

KIPP Metro Atlanta Schools

KIPP Metro Atlanta Schools Board Meeting Minutes

May 15, 2024

9:00am-3:00pm

Jones Day Law Firm

1221 Peachtree Rd NE Suite 400, Atlanta, GA 30361

Board Members Present: Dawn Griffin, David Jernigan, Deb Sudbury, Frank Glover, Hector Calzada (virtual), JaKathryn Ross, Jamina Cole-King, Linda King, Omar Dione, Rick Deane, Salim Bhatia, Stacey Mohr, and Zane Major

Honorary Board Members Present: Dennis Love, Jim Bostic, Joe Arnold, Kathe Brown, Sidney Childress

Staff Members Present: Amanda Oudi, Authur Washington, Brian Franklin, Chelsea Bradshaw, Ben Cabeza, Gabriel Bracy, Hannah Page, Irving Williams, III, Joseph Grainger, Justin Anderson, Kaylin Lattimore, Kyla Byas-Smith, Lakeesha Ramdhanie, Lawrence Harris, Mini'imah Shaheed, Nikki Goodson, Ra'Chel Ford, Terra Walker, and Wanda Smith

Guests: Barbara Crum (Perkins & Will), Christian Fraser (Perkins & Will), David Branch, and Gregg Stevens (GCSA)

The meeting was called to order at 9:08am.

1. Welcome & Agenda Review (Rick Deane)

- a. Rick Deane welcomed the Board and recognized guest Gregg Stevens, Interim Vice President of School Success, with Georgia Charter Schools Association. A quorum was established.

2. Mission Moment (Mini'imah Shaheed)

- a. Mini'imah Shaheed, CEO, welcomed Hannah Page, Managing Director of Data + Analytics, Dr. Jamaul Thomas, new Deputy Chief Schools Officer and Joseph Grainger, new Senior Head of Academics. Hannah joins KIPP Metro Atlanta Schools with 19 years of experience in education while working for the Governor's Office of Student Achievement, Atlanta Public Schools and Drew Charter School. Jamaul joins KIPP Metro Atlanta Schools with 16 years of experience in education while working for the IDEA Public Schools, noting in 2016, he was the youngest school principal in the State of Florida. Joseph Grainger.

3. Board Chair Updates & Consent (Rick Deane)

- a. Rick highlighted review of the spend down plan conducted by the Executive Committee. Additionally, gratitude was extended to Craig Jones, Deb Sedbury, Frank Glover, Hector Calzada, Jim Bostic, Salim Bhatia and Tom Avery for attending and participating in the review meeting. Board Chair Rick Deane informed the board of the recommendation of the \$400,000 interest earned on the grant to go into the

endowment.

- b. A motion was made by Jim Bostic and seconded by Stacey Mohr to approve the March 20, 2024, meeting minutes. The motion passed unanimously.

4. CEO Updates | State of the Schools (Mini'imah Shaheed)

- a. *Gratitude*: Mini'imah shared gratitude with the Board for the following:
 - Extreme gratitude was extended to all the Night of Impact host for their commitment and partnership in bringing Atlanta together to learn about KIPP Metro Atlanta Schools and the powerful impact that a high-quality education can have on scholars and our city.
 - Thank you to Jamina Cole-King, Kathe Brown and Omar Dione for attending KIPP's annual Are you Smarter than a KIPPster event held on April 11. It was an amazing time, and we had such a great turnout. It was a very competitive contest, but the little KIPPsters were able to pull through, coming out victorious in the end. We extend our gratitude to everyone who participated and contributed to making this event a resounding success.
 - Joe Arnold for connecting KIPP: Forward Career Services with the Marcus Foundation where KIPP garnered a 3-year grant (currently in the last cycle) which was one of the largest grants received by KIPP Metro Atlanta Schools.
 - Salim Bhatia for his involvement with the MacKenzie Scott planning and was present for KIPP's presentation of root cause analysis to which he provided guidance.
- b. *Dashboard | State of the Schools*
 - Mini'imah shared updates on enrollment which is currently trending at 144% year-over-year applications for 2024-25 school year.
 - Summer Learning Program offered at KIPP South Fulton Academy and KIPP Woodson Park Academy serving up to 950 scholars, rising kindergarten through 12th grade. Daily meals and transportation will be offered to scholars.
 - Mini'imah provided updates related to matriculation, development, talent, and charter renewal status. Development insights placed a focus on stewardship of current and new donors, as well as re-engaging lapsed donors. KIPP Metro Atlanta Schools has exceeded its fundraising goal of \$3,500,00 by \$272,709. As an integral part of the talent and finance department, the new Managing Director of Talent, Wanda Smith, and Controller, Jennifer Lundy, were announced to the board. Talent insights revealed that KIPP Metro Atlanta Schools is returning to pre-COVID teacher retention percentages, as the current school-based staff retention rate is trending towards 75%. As a next step following the unanimous vote by both Atlanta Public Schools and the Georgia Department of Education's approval of the charter renewal for KIPP Metro Atlanta Schools, KIPP will be responsible for the review and signing of the district lease agreements, charter contracts and appendices. The rezoning of KIPP Woodson Park Academy has advanced forward with the Atlanta Board of Education during the board's first read at the May 6 APS Board Meeting. Scenario 2, which has the fewest number of impacted scholars, was presented to the APS board accompanied by a letter of support from KIPP Metro Atlanta Schools Board Chair, Rick Deane.
 - Chronic absenteeism insights prove that regionwide incentives are having a

