <ul style="list-style-type: none"> • Introductions • Consent Items <ul style="list-style-type: none"> ○ Approved • Connections <ul style="list-style-type: none"> ○ Gratitude 	Dana Roberts Jim Bostic, Chair
9:15	Introduction of Advocacy Outreach Initiative & Call to Action <ul style="list-style-type: none"> • Start making real impactful connections as a committee and raise advocacy presence • Leverage relationships to get to key stakeholders and share the story of KIPP to support funding, charter renewal, etc. • How can we raise our voices to be quantitative and qualitative? • CTA: <ul style="list-style-type: none"> ○ Make 4 connections a month • Making connections are not limited to those listed in the presentation. What other stakeholders should we be engaging? <ul style="list-style-type: none"> ○ Influencers but not necessarily people who hold a title can be viable ○ New city council members • Baseline of strategy but can zone in in the future. • The frequency of connections supports holding stakeholders accountable for engaging with us. • The connections should be • Where is the disconnect in making connections with stakeholders? Is it capacity? Strategy? Where can the committee support? • We want a balance of being advocates versus us being overbearing 	Dana Roberts
9:30	Discussion & Questions	Dana Roberts, Jim Bostic
9:40	Milestone Data Review <ul style="list-style-type: none"> • Reviewing proficient and distinguished, as well as developing data 	Lakeesha Ramdhanie

	<ul style="list-style-type: none"> • Performance of any KIPP scholar who took any assessment across all grade levels. • Decreased the number of scholars in developing • Scholars are growing to perform at distinguished and proficient. • Data is pre-pandemic and won't have results for the 2020 and 2021 school years. • We are warned to not do a comparative analysis of the 2020 and 2021 school years. • 2021 and 2022 data is our new baseline as we move out of the pandemic and back into schools. • When was the last time, or have we ever had results like this? • Since we've started taking the GA milestones (or CRTT) we have not had results like this. • There's something powerful in showing historically what KIPP growth has looked like over the years. • We are establishing a reputation as we move forward with the new baseline • Outperformed APS cluster schools in primary, middle, and high school grades • Data team did a study with GA Tech and found that scholars that stay with us see better performance over time. Lakeesha will find the report and send it to Dana to share with the committee. • Context for KWPA is different because it's a takeover school. This is the first year that we have data for the school. • Regional Performance goal on the challenge index is to perform above the trend line thus showing that our scholars are beating the odds. • Pre-pandemic we were performing above that line. Now, most schools are either right below or at the trend line. • Plan of action <ul style="list-style-type: none"> ○ Improve scholar daily attendance ○ Complete cohesive coaching cycles. ○ Implement Foundational Literacy ○ Ensure more learning time ○ Strengthen Big KIPPsters Quality • Attendance is imperative and has a direct impact on our scholars and their learning. 	
9:55	Milestone Data Questions/Discussion	Lakeesha Ramdhanie

	<ul style="list-style-type: none"> Do our teachers know where we are now, where we've been, and where we need to go? 	
10:00	<p>Attendance Data Review</p> <ul style="list-style-type: none"> At the end of last school year, we identified attendance as an important goal to focus on for the upcoming school year. We've shared the plan with all stakeholders: leadership, staff, teachers, and families Success is deemed that scholars and teachers can vocalize why it is important for them to be in school each day. Teachers charged with taking attendance every day Being responsive to those who are not in school We are targeting scholars who aren't coming to school on a regular basis because they are at risk of getting behind academically. If scholars miss 2 days of school a month, they are missing 10% of their learning experience. Early grade chronic absenteeism impacts their ability to read on grade level. Chronic absenteeism is an indicator of high school graduation We have created a grounding stance that roll is taken every day, every period. We are data-driven and can report on where students are in real-time Every school has a playbook for tracking scholars' daily attendance and tardiness. Immediate response on communicating with families holds both teachers and parents responsible for getting scholars to school. Sharing attendance on social media as our wildly important focus for the year. APS and Fulton County Schools has now announced that they have a focus on attendance, which creates an ecosystem in that we can share resources and best practices with one another. 	Ra'Chel Ford
10:15	<p>Attendance Data Questions/Discussion</p> <ul style="list-style-type: none"> I appreciate that we are being public about the battle against chronic absenteeism. We have to stay on this all the way through the school year. Be sure not to drop off so that we can see real results at the end of the school year that speak to the power of students being in seats every day. 	Ra'Chel Ford

10:20	<p>KSFA Charter Renewal Update</p> <ul style="list-style-type: none"> • Will share copy of the charter renewal with those who aren't on the board. • Petition for Fulton County Schools is due this Friday. • Petition will be reviewed between September and November. • Approval comes between November and December. 	Crystal Nasir
10:30	<p>KIPP Metro Atlanta Schools Charter Renewal Timeline</p> <ul style="list-style-type: none"> • In January we will launch our charter petition with APS. We intend to submit it in December. • We will draft the petition to APS in May or June in partnership with Matt Underwood. • Review and approval will occur in Fall 2023 • Can the school district deny our renewal, what would we have to do to overturn or see that we get our renewal? • We should engage with lobbyists that speak on the behalf of charter schools. 	Crystal Nasir
10:40	<p>APS High School Enrollment Data review</p> <ul style="list-style-type: none"> • High school capacity and utilization meeting to talk about facilities and enrollments. It helps start the conversations around rezoning. • Total enrollment for APS schools is anticipated to reduce by SY 26-27. • Gentrification is a contributing factor to the reduction. As well as those moving in are not having children. • Most schools in the SWAT cluster are under capacity. • If we didn't exist, our scholars would be filling in the extra space that southwest Atlanta schools have. 	Dana Roberts
10:45	<p>Advocacy Chair Discussion</p> <p>Wanted to allow the committee the time to understand and digest the data. It's important to be aware of all of the data out there so that we can hold stakeholders accountable to address issues and make the changes that need to be made.</p>	Jim Bostic
10:58	<p>Gratitude & Close</p> <p>Next steps</p> <ul style="list-style-type: none"> • Send presentation deck to committee • Have outreach that extends past political allies. • Outreach is clear and strategic so that we are aligned on talking points. 	Dana Roberts

	<ul style="list-style-type: none">• Focus on having quality touchpoints rather than quantitative touchpoints so that we can begin to hold stakeholders accountable.	
--	---	--

KIPP Metro Atlanta Schools

Advocacy Committee Meeting

Wednesday, January 11, 2023

9:00 – 11:00 am

Zoom Information:

<https://kippmetroatlanta-org.zoom.us/j/95472933135>

Time	Item	Owner
9:00	Welcome <ul style="list-style-type: none">• Introductions• Consent Items• Connections	Dana Roberts Jim Bostic, Chair
9:15	Advocacy Work Review for Fall 2022	Dana Roberts
9:25	Introduction of our new KIPP Foundation Advocacy Fellow & 3-year grant	Dana Roberts
9:35	Review of KIPP Foundation Advocacy Plan	Dana Roberts
9:45	Questions/Discussion	Dana Roberts, Jim Bostic
9:50	Meaningful Connections – APS Board, State Board of Ed, etc.	Dana Roberts
10:00	Work Burst (Meaningful Connections Commitment)	Dana Roberts
10:10	Questions/Discussion	Dana Roberts, Jim Bostic
10:15	Advocacy Chair Discussion	Jim Bostic
10:20	M. Scott Give Advocacy Suggested Ideas/Items	Jim Bostic
10:30	KIPP South Fulton Charter Renewal Update	Crystal Nasir
10:40	APS Charter Renewal Update	Crystal Nasir
10:50	Gratitude & Close	Dana Roberts

KIPP Metro Atlanta Schools

Advocacy Committee Meeting

Wednesday, January 11, 2023

9:00 – 11:00 am

Zoom Information:

<https://kippmetroatlanta-org.zoom.us/j/95472933135>

Present: J. Bostic, J. Cole King, A. Harrison, C. Nasir, V. Nuriddin, D. Roberts, J. Ross, B. Sabbs,

Time	Item	Owner
9:00	Welcome <ul style="list-style-type: none">• Introductions• Consent Items<ul style="list-style-type: none">○ Approved• Connections	Dana Roberts Jim Bostic, Chair
9:15	Advocacy Work Review for Fall 2022 <ul style="list-style-type: none">• ATL Votes data debrief. Register 821 new voters in our network. 627 people went to our website and committed to vote. 6 first-time voters from KAC.• 8 KMAS electoral fellows with redefinEd Atlanta<ul style="list-style-type: none">○ Phone banking○ Neighborhood canvassing• Visits from the Mayor, Superintendent, APS Board Members. Relationship with the Mayor is being developed. Another visit to his office is scheduled in the coming weeks.• KIPP Foundation Advocacy grant received.• KIPP South Fulton Charter Renewal is in progress.• Attended all APS board meetings and started 1:1 APS board member meetings.• First-time visit from an APS superintendent and at most (5) board members.• Initiating FCS engagement with (4) new members. Attended the process of the new APS Board Member appointment – Jessica Johnson, Founder of Scholarship Academy. JaKathryn has a relationship and can support in building connection with Jessica.	Dana Roberts
9:25	Introduction of our new KIPP Foundation Advocacy Fellow & 3-year grant <ul style="list-style-type: none">• Welcome Mrs. Vernetta Nuriddin as the fellow• 3-year grant received from the KIPP Foundation to support 2 initiatives in the advocacy plan	Dana Roberts

	<ul style="list-style-type: none"> ○ Year 1 is knowledge – how we effectively educate our community ○ Year 2 is sustainability – build and implement systems that support long-term advocacy success ○ Year 3 is coalitions – 	
9:35	<p>Review of KIPP Foundation Advocacy Plan</p> <ul style="list-style-type: none"> • 2 initiatives <ul style="list-style-type: none"> ○ APS Charter Renewal Engagement. This has two buckets <ul style="list-style-type: none"> ▪ 1:1 APS board engagement ▪ ??? ○ PTO Implementation on every campus, not school. • Purpose <ul style="list-style-type: none"> ○ Support the development and well-being of KMAS scholars through capacity and relationship building. 	Dana Roberts
9:45	Questions/Discussion	Dana Roberts, Jim Bostic
9:50	<p>Meaningful Connections – APS Board, State Board of Ed, etc.</p> <ul style="list-style-type: none"> • First step – introductions with Board members to share personal involvement with KMAS. • Next steps <ul style="list-style-type: none"> ○ Identify 4-6 (APS and FCS) board members that you would like to connect with ○ Email an introduction of yourself, your involvement in the work, and the importance of the work that we do. 	
10:00	<p>Work Burst (Meaningful Connections Commitment)</p> <ul style="list-style-type: none"> • The purpose of this outreach is to solidify our connections within the board in preparation for the charter renewal in Nov. 2023. • Can we propose that the renewal be voted on before the board election in Nov? How can we be best prepared in case the 5 seats up for re-election are new people and are given the opportunity to vote on the charter? • Board member information and meeting dates can be found on their respective community websites. • Dana will assign each person an FCS board member to have a more streamlined and continuous relationship with members. Will include a quick fun fact about the possible connection with the advocacy committee member and board member. • Don't have a lot of touch points with the State Board, but we are starting the work to learn those on the board. 	Dana Roberts

	<ul style="list-style-type: none"> ○ Suggestion to begin looping in committee members to have conversations as Dana starts to identify and learn about members. • The goal of this committee should be to increase the capacity for influence. 	
10:10	Questions/Discussion	Dana Roberts, Jim Bostic
10:15	Advocacy Chair Discussion	Jim Bostic
10:20	M. Scott Give Advocacy Suggested Ideas/Items <ul style="list-style-type: none"> • How can these funds help increase or influence the graduation rates for KAC? • Opportunity to revisit a new/renovated high school facility. • Set aside an endowment to encourage sustainable funding so that whatever is established through these funds can be continued. • Engage the electorate in family engagement • An opportunity to partner with another school for alumni and engage with their donors. 	Jim Bostic
10:30	KIPP South Fulton Charter Renewal Update <ul style="list-style-type: none"> • Have submitted a request for a 5-year renewal and increase in the number of seats allotted. • We received a memo to provide additional information before the holiday break. • FCS board reconvened yesterday and did the first reading of the charter renewal application. • Announced that they will not renew charters for schools that are not reaching or exceeding the outcomes of the Fulton County public schools. 	Crystal Nasir
10:40	APS Charter Renewal Update	Crystal Nasir
10:50	Gratitude & Close Next steps <ul style="list-style-type: none"> • Dana will follow up with board member contact assignments to include their contact information, fun fact, and any additional info needed to support committee members in having the conversation. 	Dana Roberts

KIPP Metro Atlanta Schools

KIPP Metro Atlanta Schools Finance Committee Meeting

August 17, 2022

8:30am

[Zoom Meeting Link](#)

Zoom Dial In: 301-715-8592

Zoom ID: 956 0663 7221

Time	Agenda Item
8:30 – 8:35	Mission Moment
8:35 – 8:40	Consent: Prior Minutes
8:40 – 9:50	Fraud Mitigation Best Practices Presentation from Mauldin & Jenkins
9:50 – 10:00	FY22 Preliminary Results
10:00 – 10:05	Book Scholarship
10:05 – 10:30	Standing Agenda: Enrollment CARES Dashboard Chromebook Inventory Capital Projects Endowment

KIPP Metro Atlanta Schools Finance Committee Meeting Minutes

Wednesday, August 17, 2022

8:30 a.m.-10:30 a.m.

