

KIPP ATLANTA SCHOOLS

KIPP Atlanta Schools Board Meeting Minutes

May 14, 2025

9:00 AM -3:00 PM

Meeting Location: 1050 White Street Suite C, Atlanta, Georgia 30310

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

Board Members Present: Salim Bhatia, Rachel McCarthy, Zane Major, Frank Glover, Richard H. Deane Jr., Joseph Arnold, Frank Glover, JaKathryn Ross, Stephen Councill, Catherine Mealor

Honorary Board Members Present: Jim Bostic & Sidney Childress

Zoom Participants: Tawni Johnson (KIPP Atlanta Schools Employee)

Staff Members Present: Authur Washington, Amanda Jamaul Thomas, Justin Anderson, Lakeesha Ramdhanie, Lawrence Harris, Ra'Chel Ford, Terra Walker Jean-Louis, Kyla Byas-Smith, Irving Williams, Troy, Amanda Oudi, Trinity Austin, Joe Grainger, Irving Williams, Yolanda Gantz

Other Attendees: Chris Adams (Attorney), Brooke Smith, Keith Glass & Dr. Kyra M. Caldwell Templeton

The meeting was called to order at **9:05 by the Board Chair, Richard H. Deane Jr.**

1. Welcome & Agenda Review (Richard H. Deane Jr.)

- a. A message was shared about the loss of scholars A'Erica Dixon & Messiah Heard

2. Mission Moment

- a. KIPP Atlanta Collegiate Scholar, Brooke shared their experience as Chairwoman of the APS Student Council. A representative of Atlanta Public Schools was able to attend and speak about the impact of APS Student Council members.

3. Public Comment Comments

- a. A public comment was made by Tawni Johnson, KIPP Atlanta Schools Staff Member at KIPP STRIVE Primary School

4. Board Chair Consent & Updates (Richard H. Deane Jr.)

- a. Board Chair shared the following updates
 - i. 2025-26SY Financial Updates – Hector
 - ii. FY24 Form 990 Updates- Justin
 - iii. CEO Search Updates
 - 1. The following Board Members will serve as members of the search committee Richard H. Deane Jr., JaKathryn Ross, David Jernigan and Joseph Arnold
- b. A vote was conducted to approve March 19 meeting minutes
 - i. Richard H. Deane Jr. made a motion to approve this motion Catherine Mealor seconded the motion Hector Calzada
 - ii. The motion was approved unanimously, with no abstentions, and none opposed
- c. **COD Chair Updates**
 - 1. **A discussion was had regarding,**
 - a. 2025-26SY Meeting Cadence
 - i. Meeting Dates

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ii. Committee Dates

1. A question was had regarding what the Support Corps is. A discussion was had regarding what the purpose of the Support Corps is.
- b. 2025-26SY Slate Approval
- c. Joe Arnold Vote
- d. Deb Sudbury, Jamina Cole, and Omar Dione King Updates
2. Motion to approve 2025-26SY Board & Committee Slates
 - a. JaKathryn Ross made a motion to approve these items; the motion was approved by Frank Glover and seconded by Stephen Council
 - b. The motion was approved unanimously, no abstentions, and none opposed
3. Approve 2025-26SY Board Meeting & Committee Dates
 - a. JaKathryn Ross made a motion to approve these items; the motion was approved by Frank Glover and seconded by Stephen Council
 - b. The motion was approved unanimously, no abstentions, and none opposed
4. Joe Arnold Board Chair Vote for 2025- 26 SY
 - a. JaKathryn Ross made a motion to approve these items; the motion was approved by Frank Glover and seconded by Stephen Council
 - b. The motion was approved unanimously, no abstentions, and none opposed
- 5. CEO Updates | State of the Schools (KIPP Atlanta Schools Chiefs & Staff Members)**
 - a. A discussion was had regarding APS Audit & GaDOE Annual Survey
 - i. APS Audit of Student Enrollment and Withdrawal Records
 - ii. KIPP ATL Responded to “Letter of Concern” from APS
 1. A question was asked regarding whether we received a letter from the Board regarding the current status of schools on the CSI/TSI List, stating that we are in good standing.
 - a. Ra’Chel shared that we would reach out to our attorney to determine how we can request a letter from APS stating that we are in good standing
 - iii. GaDOE Annual Survey accepted by State Office of Charter Schools
 - b. A discussion was had regarding KIPP Foundation Updates
 - i. Academics
 1. Changing: Fish Tank ELA (K-8) , Illustrative Math (9-10), Novel Education ELA (9-10), and iReady
 2. Regional Alignment:
 - a. Phased approach - until 2030 for full alignment in 2025 26 6SY for Chronic Absenteeism, Enrollment
 - b. Leadership Development
 - c. KIPP Brand
 3. Support & Accountability
 - a. A discussion was had regarding how to partner with the KIPP Foundation to continue to remain in alignment with our transition to one KIPP.
 - c. A discussion was had regarding gratitude and KIPP Happenings across KIPP Atlanta Schools
 - d. A discussion was had regarding our current finances to date
 - i. A discussion was had introducing the new Controller

