

KIPP Metro Atlanta Schools

KIPP Metro Atlanta Schools Emergency Board Meeting Minutes

June 25, 2024

11:00 am – 1:00 pm

Virtual Meeting <https://kippmetroatlanta-org.zoom.us/j/99911504582> Meeting ID: 999 1150 4582

Board Members Present: Salim Bhatia, Jamina Cole-King, Omar Dione, Hector Calzada, Frank Glover, Dawn Griffin, Catherine Mealor, David Jernigan, Linda King, Zane Major, Rachel McCarthy, Stacey Mohr, JaKathryn Ross, Zane Major, and Deb Sudbury

Honorary Board Members Present: Jim Bostic, Craig Jones, Sidney Childress

Staff Members Present: Justin Anderson, Ra'Chel Ford, Nikki Goodson, Lakeesha Ramdhanie, Mini'imah Shaheed, Dr. Jamaul Thomas, Terra Walker, Kyla Byas-Smith, Arlevia Bell, Nicole Prater, Alisha Birtha, and Sharena Morgan

Guests: None

The meeting was called to order at 11:03am

1. Welcome & Agenda Review (Hector Calzada)

- a. Hector Calzada welcomed the Board. A quorum was established. Reviewed the purpose of the meeting.

2. Consent Items (Hector Calzada)

- a. Hector Calzada shared the three items for consent the board.
- b. Hector Calzada asked for a motion for the May 15, 2024 meeting minutes to be approved.
 - o A motion was made to approve the May 15, 2024, meeting minutes. The motion passed unanimously.
- c. Hector Calzada asked for Mini'imah Shaheed to present the 2024-25SY APS and FCS Student Discipline Policies to the board prior to asking the board for a consent vote. Mini'imah Shaheed presented the 2024-25SY APS and FCS student discipline policies to the board. Hector Calzada asked for a motion to adopt the APS and FCS student discipline policies for the 2024-25SY.
 - o A motion was made by Stacy Mohr and seconded by JaKathryn Ross to adopt the 2024-25SY APS and FCS student discipline policies. The motion passed unanimously.
- d. Hector Calzada asked for JaKathryn Ross to present the nominations for Rachel McCarthy and Stephen Council to the board. JaKathryn Ross presented a nomination for Rachel McCarthy. Hector Calzada asked for a motion to accept the nomination for Rachel McCarthy.
 - o A motion was made by Deb Sudbury and seconded by Catherine Mealor to accept the nomination of Rachel McCarthy as a board member. The motion passed unanimously.
- e. JaKathryn Ross presented a nomination for Stephen Council. Hector Calzada asked for a motion to accept the nominations for Stephen Council.
 - o A motion was made by Frank Glover and seconded by Linda King, to accept the nomination of Stephen Council as a board member. The motion passed unanimously.

3. FY25 Budget (Hector Calzada, Mini'imah Shaheed, and Justin Anderson)

- a. *Budget Framing* Hector Calzada
- b. *Budget Perspective* Mini'imah Shaheed
- c. *Budget Overview* Justin Anderson
- d. *Budget Discussion* Board Members
 - *Mini'imah Shaheed confirmed in response to questions from the Board the following:*
 - *In addition to the reports provided at each Board meeting additional reporting will be provided in upcoming meetings that shows consistent updates regarding the investments made with this budget.*
 - *The August Board meeting will have a report inclusive of end of school year results as we do each after the data is available.*
 -
- e. *Budget Public Comments* None
- f. *Budget Vote*
 - Hector Calzada called for a motion to approve the 25FY Budget.
 - A motion was made to approve the 25FY Budget by Deb Sudbury and seconded by JaKathryn Ross. The motion passed unanimously.

4. Close

- a. A motion was made by Stacey Mohr and seconded by Frank Glover to adjourn the board meeting. The motion passed unanimously.

There being no further business, the meeting was adjourned at 12:39 pm.

Respectfully submitted by Lakeesha Ramdhanie

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KIPP Atlanta Schools Board Meeting Minutes

August 21, 2024

9:00 AM- 12:00 PM

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

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

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

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

Zoom Participants: Dawn Griffin, Tom Avery

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

Scholar Guests: Sire Washington, Camiyah Asberry

1. The meeting was called to order at 9:07

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

- a. The meeting was called to order at 9:07 AM by Richard H. Deane Jr., who welcomed the Board. A quorum was established, and the purpose of the meeting was reviewed.

3. Retreat Preview - September 7, 2024:

- a. The upcoming retreat, scheduled for Saturday, September 7, will focus on "One KIPP" and milestone metrics. **Kinnari** has been invited to present at the retreat. A survey will be completed by board members prior to the retreat to ensure all relevant data is updated.