positive impact with the “Keep Running to KIPP ATL” attendance campaign where scholars, staff and families received incentives from Chic-fil-a breakfast, massages, to 50” televisions. Early positive results with the launched of EverDriven for the 2nd semester mini pilot.

- Milestones Projections | According to our analysis of the Spring 2024 MAP data, our projected performance on the Georgia Milestones assessment aligns closely with our 2023 results. This projection is based on an aggregated summary of all End of Grade assessments from grades 3 to 8. We are seeing similar trends with ELA data looking more favorable than math. However, the year-over-year growth in grades 5, 8, and American Lit are not projecting an increase in Milestones data for the 2024SY.
- High School Graduation Rate | Of the 175 members of the 2024 Cohort, 2 graduated last school year and 163 more graduating May 21, 2024 This translates to a 94.3% graduation rate for the 2024 Cohort - the highest in the history of KAC and achieving our 2025 Strategic Plan Goal of a 94% graduation rate one year ahead of schedule and
- KIPP Forward | End of year updates referencing confirmed KIPP Network 2023 enrollment ranks KIPP Metro Atlanta Schools as having the 3rd highest number of high school graduates that enrolled in a 4-year degree program.

c. *KIPP Happenings*

- Mini'imah highlighted the KIPP South Fulton Academy scholars' participation in safely observing the solar eclipse. KIPP Vision Primary School held their first ever Mathletes competition where scholars showcased their highly advanced math skills. Joined by scholars, families, community members and new board members, Dream Keepers Council
- The winners of our inaugural Teacher of the Year and Big KIPPster of the Year awards were announced. These awards recognize the exceptional dedication, creativity, and passion that these individuals bring to our school community, and they shine a light on the extraordinary impact that one team member's efforts can have on the lives of many. The Teacher of the Year Award honors our dynamic, impactful educators who consistently surpass our high standards of teaching excellence. The Big KIPPster of the Year Award recognizes our non-instructional team members who have significantly contributed to our scholars, families and team. It's a celebration of the exceptional efforts of our team in advancing our mission to create joyful, academically excellent schools.
- KIPP Metro Atlanta Schools has been recognized by the Atlanta Journal-Constitution as a Top Workplaces winner of 2024.

5. Fund Balance

a. *Timeline, Philosophy and Consideration*

- The timeline for the MacKenzie Scott Fund began in October 2022 with the gift offering. From March 2023 through April of 2024, we conducted input sessions and planning. An external led root cause analysis was conducted in March 2024 followed by the finance committee recommendation review in April 2024. After the full board recommendation, we will begin implementation in July of 2024.
- Our philosophy is all voices, dreaming big, having a near and long-term impact,

following proven strategies filled with innovative pilots that are both sustainable and scalable.

- Considerations that we carry include underwriting financial sustainability, one-time boost to priorities, strengthening foundational elements, physical facilities and equipment, and revenue generation/maximization.

b. *Strong Start Literacy Pilot*

- There is extensive research that supports the notion that smaller ratios have a positive impact on academic outcomes. As we work to maintain an operating budget that relies on increased enrollment, we have to consider how to creatively decrease the scholar to teacher ratio to better meet scholar's individual needs. The Strong Start Literacy pilot will decrease the scholar to teacher ratio by adding 5 additional teachers dedicated to literacy instruction at each primary school. The 2-year investment into this pilot is \$4,350,000.

