

# 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 Mealar, 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. **Kinnari** has been invited to present at the retreat. A survey will be completed by board members prior to the retreat to ensure all relevant data is updated.

**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:

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- ii. New Board Members Overview: **Rachel McCarthy** (unable to attend due to travel) and **Stephen Council** (unable to attend due to illness).
- 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 of \$700,000 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: Kathe Brown (via Rachel McCarthy) 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)
    - 1. Why do Board members feel that the leaders should not be in the space (Joe Arnold)
    - 2. Board should collectively decision regarding who is in the space (JaKathryn)
      - a. Discussion will be addressed during Board Retreat

## 8. Board Dashboard

- a. Attendance:
  - i. Noted a dip in first-day attendance, which was attributed to the school starting on a Thursday.
  - ii. Absenteeism at the start of the year was flagged, with Ra'Chel actively notifying families about attendance issues.
- b. Matriculation:

- i. A decline in target matriculation from 4th to 5th and 8th to 9th grades was noted. Jamina inquired about sharing reason codes for scholars who were unable to matriculate.
- c. Graduation Goals:
  - i. Inquiry was made regarding strategies to achieve a 97.2% high school graduation rate, based on the current performance of seniors.
- d. Promise Scholars:
  - i. Principal Washington reported on data scrubbing and the performance of Full Promise Scholars, highlighting their higher performance compared to others.

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

- 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:

- 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, but concerns were raised about resource demands.

- iii. **Challenge Index:**

APS uses a challenge index, and while KSFA and KSP are less disadvantaged compared to other campuses, concerns about data reporting were noted. The board highlighted the need to focus on successful schools and bright spots in data analysis.

- iv. **Literacy Lab:**

Successful results from KIPP Woodson Park are being replicated across all schools with support from United Way and Rollins.

- v. **Charter Accountability:**

Metrics for charter accountability will be shared during the charter renewal review.

- vi. **Gentrification and Transient Populations:**

The board discussed gentrification and how race demographics and transient populations are being addressed, with a focus on using community resources to support scholars.

- vii. **Instructional Time:**

The question of increasing instructional time was raised, but challenges like employee and family commitments were noted.

viii. **Support from the Board :**

The board emphasized the importance of supporting KIPPSters through teaching, learning, and instructional coaching, while acknowledging factors outside their control, like gentrification, housing, and teacher shortages.

ix. **Academic Strategy:**

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 :**

Concerns about misalignment between state standards and assessments were discussed. The board emphasized not teaching to the test, but aligning preparation with assessments.

xi. **One KIPP :**

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:**

i. **Misalignment with State Standards:**

There is a concern regarding the misalignment between state standards and the actual content students are being tested on.

ii. **Teaching to the Test:**

The board emphasized that teaching to the test is not an approach they want to pursue. Instead, they will focus on providing preparation and support that aligns with assessments, ensuring students are well-prepared without compromising on broader learning objectives.

d. **One KIPP:**

i. We will hear from Kinnari 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 Boards role with One KIPP? (David)

1. We will learn more from Kinnari

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

v. That will not buck the system of the One KIPP Intent

**10. Fund Balance Initiatives:**

a. **ACT**

i. Discussion:

1. Compare Scholars data of those who DO participate in prep course vs. those who do NOT participate in prep course

b. **Chronic Absenteeism**

i. Discussion

1. Provide more details on EverDriven

2. Request:

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- a. How are chronically absent scholars performing with KIPP Attendance interventions?
  - i. Have we seen an increase in scholar outcomes for those scholars who are receiving attendance support?  
(Provide concrete data)
    1. Transpiration Initiatives
    2. Boys and Girls Club
    3. Other

## c. Executive Restructure

- i. 50 total hours of Hours of CEO Direct 1:1 Coaching to Principals seems low (Deb)
  1. Does not seem low to CEO
    - a. Rotating to each campus weekly increased teaching and learning touchpoints
  2. This is a two year rollout
  3. Principals are receiving three tiered coaching
    - a. Head of Schools
    - b. Deputy Chief Schools Officer
    - c. CEO
- 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 (Joe Arnold)
    - a. Provide specific staffing model numbers as a follow up

## e. Principal Instructional Time

- i. Discussion:
  1. Ideal state is for Principals to have a 70 ( Teaching + Learning )+ 30 (Culture/Other) split
  2. Ideal week should reflect this
- ii. Request:
  1. Ask Principals to share what percentage they believe their day is distributed currently prior to EA support being in full effect
    - a. Teaching + Learning
    - b. Culture
    - c. Admin
    - d. Other

## 11. Close:

- a. A motion was made by Deb and seconded by Jamina 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