KIPP ATLANTA SCHOOLS

KIPP Atlanta Schools Governance Committee Meeting Minutes
October 27, 2026
1050 White St Suite C Atlanta GA 30310

Committee Members Present: Joe Arnold, Hector Calzada, David Jernigan*, JaKathryn Ross*, Leona Barr-Davenport

Staff Members Present: Dr. Michael Cormack, Jr.

Other Attendees: Kaylin Lattimore

I. Summary of Discussion:

A. The Governance Committee met on Tuesday, October 27, 2026, at KIPP Atlanta Schools, 1050 White St, Suite C, Atlanta, GA 30310. The Committee approved the August 25 meeting minutes, reviewed and approved the proposed Hybrid Work Policy, discussed new Board member recruitment priorities, and reviewed proposed revisions to the Advancement Committee Charter. Additional discussions included community partnerships, Board engagement, and KIPP Woodson Park planning.

II. Call to Order:

A. The meeting was called to order at **9:01 AM** by **JaKathryn Ross**..

III. Welcome & Agenda Review: The Committee reviewed the meeting agenda and proceeded with the scheduled discussion items.

IV. Consent Items:

A. The Committee reviewed the **August 25, 2026, Governance Committee Meeting Minutes** for approval.

V. Motion: JaKathryn Ross made a motion to approve the August 25, 2026, Governance Committee Meeting Minutes.

VI. Motion Seconded: Hector Calzada.

VII. Vote: The August 25th, 2026 Governance Committee Meeting Minutes were approved.

VIII.

IX. Discussion Highlights:

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X. **Hybrid Work Policy:** Dr. Michael Cormack, Jr. presented the proposed Hybrid Work Policy to align current Regional Support Team practices with formal organizational expectations.

- **A.** Establishing a minimum requirement of two full in-person workdays per week for eligible employees, with expectations for availability, accountability, and performance.
- **B.** Addressing workplace equity, potential conflicts of interest involving outside employment, employee accessibility, and limited office space.
- **C.** Reviewing available workspace across regional offices, school sites, and KIPP Soul, including shared workspaces and scheduling considerations.
- **D.** Committee members provided feedback on employee productivity, workplace culture, designated in-office days, and compliance monitoring. Dr. Cormack confirmed that additional workspace assessments and implementation planning were underway.
    1. **Motion:** David Jernigan made a motion to approve the proposed Hybrid Work Policy
    2. **Motion Seconded:** by Joe Arnold.
    3. **Vote:** The motion was approved by the Committee.

E. New Board Member Recruitment Priorities: The Committee reviewed current Board composition, anticipated membership transitions, and recruitment priorities for the upcoming Board cycle.

1. Establishing recruitment priorities based on professional expertise, organizational needs, and Board succession planning.
2. Exploring a recruitment goal of three new Board members and an additional KIPP Atlanta alumnus.
3. Prioritizing candidates with expertise in technology and artificial intelligence, K–12 education, and higher education.
4. Identifying potential candidates and partnerships through organizations such as Amazon, Georgia-Pacific, Chick-fil-A, Southern Company, Coca-Cola, and Deloitte.
5. Strengthening alumni representation on the Board and incorporating candidates' KIPP history into the recruitment and application process.
6. Maintaining a confidential process for identifying, reviewing, and cultivating prospective Board candidates.
    - **Vote:** No formal vote was documented.

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F. **Advancement Committee Charter Revisions:** The Committee reviewed proposed revisions to the Advancement Committee Charter, incorporating feedback regarding fundraising oversight, marketing responsibilities, and alignment with KIPP Forward initiatives.

1. Clarifying the Advancement Committee's responsibilities for philanthropic fundraising and marketing.
2. Strengthening alignment between the Advancement Committee and the organization's Impact team.
3. Dr. Cormack will communicate the Governance Committee's recommendations to Frank Glover.
4. The proposed Charter revisions will be updated for further consideration.
5. The Committee discussed using the opening portion of the November 17 governance training to formally consider the revisions before presenting them to the full Board in December.
6. Following discussion, the Governance Committee recommended retaining philanthropic fundraising and marketing responsibilities within the Advancement Committee while removing the proposed additional language regarding KIPP Forward initiatives and postsecondary outcomes.
    - **Motion:** JaKathryn Ross moved to approve the recommended revisions to the Advancement Committee Charter as discussed.
    - **Second:** David Jernigan seconded the motion.
    - **Vote:** The Committee voted on the motion. The recommendations will be presented to the full Board for consideration and approval on November 17, 2026.

