

# KIPP Metro Atlanta Schools

## KIPP Metro Atlanta Schools Board Meeting Minutes

August 23, 2023

9:00 AM - 12:00 Noon

KIPP Atlanta Collegiate

98 Anderson Avenue, NW, Atlanta, Georgia 30314

**Board Members Present:** Salim Bhatia, Gayle Burnett (virtual), Hector Calzada (virtual), Rick Deane, Frank Glover, Dawn Griffin, David Jernigan (virtual), Jamina Cole King, Linda King, Zane Major, Catherine Meador, JaKathryn Ross and Deb Sudbury

**Honorary Board Members Present:** Joe Arnold, Tom Avery (virtual), Jim Bostic, Kathe Brown, Sidney Childress, and Marni Mohr

**Staff Members Present:** Ben Cabeza, Ra'Chel Ford, Lawrence Harris, Felicia Lewis, Hannah Page, Lakeesha Ramdhanie, Mini'imah Shaheed, Kelly Shields, Jamaul Thomas, Terra Walker and Authur Washington

**KIPP Foundation Staff Present:** Kinnari Patel-Smyth

**KIPP Alumna /Student Present:** Mikayla Stewart & Hilton McGill

The Meeting was called to order at 9:07 AM

### **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 Mikayla Stewart, KIPP Atlanta Collegiate Alumna from the Class of 2023. Mikayla is currently attending Georgia State University and majoring in Early Childhood Education. Mikayla shared reflections on her journey to college.

### **III. Board Chair Updates & Consent (Rick Deane)**

A. A motion was made by Deb Sudbury and seconded by Jim Bostic to approve the June 7, 2023, meeting minutes. The motion passed unanimously.

B. Rick Dean provided the board with details surrounding The Endowment Entity.

C. Rick Dean provided the board with details surrounding The KIPP Support Corp Board. Rick asked for consent regarding removing the current Directors, including Joe Arnold as President, Dennis Love as Secretary, and Kinnari Patel-Smyth as Treasurer. The new KMAC Board would consist of Rick Dean as President, Hector Calzada as Treasurer, and Mini'imah Shaheed as Secretary.

#### **IV. CEO Updates (Mini'imah Shaheed)**

##### **A. *Gratitude* - Mini'imah shared gratitude with the Board:**

1. Thank you to Jim Bostic for gifting Anqayvious Fielder \$5,000.00 for educational expenses for this academic year. Anqayvious is thriving academically and socially. Last spring, the KIPP Forward Team visited with Mr. Fielder and other KIPP scholars in the North Carolina area.
2. Thank you to Catherine Meador for gifting two of our Teacher Leaders with tickets to the Beyoncé Renaissance World Tour performance in Atlanta. Tomisha Jessup, a KIPP Atlanta Collegiate Spanish Teacher, and Jacobi Clifton, a KIPP STRIVE Social Studies Teacher, joined the BeyHive Nation at Mercedes-Benz Stadium.
3. Thank you to JaKathryn Ross for extending an invitation to watch the Atlanta Braves play the Milwaukee Brewers on July 29th at Truist Park. We enjoyed connecting with other community leaders inspired by our work at KIPP.
4. Thank you to our Honorary Board Members for believing in our mission and empowering our scholars through your dedicated board leadership. Special Crystal awards were presented.

##### **B. *Dashboard***

1. Mini'imah and the regional leaders shared updates on the following areas: enrollment, matriculation, finance, development, talent, and charter renewal.

##### **C. *KIPP Happenings***

1. Mini'imah thanked our scholars, families, teacher leaders, and staff for a joy-filled first week of school. Atlanta Public Schools executives visited KIPP WAYS campus during the first week of school to celebrate their excellent work. Shakira Petit and Destinee Graham from the KIPP Foundation visited the KIPP STRIVE campus with scholars. Our KIPP Metro Atlanta Schools' new employees were greeted by the KIPP Atlanta Collegiate band upon arrival at New Hire Orientation. They graced the red carpet before a full day of onboarding began.

##### **D. *CEO Reflections***

1. Mini'imah reflected on her experience at Harvard Business School this summer and its defining impact. Additionally, she shared her excitement for year three of her tenure as Chief Executive Officer.

