KIPP ATLANTA SCHOOLS

KIPP Atlanta Schools Board Meeting Minutes
Tuesday, October 27, 2026
Meeting Location: 1050 White Street, Suite C, Atlanta, Georgia 30310
Zoom Link: https://kippmetroatlanta-org.zoom.us/j/86501413511

Board Members Present: Joe Arnold, Salim Bhatia, Hector Calzada*,Frank Glover, David Jernigan, Zane Major, Rachel McCarthy, JaKathryn Ross, Stephen Councill, Brooks Lumpkin, Leona Barr-Davenport, Vonetta Daniels, Rajiv Rattray, John Jackson, John Fite, and Patrick Baldwin.

Honorary Board Members Present: None

Staff Members Present: Dr. Michael Cormack (CEO), Justin Anderson (CFO), Ben Cabeza (CStO), Kimberly Foster (MD of Operations/Wellness), Dr. Tauheedah Baker-Jones (CoS), Troy Williams (COO), Michael Davis (CIO), Wanda Smith, Alicia Copeland, James Payne and Kaylin Lattimore

Other Attendees: Chris Adams (KIPP ATL Legal Counsell)

Description of Discussion:
The KIPP Atlanta Schools Board convened on Tuesday, October 27, 2026. The Board reviewed governance and organizational updates, the proposed Hybrid Work Policy, regional performance measures, enrollment and attendance strategies, the annual audit, and financial investments. The Board also entered Executive Session to consider the 2026–27 School Safety Plans.

Call to Order:
The meeting was called to order at **11:32 am** by the Chair Elect, Hector Calzada.

I. **Welcome & Agenda:**
   - **A.** The board approved the October 27, 2026 meeting agenda.
     1. **Motion Moved:** Joe Arnold
     2. **Motion Seconded:** JaKathryn Ross.
     3. **Vote:** Unanimous

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II. **Public Comment** – 3 minutes per speaking person

A. There was no public comments submitted or presented.

III. **Board Chair Updates:**

A. An update was provided on the 10/23/26 KIPP Atlanta Collegiate football game against Holy Innocents' Episcopal School (HIES) and Board members were encouraged to attend the remaining games.

B. The Chair reviewed Board giving expectations under the revised governance Bylaws, including an annual contribution of any amount to the Operating Fund and a commitment to give or secure at least $10,000 annually. Board engagement and philanthropy was encouraged.

C. A recap was provided on the Legislative Breakfast held on October 22, 2026, which was attended by seven elected and public officials representing the Georgia General Assembly, Atlanta City Council, and Atlanta Public Schools Board. During the event, Representative Schofield expressed interest in partnering to provide internship opportunities for five KIPP Atlanta scholars.

IV. **CEO Updates:**

A. **Hybrid and Telework Policy Overview**

1. An overview of the Hybrid Work Policy detailing that the existing written policy does not reflect current Regional Support Team practices. The proposal, previously approved by the Governance Committee, would formalize a hybrid arrangement for eligible regional staff in the 2026–27 academic year.

B. **School and Organizational Highlights**

1. The KIPP Atlanta Collegiate football milestones were celebrated, including the September 25 victory over Lovett and the close October 23 matchup against Holy Innocents'. KSFA was recognized as a Title I Reward School and acknowledged National Principals Month. KIPP Atlanta Schools' participation in the Teach For America anniversary summit was shared as well as the LEAF instructional protocol.

C. **CEO Board Dashboard**

1. A review of key organizational performance indicators highlighted progress across Finance, Advancement, Talent, Academics, and Board Compliance. Financial performance remained on target, with approximately 4.0 months of cash on hand, while Advancement reported $2.38 million raised toward its $4.5 million annual goal. Teacher staffing reached 97%, with Special Education vacancies remaining a priority, and the organization reported 100% Board compliance. Continued focus was placed on academic performance, scholar retention, and advancing the 2030 Strategic Plan priorities of Academic Excellence and Postsecondary Success.

