



**2024 - 25SY**  
**Board Member**  
**Handbook**

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# History of KIPP Atlanta Schools



## OUR GROWTH

In 2003, KIPP Atlanta Schools opened the doors to three middle schools serving a combined 300 scholars. Today, we have grown to 11 schools educating over 5,500 scholars.



## OUR ALUMNI

Our 1200+ alumni are pursuing choice-filled lives.



## Our Vision & Our Mission

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Every child grows up free to create the future they want for themselves and their communities.



## Our Mission

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Together with families and communities, we create joyful, academically excellent schools that prepare scholars with the skills and confidence to pursue the paths they choose—college, career, and beyond—so they can lead fulfilling lives and build a more just world.

# KIPP Atlanta Schools Principal Team

<b>KIPP Atlanta Collegiate</b>	Authur Washington	<a href="mailto:awashington@kippatlantacollegiate.org">awashington@kippatlantacollegiate.org</a>
<b>KIPP Soul Campus</b>	Emanuel Mathis	<a href="mailto:emathis@kippmetroatlanta.org">emathis@kippmetroatlanta.org</a>
<b>KIPP South Fulton Academy</b>	Brandom Jones	<a href="mailto:bjones@kippsouthfulton.org">bjones@kippsouthfulton.org</a>
<b>KIPP STRIVE Campus</b>	Omy Mair	<a href="mailto:omair@kippstriveprimary.org">omair@kippstriveprimary.org</a>
<b>KIPP WAYS Academy Campus</b>	Nathaniel Snyder	<a href="mailto:nsnyder@kippways.org">nsnyder@kippways.org</a>
<b>KIPP Woodson Park Academy</b>	Tara Stifler	<a href="mailto:tstifler@kippmetroatlanta.org">tstifler@kippmetroatlanta.org</a>



# Our Campuses

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## KIPP Atlanta Schools educates more than 5,500 scholars across 11 schools.

KIPP Atlanta Schools is a network of free public charter and partner schools located in the city of Atlanta and East Point. At KIPP, we believe every child should grow up free to create the future they want for themselves and their community. Our 11 schools are open to all scholars who reside within the Atlanta Public Schools district or Fulton County Schools district.

### Our Primary Schools

#### **KINDERGARTEN THROUGH 4TH GRADE**

Our five primary schools are where our scholars begin their academic journeys. While in primary school, our scholars love and curiosity for learning is cultivated. Our primary schools are based in community, love, joy, and are committed to providing robust, interactive, and stimulating lessons that plant the seeds of confidence and instill the belief in our scholars that they can be anything they choose to be.

### Our Middle Schools

#### **5TH GRADE THROUGH 8TH GRADE**

The history of KIPP and KIPP Atlanta Schools began with middle schools. We believe that middle school is a critically-important stage in a scholar's academic career. Our five middle schools provide an academically rigorous learning environment while maintaining the joy and love essential for scholars to thrive. Our middle schools prepare scholars for high school and create an array of opportunities to begin their exploration into post-secondary options.

### Our High School

#### **9TH GRADE THROUGH 12TH GRADE**

Our high school, KIPP Atlanta Collegiate, is where our scholars are guided and supported on their path towards earning a high school diploma and making decisions on their post-secondary education and career. Our KIPP Forward counselors begin to work with each scholar to design a college wish list and decide college matches based on each scholar's individual passions. At KIPP Atlanta Collegiate, our scholars are supported every step of the way towards high school graduation and beyond – whether it be college, career, or the military – that is our commitment.

# Meet our Campus Principals



## Authur Washington

### **KIPP ATLANTA COLLEGIATE PRINCIPAL**

Authur Washington, affectionately known as Baba Washington to scholars and families, currently serves as the principal/school leader at our beloved KIPP Atlanta Collegiate High School. Prior to becoming principal, Mr. Washington served as a founding staff member at KIPP WAYS Academy, KIPP South Fulton Academy, and KAC as Director of Bands. He later served as the regional Fine Arts Director while teaching daily and later became Assistant Principal at KAC in 2018.

Baba Washington is a native of Atlanta, Georgia, and holds a Bachelors degree in Music from Howard University and a Masters in Education from Walden University. Baba Washington is passionate in maximizing opportunities for his scholars, serving the community in which KAC is situated in, and anchoring the KAC experience in love for all stakeholders. Mr. Washington has been serving KIPP Atlanta Schools since 2005 and he's committed to advancing the mission and vision of our prestigious organization.



## Emanuel Mathis

### **KIPP SOUL CAMPUS PRINCIPAL**

Mr. Emanuel Mathis serves as principal of KIPP Soul Campus. An Atlanta native, Mr. Mathis has a passion to provide an exceptional educational and extracurricular experience that can propel all Atlanta students into living a choice filled life. Since joining the KIPP family in 2011, Mr. Mathis has worked in three different KIPP Metro Atlanta schools as a learning specialist, math teacher, athletic director, basketball coach, instructional coach, and assistant principal.

Prior to joining KIPP Metro Atlanta Schools, Mr. Mathis taught four years in the Newton County public school system. Mr. Mathis earned his B.S. from Virginia Commonwealth University in Richmond, Virginia where he was also a member of the men's basketball team.

# Meet our Campus Principals



## Brandom Jones

### **KIPP SOUTH FULTON ACADEMY PRINCIPAL**

Brandom Jones serves as the principal of KIPP South Fulton Academy (KSFA). After teaching for three years in traditional public schools, Mr. Jones realized that he needed what a strong charter school could provide, the autonomy to do whatever was necessary for all students to flourish. After three years at two successful charter schools, Mr. Jones transitioned to KIPP South Fulton Academy.

Over the past 8 years, Mr. Jones has served as the 7th Grade Math Teacher, 7th Grade Level Chair, Mathematics Coordinator, Head Boys Basketball Coach, and Lower School Assistant Principal. Throughout his time at KSFA, Mr. Jones has led many initiatives that have received strong results in a variety of areas. Some of the highlights have been leading the math department to consistent strong results, increasing the College and Career Ready Performance Index for the lower school to a 90 rating and adding character and reading initiatives for fifth and sixth-grade students. Mr. Jones has a B.A. in Business Administration from Georgia Southern University and a M.A.T. and Ed.S. in Secondary Education from Mercer University.



## Omy Mair

### **KIPP STRIVE CAMPUS PRINCIPAL**

Omy Mair is the K-8 campus principal of both KIPP STRIVE Academy and KIPP STRIVE Primary School. Originally from Boston, her career in education began in 2007 as a fifth-grade teacher in the Gwinnett County Public School System, where she received the teacher of the year award. In 2012, Mrs. Mair joined KIPP STRIVE Primary as one of its founding members. She has served in the roles of learning specialist, founding assistant principal of 2nd, 3rd, and 4th grades, and director of operations. To prepare to pursue her passion for teaching, she attended Hampton University, earning her undergraduate degree in psychology and attended Boston College, graduating with her Master's in education.

Mrs. Mair holds the unwavering belief that teachers must instill in children a positive attitude about themselves and about their ability to learn. She also believes that education should prepare students for a lifetime of contribution to their people and their society. She is convinced that this requires that children develop a knowledge and appreciation of their history and culture and a belief in their ability to achieve academically at the highest levels.



# Meet our Campus Principals

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## Tanaya Washington

### **KIPP VISION CAMPUSES PRINCIPAL**

Tanaya Washington serves as Principal of grades K-8 at KIPP Vision Campus. She is an experienced educator and leader with over 15 years of dedication to fostering educational equity and scholar success. She most recently served as the Deputy Principal at KIPP WAYS Academy, where she progressed through diverse roles such as Teacher, Math Interventionist, Instructional Coach, Assistant Principal, and Principal-in-Residence. Recognized for her excellence in teaching and leadership, Tanaya was named Teacher of the Year in 2016 and was sought after by the KIPP Foundation for her expertise in Math Instructional Coaching, contributing to national professional development initiatives.

A proud alumna of KIPP Academy in the Bronx, NY, and Spelman College with a B.A. in Economics, Tanaya has continually honed her leadership skills through prestigious KIPP leadership programs, including the Teacher Leader, Leadership Team, Instructional Coaching, and Principal-in-Residence cohorts. Her career reflects a deep commitment to creating inclusive, high-achieving environments for scholars and teachers to thrive.

Beyond her professional life, Tanaya cherishes time with her husband, Authur, and their six children. She finds joy in music, running, and community service, remaining steadfast in her passion for inspiring others and shaping future generations.

# Meet our Campus Principals



## Nate Snyder

### **KIPP WAYS CAMPUS PRINCIPAL**

Nate Snyder serves as the principal of KIPP WAYS Primary School and KIPP WAYS Academy. Mr. Snyder began his teaching career in 2006, teaching middle school math, English language arts, and social studies in Philadelphia as a corps member with Teach for America. While in Philadelphia, Mr. Snyder earned a Master of Science in Education from the University of Pennsylvania. He later taught high school civics, law, history, and economics in Charlotte, NC.

In 2011, Mr. Snyder joined KIPP WAYS Academy as a sixth-grade social studies teacher, eventually becoming the grade-level chair. As a social studies teacher, he earned teacher of the year honors at KIPP WAYS and was named middle school teacher of the year for all of Atlanta Public Schools. Mr. Snyder has also served as the dean of school culture and as the upper school assistant principal at KIPP WAYS Academy.



## Tara Stifler

### **KIPP WOODSON PARK ACADEMY PRINCIPAL**

Ms. Tara Stifler serves as principal of grades K-8 at KIPP Woodson Park Academy. Originally from Chapel Hill, North Carolina, Ms. Stifler began her career in education in 2007 with Fulton County Schools where she was also awarded Teacher of the Year. In 2009, Ms. Stifler joined KIPP WAYS Academy as a fifth-grade reading teacher and later a reading coach. Ms. Stifler spent three years as a lead reading interventionist at Drew Charter School in Atlanta before returning to KIPP WAYS Academy as the Lower School Assistant Principal in 2014.

Ms. Stifler earned her B.A. in Psychology (Spanish Minor) from the University of North Carolina at Chapel Hill and a Masters of Teaching (Reading Specialist) from Georgia State University. Ms. Stifler enjoys reading, traveling, spending time with her family, being outside, and all things Carolina sports.



(404) 574-5126 • 98 Anderson Ave NW, Atlanta, GA 30314



**Grades Served**

9-12



**Founded**

2011



**Scholars**

819



**Teachers**

62

Founded in 2011, KIPP Atlanta Collegiate High School was the fifth KIPP Atlanta Schools school to open and is the only KIPP high school in Atlanta. KIPP Atlanta Collegiate is located in the Henry McNeal Turner High School building, formerly a segregated public school that opened in 1951. The building’s namesake, Henry McNeal Turner, was an influential Black political and religious leader in Georgia. Today, KIPP Atlanta Collegiate carries the legacy of Henry McNeal Turner and Turner High School graduates, who would later become the first to integrate universities, businesses, employment, governments, and other institutions. Our school logo/shield is representative of our history and our mascot, The Warrior. The pencil represents the knowledge our scholars gain along their academic journey, the spear represents piercing through the prejudices brought upon our people, the shield represents the protection of ourselves and others, and the skyline represents the love we have for our community.

**Extracurricular Activities**

At KIPP Atlanta Collegiate, we offer the following extracurricular activities:

- Debate Club
- Fine Arts - Theater, Dance, Art, Musical theater, and Chorus
- Girls and Boys Step Teams
- National Honor Societies
- Purple Rain Dance
- Team
- Scholar Advocacy Association
- Scholar Government Association
- Sounds of Royalty Band
- Yearbook



**Core Values**



Honor



Unity



Tenacity



Innovation



Humanity



(678) 921-3914 • 1445 Maynard Rd NW, Atlanta, GA 30331



**Grades Served**

K-4



**Founded**

2018



**Scholars**

367



**Teachers**

28

Founded in 2018, KIPP Soul Primary School was the ninth KIPP Atlanta Schools school to open. We currently educate grades K-3 with plans to grow to grades K-4 by the 2022-23 school year (adding a grade level each year). Our school symbol, the lotus flower, represents the progression of the soul – secured in the mud, a stem that grows through water, and a flower that lies pristinely above. Our school mascot, the frog, represents the partnership of our entire community working together to support each scholar’s journey – college, career, and beyond – and to have a choice-filled life in which they will powerfully lead the way to transform our current reality. KIPP Soul Primary School shares a campus with KIPP Soul Academy (currently grades 5-6), with plans to grow to a full K-8 academic experience by the 2022-23 school year.



