

KIPP ATLANTA SCHOOLS

KIPP Atlanta Schools Board Meeting Minutes

October 23, 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, Stephen Councill, Richard H. Deane Jr, Frank Glover, Dawn Griffin, David Jernigan, JaKathryn Ross, Deb Sudberry, Stacey Mohr,

Honorary Board Members Present: Kathe Brown, Joe Arnold, Dennis Love, Craig Jones

Zoom Participants: None

Staff Members Present: Justin Anderson, Lakeesha Ramdhanie, Mini'imah Shaheed, Terra Walker Jean-Louise, Kyla Byas-Smith, Lawrence Harris, Ben Cabeza, Katherine Falen

External Guests: Joanna Belcher, Kinnari Patel-Smyth, Annie Smith, Pilar Brooks (Spelman College)

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 by Richard H. Deane Jr., at 9:07 who welcomed the Board. A quorum was established, and the purpose of the meeting was reviewed.
3. **Mission Moment: Annie Smith**
 - a. KIPP Atlanta Schools Photographer
4. **Consent Items (Richard H. Deane Jr.)**
 - a. Richard H. Deane Jr. presented three items consent:
 - i. August 21, 2024 Meeting Minutes
 - ii. Vote for Executive Session
 - iii. Vote to include Honorary Board Members in Executive Session
 - b. A motion was made by Richard H. Deane Jr. and seconded by Deborah Sudbury to approve consent items. The motion passed unanimously.
 - c. Discussed Board retreat and the impact that was had on the community
 - d. Board Chair will be transitioning at 10:30 which is why JaKathryn Ross and Deborah Sudbury will lead the Executive Session
5. **Committee Updates**
 - a. COD Discussed: Retreat, welcome Stephen Councill, New Board member recruitment, Board Chair Succession, & Board one on Ones
 - b. Advocacy Committee Discussed: APS Board Chair relationships, Family engagement, community partners
 - c. Development Committee Discussed: Meet the \$3.5 million fundraising goal, maximize stewardship process for each KIPP Atlanta Schools donor, support digital marketing strategy, additional fundraising
 - d. Endowment Committee Discussed: Monitor investment approach to maximize returns, ensure sustainability of scholarship funding
 - e. Executive Committee Discussed: CEO Performance & Compensation Oversight, CEO Goals Setting, CEO Thought-Partnership

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- f. Finance Committee Discussed: Fund Balance spend down plan progression, budget performance monitoring, aligning financial model to long term strategic goals, clean Audit
- g. School Performance Committee Discussed: Establishing aligned goals and monitoring progress of the goals
- 6. **CEO Updates (Mini'imah Shaheed)**
 - a. KIPP Happenings:
 - b. Gratitude:
- 7. **One KIPP (Kinnari Patel-Smyth)**
 - a. The meeting reviewed the strategic direction of KIPP National, focusing on the need for improved alignment to enhance outcomes as the organization grows. Key points discussed include:
 - i. **Historical Context:** Acknowledgment that while KIPP has expanded nationally, this growth has not been accompanied by proportional improvements in results.
 - ii. **Proposed Solution:** To drive focus and alignment, the discussion centered on identifying areas where national scale can be leveraged and standardized while allowing flexibility where necessary.
 - iii. **One KIPP Initiative:** Defined as achieving consistency in approximately 80% of school design, with a focus on alignment in literacy and math curricula, high school GPA and culture, post-secondary match, and a unified assessment strategy.
 - iv. **Anchor Metrics:** Introduction of 11 anchor metrics across five domains—K-12 Academics, Regional Sustainability, High School, Post-Secondary, and Talent.
 - v. **Implementation Support:** The KIPP Foundation's K-12 Academics team and Regional Superintendents will support regions in implementing these changes. While some elements are clear, others remain in a state of development.
 - vi. **Change Management:** Recognition of the significant changes underway, with a clear distinction between what is within and outside the scope of the initiative.
 - vii. **Regional Superintendents:** Currently, there are two Regional Superintendents with plans to hire a third to achieve a 1:8 ratio of Superintendents to KIPP regions.
 - b. Questions:
 - i. What is the role of the board v Regional Superintendent?
 - 1. We see the board chair and local board as manager and regional superintendent is the support- they should understand the goals and ensure strong alignment. The board has the hiring right, but KIPP Foundation will support with the search etc. and answer the questions about whether the job description for CEO across different regions should be the same or vary by different context
 - ii. What do you see as being wonderfully different? [From the implementation of One KIPP]
 - 1. I think that lifelines and collaboration will be at an all time high. I hope that the core of KIPP Foundation will get really clear about the 3-5 things that they will do really well so that it isn't duplicative for local regions
 - iii. How do you see the difference in what we are calling alignment, and the national body knows what's best for everyone across different states knowing that there are even nuances within schools locally?

1. That's a really good question, we have to be careful and really clear- for math curriculum, there are three options, and the local regions chose from the 3 options- it happens that 24 regions chose the same math curriculum. We did literacy much more tightly and concluded with one option. Our only exemptions are within states where they cannot legally have an option.
 - iv. Will the KIPP Foundation support fundraising?
 1. Pass through dollars to support with initiative implementation. \$20MM was passed through to regions this year. The KIPP Foundation will be raising money for the things we are saying to do.
 2. We are hoping to not lose funders by funding nationally
 - v. Since we've acted autonomously so far, we are being asked a lot from the Foundation, but what does the Foundation do for us other than allowing us to use the name and data? What benefits do we get from being a member of KIPP?
 1. This is the evolution- formerly regions could opt in to initiatives and we focused intently on leader development. A few years ago we moved away from that and began focusing on design. Supports- if regions are growing, a closure, fundraising challenge, struggle with equity, political challenges
 - vi. What is the message about KIPP Forward from KIPP National?
 1. We made a hard decision to move away from funding. Persistence work was happening locally we were requiring regions to do things that they couldn't afford, the range was too big and we made the difficult decision to stop our own funding for persistence and funding grants for persistence.
 - vii. What does the bar of excellence look like for each school community and in each classroom?
 1. Student mastery in classrooms is happening and when it isn't, there's a deep understanding of what children know or don't know and it can be addressed and fixed quickly.
 - c. Board Chair closes One KIPP presentation naming that there are still questions, we want the best for our kids, and we must operate in trust with the Foundation
8. **2024 Math Georgia Milestones Results (Mini'imah Shaheed)**
 - a. Our aggregate gain from 2023-2024 was 4.7%
 - b. Reviews year over year aggregate comparison data, grade level comparison data, and school comparison data
 9. **Next Steps:**
 - a. KIPP Atlanta Schools team will, Identify how many sections and teachers taught Algebra at KAC last year.
 10. **Close:**
 - a. A motion was made by Deborah Sudbury and seconded by JaKathryn Ross to adjourn the board meeting. The motion passed unanimously.
 - b. There being no further business, the meeting was **adjourned at 11:20**
 - c. Respectfully submitted by: Kyla Byas-Smith
 11. **Executive Session:**
 - a. An Executive Session was called to order to discuss pending legal matters and personnel matters.