4. Mission Moment: Veritas School of Social Science (Mini'imah)

a. Veritas Scholars:

- i. **Sire Washington (Senior):** A debate scholar from Veritas, Sire has contributed to the school's notable streak of seven consecutive wins at Harvard debate competitions.
- ii. **Camiyah Asberry (Senior):** Camiyah has engaged in corporate immersion programs across the city. She has expressed a first choice for college as the University of Georgia with an interest in marketing.

5. Consent Items (Richard H. Deane Jr.)

- a. Richard H. Deane Jr. presented four items for consent:
 - i. The following items were presented for approval:

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- ii. New Board Members Overview: **Rachel McCarthy** (unable to attend due to travel) and **Stephen Council** (unable to attend due to illness).
- iii. New Finance Committee Members Overview: **Brooks Lumpkin** was introduced as a new member, and a note was made that **Stephen Council** was a write-in candidate for the Finance Committee.
- iv. The Board approved the slate of new board members, Finance Committee members, and the **June 25, 2024** meeting minutes for the 2024-2025 school year. A motion to approve was made by **Frank Glover** and seconded by **Hector Calzada**. The motion passed unanimously.

6. CEO Updates (Mini'imah Shaheed)

- a. Gratitude: Acknowledged attendees at the recent KSS event.
- b. Vision Campus Renovations: Updates were provided on renovations, including HVAC, plumbing, lighting, and flooring. KIPP matched the awarded APS grant of \$700,000 for the project.
 - i. Next Steps for Vision Campus: A board tour is scheduled for November 7.
- c. Cognia Accreditation: KIPP Atlanta was recognized as one of the 28 large Top Workplaces due to the rigorous accreditation process.
- d. KIPP Forward & Delta Partnership: Kathe Brown (via Rachel McCarthy) shared information on December internship opportunities for 20-25 KAC juniors and seniors at Delta Airlines.
 - i. Follow-up will be done with board members regarding the list of participating scholars.

7. Board Meeting Overview (Mini'imah Shaheed)

- a. **2018-2019 vs. 2023-24 School Year Comparisons:** Analyzed audit feedback, high school graduation rates, ACT projections, and milestones.
- b. **Board Dashboard Updates:** Attendance, enrollment, and absenteeism rates were discussed, with concerns over the decrease in middle grades ELA performance.
- c. **Discussion:**
 - i. Staff attend by Zoom except for the CEO, Chief of Staff and Deputy Chief of Staff Board feedback stated that Board Members (Staff joined space at 10:32 AM per Board request)
 - 1. Why do Board members feel that the leaders should not be in the space (Joe Arnold)
 - 2. Board should collectively decision regarding who is in the space (JaKathryn)
 - a. Discussion will be addressed during Board Retreat

8. Board Dashboard

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

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

9. 2024 Georgia Milestones Results (Mini'imah)

- a. The board reviewed key findings:
 - i. ELA improvements in 3rd and 4th grades and biology improvements in high school.
 - ii. Significant growth at KSFA in social studies, with a 31-point increase.
 - iii. KVP grew by 8 points in ELA.
 - iv. A focus was placed on the 5th-8th grade ELA decrease, with board members discussing the potential impact of the COVID-19 pandemic.
- b. Board Questions:
 - i. **Cohort Data Comparison (Slide 50):**
The board requested a comparison of growth data for current 4th, 5th, and 6th graders, noting the challenges faced by this cohort since the pandemic.
 - ii. **Intervention Strategy:**
The board discussed the strategy for supporting scholars joining externally. The intervention model is already part of the programming, but concerns were raised about resource demands.
 - iii. **Challenge Index:**

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

- iv. **Literacy Lab:**
Successful results from KIPP Woodson Park are being replicated across all schools with support from United Way and Rollins.
 - v. **Charter Accountability:**
Metrics for charter accountability will be shared during the charter renewal review.
 - vi. **Gentrification and Transient Populations:**
The board discussed gentrification and how race demographics and transient populations are being addressed, with a focus on using community resources to support scholars.
 - vii. **Instructional Time:**
The question of increasing instructional time was raised, but challenges like employee and family commitments were noted.

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viii. **Support from the Board :**

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

ix. **Academic Strategy:**

The board reviewed academic strategies, including early literacy initiatives, state-approved curriculum, and weekly assessments on key standards to project student performance.

x. **Milestones Data Review :**

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

xi. **One KIPP :**

The board anticipates hearing from Kinnari about the purpose of One KIPP and its potential pros and cons for KIPP Atlanta Schools. The discussion focused on aligning One KIPP with GA State Standards while meeting its intent.

c. **Milestones Data Review Elevation:**

i. **Misalignment with State Standards:**

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

ii. **Teaching to the Test:**

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

d. **One KIPP:**

i. We will hear from Kinnari regarding One KIPP and the purpose of One KIPP

ii. One KIPP Could mean pros and cons for KIPP Atlanta Schools

iii. What is the Boards role with One KIPP? (David)

1. We will learn more from Kinnari

iv. How do we bring One KIPP and the GA State Standard expectations in alignment?