**Extracurricular Activities**

At KIPP Soul Primary School, we offer the following extracurricular activities:

- Dance
- Field lessons
- ROOTS of Soul – An afterschool program with enrichment classes and tutorials for families, including STEM, Music, and Art.
- Soul Choir

**Core Values**



Revolutionary Love



Optimistic Leadership



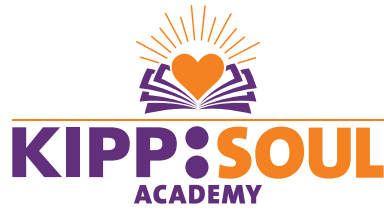
Honor Our Stories



Transforming Community



Strength of Our Soul



(678) 921-3914 • 1445 Maynard Rd NW, Atlanta, GA 30331



**Grades Served**  
5-8



**Founded**  
2020



**Scholars**  
307



**Teachers**  
28

Founded in 2020, KIPP Soul Academy is the newest and 11th KIPP Atlanta Schools school to open. We take pride in ourselves, our history, and our community and our school culture and values are a direct reflection. Our grade levels are rooted in our core values: Fifth Grade - Values, Sixth Grade - Community, Seventh Grade - African Culture, Eighth Grade - Activism. At KIPP Soul Academy, our scholars are on a path of self-discovery and we empower them to use their voices for the issues that matter to them. KIPP Soul Academy shares a campus with KIPP Soul Primary School (currently grades K-4), and we are a fully grown K-8 campus.



### Extracurricular Activities

At KIPP Soul Academy, we offer the following extracurricular activities:

- KIPP Athletics
  - Baseball
  - Boys Basketball
  - Cheer Team
  - Football
  - Girls Basketball
  - Soccer
  - Track and Field
  - Volleyball
- Boys on the Rise Mentoring
- Business Minds
- Creative Writing Club
- KIPP Soul Newsletter
- Martial Arts Club
- Sassy Soul Steppers
- Social Media Madness
- Theatre Club

### Core Values



Love



Passion



Community



Conviction



Courage



(678) 278-0160 • 1286 E Washington Ave, East Point, GA 30344



**Grades Served**  
5-8



**Founded**  
2003



**Scholars**  
394



**Teachers**  
30

Founded in 2003, KIPP South Fulton Academy was the second KIPP Atlanta Schools school to open and the only KIPP school located in the Fulton County Schools district. The history of the KIPP South Fulton Academy school building dates back to 1952 when it was originally opened to maintain segregation in Fulton County. The school was originally named East Point Elementary and was one of two schools, the other being South Fulton High School, for Black scholars in Fulton County. The origins of the KIPP South Fulton Academy school building are rich and its existence has played a pivotal role in our East Point community. Our symbol, the flame, is representative of the multiple fires our school building has endured over the years prior to reopening as KIPP South Fulton Academy in 2003. At KIPP South Fulton Academy, we are proud of our history and we stand on the shoulders of the Black trailblazers who advocated to ensure our community had access to the education it deserved.



### Extracurricular Activities

At KIPP South Fulton Academy, we offer the following extracurricular activities:

- Band
- Basketball
- Beta Club
- Cheer
- Dance
- Debate Team
- Drama
- Flag Football
- Pom Squad
- Soccer

### Core Values



Family and  
Friendship



Integrity



Responsibility



Excellence



(404) 585- 4192 • 1448 Lucile Ave SW, Atlanta, GA 30310



**Grades Served**  
K-4



**Founded**  
2012



**Scholars**  
534



**Teachers**  
34

Founded in 2012, KIPP STRIVE Primary School was the sixth KIPP Atlanta Schools school to open and the first KIPP Atlanta Schools primary school. STRIVE stands for Success Through Rigorous Instruction, Virtue, and Enrichment. Our school was built on the foundation of love – love for ourselves, love for our teammates, and love for our community. We value family partnerships and believe that our school team, families, and scholars each play an integral role in our community. Every year, our scholars focus on one value and add a new value each year: First Grade – Believe, Second Grade – Grow, Third Grade – Achieve, and Fourth Grade – Lead. KIPP STRIVE Primary School shares a campus with KIPP STRIVE Academy (grades 5-8), offering full K-8 academic experience.

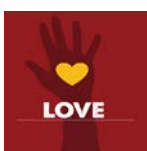


**Extracurricular Activities**

At KIPP STRIVE Primary School, we offer the following extracurricular activities:

- Basketball
- Boy Scouts and Girl Scouts
- Cheer
- Football
- Kemet (martial arts)
- Phoenix Dolls Dance
- Piano and drum lessons
- STEM
- Scholar Leadership Council
- Soccer
- Tumbling

**Core Values**



Love



Believe



Grow



Achieve



Lead



(404) 753-1530 • 1444 Lucile Ave SW, Atlanta, GA 30310



**Grades Served**  
5-8



**Founded**  
2009



**Scholars**  
399



**Teachers**  
31

Founded in 2009, KIPP STRIVE Academy was the third KIPP Atlanta Schools school to open. KIPP STRIVE Academy connects Atlanta's Historic West End and Westview neighborhoods and seeks to build on the enduring legacy of education and activism in the community. STRIVE stands for Success Through Rigorous Instruction, Virtue, and Enrichment - a vision shared by scholars and staff alike. Holding fast to the belief that education comprises both academics and character, KIPP STRIVE is grounded in its REACH values (Respect, Enthusiasm, Achievement, Citizenship, and Hard Work). The school's commitment to world-class instruction raises academic expectations to a higher level of teaching and learning. The belief in a calm and positive environment lays the foundation for relationships that empower with love and joy, grant mutual respect and dignity, and instill trust that extends for a lifetime.



### Extracurricular Activities

At KIPP STRIVE Academy, we offer the following extracurricular activities:

- Band
- Baseball
- Basketball
- Cheer
- Dance
- Football
- KIPP Scribes
- Quiz Bowl
- Reading Bowl
- Soccer
- Track
- Youth Entrepreneurship Club

### Core Values



Respect



Enthusiasm



Achievement



Citizenship



Hard Work



# KIPP: VISION

PRIMARY SCHOOL

(404) 537-5252 • 1820 Henry Thomas Dr SE, Atlanta, GA 30315 (Temporary Location 2024-25SY)



**Grades Served**  
K-4



**Founded**  
2013



**Scholars**  
527



**Teachers**  
38

Founded in 2013, KIPP Vision Primary School was the seventh KIPP Atlanta Schools school to open. Each of our core values aligns with our grade levels: Kindergarten - Love, First Grade - Teamwork, Second Grade - Honor, Third Grade - Excellence, and Fourth Grade - Leadership. We believe that each of our scholars should take pride in who they are (race and otherwise), their culture, and their community, in addition to knowing their history, and empowering themselves to know that their voices and actions matter. At KIPP Vision Primary, we learn, we teach, and we grow. KIPP Vision Primary School is located inside the oldest Atlanta Public Schools building and shares the building with KIPP Vision Academy (grades 5-8), offering a full K-8 academic experience. In October 2020, the KIPP Vision campus will open a health clinic that will serve families and friends in our community.



### Extracurricular Activities

At KIPP Vision Primary we offer the following extracurricular activities:

- Basketball
- Boy and Girl Scouts
- Cheer
- Flag Football
- Garden Club
- STEM
- The RAHK Dance
- Theatre
- Tumbling
- Visionary Dancers
- Visionary Muzik
- WKVP News Channel

### Core Values



Honor



Love



Teamwork



Excellence



Leadership



(404) 537-5252 • 1820 Henry Thomas Dr SE, Atlanta, GA 30315 (Temporary Location 2024-25SY)



**Grades Served**  
5-8



**Founded**  
2010



**Scholars**  
404



**Teachers**  
33

Founded in 2010, KIPP Vision Academy was the fourth KIPP Atlanta Schools school to open and was founded on five core African values: Respect (Bi-Nka-Bi), Unity (Nkonsonkonson), Reflection (Sankofa), Diligence (Aya), and Fun (Dono). At KIPP Vision Academy, we cultivate our scholars' inherent genius in order for them to be builders of their communities, change agents of the social challenges of their time, and socially responsible leaders of the future. The design of our classrooms and hallways embrace the aspect of community and reflect African huts and villages.

KIPP Vision Academy is located inside the oldest Atlanta Public Schools building and shares the building with KIPP Vision Primary School (grades K-4), offering a full K-8 academic experience. In October 2020, the KIPP Vision campus will open a health clinic that will serve families and friends in our community.



**Extracurricular Activities**

At KIPP Vision Academy we offer the following extracurricular activities:

- Athletics
  - Basketball
  - Baseball
  - Cheer
  - Football
  - Soccer
- Close Ties – Boys mentoring program
- Dance
- Music
- Uplift – Girls mentoring program

**Core Values**



Respect



Unity



Reflection



Diligence



Fun



(404) 475-1941 • 350 Temple St NW, Atlanta, GA 30314



**Grades Served**  
K-4



**Founded**  
2014



**Scholars**  
516



**Teachers**  
34

Founded in 2014, KIPP WAYS Primary School was the eighth KIPP Atlanta Schools school to open. WAYS stands for West Atlanta Youth Scholars and we are proudly rooted in our West Atlanta community and stand firm in our “Pioneer Pride”. We ensure that “Pioneer Pride” lives throughout our school with a designated time block on Fridays that allows scholars to do activities that are important to who they are as individuals. We are committed to educating our scholars about Black empowerment and the pioneers from our community. The WAYS campus building is named after an Atlanta pioneer, Alonzo Herndon, who was one of the first Black millionaires in the United States. KIPP WAYS Primary School shares a campus with KIPP WAYS Academy (grades 5-8), offering a full K-8 academic experience.



**Extracurricular Activities**

At KIPP WAYS Primary School, we offer the following extracurricular activities:

- Baseball (partnership with the YMCA)
- Cheer
- Dance
- Girls on the Run
- Majorettes
- Music
- STEM Club
- Soccer in the Streets
- Theater Club

**Core Values**



Love



Joy



Perseverance



Teamwork



Excellence



(404) 475-1941 • 350 Temple St NW, Atlanta, GA 30314



**Grades Served**  
5-8



**Founded**  
2003



**Scholars**  
406



**Teachers**  
31

Founded in 2003, KIPP WAYS Academy was the first KIPP Atlanta Schools school to open. WAYS stands for West Atlanta Youth Scholars and we are proudly rooted in our West Atlanta community. The WAYS campus building is named after an Atlanta pioneer, Alonzo Herndon, who was one of the first Black millionaires in the United States.

KIPP WAYS Academy is centered around Afrocentric teaching and values and we empower ourselves through community service and activism. Our values are: Umoja (Unity), Ujima (Collective Work and Responsibility), Kujichagulia (Self-determination), Nia (Purpose), and Imani (Faith). African village practices and cultures are incorporated throughout our school and each school year, we establish “villages” composed of a mix of fifth through eighth-graders. KIPP WAYS Academy shares a campus with KIPP WAYS Primary School (grades K-4), offering a full K-8 academic experience.