c. *Strong Finish ACT Pilot*

- There is extensive research that supports the notion that providing scholars with high caliber ACT test prep in a small group setting yields improved ACT scores overtime. The Princeton Review has 30 years of experience supporting scholars in improving test scores by at least 5 points. The Strong Finish ACT pilot program will provide in-person small group, high caliber ACT instruction to juniors and seniors after school/weekends with a financial incentive for scholar participation. The 2-year investment for this pilot is \$660,000.

d. *Attendance Transportation Strategy*

- We have seen an improvement in our chronically absent scholar rates for the last two years and although our performance continues to be above our local districts and the KIPP Foundation, there is an opportunity to further improve performance by addressing the need to supplement transportation. An investment of \$1,500,000 will allow us to offer innovative, dynamic and nuanced transportation options to families who are at risk for or who have been previously designated "chronically absent."

e. *Right Sizing KIPP Atlanta Collegiate Staff*

- As our enrollment strategy has successfully increased KAC's matriculation from 8th to 9th grade and reduced attrition between 10th - 12th grade, we are required to offer more courses due to the complexity of course offerings based on high school graduation requirements. Because of such, KAC requires 9 additional teachers to offer the required courses to scholars. This would be an investment of approximately \$915,000 during the initial year.

f. *Academic Data Specialists*

- While the regional data team has long desired to build data literacy skills across our school teams, capacity has been a challenge. Our schools are often data rich and insights poor given this lack of skillset; yet, we know this is how we move the needle on academic outcomes. An investment of \$1,050,000 will allow the hiring of 3 data specialists for a 3-year initiative to increase data literacy and responsiveness to drive academic outcomes.

g. *Impact Evaluation Studies*

- Impact studies strengthen accountability and transparency, which allow us to collect the needed data to make evidence-based decisions, scale, and

ultimately will provide us with a platform to engage with our communities to elicit feedback. With an investment of \$350,000, we hope to engage a researcher firm for pilot programs to ensure a comprehensive evaluation and analysis for credibility and continuous improvement.

h. *Academic Strategy Momentum*

- As we continue to iterate on our operating model to ensure we have the just right team moving forward, we are thinking about how we can sustain the momentum with our current academic strategy around learning recovery. There are also key roles needed to be adopted now, prior to fully implementing the new operating model (aka Frankenhause) in the 2025-26 school year. The investment is estimated to be \$5,488,000 for 1 year.
- i. A motion was made by Jamina Cole-King to approve the fund balance. The motion was seconded by Zane Major. The motion passed unanimously.

6. 21st Century Facilities

- Barbara Crum and Chrisitan Fraser of Perkins & Will presented a vision for KIPP 21st century facilities layered with innovative insights on how school facilities can began leveraging design to set students up for success. Both showcased a visually appealing architectural design of enhancement renovations of KIPP Atlanta Collegiate that would help to further inspire learning amongst scholars, staff and the community.

7. Brand Value Proposition

- a. After over 20 years of service in education within the City of Atlanta, KIPP Metro Atlanta Schools is undertaking the examination of its brand, inclusive of the KIPP logo, organization name, colors and brand story. Through an intent thought partnership with internal and external stakeholders by way of surveys, focus groups, and individual and group interviews, KIPP has a better understanding of what comes to mind when one thinks of KIPP Metro Atlanta Schools. Five core areas that arose were love, education, community, Atlanta and the future. With love being the foundation, education our core business, community being who we are in service to, along with having a strong connection of being planted in Atlanta's rich culture, we've set with an intentional focus on 21st century skills and ensuring our scholars have the skills and knowledge to thrive in the world they will enter.
- b. In exploration of naming conventions, KIPP Metro Atlanta Schools has adopted a name change of, KIPP Atlanta Schools, education powered by love. In alignment with the KIPP Foundation's guidance, the new KIPP: Atlanta Schools logo is one that displays the full deep culture and passion that is Atlanta.
- c. Within the 200-day plan, the stages include preparation, launch, remind and expand. The 'Prepare' stage includes the finalization of materials, within the 'Launch' stage is the big reveal to both internal and external stakeholders. During the 'Remind' stage, branding toolkits will be shared out for school branding execution, inclusive of a school walkthrough and material audit. The final state, 'Expand', will have an external focus with media outreach, cope stories, op-eds, blogs and podcasts.

8. Close

- a. A motion was made by Jamina Cole-King and seconded by Stacey Mohr to adjourn the board meeting. The motion passed unanimously.

There being no further business, the meeting was adjourned at 2:58 pm.

Respectfully submitted by Nikki Goodson, Director of Special Projects.