

# KIPP Philadelphia Public Schools

## Minutes

### KIPP Philadelphia Public Schools Board of Trustees Meeting

#### April Board Meeting

---

**Date and Time**

Wednesday April 20, 2022 at 4:00 PM

**Location**

<https://zoom.us/j/4795772199>

---

A regular meeting of the KIPP Philadelphia Charter School Board of Trustees in joint session with regular meetings of the KIPP West Philadelphia Preparatory Charter School Board of Trustees, KIPP DuBois Charter School Board of Trustees, KIPP West Philadelphia Charter School Board of Trustees, KIPP North Philadelphia Charter School Board of Trustees, and KIPP Catto Charter School Board of Trustees with President Samantha Wilson Jones presiding.

---

**Trustees Present**

A. Aerts (remote), A. Keyes (remote), B. Cummings (remote), C. Johnson (remote), D. Reuter (remote), G. Lewis (remote), H. Richman (remote), L. Whitaker (remote), S. Wilson Jones (remote), T. Algarin (remote)

**Trustees Absent**

J. Davidse, M. Carter

**Guests Present**

A. Corona (remote), C. Benson (remote), E. Otuije (remote), J. Cunningham Akoto (remote), M. Eigen (remote), N. Wiltshire (remote), W. Jones (remote)

---

**I. Opening Items****A. Record Attendance and Guests****B. Call the Meeting to Order**

S. Wilson Jones called a meeting of the board of trustees of KIPP Philadelphia Public Schools to order on Wednesday Apr 20, 2022 at 4:05 PM.

**C. Approve February 9,2021 Minutes (Exhibit A)**

H. Richman made a motion to approve the minutes from KIPP Philadelphia Public Schools Board of Trustees Meeting on 02-09-22.

A. Aerts seconded the motion.

The board **VOTED** unanimously to approve the motion.

## **II. WELCOME, BOARD REFRESH & STUDENT FOCUS**

### **A. WELCOME, BOARD REFLECTION & STUDENT FOCUS**

#### **J. Cunningham updated the board on: STUDENT FOCUS**

- 27 students accepted

## **III. CONSENT AGENDA**

### **A. APPROVE CONSENT AGENDA**

G. Lewis made a motion to Approve Consent Agenda.

A. Aerts seconded the motion.

The board **VOTED** unanimously to approve the motion.

## **IV. COMMITTEE REPORTS**

### **A. Academics**

M. Eigen updated the Board on:

#### **ACADEMIC UPDATE - K-2 Reading Results**

Through the implementation of our Dynamic Indicators of Basic Early Literacy Skills (DIBELS), KPPS saw big wins in growth and achievement in many of our Kinder, 1st, and 2nd grade classrooms.

The Academics team is looking to capitalize on these gains and will be employing strategies that have produced results in the past.

- Literacy focus is on a compilation of two main features - Decoding + Language Comprehension
- Science of reading involves language comprehension and word recognition
- New reading assessment using DIBELS Dynamic indicator of basic early literacy skills
- Impressive numbers showing great growth trajectory.
- H. Richman had questions about the low percentages shown

#### **TUTORING - WIN THIS YEAR:**

- Research showed tutoring to be the best strategy for academic excellence. In a high impact program, growth among tutored students out-paces the overall trend.
- S. Wilson Jones had questions about the ratio of tutors to students and M. Eigen said right now it was 2 tutors per classroom.
- G. Lewis asked about blocked times for the tutos availability
- M. Eigen hoped they could keep the program beyond ESSR Funding

#### **STAFF SURVEY UPDATE**

- TNTP Insight survey highlights showed changes in results in areas of retention strategies and Operations had significant increases & region wide instructional index increases.
- Fall Insight Survey trends shows KDCA with strong results, KPPA had lower numbers but teachers indicated a strong intention to stay
- March changes showed significant increase in areas of retention strategies and operations as well as increase in region wide instructional index

### **COVID IMPACT UPDATE**

- Changes to Covid policy include masks optional, continued staff testing, test/mask to stay & removing cohorts.
- However with the new updates the schools are closely monitoring exposed students and requiring them to mask up and staff testing is still in place.

### **TALENT HEADLINES**

- Mid-year staff resignations increased from prior years with a heavy concentration at KPPA & KDCA
- Likely a decrease in overall staff retention this year to next year
- Normal levels of regrettable loss in this years end of year attrition
- J. Cunningham mentioned that 70% of those not coming back are leaving the education system entirely not because of the schools they are at.
- J. Cunningham also clarified that keeping and maintaining the talent we currently have who've already committed is key to retention & success.
- M. Eigen expounded that the key reasons driving attrition are increase in daily stressors with COVID, shift in staff mindset and lack of connection to the school.

