

09/27/2022 KIPP Texas Public Schools
MINUTES OF THE BOARD OF DIRECTORS BOARD MEETING

Date: September 27, 2022

Time: 8:00 AM

Place: 2925 Richmond Ave, Floor 14, Houston, TX 77098

Virtual Public Viewing Option

<https://us06web.zoom.us/j/88665925602?pwd=ZExvSlJOU25WdkloWUhRazFHOG55dz09>

Attendance:

Board Members Present:

Bill Boyar	Ethan Phillips (arrived at 8:40 am)
Peter Brodsky	Patricia Ponton
Jennefer Canales	Shawn Raymond (arrived 8:16)
Cleve Glenn	Allison Thacker (arrived 8:07)
Lauren Gore	Velma Villegas
Pepe Guevara (arrived 8:04)	Kent Wallace - Via Zoom
Dolores Lozano	Darla Whitaker
Gretchen Miller	Gene Austin

Staff:

Sehba Ali, Chief Executive Officer
Vanessa Barry, Chief Operating Officer
Larry Guillory, Chief Administrative Officer
Son Han, Chief Financial Office
Ali McMillan, Deputy Chief of Academic Strategy & School Health
Carrie Ramsey, Deputy Chief of Academic Achievement
Ann Scott, Chief Advancement Officer
Cicely Taylor, Chief of Staff

Other:

Ellen Spalding, Counsel

Gene Austin, Board Chairman called the KIPP Texas Public Schools Board of Directors meeting to order at 8:02 am.

Welcome

Gene Austin, Board Chairman welcomed the Board and KIPP Texas staff.

Mission Moment

Sehba Ali, KIPP Texas CEO shared an inspirational video presented at the August Team and Family Reunion.

Public Comment

There was no public comment.

CEO Report: Progress Towards Biggest Org Priorities

Sehba Ali, Chief Executive Officer of KIPP Texas, shared an overview of how KIPP Texas Public Schools ended the year regarding student learning, student attendance and enrollment, and talent retention and engagement.

Carrie Ramsey, Deputy Chief of Academic Achievement, presented an academic update. Ms. Ramsey reviewed the current accountability system according to the Texas Education Agency (TEA) and shared that KIPP Texas obtained an overall B rating for SY22. KIPP Texas has opened new schools since SY19, and most schools improved or maintained their accountability rating for SY22. Ms. Ramsey informed the Board that the state has announced that the accountability and assessment landscape will change for SY23 and updates will be provided once TEA shares further information.

Vanessa Barry, Chief Operating Officer, presented a student enrollment update for SY22. KIPP Texas adjusted their original ADA goal of 96.1% to 92.3% after the impacts of the COVID Delta variant and readjusted to 93.5% before the Omnicron variant. During this time, KIPP Texas saw the lowest ADA to date. By the end of the 2021-2022 school year, attendance for KIPP Texas was 92.86%, lower than the second adjustment target but higher than the first adjusted goal. Ms. Barry shared that enrollment activities were also heavily impacted by COVID, but KIPP Texas surpassed the application target at 30,057 applications, placing them at +46% of their target.

Larry Guillory, Chief Administrative Officer, presented a talent update. Mr. Guillory shared that at the beginning of the school year in 2022, KIPP Texas and school districts nationwide experienced high substitute demands. KIPP Texas had unfilled substitute requests ranging from 15-50% daily. Despite meeting the hiring target, schools lost twice as many teachers during the first semester of school year 2021-2022. There was also a rise in compensation in all regions KIPP Texas occupies, making hiring and retaining teachers more competitive and challenging.

Winning in SY 22-23 - Annual Goals, Priorities and Strategies

Sehba Ali, Chief Executive Officer, shared the organizational goal for SY22-23 is to be an A-rated school system. Ms. Ali also shared KIPP Texas' four priorities: for advanced academics and college readiness, entry-level enrollment, standardized school models, and school leader development and engagement.

Mr. Glenn left the meeting at 9:09 am.

Ali McMillan, Deputy Chief of Academic Strategy & School Health, presented the three primary academic strategies the team will focus on to achieve an A rating next school year. The first strategy focuses on brave and belonging learning environments for students to ensure student needs, such as food insecurities and a sense of belonging, are addressed. The second strategy is ensuring rigorous student work across all content areas. Lastly, there is a focus on exceptional, aligned development for teachers and leaders built around a cohesive coaching cycle. . Board member Cleve Glenn returned to the meeting at 9:13 am.

Vanessa Barry, Chief Operating Officer of KIPP Texas, presented student attendance and enrollment priorities for SY23. These priorities include entry-grade level enrollment, operations school model, and operational effectiveness. Ms. Barry shared that the KIPP Texas ADA goal for SY23 is 96.1%, with a budget baseline of 94.4%. Currently, KIPP Texas has an ADA of 94.87% across the four regions. For current enrollment, KIPP Texas must be at or above 97% to be on track to hit EOY enrollment targets for budget purposes. Ms. Barry shared that KIPP Texas is currently off-track and strategizing around this. KIPP Texas will start the SY23-24 enrollment campaign on October 1, 2022.

