

KIPP Texas Public Schools
MINUTES OF THE BOARD OF DIRECTORS MEETING

Date: November 6, 2019

Time: 8:00 a.m.

Place: Offices of BoyarMiller, 2925 Richmond Ave, Houston 77098

Attendance:

Executive Board Members Present:

Gene Austin

Bill Boyar

Jayshree Desai

Munira Fareed

Michael Humphreys

Duncan Klussmann

William Moll

Gretchen Miller

Pepe Guevara

Duncan Klussmann

Shawn Raymond (arrived at 8:11 am)

Jessica Slade

Alex Sharma

Steve Shook

Kent Wallace

Staff:

Sehba Ali, Chief Executive Officer

Daphane Carter, State Superintendent &
Chief Academic Officer

Kris Cheung, Chief Operating Officer

Larry Guillory, Chief People Officer

Jaideep Hebbbar, Chief Strategy and Finance
Officer

Ann Scott, Chief Development Officer

Michele Brown, Deputy Chief of Marketing
and Communications

Cicely Taylor, Director of Special Projects

Other:

Ellen Spalding, Counsel

Michelle Buchanan, Dini-Spheris, Consultant

James Baird, Bain Consultant

Andrew Welch, Bain Partner

Bill Boyar called the KIPP Texas Public Schools Board of Directors meeting to order at 8:06 a.m.

Welcome

Bill Boyar welcomed the board.

Mission Moment

Bill Moll, KIPP Texas Board Member spoke on Before Us, Behind Us" event in San Antonio.

Duncan Klussman KIPP Texas Board Member, spoke on the SKY partnership in Houston.

Public Comment

There was public comment from Ms. Keila Martinez, parent of a student from KIPP University Prep, in San Antonio. She spoke on the KIPP Texas-SanAntonio 19-20 school year calendar and spring break dates.

CEO Report

Sehba Ali spoke on student recruitment and enrollment, including current challenges such as evolving demographics and transportation. Fundraising was also discussed.

Approval of the Mission and Vision Statement

On motion by Munira Fareed, seconded by Steve Shook, the Board approved the new KIPP Mission and Vision Statement.

Academic and Performance Report and Academic Work Group Update

Daphane Carter reminded the board about the shift from state accountability to college readiness. She also provided an update on the wins, challenges, and next steps for our schools in IR. Ms. Carter discussed the role of the Executive Principal in supporting IR schools. She also shared her assessments of school performance data. Ms. Carter and Ms. Ali answered questions related to state accountability.

School Improvement Plan Hearing

Daphane Carter presented the improvement plans for the KTX schools in IR (KIPP Truth Elementary, KIPP Destiny Elementary, KIPP Esperanza Primary and KIPP Un Mundo Primary.

Consideration Target Improvement Plan (removed from consent agenda)

On motion by Gene Austin, seconded by Jayshree Desai, the Board unanimously approved the Target Improvement Plan for KIPP Truth Elementary.

On motion by Gretchen Miller, seconded by Jessica Slade, the Board unanimously approved the Target Improvement Plan for KIPP Destiny Elementary.

On motion by Michael Humphreys, seconded by William Moll, the Board unanimously approved the Target Improvement Plan for KIPP Esperanza Primary.

On motion by Kent Wallace, seconded by William Moll, the Board unanimously approved the Target Improvement Plan for KIPP Un Mundo Primary.

Annual ESL Program Evaluation Report

Daphane Carter presented the annual ESL Program Evaluation Report for KIPP Texas.

Pepe Guevara left at 9:31am

Pepe Guevara returned at 9:35am

BREAK 9:35-9:45

Finance Update and Finance Work Group Update

Jaideep Hebbar discussed KIPP Texas Finance wins including recent bond pricing and 18-19 clean single audit. He also answered questions on budget projections and challenges.

Approval of 18-19 Audit

On motion by Jayshree Desai, seconded by Gretchen Miller, the Board unanimously approved the 18-19 Audit.

