



**MEETING Minutes**  
**All BOARDS OFFSITE**  
**KIPP TEXAS PUBLIC SCHOOLS**  
 Virtual | <https://bluejeans.com/537968943?src=calendarLink>  
**Wednesday, April 22, 2020**  
**8:00 - 11:00 AM**

	Item	Lead	Action
1.	<p><b>Welcome</b></p> <p>Bill Boyar called the meeting to order at 8 am.</p>	Bill Boyar, Board Chair	Information
3.	<p><b>Mission Moment</b></p> <p>Bill introduced the Regional Superintendents and noted that Allen Smith, Regional Superintendent KTX-San Antonio was not in attendance due to a family emergency</p> <p>Dan Caesar, Regional Superintendent KTX -Houston, spoke about a school counselor who made a commitment to stay connected with her students via a weekly virtual lunch meeting. These student meetings in turn led to a weekly parent information meeting which provides tips for parents to support their students with virtual learning.</p> <p>Justin Scott Regional Superintendent KTX-San Antonio, highlighted the office team at KIPP Austin College Prep and their efforts to engage with and support families. Within the first week of virtual learning this team had connected with 100% of families and continued to connect with families daily to ensure attendance in virtual classrooms as well as pinpoint areas of support and concerns.</p> <p>Dr. Anthony Smith, Regional Superintendent KTX-Dallas, spoke about the engaging and joyful virtual instruction students are experiencing at KIPP Pleasant Grove Elementary. Dr. Smith also spoke about the staff at KIPP Truth Elementary and their commitment to encouraging and celebrating growth in literacy.</p>	<p>Dan Caesar, Regional Superintendent KTX -Houston</p> <p>Allen Smith, Regional Superintendent KTX-San Antonio</p> <p>Justin Scott, Regional Superintendent KTX-Austin</p> <p>Dr. Anthony Smith, Regional Superintendent KTX-Dallas</p>	Information
4.	<p><b>COVID Response</b></p> <p>Sehba Ali, Chief Executive Officer, detailed the three phases (respond, stabilize, and recover) of KTX's response to COVID -19. In the respond phase, the focus was on connecting with and providing for the immediate needs of students and families. These needs included food, technology, and a virtual learning platform. To date, KIPP Texas has provided over 165,000 meals, almost 13,000 laptops, and raised to date almost \$500,000 in funds to support families with COVID-19 related needs. The stabilize phase, where KTX currently is, revolves around staying connected with students, alumni, and families, providing care, and strengthening instruction to ensure</p>	<p>Sehba Ali , Chief Executive Officer</p> <p>Daphane Carter, State Superintendent and Chief Academic Officer</p> <p>Kris Cheung, Chief Operating Officer</p> <p>Larry Guillory, Chief People Officer</p> <p>Jaideep Hebbar, Chief Strategy and Finance Officer</p> <p>Ann Scott, Chief Development Officer</p>	Information



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academic progression. Long term planning will focus on the recover phase, characterized by what the new normal will be upon the restart of the 20-21 school year.

Daphane Carter, State Superintendent, and Chief Academic Officer spoke on how the academics team is meeting the challenges presented by COVID-19. Within the first eight days, academic content was prepared, teachers connected with 100% of their students to assess need as well as to communicate the path forward for learning and a parent portal was created to assist parents with virtual instruction. Teachers leveraged google classrooms for instruction and special needs students received individualized virtual learning plans with services like speech therapy being provided via teleservices.

Kris Cheung, Chief Operating Officer, described shifts made to student recruitment in response to COVID-19 social distancing requirements. Pivoting to a virtual platform, KIPP Texas is now leveraging email campaigns, social media, and a staff-manned call center to engage with potential applicants.

Larry Guillory, Chief People Officer spoke on how the talent team has responded to COVID-19 challenges as it relates to filling critical school leadership roles and teacher recruitment. Recruitment and selection have shifted to a virtual platform with a focus centered on a greater internet presence and talent branding. Mr. Guillory also spoke on increasing cultivation efforts in anticipation of potential teacher shortfalls for the 20-21 school year.

Ann Scott, Chief Development Officer, explained the Development Teams' shift from fundraising to supporting students, families, and staff impacted by COVID-19 for the remainder of the 19-20 school year. The creation of the COVID-19 and Beyond Fund will support COVID-19 related needs in two phases. Phase 1 will be the distribution of gift cards for immediate needs and Phase 2 will provide financial assistance in the form of direct payments to vendors, utilities, and rent/mortgage assistance. All funds collected will go directly to families with zero administrative fees.

