KIPP ATLANTA SCHOOLS

KIPP Atlanta Schools Board Meeting Minutes
Tuesday, September 1, 2026
Meeting Location: 1050 White Street, Suite C, Atlanta, Georgia 30310
Zoom Link: https://kippmetroatlanta-org.zoom.us/j/86465937959

Board Members Present: Joe Arnold, Hector Calzada*, Leona Barr-Davenport, Patrick Baldwin, Salim Bhatia, David Jernigan, Zane Major, Rajiv Rattray, Frank Glover, John Jackson, Vonetta Daniels, and Brooks Lumpkin.
Honorary Board Members Present: Catherine Mealor, Rick Deane Jr., and Marni Mohr
Staff Members Present: Dr. Michael Cormack (CEO), Justin Anderson (CFO), Ben Cabeza (CStO), Kimberly Foster (MD of Operations/Wellness), Yolanda Gantz, John Rajeski, Amber Stewart, Emanuel Mathis, James Payne, Yolanda Weems, and Latrina Coxton
Other Attendees: Chris Adams (KIPP ATL Legal Counsell) and Andrea Boone (District 10 Councilwoman)

Description of Discussion:
The KIPP Atlanta Schools Board convened a Board Meeting on September 1, 2026. The meeting followed the stated agenda.

Call to Order:
The meeting was called to order at **11:36** by the Chair Elect, Hector Calzada.

I. **Welcome & Agenda:**
   A. A discussion was held regarding the agenda for the Board Meeting.
II. **Consent:**
   A. **Hector Calzada reviewed the items included on the Consent Agenda, including:**
      1. Prior Board Meeting Minutes
      2. Financial Reports
      3. Honorary Board Members
      4. Updated Officer Slate
      5. Letters of Assurance
      6. Conflict of Interest Form
      7. Code of Ethics
      8. Mastery Prep Contract Renewal
III. **A motion was made by Patrick Baldwin to approve the Consent Agenda.**
   A. **The motion was seconded by Joe Arnold and approved.**

IV. Public Comment – 3 minutes per speaking person

A. A public comment was made by Meeyah Yehuda, a family member/guardian of a KIPP Atlanta Schools scholar.

1. Ms. Yehuda acknowledged the support she has experienced as a KIPP Atlanta Schools parent and expressed confidence in the direction of the organization.

V. Discussion Highlights:

A. Special Presentation: City of Atlanta Proclamation in Honor of KIPP Soul

1. Dr. Michael Cormack, Jr. introduced Councilwoman Boone of District 10, who presented a City of Atlanta Proclamation in honor of KIPP Soul.
2. The proclamation was accepted by Yolanda Weems, Emanuel Mathis, and Dr. Michael Cormack, Jr.
3. Emanuel Mathis provided remarks in recognition of the proclamation.

VI. Special Recognition: New Honorary Board Members

A. Special recognition was given to Catherine Mealor and Richard Deane, Jr. as new Honorary Board Members.

VII. Board Chair Updates

A. A discussion was had regarding the Board Meeting Deep Dive structure for the 2026–27 school year.

1. Select deep dive topics will be addressed more fully at the committee level, with key summaries brought back to the full Board for discussion.
2. Board Meetings will include approximately 20 minutes for a strategic deep dive topic.
3. New Board members were recognized and welcomed.

B. A discussion was had regarding Board member responsibilities and updated Georgia State Board of Education governance training requirements.

1. Annual governance training requirements were reduced to six hours for existing Board members.
2. Board members within their first two years of service are required to complete 12 hours of governance training annually.
3. Required training areas include Finance, Governance and Open Meetings, Legal Updates, and Performance Oversight.
4. A discussion was had regarding the role and responsibilities of Honorary Board Members, including continued access to Board

communications, committee participation, strategic discussions, meetings with the CEO, and organizational events.

5. A discussion was had regarding recommendations from the 2025–26 end-of-year Board Member 1:1 interviews.
    a) Recommendations included opportunities for clearer data, deeper strategic dialogue, increased Board engagement, and stronger relationship-building.
6. Board members were encouraged to attend school and organizational events to remain connected to scholars, families, and the broader KIPP Atlanta Schools community.

VIII. CEO Updates

A. CEO shared highlights from the first month of the 2026–27 school year, including the continued implementation of the 2030 Strategic Plan.