**Extracurricular Activities**

At KIPP WAYS Academy, we offer the following extracurricular activities:

- Baseball
- Basketball
- Beta Club
- Business Minds Kids
- Cheer
- Debate Club
- Football
- Girls on the Run Softball
- Scholar Government Association
- Soccer
- Track

**Core Values**



Umoja  
(Unity)



Kujichagulia  
(Self-Determination)



Ujima  
(Collective Work & Responsibility)



Nia  
(Purpose)



Imani  
(Faith)



(404) 802-7750 • 1605 Donald Lee Hollowell Parkway Northwest, Atlanta, GA 30318



**Grades Served**  
K-8



**Founded**  
2019



**Scholars**  
768



**Teachers**  
67

Founded in 2019, KIPP Woodson Park Academy was the 10th KIPP Atlanta Schools school to open. Unlike the other KIPP Atlanta Schools schools, KIPP Woodson Park Academy is a unique partnership with Atlanta Public Schools. In 2019, KIPP assumed operations of Woodson Park, a K-5 school that was a combination of the former Grove Park Elementary School and the former Woodson Intermediate, in the Grove Park neighborhood. KIPP Woodson Park Academy serves as the zoned school for any scholars who live in the neighborhood and functions as a traditional public school in regards to enrollment. The history of KIPP Woodson Park Academy is rich and our school culture is rooted in resiliency and pride in our beloved community. Our scholars are the legacy of community members who have resided in Grove Park for decades. At KIPP Woodson Park Academy, we are committed to fostering love and openness and ensuring our scholars receive the academically excellent education and support they deserve.



**Extracurricular Activities**

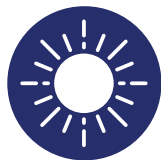
At KIPP Woodson Park Academy, we offer the following extracurricular activities:

- Basketball
- Cheer
- Dance
- Flag football
- Girl Scouts
- Music
- STEM program - YMCA Partnership
- Soccer
- Theater

**Core Values**



Unity



Joy



Humility



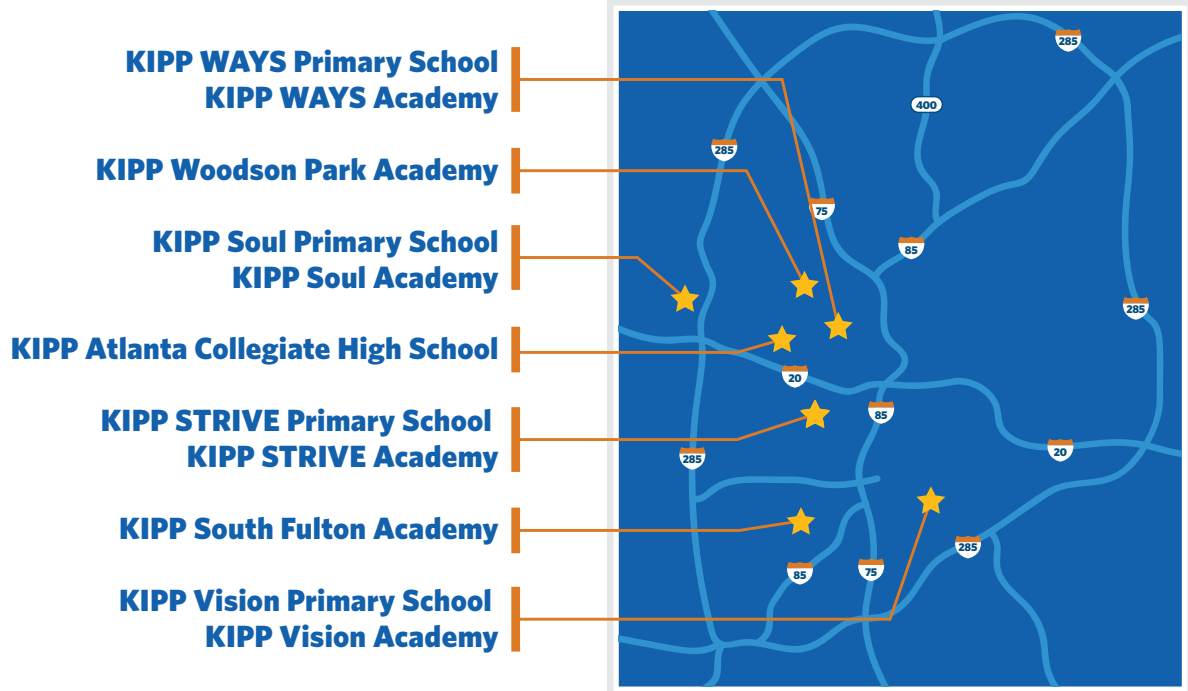
Integrity



Legacy

# Our Reach

Today we are 11 schools strong, educating over 5,500 scholars in grades K-12 in the city of Atlanta and Fulton County



# KIPP:Forward

(404) 574-5126 • 98 Anderson Avenue • Atlanta, GA 30314

KIPP Forward is an innovative program that supports our scholars on the journey to and through college. Our dedicated college counselors help our high school scholars identify the best post-secondary options based on their interests and passions. After high school graduation, KIPP persistence advisors help more than 2,000 alumni navigate the academic, social, and financial challenges they may encounter in college or while pursuing a career. KIPP Forward ensures our scholars, about 60% of whom are the first in their families to attend college, have the academic, social, and financial support they need to succeed.

We are proud to be able to celebrate with dozens of our alumni who have graduated from college and are now pursuing graduate degrees and professional careers in areas such as finance, education, and medicine.

All KIPP Atlanta Schools alumni - whether they graduated from KIPP Atlanta Collegiate or completed eighth grade at a KIPP Atlanta Schools middle school - are supported by our KIPP Forward team. We also provide programming for lower grades to help families get an early start on financial and other planning for college.

KIPP Atlanta Schools' commitment to our scholars does not end with high school graduation. We currently support over 1,000+ college-aged alumni. We stay connected to our alumni throughout their college journey to ensure they have the academic, social, and financial support they need. As we evolve, we are committed to developing programming that supports a wider variety of postsecondary pathways towards fulfilling careers and lives.



91%

**College Acceptance Rate for KIPP Atlanta Collegiate Class of 2024**



2,000+

**Our Alumni are pursuing choice-filled lives**

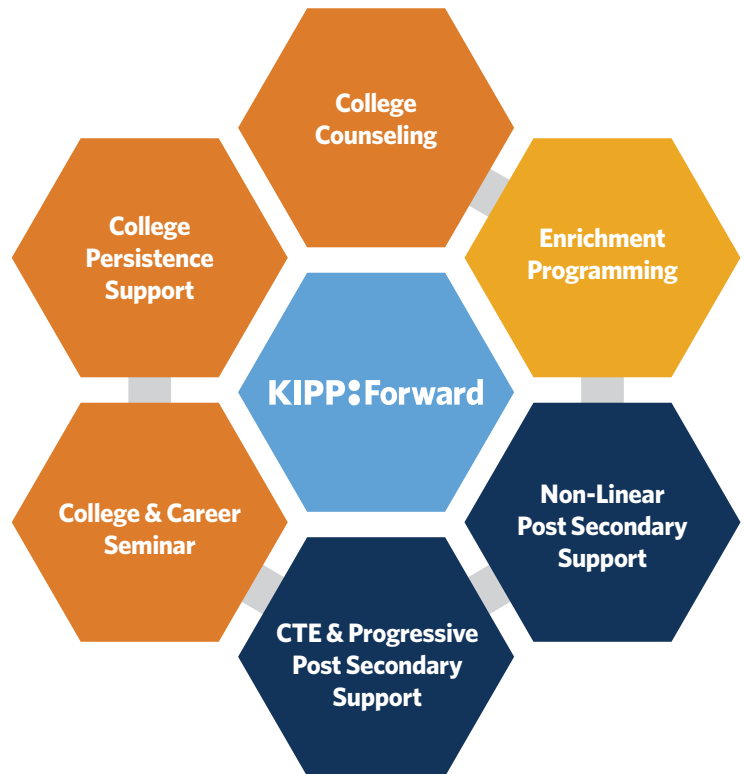
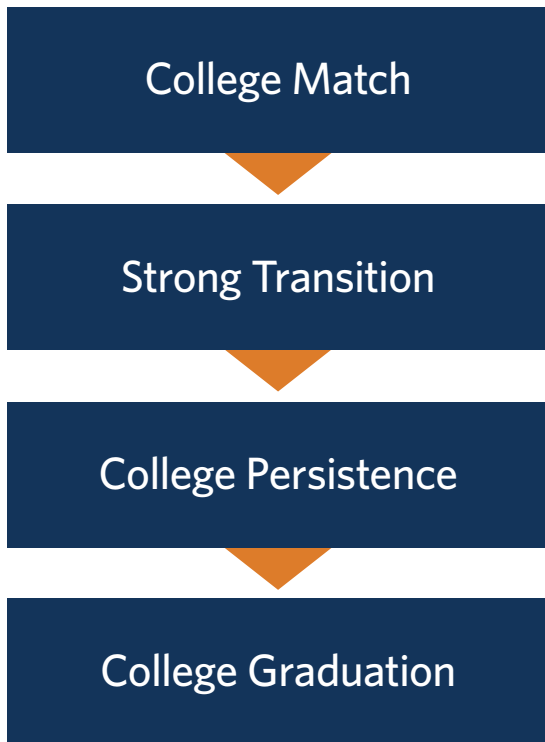


\$26, 200,000

**Scholarship dollars earned by the Class of 2024**

# KIPP:Forward

Our commitment to our scholars starts in kindergarten and continues as our scholars choose their path beyond high school with the KIPP Forward team.





# KIPP Atlanta Schools Board Member Contact Information

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**Catherine Mealor**

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**JaKathryn Ross**

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**Stacey Mohr**

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**Deb Sudbury**

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# KIPP Atlanta Schools Honorary Board Members

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**Dennis Love**

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**Marni Mohr**

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**Jack Ward**

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# Board Member Biographies



## Salim Bhatia

Salim Bhatia, President and CEO of Green Park International, is an experienced entrepreneur with a background in not-for-profit and for-profit sectors. He successfully established the Aga Khan Academies, a global network of merit-based K-12 day and residential schools spanning Africa, Asia, and Europe. With a focus on social impact, Salim's leadership translated vision into operational and financial success. He also has a proven track record of building companies in the telecommunications and software industries. Recognized for entrepreneurial excellence, Salim has held several influential Board roles.

Salim holds a Bachelor of Science (Honors) in Engineering from University College London and an MBA from Harvard University with distinction.

**Why I love KIPP Atlanta Schools:** Engaging in this work helps ensure scholars' success through excellence in academic and personal development.



## Hector Calzada

Hector Calzada is a Managing Director with Deloitte Corporate Finance LLC (DCF). Hector has extensive experience advising management and board directors on complex transaction situations affecting shareholder value. Hector is a southeast regional leader and national health sciences champion for our Fairness Opinion practice. Previously, Hector was a Senior Vice President with an international investment banking firm where he provided fairness opinions and financial advisory services. Hector integrated the national healthcare and life science financial advisory effort with the corporate finance practice.

Hector received his M.B.A from Florida International University and his B.S. from the Tulane University A.B. Freeman School of Business.

**Why I love KIPP Atlanta Schools:** KIPP is a light in our community, guiding scholars to their post-secondary plans.

# Board Member Biographies



## Stephen Council

Steve represents investors in securities fraud and financial misconduct cases. He regularly advises financial services organizations on regulatory compliance, registration, and data security. Steve handles complex regulatory matters, including SEC, DOJ, FDIC, and FINRA investigations, enforcement actions, and related litigation.

He began his legal career at the SEC as a staff attorney investigating securities fraud, later serving as Branch Chief before transitioning to private practice. Steve also conducts internal investigations for financial firms and public companies, leveraging his government experience and IT background.

He is excited to contribute his expertise as a KIPP Atlanta Schools Board Member.



## Richard H. Deane Jr. – Chair

Richard H. Deane Jr., Partner with the Jones Day law firm, formerly co-chaired the Firm's corporate criminal investigations practice and is the Former Partner-in-Charge of the Firm's Atlanta office. His experience includes more than 14 years as an assistant U.S. attorney, including serving as chief of the criminal division.

