



**2026 - 27SY**  
**Board Member**  
**Handbook**

# Table of Contents

|                                            |    |
|--------------------------------------------|----|
| <b>Our Vision &amp; Our Mission</b>        | 3  |
| <b>KIPP Atlanta Schools Principal Team</b> | 4  |
| <b>Our Campuses</b>                        | 5  |
| <b>Meet Our Campus Principals</b>          | 6  |
| <b>KIPP Atlanta Collegiate</b>             | 11 |
| <b>KIPP South Fulton Academy</b>           | 12 |
| <b>KIPP STRIVE Primary School</b>          | 13 |
| <b>KIPP STRIVE Academy</b>                 | 14 |
| <b>KIPP Vision Primary School</b>          | 15 |
| <b>KIPP Vision Academy</b>                 | 16 |
| <b>KIPP WAYS Primary School</b>            | 17 |
| <b>KIPP WAYS Academy</b>                   | 18 |
| <b>KIPP Woodson Park Academy</b>           | 19 |
| <b>Our Reach</b>                           | 20 |
| <b>KIPP Forward</b>                        | 21 |
| <b>Board Member Contact Information</b>    | 22 |
| <b>Board Member Biographies</b>            | 24 |
| <b>Honorary Board Member Biographies</b>   | 33 |
| <b>Board Member Slate</b>                  | 38 |
| <b>Board Committee Composition</b>         | 39 |
| <b>Executive Leadership Team Contact</b>   | 40 |
| <b>Executive Leadership Biographies</b>    | 41 |
| <b>Policies</b>                            | 49 |
| <b>2026-27SY Calendar</b>                  | 51 |

## Our Vision

---

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



## Our Mission

---

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:authur.washington@kippatl.org">authur.washington@kippatl.org</a> |
| <b>KIPP South Fulton Academy</b> | Brandom Jones     | <a href="mailto:brandom.jones@kippatl.org">brandom.jones@kippatl.org</a>         |
| <b>KIPP STRIVE Campus</b>        | Emanuel Mathis    | <a href="mailto:emanuel.mathis@kippatl.org">emanuel.mathis@kippatl.org</a>       |
| <b>KIPP VISION Campuses</b>      | Tanaya Washington | <a href="mailto:tanya.washington@kippatl.org">tanya.washington@kippatl.org</a>   |
| <b>KIPP WAYS Campus</b>          | Nathaniel Snyder  | <a href="mailto:nathaniel.snyder@kippatl.org">nathaniel.snyder@kippatl.org</a>   |
| <b>KIPP Woodson Park Academy</b> | Tara Stifler      | <a href="mailto:tara.stifler@kippatl.org">tara.stifler@kippatl.org</a>           |



# Our Campuses

---

KIPP Atlanta Schools educates more than 4,500 scholars across 9 schools.

## Our Primary Schools **KINDERGARTEN THROUGH 5TH GRADE**

Our four 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 **6TH 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 four 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.

## Our Partner School **KIPP WOODSON PARK ACADEMY**

Founded in 2019, KIPP Woodson Park Academy is distinct among KIPP Atlanta schools. It operates through a unique partnership with Atlanta Public Schools. That year, KIPP assumed leadership of Woodson Park—a newly merged K-5 school formed from the former Grove Park Elementary and Woodson Intermediate—located in the Grove Park neighborhood. Today, KIPP Woodson Park Academy serves students in grades K-8 and functions as the neighborhood's zoned school, following traditional public school enrollment policies.



LEADERSHIP

# Meet Our Campus Principals



# Meet our Campus Principals

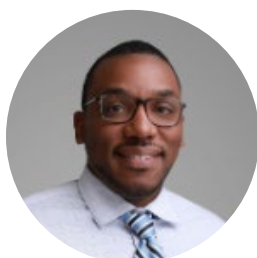


## Authur Washington

### KIPP ATLANTA COLLEGIATE PRINCIPAL

Authur Washington, affectionately known as Baba Washington to scholars and families, currently serves as the principal 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.



## 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.

# Meet our Campus Principals



## Emanuel Mathis

### KIPP STRIVE CAMPUS PRINCIPAL

Mr. Emanuel Mathis serves as principal of KIPP STRIVE 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.



## Tanaya Washington

### KIPP VISION CAMPUS 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.



OUR SCHOOLS

# Nine Schools, One Mission

K-12 ACROSS ATLANTA AND EAST POINT

**KIPP** ATLANTA SCHOOLS



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



**Grades Served**  
9-12



**Founded**  
2011



**Scholars**  
935



**Teachers**  
86

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.



### Core Values



Honor



Unity



Tenacity



Innovation



Humanity



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



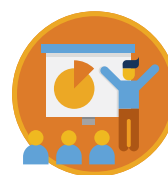
**Grades Served**  
5-8



**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.



### Core Values



Family and  
Friendship



Integrity



Responsibility



Excellence



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



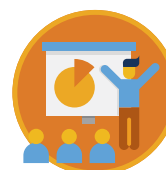
**Grades Served**  
K-4



**Founded**  
2012



**Scholars**  
520

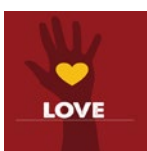


**Teachers**  
34

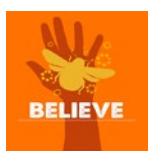
Founded in 2012, KIPP STRIVE Primary School was the sixth KIPP Atlanta Schools school to open and the first KIPP Atlanta Schools primary school. STRIVE stands for Success Through Rigorous Instruction, Virtue, and Enrichment. Our school was built on the foundation of love – love for ourselves, love for 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.



