

11/15/2022 KIPP Texas Public Schools
MINUTES OF THE BOARD OF DIRECTORS BOARD MEETING

Date: November 15, 2022

Time: 8:30 am

Place: University of North Texas @ Dallas, 7300 University Hills Blvd, Dallas, TX 75241
Virtual | <https://us06web.zoom.us/j/88302520111?pwd=d3RsQzJWUzlxNy9LSTlvNlVodXlidz09>

Attendance:

Board Members Present:

Gene Austin	Patricia Ponton
Bill Boyar	Shana Ravnsborg
Peter Brodsky	Manolo Sanchez
Cleve Glenn (arrived 8:41)	Alex Sharma
Lauren Gore	Allison Thacker
Pepe Guevara (arrived 8:41)	Kent Wallace
Dolores Lozano	Darla Whitaker (arrived at 8:42)
Gretchen Miller	

Staff:

Sehba Ali, Chief Executive Officer
Vanessa Barry, Chief Operating Officer
Addie Gomez, Deputy Chief of Community Engagement
Larry Guillory, Chief Administrative Officer
Dr. Deedrah Harp, Interim Chief Academic Officer
Son Han, Chief Financial Office
Mathew Marquez, Deputy Chief of Operations
Gillian Quinn, Deputy Chief of Academics & KIPP Forward
Anthony Salerno, Managing Director, Post Secondary Success
Ann Scott, Chief Advancement Officer
Erin Slezak, Deputy Chief of Advancement
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 8:31 am.

Welcome

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

Mission Moment

Gillian Quinn, Deputy Chief of Academics & KIPP Forward, shared an inspirational video of a KIPP Texas student receiving a scholarship.

Public Comment

There was no public comment.

CEO Report

Sehba Ali, Chief Executive Officer of KIPP Texas, shared an overview of progress to date regarding student learning, student attendance and enrollment, and talent retention and engagement.

Dr. Deedrah Harp, Interim Chief Academic Officer, presented an update on student learning. Dr. Harp shared current Math and Reading data for KIPP students and the academic strategies to be implemented to achieve an

A-rated school system rating. These strategies included creating brave and belonging learning environments, focusing on rigor in student work, and exceptional coaching for teachers and leaders. Dr. Harp responded to questions from Board members related to metrics and shared that data related to specific sub-populations will be provided at the January Board meeting during the mid-year academic update.

Vanessa Barry, Chief Operating Officer, presented a student enrollment update for SY22. Ms. Barry shared how KIPP Texas is leveraging in-person events to do outreach in the communities and increase brand awareness. Ms. Barry also acknowledged that low attendance has been experienced nationwide and at KIPP Texas. Ms. Barry shared some factors contributing to low attendance and the steps KIPP Texas is taking to combat this challenge. General patterns of attendance according to grade levels at KIPP Texas were discussed. Ms. Barry answered questions regarding the academic calendar and its impact on attendance and enrollment. Metrics regarding the new student recruitment campaign were presented. She also shared that the SY 23-24 student application goal has increased due to current student persistence data. Additionally, information was presented on student withdrawal trends and the actions the KIPP Texas Persistence Team is taking to mediate.

Mr. Boyar left the meeting at 9:29 am.
Mr. Boyar returned to the meeting at 9:31 am.
Mr. Guevara left the meeting at 9:34 am.
Mr. Guevara returned to the meeting at 9:38 am.
Mr. Gore left the meeting at 9:46 am.
Ms. Thacker left the meeting at 9:48 am.

Larry Guillory, Chief Administrative Officer, presented a talent update. Mr. Guillory shared national trends regarding teacher staffing shortages, specifically in special education. Mr. Guillory shared KIPP Texas' talent priorities for achieving an A-rated school system, including teacher retention with a focus on retaining high-performing teachers and investing in onboarding and new teacher coaching. Mr. Guillory shared that school leader retention is currently at 100%. This is an improvement over the last two years. Staff engagement data was shared, and categories where we are trending low were noted. Mr. Guillory assured the Board that the next steps are identifying specific areas and action steps for improvement.

Ms. Thacker returned to the meeting at 9:48 am.
Mr. Gore returned to the meeting at 9:50 am.
Ms. Lozano left the meeting at 9:52 am.
Mr. Brodsky left the meeting at 9:54 am.
Mr. Wallace left the meeting at 9:55 am.
Mr. Brodsky returned to the meeting at 9:56 am.
Ms. Lozano returned to the meeting at 9:56 am.