Sehba Ali, Chief Executive Officer shared how KIPP Texas will meet the challenges of finishing the school year. This included developing plans to celebrate important milestones (graduations, signing days and step-up ceremonies), offboarding procedures to ensure students and staff have access to personal items in a safe manner and updating the grading policy to acknowledge the shift to virtual learning. Additionally, Mrs. Ali discussed long

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term planning to address returning to campuses in the fall, learning loss and financial implications to be considered.

Jaideep Hebbar, Chief Strategy, and Finance Officer discussed potential COVID-19 financial risks from enrollment, fundraising, and state rate. The Finance Team will continue to monitor and plan for future challenges.

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5. **How do we talk about KIPP Texas now?** Ann Scott, Chief Development Officer Information

Ann Scott, Chief Development Officer discussed how we talk about KIPP Texas in the wake of COVID-19. This includes who KIPP is and how KIPP meets the needs of students rooted through the mission, vision, and values of the organization. Mrs. Scott shared responses from KIPP families surveyed on the impact of COVID-19 to highlight the critical needs of our team and families. Mrs. Scott proceeded to detail how student and family needs were determined and how KIPP Texas will respond to them. As stated earlier, Mrs. Scott reiterated the focus for the remainder of the school year will be the COVID-19 and Beyond Fund with monies raised to be distributed to families impacted by COVID-19. Mrs. Scott finished her presentation with Ms. Molly Foster, a reading teacher from KIPP Esperanza in San Antonio. Ms. Foster spoke on how she leverages the KIPP Texas value of “Bring Joy” to connect, build community with her students, and encourage a high level of engagement with the literacy curriculum on a virtual platform. She also explained how the COVID-19 and Beyond Fund meets the physical needs of her students and families so that they may continue to meet their academic potential.

Gratitude was expressed by Mrs. Ali for the support of Board Members for their support of the organization and the COVID-19 and Beyond Fund.

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6. **Regional Boards Updates** Bill Boyar, KTX Board Chair Gene Shepherd, KTX-Austin Regional Board Chair Information

Bill Boyar, KTX Board Chair, provided a review of the past year for the KTX Board including full integration of all four regions with a common culture and vocabulary, the hiring of critical senior leadership positions, and the addition of five new members of the KTX Board for 20-21, including two KIPP alumni. Mr. Boyar also noted the KTX Board has evolved into a cohesive, highly functioning team.

Gene Shepherd, KTX-Austin Regional Board Chair  
 Alex Sharma, KTX-DFW Regional Board Chair  
 Allison Thacker, KTX-Houston Regional Board Chair  
 Bill Moll, KTX-San Antonio Regional Board Chair

Gene Shepherd, KTX-Austin Regional Board Chair, spoke on the prioritization of three main initiatives for the KTX-Austin Board. Mr. Shepherd introduced Shana Ravensburg, incoming KTX- Austin Regional Board Chair, who discussed these three initiatives to increase campus engagement, political engagement in the community, and fundraising.

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Alex Sharma, KTX-DFW Regional Board Chair discussed the work of the KTX-DFW Regional Board. This included supporting the new Regional Superintendent - Dr. Smith, leveraging connections to provide space options for the permanent home for KIPP Oak Cliff Academy, re-establishing the committee structure to provide a more robust workflow and purpose for Board members and recruitment of new members as well as succession planning.

Dan Caesar provided the update for Allison Thacker, KTX-Houston Regional Board Chair. This past year the KTX-Houston Regional Board has welcomed eleven new team members, thought partnered on academic performance and outcomes, launched the Houston strategic plan with the opening of 2 new schools this year and three in 20-21, and supported the Rise Together Campaign advance. Additionally Board members have been engaged in political advocacy on behalf of KIPP as well as have spent many hours volunteering on campuses.

Bill Moll, KTX-San Antonio Regional Board Chair highlighted the work of the KTX-San Antonio Regional Board. The KTX-San Antonio Regional Board has added three new board members and continues to focus on recruitment and succession planning.

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12.	<b>Thank You</b> Bill Boyar thanked Board Members for attending and adjourned the meeting at 10:20 a.m.	Bill Boyar, Board Chair	Information
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