Due to Covid-19, this meeting was held virtually

Committee Members in Attendance: Tom Avery, Gayle Burnett, Hector Calzada, Catherine Mealor

Committee Members Absent: Craig Jones, Richard Deane, Dennis Love

Board Members Present:

Regional Staff Members Present: Jarod Apperson, Angela Bond, Ben Cabeza, Ra'Chel Ford, Brian Franklin, Lakeesha Ramdhanie, Ebony Rogers, Mini'imah Shaheed, Kelly Shields, Ernie Torres, Terra Walker, Irving Williams III

Guests Present: Aleisa Howell

The meeting was called to order at 8:34 a.m.

I. Mission Moment

- a. Kelly Shields shared about the One Region celebration held in July 2022.

II. Consent: Prior Minutes

- a. Tom Avery and Catherine Mealor seconded to consent approve the June 1, 2022 and June 8, 2022 board minutes. Motion passed unanimously.

III. Fraud Mitigation Best Practices Presentation from Mauldin & Jenkins

- a. Aleisa Howell, Partner with Mauldin & Jenkins, facilitated a session on fraud mitigation.
- b. Internal controls audits are not required for nonpublic companies, but for the uniform guidance for federal funding, auditors use the COSO framework to test internal controls.
 - i. Major federal funds flowing to KIPP include: CARES, Title I, Title II, Title IV, Nutrition
- c. Risk assessment includes mapping risk and using strategies (avoidance, mitigation, acceptance, transfer, and creation)
- d. Control activities include physical security of assets.
 - i. Preventative controls include approvals and segregation of duties
 - ii. Detective controls include supervisor review and physical inventory counts
- e. Monitoring activities include active participation from the Board and Finance Committee.

- i. A budget is one of the best controls for monitoring. Conducting a variance analysis is a part of that control.

IV. FY22 Preliminary Results

- a. There was approximately 3.1 months of expenses (\$23.5M) in cash on hand at FYE22.
- b. There was an estimated surplus of \$3.2M at FYE22. The personnel variance was a major contributor. The surplus policy conversation will occur in October once the FY22 annual audit report is available.

V. Book Scholarships

- a. The total budget FY23 is \$10K (\$200 scholarships for 50 recipients).
- b. Kelly Shields recommends a change in practice so that checks can be made directly to individuals (recipients), once enrollment has been verified. There was no objection from Committee members.

VI. Standing Agenda Items

- a. Enrollment
 - i. Angela Bond shared that KIPP currently has an enrollment gap of 245 students and 1,436 students are on the waitlist.
 - ii. There is a \$1.5M enrollment contingency.
 - iii. 94% of 4th graders matriculated to 5th grade. 70% of 8th graders matriculated to 9th grade (at KIPP Atlanta Collegiate).
- b. CARES Dashboard
 - i. \$14.75M is remaining to be reimbursed for CARES II and III.
 - ii. The CARES I grant has been fully exhausted.
 - iii. 20% of CARES III funding is used to address the learning response.
 - iv. The CARES II and III funding expires in September 2024.
- c. Chromebook Inventory
 - i. Incident IQ, the asset management application, has been implemented.
 - ii. 2,500 Chromebooks have been purchased for FY23 using the Emergency Connectivity Fund grant.
 - iii. Approximately 9,300 Chromebooks are in inventory, at various stages.
- d. Capital Projects
 - i. Approximately \$2.8M of the \$3.2M budget has been spent.
 - ii. The estimated date of occupancy is August 29, 2022 is based on a temporary Certificate of Occupancy from the City of Atlanta.
- e. Endowment
 - i. The endowment is up 6.8% for July and down approximately 11.8% year-to-date.
 - ii. The FY23 budget for scholarships is \$105,057.

The meeting was adjourned at 10:31 a.m. - Minutes taken by Kelly Shields, Chief Financial Officer



KIPP Metro Atlanta Schools Finance Committee Meeting

October 5, 2022

8:30am

[Zoom Meeting Link](#)

Zoom Dial In: 301-715-8592

Zoom ID: 934 2497 7941

Time	Agenda Item
8:30 – 8:35	Mission Moment
8:35 – 8:40	Consent: Prior Minutes
8:40 – 9:40	Audit Review
9:40 – 9:50	Surplus Recommendation
9:50 – 10:05	Procurement Update
10:05 – 10:30	Standing Agenda: FY23 Financials Enrollment CARES Dashboard Chromebook Inventory Capital Projects Endowment

KIPP Metro Atlanta Schools Finance Committee Meeting Minutes

*Wednesday, October 5, 2022
8:30 a.m.-10:30 a.m.
This meeting was held virtually*

Committee Members in Attendance: Tom Avery, Gayle Burnett, Richard Deane, Craig Jones, Dennis Love, Catherine Mealor

Committee Members Absent: Hector Calzada

Board Members Present:

Regional Staff Members Present: Jarod Apperson, Angela Bond, Ra'Chel Ford, Mini'imah Shaheed, Kelly Shields

Guests Present: Aleisa Howell

The meeting was called to order at 8:32 a.m.

I. Mission Moment

- a. Kelly Shields shared about a partnership with the United Way and a get out the vote initiative.

II. Consent: Prior Minutes

- a. Dennis Love moved and Tom Avery seconded to consent approve the August 17, 2022 meeting minutes. Motion passed unanimously.

III. Audit Review

- a. Aleisa Howell, Partner with Mauldin & Jenkins, presented on the audit review.
- b. The opinion issued is a clean, unmodified opinion.
- c. There were no material weaknesses or significant deficiencies identified with respect to internal controls.
- d. The reports were also clean for internal controls and compliance for use of federal funds.
- e. Staff left the meeting and the committee had a conversation with Aleisa.
- f. Gayle Burnett moved to adopt the audit result, Tom Avery seconded. Motion passed unanimously.

IV. Surplus Recommendation

- a. Kelly Shields shared that the unassigned fund balance was 14.3% of expenses

V. Procurement Updates

- a. The Committee approved an engagement with Promise54 for compensation and staffing model strategies via email in advance of the meeting. Angela gave an update on the status of the project, nicknamed “Frankenhouse.”
- b. Kelly presented the recommendation to purchase cafeteria tables at three campuses: KIPP WAYS Campus, KIPP South Fulton Academy, and KIPP STRIVE Primary and KIPP STRIVE Academy. In alignment with the procurement policy, three quotes were obtained for each purchase and the recommended vendor is Virco based on consistency of product and comparable prices.
 - i. Catherine Mealor moved and Craig Jones seconded to purchase cafeteria tables via Virco. Motion passed unanimously.
- c. Kelly shared that two purchases were executed since the Committee’s last meeting without the Committee’s full knowledge:
 - i. the staff laptop purchase approved at the Committee’s June meeting was purchased via Dell, the originally approved vendor could not fulfill the order and Dell matched the price;
 - ii. and an e-Rate technology project was appropriately bid according to federal requirements but should have also been presented to the Committee.
 - iii. Kelly and Ra’Chel shared the action steps taken.
- d. Kelly shared an update from KIPP DC’s procurement improvements. The Finance Team is visiting KIPP DC in October and will report out on their visit at the November Committee meeting.

VI. Standing Agenda

- a. FY23 Financials
 - i. August cash balance is 2.7 months, ahead of the 2.0 target.
 - ii. To date 16% of budgeted expenses have been incurred, ahead of pace and creating favorability
- b. Enrollment
 - i. The enrollment position has improved since the August Committee meeting, leaving a 98 scholar gap to goal, but no anticipated budget gap
- c. CARES Dashboard
 - i. \$2.5MM has been received since last meeting; APS is not yet accepting FY23 submissions
- d. Chromebook Inventory
 - i. Ra’Chel gave an update on chromebook inventory levels. There are 8,496 chromebooks in inventory with 435 under repair and 804 unaccounted for – more favorable damage and loss rates than peers
- e. Capital Projects
 - i. The Soul gym project is nearing completion and under budget
- f. Endowment

- i. August 31's endowment value is \$2,617,533. The Endowment Committee meets 10/24

The meeting was adjourned at 10:18 a.m. - Minutes taken by Kelly Shields, Chief Financial Officer



KIPP Metro Atlanta Schools Finance Committee Meeting

November 30, 2022

8:30am

[Zoom Meeting Link](#)

Zoom Dial In: 301-715-8592

Zoom ID: 969 5137 0281

Time	Agenda Item
8:30 – 8:35	Mission Moment
8:35 – 8:40	Consent: Prior Minutes
8:40 – 9:15	Fulton County AUP
9:15-9:35	Procurement Requests: <ul style="list-style-type: none">• KAC Security Gate• Employee Bonus
9:35 – 9:50	Credit Card Program Overview
9:50 – 10:05	KIPP DC Visit Highlights
10:05 – 10:30	Standing Agenda: <ul style="list-style-type: none">FY23 FinancialsEnrollmentCARES DashboardChromebook InventoryCapital ProjectsEndowment

KIPP Metro Atlanta Schools Finance Committee Meeting Minutes

Wednesday, November 30, 2022

8:30 a.m.-10:30 a.m.

This meeting was held virtually

Committee Members in Attendance: Tom Avery, Gayle Burnett, Hector Calzada, Richard Deane, Craig Jones, Dennis Love

Committee Members Absent: Catherine Meador

Board Members Present: None

Regional Staff Members Present: Jarod Apperson, Angela Bond, Ra'Chel Ford, Brian Franklin, Kelly Shields, Wanda Smith, Ernie Torres

Guests Present: None

The meeting was called to order at 8:32 a.m.

I. Mission Moment

- a. Kelly Shields shared about a think tank dinner.

II. Consent: Prior Minutes

- a. Rick Deane motioned and Craig Jones seconded to approve the October 5, 2022 meeting minutes. Motion passed unanimously.

III. Fulton County AUP

- a. Kelly shared the results of the Fulton County Schools AUP report conducted by Marshall Jones. As in previous years, some of the metric standards are not met by KSFA on a stand-alone basis, though they are met by the parent organization, KIPP Metro Atlanta Collaborative, Inc as indicated in the audit. As of the FY22 audit, KSFA had an operating deficit of approximately \$680K on the full accrual basis, which includes the expense related to the change in the TRS net pension liability. Kelly presented options to examine the fees charged to KSFA and revenue shared with KSFA in order to meet the financial metrics.
- b. Gayle Burnett motioned to proceed accounting for KSFA under the status quo method and Rick seconded. Motion passes unanimously.

IV. Procurement Requests

- a. Ra'Chel Ford presented a to purchase and install a gate at KIPP Atlanta Collegiate. She recommended choosing Classic Entry Systems. Though the total for Classical Entry Systems exceeds the quote provided by DH Pace, Ra'Chel indicated that the scope of requested work not covered by DH Pace, requiring the use of subcontractors for additional work that would require an additional bid process, and explained the price gap and motivated the choice to go with Classic Entry Systems.

Gayle motioned to approve the purchase and Rick seconded. Motion passed unanimously.

- b. Kelly presented a proposal to issue \$1,200 bonuses to staff on the 12/31 paycheck using operating funds.

Tom Avery motioned to approve and Rick seconded. Motion passed unanimously.

V. Credit Card Program Overview

- a. Kelly shared statistics from the use of credit cards. Most transactions are small. Cardholders receive a training in person in the summer. Annually, cardholders sign the authorized use policy. Collection of receipts has risen to 99% per transaction.

VI. KIPP DC Visit Highlights

- a. Kelly shared the current org chart of the finance team. She shared learnings from the visit to KIPP DC with the KIPP North Carolina team.

VII. Standing Agenda

- a. Operating Model – Angela shared that the team is working on landing enrolment targets for the upcoming year. She shared strategies that will be implemented this year to improve enrollment as well as demographic trends in APS clusters.
- b. Enrollment – Angela shared that current year enrollment is 142 students below goal.
- c. FY23 Financials – Kelly shared that cash balances are ahead of target; Expenses are on budget with personnel under and non-personnel over pace. Revenue is ahead of target.
- d. CARES Dashboard – Kelly shared an update reflecting the submission of KSFA reimbursements. APS reimbursements have not occurred yet this year.
- e. Chromebook Inventory – Ernie shared an update on Chromebook inventory, which highlighted that 766 Chromebooks previously unaccounted for were identified.
- f. Capital Projects – Brian shared an update on the KIPP Soul Gym project. The certificate of occupancy was issued; the project is projected to be on or slightly under budget; and APS has agreed to replace the roof of the gym.
- g. Endowment – Kelly shared an update on the endowment value and the possibility of moving it to a separate entity.
- h. Procurement request – A procurement request for eVolv security systems at KIPP Atlanta Collegiate was approved by the committee via email on 11/7/22.