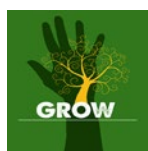
### Core Values



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.



**Core Values**



Respect



Enthusiasm



Achievement



Citizenship



Hard Work

# KIPP: VISION

PRIMARY SCHOOL

(404) 537-5252 • 660 McWilliams Road SE, Atlanta, GA 30315



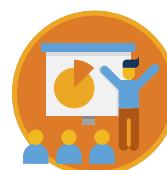
**Grades Served**  
K-4



**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.



## Core Values



Honor



Love



Teamwork



Excellence



Leadership



(404) 537-5252 • 660 McWilliams Road SE, Atlanta, GA 30315



**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 (Nkonsonnkonson), 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.



### Core Values



Respect



Unity



Reflection



Diligence



Fun



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



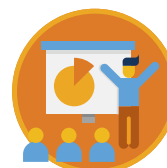
**Grades Served**  
K-4



**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.



### 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.



**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**  
700



**Teachers**  
100

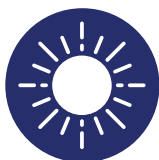
Founded in 2019, KIPP Woodson Park Academy was the 10th KIPP Atlanta Schools school to open. Unlike the other KIPP Atlanta Schools schools, KIPP Woodson Park Academy is a unique partnership with Atlanta Public Schools. In 2019, KIPP assumed operations of Woodson Park, a K-5 school that was a combination 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.



### Core Values



Unity



Joy



Humility



Integrity

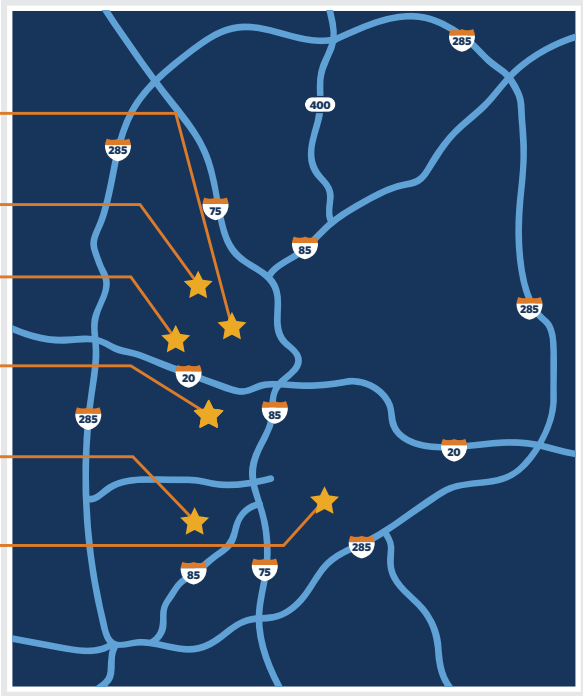


Legacy

# Our Reach

Today we are 9 schools strong, educating over 4,500 scholars in grades K-12 in the city of Atlanta and Fulton County.

- KIPP WAYS Primary School**  
**KIPP WAYS Academy**
- KIPP Woodson Park Academy**
- KIPP Atlanta Collegiate High School**
- KIPP STRIVE Primary School**  
**KIPP STRIVE Academy**
- KIPP South Fulton Academy**
- KIPP Vision Primary School**  
**KIPP Vision Academy**



