

**KIPP Texas Public Schools**  
**MINUTES OF THE BOARD OF DIRECTORS MEETING**

Date: January 29, 2020

Time: 8:00 a.m.

Place: City Education Partners, 250 E Grayson, San Antonio, Texas 78212

Attendance:

**Executive Board Members Present:**

Gene Austin	Jessica Slade
Bill Boyar	Alex Sharma
Peter Brodsky	Steve Shook
Jayshree Desai	Kent Wallace
Munira Fareed	Darla Whitaker
Michael Humphreys	
Duncan Klussmann (arrived at 8:52 a.m.)	
William Moll	
Gretchen Miller	
Ethan Phillips	

**Staff:**

Sehba Ali, Chief Executive Officer  
Daphane Carter, State Superintendent &  
Chief Academic Officer  
Larry Guillory, Chief People Officer  
Jaideep Hebbbar, Chief Strategy and Finance  
Officer  
Ann Scott, Chief Development Officer  
Cicely Taylor, Director of Special Projects

**Other:**

Ellen Spalding, Counsel

Bill Boyar called the KIPP Texas Public Schools Board of Directors meeting to order at 8:05 a.m.

**Welcome**

Bill Boyar welcomed the board. Mr. Boyar gave a special welcome to newly elected board member Peter Brodsky.

**Mission Moment**

Gretchen Miller spoke about her experience at the 2018 KIPP Austin High School graduation and reminded the board that we are building community for students, families and staff.

**Public Comment**

There was no public comment

**KIPP Texas Academic Performance Report - Public Hearing**

Daphane Carter provided the KIPP Texas Academic Performance Report for school year 18-19. Key takeaways included we doubled the number of A and B schools, we have 4 schools in improvement required, we need to continue to focus on paving the college and career path for students with disabilities, and we are retaining more teachers in the 3-5 year experience mark.

## **CEO Report**

Sehba Ali spoke on current KIPP Texas wins in academics, integration and culture. Ms. Ali also detailed critical issues for KIPP Texas including student engagement (recruitment, enrollment and attendance), fundraising and driving academic performance (rigor and teacher capacity in priority schools) .

Gene Austin left meeting at 8:19 am

Gene Austin returned to meeting at 8:20 am

## **Finance Update and Finance Work Group Update**

Jaideep Hebbar provided an update on KIPP Texas' financial health. The organization is currently in a strong financial position. Mr. Hebbar shared areas of focus for the remainder of the school year: ADA variances, development revenue, compensatory education funding formula shifts under HB3, and the development of the 20-21 school year Budget.

Gretchen Miller the left meeting at 8:43 am

Gretchen Miller returned to the meeting at 8:44 am

Darla Whitaker left the meeting at 8:44 am

Darla Whitaker returned to the meeting at 8:47 am

Duncan Klussmann arrived at 8:52 am

## **Strategic Initiatives**

Board member Ethan Phillips, Jaideep Hebbar, and Erin Slezak discussed the five main areas of focus for the strategic initiatives. These areas included learning experiences with high rigor and low variability, alumni success, talent, growth and community engagement, and operational excellence. The internal and external process for feedback that helped to develop these strategic initiatives was also explained. Input from this feedback included desire for equitable facilities, better preparation for the world beyond KIPP (life skills, financial literacy, etc.), and stronger teacher and staff development. Mr Hebbar explained if we get these priorities right in five years all KIPP Texas schools will be academically excellent. After much discussion on academic variability, goal setting, mission, metrics for success and growth, the Board agreed to continue the conversation on strategic initiatives and how we talk about KTX (metrics, mission, etc.) as a part of the April Board meeting and All Board Offsite meeting in April.