The meeting ended at 10:31 a.m. - Minutes taken by Kelly Shields, Chief Financial Officer

KIPP Metro Atlanta Schools

KIPP Metro Atlanta Schools Finance Committee Meeting

February 1, 2023

8:30am

[Zoom Meeting Link](#)

Zoom Dial In: 301-715-8592

Zoom ID: 946 6178 1452

Time	Agenda Item
8:30 – 8:35	Mission Moment
8:35 – 8:40	Consent: Prior Minutes
8:40 – 8:50	Procurement Request – Athletics Buses
8:50 – 9:15	FY24 Budget Update - Revenue
9:15 – 9:45	FY24 Budget Update - Benefits
9:45 – 9:55	Insurance Transition
9:55 – 10:30	Standing Agenda: FY23 Financials Enrollment CARES Dashboard Chromebook Inventory Capital Projects Endowment

KIPP Metro Atlanta Schools Finance Committee Meeting Minutes

*Wednesday, February 1, 2023
8:30 a.m.-10:30 a.m.
This meeting was held virtually*

Committee Members in Attendance: Tom Avery, Gayle Burnett, Hector Calzada, Richard Deane, Craig Jones, Dennis Love, Catherine Mealor

Committee Members Absent:

Board Members Present:

Regional Staff Members Present: Jarod Apperson, Angela Bond, Nyere Brown Ra'Chel Ford, Brian Franklin, Jacqueline Melton, Lakeesha Ramdhanie, Kelly Shields, Ernie Torres, Wanda Smith, Terra Walker

Guests Present: None

The meeting was called to order at 8:33 a.m.

- I. Mission Moment
 - a. Kelly Shields shared about the 100th day of school and scholars/teammates dressing up as their 100-year-old selves.
- II. Consent: Prior Minutes
 - a. Gayle Burnett moved to approve the minutes from the November 30, 2022 Finance Committee meeting. Dennis Love seconded. Motion passed unanimously.
- III. Procurement Request
 - a. Nyere Brown presented a procurement request for athletics transportation. This fiscal year, the total spent with the chosen transportation vendor is expected to exceed \$200k which is why it is coming before the committee. The recommended vendor is Brown Transportation. Additional quotes were solicited, and one was received.
 - b. Tom Avery moved to approve the expenditure. Rick Deane seconded. Motion passes unanimously.
- IV. FY24 Revenue Budget
 - a. Jarod Apperson shared an update on the anticipated revenue for FY24 and some components that drive changes from FY23.

- V.** FY24 Benefits Update
 - a. Kelly shared updates on 403(b) options for the upcoming school year.
 - b. Jacqueline Melton shared a consideration of shifting how we fund medical benefits (a captive option) and who administers the benefits.
- VI.** Insurance Update
 - a. Ra'Chel Ford shared that KIPP will be going back to market for an insurance broker.
- VII.** Standing Agenda
 - a. Enrollment / Operating Model – Angela Bond shared updated enrolment targets and strategies.
 - b. FY23 Financials – Kelly shared that cash balances are ahead of target; Expenses are on budget with personnel under and non-personnel over pace. Revenue is ahead of target.
 - c. CARES Dashboard – Kelly shared an update on reimbursements submitted.
 - d. Chromebook Inventory – Ernie Torres shared an update on Chromebook inventories.
 - e. Capital Projects – Brian Franklin shared a closeout update on the KIPP Soul Campus Gym renovation.
 - f. Endowment – Kelly shared an update on the endowment and discussions about the possibility of separate legal entity.

Dennis moved to close the meeting. Tom seconded. The meeting was adjourned at 10:19 a.m. - Minutes taken by Jarod Apperson



KIPP Metro Atlanta Schools Finance Committee Meeting

March 15, 2023

8:30am

[Zoom Meeting Link](#)

Zoom Dial In: 301-715-8592

Zoom ID: 931 4722 0710

Time	Agenda Item
8:30 – 8:35	Mission Moment
8:35 – 8:40	Consent: Prior Minutes
8:40 – 9:10	KIPP Financial Oversight Report Card
9:10 – 9:50	Annual Insurance Presentation
9:50 – 10:00	FY24 Budget Update – Compensation Update
9:55 – 10:30	Standing Agenda: FY23 Financials Enrollment CARES Dashboard Endowment

KIPP Metro Atlanta Schools Finance Committee Meeting Minutes

*Wednesday, March 15, 2023
8:30 a.m.-10:30 a.m.
This meeting was held virtually*

Committee Members in Attendance: Tom Avery, Hector Calzada, Richard Deane, Craig Jones, Dennis Love

Committee Members Absent: Gayle Burnett, Catherine Mealor

Board Members Present: None

Regional Staff Members Present: Jarod Apperson, Angela Bond, Jacqueline Melton, Mini'imah Shaheed, Kelly Shields, Ra'Chel Ford

Guests Present: Tom Boobar

The meeting was called to order at 8:32 a.m.

I. Mission Moment

- a. Kelly Shields shared reflections from the School and Regional Leader Retreat in San Diego. Angela Bond and Ra'Chel Ford offered their reflections of the affirming experiences and presentation from KIPP Foundation's new CEO, Shavar Jeffries.

II. Consent: Prior Minutes

- a. Rick Deane motioned and Tom Avery seconded the approval of the February 1, 2023 Finance Committee meeting minutes.

III. KIPP Financial Oversight Report Card

- a. Kelly shared indicators from the financial oversight report card, including indicators where KIPP Metro Atlanta is achieving and an action plan for indicators where it is not yet achieving. The committee discussed areas for improvement.

IV. Annual Insurance Presentation

- a. Tom Boobar shared an overview on our insurance program including property, liability, and workers compensation. Tom shared that workers compensation has been the area with more claims in recent years. Tom shared some training initiatives to reduce workers compensation claims.

V. FY24 Budget Update – Compensation Update

- a. Kelly shared an update on compensation objectives for the upcoming fiscal year. She shared some potential initiatives and that the plans would be finalized once APS releases its plan. The committee discussed the teacher residency program and associated compensation.

VI. Standing Agenda

- a. FY23 Financials – Kelly shared confidence in revenue and cash balances. She shared an analysis of some accounts with greater variances.
- b. Enrollment – Angela shared that the team was working on applications and conversions. She shared that she feels confident in the overall application numbers.
- c. CARES Dashboard – Kelly shared an update on additional CARES submissions.
- d. Endowment – Kelly shared an update on endowment performance through February 28. She shared an update that the committee is exploring a new entity for the endowment.

VII. Next Steps

- a. An additional meeting will be scheduled on April 26 to review medical benefit funding. Meeting information forthcoming.

Rick moved to close the meeting. Tom seconded. The meeting was adjourned at 10:11 a.m. - Minutes taken by Jarod Apperson



KIPP Metro Atlanta Schools Finance Committee Meeting

April 26, 2023

8:30am

[Zoom Meeting Link](#)

Zoom Dial In: 301-715-8592

Zoom ID: 991 3206 6350

Time	Agenda Item
8:30 – 8:35	Mission Moment
8:35 – 8:40	Consent: Prior Minutes
8:40 – 9:10	FY24 Budget: Compensation, Benefits
9:10 – 9:50	Policy Updates: <ul style="list-style-type: none">• Procurement Policy• Travel Policy
9:50 – 10:20	Procurement Requests: <ul style="list-style-type: none">• Science Curriculum• Branded Items• Insurance• Transportation
10:20 – 10:30	Standing Agenda: <ul style="list-style-type: none">• Enrollment• Financials• Endowment

KIPP Metro Atlanta Schools Finance Committee Meeting Minutes

Wednesday, April 26, 2023

8:30 a.m.-10:30 a.m.

This meeting was held virtually

Committee Members in Attendance: Craig Jones, Catherine Mealor, Dennis Love, Hector Calzada, Tom Avery

Committee Members Absent: Richard Deane, Gayle Burnett

Board Members Present:

Regional Staff Members Present: Angela Bond, Felicia Lewis, Jacqueline Melton, Jarod Apperson, Kelly Shields, Lakeesha Ramdhanie, Ra'Chel Ford, Terra Walker

Guests Present: None

The meeting was called to order at 8:32 a.m.

I. Mission Moment

- a. Kelly Shields shared about the science fair.

II. Consent: Prior Minutes

- a. Craig Jones moved to approve minutes from the March 15, 2023 meeting. Tom Avery seconded. Approved unanimously.

III. FY24 Budget: Compensation, Benefits

- a. Terra Walker shared a proposal for FY24 compensation and spoke to how the strategy compares to districts.
- b. Jacqueline Melton shared a plan to expand participation in health insurance benefits and contain health insurance costs.

IV. Policy Updates

- a. Kelly shared proposed updates to the travel and procurement policies.

V. Procurement Requests

- a. Bus Transportation – Ra'Chel Ford presented a request for bus transportation and recommended First Student for home-to-school routes and Brown's Transportation for athletics and high school. Three quotes were solicited and two were reviewed; a third vendor declined to submit a quote.

- b. Branded Items – Ra’Chel presented a recommendation to use Brand Evolution LLC and Benjamin Designs for branded items. The organization spends in excess of \$250,000 on branded items each year.
- c. Science Curriculum – Lakeesha Ramdhanie recommended selecting Amplify science as the science curriculum. This request was presented as a sole source request as it is the curriculum that the KIPP Foundation recommends.
- d. Insurance Broker – Ra’Chel recommended engaging Alliant as our insurance broker. Five vendors responded to our solicitation for quotes and responses were evaluated against criteria.
- e. Office Space – Ra’Chel presented a recommendation to select The MET as an office space location. Three properties were fully evaluated.
- f. Dennis Love moved to approve the procurement requests. Craig seconded. Motion passed unanimously.

VI. Standing Agenda

- a. Enrollment – Angela shared that we currently have a 217 student enrollment gap this year. We are currently projecting a 283 student enrollment gap for next year. More applications are expected in the coming months.
- b. FY23 Financials – Kelly shared updates on the YTD financials through 2/28.
- c. Endowment – Kelly shared an update on the endowment performance YTD of +6.4%.

Dennis moved to close the meeting. The meeting was adjourned at 10:24 a.m. - Minutes taken by Jarod Apperson



KIPP Metro Atlanta Schools Finance Committee Meeting

May 31, 2023

8:30am

[Zoom Meeting Link](#)

Zoom Dial In: 301-715-8592

Zoom ID: 993 6180 8336

Time	Agenda Item
8:30 – 8:35	Mission Moment
8:35 – 8:40	Consent: Prior Minutes
8:40 – 9:10	FY24 Budget Detailed Review
9:10 – 9:30	Supplemental and Other Requests
9:30 – 10:00	Procurement Requests
10:00 – 10:30	Standing Agenda: <ul style="list-style-type: none">• Enrollment• Financials• Endowment• Chromebook inventory

KIPP Metro Atlanta Schools Finance Committee Meeting Minutes

Wednesday, May 31, 2023

8:30 a.m.-10:30 a.m.

This meeting was held virtually

Committee Members in Attendance: Craig Jones, Catherine Mealor, Dennis Love, Hector Calzada, Tom Avery, Richard Deane

Committee Members Absent: Gayle Burnett

Board Members Present:

Regional Staff Members Present: Angela Bond, Ben Cabeza, Brian Franklin, Felicia Lewis, Irving Williams, Jarod Apperson, Kelly Shields, Mini'imah Shaheed, Myesha Ward, Posh Joseph, Ra'Chel Ford, Terra Walker, Wanda Smith

Guests Present: None

The meeting was called to order at 8:34 a.m.

I. Mission Moment

- a. Kelly Shields shared about Reveal the Shield

II. Consent: Prior Minutes

- a. Tom Avery moved to approve minutes from the April 26, 2023 meeting. Dennis Love seconded. Approved unanimously.

III. FY24 Budget Recommendation

- a. Kelly Shields shared national and local potential impacts to the FY24 Budget including pending funding termination (CARES), inflation, recession, enrollment, talent, and changes to funding formula. She also shared the investments the organization will make in each of its strategic plan priorities. High level budget assumptions were presented, including no shift to fundraising goals.
- b. Terra Walker shared the objective of changes to make sure current teacher compensation is competitive as possible as well as looking at employee groups not paid a livable wage. There is an anticipated 10% increase to scales or salaries, bonuses, and new health insurance strategy including a no-cost health insurance option. The plan includes increases to principals, teacher associates, and teacher residents.
- c. Kelly Shields shared summary on budget comparison year over year and to current forecast. The budget is balanced.