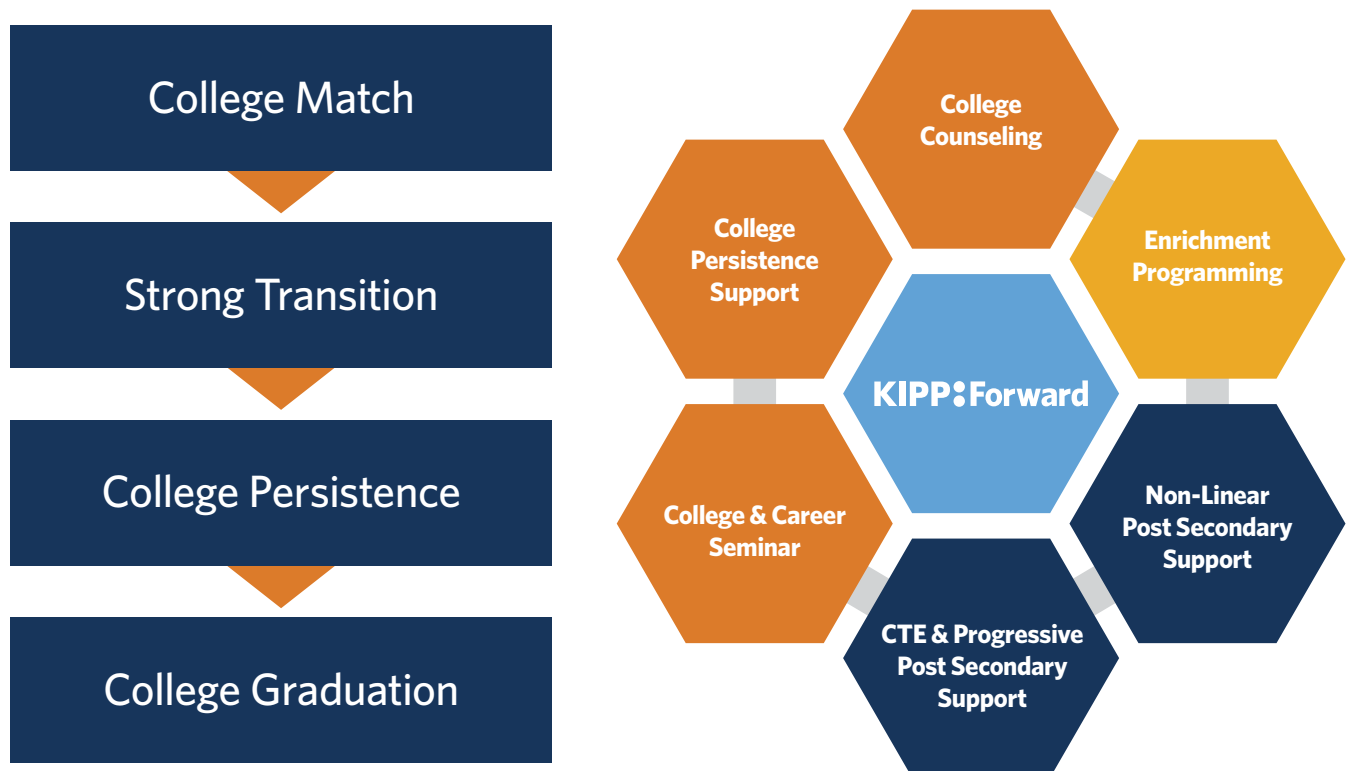
# KIPP:Forward

(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.

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.

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

|                               |                                                                                        |
|-------------------------------|----------------------------------------------------------------------------------------|
| <b>Joe Arnold</b>             | <a href="mailto:joseph.arnold@kippatl.org">joseph.arnold@kippatl.org</a>               |
| <b>Leona Barr-Davenport</b>   | <a href="mailto:leona.barr-davenport@kippatl.org">leona.barr-davenport@kippatl.org</a> |
| <b>Patrick Baldwin</b>        | <a href="mailto:patrick.baldwin@kippatl.org">patrick.baldwin@kippatl.org</a>           |
| <b>Salim Bhatia</b>           | <a href="mailto:salim.bhatia@kippatl.org">salim.bhatia@kippatl.org</a>                 |
| <b>Hector Calzada — Chair</b> | <a href="mailto:hector.calzada@kippatl.org">hector.calzada@kippatl.org</a>             |
| <b>Stephen Councill</b>       | <a href="mailto:stephen.councill@kippatl.org">stephen.councill@kippatl.org</a>         |
| <b>Vonetta Daniels</b>        | <a href="mailto:vonetta.daniels@kippatl.org">vonetta.daniels@kippatl.org</a>           |
| <b>John Fite</b>              | <a href="mailto:john.fite@kippatl.org">john.fite@kippatl.org</a>                       |
| <b>Frank Glover</b>           | <a href="mailto:frank.glover@kippatl.org">frank.glover@kippatl.org</a>                 |
| <b>John Jackson</b>           | <a href="mailto:john.jackson@kippatl.org">john.jackson@kippatl.org</a>                 |
| <b>David Jernigan</b>         | <a href="mailto:david.jernigan@kippatl.org">david.jernigan@kippatl.org</a>             |
| <b>Brooks Lumpkin</b>         | <a href="mailto:brooks.lumpkin@kippatl.org">brooks.lumpkin@kippatl.org</a>             |
| <b>Zane Major</b>             | <a href="mailto:zane.major@kippatl.org">zane.major@kippatl.org</a>                     |
| <b>Rachel McCarthy</b>        | <a href="mailto:rachel.mccarthy@kippatl.org">rachel.mccarthy@kippatl.org</a>           |
| <b>Rajiv Rattray</b>          | <a href="mailto:rajiv.rattray@kippatl.org">rajiv.rattray@kippatl.org</a>               |
| <b>JaKathryn Ross</b>         | <a href="mailto:jakathryn.ross@kippatl.org">jakathryn.ross@kippatl.org</a>             |