In 1994, Deane was appointed to the position of U.S. magistrate judge. In 1998, President Clinton appointed him as U.S. attorney for the Northern District of Georgia. During this time, Attorney General Janet Reno appointed Deane to serve on the attorney general's advisory committee.

Deane received a B.A. and J.D. from the University of Georgia and an LL.M. from the The University of Michigan. He is a Fellow of the American College of Trial Lawyers and serves as a Regent. He is on the board of KIPP Atlanta Schools charter schools and the National Center for Civil and Human Rights. Deane is also a member of the Board of Visitors for the Georgia State University School of Law and is an adjunct law professor at Georgia State University.

**Why I love KIPP Atlanta Schools:** I love KIPP because it fulfills its promise of helping to usher our scholars toward a future without limits. KIPP understands that a child's potential is not limited by economics, race, or geography. We aim to help every scholar fulfill their potential and pursue their dreams. We know that quality education is critically important to accomplishing that mission.

# Board Member Biographies

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## Omar Dione

Omar P. Dione is an experienced strategy and operations professional. His industry experience includes financial services, media and quick service restaurants. He currently serves as Senior Principal Operations Lead in the Northeast Region at Chick-fil-A, Inc. Prior to joining Chick-fil-A, he was a Management Consultant at the Boston Consulting Group (BCG) and co-founded Greenwood Avenue Management. Mr. Dione began his career in fixed income capital markets at Deutsche Bank and Wells Fargo Bank. He holds a B.S. in Economics from Carnegie Mellon University and an M.B.A. from The Wharton School of the University of Pennsylvania.

**Why I love KIPP Atlanta Schools:** I fell in love with KIPP Metro Atlanta's, after learning of its mission and impact. I am a devout believer that schools, in partnership with families and communities, can prepare scholars to thrive in life and contribute positively to society.



## Frank Glover

Frank Glover is Chief Investment Officer at STG Investments, a family office based in Atlanta, Georgia. In this role, he is responsible for investments in public and private markets and other administrative duties. Before this role, he served over fourteen years at Cox Enterprises, Inc., most recently as Senior Director of Retirement Investments. He has previous experiences with Delta Air Lines and Seabury Group. Frank is currently a member of the Board of Directors of Metro City Bank. He received a Bachelor of Science degree from Davidson College and a Master of Business Administration from the Kellogg School of Management at Northwestern University. He is a CFA charter holder.

**Why I love KIPP Atlanta Schools:** I love KIPP because our scholars have great potential and deserve a school to help them create their desired future.

# Board Member Biographies



## Dawn Griffin

Dawn B. Griffin is a Health Communication Specialist at the Centers for Disease Control and Prevention (CDC). In her role at the Centers for Disease Control and Prevention, Dr. Griffin reports the results of research to various stakeholders via presentations, coordinates with federal agencies on CDC-wide communication products, serves as conference manager for an annual national conference on health communication marketing and media, and represents the CDC at center-wide meetings established to facilitate health communication programs and activities. Dawn was most recently engaged in the COVID-19 emergency response for the agency.

She is a proud graduate of Spelman College, graduating with a Bachelor of Science in Biology. Following her undergraduate training, Dawn earned a Master of Science in Public Health from Meharry Medical College and her Doctorate in Philosophy from the University of Alabama at Birmingham on full fellowship.

**Why I love KIPP Atlanta Schools:** When I encounter any KIPP scholar, I see myself and our future!



## David Jernigan

David Jernigan currently serves as the President & CEO of the Boys & Girls Clubs of Metro Atlanta, where he oversees 25 clubs across ten counties, serve ten thousand kids and teens each year. Before assuming the role of President & CEO, David served for six years as the Deputy Superintendent for Atlanta Public Schools, where he assisted the Superintendent in realizing a bold vision of transformation for a district of 52,000 scholars.

Much of David's career was with KIPP Atlanta Schools, where he had the opportunity to serve as the Founding Principal for one of the first KIPP schools in Atlanta, KIPP WAYS (West Atlanta Young Scholars) Academy. David went on to launch the KIPP Atlanta Schools region in 2008 when he became the Founding Executive Director for KIPP Atlanta Schools and led the organization to grow from two to eight schools over six years. David came to Atlanta in 2000 through the Teach For America program, where he taught at M. Agnes Jones Elementary School in the West End of Atlanta. David is a Morehead Scholar and graduate of the University of North Carolina Kenan Flagler Business School and has his Master's in Educational Leadership from the National Louis University.

**Why I love KIPP Atlanta Schools:** KIPP attracts some of the most passionate educators in Atlanta who are deeply invested in the most amazing kids in Atlanta!

# Board Member Biographies

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## Zane Major

Zane Major is a Real Estate Analyst for HJ Russell Enterprise. Zane is responsible for managing and analyzing Real Estate Asset, providing direction, advice, and analytics that communicate each asset's state and financial performance and development opportunities. He graduated from the University of Arizona with a Bachelor of Science in Business Administration. Zane is actively engaged in his community, taking a leadership role in Concessions International's community outreach arm, CI Cares, focusing on women's empowerment, early childhood development, and food insecurity within the Atlanta community.

**Why I love KIPP Atlanta Schools:** KIPP Scholar and the faculty's passion and excellence each day is inspiring. I love the mission of KIPP and how the community lives those values daily. KIPP Atlanta is a foundational example of a better Atlanta and how we, as an entire community, empower and uplift each other.



## Rachel McCarthy

Rachel McCarthy is a Vice President with Delta Air Lines, Inc. Rachel has extensive aviation experience including positions in Marketing, Inflight Service, Talent Acquisition, Learning, and People Management. Rachel currently works in the Inflight Service department at Delta, and has responsibility for Delta's largest Inflight Service base in Atlanta, the onboard Customer Experience, the onboard leadership program, Flight Attendant Hiring, and Inflight Service Learning.

Previously she has worked in the UK and Atlanta for Delta, as well as time in Chicago with United Airlines and New York for JetBlue. She returned home to Delta and Atlanta in 2022. Rachel earned a BSBA in General Management from Thomas Edison State University.

**Why I love KIPP Atlanta Schools:** KIPP's mission inspires me, allowing students to realize their potential with an appreciation for life-long curiosity!

# Board Member Biographies

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## Catherine Mealor

Catherine Mealor is Managing Director, Equity Research for Keefe, Bruyette, and Woods. She is responsible for small and mid-cap research coverage for banks in the Southeast. She began her career at KBW, where she spent three years as an analyst within KBW's investment banking department in Richmond, Virginia. In 2006, she moved to Atlanta to join KBW's research department. Catherine has been quoted in publications such as the Wall Street Journal, The American Banker, and various local business journals. She has been featured as a guest on CNBC and Bloomberg TV. Ms. Mealor graduated cum laude from Washington and Lee University with a Bachelor of Science with Special Attainments in Commerce.

**Why I love KIPP Atlanta Schools:** I love how intentional KIPP is in its mission to ensure growth in both academics and character for its scholars. KIPP does a beautiful job balancing its quest for academic excellence AND providing a space for scholars to find love, joy, and respect, which, combined, I believe, will lead to a CHOICE-filled life for its scholars!



## Stacey Mohr

Stacey Mohr litigates complex business disputes—with extensive experience in consumer and policyholder class actions—as well as civil rights and constitutional law cases and education-funding litigation. She represents clients engaged in commercial arbitrations and litigation in state and federal courts at the trial and appellate levels. Stacey also counsels companies on a variety of matters, including employment issues and open-government compliance, and advises private and public schools on various education issues..

**Why I love KIPP Atlanta Schools:** I love KIPP because our schools' opportunities prepare our scholars for all of their future endeavors.



# Board Member Biographies



## JaKathryn Ross

JaKathryn Ross is the Senior Director of Community Affairs at Georgia-Pacific. In this role, she advances Georgia-Pacific's corporate social responsibility initiatives, which include connecting GP to broader Koch-wide initiatives that support economic freedom and societal well-being.

Beyond her standard responsibilities at Georgia-Pacific, JaKathryn also served as the founding executive director of Youth Entrepreneurs® Georgia (Georgia) and an adjunct professor at Morehouse College.

JaKathryn received a Bachelor of Science degree from Florida A&M University and an MBA from Mercer University. Leveraging a breadth of experience in accounting, marketing, sales, and strategic planning that spans 30+ years at leading companies, including JP Morgan Chase, Kimberly-Clark, Johnson & Johnson, and now Georgia-Pacific, JaKathryn has skillfully transferred that knowledge to advance education, criminal justice reform, and strategic business engagement.

**Why I love KIPP Atlanta Schools:** KIPP illuminates the potential in each scholar and helps them catch the vision, believe, and ultimately achieve.



## Deb Sudbury

Deb Sudbury is a retired Jones Day employment law, litigation, and investigations partner, having practiced law for nearly 40 years.

She received her J.D. from Georgetown University Law Center and is admitted to practice law in California, Illinois, and Georgia. Deb is deeply committed to education and community service, having served on the board of organizations such as Communities in Schools, the Atlanta International School, The Woodruff Arts Center, The Atlanta College of Art (now SCAD), Leadership Atlanta, and the Partnership Against Domestic Violence. Deb attained her B.A. from Illinois State University with high honors.

**Why I love KIPP Atlanta Schools:** KIPP is loved because I know the difference that education and great educators made in my life and the lives of others.

I know that all scholars benefit from a solid and positive educational foundation regardless of zip code. Scholars will do remarkable work to impact their families and communities when given this opportunity.

# Board Member Biographies



## Joe Arnold (HB)

Joe Arnold retired in 2021 from Truist (formerly SunTrust) after a 40-year career with the bank. His last role was leading the Not-for-Profit & Government Banking division for 20 years. Arnold served clients in the following industries: healthcare entities; educational institutions, public and private; faith-based organizations; cities, counties, and state agencies. Previous roles included leading the company's New York Corporate Banking team, the North GA Credit Services division, and other sales teams and quality control initiatives.

In retirement, Joe continues to serve on the boards of nonprofits vital to him: The Robert Woodruff Foundation, Achieve Atlanta, Atlanta Mission, John & Mary Franklin Foundation, KIPP Atlanta Schools, GOAL SSO, Greater Atlanta Christian School, GACS Foundation, YMCA of Metro Atlanta, and the advisory board of the Atlanta Area Council - Boy Scouts of America.

Joe is a University of Virginia's McIntire School of Commerce (Finance concentration) graduate. He is also a Leadership Atlanta Class of 2003 graduate.

**Why I love KIPP Atlanta Schools:** Seeing scholars thrive and prepare for their futures brings me joy!



## Tom Avery (HB)

Thomas A. Avery is a retired Managing Director at Raymond James & Associates, where he led the technology investment banking team and the financial sponsors' group. He spent approximately 40 years in investment banking and venture capital activities and currently serves on the boards of CRA International, ArborGen Holdings, Southeast Pet Distributors, and PowerUp Scholarship Organization, a notfor-profit focusing on under-resourced youth in the Atlanta area. Mr. Avery has a B.S. in Industrial Management degree from Georgia Tech and an MBA from Harvard University.

**Why I love KIPP Atlanta Schools:** KIPP gives kids and parents a choice in choosing where they receive their education, and therefore an opportunity for a better life.

# Honorary Board Member Biographies



## Jim Bostic (HB)

James Edward Bostic, Jr., Ph.D., retired as Executive Vice President of Environmental, Communications, and Government Affairs from Georgia Pacific Corporation and worked for G-P for over 30 years. Bostic was a member of the board of trustees of Clemson University, Tuskegee University, and Wofford College. Bostic has also served on the board of directors of Progress Energy Corporation, Raleigh, NC, Wachovia Bank of Georgia, South Carolina National Corporation, and the South Carolina National Bank. Bostic went to Clemson University and earned a Bachelor of Science degree in textile chemistry with honors. He became the first African-American to earn a Ph.D. at Clemson University.