- d. Kelly Shields shared net operating profit by school
- e. Kelly Shields shared CARES funding in FY24 budget includes over \$4MM of CARES allocations. Will need to identify other means of support those programs in future fiscal year or address the positions and investments currently funded by the remaining CARES allocations.
- f. Risks and mitigation strategies in the FY24 Budget include enrollment, special education needs. There is a contingency built into the budget to address near term fluctuations. In future years risks include longer term enrollment and changes to commercial property values; opportunities include the future year benefit of medical insurance strategy.
- g. Kelly Shields shared cash forecast to end at \$48.14MM which is 4.61 months of available cash.
- h. Jarod Apperson shared per-pupil revenue and expense allocations, where the budget represents \$22,461 of investment per student.
- i. Tom Avery moved to approve FY24 Budget. Dennis Love seconded. Approved unanimously.

IV. Fund Balance Discussion

- a. Kelly Shields shared as of March 31, unassigned fund balance is 33% of budgeted expenditures. The committee discussed assigning the McKenzie Scott gift and an additional \$10M to Strategic Initiative Gift Fund. The remaining unassigned fund balance reflects approximately {XXX %of budgeted expenses.
- b. Tom Avery moved to assign \$8M to a McKenzie Scott Gift Fund and \$10M to Strategic Initiative Fund. Richard Deane Seconded. Approved Unanimously.

V. Supplemental Requests

- a. Kelly Shields shared Evolv Security System at 6 middle schools - \$1.6MM investment. Irving has estimated additional enhancements to KIPP Forward program which is funded only with fundraising. The timing of procurement and funding is yet to be determined. No action will be taken at this time by the committee.

VI. Procurement Requests

- a. Talent Request – Terra Walker presented a recommendation to use Educators Now for substitute teachers with a cost of \$1MM to be funded from the operating budget. The prices from other vendors were shared.
- b. Residency Programs – Terra Walker presented a recommendation to continue and expand residency with Relay GSE with a cost of \$321K of Teacher Residency and \$200K for TEL Residency to be funded from the operating budget. This recommendation was presented on a sole source basis due to a multi-year program relationship with the vendor.

- c. Interventional Curriculum – Kelly Shields presented a request for i-Ready curriculum with a cost of \$200K which would be funded from the operating budget. A vendor analysis was presented.
- d. Math Curriculum – Kelly Shields presented a request for Eureka Math Squared with a cost of \$282K to be funded by operating budget. This recommendation was presented on a sole source basis due to the requirement from KIPP Foundation.
- e. Renaissance Request – Kelly Shields presented a recommendation to continue of Renaissance ELA curriculum with a cost of \$154K to be funded from operating budget. This recommendation was presented on a sole source basis due to the requirement from KIPP Foundation.
- f. Open Court – Kelly Shields presented a request for Open Court ELA curriculum with a cost of \$200K funded from operating budget. This recommendation was presented on a sole source basis due to the requirement from KIPP Foundation.
- g. Legal – Ra’Chel Ford presented a recommendation to continue the agreement with Krevolin+ Horst with a total cost of \$200K to be funded out of operating budget. This recommendation was presented on a sole source basis due to the long standing relationship with the vendor.
- h. Janitorial – Ra’Chel Ford presented a recommendation leverage four different vendors including Exquisite, Brilliant, Allegiance, LCG with a total cost of \$4.1M.
- i. Capital City – Brian Franklin presented a recommendation to continue to use Capital City Mechanical for preventative maintenance requirements and reactive maintenance. Continue to use them for next FY with a cost of \$250K to be funded from the operating budget. This recommendation was presented on a sole source basis due to the long standing relationship with the vendor, vendor familiarity with APS facility standard, and our specific buildings.
- j. Dennis Love moved to approve as a collective procurement request on May 31, 2023 as detailed on Finance Committee Presentation. Richard Deane Seconded. Approved Unanimously.

VII. Procurement Requests Policy

- a. Both Richard Deane and Hector Calzada discussed the need to actively address procurement requests (threshold of \$250K per annum by vendor or \$100K per single purchase) whereby procurement requests may be submitted to the Finance Committee without the requisite “three vendor quotes.” It was noted that certain circumstances may exist whereby the desire or ability to evaluate other vendors may not exist or be in KIPP’s best interest given the nature of the procurement request. Finance Committee discussed these circumstances and requested that such requests be further acknowledged and discussed with the Committee as each instance arises, further vetting the justification for a single vendor request.

VIII. Standing Agenda

- a. Enrollment Update – Angela shared next year’s expected enrollment based on current results would track at slightly ahead of budgeted enrollment and that year over year we have more than 600 scholars enrolled or with applications in progress.
- b. Endowment Committee – the Endowment Subcommittee is recommending the creation of separate entity to hold endowment to the Board.
- c. Chromebook slides and CARES dashboard to be shared via email by Kelly Shields.

Hector moved to close the meeting. Catherine Motioned. Dennis Love Seconded. The meeting was adjourned at 10:31 a.m. Minutes taken by Posh Joseph, Controller.



KIPP Metro Atlanta Schools Endowment Committee Meeting

July 25, 2022

5pm

Via Conference Call

Dial-Information: 727-731-7799 (no passcode needed)

Time	Agenda Item
5:00-5:10	Consent: Prior Minutes
5:10 – 5:30	FY22 Scholarship Report
5:30 – 5:40	Annual Spend Percentage recommendation
5:40 – 6:00	Review of Portfolio Performance

KIPP Metro Atlanta Schools Endowment Committee Meeting Minutes

Monday, July 25, 2022

5:00 p.m.-6:00 p.m.

Via Conference Call

Committee Members in Attendance: Tom Avery, Frank Glover, Dennis Love, Tom Pritchard

Committee Members Absent:

Board Members Present: Rick Deane

Regional Staff Members Present: Jarod Apperson, Mini'imah Shaheed, Kelly Shields, Irving Williams

Guests Present: Duncan Edwards

The meeting was called to order at 5:02 p.m.

I. Consent for Prior Minutes

Rick Deane motioned and Frank Glover seconded the approval of the April 25, 2022 Endowment Committee minutes.

II. FY22 Scholarship Report

Irving Williams provided an overview of the final FY22 scholarship expenses and FY23 scholarship applications. He highlighted three recipients and the colleges and universities that all recipients attend. Kelly Shields shared that the endowment received three contributions in FY22, for \$1,266, which was transferred to the endowment in July. The committee asked for future annual scholarship reports to include graduation data for recipients.

III. Annual Spend Percentage

Tom Pritchard motioned and Dennis Love seconded a 4% annual spend percentage to support FY23 scholarships. Kelly will request the annual transfer using this amount.

IV. Review of Portfolio performance

Duncan Edwards provided an update on the portfolio's performance. The total value of the account is \$2,647,427 which is down -7.2% for June quarter (net of fees), and down -17.4% year to date. Duncan discussed the recession outlook, valuations during previous recessionary times, and other economic conditions.

Rick Deane motioned to adjourn the meeting at 5:45 p.m. - Minutes taken by Kelly Shields, Chief Financial Officer



KIPP Metro Atlanta Schools Endowment Committee Meeting

October 24, 2022

5pm

Via Conference Call

Dial-Information: 727-731-7799 (no passcode needed)

Time	Agenda Item
5:00-5:10	Consent: Prior Minutes
5:10 – 5:20	Legal Entity
5:20 – 5:50	Review of Portfolio Performance

KIPP Metro Atlanta Schools Endowment Committee Meeting Minutes

Monday, October 24, 2022

5:00 p.m.-6:00 p.m.

Via Conference Call

Committee Members in Attendance: Tom Avery, Frank Glover, Dennis Love, Tom Pritchard

Committee Members Absent:

Board Members Present: Rick Deane

Regional Staff Members Present: Jarod Apperson, Mini'imah Shaheed, Kelly Shields

Guests Present: Duncan Edwards

The meeting was called to order at 5:02 p.m.

I. Consent for Prior Minutes

Dennis Love motioned and Rick Deane seconded the approval of the July 25, 2022 Endowment Committee minutes. The vote carried unanimously.

II. Legal Entity Update

Kelly Shields shared a recommendation from KIPP's auditors, Mauldin and Jenkins, to establish a separate legal entity to own the endowment. The committee asked for clarity on the impact to committee operations and liability. Kelly will follow up with KIPP's legal team and provide an update at or before the next quarterly meeting.

III. Review of Portfolio performance

Duncan Edwards provided an update on the portfolio's performance. As of the preceding Friday, the market value of the account is \$2,488,009, which is up +3.8% for October. The endowment is within IPS guidelines, approaching top end of equity range. Equity weighting is 89.7%, where top end is 92%. Equity allocation favors US equities, 69% compared to 20.7% for foreign equities. Cash is at 10.3% weighting, slightly above target of 8%.

Tom Avery motioned to liquidate 5% of the portfolio's domestic equity values, transferring half to cash and half to the purchase of foreign equities. Frank Glover seconded the action. The vote carried unanimously.

Frank Glover motioned to adjourn the meeting at 5:37 p.m. - Minutes taken by Kelly Shields, Chief Financial Officer

KIPP Metro Atlanta Schools Endowment Committee Meeting Minutes

Monday, January 23, 2023

5:00 p.m.-6:00 p.m.

Via Conference Call

Committee Members in Attendance: Tom Avery, Frank Glover, Dennis Love, Tom Pritchard

Committee Members Absent:

Board Members Present:

Regional Staff Members Present: Jarod Apperson, Mini'imah Shaheed, Kelly Shields

Guests Present: Chris Adams, Duncan Edwards

The meeting was called to order at 5:03 p.m.

I. Consent for Prior Minutes

Tom Avery motioned and Dennis Love seconded the approval of the October 24, 2022 Endowment Committee minutes with an edit for spelling. The vote carried unanimously.

II. Legal Entity Update

Chris Adams from Krevolin and Horst presented a response to the recommendation from KIPP's auditors, Maudlin and Jenkins, to establish a separate legal entity to own the endowment. The committee discussed the costs, risks, and benefits to the creation of an entity. Tom Avery will follow up with committee members and present a recommendation at the next meeting.

III. Review of Portfolio performance

Duncan Edwards provided an update on the portfolio's performance. As of December 31, 2022, the market value of the account was \$2,598,641, which was down -4.2% for December and -15.8% for the year. Duncan discussed a market outlook, including inflationary, recession, and valuation expectations. The endowment is within IPS guidelines. The committee took no action, in alignment with the advisor's recommendation.

Frank Glover motioned to adjourn the meeting at 5:49 p.m. - Minutes taken by Kelly Shields, Chief Financial Officer

KIPP Metro Atlanta Schools Endowment Committee Meeting Minutes

Monday, January 23, 2023

5:00 p.m.-6:00 p.m.

Via Conference Call

Committee Members in Attendance: Tom Avery, Frank Glover, Dennis Love, Tom Pritchard

Committee Members Absent:

Board Members Present:

Regional Staff Members Present: Jarod Apperson, Mini'imah Shaheed, Kelly Shields

Guests Present: Chris Adams, Duncan Edwards

The meeting was called to order at 5:03 p.m.

I. Consent for Prior Minutes

Tom Avery motioned and Dennis Love seconded the approval of the October 24, 2022 Endowment Committee minutes with an edit for spelling. The vote carried unanimously.

II. Legal Entity Update

Chris Adams from Krevolin and Horst presented a response to the recommendation from KIPP's auditors, Maudlin and Jenkins, to establish a separate legal entity to own the endowment. The committee discussed the costs, risks, and benefits to the creation of an entity. Tom Avery will follow up with committee members and present a recommendation at the next meeting.

III. Review of Portfolio performance

Duncan Edwards provided an update on the portfolio's performance. As of December 31, 2022, the market value of the account was \$2,598,641, which was down -4.2% for December and -15.8% for the year. Duncan discussed a market outlook, including inflationary, recession, and valuation expectations. The endowment is within IPS guidelines. The committee took no action, in alignment with the advisor's recommendation.

Frank Glover motioned to adjourn the meeting at 5:49 p.m. - Minutes taken by Kelly Shields, Chief Financial Officer



KIPP Metro Atlanta Schools Endowment Committee Meeting

April 3, 2023

5pm

Via Conference Call

Dial-Information: 727-731-7799 (no passcode needed)

Time	Agenda Item
5:00-5:45	Legal Entity Memo Review and Discussion

KIPP Metro Atlanta Schools Endowment Committee Meeting Minutes

Monday, April 3, 2023

5:00 p.m.-6:00 p.m.

Via Conference Call

Committee Members in Attendance: Tom Avery, Frank Glover, Dennis Love, Tom Pritchard

Committee Members Absent:

Board Members Present: Rick Deane

Regional Staff Members Present: Kelly Shields

Guests Present: Chris Adams, Duncan Edwards

The meeting was called to order at 5:02 p.m.

I. Legal Entity Update

The committee discussed establishing a separate entity to oversee the endowment in alignment with advice received from Krevolin and Horst and Mauldin and Jenkins to minimize risk. Chris Adams of Krevolin and Horst recommends the creation of a 509(a)3 (a support entity) instead of a separate 501(c)3 which streamlines the application process. Chris Adams and his team will prepare the necessary bylaws and policies for the Committee to consider at its next meeting.