Ann Scott, Chief Advancement Officer, gave an Advancement update. Ms. Scott shared Construction and Real Estate updates regarding new KIPP Texas school projects, the relocation of a school, and the challenges encountered with the relocation. The focus for the next quarter will be continuing to develop construction and design standards, maintain the current schedule for the ongoing seven growth projects, assess and retrofit five newly built Houston gyms to standard, and complete all incomplete projects from the Rise Together builds. Ms. Scott shared that software is being implemented to make access to mental health and basic needs services for students quicker. An anchor partner menu of programs that impact food and medical access for KIPP Texas students and families is being created by the Community Partnership Team.

Mr. Wallace returned to the meeting at 10:03 am.
Ms. Ravensborg left the meeting at 10:10 am.
Ms. Ravensborg returned to the meeting at 10:13 am.

Bilingual and English as a Second Language Program Evaluation Report

Dr. Deedrah Harp, Interim Chief Academic Officer, presented the Bilingual and English as a Second Language Program Evaluation Report. The number of emergent bilingual students enrolled at KIPP Texas was shared, noting that this is a fast-growing population in the areas KIPP Texas serves. Dr. Harp shared the Alternative Language Program (ALP) that KIPP Texas has in place, covering teacher certification demographics, program highlights, and goals and incentives.

Ms. Miller left the meeting at 10:16 am.
Mr. Sharma left the meeting at 10:17 am.
Ms. Whitaker left the meeting at 10:17 am.
Mr. Sharma returned to the meeting at 10:19 am.
Ms. Miller returned to the meeting at 10:22 am.
Ms. Whitaker returned to the meeting at 10:22 am.

Comprehensive Support and Improvement Plan (CSI) School Public Hearing and Targeted Improvement Plan (TIP) for CSI Identified School)

Dr. Deedrah Harp, Interim Chief Academic Officer, shared the comprehensive Support and Improvement Plan (CSI) School Public Hearing and Targeted Improvement Plan (TIP). Dr. Harp reviewed KIPP Texas's schools that were identified for Comprehensive Support and Improvement (CIP) and Targeted Support and Improvement (TSI). The six levers that the schools identified as a focus for improvement were presented to the board.

Mr. Sanchez left the meeting at 10:37 am.
Mr. Sanchez returned to the meeting at 10:38 am.

Consider Resolution for Targeted Improvement Plan (TIP) for KIPP Esperanza Primary in San Antonio

On a motion made by Peter Brodsky, seconded by Dolores Lozano, the Board unanimously approved the Targeted Improvement Plan (TIP) for KIPP Esperanza Primary in San Antonio.

Break

Mr. Austin called for a break at 10:43 am.

Break ended at 10:50 am.

KIPP Forward Report: SY21-22 Achievement and SY22-23 Plan

Gillian Quinn, Deputy Chief of Academics & KIPP Forward, and Anthony Salerno, Managing Director, Post Secondary Success, presented the KIPP Forward Report: SY21-22 Achievement and SY22-23 Plan. Ms. Quinn shared the three program areas in which the KIPP Forward team supports KIPP Texas students. These include the exploration of, preparation for, and strong transition to college and career programs, 1:1 coaching to support the completion and engagement of alumni, and partnerships with postsecondary institutions.

Mr. Boyar left the meeting at 10:52 am.
Mr. Boyar returned to the meeting at 10:53 am.

Ms. Quinn reviewed national ACT performance, and college matriculation data dips due to COVID learning and social emotional impacts. The opportunities for growth guide the KIPP Forward strategy. The three levers KIPP Texas will focus on are ACT scores, GPA, and the strength of the curriculum. Ms. Quinn shared how KIPP Forward's impact has continued to grow, serving KIPP Texas students that attend KIPP Texas high schools by providing ACT preparation, career exposure, and college and career counseling instruction.

Mr. Brodsky returned to the meeting at 10:57 am.

Mr. Salerno gave an overview of the process KIPP Texas students undergo alongside their counselors before their senior year to connect a student with their career of highest aspiration while taking into account their academic standing, career aspirations, financial capabilities, and other factors. Mr. Salerno listed the 97 KIPP College Partners across the country.

Ms. Quinn provided an overview of the national landscape of college matriculation, why ACT testing has become a focus, and how KIPP Texas students compare within the KIPP Network, with comparable districts, and nationally. Since the pandemic, KIPP Texas students' participation in Advanced Placement (AP) courses has increased, while the national KIPP network has remained flat. Ms. Quinn informed the board that KIPP Texas's goal is for students to complete six AP courses in their high school career.