1. We will prepare our KIPP Atlanta Schools Scholars to align with GA State Standards while still meeting the expectations of One KIPP

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

10. Fund Balance Initiatives:

a. **ACT**

i. Discussion:

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

b. **Chronic Absenteeism**

i. Discussion

1. Provide more details on EverDriven

2. Request:

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

c. Executive Restructure

- i. 50 total hours of Hours of CEO Direct 1:1 Coaching to Principals seems low (Deb)
 - 1. Does not seem low to CEO
 - a. Rotating to each campus weekly increased teaching and learning touchpoints
 - 2. This is a two year rollout
 - 3. Principals are receiving three tiered coaching
 - a. Head of Schools
 - b. Deputy Chief Schools Officer
 - c. CEO
- ii. Request:
 - 1. Provide more anecdotal notes about what you are learning during 1:1 Coaching

d. Literacy

- i. Discussion:
 - 1. What is the literacy staffing model (Joe Arnold)
 - a. Provide specific staffing model numbers as a follow up

e. Principal Instructional Time

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

11. Close:

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

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KIPP Atlanta Schools Board Meeting Minutes

October 23, 2024

9:00 AM- 12:00 PM

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

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

Board Members Present: Salim Bhatia, Hector Calzada, Richard H. Deane Jr, Frank Glover, Dawn Griffin, David Jernnigan

Honorary Board Members Present:

Zoom Participants: None

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

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

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

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- f. Finance Committee Discussed: Fund Balance spend down plan progression, budget performance monitoring, aligning financial model to long term strategic goals, clean Audit
- 6. CEO Updates (Mini'imah Shaheed)**
 - a. KIPP Happenings:
 - b. Gratitude:
- 7. One KIPP (Kinnar Patel-Smyth)**
- 8. 2024 Math Georgia Milestones Results (Mini'imah Shaheed)**
- 9. Next Steps:**
- 10. Close:**
 - a. A motion was made by X and seconded by X to adjourn the board meeting. The motion passed unanimously.
 - b. There being no further business, the meeting was **adjourned at**
 - c. Respectfully submitted by
- 11. Executive Session:**
 - a. An Executive Session was called to, discuss pending legal matters and personnel matters.

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Executive Session Affidavit

The KIPP Atlanta chair or presiding officer, under oath, certifies that at a meeting of the KIPP Atlanta Board held on **October 23, 2024**, the meeting was closed as permitted by the Open Meetings Act of Georgia. The only matters considered or discussed during the closed portion or executive session of this meeting are as checked below:

DNS To discuss or deliberate upon the appointment, employment, compensation, hiring, disciplinary action, or dismissal, or the periodic evaluation or rating of a public officer or employee or to interview applicants for the position of superintendent; (O.C.G.A. § 50-14-3(b)(2)).

_____ To discuss or vote to authorize negotiations to purchase, dispose of, or lease property; authorize ordering an appraisal related to the acquisition or disposal of real estate; enter into a contract to purchase, dispose of, or lease property subject to approval in a subsequent public vote; or enter into an option to purchase, dispose of or lease real estate subject to approval in a subsequent public vote; (O.C.G.A. § 50-14-3(b)(1)).

_____ To review a Student Disciplinary appeal (O.C.G.A. § 20-2-757).

_____ To consider a matter involving the disclosure of personally identifiable information from a student's educational records (20 USC § 1232g; O.C.G.A. § 50-14-3(b)(4)).

_____ To discuss records that are otherwise protected from disclosure under the Open Records Act and there is no reasonable means to consider the records without closing the meeting; (O.C.G.A. § 50-14-3(b)(4)).

DNS To consult and meet with legal counsel pertaining to pending or potential litigation, settlement, claims, administrative proceedings, or other judicial actions brought or to be brought by or against the school district or an officer or employee or in which the officer or employee may be directly involved; (O.C.G.A. § 50-14-2(1)).

This 23 day of October, 2024

Sworn to & Subscribed Before Me
On The Above Indicated Date:

Debrah A. Sudbury

Notary Public, State of Georgia Commission Expires

Debrah A. Sudbury

Chair or Presiding Officer (Print)

[Signature]

Chair or Presiding Officer (Signature)



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KIPP Atlanta Schools Board Meeting Minutes

December 4, 2024

9:00 AM- 11:30 AM

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

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

Board Members Present: David Jernigan, Frank Glover, Hector Calzada, Jamina Cole King, JaKathryn Ross, Salim Bhatia, Stephen Councill, Stacey Mohr & Zane Major