#### **V. Teaching & Learning Impact (Mini'imah Shaheed)**

##### **A. During the presentation, Mini'imah discussed the following:**

- 2023 Georgia Milestones Achievement - Year-over-year comparisons, district & state comparisons, neighbor comparisons, "beating the odds", and national comparisons
- Graduation Rate
- KAC Class of 2023 Update

- Plan of Action in Response to the Data
- 2023-24SY Goal-Setting Strategy
- Comprehensive Support & Improvement(CSI) / Targeted Support & Improvement (TSI) Updates

#### **VI. Next Steps & Close Out (Mini'imah Shaheed)**

A. Principal Washington introduced Scholar Hilton McGill, who was visiting as Principal for the Day.

B. Felicia Lewis encouraged members to attend the Board Member Bus Tours on September 27<sup>th</sup> and October 4<sup>th</sup>. Calendars will be sent to board members.

C. Mini'imah reminded the Board of the upcoming meeting schedule and requested their feedback via the meeting survey.

D. A motion was made by Dawn Griffin and seconded by Salim Bhatia to adjourn the board meeting. The motion passed unanimously.

The open portion of the meeting adjourned at 11:35 AM

#### **VII. Executive Session (Rick Deane)**

The Executive Session was called to order at 11:40 AM

A. A motion was made by Deb Sudbury and seconded by JaKathryn Ross to call the Executive Session to order. The motion passed unanimously.

B. A motion was made by Deb Sudbury and seconded by Frank Glover to approve the inclusion of the Honorary Board Members in the Executive Session. The motion passed unanimously.

C. Executive Session to discuss personnel matters.

D. A motion was made by Deb Sudbury and seconded by Jim Bostic to adjourn the Executive Session. The motion passed unanimously.

The Executive Session adjourned at 12 Noon

# KIPP Metro Atlanta Schools

## KIPP Metro Atlanta Schools Board Meeting Minutes

October 25, 2023

9:00am- 12:00pm

KIPP Atlanta Collegiate

98 Anderson Avenue, NW, Atlanta, Georgia 30314

**Board Members Present:** Rick Deane (virtual), Gayle Burnett (virtual), Hector Calzada, Frank Glover, David Jernigan, Jamina Cole King, Linda King (virtual), Zane Major (virtual), JaKathryn Ross, and Deb Sudbury (virtual)

**Honorary Board Members Present:** Joe Arnold, Tom Avery, Jim Bostic, Kathe Brown, Sidney Childress (virtual), Craig Jones, and Dennis Love

**Staff Members Present:** Chelsea Bradshaw, Nyere Brown, Ben Cabeza, Alexis Durr, Ra'Chel Ford, Nikki Goodson, Lawrence Harris, Hannah Page, Lakeesha Ramdhanie, Mini'imah Shaheed, Kelly Shields, Dr. Jamaul Thomas, Terra Walker, Authur Washington, and Ali Wilson

**KIPP Alumna /Student Present:** Warren Trawick

The meeting was called to order at 9:13am.

### 1. Welcome & Agenda Review (Rick Deane)

- a. Rick Deane welcomed the Board and informed members that he was currently in Chicago attending the KIPP National Meeting for all Board Chairs across the US. He continued with a review of the agenda. A quorum was established.
- b. Rick asked for a motion to authorize JaKathryn Ross to proceed as Board Chair in service for the October 25, 2023, Board meeting.
- c. A motion was made by Jamina Cole King and seconded by Frank Glover. All members voted in the affirmative.
- d. JaKathryn welcomed the group which was proceeded by a brief review of the agenda led by Mini'imah Shaheed.

### 2. Mission Moment (Mini'imah Shaheed)

- a. Mini'imah welcomed Athletics Director, Nyere Brown, and scholar athlete, Warren Trawick. Coach Brown shared updates related to KIPP's Athletics program and his personal testimony of being an athlete and the opportunities athletics provided. Warren Trawick, a cross country and track scholar athlete, shared his journey as KIPP scholar athlete.

### 3. Board Chair Updates & Consent (Mini'imah Shaheed and JaKathryn Ross)

- a. A motion was made by Jim Bostic and seconded by Hector Calzada to approve the August 23, 2023, board meeting minutes. The motion passed unanimously.