# KIPP Atlanta Schools Honorary Board Members

|                         |                                                                                |
|-------------------------|--------------------------------------------------------------------------------|
| <b>Tom Avery</b>        | <a href="mailto:tom.avery@kippatl.org">tom.avery@kippatl.org</a>               |
| <b>Kathe Brown</b>      | <a href="mailto:kathe.brown@kippatl.org">kathe.brown@kippatl.org</a>           |
| <b>Jim Bostic</b>       | <a href="mailto:jim.bostic@kippatl.org">jim.bostic@kippatl.org</a>             |
| <b>Sidney Childress</b> | <a href="mailto:sidney.childress@kippatl.org">sidney.childress@kippatl.org</a> |
| <b>Sid Harris</b>       | <a href="mailto:sid.harris@kippatl.org">sid.harris@kippatl.org</a>             |
| <b>Craig Jones</b>      | <a href="mailto:craig.jones@kippatl.org">craig.jones@kippatl.org</a>           |
| <b>Dennis Love</b>      | <a href="mailto:dennis.love@kippatl.org">dennis.love@kippatl.org</a>           |
| <b>Marni Mohr</b>       | <a href="mailto:marni.mohr@kippatl.org">marni.mohr@kippatl.org</a>             |
| <b>Jack Ward</b>        | <a href="mailto:jack.ward@kippatl.org">jack.ward@kippatl.org</a>               |





*GOVERNANCE*

# Board Member Biographies

# Board Member Biographies



## Joe Arnold

Joe Arnold retired from Truist (formerly SunTrust) in 2021 after a 40-year career with the bank. His last role was leading the Not-For-Profit & Government Banking group. His former team served nonprofit clients which included healthcare, education, social, cultural and faith institutions, as well as state and local governments. Previous roles included leading the bank's New York Corporate Banking Division, the North Georgia Credit Services Division, and other sales and quality control teams and initiatives.

Throughout his career he has served his community in a number of ways, including through current board service at Robert W. Woodruff Foundation, Joseph B. Whitehead Foundation, John & Mary Franklin Foundation, Georgia GOAL Student Scholarship Organization, KIPP Atlanta Schools, Atlanta Mission, Achieve Atlanta, YMCA of Metro Atlanta (Chairs Board), and Atlanta Area Council – Scouting America (Advisory Board).

Joe obtained a Bachelor's degree from the University of Virginia's McIntire School of Commerce with a concentration in finance. Joe is a 2003 Leadership Atlanta graduate. He and his wife have three adult children.



## Leona Barr-Davenport

Leona Barr-Davenport has served as President and Chief Executive Officer of the Atlanta Business League (ABL) since 1997, leading the historic organization with a vision to advance African American business and economic empowerment. A native of Johnsonville, South Carolina, she earned a bachelor's degree in Business Administration and Economics from Benedict College and a master's degree from Clark Atlanta University. After beginning her career in the private sector, she joined the ABL, where her leadership and commitment to the organization's mission led to her appointment as CEO. Under her direction, the ABL has strengthened its role as the nation's oldest continuously operating affiliate of the National Negro Business League.

Throughout her career, Ms. Barr-Davenport has been recognized for her collaborative leadership, expertise in organizational management, fundraising, and community engagement. She has served on numerous nonprofit boards and has received widespread recognition, including being named among Atlanta's Most Admired CEOs by the Atlanta Business Chronicle and one of Georgia's most influential leaders by Georgia Trend and Atlanta Magazine. Her interview is archived in the Smithsonian Institution's The HistoryMakers collection, reflecting her enduring impact on business, civic leadership, and the Atlanta community.

## Board Member Biographies

---



### Patrick Baldwin

Patrick Baldwin is a partner at Jones Day, where he advises public and private companies, emerging growth businesses, and private equity sponsors on complex domestic and cross-border mergers and acquisitions, equity investments, corporate restructurings, and governance matters. With more than 15 years of legal experience, he has represented clients across a broad range of industries, including technology, fintech, healthcare, energy, retail, real estate, transportation, and media. Prior to joining Jones Day, Patrick clerked for Chief Judge Ed Carnes of the U.S. Court of Appeals for the Eleventh Circuit and previously managed commercial construction projects before earning his law degree from the University of Georgia. He holds a Bachelor of Science in Building Construction from the University of Florida.

In addition to his legal practice, Patrick is deeply committed to community service and nonprofit leadership. He previously served on the Board of Directors of the Piedmont Park Conservancy and continues to support the organization as a member of its Finance Committee. Outside of work, Patrick enjoys spending time with his wife and three children, coaching youth sports, and attending live music events and Atlanta Braves games with his family.



### 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.

# Board Member Biographies

---

## Hector Calzada - Board Chair



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.

## 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.

# Board Member Biographies

---



## Vonetta Daniels

Vonetta Daniels is a dynamic healthcare and technology executive with more than 20 years of experience driving strategy, operations, clinical integration, and business transformation. Throughout her career, she has led enterprise-wide initiatives that improve operational efficiency, enhance patient care delivery, and align clinical outcomes with financial performance. Her expertise includes healthcare analytics, enterprise governance, process improvement, and strategic partnerships. She has held leadership roles with organizations including WellStar Health System, KPMG, Grady Health System, and SunTrust (now Truist), where she led innovative initiatives focused on healthcare access, operational excellence, investment governance, and technology-enabled transformation.