Honorary Board Members Present: Kathe Brown, Marni Mohr, Jim Bostic

Zoom Participants: Debroah Sudbury, Rachel McCarthy, Tom Avery, Dawn Griffin

Staff Members Present: Ben Cabeza, Jamaul Thomas, Justin Anderson, Kyla Byas-Smith, Lakeesha Ramdhanie, Lawrence Harris, Mini'imah Shaheed, Authur Washington

External Guests: Simone Corbin (Miss KAC- KAC Scholar), Victor Day (Mr. KAC- KAC Scholar), LaDonia Coe Watson (KAC Staff Member), Elanor Day (Victor Sims parent)

1. The meeting was called to order at **9:08**
2. **Welcome & Agenda Review (Hector Calzada)**
 - a. The meeting was called to order by Hector Calzada., at **9:08** who welcomed the Board. A quorum was established, and the purpose of the meeting was reviewed.
3. **Mission Moment: Miss KAC, Simone Corbin & Mr. KAC, Victor Sims**
 - a. KIPP Atlanta Collegiate, Miss KAC & Mr. KAC
4. **Consent Items (Hector Calzada)**
 - i. October 23, 2024 Meeting Minutes
 1. Motion was made by Stacey Mohr seconded by Salim Bhatia
 2. Abstention- Jamina Cole
 - ii. Advocacy Committee Member Nomination | Avion Abreu
 1. A motion was made by David Jernigan seconded, Jamina Cole King and Frank Glover
 - iii. 2025-26SY Annual Calendar
 1. A motion was made by Jamina Cole King seconded by Frank Glover
- b. A motion was made by Hector Calzada and seconded by David Jernigan to approve consent items. The motion passed unanimously.
5. **Updates**
 - a. Financial Audit
 - i. The Financial Audit report was reviewed and discussed.
 - ii. AUPs for FY24 were discussed and reviewed.
 - b. Opportunity Fund Board Meeting Immediately Following Standard Board Meeting
 - i. An Opportunity Fund Board Meeting was scheduled to take place immediately following the Standard Board Meeting.
 - c. External Stakeholder Relations
 - i. A discussion was had regarding external partnerships between KIPP Atlanta Schools & Atlanta Public Schools.

- ii. A discussion was had regarding Board partnerships

6. CEO Updates (Mini'imah Shaheed)

- a. KIPP Happenings:
 - i. A discussion was had regarding KIPP Happenings
- b. Gratitude:
 - i. A discussion was had regarding notes of gratitude across KIPP Atlanta School Communities
- c. Board Dashboard:
 - i. Academics
 - ii. Attendance
 - iii. Enrollment
 - iv. Board
 - 1. A discussion was had regarding training hours and attendance are new additions to the Board Dashboard
 - 2. A discussion was had regarding end-of-year board attendance
 - v. Finance
 - vi. Graduation Rate
 - 1. A discussion was had regarding the addition of college acceptance is new addition to the Dashboard
 - vii. Impact
 - viii. Development
 - 1. A discussion was had regarding end-of-year giving
 - ix. Talent

7. Academic Progress (Teaching & Learning Team)

- a. Academic Progress Overview:
 - i. A discussion overview was had regarding Academic progress, Assessment types, Show What You Know (SWYK)
- b. Completion Rate Overtime
 - i. A discussion was had regarding completion rate, multiple assessments, assessment quality, prioritizing our assessments, GA standards alignment
 - ii. A discussion was had regarding the lack
- c. Math Results (3rd Grade)
 - i. Board members had the opportunity to engage in scholarly work and discuss the state standard in alignment with the scholarly work sample
- d. ELA Results (5th Grade)
 - i. A discussion was had regarding tools scholars use to engage in reading passages and how the complexity of ELA texts increases over time.
 - ii. A discussion was had regarding the platforms we use to analyze data and how families receive progress reports for their scholars
- e. US History Results (11th Grade)
 - i. A discussion was had regarding US History results and increases over time.
 - ii. A discussion was had regarding standard alignment and supporting teachers with understanding of standards
 - iii. Follow-Up: Distinct date for the Board regarding perception data gathering for teachers regarding SWYK
- f. SWYK Discussion

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- i. A discussion was had regarding how we can share SWYLS outside of KIPP Atlanta Schools
- ii. A discussion was had regarding the use of AI and SWYKs

8. Next Steps:

- a. Board Meeting Dates
- b. Committee Meeting Dates
- c. APS & Fulton County Board Dates
- d. Board Office Hours
- e. Board Member Conference Opportunities
- f. KIPP ATL Experience
- g. Feedback

9. Close:

- a. A motion was made by Stacey Mohr and seconded by David Jernigan to adjourn the board meeting. The motion passed unanimously.
- b. There being no further business, the meeting was **adjourned at 11:05**
- c. Respectfully submitted by Kyla Byas-Smith