After graduating from Clemson, Bostic was selected to participate in the prestigious White House Fellowship program, appointed as Assistant to the Secretary of Agriculture, and served as Deputy Assistant Secretary at the US Department of Agriculture.

**Why I love KIPP Atlanta Schools:** Working to ensure our scholars gain access to higher education opportunities through a quality education is the greatest gift.



## Kathe Brown (HB)

Kathe E. Brown is a retired College Counselor who worked for years at Holy Innocents and the Lovett School. She served as a Volunteer Coordinator for the University of Pennsylvania Alumni Secondary School Interviews, a member of the Trustee Council of Penn Women, and a Board member of the Jewish Education Loan Fund. Kathe earned her B.A. in history from the University of Pennsylvania and a Master's in Counseling from the University of Oklahoma. She served three terms on the KIPP Metro Atlanta Board and is now an Honorary Member.

**Why I love KIPP Atlanta Schools:** I love KIPP because education is my passion and KIPP works!

# Honorary Board Member Biographies



## Sidney Childress (HB)

During her marketing career, Sidney held positions at Infistar, Wells Fargo, and G.E.Capital. She is an avid volunteer in her community. Her degrees include a B.A. in English from Vanderbilt, an M.B.A. from the University of North Carolina at Chapel Hill, and an M.T.S. from Emory University.

**Why I love KIPP Atlanta Schools:** Being part of the art and science that lifts scholars into lives of choice would be gift enough, but I have also come to love big and little KIPPsters.



## Sid Harris (HB)

Sidney E. Harris is a private investor and an independent trustee of the Virtus Mutual Funds Family and several closed-end funds. From 2007-2017, he served as the Independent Chairman of the Board of the Ridgeworth Funds. In 2019, he was named a Fund Directions Advisory Board member. He is also a member of the Mutual Fund Directors Forum (MFDF) board.

He served as dean (1991-1996) of the Peter F. Drucker Graduate School of Management at Claremont Graduate University. And dean (1997-2004) of the J. Mack Robinson College of Business at Georgia State University. He is a Fellow of the International Academy of Management. He also has extensive corporate board and international business experience with asset management and technology companies. Sid served on the board of several nonprofits, including Beta Gamma Sigma, AACSB International, International University of Grand Bassam Foundation, and Camp Coca-Cola.

Dr. Harris received a B.A. from Morehouse College in Mathematics, and his M.S. and Ph.D. from Cornell in Engineering.

**Why I love KIPP Atlanta Schools:** KIPP Atlanta Schools' leadership meets scholars where they are and provides a positive opportunity for them to have a fulfilling and successful life.

# Honorary Board Member Biographies



## Craig Jones (HB)

Craig Jones practiced law for ten years with King & Spalding in the Atlanta office, where he was a partner in their real estate division. He transitioned to the commercial real estate development business, including 20 years with Cousins Properties Incorporated.

He served in several positions, including President of the Office Division and Chief Investment Officer. Since he retired from Cousins Properties, Craig has served on several boards of directors for nonprofit and for-profit companies. Craig received a B.A. from Washington and Lee University and a J.D. from the University of Virginia.

**Why I love KIPP Atlanta Schools:** KIPP scholars have every opportunity to soar and pursue endless possibilities, and the programming offered allows doors to open.



## Dennis Love (HB)

Dennis M. Love is the retired chairman and CEO of Atlanta-based Printpack Inc., a position he held for almost thirty years. Printpack, one of the largest U.S. manufacturers of flexible packaging, is privately held by the Love family and serves many of the nation's leading food companies. Mr. Love also serves on the board of publicly-traded Oxford Industries, a branded retail apparel company, and chairs its audit committee. In addition, he was a long-time director of AGL Resources until it was acquired by the Southern Company in 2016.

Mr. Love's non-profit service includes the Atlanta boards of KIPP Atlanta Schools, Teach for America, and Columbia Theological Seminary. He is also a board member and past president of the Atlanta Area Council of the Boy Scouts of America and an emeritus trustee and former board chairman of the Westminster Schools.

Mr. Love earned a bachelor's degree in engineering from Princeton University and a master's degree from the Harvard Business School.

**Why I love KIPP Atlanta Schools:** They cultivate a love for learning at all levels by making school engaging and, sparking curiosity through lessons.

# Honorary Board Member Biographies

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## Marni Mohr (HB)

With more than twenty years of experience with non-profit education organizations, Marni brings considerable expertise to her volunteer and philanthropic work. Throughout her five-year tenure with the KIPP Foundation, she worked to establish and maintain relationships with key decision makers throughout the region to ensure that facilities, funding, and charters were in place for KIPP Schools to open, fostered relationships with local community-based organizations, education groups, businesses, foundations, and political and influential community leaders, and worked to connect KIPP schools to best practices. She also assisted school leaders in developing critical programs and strategies, including business operations, financial management, staff recruitment and retention, community and school district relations, and board development.

Before joining KIPP, Marni served in various capacities with non-profit education organizations, including Junior Achievement of Georgia and the Georgia Partnership for Excellence in Education.

Her educational background includes a B.S. in Foreign Service from Georgetown University. She serves on the Board of Georgia Fugees Academy Charter School, is the Chair of Odyssey's Advisory Council, and is an honorary KIPP Atlanta Schools Board member.

**Why I love KIPP Atlanta Schools:** I love KIPP because it is an organization of like-minded people focused on creating educational equity opportunities. I love KIPP because it is another family- for me and so many others - that brings joy, has high expectations, impacts life trajectories, and has forever made a mark on my heart.

# Honorary Board Member Biographies

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## Jack Ward (HB)

Jack Ward served as Chairman and CEO of Russell Corporation from 1998 to 2006, a \$1.4 billion international sporting goods company, with brands including Russell Athletic, Spalding, and Brooks Athletic. Before joining Russell, he was CEO of Sara Lee Corporation's multibillion-dollar Hanes Group of Companies. Earlier in his career, he worked for Procter and Gamble, H.J. Heinz, and Legg's Products (a division of Sara Lee).

He has served on several for-profit and nonprofit boards. In 2007, he joined the KIPP Atlanta Schools board, served as board chair from 2012-2014, and became an honorary board member in 2016. Jack earned his B.S. and M.B.A. degrees from Cornell University.

**Why I love KIPP Atlanta Schools:** I love supporting scholars on their journey for an excellent education and success in life.

# Board Member Slate

DIRECTORS	TERM - END DATE
1. Salim Bhatia	(II-2027- In 4th year)
2. Hector Calzada	(III-2026-In 8th year)
3. Stephen Councill	(I-2027- In 1st year)
4. Rick Deane	(IV-2025- In 10th year) - Chair
5. Omar Dione	(I-2026- In 2nd year)
6. Frank Glover	(III-2027- In 7th year)
7. Dawn Griffin	(III-2026-In 8th year)
8. David Jernigan	(II-2027- In 4th year)
9. Zane Major	(I-2026- In 2nd year)
10. Stacey Mohr	(III-2026-In 8th year)
11. Catherine Mealor	(III-2026-In 8th year)
12. Rachel McCarthy	(I-2027- In 1st year)
13. JaKathryn Ross	(III-2025- In 9th year)
14. Deb Sudbury	(III-2027- In 7th year)



# KIPP Atlanta Schools Board Committee Composition

## ADVOCACY COMMITTEE

- Salim Bhatia
- Jim Bostic
- Zane Major
- Stacey Mohr – Chair
- JaKathryn Ross

## COMMITTEE ON DIRECTORS

- Rick Deane
- JaKathryn Ross - Chair
- Deb Sudbury

## DEVELOPMENT COMMITTEE

- Joe Arnold
- Jim Bostic
- Omar Dione
- Frank Glover – Co-Chair
- Dawn Griffin
- Dekia Scott Moore
- Deb Sudbury – Co-Chair

## ENDOWMENT SUBCOMMITTEE

- Tom Avery – Chair
- Frank Glover
- Dennis Love
- Tom Pritchard

## FINANCE COMMITTEE

- Tom Avery
- Hector Calzada – Chair
- Richard H. Deane Jr.
- Craig Jones
- Dennis Love
- Brooks Lumpkin
- Catherine Mealor

## SCHOOL PERFORMANCE COMMITTEE

- Salim Bhatia – Chair
- Jim Bostic
- Sidney Childress
- Richard H. Deane Jr.
- David Jernigan
- Rachel McCarthy
- JaKathryn Ross
- Deb Sudbury

## EXECUTIVE COMMITTEE

- Salim Bhatia
- Hector Calzada
- Richard H. Deane Jr.
- Frank Glover
- Stacey Mohr
- JaKathryn Ross
- Deb Sudbury

# Executive Leadership Team

<b>Justin Anderson</b>	Chief Financial Officer	404-804-7979	janderson2@kippmetroatlanta.org
<b>Benjamin Cabeza</b>	Chief Strategy Officer	770-366-2391	bcabeza@kippmetroatlanta.org
<b>Ra'Chel Ford</b>	Interim CEO	404-840-4172	rford@kippmetroatlanta.org
<b>Lawrence Harris</b>	Chief Impact Officer	404-623-3187	lharris1@kippmetroatlanta.org
<b>Lakeesha Ramdhanie</b>	Chief of Staff	678-464-6261	lramdhanie@kippmetroatlanta.org
<b>Jamaul Thomas</b>	Deputy Chief Schools Office	470-618-6952	jthomas1@kippmetroatlanta.org
<b>Terra Walker Jean-Louis</b>	Chief People Officer	770-605-7275	twalker@kippmetroatlanta.org



# Executive Leadership Team Bios

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## Justin Anderson

### **CHIEF FINANCIAL OFFICER**

Justin is the Chief Financial Officer of KIPP Atlanta Schools. He oversees the comprehensive financial operations at KIPP Atlanta Schools, including accounting, budgeting, procurement, payroll, and financial planning and analysis. Before joining KIPP Atlanta Schools, Justin served as the Chief Financial Officer of a Charter Management Organization in Louisiana. He also held leadership positions managing the Financial Planning and Analysis and Financial Accounting and Reporting for the Georgia Lottery.

Justin is a Certified Public Accountant, licensed in Georgia and Louisiana. He is a graduate of the University of Louisiana at Monroe, having earned a B.B.A in Accounting. Deeply passionate about education and financial empowerment, Justin is dedicated to ensuring that financial strategies at KIPP Metro Atlanta Schools support and enhance the organization's mission.

# Executive Leadership Team Bios



## Benjamin Cabeza

### CHIEF STRATEGY OFFICER

Ben oversees strategic and annual planning, regional data & analytics, and cross-functional projects for KIPP Atlanta Schools. Before stepping into his current role, Ben led the KIPP Atlanta Schools regional Data & Analytics team, which supports the region with student information and scheduling, data systems and infrastructure, assessment strategy, survey strategy, and data analytics. Ben had the privilege of growing the Data & Analytics team as the region grew and built the vision for data strategy and infrastructure to support the region with being data-informed and making the work for leaders and teachers more efficient and impactful.

Ben began his career in education as a 2009 Teach For America Corps Member in Charlotte, NC. Prior to joining TFA, Ben earned degrees in Public Relations and Speech Communications from the University of Georgia. After teaching middle school math for three years, Ben went to Vanderbilt University's Peabody College of Education and earned a Master's in Education Policy. During his time at Vanderbilt, he also served as a Research Assistant in the Special Education Department, completed a practicum with the Achievement School District, and completed a capstone project on the impact of turnaround schools. Ben entered the world of K-12 data as a Data Specialist with LEAD Public Schools, prior to joining KIPP Atlanta Schools. He has also completed the Harvard Strategic Data Project Institute for Leadership in Analytics (SILA) program. On the side, Ben is the Board Co-Chair for a charter school in his hometown of Douglasville, GA.

# Executive Leadership Team Bios

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## Ra'Chel Ford

### INTERIM CEO

Ra'Chel oversees Facilities, Health Services, Insurance, Safety, School Operations, School Nutrition, Technology, and Transportation for KIPP Atlanta Schools. Ra'Chel began her work with KIPP in 2014 as a founding campus director of operations and later as the managing director of operations for the region. Ra'Chel began her career in financial services, spending over 15 years in various leadership positions ranging from sales, team development, and process improvement roles with Bank of America.