Tom Avery adjourned the meeting at 5:48 p.m. - Minutes taken by Kelly Shields, Chief Financial Officer



KIPP Metro Atlanta Schools Endowment Committee

Meeting *April 24, 2023*

5pm

Via Conference Call

Dial-Information: 727-731-7799 (no passcode needed)

Time	Agenda Item
5:00-5:10	Consent: Prior Minutes
5:10 – 5:40	New Legal Entity – Bylaws Review
5:40 – 6:00	Review of Portfolio Performance

KIPP Metro Atlanta Schools Endowment Committee Meeting Minutes

Monday, April 24, 2023

5:00 p.m.-6:00 p.m.

Via Conference Call

Committee Members in Attendance: Tom Avery, Frank Glover, Dennis Love, Tom Pritchard

Committee Members Absent:

Board Members Present: Rick Deane

Regional Staff Members Present: Felicia Lewis, Kelly Shields, Poschelana Joseph

Guests Present: Chris Adams, Duncan Edwards

The meeting was called to order at 5:02 p.m.

I. Consent: Prior Minutes

The minutes from the January 27, 2023 and April 3, 2023 committee meetings were approved. Motion for approval by Frank and seconded by Rick. The motion passed unanimously.

II. Legal Entity Update

The committee discussed the proposed bylaws of a new legal entity to own the endowment.

The committee agreed to have three to five directors in the new entity, all elected or appointed by KIPP Metro Atlanta to three year terms. Officers of the new entity will be elected annually.

The committee wants to ensure the bylaws require a unanimous vote of all Directors and two-thirds vote of KIPP Metro Atlanta Directors in order to materially change the investment policy.

Tom Pritchard motioned to recommend the creation of a separate legal entity to own the endowment. Frank Glover seconded. The motion passed unanimously.

III. Portfolio Performance

Duncan Edwards provided an update on the portfolio performance as of March 31. The total value of the account is \$2,765,539 which is up +3.00% for March, and up +6.4% YTD (net of fees). Fiscal Year (7/1/22 to 3/31/23) is up +8.5%. The account is in line with

blended index on calendar YTD, and ahead for fiscal year. Summary of market value change:

- Calendar YTD up +\$166,898
- Fiscal YTD up +223,169

Rick Deane motioned to adjourn the meeting at 5:50 p.m. and Frank Glover seconded. The committee voted unanimously to adjourn. Minutes taken by Kelly Shields, Chief Financial Officer



KIPP Metro Atlanta Schools Endowment Committee Meeting

July 24, 2023

5pm

Via Conference Call

Dial-Information: 727-731-7799 (no passcode needed)

Time	Agenda Item
5:00-5:10	Consent: Prior Minutes
5:10 – 5:35	FY23 Scholarship Report
5:35 – 5:40	Approval of Annual Spend Percentage
5:40 – 6:00	Review of Portfolio Performance

KIPP Metro Atlanta Schools Endowment Committee Meeting Minutes

Monday, July 24, 2023

5:00 p.m.-6:00 p.m.

Via Zoom

Committee Members in Attendance: Tom Avery, Frank Glover, Tom Pritchard

Committee Members Absent: Dennis Love

Board Members Present: Rick Deane

Regional Staff Members Present: Irving Williams

Guests Present: Duncan Edwards

The meeting was called to order at 5:05 p.m.

I. Consent: Prior Minutes

The minutes from the March 24, 2023 committee meetings were approved. Motion for approval by Rick Deane and seconded by Tom Avery. The motion passed unanimously.

II. Legal Entity Update

Kelly Shields informed the committee that the new entity's bylaws will go before the Board at its August 23rd meeting.

III. McKenzie Scott Gift Update

Kelly shared that no decision has been made regarding the gift from McKenzie Scott that KIPP received last fall. The new Chief Impact Officer will lead the process to determine its use. In the meantime, the gift is invested in 1-year treasuries.

IV. Annual Scholarship Report

Irving Williams gave an update on the FY23 actual scholarships offered and FY24 scholarship applications. There were 83 applications received, with 43 approved for an estimated \$107,500 in FY24.

V. Annual Spend Percentage

Rick Deane motioned and Tom Pritchard approved an annual spend percentage of 4.5%. The motion passed unanimously.

VI. Portfolio Performance

Duncan Edwards provided an update on the portfolio performance. As of June 30, the total value of the account is \$2,939,549 which is up +5.3% for June, and up +13.1% YTD (Net of

fees). For the fiscal Year (7/1/22 to 6/30/23) the account is up +15.4%. The account is in line with IPS guidelines and no actions were taken.

The meeting adjourned at 5:37 p.m. Minutes taken by Kelly Shields, Chief Financial Officer

DRAFT



KIPP Metro Atlanta Schools Committee on Directors Meeting Agenda

May 18, 2022

12:30 PM

Time	Agenda Item
12:30 PM	Welcome, Agenda & Consent
12:35 PM	Committee Charter Proposal
12:50 PM	2022-2023 Board Slate & Committee Composition
1:15 PM	One on One Feedback Trends
1:40 PM	Cultivation Updates
1:55 PM	Next Steps
2:00 PM	Close

Committee on Directors Meeting Minutes

Date | May 18, 2022

Time | 12:30 PM – 2:00 PM

Location | Virtual Via Zoom

Those in attendance and constituting a quorum were:

- **Present** – Sidney Childress, Richard H. Deane, Jr., JaKathryn Ross, Mini'imah Shaheed
- **Absent** – None
- **Others Present** – None

Time	Agenda Item	Minutes
12:30	Welcome, Agenda, COD Overview & Consent	<ul style="list-style-type: none">• The Committee welcomed new member, J. Ross.• S. Childress and R. Deane provided J. Ross a brief overview of COD responsibilities and standard meeting content topics.• The Committee tentatively approved prior minutes from the April Meeting.
12:35	2022-23 Board Slate & Committee Composition	<ul style="list-style-type: none">• S. Childress reviewed the current year's Board slate. Board members new to their committee and/or chair roles were highlighted.• S. Childress facilitated a review of prospective board members. The COD discussed the next steps for each candidate.
1:15	Board Member Experience	<ul style="list-style-type: none">• The Committee reviewed feedback gathered over time as well as from the Aprilboard meeting.
1:40	2023 Spring 1:1s	<ul style="list-style-type: none">• M. Shaheed recorded assignments for annual spring one-on-one board member feedback interviews.
1:55	Next Steps	<ul style="list-style-type: none">• The Committee reviewed next steps.
2:00	Close	<ul style="list-style-type: none">• MOTION: R. Deane called for a motion to adjourn the meeting. Seconded and passed without dissent.



KIPP Metro Atlanta Schools Committee on Directors Meeting Agenda

February 1, 2023

9:00 AM

Jones Day

Time	Agenda Item
9:00 AM	Welcome, Agenda, COD Overview & Consent
9:15 AM	2022-23SY Board Slate and Committee Composition
9:30 AM	Cultivation Update
10:00 AM	Board Member Experience
10:30 AM	2023 Spring 1:1's
10:50 AM	Next Steps
11:00 AM	Close

Committee on Directors Meeting Minutes

Date | February 1, 2023

Time | 9:00 – 11:00AM

Location | Jones Day, 1221 Peachtree Street NE, Suite 400, Atlanta, Georgia, 30361

Those in attendance and constituting a quorum were:

- **Present** – Sidney Childress, Richard H. Deane, Jr., JaKathryn Ross, Mini'imah Shaheed
- **Absent** – None
- **Others Present** – None

Time	Agenda Item	Minutes
9:00	Welcome, Agenda, COD Overview & Consent	<ul style="list-style-type: none">• The Committee welcomed new member, J. Ross.• S. Childress and R. Deane provided J. Ross a brief overview of COD responsibilities and standard meeting content topics.• The Committee tentatively approved prior minutes from May 18, 2022.
9:15	2022-23SY Board Slate and Committee Composition	<ul style="list-style-type: none">• S. Childress reviewed current year Board slate. Board members new to their committee and/or chair roles were highlighted.
9:30	Cultivation Update	<ul style="list-style-type: none">• S. Childress facilitated a review of prospective board members. The COD discussed next steps for each candidate.
10:00	Board Member Experience	<ul style="list-style-type: none">• The Committee reviewed feedback gathered over time as well as from the 2/8 board meeting.
10:30	2023 Spring 1:1s	<ul style="list-style-type: none">• M. Shaheed recorded assignments for annual spring one-on-one board member feedback interviews.
10:50	Next Steps	<ul style="list-style-type: none">• The Committee reviewed next steps.
11:00	Close	<ul style="list-style-type: none">• MOTION: R. Deane called for a motion to adjourn meeting. Seconded and passed without dissent.



KIPP Metro Atlanta Schools Committee on Directors Meeting Agenda

March 20, 2023

10:30 AM

Via Zoom

Time	Agenda Item
10:30 AM	Welcome and Agenda
10:35 AM	SY 2023-24 Board Slate
10:50 AM	Cultivation Update
11:20 AM	One on One Assignments Review
11:25 AM	Board Member Experience
11:35 AM	Next Steps
11:40 AM	Close

Committee on Directors Meeting Minutes

Date | March 20, 2023

Time | 10:30AM - 11:30AM

Location | Virtual Via Zoom

Those in attendance and constituting a quorum were:

- **Present** – Sidney Childress, Richard H. Deane, Jr., Felicia Lewis, JaKathryn Ross, Mini'imah Shaheed
- **Absent** – None
- **Others Present** – None

Time	Agenda Item	Minutes
10:30	Welcome and Agenda	<ul style="list-style-type: none">• S. Childress reviewed the agenda.• The Committee approved prior minutes from February 1, 2023.
10:35	SY 2023-24 Board Slate	<ul style="list-style-type: none">• S. Childress reviewed the Board Key Terms Ending Dates and next steps.• Discussion surrounding Members and Honorary Members, and their roles and responsibilities.
10:50	Cultivation Update	<ul style="list-style-type: none">• S. Childress facilitated a review of each prospective board member. The COD discussed next steps for each candidate.• MOTION: R. Dean called for a motion to move forward with the presentation of prospective board members during the next board meeting and J. Ross seconded and the vote passed without dissent.• S. Childress requested that F. Lewis work with her to prepare a short biographical sketch of each candidate that would be presented during the board meeting.

11:20	One on One Assignments Review	<ul style="list-style-type: none">S. Childress led the discussion on tweaking the current Board Member One-On-One Form and beginning to schedule those meetings. F.Lewis to work with S. Childress on the preparation and dissemination of the revised form to COD members.
11:25	Board Member Experience	<ul style="list-style-type: none">R. Dean discussed elevating board feedback surrounding the February board meeting during his board chair update. The results from the survey will be shared during the March 22nd Board Meeting.
11:35	Next Steps	<ul style="list-style-type: none">S. Childress reviewed next steps.
11:39	Close	<ul style="list-style-type: none">MOTION: R. Deane called for a motion to adjourn the meeting. Seconded by S. Childress and passed without dissent.

KIPP Metro Atlanta Schools: School Performance Committee Meeting Minutes

Wednesday, September 7, 2022

9:00 a.m.-11:00 a.m.

Due to Covid-19, this meeting was held virtually

Committee Members in Attendance: Deborah Sudbury, Jim Bostic, Gayle Burnett, Rick Deane, Lakeesha Ramdhanie Matthew Leftwich, Mini'imah Shaheed

Committee Members Absent: Salim Bhatia, Sidney Childress, David Jernigan

Board Members Present: Deborah Sudbury, Jim Bostic, Gayle Burnett, Rick Deane

Regional Staff Members Present: Lakeesha Ramdhanie Matthew Leftwich, Mini'imah Shaheed

Guests Present: N/A

The meeting was called to order at 9:04 a.m.

I. Connections

- a. The team welcomed Matthew Leftwich to the committee and his new role as Achievement Director of High School.

II. Framing + The Purpose of School Performance Committee

- a. Gayle reminded the committee of the School Performance Role and Key Responsibilities
- b. The approach to SPC was established as the board providing thought partnership and oversight by reviewing data on a more consistent basis and at a deeper level to improve high school graduation rates

III. KIPP Metro Atlanta Schools- K-12 Experience + Journey

- a. The impact of the K-12 experience is that a graduate is developed over 13 years from the start of their journey as a kindergartener with KIPP Metro Atlanta Schools
- b. If we have an aligned bar from 12th grade through kindergarten that's scaffolded along the way - we'll have a culture of graduation
- c. Today, our mission includes scholars having more options and pathways - regardless of their next step - every scholar must be college ready and the journey begins in Kindergarten
- d. Six Components of the K-12 Experience:
 - i. Growth
 - Strengths:
 - Steady growth has helped to attract funding.

