

**11/18/2020 KIPP Texas Public Schools**  
MINUTES OF THE BOARD OF DIRECTORS SPECIAL BOARD MEETING

Date: November 18, 2020

Time: 8:00 a.m.

Place: Video Conference |  
<https://zoom.us/j/95485126671?pwd=VC9sM1hla1Z1c3hTMDBlcENXWJPUT09>

Attendance:

**Board Members Present:**

Gene Austin	Ethan Phillips
Bill Boyar	Shawn Raymond
Jayshree Desai	Andrea Richardson
Pepe Guevara	Alex Sharma
Duncan Klussmann	Steve Shook
Dolores Lozano	Kent Wallace
Gretchen Miller	Darla Whitaker

**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 Financial  
Officer  
Ann Scott, Chief Development Officer  
Cicely Taylor, Senior Director of Special  
Projects  
Erin Slezak, Deputy Chief of Strategy  
Brad Welter, Managing Director  
Procurement, Facilities and Construction  
Operations

**Other:**

Ellen Spalding, Counsel

Bill Boyar called the KIPP Texas Public Schools Board of Directors meeting to order at 8:03 a.m.

**Welcome**

Bill Boyar welcomed the board and KIPP Texas staff an special guest Keith Hennington, incoming KTX - DFW Regional Board Chair and Mollie Geier, friend of Board Member Gretchen Miller (Mollie is a grad student doing research on governing boards)

**Mission Moment**

Cicely Taylor presented on volunteering in schools.

**Public Comment**

Ms. Abryl Rosas, parent of a student from KIPP Paseo Middle School in Austin spoke on concerns related to her child.

**School Improvement Plan Public Hearing**

KIPP Truth Elementary, KIPP Destiny Elementary, KIPP Esperanza Primary, and KIPP Un Mundo Primary -

Daphane Carter, State Superintendent & Chief Academic Officer, spoke on summer and COVID-19 learning loss as well as the KIPP Texas response to this moving forward. Ms. Carter also presented the Targeted Improvement Plan (TIP) for all four schools labeled as improvement required (IR). All four schools are on target with regards to their individual TIP. The most effective factors to improve performance at these schools were highlighted. These factors include enhanced engagement in purposeful and practiced planning, closing the learning gaps through intervention, and deepening the school vision and goals. Whereas gains were made prior to COVID-19, there are concerns on the impact this pandemic will have on growth with these schools. Currently data is showing less learning loss than expected, however the academic team will continue to monitor and support these schools according to their TIP.

#### **Consideration and Approval of the 20-21 Target Improvement Plan**

Gretchen Miller, made the motion to approve the 20-21 Target Improvement Plan for KIPP Truth Elementary, KIPP Destiny Elementary, KIPP Esperanza Primary, and KIPP Un Mundo Primary.

This motion was seconded by Ethan Phillips, and the Board unanimously approved the 20-21 Target Improvement Plan for KIPP Truth Elementary, KIPP Destiny Elementary, KIPP Esperanza Primary, and KIPP Un Mundo Primary.

#### **Annual ESL Program Evaluation Report**

Daphane Carter, State Superintendent & Chief Academic Officer, presented the annual ESL Program Evaluation Report for KIPP Texas. Program highlights included regional alignment regarding ESL Program Manager role, ESL compliance, professional learning and student achievement. Challenges are centered around exiting students from the ESL program. Proposed solutions include additional linguistic support, prioritizing observation, feedback and structured conversation strategies to increase English proficiency.

#### **FIRST Rating Public Hearing**

Jaideep Hebbar, Chief Strategy and Finance Officer, held the FIRST Rating Public Hearing for KIPP Texas. There was no public comment. KIPP Texas passed the FIRST with a Superior Rating.

Darla Whitaker left the meeting at 8:59 A.M.

#### **CEO Report and Restart Update**

Sehba Ali, Chief Executive Officer, spoke on the impact of COVID-19 on student enrollment/attendance, and recruitment. Ms. Ali also shared health and safety measures implemented, plans for COVID-19 testing, and method of learning survey results for January. The Staff Exemption 2.0 policy and funding for COVID 19 expenses were reviewed as well. Ms. Ali also detailed staffing initiatives in response to COVID-19.

#### **Advocacy Update**

Shawn Raymond, Chair of the Advocacy Work Group, and Addie Gomez, Deputy Chief of Advocacy, summarized the goals and key levers for the Advocacy Work Group. This included raising awareness and developing relationships with state elected officials.

Addie Gomez, Deputy Chief of Advocacy, provided an update of the recent election and detailed upcoming major legislation issues impacting Charter organizations on the horizon including future funding scenarios that may play out in the next biennium. Jaideep Hebbar, Chief Strategy and Finance Officer, discussed drivers for potential state funding scenarios, as well how KIPP Texas will prepare for potential funding cuts.

Shawn Raymond left the meeting at 10:02 A.M.

#### **BREAK**

Mr. Boyar called for a break at 10:05 A.M.

Darla Whitaker returned to the meeting at 10:18 A.M.

Gretchen Miller left the meeting at 10:20 A.M.

Break ended at 10:21 A.M.

Shawn Raymond returned to the meeting at 10:25 A.M.

Gretchen Miller returned to the meeting at 10:28 A.M.