### **NEW HEADS OF SCHOOLS**

- Melissa Poorman & Ivana Gasiorowski
- S. Wilson Jones applauded the work done to keep the pipeline alive with bringing new people on board.
- J. Cunningham provided information that other schools are struggling to stay open due to lack of staff for their schools.

## **B. Finance**

W. Jones updated the Board on:

### **FY22 YTD ACTUALS**

- Revenue is lagging behind our budgeted numbers due to the timing of federal reimbursements.
- Our expenses are also lower than expected due to vacancies and benefit elections.

### **FY23 BUDGET ASSUMPTIONS**

- Key Risks include
  1. Per Pupil Rate - assumption -11.5% | Rationale is consistent with sector guidance and will leverage ESSR funds to offset costs.
  2. Enrollment assumption +290 students | Rationale is that network enrollment will increase as KNPCS expands to 5th grade and KIPP Catto opens

3. Talent - health benefits assumption 22% | Rationale is based on preliminary quotes from insurance broker and will continue to negotiate to minimize increase.
4. PSERS assumption 35.5% | Rationale represents 0.5% increase from current year. Previous increase ranges from 0.5% to 1.0%

### **FY23 ANTICIPATED COMPLIANCE IMPACT**

- Historically, KIPP Philadelphia has always approved balanced budgets where revenues exceed expenses. These budgets highlighted surpluses that contributed to our cash reserves.
- Additionally, COVID-related savings along with an increase in per pupil funding in 2018-2019 generated additional surpluses to increase our cash reserves over time.
- For the upcoming fiscal year, we anticipate budgets with deficits (expenses exceed revenues). While this is different from the past, the KPCS charter will continue to meet its bond covenants.
- The bond covenants do not apply to the remaining charters (KDCS, KNPCS, and KWPCS). The school's financial results appear on the Annual Charter Evaluation administered by the District.
- We have put together estimates for how much cash reserves can be utilized. 3 of the 4 charters have a great deal of flexibility. KWPCS would utilize much of its cash reserves in the coming year. While not ideal, the charter would have approximately \$500K remaining.
- Management is working leaders throughout the organization to strike the right balance between the coming year while remaining financially healthy in the long run.

### **FY23 CASH PROJECTIONS & METRICS**

- Over the past three years, the region has built up its cash reserves significantly. These reserves present an opportunity to meet the needs of teachers while remaining financially stable.
- H. Richman asked about the possibility of getting a line of credit. To which W. Jones responded that previous attempts were not successful.

### **FY23 BUDGET IMPACT**

- When considering the impact of the per pupil decline and the competitive bonus structure, 3 out of 4 charters can afford to close the gaps through a combination of ESSR funds and cash reserves.
- KWPCS would utilize most of its cash reserves and dip below the 45 day threshold noted on the charter's annual evaluation. It will not impact compliance with bond covenants.
- We are actively working with the charter's leadership to balance school/programmatic need with its resources.

### **REAL ESTATE UPDATE**

#### **N. Wiltshire updated the board on real estate:**

- 4601 Market Street continues to be on track for a Summer 2022 opening.
- We are working with the contractors to ensure Whittier also opens on time.
- The Whittier community engagement and support is great.

**C.**

## **Governance**

A. Aerts updated the committee on:

### **LEGAL RFP UPDATE**

- Process is on-going and the choices for interview is a great selection of people. Final news are coming soon.

### **DRAFT SY22-23 KPPS Board Slate**

1. KPPS Board 2021-22 Officer Slate^:

- Samantha Wilson Jones - President
- Ann Aerts - Vice President
- Bernard Cummings - Treasurer
- Amanda Keyes - Secretary
- KPPS 2021-22 Board Officer Slate and full Board vote includes all KPPS Charters

2. KPPS Board Member Term Renewals:

- Hershel Richman

3. KPPS2021-22 Board Committee Chairs:

- Samantha Wilson Jones - Executive Committee
- Ann Aerts - Governance Committee
- Bernard Cummings - Finance Committee
- Gail Lewis - Academics Committee
- Jerry Davids - Development Committee\*\*

\*\* - Sits under KASC Board for both

### **Leadership Council - Advisory Council**

Leadership Council (LC)

- Need to rethink the strategic role and direction mission and vision is stale

Advisory Council

- Rethink how to leverage auxiliary structures

Leadership Council (LC)

- Resource pipeline and support (monetary and other) has waned

Advisory Council

Align external support to organizational goals

Leadership Council (LC)

- Engagement and ability to attract additional professionals to the LC has been difficult

Advisory Council

- Create a pipeline to leadership

### **Leadership Council/Young Friends Update**

C. Benson gave an overview of Leadership Council

- The possibilities of removing the Young and calling it Friends of Advisory Council seeing as Mid-year, mid level professionals still fit and can participate if they desire to.