- KIPP has been first in a number of ways in terms of discipline practices- revising and moving away from harmful practices and shifting to restorative practices
 - Talent- highest quality talent in our organization
 - KIPP schools were the first ones to say that we can take the least regarded students in the system and provide them with a high quality education.
 - The things we've gotten right we're we've had significant impact from founding board members/ chairs, and executives- strong leadership which we have benefited from.
 - Considerations:
 - Tying the transition period from middle school to high school. Preparing scholars for high school earlier.
 - Difficulty of focusing on staff professional development that improves outcomes while trying to open new school and new grades. Incredibly heavy-lift
 - There was a strong performance within one of our founding schools- miss in understanding what the magic was that created the trajectory of those students and the growth that was made- What must we do in K-4 to encourage smooth transition to middle school
 - Must consider other growth measures outside of opening schools
 - Have a better understanding of the entirety of what success looks like for us and communicate
- ii. Regional Org Structure
- Strengths:
 - Adding the career focus with Director of Career Services
 - Adjusting the organizational structure to align with the goals
 - Considerations:
 - Potential miss with making too much change in a short amount of time, trying to minimize confusion etc.
 - Reach out to other levels of administrative staff to seek out input and thoughts on the adjustments made to the org structure.
- iii. Assessments
- Strengths:
 - Use the assessment strategy to catch students up from learning loss/gap caused by the pandemic- must find a way to fix it.
 - Considerations:
 - Lack of integration with the MAP assessment was a missed opportunity
 - Think about the move to Star as prototyping. We don't know what the results will be as we are using Star- ensure we are using it up to par- don't be shy about adjusting plan if needed
 - Making people comfortable early on- starting the conversation early on
-

- Ensure everyone understands the richness of the data that Star will provide
- iv. Extended Programs and Career Partnerships
 - Strengths:
 - Career readiness program that is ready to start- adds significantly to the high school and the ultimate success of our scholar's chosen path
 - Wide variety of options that we are giving to our scholars
 - Encouraging to hear the reaction of KIPP U opportunity- highlights the fact that our staff has a longing and commitment to our scholars doing well
 - Considerations:
 - Evaluating our programs, before or after they start- planning our evaluation before we are deep in so we can identify the impact
 - As the groups what kind of evaluation they are doing to be sure that they are being successful to help us figure out what they are measuring and what constitutes success for them
 - Get parents involved in the Saturday opportunities and KIPP U- learning and helping

The meeting was adjourned at 11:01 a.m. - Minutes taken by Lakeesha Ramdhanie, Chief Schools Officer

KIPP Metro Atlanta Schools: School Performance Committee Meeting Minutes

Wednesday, September 7, 2022

9:00 a.m.-11:00 a.m.

Due to Covid-19, this meeting was held virtually

Committee Members in Attendance: Deborah Sudbury, Jim Bostic, Gayle Burnett, Rick Deane, Lakeesha Ramdhanie Matthew Leftwich, Mini'imah Shaheed

Committee Members Absent: Salim Bhatia, Sidney Childress, David Jernigan

Board Members Present: Deborah Sudbury, Jim Bostic, Gayle Burnett, Rick Deane

Regional Staff Members Present: Lakeesha Ramdhanie Matthew Leftwich, Mini'imah Shaheed

Guests Present: N/A

The meeting was called to order at 9:04 a.m.

I. Connections

- a. The team welcomed Matthew Leftwich to the committee and his new role as Achievement Director of High School.

II. Framing + The Purpose of School Performance Committee

- a. Gayle reminded the committee of the School Performance Role and Key Responsibilities
- b. The approach to SPC was established as the board providing thought partnership and oversight by reviewing data on a more consistent basis and at a deeper level to improve high school graduation rates

III. KIPP Metro Atlanta Schools- K-12 Experience + Journey

- a. The impact of the K-12 experience is that a graduate is developed over 13 years from the start of their journey as a kindergartener with KIPP Metro Atlanta Schools
- b. If we have an aligned bar from 12th grade through kindergarten that's scaffolded along the way - we'll have a culture of graduation
- c. Today, our mission includes scholars having more options and pathways - regardless of their next step - every scholar must be college ready and the journey begins in Kindergarten
- d. Six Components of the K-12 Experience:
 - i. Growth
 - Strengths:
 - Steady growth has helped to attract funding.

- KIPP has been first in a number of ways in terms of discipline practices- revising and moving away from harmful practices and shifting to restorative practices
 - Talent- highest quality talent in our organization
 - KIPP schools were the first ones to say that we can take the least regarded students in the system and provide them with a high quality education.
 - The things we've gotten right we're we've had significant impact from founding board members/ chairs, and executives- strong leadership which we have benefited from.
 - Considerations:
 - Tying the transition period from middle school to high school. Preparing scholars for high school earlier.
 - Difficulty of focusing on staff professional development that improves outcomes while trying to open new school and new grades. Incredibly heavy-lift
 - There was a strong performance within one of our founding schools- miss in understanding what the magic was that created the trajectory of those students and the growth that was made- What must we do in K-4 to encourage smooth transition to middle school
 - Must consider other growth measures outside of opening schools
 - Have a better understanding of the entirety of what success looks like for us and communicate
- ii. Regional Org Structure
- Strengths:
 - Adding the career focus with Director of Career Services
 - Adjusting the organizational structure to align with the goals
 - Considerations:
 - Potential miss with making too much change in a short amount of time, trying to minimize confusion etc.
 - Reach out to other levels of administrative staff to seek out input and thoughts on the adjustments made to the org structure.
- iii. Assessments
- Strengths:
 - Use the assessment strategy to catch students up from learning loss/gap caused by the pandemic- must find a way to fix it.
 - Considerations:
 - Lack of integration with the MAP assessment was a missed opportunity
 - Think about the move to Star as prototyping. We don't know what the results will be as we are using Star- ensure we are using it up to par- don't be shy about adjusting plan if needed
 - Making people comfortable early on- starting the conversation early on

- Ensure everyone understands the richness of the data that Star will provide
- iv. Extended Programs and Career Partnerships
 - Strengths:
 - Career readiness program that is ready to start- adds significantly to the high school and the ultimate success of our scholar's chosen path
 - Wide variety of options that we are giving to our scholars
 - Encouraging to hear the reaction of KIPP U opportunity- highlights the fact that our staff has a longing and commitment to our scholars doing well
 - Considerations:
 - Evaluating our programs, before or after they start- planning our evaluation before we are deep in so we can identify the impact
 - As the groups what kind of evaluation they are doing to be sure that they are being successful to help us figure out what they are measuring and what constitutes success for them
 - Get parents involved in the Saturday opportunities and KIPP U- learning and helping

The meeting was adjourned at 11:01 a.m. - Minutes taken by Lakesha Ramdhanie, Chief Schools Officer



KIPP Metro Atlanta School Performance Committee Meeting

November 2, 2022
9:00 a.m. – 11:00 a.m.

Zoom Link:

<https://kippmetroatlanta.org.zoom.us/j/94156012120>

Dial-In: 646 931 3860 US
Meeting ID: Meeting ID: 941 5601 2120

Time	Agenda Item
9:00 - 9:10	Welcome + Connections
9:10 - 9:30	KIPP Atlanta Collegiate Metrics for Success Review
9:30 - 9:50	Board Committee Reflections + Discussion
9:50 - 10:50	The Make-or-Break Year
10:50 - 11:00	Next Steps & Close Out

**KIPP Metro Atlanta Schools School Performance
Committee Minutes**

Wednesday, November 2, 2022

9:00 a.m.-11:00 a.m.

Due to Covid-19, this meeting was held virtually

Committee Members in Attendance: Gayle Burnett, Sidney Childress, Rick Deane, James Bostic, Deborah Sudbury, David Jernigan, Salim Bhatia, Lakeesha Ramdhanie, Matthew Leftwich

Committee Members Absent: None

Board Members Present: Gayle Burnett, Sidney Childress, Rick Deane, James Bostic, Deborah Sudbury, David Jernigan, Salim Bhatia

Regional Staff Members Present: Lakeesha Ramdhanie, Matthew Leftwich

Guests Present: N/A

The Meeting was called to order at 9:01 a.m.

I. Welcome & Connections (Gayle)

- A. Gayle welcomed the School Performance Committee.
- B. Each committee member shared what's top of mind for them as they think about KIPP Metro Atlanta's academics.
- C. Gayle welcomed reviewed the agenda with the committee.

II. KIPP Atlanta Collegiate Metrics for Success Review (Matthew)

- A. Matthew shared the SY23 KAC School-wide Goals with the committee.
- B. Committee members asked clarifying questions about the school-wide goals, including the meaning and scale of Current GPA and how excused absences and tardies are factored into a scholar's CCRPI attendance rate.
- C. Matthew shared current progress toward each of the SY23 KAC Goals in addition to research and past data that informed the crafting of the goals.
 - 1. As of October 27th, 63% of KAC scholars have an attendance rate of greater than 90%
 - 2. 9th grade academic performance is the best predictor of whether or not a student will persist and graduate from high school.
 - 3. The Current Average GPA for Quarter 1 at KAC this year was an 84%, and 84% of scholars were On Track this quarter. There was a double digit increase – ranging from 11% to 16% – at each grade level from last year to this year for % of scholars on track in Quarter 1.
 - 4. University of Chicago Consortium researchers determined that scholars' high school GPAs are a stronger predictor of college graduation than their ACT scores by a factor of five.
 - 5. 71% of the 2023 Cohort at KAC is currently on track to graduate within four years, and 94% of scholars in the cohort can still graduate by the end of the summer if they take advantage of all credit recovery opportunities.
 - 6. The number of teachers at KAC with a failure rate of less than 15% in Q1 increased from 37 to 60 between SY22 and SY23, while the number of teachers with a failure rate greater than 25% decreased from 9 to 2 over

the same time span.

7. Star is the prioritized assessment at KAC.
8. 91% of scholars at KAC completed Star during the Fall Administration compared to a 78% average completion rate across last school year. Progress toward significant growth goals will first be measured at the Winter Administration (December 1st-2nd).
9. KAC's goal of 100% of juniors earning an ACT score during SY23 is informed by 34 members of the 2023 Cohort not yet having an official ACT score.
10. Every KAC 11th grader will participate in Applerouth ACT Prep during Seminar leading up to an ACT administration – December 10th or March 28th.
11. As of October 31st, KAC Classrooms have an average of 3.02 across all rows of the school's Culture of Learning instructional rubric.

III. Board Committee Reflections & Discussion (Gayle)

- A. Committee members expressed concerns about the goals, including ensuring that there are safeguards in place to prevent grade inflation, that there are also long-term goals to which the goals for this year are aligned, that worthwhile goals currently missing are added, and that there is clarity around input vs. output metrics.
- B. Committee members asked about the differences between the percent of scholars on-track and the projected graduation rate and named a desire to ensure that credit recovery happens at the first available opportunity and is a rigorous learning experience.
- C. KAC Counselors are currently scheduling meetings with families of scholars who failed classes during Q1 to implement interventions and create a plan for scholars to recover credits.
- D. KAC is launching the UPchieve tutoring program this Friday so that scholars can receive individualized support in their courses via an online platform at any time of day.
- E. It is important to set goals for % of scholars on track within a quarter and to monitor progress toward that goal. The KAC Leadership Team used Q1 On Track this Quarter Data to set goals at each grade level for Q2 and will be monitoring progress toward these goals.
- F. Committee members shared praise for the strong systems KAC has in place to track and share data and expressed gratitude for the opportunity to analyze the data.
- G. The committee plans to review all interventions being implemented to support scholars toward being on track toward graduation at a future meeting.

IV. *The Make-or-Break Year* (Lakeesha)

- A. Lakeesha provided committee members with an excerpt from *The Make-or-Break Year* to read and prompted them to highlight excerpts that affirmed connections, sparked realizations, or brought up a question.
- B. Lakeesha invited committee members to share the following reflections in response to the reading.
 1. We need to ensure scholars in middle school understand the expectations of high school (e.g. coursework, grading, credits, etc.) as they prepare for the transition.
 2. It is important for scholars to feel like a part of a community, a sense of belonging, and attachment.
 3. How do we tailor and personalize the high school experience for each scholar based on their individual context and needs?
 4. A scholar's confidence is often shaken during the transition from middle school to high school – what interventions can we implement to support a strong

transition?

5. Having a mentor (scholar and/or teacher) and intentionality around helping each scholar develop a sense of belonging to a group within the community improves the likelihood of a successful transition to a new school
6. How much research have we looked at related to scholars being with the same group of peers from K-8 and then becoming part of a larger group of scholars – many unfamiliar – at KAC and ensuring they still feel a sense of safety?
7. Kids are starting to realize in high school that they have dreams and what they want to accomplish; they don't yet know how to get there but do notice that doors are being closed on them.
8. One subgroup that is especially important to ensure has a strong transition to high school and feels a part of the new school community is scholars with IEPs.

V. Next Steps (Lakeesha)

- A. Lakeesha thanked the School Performance Committee for its dedication and reminded the committee of upcoming meetings.
- B. In January, the committee will discuss implementing a summer program for primary, middle, and high school including those scholars matriculating to Kindergarten.
- C. In March, the committee is hoping to do a deeper dive related to interventions for Professional Development of teachers.

The meeting was adjourned at 11:01 a.m – Minutes taken by Matthew Leftwich, Achievement Director of High School



KIPP Metro Atlanta School Performance Committee Meeting

January 18, 2023
9:00 a.m. – 11:00 a.m.