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

Kent Wallace, Board Member and Chair of the Finance Work Group, gave an update on the current work of the Finance Work Group which includes the FY20 audit, contingency planning for FY22 and 23 - driven by the impact of COVID and potential state cuts, continuous monitoring of the financial health of the organization, support for future bond offerings and providing growth recommendations as it relates to funding.

Jaideep Hebbar, Chief Strategy and Financial Officer, provided an update on the financial health of the organization for this school year including ADA projections, EBITDA bridge and the audit timeline.

#### **Development Update**

Gene Austin, Board Vice Chair and Chair of the Development Work Group, provided an update on current work being done by the group. Mr. Austin noted that constant help and participation from every board member will be needed given the uncertainty of state funding and the impact of COVID-19. Work group members have done deep dives with each regional Development Director to understand support needed.

Ann Scott, Chief Development Officer, gave a summary of funds raised and committed to date for the Rise Together Campaign. Ms. Scott also discussed KIPP Texas annual development goals, levers and strategy. Ms. Scott also spoke on the Season of Gratitude Holiday Drive in support of KIPP students and families.

Gene Austin left the meeting at 11:05 P.M.

Gene Austin returned to the meeting at 11:19 P.M.

#### **Growth Update**

Ethan Phillips, Board Member and Chair of the Growth Work Group, reviewed the focus of the Growth Work Group which included the fall SY21 growth plan as well as evaluating where to move forward in preparing preliminary recommendations for FY22 growth plans to be presented in January meeting

Jaideep Hebbar, Chief Strategy and Financial Officer, reviewed the Rise Together growth plan with a focus on fall 2021 growth recommendations. These recommendations included delaying KIPP Sharpstown High School (Houston) opening by one year. Mr. Hebbar also reviewed recommendations for Fall 21 PK expansion in Austin and Dallas.

#### **Approval of SY 21-22 Growth Recommendations**

Gene Austin, made the motion to approve the SY21-22 Growth Recommendations.

This motion was seconded by Jayshree Desai, and the Board unanimously approved the SY21-22 Growth Recommendations.

#### **Talent Work Group Update**

Larry Guillory, Chief People Officer, discussed the Talent Work Group goals for the year which included supporting staff challenges related to COVID, value proposition and talent branding work as well as supporting creation of new teacher pipelines.

#### **Marketing Work Group Update**

Gretchen Miller, Chair of the Marketing Work Group, shared the goals of the group which consist of supporting the Chief Marketing and Engagement Officer search effort, supporting the strategic marketing plan for student recruitment, and leveraging expertise for brand identity work.

#### **DEI Work Group Update**

Alex Sharma, Chair of the DEI Work Group, presented the scope and sequence of the work group's equity work. This included implicit bias training, racial equity training, an equity "bootcamp" and drafting of a DEI policy.

#### **Governance Work Group**

Darla Whitaker, Chair of the Governance Work Group, discussed the goals of the Work Group which includes development of guidelines for integrating Regional Boards with the KTX Board, board assessment, bylaws review, board member pipeline and succession planning.

## **BREAK**

Mr. Boyar called for a break at at 12:00

Break ended at 12:23

## **Executive Session**

Adjournment 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 CEO compensation;

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

**Executive Session began at 12:24 p.m.**

**Executive Session ended at 1:58 p.m.**

## **Approval of Paul Quinn College Lease (Dallas)**

Pepe Guevara, made the motion to approve the Resolution, as discussed in executive session, regarding the Paul Quinn College lease in Dallas to delegate authority to negotiate the final terms and execution of the lease agreement to the Board Chair, Board Vice Chair, and CEO.

This motion was seconded by Jayshree Desai, and the Board unanimously approved the Resolution regarding the Paul Quinn College lease in Dallas to delegate authority to the negotiate the final terms and execution of the lease agreement to the Board Chair, Board Vice Chair, and CEO.

## **Approval of CMAR for the campus at Paul Quinn College (Dallas)**

Jayshree Desai, made the motion to approve delegation of authority to the Executive Committee to analyze, discuss, and approve the CMAR for the campus at Paul Quinn College.

This motion was seconded by Gretchen Miller, and the Board unanimously approved delegation of authority to the Executive Committee to analyze, discuss, and approve CMAR for the campus at Paul Quinn College.

## **Consent Agenda**

On motion by Gene Austin, seconded by Darla Whitaker, the Board unanimously approved the consent agenda.

Approval of Minutes from Special September 2020 Board Meeting

Approval of Minutes from September 2020 Board

## **Resolutions for:**

- Approval of Campus and District Improvement Plans
- Approval of updates to KTX ESL Policy
- Approval to request a non-expansion amendment to reconfigure grade levels at KIPP Pleasant Grove Primary School (Dallas) to serve PK- 5 grade, effective July 1, 2021
- Approval to request a non-expansion amendment to reconfigure grade levels at KIPP Pleasant Grove Middle School (Dallas) to serve 6-12 grade, effective July 1, 2021
- Approval to request a non-expansion amendment to close KIPP Pleasant Grove High School (Dallas), effective July 1, 2021
- Approval to request a non-expansion amendment to postpone opening of KIPP Sharpstown High School (Houston) until July 1, 2022
- Approval of Geographic Boundary Waiver

There being no further business, the meeting was adjourned at 2:01 p.m.

Respectfully submitted by Cicely Taylor, Senior Director of Special Projects, Office of the CEO.