- b. JaKathryn provided the Board with details around the on-site fingerprinting opportunity available during the board meeting. Mini'imah informed existing and new governing board members of the board training requirements and opportunities.
- c. JaKathryn offered biographic information for prospective board member, Rachel McCarthy, to which, the Committee of Directors provided a unanimous vote of support and recommendation of an interim term.
- d. A motion was made by Jim Bostic and seconded by Joe Arnold to have Rachel McCarthy serve as an interim board member through June 2024 with a revote in July 2024. The motion passed unanimously.

#### **4. CEO Updates (Mini'imah Shaheed)**

- a. *Gratitude:* Mini'imah shared gratitude with the Board for the following:
  - Thank you to Catherine Mealor for Lego donation to KMAS scholars.
  - Gratitude to board members, honorary board members and guests for attending two engaging school bus tours held on September 27<sup>th</sup> [KIPP South Fulton Academy and KIPP Woodson Park Academy] and October 4<sup>th</sup> [KIPP Atlanta Collegiate and KIPP Vision campus].
- b. *Dashboard*
  - Mini'imah and the regional leaders shared updates on enrollment, matriculation, finance, development, talent and charter renewal.
- c. *KIPP Happenings*
  - Mini'imah announced the Georgia Department of Education's recognition of KIPP STRIVE Primary as being only 1 of 3 Atlanta Public Schools to achieve the honor of being a Title I Reward School. In addition, KIPP Atlanta Collegiate is 1 of 8 high schools within Atlanta Public Schools to have a graduation rate of greater than 90%. Mini'imah further discussed the launch of KIPP Metro Atlanta Schools mobile app that features multiple resources for all stakeholders. Announcement of KIPP Forward's 5<sup>th</sup> Annual Care Package donation drive was presented. News of Kelly Shields departure from KIPP Metro Atlanta Schools was announced and sentiments of gratitude and appreciation were shared by both Hector and Mini'imah.

#### **5. Academic Baseline Data**

- a. Board members transitioned into data breakout sessions. The sessions were led by Lakeesha Ramdhanie, Chief of Schools, and Ben Cabeza, Chief of Strategy where discussions centered around the shift from STAR to MAP assessment, MAP Growth, achievement baselines and projections.

#### **6. 2023-2024 Wildly Important**

- a. Ben guided dialogue around our 2023-2024 Wildly Important, Culture while ensuring the continued monitoring of our prior year's Wildly Important, Attendance.

#### **7. Audit Discussion + Consent**

- a. Information related to the recent finance audit was presented by Hector and Kelly. Kelly recommended approval of the audit.

- b. A motion was made by Jamina Cole King and seconded by Jim Bostic to approve. The motion passed unanimously.

#### **8. Board Chair Reflections**

- a. JaKathryn expressed gratitude for the opportunity of standing in as Board Chair for the October 25, 2023, Board meeting.
- b. Mini'imah reminded the Board of upcoming board meetings and expressed a continuance of gratitude towards Kelly and her work for KIPP families, scholars and staff.

#### **9. Next Steps and Close**

- a. JaKathryn Ross encouraged in-person attendance to ensure future quorum.
- b. A motion was made by Hector Calzada and seconded by Jim Bostic to adjourn the board meeting. The motion passed unanimously.

There being no further business, the meeting was adjourned at 11:56 am.

Respectfully submitted by Nikki Goodson, Director of Special Projects.

# KIPP Metro Atlanta Schools

## KIPP Metro Atlanta Schools Board Meeting Minutes

December 6, 2023

9:00am- 12:00pm

KIPP Atlanta Collegiate

98 Anderson Avenue, NW, Atlanta, Georgia 30314

**Board Members Present:** Rick Deane, Salim Bhatia, Gayle Burnett (virtual), Hector Calzada (virtual), Frank Glover, David Jernigan, Jamina Cole King, Linda King, Zane Major, Catherine Mealor, Stacey Mohr, JaKathryn Ross, and Deb Sudbury

**Honorary Board Members Present:** Joe Arnold, Tom Avery, Kathe Brown, Sidney Childress (virtual), Craig Jones, and Dennis Love

**Staff Members Present:** Chelsea Bradshaw, Micheal Bray, Ben Cabeza, Ra'Chel Ford, Nikki Goodson, Lawrence Harris, Lakeesha Ramdhanie, Mini'imah Shaheed, Dr. Jamaul Thomas, Terra Walker, Authur Washington and Irving Williams III

**KIPP Alumna /Student Present:** none

The meeting was called to order at 9:04am.