Ra'Chel was called to education in 2012, working with the Tennessee Department of Education. There she served as the Chief of Staff for District Support, supporting every school district within the state. Ra'Chel earned a B.S. degree in Urban Policy Studies from Georgia State University and an MBA in Global Management from the University of Phoenix. She is an alumna of the Broad Center's Urban Educational Leadership Residency, earning a Master of Education in Educational Leadership.

Ra'Chel believes that educators can help unlock every child's innate genius, and it starts with nurturing the love of reading.

# Executive Leadership Team Bios

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## Lawrence Harris

### **CHIEF IMPACT OFFICER**

Dr. Lawrence Harris, Chief Impact Officer, oversees Development, Marketing & Communications, Advocacy & Partnerships, and Enrollment for KIPP Atlanta Schools.

Lawrence began his work with KIPP in 2023. Lawrence began his career as a high school counselor, with a focus on post-secondary planning. In 2014, Lawrence was selected as the Chief Executive Officer for the Athens Community Career Academy, a charter program focused on providing college and career technical training, and apprenticeships to high school students. He later was selected as Chief of Community Engagement, Strategy, and Partnerships, for the Clarke County School District.

Lawrence has a B.S. in Psychology and Spanish from the University of Georgia, M.S.Ed in Education from the University of Pennsylvania, and a Ph.D. in Education Administration and Policy from the University of Georgia.

Lawrence believes that every day we work we have an opportunity to change a child's life, and that anything is possible as long as we put our hearts and hands into it.

# Executive Leadership Team Bios

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## Lakeesha Ramdhanie

### CHIEF OF STAFF

Lakeesha Ramdhanie currently serves as Chief of Staff for KIPP Atlanta Schools. She leads and supports KIPP Atlanta Schools CEO and Stakeholder Initiatives. Originally from the Bronx, NY, Lakeesha was thrilled to begin her career serving her regional community in Newark, NJ as a founding teacher at KIPP SPARK Academy.

In 2012, Lakeesha was afforded the opportunity to help establish Atlanta's first KIPP elementary school as the founding Assistant Principal. She served as Assistant Principal for five years before becoming Principal of KIPP STRIVE Primary School in 2017. Lakeesha supported the regional academic vision as Head of Schools, Academics prior to her current role. Lakeesha had come to know and love Atlanta through her time at Spelman College, where she earned a B.A. in Psychology in 2009. She earned her M.A in Organizational Leadership from Teachers College, Columbia University, in 2015.

As a firm believer in continuous self-improvement, Lakeesha has participated in several cohort learning programs including KIPP National's Summer Leadership Programming, where she was a Miles Family Fellow, and participated in the Successor Prep Cohort. Locally, she is a LEAD Atlanta, class of 2020 alumni and was named Assistant Principal of the Year for the Atlanta Public Schools district. Lakeesha attributes these successes to her commitment to education and her mission to serve her community. When not serving the scholars of KIPP Metro Atlanta, Lakeesha loves traveling with her family and frequenting local festivals.

# Executive Leadership Team Bios



## Jamaul Thomas

### DEPUTY CHIEF SCHOOLS OFFICER

Jamaul joined the KIPP Metro Atlanta Schools team as Managing Director of School Operations and has been elevated to a Head of Schools role. Jamaul is new to Atlanta but has spent his career supporting scholars from turnaround settings in both public and charter school districts. Jamaul has spent his last three years with IDEA Public Schools doing some “good trouble” in Tampa, Florida. All roles were in direct support of providing excellence in equity of education for every child, at every chance, every single day. Jamaul’s greatest joy in his most recent tenure was to support and develop leaders, building their capacity to lead others.

Jamaul began his career in Orange County Public Schools, serving as the reading content leader, then as the TFT Specialist, and then as a middle school Guidance Counselor. He then matriculated back to his hometown of Lake City and Columbia County Schools serving him home community in education. In 2019, his work took him to join IDEA Public Schools where he did a one-year principal residency. From there he climbed the leadership ladder as a Principal in Residence, Founding Principal, Executive Principal/IVPS supporting the development of school leaders statewide to bridge the connection between operations and instruction.

Jamaul is excited to join the KIPP Metro Atlanta team and family! He is eager to continue to do the transformative work taking place. As he joins the team, his intent is to be the change he wishes to see in providing equity in education for every child, every chance, every day!



# Executive Leadership Team Bios



## Terra Walker Jean-Louis

### CHIEF PEOPLE OFFICER

Terra Walker serves as Chief People Officer for KIPP Metro Atlanta Schools. Since joining the KIPP Team in 2014, Terra has served in several roles, including Founding Director of Operations at KIPP STRIVE Primary School and Director of Parent Engagement of Advocacy. In 2018, Terra proudly began serving as Principal of KIPP Vision Primary School, where she relentlessly prioritized joyful and equitable scholar and team culture, resulting in significant gains in academic achievement and stakeholder satisfaction. She was awarded the Teach on Project Principal of the Year Award in 2020 and subsequently transitioned to the role of Head of Schools for Leadership.

Terra began her professional career in education immediately upon graduation from the University of Florida in 2001. She taught middle and high school and served as an Instructional Coach for 7 years in Orange County Public Schools (Orlando) before moving to Atlanta in 2008. From 2008-2014, she served scholars in Gwinnett County Schools and Atlanta Public Schools as an Assistant Principal before transitioning to KIPP Metro Atlanta Schools. Terra is grateful for each part of her professional journey to the role of Chief People Officer and believes her prior experiences are highly leverageable and directly impact her approach to leading the Talent Team with love and a high bar of excellence.

As a lifelong learner, Terra earned a Master's degree in Educational Leadership from Nova Southeastern University, as well as an Educational Specialist degree in Curriculum & Instruction from Lincoln Memorial University. Terra's greatest joy is her son, Christian, who is currently a scholar at Clemson University. Outside of KIPP, Terra enjoys spending time with her family and friends, and supporting families impacted by autism through her nonprofit, Beauty in Autism.

# Board Bylaws

*As amended and restated by adoption on August 21, 2020*

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# Board Bylaws *(continued)*

## ARTICLE I STRUCTURE

### Section 1.1. Structure.

KIPP Atlanta Schools Collaborative, Inc. (the “Corporation”) is a nonprofit corporation organized under the laws of the State of Georgia, which does not have members within the meaning of the Georgia Nonprofit Corporation Code, O.C.G.A. §14-3-101, et seq. (as amended from time to time, the “Act”). The Articles of Incorporation of the Corporation (as amended from time to time, the “Articles of Incorporation”) were filed in the office of the Secretary of State of the State of Georgia on May 4, 2004.

### Section 1.2. Purposes.

The Corporation is organized and is to be operated exclusively to carry out charitable and educational purposes, within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986, as now in effect or as may hereafter be amended (the “Code”), including, but without limitation thereon: (a) to support the programs and activities of one or more public schools operating in accordance with the KIPP educational model, as described in the KIPP Trademark License Agreement with the KIPP Foundation, as in effect from time to time (the “KIPP License”), within the State of Georgia; (b) to exercise all rights and powers conferred by the laws of the State of Georgia upon non-profit corporations, including, but without limitation thereon, to raise funds, to receive gifts, devises, bequests and contributions, in any form, and to use, apply, invest and reinvest the principal and/or income therefrom or distribute the same for the above purposes; and (c) to engage in any other activity that is incidental to, connected with or in advancement of the foregoing purposes and that is within the definition of charitable and educational for purposes of Section 501(c)(3) of the Code, provided, the powers of the Corporation shall never be inconsistent with the purposes of the Corporation stated above or the Constitution of the United States or the State of Georgia.

## ARTICLE II OFFICES

### Section 2.1. Principal Place of Business.

The principal place of business of the Corporation, and its mailing address, shall be 98 Anderson Avenue, NW, Atlanta, GA 30314 or such other location as the Board of Directors of the Corporation (the “Board”) may determine or as the affairs of the Corporation may require from time to time. The Corporation may have such other offices as the Board may determine or as the affairs of the Corporation may require from time to time.

### Section 2.2. Registered Office & Registered Agent.

The Corporation shall have and continuously maintain in the State of Georgia a registered office and a registered agent whose office is the Corporation’s registered office, as required by the Act. The registered office may be, but need not be, identical to the principal office of the Corporation in the State of Georgia,

## Board Bylaws *(continued)*

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and the address of the registered office may be changed from time to time by the Board of Directors in accordance with applicable law.

### ARTICLE III BOARD OF DIRECTORS

#### **Section 3.1. Powers.**

The business, affairs and property of the Corporation shall be managed and controlled by the Board, and all corporate powers shall be vested in and exercised by the Board, except as otherwise provided by law, the Articles of Incorporation or these bylaws ("Bylaws"). Duties of the Board include reviewing and approving a long-term strategic plan and annual budget; determining the responsibilities of, evaluating, hiring and/or terminating the Executive Director; and seeking to maintain the financial viability of the Corporation.

#### **Section 3.2. Number.**

The number of directors ("Directors") constituting the Board will be a minimum of seven and a maximum of twenty-four. The number of Directors may be increased or decreased from time to time by the Board.

#### **Section 3.3. Election and Term.**

Directors shall be nominated by the Committee on Directors after consultation with the Chair and President. Directors shall generally be elected at the year-end annual meeting held in June (the "Annual Meeting"), but at the Board's discretion, a Director may be elected prior to the Annual Meeting for an interim term through July 1 of that fiscal year. In addition to any such interim term, Directors shall be elected for one (1) three-year term that begins on July 1 (the "Initial Term") and, if re-elected, shall be able to serve an additional two consecutive three-year terms (for a total of three terms). Thereafter, a Director must wait at least one year before being eligible for re-nomination to the Board, unless this requirement is waived by vote of 2/3 of the Board upon the recommendation of the Committee on Directors, in which case the Director may be elected to an additional two-year term; provided, that notwithstanding the foregoing, (a) a Director who is the immediate past Chair of the Board at the time such Director's third three-year term ends may serve an additional one-year term and (b) a Director may serve up to two years beyond his or her third three-year term while serving as Chair of the Board and one additional year thereafter. Initial terms for Directors elected prior to July 1, 2010, will be deemed to expire as set forth in the Appendix to these Bylaws. No persons serving on the Board shall be paid employees of the Corporation, or the relatives of such persons.

#### **Section 3.4. Removal.**

Any or all of the Directors may be removed with or without cause by a majority vote of the currently elected Directors at any special meeting of the Board called for that purpose.

## Board Bylaws *(continued)*

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### **Section 3.5. Resignation.**

Any Director may resign at any time by delivering written notice of his or her resignation to the President or Secretary of the Corporation. Such resignation shall become effective upon receipt thereof by the President or Secretary, but the acceptance of such resignation shall not be necessary to make it effective. No Director may resign if the Corporation would be left without at least one duly elected Director.

### **Section 3.6. Meetings.**

The Board and the Corporation are subject to Georgia's open meeting laws, and all meetings of the Board shall be held at the time and place provided in the notice prepared in compliance with the open meeting laws. The Annual Meeting of the Board shall be held each year in June for the election of the Chair of the Board ("Chair") and Directors as nominated by the Committee on Directors and for the transaction of such business as may properly come before the meeting. Regular meetings of the Directors shall occur at least four times per year on dates selected by the President. Special meetings may be called at any time by the President, Chair, or any three (3) Directors. A majority of the Directors present, whether or not a quorum is present, may adjourn any meeting to another time and place. If the meeting is adjourned for more than twenty-four hours, notice of an adjournment to another time or place shall be given prior to the time of the subsequent meeting to the Directors who were not present at the time of the adjournment.