Mr. Salerno explained the preliminary matriculation data for the class of 2022, seeing the 4-year enrollment rebounding to near pre-COVID levels. KIPP Texas current seniors (class of 2023) are submitting more college applications than in the previous years, which will likely result in outperforming the number of applications

submitted and providing more options to seniors. Other factors will inevitably affect the matriculation of KIPP Texas students, which the KIPP Forward team is concerned about and why merit-based financial aid is a focus.

Mr. Sanchez exited the meeting at 11:26 am.

Ms. Quinn shared initial signs that the class of 2023 will exceed the class of 2022's ACT and GPA performance, an update on a partnership to provide a year 13 for 60+ students to earn their associate's degree in Houston, the exciting news of 30 QuestBridge finalists and 13 Posse finalists, and initial indicators for both Class of 2022 and Class of 2023 that our matriculation and persistence are nearing 2019 levels.

Finance Report: Update on Status to Ensure KIPP Texas is Poised for Growth

Son Han, Chief Financial Officer of KIPP Texas, gave a finance update. Mr. Han highlighted that KIPP Texas is in positive financial standing. KIPP Texas finished the FY22 audit with \$52M in Earnings Before Interest, Taxes, Depreciation, and Amortization (EBITDA) and exceeded their key financial health metrics. An External Audit was completed with no audit findings.

Approval of FY 22 Audit

On a motion made by Allison Thacker, seconded by Gretchen Miller, the Board unanimously approved the FY 22 Audit

Development Update

Ann Scott, Chief Advancement Officer, gave a Development update. Ms. Scott informed the board that KIPP Texas is not on track for the Rise Together campaign goal. Ms. Scott shared the progress toward new board member recruitment and opportunities for school tours. Ms. Scott ended by encouraging the board to participate in the Season of Gratitude.

Together with Communities Plan Update

Erin Slezak, Deputy Chief of Advancement, presented the initial plans for the Together with Communities Strategic Plan. Ms. Slezak shared the priorities for the growth plan and the challenges currently faced to ensure equity among the KIPP Texas Schools. Ms. Slezak stated three major components as the next steps for the growth plan; landscape analysis of Texas for highest potential expansion counties, prioritization of zip codes in highest potential areas, and determining the path to expansion in prioritized locations.

Mr. Brodsky left the meeting at 11:53 am.

Mr. Brodsky returned to the meeting at 11:55 am.

Mr. Wallace left the meeting at 11:57 am.

Mr. Wallace returned to the meeting at 12:00 pm.

Mr. Gore left the meeting at 12:00 am.

Mr. Gore returned to the meeting at 12:04 pm.

Ms. Lozano left the meeting at 12:04 am.

Ms. Lozano returned to the meeting at 12:07 pm.

TxSSC Intruder Audit Findings

Mathew Marquez, Deputy Chief of Operations, shared the results of the intruder audit conducted by the Texas School Safety Center (TxSSC).

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 the 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; Texas Government Code 551.076: Safety and security devices/personnel, audits.

Executive Session began at 12:23 pm.

Mr. Boyar exited the meeting at 1:00 pm.

Executive Session ended at 2:07 pm.

Vote on Consent Agenda

On a motion by Darla Whitaker, seconded by Peter Brodsky, the Board unanimously approved the consent agenda.

Approval of the September Meeting Minutes**Resolutions for:**

- Resolution to Approve District (DIP) & Campus Improvement Plans (CIP)
- Resolution to Approve and Delegate Authority for the furniture vendor for the 2023 school openings
- Resolution to Approve the RFP process for Child Nutrition meal services
- Resolution to Approve the RFP process for Custodial services
- Resolution to Approve the RFP process for Transportation services
- Resolution to Approve the RFP process for Security services
- Resolution to Approve Expansion Amendment to expand Geographic Boundaries and increase Maximum Enrollment
- Resolution to Approve the Non-Expansion Amendment to change the name of KIPP Academy West Middle School (#059) to KIPP Academy West, effective August 1, 2023
- Resolution to Approve the compensation of hourly employees for new extra holidays

Mr. Glenn exited the meeting at 2:09 pm.

KTX Regional Board Liaison Report

Alex Sharma shared KIPP Texas - Dallas regional board highlights.

Dolores Lozano shared KIPP Texas - Houston regional board highlights.

Patricia Ponton shared KIPP Texas - San Antonio regional board highlights.

Shana Ravensborg shared KIPP Texas - Austin regional board highlights.

Adjourn

There was no further business, the meeting was adjourned at 2:21 pm.

Respectfully submitted by, Cicely Taylor, Chief of Staff - KIPP Texas