### 1. Welcome & Agenda Review (Rick Deane)

- a. Rick Deane welcomed the Board and spoke of the magnetic energy in the room, reinforcing to board members the importance and benefit of being in-person. Rick continued with a review of the agenda. A quorum was established.

### 2. Mission Moment (Mini'imah Shaheed)

- a. Mini'imah welcomed Advocacy and Partnerships Manager, Micheal Bray. Micheal shared insights around his work with garnering the support board and community members. Bray spoke of his vision for the department in shifting from transactional to transformational relationships. Advocacy Committee Chair, Stacey Mohr provided remarks on engaging parents more often while also proactively maintaining relationships while focusing on advocacy goals.

### 3. Board Chair Updates & Consent (Rick Deane)

- a. Board Chair, Rick Deane provided remarks in reference to his attendance at the KIPP Foundation National Board Chair Retreat in Chicago, hosted by Katherine Bradley, the National Board Chair. The foundation discussed initiatives, with a notable emphasis on teaching reading in a fundamental way. Rick also provided guidance around the legal advice received related to virtual meetings, indicating that while full board meetings must be conducted in person, committee meetings, especially those involving decision-making, are to be held in person as well.

### 4. CEO Updates (Mini'imah Shaheed)

- a. *Gratitude:* Mini'imah shared gratitude with the Board for the following:
  - Gratitude to board members and honorary board members for their continued work and support of KIPP Metro Atlanta Schools and scholars. Thank you for always "hearing the bell."
- b. *Dashboard*
  - Mini'imah and the regional leaders shared updates on enrollment, matriculation, finance, development, talent and charter renewal.
- c. *KIPP Happenings*
  - a. Mini'imah recognized Board Chair, Rick Deane, as being the recipient of the Atlanta Business Chronicle's 2023 Lifetime Achievement Award CE&I Awards. News of Tech for Tomorrow initiative sponsored by Computdot was for their donation of 200 laptops to the scholars at KIPP WAYS campus. Additionally, first-time voters from KAC scholars participated in the election. CEO Mini'imah Shaheed and Chief Impact Officer, Lawrence Harris co-authored an op-ed in the Atlanta Journal Constitution, highlighting the perspective of the school board and advocating for the needs of KIPP ATL, aiming to amplify voices in the community. In recognition of National Book Character Day, author, Linda Keefe conducted reading of her "ABCs of Niceness" book to KIPP ATL scholars.

## **5. KIPP Forward Deep Dive (Irving Williams, III)**

- a. Present by Managing Director of KIPP Forward, Irving Williams, III, highlighted the work of KIPP Forward while addressing data quality challenges. KIPP Forward strategies include the partnership with Salesforce to efficiently collect and manage data internally and the development of a dashboard to monitor the well-being of scholars across academic, economic, and socio-emotional dimensions. Specific support will be tailored based on tracking, with implementation expected in the coming months. Efforts to enhance support include the creation of mentorship programs and digital engagement with community leaders, offering stipends, and seeking board members' involvement as mentors or fiscal sponsors. Recognizing the importance of college persistence, KIPP Forward expressed plans to switch programming to support all four years and increase caseloads with fidelity.

## **6. KAC | 2024 Graduation Projections | ACT Performance (Arthur Washington)**

- a. KIPP Atlanta Collegiate Principal, Arthur Washington, provided updates related to the 2024 graduation projections and the school's ACT performance. The Class of 2023 achieved a graduation rate of 93%, with a projected graduation rate for the Class of 2024 ranging from 94% to 94.8%. ACT performance is considered crucial as it aligns with public school standards and procedures. The goal is to ensure that 100% of scholars have at least one ACT score. Unfortunately, scholars are often confronted with barriers that create a hardship for ACT participation. Barriers such as transportation are being addressed, with plans to create opportunities for scholars to take the ACT at KAC in the Fall of 2024. In-house ACT prep, including a bootcamp from Applerouth, is being implemented. Additionally, ACT interim practice is reintroduced, with tests administered to freshmen and sophomores. KAC is actively sourcing vendors and planning Saturday school sessions to provide additional ACT prep opportunities for scholars.