### **Section 3.7. Notice of Meetings.**

In addition to the notice requirements pursuant to Georgia's open meeting laws, notice of the time and place of each regular, special or annual meeting of the Board shall be given to each Director by first-class mail at least four days before the meeting is held, or by personal delivery, facsimile or electronic mail at least forty-eight hours before the meeting is held.

### **Section 3.8. Quorum and Voting.**

Except as otherwise provided by law, a majority of the currently elected Directors shall constitute a quorum for the transaction of business by the Board. Except as otherwise provided by law or these Bylaws, the vote of a majority of the Directors present at the time of a vote, if a quorum is present, shall be the act of the Board.

Any action required or permitted to be taken at any meeting of the Board of Directors or any action that may be taken at a meeting of a committee of the Board of Directors may be taken without a meeting if the action is evidenced by one or more consents in writing or by electronic transmission describing the action taken, signed by no fewer than a majority of the voting members of the Board or committee, and delivered to the corporation for inclusion in the minutes for filing with the corporate records reflecting the action taken. Such filing shall be in paper form if the minutes are maintained in paper form and shall be in electronic form if the minutes are maintained in electronic form. This provision shall not be utilized if 20% or more of voting members request that such action not be taken without prior discussion at a regular or special meeting of the Board or committee.

## Board Bylaws *(continued)*

### **Section 3.9. Telephonic Participation in Meetings.**

To the extent permitted by law, any one or more members of the Board or any committee thereof may participate in a meeting of the Board or committee by means of a conference telephone or similar communication equipment allowing all persons participating in the meeting to hear each other at the same time, provided such meeting and notice thereof comply with the open meeting laws.

### **Section 3.10. Committees.**

The Board will have an executive committee (“Executive Committee”) and may have other committees, each consisting of at least three Directors. Committees (with the exception of the Executive Committee and the Committee on Directors) may include members who are not Directors, and such members shall have voting power on matters before the member’s respective committee. Upon the recommendation of the Chair and committee chair, and after solicitation and consideration of feedback from the President and the Board, the Committee on Directors shall elect members of the committees. After consultation with the Chair and the President, the Committee on Directors will nominate the chairs of the committees, subject to approval by the Board. After consultation with the Chair and President, the Committee on Directors will nominate a chair-elect for any committee to serve in such capacity not less than six months before nomination for election as committee chair or whatever shorter time period becomes necessary. Committees shall have all the powers delegated by the Board as described in each committee’s charter. Except as otherwise provided by law, the presence of at least half of the total number of voting committee members shall constitute a quorum for the transaction of business by that committee. For purposes of determining whether a quorum is present, non-voting, ex officio committee members shall not be included in the number of committee members present or the total number of committee members.

### **Section 3.11. Standing Committees.**

The Board will have five standing committees (“Standing Committees”): the Executive Committee, Development Committee, Finance Committee, Committee on Directors, and Advocacy Committee. Each Standing Committee will have a charter that defines its respective roles and responsibilities, and each Committee shall have the authority to delegate responsibility to subcommittees with approval of the Board. The Board may elect to name other Standing Committees as it deems appropriate.

(a) The Board may delegate to the Executive Committee full powers of the Board to act upon all matters pertaining to the welfare and management of the Corporation between regular meetings of the Board. The Executive Committee will conduct the annual July review of the Executive Director’s performance in the prior fiscal year and recommend performance goals and compensation for the upcoming fiscal year, subject to final Board approval. The Executive Committee shall include the Chair, Chair-Elect, immediate past Chair, the chair of each Standing Committee, and any additional Directors nominated by the Committee on Directors in consultation with the Chair and approved by the Board. The Executive Committee shall report to the next regular meeting of the Board any action taken by it during the interim between any regular meetings of the Board.

(b) The Development Committee is responsible for preparing and approving an annual fundraising

## Board Bylaws *(continued)*

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plan, coordinating Directors' participation in all fundraising programs, assisting with development initiatives, and facilitating the continuing cultivation of friends and patrons of the Corporation. The Development Committee is also charged with ensuring that accurate and secure giving records are maintained by the Corporation. The Development Committee shall perform such other tasks as set forth more specifically in its charter.

(c) The Finance Committee is responsible for seeking to maintain the financial viability of the Corporation. The Finance Committee shall approve the annual operating budget and present it to the Board for review and approval. The Finance Committee shall monitor the financial operations and report on the Corporation's financial status at each regular meeting of the Board. The Finance Committee shall review and approve the organization's fiscal policies and procedures and shall present recommended changes to the Board as appropriate. The Finance Committee shall recommend the selection of the independent auditing firm and oversee the auditing process and recommend approval of the annual audit to the Board. The Finance Committee also will oversee the major business and operating risks of the Corporation, along with any pending litigation, to ensure that all such risks are being identified and managed appropriately. The Finance Committee shall perform such other tasks as set forth more specifically in its charter. The Finance Committee shall include the Chair, and Chair-Elect when applicable, as a member.

(d) The Committee on Directors is responsible for overseeing matters pertaining to the Corporation's Board, including membership and evaluation. The Committee on Directors will nominate the Chair, Chair-Elect (as appropriate), and Officers of the Corporation (the "Officers") for election after consultation with the Chair and President. The Committee on Directors shall establish criteria for the selection of new Directors, evaluate such candidates, and make recommendations to the Board for new Directors for Board approval at the annual meeting. The Committee on Directors shall nominate the chairs and chairs-elect (as appropriate) of the committees, to the Board after consultation with the Chair and President. The Committee on Directors shall elect members of committees upon the recommendation of the Chair and committee chair after soliciting and considering feedback from the President and the Board. The Committee on Directors shall perform such other tasks related to the membership and performance of the Board as set forth more specifically in its charter.

(e) The Advocacy Committee is responsible for outreach and advocacy with applicable governmental entities, community leaders, and the public to advance laws, regulations, policies, and other measures that are in the best interests of the Corporation and its schools. The Advocacy Committee shall analyze legislative developments and other trends potentially impacting the Corporation's schools; make recommendations to the Board and carry out appropriate actions in response to such developments and trends; maintain and develop relationships with government officials, school board members, and other community leaders with oversight or influence on policies and issues potentially affecting the Corporation's schools; communicate and coordinate with other schools and organizations that have

## Board Bylaws *(continued)*

interests that are aligned with those of the Corporation's schools; and perform such other tasks as set forth more specifically in its charter.

### **Section 3.12. Compensation.**

Persons serving as Directors or members of a committee shall not receive any salary or compensation for such services, though they may be reimbursed for reasonable out-of-pocket expenses incurred in fulfilling such services.

### **Section 3.13. Personal Liability of Directors.**

All personal liability of a Director to the Corporation for monetary damages for breach of fiduciary duty as a Director is eliminated; provided this provision shall not eliminate or limit the liability of a Director:

- (a) For any breach of a duty of loyalty to the organization; and
- (b) For acts or omissions not in good faith or which involved intentional misconduct or a knowing violation of law.

### **Section 3.14 Honorary Directors**

The Board may, from time to time by a majority vote of the Directors, appoint as it shall deem necessary one or more persons to serve as an Honorary Director of the Board; provided, that no person shall be an Honorary Director unless such person has previously been a Director. Honorary Directors shall have the same rights to attend meetings of the Board, receive notice thereof and participate therein as Directors; provided, that (a) no Honorary Directors shall have a vote on any matter before the Board and (b) no Honorary Director shall be permitted to attend a non-public session of the Board unless such person is invited by the Board to attend such session on a basis other than their role as an Honorary Director (e.g., as a person having particular expertise on a matter before the board in such session), in accordance with Board's practices and procedures regarding attendance at non-public sessions by non-Directors. In considering whether to appoint a person as an Honorary Director, the Board shall consider, among other factors as the Board may deem relevant, the past contributions of such person as a Director, the historical knowledge of such person with regard to the Corporation and matters having been considered by the Board, and the experience or expertise of such person as is relevant to matters before the Board.

Unless otherwise determined by the Board, Honorary Directors shall serve for a five-year term, and may be reappointed by the Board for additional consecutive five-year terms. Any Honorary Director may be removed with or without cause by a majority vote of the Directors. Any Honorary Director may resign at any time by delivering written notice of his or her resignation to the President or Secretary of the Corporation. Such resignation shall become effective upon receipt thereof by the President or Secretary, but the acceptance of such resignation shall not be necessary to make it effective.



# Board Bylaws *(continued)*

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## ARTICLE IV OFFICERS

### **Section 4.1. Number.**

The Officers shall be the Chair, President, Vice President, Secretary, Chief Financial Officer, the Principal of each KIPP Atlanta Schools school, and such other Officers, if any, as the Board may appoint. The Chair shall be a Director, while the President, Vice President, Secretary, Chief Financial Officer, and Principals shall be paid employees of the Corporation.

### **Section 4.2. Election and Term.**

Officers shall be nominated by the Committee on Directors after consultation with the Chair and President and shall be approved by the Board. Officers shall hold their offices for such terms and shall exercise such powers and perform such duties as shall be determined from time to time by the Board; provided, however, that the Chair and the chairs of any committee shall hold office for the term of one year and may serve up to four (4) terms. All Officers shall hold office until their successors are chosen and qualified or until their earlier resignation or removal.

### **Section 4.3. Resignation and Removal.**

An Officer may resign by giving written notice of his or her resignation to the President or Secretary. Any Officer may be removed, with or without cause, by a majority vote of the full Board. Any Officer vacancies arising at any time and from any cause may be filled at any meeting of the Board.

### **Section 4.4. Employees and Other Agents.**

The Board may from time to time appoint such employees and other agents as it shall deem necessary, each of whom shall hold office at the pleasure of the Board, and shall have such authority, perform such duties and receive such reasonable compensation, if any, as the Board may from time to time determine.

### **Section 4.5. Chair.**

The Chair shall preside at all meetings of the Board and shall have general charge and supervision of the Board. The Chair shall have power to sign in the name of the Corporation all contracts authorized either generally or specifically by the Board, to execute and deliver other documents and instruments and to sign checks, drafts, notes and orders for the payment of money. The Chair shall also have such other powers and perform such other duties as the Board may from time to time prescribe. Unless a shorter time period becomes necessary, not less than six (6) months before the Board expects the election of a new Chair to occur, the Committee on Directors will solicit nominations for Chair-Elect, and after consultation with the Chair and President will nominate a Chair-Elect to the Board for election to serve in such capacity for the remainder of the Chair's term, before assuming the role of Chair.

## Board Bylaws *(continued)*

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### **Section 4.6. President.**

The President shall serve as the Corporation's Executive Director, and shall have general charge and supervision of the administration of the affairs and business of the Corporation. He or she shall have the power to sign alone in the name of the Corporation all contracts authorized either generally or specifically by the Board, to execute and deliver other documents and instruments, and to sign checks, drafts, notes and orders for the payment of money. The President shall also have such other powers and perform such other duties as the Board may from time to time prescribe.

### **Section 4.7. Vice President.**

The Vice President shall, in the absence or disability of the President, perform on an interim basis the duties and exercise the powers of the President. The Vice President may have such powers and perform such duties as may be delegated thereunto by the President or prescribed by the Board.

### **Section 4.8. Secretary.**

The Secretary shall be responsible for the maintenance of an accurate record of all the minutes of all meetings of the Board and of any committees of which a secretary shall not have been appointed by the Board; serve or cause to be served all notices of the Corporation; be custodian of the records (other than financial); and perform all duties incident to the office of Secretary and such other duties as from time to time may be assigned to him or her by the Board. In the event of absence or disability of the Secretary, the Board may appoint an Assistant Secretary to perform the duties of the Secretary during such absence or disability.

### **Section 4.9. Chief Financial Officer.**

The Chief Financial Officer shall keep or cause to be kept complete and accurate accounts of receipts and disbursements of the Corporation, and shall deposit all moneys and other valuable effects of the Corporation in the name and to the credit of the Corporation in such banks or depositories as the Board may designate. The Chief Financial Officer shall keep proper books of accounts and other books showing at all times the amount of the funds and other property of the Corporation, all of which shall be open at all times to inspection by the Board. The Chief Financial Officer shall submit a report of the accounts and financial condition of the Corporation at each annual meeting. He or she shall perform all duties incident to the office of Chief Financial Officer, and such other duties as shall from time to time be assigned by the Board.