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- ii. A question was asked regarding our financial favorability and whether this trend will continue to rise.
 - 1. Right now, we expect our current trend to continue
 - iii. Finance insights & updates were shared
 - iv. An audit was completed regarding an internal process
 - 1. Credit Card use
 - 2. Credit Card Fraud
 - 3. Thus, a new credit card policy and playbook will be rolled out for 2025-26SY
 - 4. A statement was made that it would be recommended to keep as little cash on hand as possible
 - v. A discussion was had regarding federal updates
- e. A discussion was had regarding the success of development fundraising goals
 - i. A discussion was had regarding the Development strategy for 2025-26SY
 - ii. Fundraising goal is: 4.2 for the 2025-26SY
- f. A discussion was had regarding Board Governance
 - i. Internal Deadline: June 4
 - ii. State Deadline: June 30
- g. A discussion was had regarding enrollment
 - i. A question was asked if we have access to APS enrollment data?
 - 1. Response: This data is not easily accessible until the end of the school year.
- h. A discussion was had regarding Talent
 - i. We are currently trending higher for teacher retention than we have in the past
 - ii. A discussion was had regarding high priority vacancies
 - iii. A discussion was had regarding Relay Graduate School of Education
 - 1. 2025-26 SY Goals: 35 our goal is to retain 90% annually
 - iv. A discussion was had regarding how are garnering state funding through teachers receiving certification
 - 1. The more staff we have with advanced degrees the better funding we will have.
- i. A discussion was had regarding current enrollment and funding trends
 - i. A discussion was had welcoming Troy to KIPP Atlanta Schools
 - ii. A discussion was had regarding enrollment insights
 - 1. Applications are lower than what they have historically been
 - 2. A discussion was had regarding recruitment strategies
 - 3. A discussion was had regarding how we tell our community about the impact KIPP Atlanta Schools has and what can draw families to KIPP Atlanta Schools
 - 4. A discussion was had regarding high school capacity
- j. A discussion was had regarding Chronic Absenteeism
- k. A discussion was held regarding Milestones Projections| Content Mastery
 - i. ELA Content and Math Content
 - 1. A discussion was had regarding Milestones Projections, it was emphasized that the projections are not finalized or approved Milestones results
 - ii. CSI, TSI, ATSI

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1. A question was asked about the team that supports KIPP Atlanta Schools additional support
 - a. Response: Bobby Smith & MetroRESA
2. **Continuous Improvement Plan**
 - a. Tier 1: High-Impact Structural Shifts
 - i. Master schedule shifts for SY25–26 to implement 90-minute block classes for ELA and Math
 - ii. Revised assessment strategy to align with instructional priorities and scholar learning needs
 - b. Tier 2: Instructional Coherence and Support
 - i. Comprehensive academic screener review expanded to include diagnostic tools that support coherent instruction
 - ii. Redesigned Collaborative Planning Meetings to embed the full Cohesive Coaching Cycle
 - c. Tier 3: Data-Driven Progress Monitoring
 - i. Academic Progress Meetings refined to focus on individual teacher impact through the Data Next Steps Protocol
3. **Special Education Supports | All KIPP ATL Scholars Identified for Special Education**
 - a. Tier 1: Targeted Leadership Hiring + Development
 - b. 4 Quality candidates who are vying for the role of Managing Director of Scholars Support who are current systems leaders in Special Education
 - c. Weekly coaching of Assistant Principals of Scholar Support to strengthen intervention systems and scholar outcomes
 - d. Tier 2: Specialized Professional Learning
 - e. Strategic partnership with Legacy Solutions to deliver high-impact Special Education professional development (SY25–26)
 - f. Tier 3: Subgroup Performance Monitoring
 - g. Improved progress monitoring systems to drive CCRPI gains for targeted scholar subgroups
4. **Special Education Supports | TSI Schools KIPP Soul Academy and KIPP Vision Academy Scholars Identified for Special Education**
 - a. Tier 1: Leadership Engagement in Inclusive Practices
 - i. Special Education Instructional Awareness Walks conducted with school leaders to build capacity and strengthen instructional alignment
 - b. Tier 2: Targeted Professional Development
 - i. Strategic partnership with Legacy Solutions to deliver high-impact Special Education professional development
 - c. Tier 3: Systems-Level Support for Priority Schools
 - i. District-level partnership and alignment for TSI-identified schools to ensure targeted supports and compliance