10. KIPP Opportunity Fund Board Meeting

- a. A meeting was called to, discuss KIPP Opportunity Fund



KIPP Atlanta Schools Board Meeting Minutes

February 20, 2025

3:00 PM- 5:00 PM

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

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

Zoom Link: <https://kippmetroatlanta-org.zoom.us/j/82768162016>

Board Members Present: Hector Calzada, Richard H. Deane Jr., Frank Glover, David Jernigan, Catherine Mealor, Rachel McCarthy, Stacey Mohr, JaKathryn Ross, Deb Sudbury

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

Zoom Participants: Jamina Cole-King, Stephen Councill, Jim Bostic, Tom Avery, Benjamin Cabeza, Chris Adams (counsel)

Staff Members Present: Lakeesha Ramdhanie, Ra'Chel Ford, Terra Walker Jean-Louis

The meeting was called to order at **3:03PM**

8 Board members present; quorum is met

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

- a. The meeting was called to order by Richard H. Deane Jr a motion was made by Deborah Sudbury and Stacey Mohr seconded the motion.

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

- a. A vote was conducted to **approve Consent items**
- b. A motion to approve consent items was made by **Stacey Mohr** and seconded by **Deborah Sudbury**.
- c. **Richard H. Deane Updates**
 - i. Linda King transition
 - ii. Board member contributions - everyone must have contributed financially for the current school year. We are contemplating a capital campaign but have no grounds to do so if every board member has not contributed.
 - 1. Give and Get - counts as a contribution, not only personal contribution
 - iii. Board Meeting Survey for 2025-26 - Rick asked each board member to complete this survey that is in the folder and submit it.

3. CEO Updates (delivered by Ra'Chel Ford)

- i. Troy Williams - new Deputy COO
- ii. Tanaya Washington - new Principal of KIPP Vision Campus
 - 1. Kathe spoke about both Principal Washington joining her at an anti-semitism event.
- iii. CSI Progress Monitoring

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1. Shared with the board KIPP Soul Academy, KIPP Vision Primary School and KIPP WAYS Academy were recognized by the GaDOE as CSI Progress Schools

iv. Dashboard

1. Attendance

- a. Shared details of winter initiatives that support scholars coming to school in the colder months; we are better off this year than we were last year
- b. The strategy is to remain below 30% for the year. Question from Hector re: APS - around 32%

2. Enrollment

- a. Have a slight gap; we anticipate this and have a contingency built in to account for this.

3. Finance

- a. Meeting targets

4. Graduation Rate

- a. continue to move forward with the anticipated graduation rate being above what we met last year

5. Impact

6. Talent

7. Academics

- a. CSI Designations
- b. Informed the Board of that KIPP Soul Academy and KIPP Vision Academy received designations of TSI schools on January 28, 2025 from the GaDOE and explained 1) TSI identification and exit criteria 2) explained the TSI cut scores.

i. TSI Cut Scores Slide

1. Question: 3 of our schools are shown to be making progress. What about the other 3?
 - a. MAP results are demonstrating improvement across the board; next round of MAP will be taken in late March
 - b. Gave clarification on our new leveling and looking forward to the impact of receiving scores based on traditional grade levels.

ii. Special Education Population Slide

iii. Targeted Supports for TSI Schools

1. Partnership with Bobby Smith
2. Explained how the Teaching and Learning Team's evidenced-based TSI Targeted Support Plan, which began in August 2024 therefore our current inputs did not have an impact on the designations they are based on lagging results.

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3. Shared graph of Winter MAP Highlights and growth; gave comparison to where we were last year
 - iv. Fund Balance Initiatives
 1. ACT
 - a. Question: Is this in the budget? It is a stipend position
 2. Chronic Absenteeism
 - a. Question: Are we still providing buses for targeted populations? Yes we still hve one at each school and we also provide van support for some scholars
 3. Executive Restructuring
 4. Impact Study
 5. Literacy
 - a. Did we budget for this current year? Yes it creates a variance so we used it for Ignite programming for this year until we are fully hired in the coming school year
 - b. How are we tracking data re: bus service and its impact? Yes, with Colombia?
 6. Principal Instructional Time
 - a. Question: what is the status with this? All have been hired
4. **Close & Transition (Richard H. Deane Jr.)**
 - a. Motion by Stacey Mohr to move into Executive Session to address personnel matter
 - b. Second by Deborah Sudbury
 - c. Motion passes unanimously
 - d. Motion by Jamina King to include honorary board members in executive session
 - e. Second by David Jernigan
 - f. Motion passes unanimously
5. **Executive Session**
6. **Adjourn**

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Executive Session Affidavit

The undersigned chairperson or presiding officer, under oath, certifies that at a meeting of the KIPP Board/Committee held on 2/20/25 the Board closed its meeting as permitted by the Open Meetings Act of Georgia [O.C.G.A. 50-14-1 et seq.]. The only matter(s) considered or discussed during the closed meeting are as indicated below:

 To discuss or authorize negotiations related to the purchase, disposition, or lease of property [O.C.G.A. 50-14-3(b)(1)].