A committed civic leader, Vonetta has served in numerous advisory and nonprofit leadership roles, including as Corporate Advisory Board member for Citizens Trust Bank and Board Chair for the Center for Black Women's Wellness, where she helped guide the organization from a budget deficit to a \$3 million surplus. She also served as Chair of the 2023 Susan G. Komen More Than Pink Walk, leading the highest-grossing Komen Walk in the United States. A fifth-generation military veteran, Vonetta is a graduate of Emory University and holds both a Master of Health Administration and Master of Business Administration from Georgia State University. She is an American Hospital Association Fellow and remains deeply engaged in advancing health, equity, and community impact.



## John Fite

John Fite is the Vice President of Investor Relations at GMT Capital, a global long/short equity investment manager based in Atlanta, Georgia. In this role, he oversees investor relations, bridging his 15 years of investment research and relationship management experience with the firm's limited partners. During his tenure at GMT, he has served in client-facing, portfolio management, and operational capacities.

John holds a Bachelor of Business Administration in Finance from the University of Georgia's Terry College of Business and is a Chartered Alternative Investment Analyst (CAIA) charter holder.

# Board Member Biographies

---



## 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.



## John Jackson

John Jackson is a seasoned banking executive with more than 30 years of experience serving the Atlanta business community. Throughout his career, he has held senior leadership positions at several of the region's leading financial institutions, including Bank South, SouthTrust Bank, and Cadence Bank (now Huntington Bank). In 2004, he co-founded Bank of Atlanta, where he served as President and Chief Executive Officer, leading the institution's growth and commitment to serving businesses across the region.

In addition to his professional accomplishments, John has demonstrated a longstanding commitment to community leadership through service on the boards of numerous nonprofit organizations, including the Winship Cancer Institute, Covenant House Georgia, Desire Street Ministries, Kaiser Permanente, Solomon's Temple Foundation, and The Carter Center Board of Councilors. He holds a Bachelor of Business Administration from the University of Georgia.

## Board Member Biographies

---



### 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.



### Brooks Lumpkin

Brooks takes a hands-on approach to real estate, managing assets in-house and involving himself in the daily details of the properties we manage. He enjoys sharing time and expertise with people starting out in the real estate world and serves on the Board of Directors of the Georgia Self Storage Association. He graduated from Duke University in 2003 with a B.S. in economics.

# Board Member Biographies

---



## 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.



## 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.

# Board Member Biographies

---



## Rajiv Ratray

Rajiv Ratray is the Head of Strategic Execution and Business Performance for Consumer and Small Business Banking at Truist Financial Corporation, where he leads strategic planning, enterprise execution, governance, and business performance initiatives supporting more than 16,000 teammates. With extensive experience in strategy, organizational transformation, and performance management, he partners across business lines to translate strategic priorities into disciplined execution and sustainable growth. Prior to joining Truist, Rajiv served as Director of Corporate Strategy at Delta Air Lines and as a Senior Consultant at Deloitte, advising organizations on strategy, program management, and operational improvement.

In addition to his corporate leadership, Rajiv is committed to community impact and developing future leaders. He previously served on the board of Soccer in the Streets, a nonprofit dedicated to expanding opportunities for underserved youth through soccer. He holds both bachelor's and master's degrees from the University of Georgia with a focus on strategy and leadership. Outside of work, Rajiv enjoys spending time with his wife and two daughters, traveling, and following the sport of soccer.



## 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.



*GOVERNANCE*

# Honorary Board Member Biographies

**KIPP**: ATLANTA SCHOOLS

# Honorary Board Member Biographies



## 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 not-for-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.



## 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.



## 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.

# 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.



## 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.

# 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.



## 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.

# Honorary Board Member Biographies



## 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.



## 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

| DIRECTOR               | TERM     | TERM-END |
|------------------------|----------|----------|
| Joe Arnold             | Term I   | 2028     |
| Leona Barr-Davenport   | Term I   | 2029     |
| Patrick Baldwin        | Term I   | 2029     |
| Salim Bhatia           | Term II  | 2027     |
| Hector Calzada — Chair | Term I   | 2028     |
| Stephen Councill       | Term I   | 2027     |
| Vonetta Daniels        | Term I   | 2029     |
| John Fite              | Term I   | 2029     |
| Frank Glover           | Term III | 2027     |
| John Jackson           | Term I   | 2029     |
| David Jernigan         | Term II  | 2027     |
| Brooks Lumpkin         | Term I   | 2029     |
| Zane Major             | Term I   | 2026     |
| Rachel McCarthy        | Term I   | 2027     |
| Rajiv Rattray          | Term I   | 2029     |
| JaKathryn Ross         | Term III | 2027     |

# KIPP Atlanta Schools Board Committee Composition

## ADVANCEMENT COMMITTEE

- Vonetta Daniels
- John Fite
- Frank Glover
- Zane Major
- Avion Abreu
- Duncan Edwards
- Elon Osby
- Dekia Scott Moore
- Deb Sudbury

## GOVERNANCE COMMITTEE

- Joe Arnold
- Hector Calzada
- Leona Barr-Davenport
- David Jernigan
- JaKathryn Ross