Jessica Slade left the meeting at 9:23 am

Jessica returned to the meeting at 9:25 am

Michael Humphreys left the meeting at 9:44am

Michael Humphreys returned to the meeting at 9:49am

**BREAK began at 10:05 a.m.**

**BREAK ended at 10:24 a.m.**

## **Student Recruitment**

Board member Munira Fareed introduced Tiana Symmonds, Managing Director of Operations . Ms. Symmonds spoke on the recruitment process, what KIPP Texas is doing to cultivate and retain students, as well as the current state of student attrition/retention. Recruitment wins were shared including pre-kindergarten enrollment in Austin and Kindergarten recruitment events in Houston. Ms. Symmonds also discussed opportunities for growth in recruitment.

## **Development Update and Development Work Group Update**

Ann Scott began her presentation with an acknowledgement of Board member support with development efforts. Ms. Scott spoke on development strategy, the Houston and Austin advance work as well as an ask of Board members for support on the campaign, help with reviewing prospects and encouraging network motivation.

### **Advocacy Update**

Bill Boyar introduced the new KIPP Texas Deputy Chief of Advocacy, Addie Gomez. Ms. Gomez spoke on her background in advocacy and her connection with education organizations. Ms. Gomez presented an initial advocacy strategy for KIPP Texas. This approach includes legislative advocacy, building out the advocacy team in each region, grass tops legislative work with regional boards, and developing parents and alumni as advocates.

**BREAK began at 12:05 p.m.**

**Break ended at 12:35 p.m.**

### **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 12:35 p.m.**

Ethan Phillips left at 12:35 p.m. and returned at 1:25 p.m.

**Executive Session ended at 1:25 p.m.**

### **Approval of Austin Ridge Elementary School Consolidation Plan**

On motion by Bill Moll, seconded by Kent Wallace, the Board unanimously approved the resolution to consolidate the Austin Ridge Campus.

### **Approval of Real Estate acquisition - KIPP Sharpstown High School**

On motion by Michael Humphreys, seconded by Munira Fareed, the Board unanimously approved the purchase for one real estate acquisition not limited to reviewing and ranking proposals, and selecting, negotiating, and awarding contracts as more specifically stated in the Resolution for KIPP Sharpstown High School in Houston.

### **Approval of Delegation of Authority to the Executive Committee**

On motion by Jayshree Desai, seconded by Gretchen Miller, the Board unanimously approved Delegation of Authority to the Executive Committee for one real estate acquisition and related actions and one campus and building development project, and including but not limited to reviewing and ranking proposals, and selecting, negotiating, and awarding contracts as more specifically stated in the Resolution for purchase of 2700 Simpson Street property in Dallas.

### **Approval of KTX Transportation RFP recommendation**

#### **Approval of Delegation of Authority to the Executive Committee for KTX Transportation RFP recommendation**

After discussion Bill Boyar proposed to delegate authority to the Executive Committee for the transportation RFP recommendation and asked that additional information regarding cost and savings be provided. Mr. Boyar also requested that the contract be fully vetted by counsel.

On motion by Gene Austin, seconded by Michael Humphreys, the Board unanimously approved delegation to the Executive Committee to review and consider the KTX Transportation RFP vendor recommendation

### **Consent Agenda**

On motion by Gene Austin, seconded by Michael Humphreys, the Board unanimously approved the consent agenda.

Approval of Minutes from November 2019 Board Dinner

Approval of Minutes from November 2019 Board Meeting

**Resolutions for:**

- Full Day prekindergarten Requirement and Partnership Exemption Waiver
- MD Anderson – Too Cool To Smoke (Curriculum)
- Expansion Amendment to add a high school in Houston in FY21-22
- Expansion Amendment to add a high school in Dallas in FY21-22
- Non-Expansion Amendment for name change of two new Houston schools opening in SY20-21
- Non Expansion Amendment of change the name of two new Austin schools opening in SY20-21
- Non-Expansion Amendment for address change of KIPP Journey schools in Fall 2020
- Resolution- Intent to reimburse for the costs associated with finance facilities and improvements
- Approval of ratification of legal counsel for SKY Partnership contract

There being no further business, the meeting was adjourned at 1:45 pm.

Respectfully submitted by, Cicely Taylor, Director of Special Projects