# Board Bylaws *(continued)*

## ARTICLE V MISCELLANEOUS

### **Section 5.1. Checks, Notes and Contracts.**

The Board may authorize any Officer or Officers, agent or agents, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the Corporation, and such authority may be general or confined to specific instances. No loans shall be contracted on behalf of the Corporation, and no evidences of indebtedness shall be issued in its name, unless authorized by a resolution of the Board. All checks, drafts or other orders for the payment of money, notes or other evidences of indebtedness issued in the name of the Corporation shall be signed by such Officer or Officers, agent or agents of the Corporation and in such manner as shall from time to time be determined by resolution of the Board. All funds of the Corporation not otherwise employed shall be deposited from time to time to the credit of the Corporation in such banks, trust companies or other depositories as the Board may select.

### **Section 5.2. Books and Records.**

The Corporation shall keep: (a) adequate and correct books and records of account; and (b) minutes of the proceedings of its Board and its committees. The minutes shall be kept in written form.

### **Section 5.3. Annual Report.**

The Board shall cause an annual report to be sent to the Directors not later than 120 days after the close of the Corporation's fiscal year. Such report shall contain in appropriate detail the following: (a) the assets and liabilities, including the trust funds of the Corporation as of the end of the fiscal year; (b) the principal changes in assets and liabilities, including trust funds, during the fiscal year; (c) the revenue or receipts of the Corporation, both unrestricted and restricted to particular purposes, for the fiscal year; (d) the expenses or disbursements of the Corporation, for both general and restricted purposes during the fiscal year; and (e) any transaction and/or indemnification involving an Interested Person, as defined below in Section 6.2.(a), that exceeds \$50,000, or a number of transactions that involve the same Interested Person and in the aggregate exceed \$50,000, including the name of the Interested Person involved in such transactions, the Interested Person's relationship to the Corporation, the nature of the interest in the transaction, and the amount of such interest.

### **Section 5.4. Right of Inspection.**

Every Director shall have the absolute right at any reasonable time to inspect and copy all books, records and documents of every kind and to inspect the physical properties of the Corporation.

### **Section 5.5. Amendments.**

These Bylaws may be amended at any meeting of the Board as specified in Section 3.6.

# Board Bylaws *(continued)*

## ARTICLE VI CONFLICTS OF INTEREST

### Section 6.1. Purpose.

The purpose of the conflicts of interest policy is to protect the Corporation's interest when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an Officer, Director, or committee member. This policy is intended to supplement but not replace any applicable state laws governing conflicts of interest applicable to nonprofit and charitable corporations.

### Section 6.2. Definitions.

(a) Interested Person. Any Director, Officer, or member of a committee who has a direct or indirect Financial Interest, as defined below in Section 6.2(b), is an Interested Person.

(b) Financial Interest. A person has a Financial Interest if the person has, directly or indirectly, through business, investment or family:

(1) an ownership or investment interest in any entity with which the Corporation has a transaction or arrangement;

(2) a compensation arrangement with the Corporation or with any entity or individual with which the Corporation has a transaction or arrangement, or

(3) a potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the Corporation is negotiating a transaction or arrangement.

Compensation includes direct and indirect remuneration as well as gifts or favors that are substantial in nature.

### Section 6.3. Procedures.

(a) Duty to Disclose. In connection with any actual or possible conflicts of interest, an Interested Person must disclose the existence of his or her Financial Interest and all material facts relating thereto to the Board.

(b) Determining Whether a Conflict of Interest Exists. After disclosure of the Financial Interest and all material facts relating thereto, and after any discussion thereof, the Interested Person shall leave the Board meeting while the Financial Interest is discussed and voted upon. The remaining Directors shall decide if a conflict of interest exists.

## Board Bylaws *(continued)*

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### (c) Procedures for Addressing the Conflict of Interest.

(1) An Interested Person may make a presentation to the Board, but after such presentation, he or she shall leave the meeting during the discussion of, and the vote on, the transaction or arrangement resulting in the conflict of interest.

(2) The Chair shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement.

(3) After exercising due diligence, the Board shall determine whether the Corporation can obtain a more advantageous transaction or arrangement with reasonable efforts from a person or entity that would not give rise to a conflict of interest.

(4) If a more advantageous transaction or arrangement is not reasonably attainable under circumstances that would not give rise to a conflict of interest, the Board shall determine by a majority vote of the disinterested Directors whether the transaction or arrangement is in the Corporation's best interest and benefit and whether the transaction is fair and reasonable to the Corporation; and shall make its decision as to whether to enter into the transaction or arrangement in conformity with such determination.

### (d) Violations of the Conflicts of Interest Policy.

(1) If the Board has reasonable cause to believe that a Director, Officer or member of a committee has failed to disclose actual or possible conflicts of interest, it shall inform such person of the basis for such belief and afford such person an opportunity to explain the alleged failure to disclose.

(2) If, after hearing the response of such person and making such further investigation as may be warranted in the circumstances, the Board determines that such person has in fact failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action.

### **Section 6.4. Records of Proceedings.**

The minutes of the Board and all committees with Board-delegated powers shall contain:

(a) Names of Persons with Financial Interest. The names of the persons who disclosed or otherwise were found to have a Financial Interest in connection with an actual or possible conflict of interest, the nature of the Financial Interest, any action taken to determine whether a conflict of interest was present, and the Board's decision as to whether a conflict of interest in fact existed.

(b) Names of Persons Present. The names of the persons who were present for discussions and votes

## Board Bylaws *(continued)*

relating to the transaction or arrangement, the content of the discussion, including any alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection therewith.

### **Section 6.5. Annual Statements.**

Each Director, Officer and member of a committee with Board-delegated powers shall annually sign a statement which affirms that such person:

- (a) Receipt. Has received a copy of the conflicts of interest policy.
- (b) Read and Understands. Has read and understands the policy.
- (c) Agrees to Comply. Has agreed to comply with the policy.
- (d) Tax Exemption. Understands that the Corporation is a charitable organization and that, in order to maintain its federal tax exemption, must engage primarily in activities which accomplish one or more of its tax exempt purposes.

### **Section 6.6. Periodic Reviews.**

To ensure that the Corporation operates in a manner consistent with its charitable purposes and that it does not engage in activities that could jeopardize its status as an organization exempt from federal income tax, the Corporation may conduct periodic reviews.

## **ARTICLE VII INDEMNIFICATION**

### **Section 7.1. General.**

The Corporation shall indemnify its past and present Directors, Officers, committee members, employees and agents, in accordance with the Articles of Incorporation, against any liability asserted against any such person and incurred by him or her in such a capacity or arising out of his or her status as such a person, including reasonable expenses incurred by such person in connection with a proceeding relating to such liability; all to the fullest extent permitted by law and in accordance with the provisions of Part 5 of Article 8 of the Act, entitled "Indemnification," O.C.G.A. §14-3-850 et seq., as amended, which provisions are incorporated herein by reference as permitted by §14-3-858(f) of the Act. Any right to indemnification provided for herein shall not be exclusive of any other rights to which any Officer, Director, or former Officer or Director may be entitled.

# Board Bylaws *(continued)*

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## **Section 7.2. Insurance.**

The Corporation may purchase and maintain D&O or liability insurance on behalf of an individual who is or was a Director, Officer, employee, or agent of the Corporation or who, while a Director, Officer, employee, or agent of the Corporation, is or was serving at the request of the Corporation as a director, officer, partner, trustee, employee, or agent of another foreign or domestic nonprofit corporation, partnership, joint venture, trust, employee benefit plan, or other enterprise, against liability asserted against or incurred by him or her in that capacity, whether or not the Corporation would have power to indemnify him or her against the same liability under Section 7.1.

## **Section 7.3. Amendments.**

If the Act hereafter is amended to authorize broader or less broad indemnification of Directors, Officers, committee members, agents and employees, then the indemnification of such Directors, Officers, committee members, agents and employees of Corporation shall be expanded or reduced, as the case may be, to the fullest extent then permitted by the amended Act.

## **APPENDIX**

### **Term for Directors Elected Prior to July 1, 2010**

Ending Date of Initial Term Director

June 30, 2010 Barry Berlin, Charlotte Dixon, Irving Mitchell, Marni Mohr

June 30, 2011 Kathe Brown, Tom Pritchard, Jack Ward, Alan Wise

June 30, 2012 Harsha Agadi, Ned Case, Craig Jones, Avery Munnings

June 30, 2013 Tom Avery, Mike Raeber, Torarie Durden, Sam Gude

# 2024-25 Annual Calendar

### JULY 2024

4 - Independence Day  
18 - First Day for New Hires  
25 - All Staff Return  
31 - New KIPPster Orientation Full Day

S	M	T	W	Th	F	S
	1	2	3	4	5	6
	7	8	9	10	11	12
	14	15	16	17	18	20
	21	22	23	24	25	27
	28	29	30	31		

### JANUARY 2025

1-3 - Winter Break  
6 - Staff Professional Learning Day  
7 - Semester 2 Begins  
20 - M. L. King Jr.'s Birthday Observed

S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Instructional Days: 18

### AUGUST 2024

1 - First Day of School  
23 - Asynchronous Learning Day

S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Instructional Days: 22

### FEBRUARY 2025

17 - Presidents' Day  
17 - Staff Professional Learning Day  
17-21 - Mid-Winter Break

S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

Instructional Days: 15

### SEPTEMBER 2024

2 - Labor Day  
27 - Asynchronous Learning Day

S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

Instructional Days: 20

### MARCH 2025

14 - Quarter 3 Ends  
17 - Staff Professional Learning Day

S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Instructional Days: 20

### OCTOBER 2024

4 - Quarter 1 Ends  
14 - Indigenous Peoples' Day  
14-18 - Fall Break  
18 - Staff Professional Learning Day

S	M	T	W	Th	F	S
			1	2	3	4
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Instructional Days: 18

### APRIL 2025

7-11 - Spring Break

S	M	T	W	Th	F	S
			1	2	3	4
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Instructional Days: 17

### NOVEMBER 2024

5 - Staff Professional Learning  
25-29 - Thanksgiving Break

S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

Instructional Days: 15

### MAY 2025

26 - Memorial Day  
27-29 - Half Day for Scholars  
29 - Last Day of School  
30 - Staff Professional Learning Day

S	M	T	W	Th	F	S
					1	2
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Instructional Days: 20

### DECEMBER 2024

20 - Quarter 2 Ends, Semester 1 Ends  
23-31 - Winter Break

S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Instructional Days: 15

### JUNE 2025

9-20 - Region Closed  
19 - Region Closed - Juneteenth Observed  
23-27 - Schools Closed

S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

Semester 1 Instructional Days: 90

Semester 2 Instructional Days: 90

Total Instructional Days - 180	Region Closed	<span style="background-color: red; border: 1px solid black; display: inline-block; width: 15px; height: 10px;"></span>	<span style="background-color: green; border: 1px solid black; display: inline-block; width: 15px; height: 10px;"></span>	Staff Professional Learning Day - No School for Scholars
	Schools Closed	<span style="border: 1px solid black; display: inline-block; width: 15px; height: 10px;"></span>	<span style="background-color: blue; border: 1px solid black; display: inline-block; width: 15px; height: 10px;"></span>	First/Last Day of School
	Half Day for Scholars	<span style="background-color: yellow; border: 1px solid black; display: inline-block; width: 15px; height: 10px;"></span>	<span style="border: 1px solid black; display: inline-block; width: 15px; height: 10px;"></span>	End of Quarter/Semester
			<span style="background-color: yellow; border: 1px solid black; display: inline-block; width: 15px; height: 10px;"></span>	Asynchronous Learning for Scholars/Staff Report for PD

External - Board Approved 2/7/24





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