## EXECUTIVE COMMITTEE

- Joe Arnold
- Salim Bhatia
- Hector Calzada
- Frank Glover
- David Jernigan
- Brooks Lumpkin
- JaKathryn Ross

## FINANCE COMMITTEE

- Stephen Councill
- Tom Avery
- John Jackson
- Craig Jones
- Brooks Lumpkin
- Dennis Love
- Rajiv Rattray

## SCHOOL PERFORMANCE COMMITTEE

- Patrick Baldwin
- Salim Bhatia
- Rachel McCarthy
- Jim Bostic
- Sidney Childress
- Richard H. Deane Jr.
- Stacey Mohr

## ENDOWMENT SUBCOMMITTEE

- Frank Glover
- Brooks Lumpkin
- Tom Avery
- Dennis Love
- Tom Pritchard

# Executive Leadership Team

|                                  |                                |                                                                              |
|----------------------------------|--------------------------------|------------------------------------------------------------------------------|
| <b>Dr. Michael Cormack Jr.</b>   | <i>Chief Executive Officer</i> | <a href="mailto:michael.cormack@kippatl.org">michael.cormack@kippatl.org</a> |
| <b>Justin Anderson</b>           | <i>Chief Financial Officer</i> | <a href="mailto:justin.anderson@kippatl.org">justin.anderson@kippatl.org</a> |
| <b>Dr. Tauheedah Baker-Jones</b> | <i>Chief of Staff</i>          | <a href="mailto:tauheedah.jones@kippatl.org">tauheedah.jones@kippatl.org</a> |
| <b>Benjamin Cabeza</b>           | <i>Chief Strategy Officer</i>  | <a href="mailto:benjamin.cabeza@kippatl.org">benjamin.cabeza@kippatl.org</a> |
| <b>Michael Davis</b>             | <i>Chief Impact Officer</i>    | <a href="mailto:michael.davis@kippatl.org">michael.davis@kippatl.org</a>     |
| <b>Troy Williams</b>             | <i>Chief Operating Officer</i> | <a href="mailto:troy.williams@kippatl.org">troy.williams@kippatl.org</a>     |





*LEADERSHIP*

# Executive Leadership Team Biographies

**KIPP** ATLANTA SCHOOLS

# Executive Leadership Team Bios



## Dr. Michael Cormack Jr.

### CHIEF EXECUTIVE OFFICER

Dr. Michael Cormack Jr. is the Chief Executive Officer of KIPP Atlanta Schools, a network of tuition-free public charter schools serving more than 5,500 students across Atlanta and East Point, Georgia. Appointed in December 2025 following a nationwide search, Dr. Cormack brings more than two decades of experience in education leadership across classrooms, schools, districts, and nonprofit organizations. He is recognized for driving measurable improvements in student achievement, building high-performing leadership teams, and advancing strong academic systems that support scholar success.

Prior to his appointment at KIPP Atlanta Schools, Michael served as the Deputy Superintendent for Jackson Public Schools (JPS). In this role, he directed and oversaw academic programs for nearly 18,000 students and worked in collaboration with leaders and administrators to develop and lead the implementation of meaningful professional development for teachers, principals, and staff. He led the post-secondary commitment of the district's strategic plan, The Power of People & Possibilities, and supervised several key departments including Teaching & Learning, Exceptional Education, School Support, and Athletics. During his tenure, the district improved its accountability rating from an "F" to a "C" and secured a competitive \$25.6 million grant to expand access to universal prekindergarten.

Prior to his work in Jackson, Michael served as the Chief Executive Officer of the Barksdale Reading Institute, a statewide organization dedicated to improving early literacy and teacher development outcomes in Mississippi and widely credited with helping move the state's reading achievement on the NAEP exam from 50th to above the national average and among the fastest growing in the country between 2013 and 2024. The Institute provided teacher and principal literacy professional development and partnered with Mississippi school districts and families to improve kindergarten readiness.

# Executive Leadership Team Bios

---



## 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



## Dr. Tauheedah Baker-Jones

### CHIEF OF STAFF

Dr. Tauheedah Baker-Jones is a nationally recognized education strategist and leader whose passion for educational justice is rooted in her upbringing as a product of public schools, status as a first-generation college graduate, and experience as a mother of three children with diverse needs. Over the past two decades, Dr. Baker-Jones has committed herself to ensuring that every child has access to a quality education in the public sector; not by accident, but by design. She has held transformative leadership roles spanning classrooms, school systems, and national organizations.

She began her career as an ELL/ESOL teacher in Los Angeles before returning to her hometown of Newark, NJ, where she rose through the ranks from principal to charter district leader, superintendent, and member on the NJDOE Council for Teaching and Learning, earning statewide recognition and distinction, including selection as the NJCSA Administrator of the Year and the NJDOE Exemplary Educator Award.

Throughout her career, she has led complex systems-level work focused on improving outcomes for students, strengthening organizational coherence, and developing leadership capacity at all levels. Most recently, Dr. Jones served as the Southeast Regional Director for the National Center on Education & the Economy, the leading U.S. based researcher of high performing systems. In this capacity she oversaw NCEE's leadership development programming and consultative supports for legislatures, state education agencies, PreK-12 school districts, and high education institutions across 11 states.