G. **Additional Discussion:**

1. **Community Engagement and Partnerships:** The Committee discussed opportunities to strengthen engagement with small businesses, external partners, and prospective supporters of KIPP Atlanta Schools.
    - Leona Barr-Davenport expressed interest in expanding outreach to small business owners and connecting with Michael Davis regarding partnership opportunities.
    - Committee members discussed increasing community

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participation in organizational events, including the Spelling Bee.

- Members emphasized the importance of creating additional opportunities for Board members and Honorary Board Members to support organizational initiatives.
    - **Vote:** No formal vote was documented.

2. **KIPP Woodson Park: Hector Calzada requested additional discussion regarding key milestones, organizational progress, and Board engagement related to KIPP Woodson Park.**
    - The Committee discussed developing a relationship and engagement plan outlining the Board's role in supporting KIPP Woodson Park.
    - Coordination with the Advancement Committee was identified as an important consideration.
    - Members discussed incorporating updates into the December Board deep dive focused on Michael Davis's portfolio and potentially elevating further discussion to the Executive Committee.
        (1) **Vote:** No formal vote was documented.

Next Steps:

XI. The Committee reviewed key follow-up items related to Hybrid Work Policy implementation, Board recruitment, Advancement Charter revisions, and community engagement.

XII. The Committee also discussed allocating approximately 15 minutes during the November 17 governance training for additional Committee business, including outstanding Charter revisions and recruitment matters

XIII. Adjournment:

A. The motion was made to adjourn the meeting by **Joe Arnold.** The motion was approved by **David Jernigan** & seconded by **JaKathryn Ross.**

B. The meeting adjourned at **11:07 AM.**

Respectfully submitted by **Dr. Tauheedah Baker-Jones.**

XIV. Summary of Actions:

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Action Item	Owner	Deadline/Status
Finalize Hybrid Work Policy implementation plans and staff expectations.	Dr. Cormack / Senior Cabinet	January 2027
Complete workspace inventory and assess available regional and school-based office space.	KIPP ATL Administration	In Progress
Establish employee scheduling and compliance monitoring procedures.	KIPP ATL Administration	January 2027
Develop Board recruitment timeline and priorities.	David Jernigan / Dr. Cormack / Dr. Jones	TBD
Identify designated staff point of contact for Board recruitment.	Dr. Cormack / Michael Davis	TBD
Develop prospective Board candidate cultivation materials and November 17 engagement plan.	David Jernigan / Kaylin Lattimore	November 17, 2026
Communicate Governance Committee recommendations regarding Advancement Charter revisions to Frank Glover.	Dr. Cormack	Prior to Next Review
Revise Advancement Committee Charter for further consideration.	KIPP ATL Administration / Governance Committee	November 17, 2026 (Proposed)
Coordinate brief Governance Committee discussion during Board governance training.	Dr. Jones / Kaylin Lattimore	November 17, 2026
Coordinate connection regarding small business and community engagement opportunities.	Michael Davis / Leona Barr-Davenport	TBD

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Coordinate Board engagement and relationship planning for KIPP Woodson Park.	KIPP ATL Administration / Advancement Committee	TBD
Incorporate KIPP Woodson Park discussion into upcoming Board leadership updates.	KIPP ATL Administration	December 2026
Coordinate school tour dates and Spelling Bee information for JaKathryn Ross.	Kaylin Lattimore	TBD
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Establish employee scheduling and compliance monitoring procedures.	KIPP ATL Administration	January 2027
Develop Board recruitment timeline and priorities.	David Jernigan / Dr. Cormack / Dr. Jones	TBD
Identify designated staff point of contact for Board recruitment.	Dr. Cormack / Michael Davis	TBD
Develop prospective Board candidate cultivation materials and November 17 engagement plan.	David Jernigan / Kaylin Lattimore	November 17, 2026
Communicate Governance Committee recommendations regarding Advancement Charter revisions to Frank Glover.	Dr. Cormack	Prior to Next Review

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