

KIPP ATLANTA SCHOOLS

KIPP Atlanta Schools Board Meeting Minutes

August 21, 2024

9:00 AM- 12:00 PM

Meeting Location: 1038 White Street Suite D1 Atlanta, Georgia 30310

Zoom Link: <https://zoom.us/j/8196287613>

Board Members Present: Salim Bhatia, Hector Calzada, Jamina Cole-King, Richard H. Deane Jr., Omar Dione, Frank Glover, David Jernigan, Zane Major, Catherine Meador, Stacey Mohr, JaKathryn Ross, Deborah Sudbury

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

Zoom Participants: Dawn Griffin, Tom Avery

Staff Members Present: Justin Anderson, Lakeesha Ramdhanie, Mini'imah Shaheed, Terra Walker Jean-Louise, Kyla Byas-Smith, Lawrence Harris, Ben Cabeza, Hannah Page, Authur Washington, Burnice Davis

Scholar Guests: Sire Washington, Camiyah Asberry

1. The meeting was called to order at 9:07
2. **Welcome & Agenda Review (Richard H. Deane Jr.)**
 - a. The meeting was called to order at 9:07 AM by Richard H. Deane Jr., who welcomed the Board. A quorum was established, and the purpose of the meeting was reviewed.
3. **Retreat Preview - September 7, 2024:**
 - a. The upcoming retreat, scheduled for Saturday, September 7, will focus on "One KIPP" and milestone metrics. KIPP Foundation has been invited to present at the retreat.
4. **Mission Moment: Veritas School of Social Science (Mini'imah)**
 - a. **Veritas Scholars:**
 - i. **Sire Washington (Senior):** A debate scholar from Veritas, Sire has contributed to the school's notable streak of seven consecutive wins at Harvard debate competitions.
 - ii. **Camiyah Asberry (Senior):** Camiyah has engaged in corporate immersion programs across the city. She has expressed a first choice for college as the University of Georgia with an interest in marketing.
5. **Consent Items (Richard H. Deane Jr.)**
 - a. Richard H. Deane Jr. presented four items for consent:
 - i. The following items were presented for approval:
 - ii. New Board Members Overview: **Rachel McCarthy** and **Stephen Council**
 - iii. New Finance Committee Members Overview: **Brooks Lumpkin** was introduced as a new member, and a note was made that **Stephen Council** was a write-in candidate for the Finance Committee.
 - iv. The Board approved the slate of new board members, Finance Committee members, and the **June 25, 2024** meeting minutes for the 2024-2025 school

year. A motion to approve was made by **Frank Glover** and seconded by **Hector Calzada**. The motion passed unanimously.

6. CEO Updates (Mini'imah Shaheed)

- a. Gratitude: Acknowledged attendees at the recent KSS event.
- b. Vision Campus Renovations: Updates were provided on renovations, including HVAC, plumbing, lighting, and flooring. KIPP matched the awarded APS grant for the project.
 - i. Next Steps for Vision Campus: A board tour is scheduled for November 7.
- c. Cognia Accreditation: KIPP Atlanta was recognized as one of the 28 large Top Workplaces due to the rigorous accreditation process.
- d. KIPP Forward & Delta Partnership: Board Member shared information on December internship opportunities for 20-25 KAC juniors and seniors at Delta Airlines.
 - i. Follow-up will be done with board members regarding the list of participating scholars.

7. Board Meeting Overview (Mini'imah Shaheed)

- a. **2018-2019 vs. 2023-24 School Year Comparisons:** Analyzed audit feedback, high school graduation rates, ACT projections, and milestones.
- b. **Board Dashboard Updates:** Attendance, enrollment, and absenteeism rates were discussed, with concerns over the decrease in middle grades ELA performance.
- c. **Discussion:**
 - i. Staff attend by Zoom except for the CEO, Chief of Staff and Deputy Chief of Staff Board feedback stated that Board Members (Staff joined space at 10:32 AM per Board request)

8. Board Dashboard (Mini'imah Shaheed)

- a. Attendance:
 - i. The board discussed first day of school attendance and absenteeism data
- b. Matriculation:
 - i. The board noted a decline in target matriculation from 4th to 5th and 8th to 9th grades.
 1. Board members inquired about sharing reason codes for scholars who could not matriculate.
- c. Graduation Goals:
 - i. Based on the current performance of seniors, inquiries were made regarding strategies to achieve a 97.2% high school graduation rate.
- d. Promise Scholars:
 - i. The Board requested Full Promise Scholar cohort Data