V. Strategic Deep Dive: Enrollment and Attendance

A. Enrollment

1. An enrollment update was provided, highlighting current enrollment of 4,582 scholars as of the unofficial October 6 Count Day, exceeding the FY27 budgeted enrollment of 4,445. The Board discussed historical enrollment trends, scholar retention, unfilled seats, and the impact of the KIPP Soul closure. Additional discussion focused on ongoing family outreach, enrollment opportunities across KIPP Atlanta campuses, and pathways for scholars affected by the closure.

B. Attendance

1. A review of chronic absenteeism data highlighted that approximately 26% of scholars missed more than 18 days during the previous school year, while an additional 25% were approaching the chronic absenteeism threshold. The organization outlined a goal of reducing chronic absenteeism by 15–20% annually through school-specific attendance plans, professional development, and ongoing coaching and data monitoring. Board discussion focused on current attendance trends and anticipated progress toward year-end goals.

VI. Items for Approval

A. **September 1, 2026 Board Meeting Minutes:** The Board approved the September 1, 2026 Board Meeting Minutes.
   1. **Motion Moved:** Salim Bhatia
   2. **Motion Seconded:** Brooks Lumpkin
   3. **Vote:** Unanimous

B. **Annual Audit:** The Board reviewed the FY2027 Annual Financial Audit for FY ending June 30, 2026, as recommended by the Finance Committee, no findings were made.
   1. **Motion Moved:** Brooks Lumpkin
   2. **Motion Seconded:** Zane Major
   3. **Vote:** Unanimous

C. **Hybrid Work Policy:** The Board approved the Hybrid Work Policy as recommended by the Governance Committee.
   1. **Motion Moved:** David Jernigan
   2. **Motion Seconded:** JaKathryn Ross
   3. **Vote:** Unanimous

VII. **Agenda Amendment:** The Board moved to amend the October 27, 2026 agenda to include an Executive Session

A. **Motion Moved:** David Jernigan

B. **Motion Seconded:** Stephen Councill

C. **Vote:** Unanimous

VIII. **Executive Session: 2026–27 School Safety Plans**

The Board entered Executive Session at **1:16 pm**, following a motion made by **David Jernigan** and seconded by **Stephen Councill**.

During the Executive Session, the Board reviewed the 2026–27 KIPP Atlanta Schools School Safety Plans, including compliance requirements, campus safety procedures, and supporting systems. Board members were also invited to provide feedback through the School Safety Survey.

The Board made a motion to close executive session,, following a motion made by **David Jernigan,** and seconded by **Zane Major**, and returned to Open Session at **1:32 pm**.

IX. **School Safety Plans:** Upon returning to Open Session, a motion was made to approve the **2026–27 KIPP Atlanta Schools School Safety Plans** as presented by the Operations team.

A. **Motion:** Joe Arno D
B. **Seconded:** Vonetta Daniels
C. **Approval:** Unanimous

Adjournment:

X. The motion was made to adjourn the meeting by **Hector Calzada.**

A. Motion: Joe Arno D
B. Seconded: Stephen Councill
C. Approval: Unanimous

The meeting adjourned at 1:39 PM.

Respectfully submitted by Tauheedah Baker-Jones.

Summary of Actions:

Action Item	Owner	Deadline/ Status
concerning annual Board contributions and give/get expectations.	Frank Glover / Board leadership	TBD
Follow up on the proposed internship opportunity for five KIPP Atlanta scholars.	TBD	TBD
Continue targeted recruitment for remaining Special Education vacancies.	Talent team	Ongoing
Continue enrollment outreach and monitoring, including former KIPP Soul families.	Enrollment / school teams	Ongoing
Implement and monitor school attendance readiness plans, coaching, and chronic absenteeism goals.	School and regional teams	Ongoing

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Complete School Safety Plan external review and submission confirmations and report back to the Board.	KIPP Atlanta administration	TBD
Collect Board feedback through the School Safety Survey.	TBD	TBD
concerning annual Board contributions and give/get expectations.	Frank Glover / Board leadership	TBD
Follow up on the proposed internship opportunity for five KIPP Atlanta scholars.	TBD	TBD

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