 To discuss or deliberate the appointment, employment, compensation, hiring, disciplinary action or dismissal, or periodic evaluation or rating of an employee [O.C.G.A. 50-14-3(b)(2)].

 To consult with legal counsel pertaining to pending or potential litigation, settlement, claims, administrative proceedings, or other judicial actions brought or to be brought by or against the agency or an officer or employee or in which the officer or employee may be directly involved [O.C.G.A. 50-14-2].

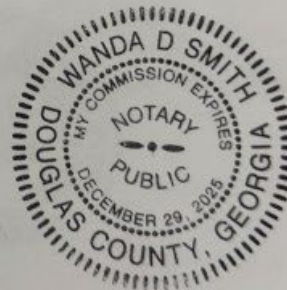
 To consider a matter involving the disclosure of personally identifiable information from a student's educational records [20 USC 1232g and OCGA 50-14-3(b)(4)]

This

20th day of Feb, 2025
Richard H. [Signature]
Signature of Chairperson or Presiding Officer

Sworn to & Subscribed Before Me
On The Above Indicated Date

Wanda P. Smith
Notary Public, State of Georgia
Commission Expires 12/29/2025



KIPP ATLANTA SCHOOLS

KIPP Atlanta Schools Board Meeting Minutes

March 19, 2025

9:00 AM -12:00 PM

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

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

Board Members Present: Salim Bhatia, Hector Calzada, Jamina Cole King, Richard H. Deane Jr., Frank Glover, Omar Dione, David Jernigan, Rachel McCarthy, Stacey Mohr, Deb Sudbury, Zane Major, Stephen Council

Honorary Board Members Present: Jim Bostic (departed at 11:35), Kathe Brown, Sid Childress

Zoom Honorary Participants: Joe Arnold

Zoom Staff Participants: Ben Cabeza, Tanaya Washington, Gabriel Bracy, Amirah Williams, Alexas Durr, Tawni Johnson, Eboni Savage

Staff Members Present: Jamaul Thomas, Justin Anderson, Lakeesha Ramdhanie, Ra'Chel Ford, Terra Walker Jean-Louis, Kyla Byas-Smith, Leslie Lock, Brandon Jones, Irving Williams, Desjane Venable, Hannah Page, Joseph Grainger, Amy Blalock, James Payne, Yolanda Weems, Courtney Bell (KIPP Foundation)

Other Attendees: Chris Adams (Attorney), Andrea Cooper Gatewood

The meeting was called to order at **9:01 AM by Board Chair**

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

- a. The meeting was called to order by **Richard H. Deane Jr. at 9:01 AM** the motion was seconded by Deborah Sudbury

2. Mission Moment

- a. Scholars shared their experience in their roles as cast members of Grease

3. Public Comment Comments were made by, Chelsey Thompson, Omy Mair, Courtney Lawson, Harrison Gaskins, Jamika Trawick, Al DeGrasse, Jala King

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

- a. A vote was conducted to approve February 20 meeting minutes and KIPP opportunity Fund.
 - i. Richard H. Deane made a Motion to approve these motions. Jamina Cole King seconded the motion
 - ii. The motion was approved unanimously, with no abstentions, and none opposed
- b. A question was asked by Stacey regarding fund members
 - i. Brooks Lumpkin, Kathe Brown, Marnie Mohr, Stacey Mohr, Stephen Council
- c. **Motion to elect Joe Arnold to voting Board Member**
 - i. Deborah Sudbury made a Motion to approve these items; the motion was approved by Salim Bhatia and seconded by Jamina King
 - ii. The motion was approved unanimously, no abstentions, and none opposed
- d. Motion to make immediate Chair-Elect Joe Arnold Immediate Chair Elect July 1, 2025

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- i. Deborah Sudbury made a Motion to approve these items; the motion was approved by Stacey Mohr and seconded by Zane Major
 - ii. The motion was approved unanimously, with no abstentions, and none opposed
- e. A motion was made to name Joe Arnold Board Chair July 1, 2025
 - i. Deborah Sudbury made a Motion to approve these items, the motion was approved by Jamina King and seconded by Zane Major
 - ii. The motion was approved unanimously, with no abstentions, and no one opposed
- f. Hector will be Chair Election effective July 1, 2025
 - i. Deborah Sudbury made a Motion to approve these items; the motion was approved by Jamina King and seconded by Zane Major
 - ii. The motion was approved unanimously, with no abstentions, and none opposed
- g. Motion to extend JaKathryn Ross' term by two years to continue as COD
 - i. Deborah Sudbury made a Motion to approve these items; the motion was approved by David Jernigan and seconded by Jamina King
 - ii. The motion was approved unanimously, no abstentions and no one opposed