B. A discussion was had regarding the CEO Board Dashboard. A few points of discussion included:

1. **Finance:** Revenue and expenses were tracking in alignment with budgeted projections, and the organization maintained a strong cash-on-hand position.
2. **Advancement:** Approximately $307,561 had been raised toward the FY2026–27 fundraising goal of $4.5 million.
3. **Talent:** Approximately 96% of teacher positions were filled, with Special Education representing the primary area of remaining vacancies.
4. **Board Compliance:** The organization reported meeting 100% of Board compliance requirements.
5. **Attendance:** Year-to-date average daily attendance was approximately 96.6%, representing an improvement compared to the same time during the prior year.
6. **Enrollment:** Enrollment was reported at 4,598 scholars based on the 10th-day count and remained ahead of budgeted projections.
7. **Academics:** Beginning-of-year academic screener data was reviewed as an early-year progress check, with additional data updates anticipated during the school year.
8. **Alumni Success:** The Class of 2026 graduation rate was reported at approximately 97%, pending the official state release.
9. **Teacher and Staff Retention:** Overall staff and teacher retention was reported at approximately 82%, excluding employees impacted by the KIPP Soul closure.

10. **KIPP Soul Scholar Retention:** Of the 560 scholars impacted by the KIPP Soul closure, 334 enrolled at another KIPP Atlanta school, representing approximately 60% retention within the region.

C. A discussion was had regarding the transition of scholars following the KIPP Soul closure and the efforts made to support families through the enrollment process.

D. A discussion was had regarding postsecondary matriculation data, with a more comprehensive alumni data update anticipated in December 2026.

IX. Deep Dive Topic – KIPP Atlanta Identity Profiles

A. A discussion was led by Amber Stewart and John Rajeski regarding the KIPP Atlanta Identity Profiles.

B. The presentation included an overview of the KIPP Five and their connection to KIPP Atlanta Schools' Super 7 Values.

C. A discussion was had regarding the development of the Little KIPPster and Big KIPPster profiles.

1. The Little KIPPster profile focuses on the developmental progression of scholars from foundational skills to ownership, purpose, and contribution.
2. The Big KIPPster profile focuses on the characteristics of exceptional staff members and aligns with KIPP Atlanta Schools' leadership competency framework.

D. A timeline was shared for continued profile development, stakeholder engagement, testing, and implementation throughout the 2026–27 school year.

E. Board members were invited to provide feedback on the preliminary concepts and opportunities for continued development.

X. Revised By-Laws

A. A discussion was had regarding proposed revisions to the KIPP Atlanta Schools By-Laws.

B. David Jernigan reviewed the proposed revisions, which had previously been reviewed by the Governance Committee and KIPP Atlanta Schools legal counsel.

C. A vote was conducted to approve the revised By-Laws.

D. The revised By-Laws were approved unanimously, with none opposed.

XI. Revised Committee Charters

A. A discussion was had regarding the proposed revisions to the 2026–27 Committee Charters.

B. David Jernigan made a motion that the Board approve and adopt the revised 2026–27 Committee Charters, as written and presented, for the following committees:

1. Finance Committee
2. Advancement Committee
3. Governance Committee
4. Executive Committee
5. School Performance Committee

C. The motion was approved unanimously, with none opposed.

XII. 2026–27 SY Policy Updates

A. A discussion was had regarding five policies presented for approval by the Board:

1. Grading Policy
2. Visitor & Greeting Policy
3. School Safety Plan Policy
4. Internet Safety & SEPA/CIPA Compliance Policy
5. Foreign Adversary Social Media Policy

B. Latrina Coxton provided an overview of the Visitor & Greeting Policy, including expectations for campus access, outside service providers, visitor clearance, supervision, and compliance.

C. Kimberly Foster provided an overview of the School Safety Plan Policy and technology-related policies, including applicable state requirements, student device use, online safety, and organizational safety systems.

D. A discussion was had regarding outside service providers, federal requirements, technology use, school safety, and family communication.

E. David Jernigan made a motion that the Board adopt and approve the Grading Policy, Visitor & Greeting Policy, School Safety Plan Policy, Internet Safety & SEPA/CIPA Compliance Policy, and Foreign Adversary Social Media Policy as presented.

1. The motion included approval of the Grading Policy with the CEO revisions incorporated.
2. The motion was approved unanimously, with none opposed.

XIII. Reminders

A. Honorary Board Members were reminded that they will be invited to participate in the Board's May strategic retreat.

B. Board members were encouraged to support upcoming KIPP Atlanta Schools events, including the upcoming KIPP Atlanta Collegiate football game.

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Adjournment:

XIV. The motion was made to adjourn the meeting by **Hector Calzada.** The motion was seconded by David Jernigan.

XV. The meeting adjourned at 1:27pm

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

XVII. Summary of Actions:

Action Item	Owner	Deadline/ Status
Complete required annual governance training hours.	Board Members	SY2026–27
Continue development and stakeholder engagement for the Little KIPPster and Big KIPPster profiles.	KIPP ATL Administration	Ongoing
Continue monitoring enrollment through the official October Count Day.	KIPP ATL Administration	October 6, 2026
Provide the Board with a comprehensive alumni/postsecondary data update.	KIPP ATL Administration	December 2026
Incorporate the CEO revisions into the final approved Grading Policy.	KIPP ATL Administration	Post-Meeting / Finalize