#### **D. Development**

C. Benson updated the committee on:

##### **FY22 Progress to Goals**

- Reimagined Learning Spaces: \$4,175,000 | *Goal: \$8,000,000*
- KIPP Forward: \$539,083 | *Goal: \$1,000,000*
- Regional Operations Expansion: \$1,956,552 | *Goal: \$1,000,000*

##### **TRUSTEE COMMITMENT**

- Annual Commitment: 33%  
Goal: 100%
- Campaign Commitment: 100%  
Goal: 100%
- Please return your pledge forms and make your gift(s) by June 30, 2022!

##### **Timeline Zoom-In: Prospect Engagement**

- Securing principal and major gifts
- Cultivating new relationships
- Leveraging events and tours
- Raising brand awareness
- Sharing case for support
- Operationalizing approach

##### **Prospect Engagement**

- Implement prospect portfolio plans
- Execute cultivation-and engagement plans

#### **E. Executive Committee**

A. Corona updated the Board on:

##### **STRATEGIC PLAN MODIFICATION**

We accomplished what we set out to do

- A Priority Plan for each Pathway that is inclusive of the following for each initiative:
  1. Owners (human capital);
  2. Budgetary resources;
  3. Timeline for completion;
  4. Milestones;

5. Dashboard to track progress; and aligned w/key priorities based on KPPS' current state.
  - \* Threading in the Regional Priorities
6. Unfinished Learning
7. Liberatory Education

### **Summary of Modifications**

Over the last eight months, the RO leadership:

- Engaged deeply with the planning concepts;
- Thought critically about the work we engage in everyday and wanted to elevate over the next four years; and
- Pushed each other to narrow the scope and focus of the Revised Strategic Plan.

### **Our work resulted in:**

- 60 formal touchpoints with stakeholders, ensuring key voices had a seat at the table for decision making.
- 40% reduction in the number of initiatives (25 to 15), ensuring a narrower focus.
- A Revised Strategic Plan that centers equity and reflects the work we believe is the most critical and feasible to implement within the next four years.

Note: initiatives that were deprioritized in the revision process will be reprioritized as we make measurable progress in the proposed priority areas.

T. Algarin made a motion to Approve the strategic plan modification.

A. Keyes seconded the motion.

The board **VOTED** unanimously to approve the motion.

## **V. Information**

### **A. Public Comment**

#### **NEW BUSINESS**

- A parent had requested to attend to address the board.
- A. Aerts went over the guidelines for how external individuals are allowed to participate.
- S. Wilson Jones approved the invitation to attend

#### **Upon entry of the guest:**

- A. Aerts went over the process for public comment & reiterated a 3-minute time limit subject to expansion by the President of the Board, S. Wilson Jones if needed.

**The guest introduced herself as Ms. Youlonda Bolden, the parent of a 9th grade student and proceeded to share that:**

- 2 staff members held her daughter down and students allegedly inflicted bodily harm on her daughter - a busted lip, facial bruises & hair pulled out. Her reports claim that her daughter was not part of the fight but was a bystander in the hallway who got caught up and apprehended. She also reports that her daughter got suspended & it appears the school is attempting to cover the incident up. Therefore prompting her presence at the Board meeting today seeking redress.
- S. Wilson Jones called the board to convene privately.

**BOARD PRIVATE SESSION - 5 minutes**

- S. Wilson Jones apologized for the situation in general and expressed that the process will be carried out with a formal investigation headed by the KIPP CEO
- S. Wilson Jones expressed that they have an obligation to allow the process to be completed and feedback given.
- J. Cunningham promised that by Friday 4/22 she will have feedback for Y. Bolden
- Y. Bolden thanked the board for hearing her and expressed her confidence in J. Cunningham.
- S. Wilson Jones promised to communicate to Ms. Bolden through the KIPP CEO.
- Y. Bolden departed the meeting at 5:24

**B. New Business**

None

**C. Old Business**

No old business

**D. Announcements**

No announcements

**VI. Closing Items**

**A. Adjourn Meeting**

A. Aerts made a motion to Adjourn the meeting.

T. Algarin seconded the motion.

The board **VOTED** unanimously to approve the motion.

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:26 PM.

Respectfully Submitted,  
S. Wilson Jones