## **7. Audit Discussion + Consent (Rick Deane and Hector Calzada)**



- a. A motion was made by Catherine Mealor and seconded by Jamina Cole King to approve the October 25, 2023, meeting minutes. The motion passed unanimously.
- b. AUP discussion led by Hector Calzada, the Board acknowledged the review and approval of the audit report electronically after the original draft was voted on at the October 25, 2023, Board meeting.

#### **8. Parent Quarterback Reflections**

- a. KIPP Atlanta Collegiate PTO President, Rita Harden, gave a heartfelt testament of the impact the PTO and Parent Quarterback program has had in reconnecting with families since COVID and the partnerships and supports provided to the school.

#### **9. Next Steps and 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 11:59 am.

Respectfully submitted by Nikki Goodson, Director of Special Projects.

# KIPP Metro Atlanta Schools

## KIPP Metro Atlanta Schools Board Meeting Minutes

February 7, 2024

9:00am- 12:30pm

KIPP Atlanta Collegiate

98 Anderson Avenue, NW, Atlanta, Georgia 30314

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

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

**Staff Members Present:** Justin Anderson, Chelsea Bradshaw, Ben Cabeza, Ra'Chel Ford, Nikki Goodson, Lawrence Harris, Omy Mair, Lakeesha Ramdhanie, Mini'imah Shaheed, Nathaniel Snyder, Dr. Jamaul Thomas, Terra Walker, Authur Washington

**Guests:** Atlanta Public Schools: Daniel Drake, Travis Norvell, Matthew Underwood, Kavi Maddula, Chad Veldecabrera

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

### 1. Welcome & Agenda Review (Rick Deane)

- a. Rick Deane welcomed the Board and recognized guest presenters from Atlanta Public Schools, Daniel Drake, Senior Executive Director of Facilities Services and Travis Norvell, Chief Strategy and Engagement Officer. A quorum was established.

### 2. Mission Moment (Mini'imah Shaheed)

- a. Mini'imah Shaheed, CEO, welcomed Principal Snyder and Principal Mair. Both principals operate under the ONE Campus model. Principal Snyder and Mair shared their experiences as a One Campus leader, along with the wins, challenges, and optimism.

### 3. Board Chair Updates & Consent (Rick Deane)

- a. Rick highlighted the success of KIPP's recent Night of Impact and shared the glowing remarks given by the Georgia Department of Education Director of District Flexibility and Charter Schools Division, Allen Mueller, following KIPP's State Charter School Renewal interview. Board training updates and opportunities were provided to board members to ensure all sitting members obtained the necessary board governance training hours of 9 for returning members and 15 for new members.

### 4. CEO Updates (Mini'imah Shaheed)

- a. *Gratitude:* Mini'imah shared gratitude with the Board for the following:
  - Deb Sudbury and Joe Arnold's leadership and partnership in connecting KIPP ATL with the Woodruff Whitehead Foundation's Literacy and Justice for All.
  - Tom Avery's donation towards scholarship opportunities for scholars to participate in the Power Up martial arts program.
  - Rick Deane hosted a dinner in honor of KIPP ATL's top performing teachers.
  - Board members, honorary board members and guests participated in the KIPP Experience where they witness the work of staff and scholars at both KIPP South Fulton Academy and KIPP Woodson Park Academy.
- b. *Dashboard*

- Mini'imah shared updates on enrollment, matriculation, development, talent, and charter renewal.
  - Justin Anderson, CFO, presented on the financial performance which is meeting expectations as well as the projected favorability around budgeted enrollment, personnel, and KIPP's captive insurance model.
- c. *KIPP Happenings*
- Mini'imah highlighted the celebration of Black History Month and encouraged everyone to attend the many programs/performances featured throughout the region. Scholars across the region dressed up in celebration of the 100<sup>th</sup> day of the academic year, a significant milestone, indicating that scholars have progressed beyond the halfway point. At KIPP Woodson Park Academy, educational discipline that engages students around the subjects of Science, Technology, Engineering, the Arts and Math (STEAM) were featured through the work of a scholar with the creation of a dancing robot Lego. During KIPP Regional science fair, scholars presented various hypotheses around various scientific methods. KIPP Athletics' Aqua Warriors Boys and Girls took 4th place scoring 151 points (boys) and 98 points (girls) led by Coach Ansbro and Coach Moore at Atlanta Public Schools Championship Swim Meet. During Martin Luther King, Jr. weekend, Mr. Frost and the KIPP South Fulton Academy Chess team participated in the annual MLK Day Tournament coming in 4th place as a team in their 1st ever tournament. Dr. Rucker, principal of KIPP Vision Academy, represented KIPP Metro Atlanta Schools in Finland as a Fulbright scholar.