Talent and Talent Work Group Update

Larry Guillory shared updates on teacher and school leaders positions and talent recruitment. He also provided information on the talent cycle, market and compensation data, as well as leadership and teacher pipeline development.

Duncan Klussman left at 10:26

Duncan Klussman returned at 10:29

Growth/Expansion Update and Growth/Expansion Work Group Update

Jaideep Hebbar and Ethan Philips discussed potential growth projects across the state and provided pacing recommendations for growth.

Election of New Director for Board of Directors

On motion by Pepe Guevara, seconded by Gretchen Miller, the Board approved the election of Peter Brodsky as a new Director for the KIPP Texas Board of Directors to fill the unexpired portion of Willis Johnson's term.

Duncan Klussman opposed.

The motion passed by 14 for and 1 against.

Development Update and Development Work Group Update

Ann Scott provided the Board an overview of her career as well as her emerging vision for Development. Both Ann and Michele Buchanan shared campaign advance details.

Operations Update

Kris Cheung gave an update on the start of the SIS integration including critical areas of focus. The operation statewide re-organization was also discussed as well as how these changes will increase customer service and efficiency.

BREAK - 11:43-11:53

Executive Session

Adjournment to executive session pursuant to Texas Government Code 551.071: consultation with Board attorney regarding all matters as authorized by law including Cause of Action 2019-58519 (Harris County District Court) *Feinberg v. KIPP*;

Texas Government Code 551.074: deliberation regarding appointment, employment, evaluation, reassignment, duties, dismissal of employees/officers including the Texas Executive Team and CEO compensation;

Texas Government Code 551.072: deliberate purchase, exchange, value, or lease of real property

Executive Session began at 12:35p.m

Executive Session ended at 1:50p.m.

Announcement of Executive Committee members as appointed by the Board Chair in accordance with Section 4.14 of Bylaws.

Members appointed were Bill Boyar, Gene Austin, Michale Humphreys, Darla Whitaker, and Kent Wallace.

Approval of Delegation of Authority to the Executive Committee

On motion by Wiliam Moll, seconded by Ethan Phillips, the Board unanimously approved Delegation of Authority to the Executive Committee as stated in the approved Resolution

Before the consent agenda vote, Sehba Ali addressed the resolution to change KIPP Texas - San Antonio's spring break dates. She explained the calendar was not aligned to local school districts and thus created a hardship for our KIPP families and staff and a challenging attendance problem as well.

Consent Agenda

On motion by Pepe Guevara, seconded by Gretchen Miller, the Board unanimously approved the consent agenda.

Approval of Minutes from September 2019 Board Dinner

Approval of Minutes from September 2019 Board Hearing

Approval of Minutes from September 2019 Board Meeting

Approval of Minutes from October 2019 Special Board Meeting

Resolutions for:

- Approval of Campus and District Improvement Plans
- Approval of UT HEALTH SanAntonio Teen Health, Pregnancy Prevention Program - Love Notes
- Approval of University of North Texas Peer Health Exchange Health Education Curriculum (PHE)
- Approval of UT HEALTH SanAntonio HIV Risk Reduction Curriculum- "Be Proud! Be Responsible!"
- Approval of Curriculum-Based Support Group (CBSG®) Program Youth Connections Curriculum a Substance Abuse Prevention Curriculum

- Approval/Ratification of School Safety Choice Policy
- Approval to increase Geographic Boundaries
- Approval of Maximum Enrollment
- Approval to pay staff for school closure in Houston due to Tropical Storm Imelda
- Approval to submit to TEA a low attendance waiver in San Antonio due to a threat
- Approval to submit to TEA a low attendance waiver in Houston due to a threat
- Approval to submit to TEA a low attendance waiver in Houston due to Tropical Storm Imelda
- Approval of Change of Spring Break dates for KTX-San Antonio
- Approval of Delegation of Authority to Executive Committee

Words of Gratitude for Willis Johnson

Bill Boyar and Alex Sharma expressed gratitude for Willis Johnson's service to KIPP.

There being no further business, the meeting was adjourned at 1:51 pm.

Respectfully submitted by, Cicely Taylor, Director of Special Projects