5. Dashboard & Updates (Ra'Chel Ford)

- a. A discussion was had regarding gratitude and KIPP Happenings across KIPP Atlanta Schools
- b. A discussion was held regarding the impact of the SOAR program on KIPP Atlanta Schools and Delta Airlines.
- c. A discussion was had regarding our current finances to date
- d. A discussion was had regarding fundraising goals
- e. A discussion was had regarding the success of fundraising goals
- f. A conversation was had regarding Board Governance
- g. A conversation was had regarding Board Giving, Board Members are currently in compliance with 2025-2026 giving
- h. A conversation was had regarding enrollment
- i. A discussion was had regarding chronic absenteeism and incentives we are implementing to ensure scholars are at school especially during testing.
- j. A discussion was had regarding college acceptances and enrollment
 - i. KIPP Forward team committed to following up on the request linked below
 - 1. KIPP Atlanta Schools graduation rates compared to Atlanta Public Schools-Next Steps
 - 2. What our percentage of college acceptance has been over the last few years -Next Steps

6. Academic Progress | CCRPI Projections (Ra'Chel Ford & Joseph Grainger)

- a. A discussion was had regarding past academic progress
- b. A discussion was had regarding the impact on scholars remaining with KIPP Atlanta Schools; this has led to scholars performing better on assessments
- c. A discussion was had regarding KSFA and KSA academic growth and progress
- d. A discussion was had regarding CCRPI projections
- e. A discussion was had regarding ELA & Math data to date
- f. A discussion was had regarding follow-up to scholar data from the Board
- g. A discussion was had regarding scholar retention
 - i. Data for Retention at each school will be shared as a post -Next Steps
- h. The Board had a discussion about KAC Alum retention data

7. Academic Progress | ACT (Irving Williams)

- a. A discussion was had regarding ACT progress compared to other schools across the KIPP network
- b. A discussion was had regarding KAC ACT prep program
- c. A discussion was had regarding early acceptances and early admissions and the progress KIPP Atlanta Schools is seeing
- d. A discussion was had regarding the vendors we selected for ACT Prep
- e. A discussion was had regarding the ACT Prep Program and that this is a pilot program
- f. A discussion was had regarding scholar performance on ACT and family investment

8. Fulton County Schools | State of the Schools (Andrea Cooper Gatewood)

- a. A presentation was shared regarding Fulton County Schools Partnership with KIPP Atlanta Schools
- b. A discussion was had regarding other charter schools' performance across Fulton County Schools
- c. A discussion was had regarding Fulton County Schools' demographic comparisons, especially as KIPP South Fulton compares to other district schools
- d. A discussion was had regarding the KIPP Atlanta Schools Website Audit
- e. A request was made to add our Strategic Plan and Title IX documentation
- f. A comment was made by Ra'Chel Ford that we will update our Title IX details and add our Strategic Plan; the KIPP Atlanta Schools commits to providing the enhancements to our website.

9. Important Dates

- a. The staff will notify the Board of important upcoming dates.

10. Executive Session

- a. Motion to have an executive session to discuss personnel and legal matters by Jamina King and seconded by Zane Major.
- b. The motion was approved unanimously, no abstentions and no one opposed

11. Agreement with CEO

- a. A motion was made to approve an agreement with the CEO by Stacey Mohr approved the motion, which was seconded by Jamina King
- b. The motion was approved unanimously, no abstentions and no one opposed

12. Adjournment

- a. A motion was made to adjourn the meeting by Deborah Sudbury approved the motion, which was seconded by Jamina King
- b. The meeting adjourned at **1:24 PM**
- c. Respectfully submitted by Kyla Byas-Smith

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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

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KIPP Atlanta Schools Board Meeting Minutes

June 4, 2025

3:00 PM – 5:00 PM

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

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

Board Members Present: Salim Bhatia, Zane Major, Frank Glover, Richard H. Deane Jr., Joseph Arnold, Frank Glover, JaKathryn Ross, Stephen Councill, Catherine Mealor, Dawn Griffin, David Jernigan, Joseph Arnold, and Hector Calzada (arrives late)

Honorary Board Members Present: Kathe Brown & Jim Bostic

Zoom Participants: Amber Stewart (KIPP Atlanta Schools Employee)

Staff Members Present: Authur Washington, Jamaul Thomas, Justin Anderson, Lakeesha Ramdhanie, Lawrence Harris, Ra'Chel Ford, Ben Cabeza, Kyla Byas-Smith, Troy Williams, Yolanda Gantz, Myesha Ward & Latrina Coxton

Other Attendees: Chris Adams (Attorney), Merian Yenuda (KIPP Vision Campus & KAC Parent) & Kofi Kinney (KIPP South Fulton Academy Parent & Alum)

The meeting was called to order at **2:10 by the Board Chair, Richard H. Deane Jr.**