## 5. Mid-Year Academic Review

- a. Mini'imah gave an account of possible root causes for the region's current mid-year academic status. Ben Cabeza, Chief Strategy Officer, presented on the State performance designs and how schools are identified.
- b. Ra'Chel Ford, Chief Operations Officer, presented on the Chronic Absenteeism

## 6. State of the School | KIPP South Fulton Academy

- a. Principal Brandon Jones delivered the State of the School, painting a vivid picture of the present condition of the academy, including but not limited to, their academic performance, personnel retention, and its future direction.

## 7. Transition to Executive Session

- a. A motion was made by Rick Deane, in advance of transitioning to executive session, and seconded by Hector Calzada to move into executive session following the State of the School address made by KIPP South Fulton Academy.
- b. Board Chair, Rick Deane, executed an Executive Session affidavit.

## 8. Return to Open Session

- a. A motion was made by Rick Deane and seconded by Deb Sudbury to adjourn the board meeting. The motion passed unanimously.

There being no further business, the meeting was adjourned at 12:30 pm.

Respectfully submitted by Nikki Goodson, Director of Special Projects.

# KIPP Metro Atlanta Schools

## KIPP Metro Atlanta Schools Board Meeting Minutes

March 20, 2024

9:00am- 12:00pm

KIPP Atlanta Collegiate

98 Anderson Avenue, NW, Atlanta, Georgia 30314

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

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

**Staff Members Present:** Justin Anderson, Chelsea Bradshaw, Ben Cabeza, Ra'Chel Ford, Nikki Goodson, Lawrence Harris, Omy Mair, Lakeesha Ramdhanie, Mini'imah Shaheed, Nathaniel Snyder, Dr. Jamaul Thomas, Terra Walker, Authur Washington

**Guests:** Atlanta Public Schools: Daniel Drake, Travis Norvell, Matthew Underwood, Kavi Maddula, Chad Veldecabrera

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

### 1. Welcome & Agenda Review (Rick Deane)

- a. Rick Deane welcomed the Board and recognized guest presenters from Atlanta Public Schools, Daniel Drake, Senior Executive Director of Facilities Services and Travis Norvell, Chief Strategy and Engagement Officer. A quorum was established.

### 2. Mission Moment (Mini'imah Shaheed)

- a. Mini'imah Shaheed, CEO, welcomed Principal Snyder and Principal Mair. Both principals operate under the ONE Campus model. Principal Snyder and Mair shared their experiences as a One Campus leader, along with the wins, challenges, and optimism.

### 3. Board Chair Updates & Consent (Rick Deane)

- a. Rick highlighted the success of KIPP's recent Night of Impact and shared the glowing remarks given by the Georgia Department of Education Director of District Flexibility and Charter Schools Division, Allen Mueller, following KIPP's State Charter School Renewal interview. Board training updates and opportunities were provided to board members to ensure all sitting members obtained the necessary board governance training hours of 9 for returning members and 15 for new members.
- b. A motion was made by Salim Bhatia and seconded by Stacey Mohr to approve the February 7, 2024, meeting minutes. The motion passed unanimously.

### 4. CEO Updates (Mini'imah Shaheed)

- a. *Gratitude:* Mini'imah shared gratitude with the Board for the following:
  - o 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.
  - o JaKathryn Ross for inviting KIPP leadership to attend the Junior Achievement of Georgia Gala whose focus is on high-impact programs

that drive long-term outcomes in areas of financial literacy, career readiness, and fostering the entrepreneurial spirit.

