

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

Date: April 21, 2020

Time: 4:00 p.m.

Place: Video Conference **Virtual** | <https://bluejeans.com/767245117?src=calendarLink>

Attendance:

**Executive Board Members Present:**

Gene Austin	Gretchen Miller
Bill Boyar	Ethan Phillips
Peter Brodsky	Shawn Raymond
Jayshree Desai	Alex Sharma
Munira Fareed	Steve Shook
Pepe Guevara	Jessica Slade
Michael Humphreys	Kent Wallace
Duncan Klussmann	Darla Whitaker
William Moll	

**Staff:**

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

**Other:**

Ellen Spalding, Counsel

Gene Austin called the KIPP Texas Public Schools Board of Directors meeting to order at 4:01 p.m.

**Welcome**

Gene Austin welcomed the board.

**Mission Moment**

Kris Cheung, Chief Operating Officer for KTX, shared a story on the positive impact of the KTX COVID-19 response for one family in San Antonio.

**Public Comment**

There was no public comment.

**KIPP Texas COVID Response**

Sehba Ali spoke on KIPP Texas's immediate response to the COVID-19 pandemic. Mrs. Ali shared how the organization is caring for students by supplying free meals, technology for learning, and raising money through the COVID-19 and Beyond Fund to provide direct support to students, families, and staff. Additionally, KIPP Texas has stood up a virtual learning program platform that has engaged parents and students. Mrs. Ali spoke of the next steps for supporting students, families, and staff including a needs assessment to determine the level of basic aid (food, water, housing) for families with the highest need. Members of the KIPP Texas leadership team spoke on meeting the challenges COVID-19 has brought for their functional areas.

Daphane Carter, State Superintendent and Chief Academic Officer spoke on how the Academics team is approaching the virtual learning needs of students. Intending to support families, faculty, and students Mrs. Carter noted the focus for virtual learning would be on equity, quality, and urgency with an emphasis on care. Virtual learning began with campus-based staff checking on students, the creation of parent/teacher/and leadership portals to support at-home learning, Google classroom set up for synchronous learning, organized virtual support for special education students, and ensuring continuity of special services such as speech therapy through teleservices.

Kris Cheung, Chief Operating Officer discussed changes to the student recruitment process to accommodate social distancing requirements. Shifting from traditional in-person interactions, KIPP Texas is now utilizing staff-manned call centers to connect with potential families. Additionally, the social media and digital engagement narrative for KIPP Texas has been shifted to focus on service and access to KIPP food distribution sites and free learning portals with a call to action for more information about student registration.

Larry Guillory, Chief People Officer spoke on the adaptability of the KIPP Texas staff during these challenging times. Mr. Guillory also reported on filling critical leadership roles, virtual shifts for recruitment, and increasing cultivation efforts in anticipation of possible teacher hiring shortfalls.

Ann Scott, Chief Development Officer, reported that due to COVID-19, fundraising efforts have been shifted to focus on the support of immediate needs and direct aid to families, students, and staff through the COVID-19 & Beyond Fund. To date, \$450,000 had been raised. Phase 1, which entails the distribution of Walmart gift cards to families and staff members to offset initial financial pressures, has begun. Phase 2, will engage the neediest families in one-on-one conversations to determine the best way their critical needs may be supported in the form of direct payment to vendors and creditors, help with food, utilities and other bills including rent/mortgage assistance where necessary. All funds raised will go to families with zero administrative fees.

Sehba Ali spoke on short term planning including how KIPP Texas plans to end the school year as well as long term planning for the next school year. Short term planning includes the development of off boarding procedures for students and staff to access personal items from campuses, updating the grading policy to account for the shift to virtual learning and planning for virtual celebrations to honor 2020 graduates, step up ceremonies and signing days while simultaneously planning for future in-person graduations. Long term planning includes the creation of re-entry plans for campuses to keep students and staff safe, addressing learning loss from COVID-19 and summer melt, supporting increased social-emotional needs, as well as contingency planning for near and long term financial impact.

Jaideep Hebbar, Chief Strategy and Finance Officer, discussed economic headwinds related to COVID-19 and its impact on school systems. Mr. Hebbar discussed KIPP Texas' ability to leverage current financial resources to fund current distance learning and technology needs. Looking ahead, Mr. Hebbar anticipates 2-3 years of economic pressures to revenue for three areas -enrollment, fundraising, and state rate. All three areas will be monitored closely by the finance team. The finance team is in the process of contingency planning in anticipation of future financial shortfalls with the guardrail of ensuring all financial decisions and tradeoffs are based on keeping KIPPsters safe and healthy as well as prioritizing dollars closet to students and keeping staff whole.