She also served as the first Chief Equity Officer for Atlanta Public Schools, a Senior Fellow at the Georgia Governor's Office of Student Achievement, and served as an adjunct professor at Harvard University's Graduate School of Education. She currently serves as an adjunct faculty member at Kennesaw State University in the Education Leadership Department.

As Chief of Staff for KIPP Atlanta Schools, Dr. Jones serves as a key partner to the CEO and our executive leadership team, helping to drive organizational priorities, strengthen cross-functional alignment, and support the execution of our KIPP ATL 2030 Strategic Plan. In addition, she also oversees the work of our Human Resources and Talent Development Departments, helping us continue to attract, develop, support, and retain exceptional talent across our organization.

# 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

---



## Michael Davis

### CHIEF IMPACT OFFICER

Michael Davis serves as Chief Impact Officer for KIPP Atlanta Schools, a network of tuition-free public charter schools serving more than 5,500 students across Atlanta and East Point. He leads the organization's partnership, engagement, and community impact strategy, working with scholars, families, educators, and philanthropic, corporate, and civic partners to expand opportunities for every KIPP scholar.

Michael brings more than 25 years of executive leadership experience across the nonprofit, corporate, and public sectors. He is known as an authentic, trusted connector and collaborative leader, building cross-sector partnerships that mobilize resources and create lasting community impact.

Before joining KIPP Atlanta, Michael served as Deputy Executive Director of the Atlanta Beltline Partnership, providing executive leadership across people, programs, operations, finance, and community engagement. Under his leadership, the Legacy Resident Retention Program expanded by 500%, helping preserve more than \$9.2 million in generational wealth for longtime homeowners.

Earlier, he worked as a capital campaign consultant, led a regional economic development partnership, owned a national retail franchise, co-founded a technology startup, and served as a senior leader with Hewlett Packard, leading international operations across North America, Latin America, Europe, and Asia.

# Executive Leadership Team Bios



## Troy Williams

### CHIEF OPERATING OFFICER

Troy serves as Chief Operating Officer of KIPP Atlanta Schools, bringing over 15 years of leadership experience in urban public education. In his role, Troy is committed to ensuring that efficient and effective operations support teaching and learning, empowering administrators, teachers, and scholars to thrive.

A native of Hampton, Virginia, Troy honed his expertise in operations and leadership at General Electric and Walmart. He holds a B.S. in Mechanical Engineering from the University of Tennessee, Knoxville, and an MBA from the Kellogg School of Management at Northwestern University. Troy has a deep connection to Atlanta, returning to the city in January 2022 as Deputy Chief Operations Officer for Atlanta Public Schools (APS). His journey into public education began with the Broad Residency in Urban Public Education, driven by a passion for making a meaningful impact on scholars and their communities.

Beyond his professional achievements, Troy is most proud of his role as a father to three young sons: TJ, Tyson, and Theo. His dedication to education is both professional and personal, as he strives to create joyful and supportive learning environments for all scholars, including his own children.

Troy's leadership at KIPP Atlanta Schools is guided by a commitment to excellence, equity, and collaboration, ensuring that every scholar has the opportunity to achieve their full potential.

# KIPP Atlanta Schools Officers

| OFFICER                   | BOARD ROLE     | ORGANIZATIONAL ROLE       |
|---------------------------|----------------|---------------------------|
| Hector Calzada            | Chair          | Board Chair               |
| Dr. Michael Cormack Jr.   | President      | Chief Executive Officer   |
| Troy Williams             | Vice President | Chief Operating Officer   |
| Justin Anderson           | Treasurer      | Chief Financial Officer   |
| Dr. Tauheedah Baker-Jones | Secretary      | Chief of Staff            |
| Authur Washington         | Principal      | KIPP Atlanta Collegiate   |
| Brandom Jones             | Principal      | KIPP South Fulton Academy |
| Emanuel Mathis            | Principal      | KIPP STRIVE Campus        |
| Tanaya Washington         | Principal      | KIPP Vision Campus        |
| Nathaniel Snyder          | Principal      | KIPP WAYS Campus          |
| Tara Stifler              | Principal      | KIPP Woodson Park Campus  |

# Public Comment Policy

---

All KIPP Atlanta Schools Board of Directors meetings are open to the public. Meeting dates, times, locations, and instructions for signing up for public comment are published on the organization's official website ([www.kippatl.org](http://www.kippatl.org)). At each regularly scheduled meeting, a designated public comment period will be provided to allow stakeholders an opportunity to address the Board. The purpose of public comment is to allow the Board to hear from the public; it is not a forum for immediate response or debate. Board members will not respond during the meeting, but appropriate follow-up may occur via email, letter, or telephone by designated staff or a representative of the Board.