9. 2024 Georgia Milestones Results (Mini'imah Shaheed)

- a. The board reviewed key findings:
 - i. ELA improvements in 3rd and 4th grades and biology improvements in high school.
 - ii. Significant growth at KSFA in social studies, with a 31-point increase.
 - iii. KVP grew by 8 points in ELA.
 - iv. A focus was placed on the 5th-8th grade ELA decrease, with board members discussing the potential impact of the COVID-19 pandemic.

b. Board Questions: (Board Members)

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- i. **Cohort Data Comparison (Slide 50):**

The board requested a comparison of growth data for current 4th, 5th, and 6th graders, noting the challenges faced by this cohort since the pandemic.
 - ii. **Intervention Strategy:**

The board discussed the strategy for supporting scholars joining externally. The intervention model is already part of the programming.
 - iii. **Challenge Index:**
 - 1. Discussion was had regarding APS's use of a challenge index.
 - iv. **Literacy Lab:**
 - 1. Successful results from KIPP Woodson Park are being replicated across all schools with support from United Way and Rollins.
 - v. **Charter Accountability:**
 - 1. Metrics for charter accountability will be shared once Charter Renewal is finalized by the State.
 - vi. **Gentrification and Transient Populations:**
 - 1. The board discussed KIPP Atlanta Schools' demographics
 - vii. **Instructional Time:**
 - 1. The question of increasing instructional time was raised, but challenges like employee and family commitments were noted.
 - viii. **Support from the Board:**
 - 1. The board emphasized the importance of supporting KIPPsters through teaching, learning, and instructional coaching while acknowledging factors outside of KIPP Atlanta Schools control, such as, gentrification, housing, and teacher shortages.
 - ix. **Academic Strategy:**
 - 1. The board reviewed academic strategies, including early literacy initiatives, state-approved curriculum, and weekly assessments on key standards to project student performance.
 - x. **Milestones Data Review**
 - xi. **One KIPP :**
 - 1. The board anticipates hearing from Kinnari about the purpose of One KIPP and its potential pros and cons for KIPP Atlanta Schools. The discussion focused on aligning One KIPP with GA State Standards while meeting its intent.
- c. Milestones Data Review Elevation:**
- 1. The Board reviewed Milestones data and discussed test preparation strategies.
- d. One KIPP:**
- i. We will hear KIPP Foundation regarding One KIPP and the purpose of One KIPP
 - ii. One KIPP Could mean pros and cons for KIPP Atlanta Schools
 - iii. What is the Board's role with One KIPP?
 - 1. We will learn more from KIPP Foundation
 - iv. How do we bring One KIPP and the GA State Standard expectations in alignment?
 - 1. We will prepare our KIPP Atlanta Schools Scholars to align with GA State Standards while still meeting the expectations of One KIPP

10. Fund Balance Initiatives:

a. ACT

i. Discussion:

1. Scholar comparison data requested

- a. ACT Prep Course Scholar ACT Results vs. No Prep Course Scholar ACT Results

b. Chronic Absenteeism

i. Discussion

1. Provide more details on EverDriven

2. Request:

- a. How are chronically absent scholars performing with KIPP Attendance interventions?
- b. Request to receive scholar academic for scholars receiving attendance support?

c. Executive Restructure

i. The discussion was had regarding Executive Restructure, and Board members inquired about the Principal Coaching model.

ii. Request:

1. Provide more anecdotal notes about what you are learning during 1:1 Coaching

d. Literacy

i. Discussion:

1. What is the literacy staffing model

- a. Provide specific staffing model numbers as a follow-up

e. Principal Instructional Time

i. Discussion:

1. A discussion was had regarding the percentage breakdown of Principals' daily tasks.

2. Request: Ask Principals to share what percentage they believe their day is currently distributed before EA support being in full effect

- a. Teaching + Learning
- b. Culture
- c. Admin
- d. Other

11. Next Steps:

- a. Upcoming Board & Committee Meetings
- b. APS Code of Ethics & Letter of Assurance Signatures

12. Close:

- a. A motion was made by **Deb Sudbury** and seconded by **Jamina Knight Cole** to adjourn the board meeting. The motion passed unanimously.
- b. There being no further business, the meeting was **adjourned at 12:08**
- c. Respectfully submitted by **Kyla Byas-Smith**