Zoom Link: <https://kippmetroatlanta-org.zoom.us/j/92172628349>

Dial-In: +1 646 931 3860 US
Meeting ID: 921 7262 8349

Time	Agenda Item
9:00 - 9:10	Welcome + Consent + Connections
9:10 - 9:30	HS Data Analysis + Review
9:30 - 9:50	Board Discussion
9:50 - 10:50	Essential Topic- KIPP Metro Atlanta Summer School
10:50 - 11:00	Next Steps & Close Out

KIPP Metro Atlanta Schools School Performance Committee Minutes

Wednesday, January 18, 2023

9:00 a.m.-11:00 a.m.

Due to Covid-19, this meeting was held virtually

Committee Members in Attendance: Salim Bhatia, James Bostic, Gayle Burnett, Sidney Childress, Rick Deane, David Jernigan, Matthew Leftwich, Lakeesha Ramdhanie, Deborah Sudbury

Committee Members Absent: None

Board Members Present: Salim Bhatia, James Bostic, Gayle Burnett, Sidney Childress, Rick Deane, David Jernigan, Deborah Sudbury

Regional Staff Members Present: Lakeesha Ramdhanie, Matthew Leftwich

Guests Present: N/A

The Meeting was called to order at 9:00 a.m.

I. Welcome, Consent, and Connections (Gayle)

- A. Gayle welcomed the School Performance Committee.
- B. Each committee member shared a special moment from the holiday/winter break.
- C. Gayle reviewed the agenda with the committee.

II. High School Data Analysis and Review (Matthew)

- A. Matthew shared the SY23 KAC School-wide Goals with the committee.
- B. Matthew shared progress toward SY23 KAC School-wide Goals – specifically Attendance, GPA, On Track this Quarter, and Star – as of the end of Quarter 2 with the committee.
- C. Committee members asked questions about factors contributing to meeting or making progress toward goals as well as barriers preventing us from meeting goals, especially the goal focused on chronic absenteeism.

III. Board Committee Reflections & Discussion (Gayle)

- A. Committee members requested information on the most common reasons that KAC scholars are chronically absent from school.
- B. Salim asked if we know what strategies are having a positive impact on improving the attendance of chronically absent scholars and suggested that it can be demotivating and frustrating for teachers if they are being required to implement ineffective strategies.
- C. Committee members requested comparative data for other APS high schools on the percent of scholars currently meeting the CCRPI attendance benchmark, and Matthew referenced APS Graphs in the moment to share that data point with committee members.
- D. Sidney asked about the extent to which transportation is a barrier for KAC scholars and what typically happens with a scholar's attendance if they wake up late on a school day.
- E. David inquired about what specific strategies have led to the decrease in failure rates by teacher.
- F. Gayle sought clarity on what KIPP Metro Atlanta considers "significant growth" when discussing scholar growth on the Star Reading and Math Assessments.

IV. Essential Topic: KIPP Metro Atlanta Summer School (Lakeesha)

- A. Committee Members read the following two articles and discussed the implications of learnings from the articles on the design of summer school programming:
 - 1. [“Effective Summer Programming,” American Educator](#) (Spring 2018)
 - 2. [“Slim Evidence for Summer School,” The Hechinger Report](#) (March 29, 2021)
- B. David mentioned that there is an opportunity to partner with organizations already in the summer school space to complement enrichment activities with targeted academic intervention.
- C. Multiple committee members pointed out that parents still have similar job schedules as they do during the school year and that partnering with other organizations better positions us to offer a full-day and/or extended-day program, which would likely be more appealing to many families.
- D. Sidney proposed the idea of leveraging high performing KAC scholars and college students as tutors and leaders of SEL programming during the summer.
 - 1. David shared that this approach mirrors the Breakthrough model.
 - 2. Lakeesha pointed out that there is an opportunity to leverage KIPP alumni and current Spelman and Morehouse students.
- E. Lakeesha shared a draft of initial high-level summer school planning and committee members offered feedback.
 - 1. Gayle named one barrier of limiting participants to a target group is if parents have other scholars that are not in the transition grades.
 - 2. Deborah pointed out that some summer programs prioritize retaining scholars year-over-year and would not be potential partners if we only target transition grades for our own summer offering.
 - 3. Deborah shared that some summer programs have found that it works best to also support scholars during the school year in addition to the summer.
 - 4. David said it’s worth taking a step back and identifying what ultimately we are trying to accomplish with summer school (e.g. APS recognized that their philosophy is that every scholar engage in meaningful summer programming regardless of who offers it).
 - 5. Jim asked how we are planning to frame the summer school programming to families (e.g. will the purpose to be address the national problem of learning loss?).
 - 6. Gayle suggested that we should take the lead from families on what is important to them in a summer program offering and center our marketing to families around what we learn.
 - 7. Sidney asked what the rationale was for the length of summer school being a minimum of 4 weeks.
 - 8. Lakeesha named that this will be year one for our reimagined summer school and that it would be advantageous to start small and get it right before growing the scale.
 - 9. Sidney asked if our summer school programming will have a cost for families and how that compares to other summer program options – KIPP Metro Atlanta’s summer program will be free to families.

V. Next Steps and Close Out (Lakeesha)

- A. We will perform empathy interviews with scholars and families to find out what they want and are looking for in summer programming.
- B. Lakeesha shared the upcoming School Performance Committee meeting dates:
 - 1. March 29, 2023 (9-11 AM)
 - 2. May 10, 2023 (9-11 AM)



KIPP Metro Atlanta School Performance Committee Meeting

March 29, 2023
9:00 a.m. – 11:00 a.m.

Zoom Link: <https://kippmetroatlanta-org.zoom.us/j/97662630204>

Dial-In: +1 646 931 3860 US
Meeting ID: 976 6263 0204

Time	Agenda Item
9:00 - 9:10	Welcome + Consent + Connections
9:10 - 9:30	High School Data Analysis + Review
9:30 - 9:50	Board Discussion
9:50 - 10:50	Essential Topic- KIPP Metro Atlanta Summer School
10:50 - 11:00	Next Steps & Close Out

KIPP Metro Atlanta Schools

Pursuant to Georgia law 20-2-167.1, KIPP Metro Atlanta Collaborative will hold a public meeting to provide an opportunity for public input on its proposed annual operating budget on Wednesday, May 25, 2022, at 9:10 AM. A second public meeting will be held on Wednesday, June 1, 2022, at 8:30AM. Meetings will take place virtually.

Wednesday, May 25, at 6:00 p.m.

<https://kippmetroatlanta-org.zoom.us/j/97971934880>

Wednesday, June 1, 2022 at 8:30 a.m.

<https://kippmetroatlanta-org.zoom.us/j/94009289743?from=addon>

KIPP Metro Atlanta Schools

Public Budget Meeting

May 25, 2022



Welcome

Agenda

Welcome

Who we are

How we budget

Budget Details

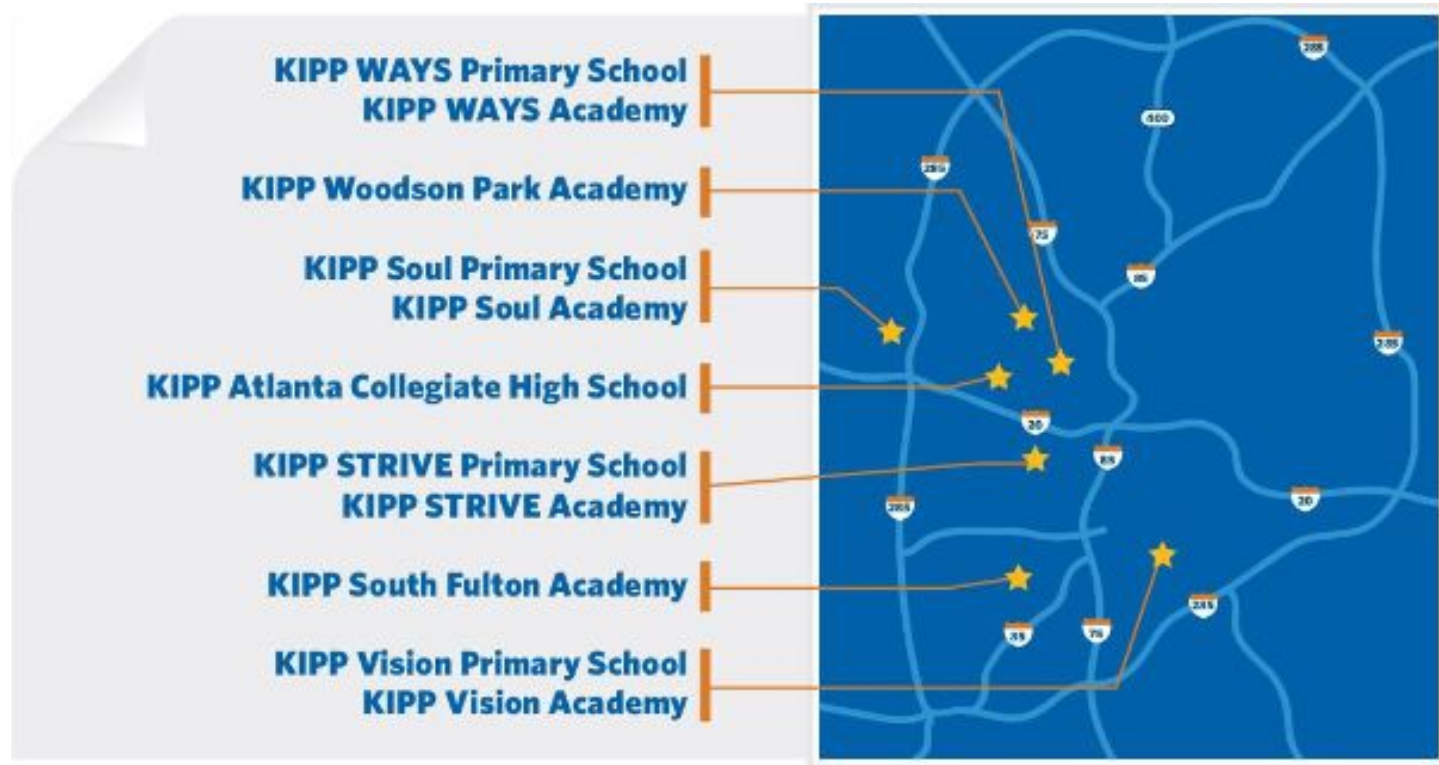
Q&A

KIPP Metro Atlanta Schools

KIPP Metro Atlanta Schools is a local non-profit network of 11 college-preparatory public schools educating 5,200 elementary, middle, and high school students.

At KIPP, we believe that every child should grow up free to create the future they want for themselves and their communities.

11 schools educating 5,200 K-12 students



Our success is driven by



**Commitment to
Educational Equity**



**High
Expectations**



**Joyful and Safe
Environments**



**Highly Skilled and Effective
Teachers & Leaders**



KIPP:Forward

KIPP Metro Atlanta Schools' Alumni

900+
college-aged
alumni

278
partnerships with
colleges and universities



Alexas Durr

- KIPP Atlanta Collegiate Class of 2015
- KIPP Atlanta Collegiate College Counselor



Cameron & Caleb Franklin

- KIPP Atlanta Collegiate Class of 2016
- Cameron is the KIPP Atlanta Collegiate Band Teacher
- Caleb is in graduate school at Johns Hopkins studying special education

A photograph of children sitting around a table, working on a large sheet of paper. The paper has various math problems written on it, including 9×6 and 9×5 . One child is holding a green marker, and another is holding a red marker. The background is a solid blue color.

How we budget

2025 Objective and Priorities



Our families love us and all of our KIPPsters thrive academically.



Learning Experience

Our schools offer a *consistent*, joyful, academically excellent, identity affirming experience from campus to campus.



Alumni Success

Upon high school graduation, alumni are equipped to pursue their *passion* and are *supported* on their *chosen* path to economic independence.



Equity

KIPP Metro Atlanta is *eliminating systems of oppression* and lifting up voices within our school community.



Family Partnerships

KIPP Metro Atlanta families are *engaged with their schools* and impacting change for our community.



Growth

KIPP Metro Atlanta Schools is *built to last* - getting stronger as we get bigger.

Investments by Priority



Learning Experience

Expansion of
residency program

Tutoring partnerships

Common curricula
supports: \$1.1MM



Alumni Success

HS and Alumni Data
analyst

Expansion of Career
Services team

Re-enrollment and
transfer Specialist



Equity

Partnership with 228
Accelerator and
equity contractors



Family Partnerships

Investment in Family
Communications
Champions



Growth

Consulting
partnership to
re-imagine
enrollment, staffing,
and compensation

Priorities

A photograph of a young Black male student walking towards the camera in a school hallway. He is wearing a blue zip-up hoodie over a yellow shirt, yellow pants, and glasses. He has a backpack and is smiling. The hallway is lined with rows of metal lockers on both sides. The floor has yellow and black striped safety markings. The ceiling has fluorescent lights. In the background, a doorway leads to another area with greenery visible outside. The image is framed by a blue vertical bar on the left and an orange horizontal bar at the bottom, which contains the text.