Daphane Carter, State Superintendent and Chief Academic Officer shared a regression analysis on internal assessments done before the shift to virtual learning. Data showed significant gains in more than 90% of our schools in at least two subject areas. Large academic gains were seen in KTX-DFW, in particular with schools listed as IR. San Antonio schools demonstrated notable growth as well. Mrs. Carter stated with confidence that had COVID-19 not happened, KIPP Texas would have had a strong academic year based on projected results.

### **KIPP Texas 2025 Strategic Plan**

Jaideep Hebbar, Chief Strategy and Finance Officer presented the KIPP Texas Strategic Plan for approval. Mr. Hebbar reminded the board of the creation process for the strategic plan including stakeholder feedback, coordination with KIPP Foundation, work with Bain as thought partners, and multiple planning conversations with the strategy workgroup and board member feedback. Mr. Hebbar shared the ultimate goal of the plan is to double in size as well as double the number of college-ready students. College completion will still be tracked along with broader post-secondary and career metrics with college readiness being the near term goal. Mr. Hebbar discussed

additional metrics and accountability measures that will accompany the strategic plan, growth priorities in light of uncertainties brought by COVID-19, and shifts made to account for standardization.

### **Approval of the KIPP Texas 2025 Strategic Plan**

On motion by Gretchen Miller, seconded by Peter Brodsky, 16 directors approved the resolution to approve the KIPP Texas 2025 Strategic Plan and 1 director dissented.

Duncan Klussman opposed.

The motion passes 16 for and 1 against.

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

**Executive Session began at 6:04 p.m.**

**Executive Session ended at 6:37 p.m.**

### **Approval of Consideration of Food Service Management Company**

On motion by Duncan Klussmann, seconded by Steve Shook, the Board unanimously approved the resolution to approve SODEXO as the food service management company for KIPP Texas and delegate to the CEO authority to negotiate, execute, and finalize the contract with the vendor as appropriate .

### **Consent Agenda**

On motion by Duncan Klussmann, seconded by Bill Moll, the Board unanimously approved the consent agenda.

Approval of Minutes from January 2020 Board Dinner

Approval of Minutes from January 2020 Board Meeting

Approval of Minutes from March 2020 Special Board Meeting

### **Resolutions for:**

- Approval of KIPP Texas 2025 Strategic Plan
- Approval of School Year 2020-21 Calendars
- Approval of Senior Exam Exemption Policy
- Approval of High School Innovative Courses
- Approval of sale of land (Houston)
- Delegation to the Executive Committee to approve a maintenance contract to replace hail-damaged roofs at the Northeast Campus in Houston
- Approval to pay hourly employees for day missed due to water main break
- Non Expansion amendment to reconfigure a grade level for KIPP Journey Collegiate (227-820-062)
- Non Expansion amendment to reconfigure a grade level for KIPP Mosaic Academy
- Non Expansion Amendment to extend PK3 (Early Education) grade level to all Austin Elementary campuses- KIPP Austin Connections Elementary #227-820-102, KIPP Austin Comunidad Elementary #227-820-101, KIPP Austin Obras #227-820-103 and KIPP Paseo Primary
- Non Expansion Amendment to change the name of KIPP Austin Connections Elementary #227820-102 to KIPP Alegria Primary
- Delegation of Authority to the Executive Committee to approve partnership in Dallas with entities for space

### **Executive Session**

Adjournment to executive session pursuant to executive session pursuant to Texas Government Code 551.071: consultation with Board attorney regarding all matters as authorized by law ;  
Texas Government Code 551.074: deliberation regarding appointment, employment, evaluation, reassignment, duties, dismissal of employees/officers including the Texas Executive Team and to hear a complaint or charge against an employee ;  
Tex Govt Code Section 551.0821 – deliberate a matter involving personally identifiable information about a public school student;  
Texas Govt Code Section 551.082 – deliberation regarding discipline of a public school student;

**Executive Session began at 6:41 p.m.**

**Executive Session ended at 7:18 p.m.**

There being no further business, the meeting was adjourned at 7:18 p.m.

Respectfully submitted by, Cicely Taylor, Director of Special Projects