- I. Welcome & Agenda**
 - a. A discussion was had regarding the agenda for the Board Meeting
- II. Mission Moment**
 - a. Highlighted class of 2025, including scholarships, graduation rate, total scholarships, and highlighted the Full Promise cohort.
 - b. A discussion was held regarding wrap-around services for seniors and persistence efforts for scholars who attend four-year colleges.
- III. Public Comment- 3 minutes per 7 speaking persons**
 - a. There are no public comment speakers
- IV. Board Chair Updates & Consent**
 - a. **Updates & Consent Items-**
 - i. Updates:**
 1. A discussion was had regarding the results of the APS Audit, which will be shared with Board Chair, Richard H. Deane Jr, Ra'Chel Ford, Joseph Arnold, KIPP Atlanta Schools' legal counsel & and the APS Superintendent
 - ii. Consent Item-Task Force:**
 1. A discussion was had regarding the CEO Search Task Force in alignment with our by-laws
 2. The COD chair provided an overview of the CEO Search Task Force process
 3. A discussion was had regarding engaging external stakeholders in the CEO search

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4. A discussion was had regarding how we will select the search firm
5. A discussion was had regarding the search process task Force
6. The Board is authorizing the Board Chair to appoint a task force that includes, includes Joseph Arnold, David Jernigan, JaKathryn Ross, Hector Calzada & Richard H. Deane Jr.

Board Chair

b. Additional Consent Items:

- i. A discussion was held regarding the consent items
- ii. A discussion was had regarding the policies
- iii. A discussion was had regarding the 2025-2026 SY calendar amendment

c. Vote

- i. A vote was conducted to approve, May 14, 2025 Board Meeting Minutes, 2025-2026 SY Calendar Amendment, Board Policies (Legislative Updates, & Charter Requirements: Attendance, Student Cell Phone, Student Discipline/Code of Conduct, Early Literacy Act, Protect Students First Act) & CEO Search Task Force Approval
- ii. Richard H. Deane Jr. made a motion to approve, which was made by Joseph Arnold, and JaKathryn Ross seconded the motion
- iii. The motion was approved unanimously, with no abstentions, and none opposed

V. CEO Updates | KIPP Happening & Gratitude

- a. The new Managing Director of Scholar Support was introduced.
- b. A discussion was had regarding KIPP happenings & gratitude items

VI. FY26 Budget & Public Comment | Policies

a. FY26 Budget Overview

- i. A discussion was had regarding the FY26 budget
 1. Timeline
 2. Priorities
 3. Highlights
- ii. A discussion was had regarding our targeted enrollment projections
- iii. A discussion was had regarding Fund Balance spend down
- iv. A discussion was had regarding the operating model
- v. A discussion was had regarding compensation updates
- vi. A discussion was had regarding total compensation and the step increase in average
- vii. A discussion was had regarding per-pupil revenue
- viii. A discussion was had regarding FY25B and FY26B Summary Comparison

b. FY26 Budget Public Comment

- i. Ms. Yenuda made Public Comment regarding the impact of cutting the athletic budget on families, whether schools receive equitable financial resources & the importance of maintaining the current operating model and retaining counselors to support scholars' mental and emotional needs.
 - ii. Public comment was made by Mrs. Kinney regarding district-level cuts, how to ensure teachers are developed outside of KIPP Atlanta Schools, and she made an inquiry into why meal budgets were cut.
- c. A discussion was had regarding efforts being made to keep the athletic programs intact
& professional development high quality

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- d. A discussion was had regarding how we can fundraise for regional athletics more
- e. A discussion was had regarding how we are going to connect families with community resources.

f. **FY26 Budget Vote**

- i. A vote was conducted to approve FY26 Budget
- ii. Hector Calzada made a motion to approve the FY26 Budget For the 2025-2026 school year, which was approved by Salim Bhatia and Dawn Griffin seconded the motion.
- iii. The motion was approved unanimously, with no abstentions, and none opposed

g. **Policies**

- i. A discussion was had regarding updated policies
- ii. A discussion was had regarding the updated whistleblower process
- iii. A discussion was had regarding the school advisory council shifting to the KIPP Parent Network. A discussion was had regarding engaging Board members with KIPP Parent Network

h. **Policies Vote**

- i. A vote was conducted to approve the Policies subject to counsel review
- ii. Richard H. Deane Jr. made a motion to approve the policies. This motion was approved by Catherine Mealor, and David Jernigan seconded the motion.
- iii. The motion was approved unanimously, with no abstentions, and none opposed

VII. Executive Session

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

VIII. Adjourn

- a. A motion was made to adjourn the meeting by Richard H. Deane Jr. and David Jernigan, approved the motion, which was seconded by Frank Glover.
- b. The motion was approved unanimously, no abstentions and no one opposed
- c. The meeting adjourned at 5:30 PM
- d. Respectfully submitted by Kyla Byas-Smith