FY23 Budget Details

High level assumptions in the FY23 Budget

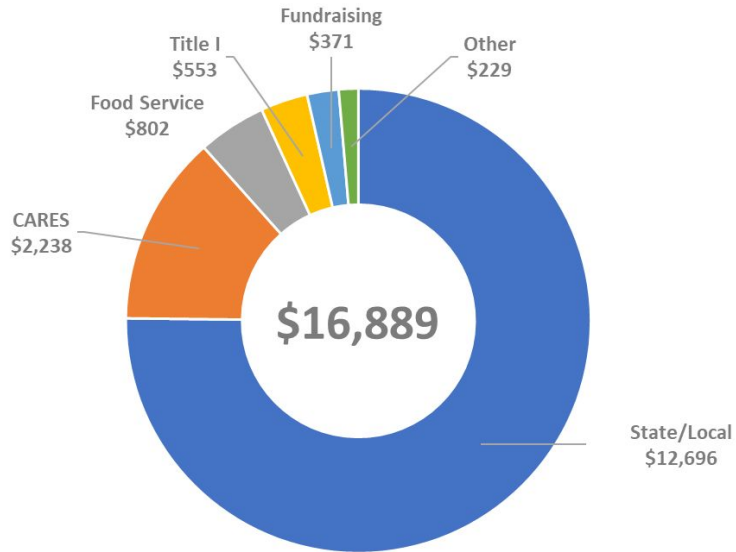
	FY22F	FY23B
Revenue Per Pupil YOY Change	8.9%	8.0%
Fundraising (\$)	3.5MM	3.5MM
Fundraising (% of Revenue)	3.6%	3.4%
Paid Student FTEs	5,198	5,638
Staff	772	831
Schools	11	11
Benefits YOY Change	10%	11%
TRS (% of Salaries)	19.81%	19.98%

Growth in our FY23 Revenue is attributable to an increase in our students and in revenue formula inputs

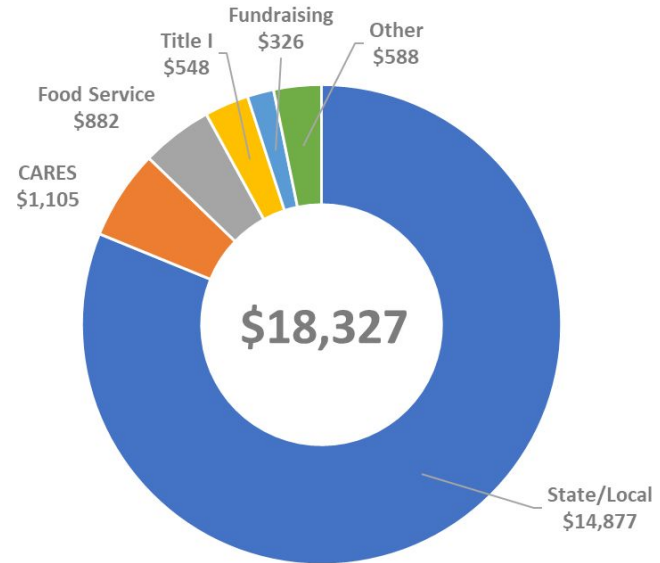
	FY22F	FY23B	Change
Paid Students	5,198	5,638	8%
Per Pupil \$	13,713	14,806	8%
Total	71,275,037	83,477,238	17%

Our Per-Pupil Revenue

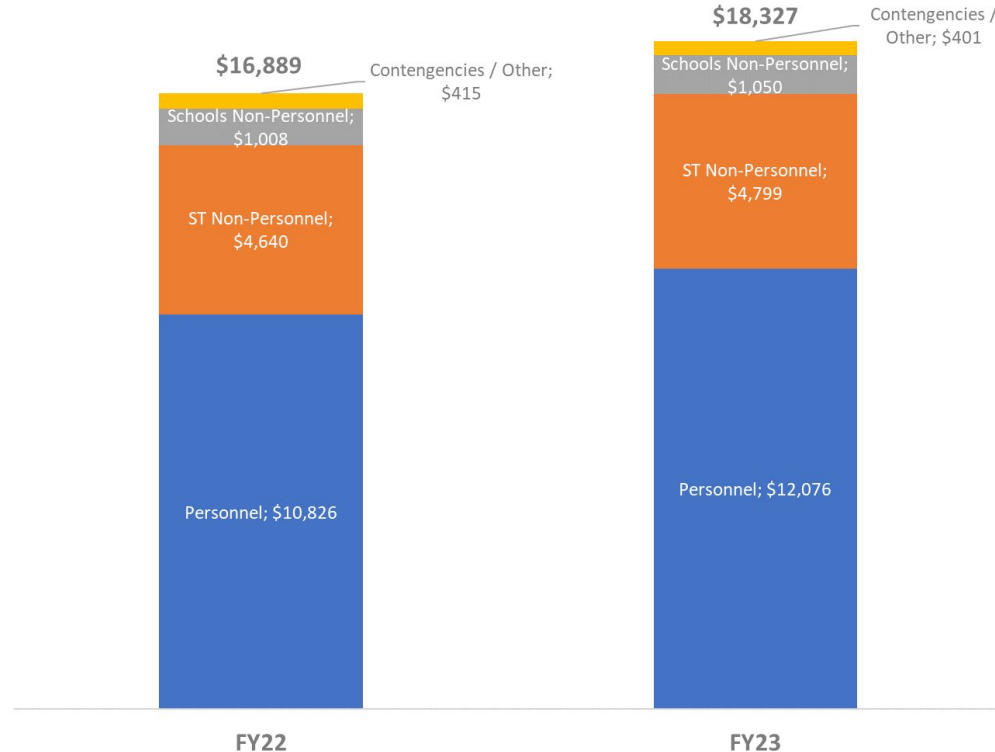
FY22



FY23



Our Per-Pupil Expenses



FY23B - Revenue

	FY22 Budget	FY22 Forecast	FY23 Proposed Budget	FY23B v FY22F % Chg
Operating Revenue				
Federal Entitlement - Meals	4,150,451	4,981,172	4,622,310	-7%
Per Pupil Allocations	68,494,515	72,457,036	83,477,238	15%
Other State and Federal Grants	16,738,178	15,118,175	10,494,946	-31%
Donations - Development Goal	2,500,000	2,656,216	3,330,627	25%
Donations - Above and Beyond	386,500	1,271,686	651,264	-49%
Endowment Drawdown	99,692	109,692	0	-100%
School Fundraiser	5,227	63,495	37,000	-42%
Food Service Fees	89,527	89,527	81,700	-9%
Student Fees	122,156	269,994	326,251	21%
Uniform Fees	15,840	15,243	15,000	-2%
In Kind Revenue	0	749,368	245,332	-67%
Other Revenue	12,000	60,828	4,088	-93%
Total Operating Revenue	92,614,086	97,842,432	103,285,756	6%

FY23B - Expenses

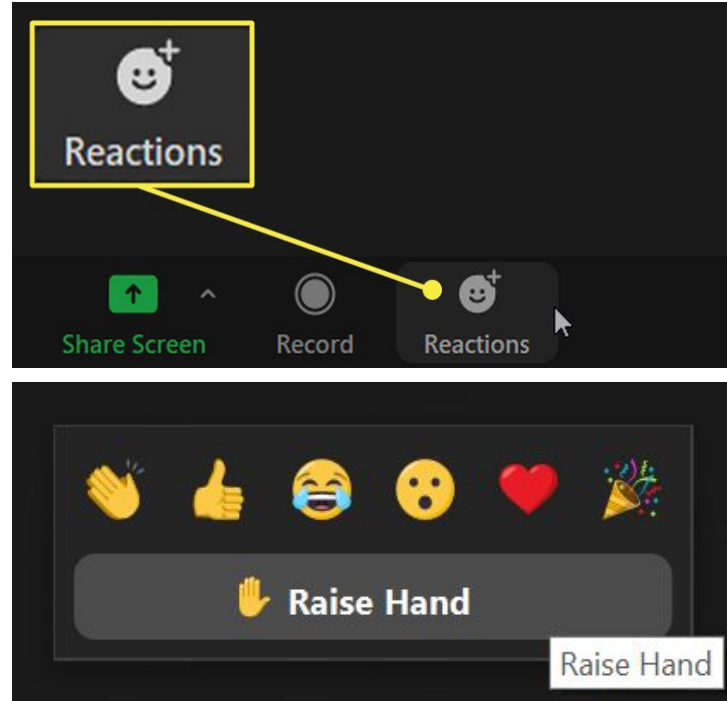
	FY22 Budget	FY22 Forecast	FY23 Proposed Budget	FY23B v FY22F % Chg
Personnel Expense				
Salaries	44,275,922	41,908,362	51,599,726	23%
Benefits	5,547,810	5,230,558	6,601,148	26%
Teachers Retirement	8,486,304	8,063,041	10,114,186	25%
Payroll Taxes	717,020	984,918	791,254	-20%
Contractors	1,856,661	1,393,048	1,691,077	21%
Substitutes	794,030	1,640,609	806,200	-51%
Staff Incentives	259,616	288,616	341,009	18%
Stipends	1,691,740	4,744,336	2,201,189	-54%
Staff Development	1,627,259	1,829,891	1,726,244	-6%
Recruiting	209,000	162,750	191,160	17%
Total Personnel Expense	65,465,362	66,246,129	76,063,193	15%
Facilities and Transportation Expense				
Facilities Expense	7,419,526	7,624,888	7,549,411	-1%
Total Facilities Expense	7,419,526	7,624,888	7,549,411	-1%
Transportation	1,761,347	1,718,750	2,230,775	30%
Transportation Expense	1,761,347	1,718,750	2,230,775	30%

FY23B - Expenses

	FY22 Budget	FY22 Forecast	FY23 Proposed Budget	FY23B v FY22F % Chg
Other Operating Expense				
Assessments	258,791	276,584	474,870	72%
Athletic Program	312,861	386,828	646,020	67%
Instructional Technology	1,712,884	1,581,792	1,638,840	4%
Food Service	2,871,271	2,858,150	2,988,104	5%
Instructional Supplies and Equipment	2,805,211	2,695,441	1,761,053	-35%
Field Lessons	152,554	130,854	397,000	203%
Special Education	211,975	313,864	260,100	-17%
Student Support Services	7,000	7,207	9,000	25%
Uniforms	258,715	299,215	305,830	2%
Events	442,888	603,674	722,464	20%
Miscellaneous Student Expense	816,814	773,540	275,500	-64%
General Expenses	3,046,190	4,200,286	3,838,729	-9%
Administrative	3,722,205	3,738,742	2,983,375	-20%
Total Other Operating Expense	16,619,359	17,866,177	16,300,885	-9%
Total Operating Expense	91,265,594	93,455,944	102,144,264	9%
Contingency - Enrollment	807,202	0	1,500,000	n/a
Contingency - Special Education	1,000,000	0	472,340	n/a
Operating Surplus / (Deficit)	(458,710)	4,386,488	(830,848)	-119%
Use of Fund Balance	1,000,000	0	830,848	n/a
CARES Roll Forward	(541,290)	0	0	n/a
Adjusted Surplus / Deficit	0	4,386,488	0	-100%

Q&A

Please raise your hand to ask a question



KIPP Metro Atlanta Schools

Thank You!



KIPP Metro Atlanta Schools

Pursuant to Georgia law 20-2-167.1, KIPP Metro Atlanta Collaborative will hold a public meeting to provide an opportunity for public input on its proposed annual operating budget on Wednesday, May 25, 2022, at 9:10 AM. A second public meeting will be held on Wednesday, June 1, 2022, at 8:30AM. Meetings will take place virtually.

Wednesday, May 25, at 6:00 p.m.

<https://kippmetroatlanta-org.zoom.us/j/97971934880>

Wednesday, June 1, 2022 at 8:30 a.m.

<https://kippmetroatlanta-org.zoom.us/j/94009289743?from=addon>

KIPP Metro Atlanta Schools

Pursuant to Georgia law 20-2-167.1, KIPP Metro Atlanta Collaborative will hold a public meeting to provide an opportunity for public input on its proposed annual operating budget on Wednesday, May 31, 2023, at 8:30AM. A second public meeting will be held on Wednesday, June 7, 2023, at 3:00PM. Meetings will take place virtually, please go to www.kippmetroatlanta.org to access the link for the meeting.

Here is the zoom link for May 31, 2023

Join Zoom Meeting

<https://kippmetroatlanta-org.zoom.us/j/99361808336?from=addon>

Meeting ID: 993 6180 8336

One tap mobile

[+16468769923](tel:+16468769923),,[99361808336](tel:+199361808336)# US (New York)

[+16469313860](tel:+16469313860),,[99361808336](tel:+199361808336)# US

Dial by your location

[+1 646 876 9923](tel:+16468769923) US (New York)