- i. A discussion was held regarding the High School Graduation Rate
 - i. Graduation projections 96.6%
 - m. A discussion was had regarding KIPP Forward
 - i. A discussion was had regarding college acceptances and enrollment
- 6. 2025 Strategic Plan Last Lap (KIPP Atlanta Schools Chiefs & Staff Members)**
 - a. Objective & Priorities
 - b. Net Promoter Score
 - c. KIPPsters Thrive Academically
 - d. A discussion was had regarding the following topics:
 - i. Learning Experience
 - ii. Alumni Success
 - iii. Milestones Results + Designation Updates
 - iv. Equity
 - 1. A discussion was had regarding how we define equity and what it means at KIPP Atlanta Schools
 - v. Family Partnerships
 - 1. A discussion has had regarding survey data decrease from year to year
 - vi. Built to Last
 - 1. A discussion was had regarding expanding KIPP Atlanta Collegiate and that we are well suited to move forward with the project based on the recommendations of Joe Arnold & Craig Jones, who have professional expertise
 - 2. A discussion was had regarding the guidelines we will need to follow with APS to get renovations done
 - 3. A discussion was held which prompted us to examine whether to consider expanding our high school.
- 7. Fund Balance- Operating Model Updates (KIPP Atlanta Schools Chiefs & Staff Members)**
 - a. Fund Balance Overview
 - i. A discussion was had regarding strategic continuation, sustain, stabilize, simplify, and study
 - ii. A discussion was had regarding the increase in ELA data vs. Math data and how we need to lean into math instruction more and take best practices from ELA and implement them into Math.
 - iii. A discussion was had regarding the pre-reads and handouts provided to the Board.
- 8. Fund Balance Initiatives Updates (KIPP Atlanta Schools Chiefs & Staff Members)**
 - a. Overview
 - b. Spend Down Plan
 - c. Initiatives
 - i. ACT
 - 1. A discussion was had regarding ACT pilot, this included
 - a. ACT Power Hour
 - i. Supplement to the ACT prep that happens during the academic day not the only ACT prep offered.
 - b. ACT Mandatory Test Prep for 10th & 11th Graders
 - c. A discussion was had on why not integrate Power Hour into the school day vs. after school.

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- i. We will continue to work with the high school to consider how more ACT prep can get done
 - d. A discussion was had regarding reviewing our vendors
 - i. Fully understand KAC culture
- ii. Chronic Absenteeism
 - 1. A discussion was held regarding initiatives
 - a. McKinney Vento Vans vs. Buses
 - b. Family support and reinforcement
 - c. Attendance Incentives
- iii. Literacy
 - 1. A discussion was had regarding literacy gains
 - a. Grades 1 and 3 outpaced other grades for growth
 - 2. A discussion was had regarding literacy initiatives, headlines, and updates
 - 3. A discussion was had regarding the impact initiatives such as tutoring and curriculum have had on scholar growth
 - 4. A discussion was held regarding why 3rd-grade scores increase and what could help scholars improve their scores more quickly.
- iv. Executive Restructure
- v. Principal Instructional Time
 - 1. A discussion was held regarding an external contractor engaged to capture metrics related to:
 - a. Principal instructional time
 - b. EA support and connection
 - 2. EA Training and Development:
 - a. EAs are receiving ASpace Training
 - b. A consultant will work directly with EAs to support their growth
 - 3. A request was made to ensure EAs are assuming full scope of responsibilities beyond tactical tasks, so that their efforts directly support the Principal's focus on teaching and learning.
- vi. Impact Evaluation Study
 - 1. We are off our goal timeline and should have an update by January 2026

9. Next Steps & Important Dates (KIPP Atlanta Schools Chiefs & Staff Members)

- a. The Board Chair, Richard H. Deane Jr. shared that we will no longer need to have Executive Session

10. Adjournment

- a. A motion was made to adjourn the meeting by **Catherine Mealor**, approved the motion, which was seconded by **Hector Calzada seconded**
- b. The motion was approved unanimously, no abstentions and no one opposed
- c. The meeting adjourned at **2:07**
- d. Respectfully submitted by Kyla Byas-Smith