- Tom Avery connected KIPP Atlanta Collegiate scholars to a scholarship opportunity offered by P.E.O. International to provide scholarships for exceptional women in their final year of high school to attend an accredited postsecondary educational institution in the U.S. or Canada in the next academic year.
- Craig Jones helped to foster a partnership with the Fox Theatre's Fox Gives and KIPP Atlanta Collegiate scholars interested in the arts.

b. *Dashboard*

- Mini'imah shared updates on enrollment, matriculation, development, talent, charter renewal, smaller school pilot, and chronic absenteeism. KIPP Metro Atlanta Schools Annual Report [GaDOE Report and Academic Form] was provided to the board members.
- Lotteries for both Fulton County and Atlanta Public Schools, concluded with over 144% year-over-year applications for 2024-2025.

c. *KIPP Happenings*

- Mini'imah highlighted the regional efforts implemented around Milestones preparation where schools are conducting readiness walks, Milestones simulations and testing environment checks as well as various incentives for attendance. During Career Day at the KIPP Vision campus, scholars spent the day with officers from the Atlanta Police Department. KIPP Atlanta Collegiate Sounds of Royalty Band, along with the Purple Rain dance team, participated in Mardi Gras' elaborate parades. On legislative Day 15, our KIPPsters represented KIPP ATL with pride while engaging firsthand in the legislative process with Georgia House of Representatives! Each scholar had the unique opportunity to work alongside elected officials. The works of KIPP Forward, in collaboration with Morehouse College, allow KIPP primary school scholars to visit the campus of Morehouse. KIPP Atlanta Collegiate received two awards in recognition of their Advanced Placement STEM School which is given to schools with a minimum of five students testing in at least four AP STEM courses, AP Calculus AB, AP Calculus BC, AP Statistics, AP Biology, AP Chemistry, AP Environmental Science, AP Physics 1, AP Physics 2, AP Physics C, AP Computer Science A, AP Computer Science Principles, and a minimum of 25 exams administered. KAC also recognized as an AP Challenge School, given to schools with enrollments of 900 or fewer students and exams administered in English, math, science, and social studies and a minimum of 25 total exams administered.

**5. KIPP Woodson Park Rezoning | Presented by Atlanta Public Schools**

- a. Daniel Drake and Travis Norvell provided information related to KIPP Woodson Park Academy's overcrowded campus. Two options were presented to the board, in addition to, the option of discontinuing rezoning considerations. Either option would not be effective until the 2025-2026 school year.
- b. A timeline for community and board engagement included both in-person and virtual options. One draft recommendation will be developed in April, Atlanta Public Schools' Board Education first read will occur in May, followed by the APS' Board second read in June.

**6. Committee Updates**

- a. Each committee chair shared out their 2023-2024 school year priorities, recent wins and things they are looking forward to accomplishing during the next school year.
  - Advocacy Committee highlighted the committee's increase engagement with Atlanta Public Schools and Fulton County Schools Board of Education, in addition to, the increase voter engagement of KIPP Metro Atlanta Schools families.
  - Development Committee notated the development and implementation of comprehensive fundraising campaigns targeting individuals, corporations, and foundations. One of the committee's recent wins includes the aligned fundraising events to maximize returns on investment with the Night of Impact.
  - Finance Committee received a clean financial audit, in addition to, onboarding a new Chief Financial Officer. The committee looks forward to aligning the financial model to the organization's long-term strategic goals.
  - Endowment Committee achieved a 20.7% portfolio gain in 2023 and will continue to monitor and respond to the risk in the market.
  - School Performance Committee hopes to place an increased focus on the plan of action in response to our academic data.
  - Committee on Directors prioritized filling board openings and reviewing and updating constitution and bylaws. COD is currently working towards board leadership succession planning.
  - Executive Committee shared gratitude to the thought partnership with committee chairs and explored ideations around organizational culture, stakeholder relations, leadership retreat models and organizational size versus talent pool.

## **7. Close**

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

There being no further business, the meeting was adjourned at 11:28 am.

Respectfully submitted by Nikki Goodson, Director of Special Projects.

# 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 2<sup>nd</sup> 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 3<sup>rd</sup> 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. 21<sup>st</sup> Century Facilities**

- Barbara Crum and Chrisitan Fraser of Perkins & Will presented a vision for KIPP 21<sup>st</sup> 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.