Mr. Brodsky left the meeting at 9:43 am.
Ms. Miller left the meeting at 9:46 am.
Mr. Sanchez left the meeting at 9:47 am.
Mr. Guevara left the meeting at 9:47 am.

Larry Guillory, Chief Administrative Officer of KIPP Texas, presented the talent retention and engagement strategy for SY23. Mr. Guillory stated that KIPP Texas plans to recruit, develop, and retain exceptional talent, with special emphasis on early career teacher retention and the principal pipeline. Mr. Guillory shared the strategies KIPP Texas will use to obtain the goal of over 75% teacher retention, over 80% school leader retention, and filling roles internally to reach and maintain a teacher fill rate of 98%.

Mr. Brodsky returned to the meeting at 9:45 am.
Ms. Miller returned to the meeting at 9:50 am.
Mr. Guevara returned to the meeting at 9:50 am.
Mr. Sanchez returned to the meeting at 9:51 am.

Mr. Boyar left the meeting at 9:55 am.

Mr. Sanchez exited the meeting at 9:59 am.

Ms. Miller left the meeting at 10:00 am.
Ms. Thacker left the meeting at 10:00 am.

Break

Mr. Austin called for a break at 10:06 am.

Break ended at 10:23 am. Ms. Thacker and Ms. Miller returned to the meeting at that time.

Advancement Discussion + Advocacy Work Group Update

Board member and Development work group chair, Peter Brodsky, urged the Board to assist with fundraising efforts.

Ann Scott, Chief Advancement Officer, gave an Advancement update. Ms. Scott started with a Development update on fundraising for the Rise Together campaign and the efforts across the state and each region. Ms. Scott asked the Board for their thoughts on how to raise Board giving to 10% of the Rise Together Campaign to finish and set the stage for the next campaign. The Board discussed potential ideas for fundraising efforts. Board member and Strategy Work Group Chair Ethan Phillips shared that KIPP Texas is at the beginning stages of the new growth plan, Together With Communities.

Ann Scott, Chief Advancement Officer, provided more detail regarding the Together With Communities growth plan. Ms. Scott shared that the new plan will ideally include district partnerships similar to the Spring Branch ISD, YES Prep, and KIPP Texas. KIPP Texas is looking to grow in new and adjacent regions from where it is currently located. This will allow KIPP Texas to expand its impact outside the four regions. Lastly, completing feeder patterns in current regions with high demand to ensure KIPPsters across the state have access to high-quality schools from pre-k 3 to 12th grade is a priority. Ms. Scott informed the Board that a draft of the proposed plan will be presented at the January 2023 Board meeting for feedback to provide a proposed plan by June 2023.

Board member and Advocacy Work Group Chair Shawn Raymond reminded the Board that as a charter school network, KIPP Texas does not receive the same funding per student that public schools do despite being a public school. Mr. Raymond reiterated to the Board that the initiatives that KIPP Texas' Advocacy group is leading in Austin will determine the fundraising goals in years to come. Mr. Raymond reminded the Board that the legislature will meet this year and asked the Board to participate in advocacy initiatives.

Mr. Boyar left the meeting at 11:13 am.

Mr. Boyar returned to the meeting at 11:18 am.

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 11:40 am.

Executive Session ended at 1:49 pm.

(Removed from Consent Agenda) Resolution to Approve ratification of FY2022 contracts (SH-Procurement) and no vote occurred.

Consent Agenda

On a motion by Peter Brodsky, seconded by Dolores Lozano, the Board unanimously approved the consent agenda.

Approval of the June Board Meeting Minutes

Approval of August Special Board Meeting Minutes

Resolutions for:

- Resolution to Approve CEO Bonus
- Resolution to Approve CEO compensation
- Resolution to Approve a San Antonio River Authority maintenance and operations agreement at our Cevallos campus and a temporary construction easement in connection to their work on the San Pedro Creek improvement project
- Resolution to Approve a temporary easement between KIPP Texas and the State of Texas regarding 3,672 SF of property at the KTX - Austin South Campus; and a deed granting the State of Texas 4,501 SF of right-of-way for their expansion of IH-35
- Resolution to Approve KIPP Foundation MOU/contract for media buying (VB)
- Resolution to Approve vendor spend in accordance with Procurement Policies
- Resolution to approve Allied Security: Expanded Security Contract (VB/Ops)
- Resolution to Approve ratification of contract for Teaching Strategies (Creative Curriculum) and ratification of contract amendment (SH-Procurement)
- Resolution to Approve Employee Handbook for SY2022-23
- Resolution to Approve authorization of CEO to select, negotiate, finalize and execute electricity contracts, value of which will exceed \$1MM. (SH-Procurement)
- Resolution to Approve encroachment agreement - 8805 Ferndale

Adjourn

There being no further business, the meeting was adjourned at 1:54 pm.

Respectfully submitted by Cicely Taylor, Chief of Staff, Office of the CEO.