1. Requests to speak during the public comment period must be submitted via the KIPP Atlanta Schools website ([www.kippatl.org](http://www.kippatl.org)). Requests will only be accepted the day prior to the meeting and must be received no later than 5 pm. Submissions will only be accepted on days when KIPP Atlanta Schools are open for regular operations. Requests submitted on weekends, holidays, or professional learning days will not be considered. Individuals must provide their name, contact information, and the agenda item or topic they wish to address. Incomplete submissions will be considered invalid.
2. Speakers should be courteous and professional. Speakers may not address confidential scholar or personnel matters during public comment. Such concerns must be submitted in writing to the Board. Speakers will be called in the order submissions are received and will be allotted up to three minutes to speak. Speakers will be heard in the order in which they called in. Speakers must conclude their remarks promptly when signaled. The presiding Board officer may terminate any public comment that includes profanity, vulgarity, defamatory statements, or otherwise violates norms of professionalism. The Board reserves the right to limit the public comment period to the first seven (7) valid submissions per meeting.
3. Individuals seeking to address issues related to a specific school must follow the grievance procedures outlined in the KIPP Atlanta Schools scholar/parent handbook.

# Board Grievance Policy

The KIPP Atlanta Schools Board of Directors shall consider grievances that fall within its governance responsibilities. These responsibilities include oversight of board policies, legal compliance, and matters involving the Chief Executive Officer. All other concerns must be addressed through school-level or regional procedures in accordance with KIPP Atlanta Schools' operational protocols.

## GRIEVANCES ELIGIBLE FOR BOARD REVIEW

**Violation of Board Policy.** Alleged actions that contradict formally adopted board policies.

**Breach of Charter or Law.** Non-compliance with the organization's charter agreement or applicable laws or regulations.

**Board Governance or Ethics.** Allegations involving board member conduct, ethical violations, or conflicts of interest.

**Chief Executive Officer.** Concerns related to the CEO's performance, conduct, or employment status.

**Systemic Failures.** Documented patterns of unresolved failure, discrimination, or abuse at the organizational level.

**Whistleblower Disclosures.** Allegations of fraud, waste, or abuse requiring board-level awareness or action.

## OUTSIDE BOARD JURISDICTION

- Individual scholar or staff concerns, including grades, discipline, or school-level decisions.
- Personnel or human resources matters not involving the CEO. (Employees should refer to the separate Grievance Procedures in KIPP's Board Approved Policies).
- Academic or programmatic matters such as curriculum, assessments, or instruction.
- Operational issues including transportation, facilities, technology, or schedules.
- Anonymous submissions without documentation, unless protected under whistleblower protections.

## NON-RETALIATION PROVISION

Retaliation against any individual who, in good faith, submits a grievance or participates in a related investigation is strictly prohibited. Retaliatory actions may include intimidation, harassment, adverse employment or academic consequences, or any form of retribution. Employees who violate this provision will be subject to disciplinary action in accordance with applicable policies.

# 2026-27 Annual Calendar

## JULY 2026

**3** - Independence Day (Observed)  
**16** - First Day for All New and Returning Staff  
**31** - New KIPPster Orientation-  
 7:45 AM - 3:45PM (Grades K, 5, 9)

| 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 |    |

## JANUARY 2027

**1** - Winter Break  
**4** - Staff Professional Learning Day  
**5** - Semester 2 Begins  
**18** - 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 2026

**3** - First Day of School

| 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: 21

## FEBRUARY 2027

**15** - Presidents' Day  
**15-19** - Mid-Winter Break  
**18-19** - 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 |    |    |    |    |    |    |

Instructional Days: 15

## SEPTEMBER 2026

**7** - Labor 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: 21

## MARCH 2027

**12** - Quarter 3 Ends  
**15** - 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: 23

## OCTOBER 2026

**2** - Quarter 1 Ends  
**12** - Indigenous Peoples' Day  
**12-16** - Fall Break  
**15-16** - 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: 17

## APRIL 2027

**5-9** - Spring 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: 17

## NOVEMBER 2026

**3** - Staff Professional Learning Day  
 Election Day  
**23-27** - 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 2027

**27** - Last Day of School/ Quarter 4 Ends  
**28** - Staff Professional Learning Day  
**31** - Memorial 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: 19

## DECEMBER 2026

**18** - Quarter 2 Ends, Semester 1 Ends  
**21-31** - 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: 14

## JUNE 2027

**4, 11, 25** - Region Closed  
**18** - Region Closed - Juneteenth (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 |    |    |    |

Semester 1 Instructional Days: 88

Semester 2 Instructional Days: 92

### SCHOOL HOURS

**Primary & Middle School**  
 Monday-Friday 7:45AM - 3:45PM  
**High School**  
 Monday-Friday 8:00AM - 4:00PM

### TOTAL INSTRUCTIONAL DAYS: 180

- Region Closed
- Schools Closed
- Half Day for Scholars
- Staff Professional Learning Day - No School for Scholars
- First/Last Day of School
- End of Quarter/Semester
- Asynchronous Learning Day



# KIPP: ATLANTA SCHOOLS

**KIPP ATLANTA SCHOOLS OFFICE**

1050 White St SW • Suite C • Atlanta, GA 30310

(404) 924-6310 • [info@kippatl.org](mailto:info@kippatl.org)

**KIPPATL.ORG**