



KIPP New Orleans Schools Board Meeting Minutes: December 09, 2021

A public meeting of the Board of Directors (the Board) of KIPP New Orleans Schools (KNOS) was held on Thursday, December 9, 2021, at KIPP New Orleans Schools, 1307 Oretha Castle Haley, New Orleans, LA 70113.

The meeting was called to order at 5:51 p.m.

The following members were present: Donnell Bailey, Lauren Hitt (arrived at 6:08pm), Bruce Hurley (arrived at 5:52pm), Steve Usdin, Larry Washington, and Danielle Willis. Roddrick Jones attended the meeting virtually via Zoom.

The following members were absent: Sherice Clark, Stanwood Duval, Robert Hudson, Kelt Kindick, and Drew Marsh.

The following members of KNOS staff were present: Rhonda Kalifey-Aluise, CEO; Katie Walmsley, CFO; Todd Purvis, CAO; Joey LaRoche, CSO; Jamiela Sekou, Director of Finance (departed at 6:57p.m.); Kristen Chawla, Director of Engagement and Events, and Shawanda Raphael, Executive Assistant.

The following guest was in attendance at the meeting: Amanda Lu, Ph.D Candidate, Stanford Graduate School of Education.

Welcome

Mr. Washington welcomed everyone to the meeting. He also stated that because there was not a quorum, the approval of the October board meeting minutes would take place at next month's meeting. Mr. Washington also welcomed guest, Amanda Lu. Ms. Lu advised that she would be observing the meeting as she is studying charter school governance as part of her doctoral studies at Stanford Graduate School of Education.

Staff and Teacher Appreciation Event Highlights

Mr. Washington thanked board member Lauren Hitt for her efforts in making the event a success. Ms. Hitt thanked the board members for their participation in the event and stated that staff members in attendance appreciated being celebrated, and she hopes that the board can continue to host staff appreciation events in the future. Staff member Kristen Chawla shared some highlights of the event, and quotes from staff. Over 100 staff were in attendance.

Academic Committee Report

Mr. Purvis provided an academic update detailing the results of the simulated SPS data and information related to retention and longevity in KIPP New Orleans Schools. Mr. Purvis provided data outlining the 2021 simulated SPS, the 2019 SPS, and the 2019 letter grades for all KNOS schools. He advised that statewide, 70% of schools saw a decrease on their simulated score versus their 2019 score. Additionally, 50% of local K-8 schools received a simulated score of an F. John F. Kennedy High School was not eligible for 50% of score components. Booker T. Washington High School saw improvement, primarily due to first time eligibility for all score components. Key messaging to schools includes a reminder that while data is valuable, it does not always represent the work done by students, staff, and families. The data will be used in KNOS' mid-year data reflections, 21-21 SPS projections, and Spring planning.

Mr. Purvis also informed the board that KNOS conducted its staff survey in November to understand staff preferences on various retention practices. KNOS is currently conducting research on retention practices both within and outside of education. Additionally, KNOS will conduct focus groups to further understand staff survey results on preferences regarding retention practices. Initial positive trends show that staff are asking for changes that are operational and tactical in nature. Staff also reported that their relationships with students and student families are of the utmost importance to them and are

the most significant factor influencing them to stay in their jobs. Staff are satisfied with professional development and curricular materials. Paid Time Off and other time-off benefits were rated highly as a reason for current retention among staff. Staff reported that compensation is the most important factor influencing retention decisions. Additionally, compensation is also the indicator having the most negative impact on staff retention/longevity.

CEO Report

Ms. Kalifey-Aluise provided an update to the board regarding the current enrollment landscape. Ms. Kalifey-Aluise shared data from New Schools for New Orleans, which shows that overall parish population has stopped growing. Population stagnation in New Orleans has been significant, but Baton Rouge city-wide enrollment is not seeing declines. Kinder cohorts have declined 17% since 2013, which has led to small cohorts matriculating through elementary schools. Data also detailed current public school grade cohort changes versus 2015, a summary of city-wide factors impacting student population, including the housing crisis and birth rates. Lastly, details were provided regarding the financial impacts of declining enrollment on the system-level and on the school-level.

Ms. Kalifey-Aluise also shared an article that appeared in the Lens entitled "Plan to 'right size' school district which could include charter consolidations, closures." The article discussed a proposal by NOLA Public Schools Superintendent Henderson Lewis, Jr. to right-size the district due to declining enrollment and financial impacts from Covid-19. Charter Management Organization leaders are discussing the issues and considering solutions to address the issues caused by declining enrollment and Covid-19-related financial hardships of the district's schools. Lastly, Ms. Kalifey-Aluise advised that the NOLA PS superintendent search will resume in January and shared information related to the role of the superintendent, including a link to complete a survey requesting feedback on the search.

Finance Committee Report

Due to Mr. Marsh's absence, Ms. Willis opened the Finance Committee report. Ms. Willis advised that the Finance Committee met on December 6th and reviewed the audit report. She advised the board that the organization will have a clean audit, and that Erickson Krentel's tests so far had not identified any deficiencies in internal controls over financial reporting or instances of non-compliance. The final stages of the annual audit will be completed by the end of the month. Ms. Walmsley will email the audit report to the board. Ms. Walmsley advised that the Finance Committee will meet in February to discuss the FY22 forecast, as well as to discuss the planning for preparation of the budget for FY23.

Ms. Walmsley then provided the FY22 financial summary, which included comparisons of the adjusted fund balance's current projection to its position in both the approved budget and at the last Board meeting. Ms. Walmsley detailed the FY22 enrollment and capacity for all KNOS schools, including details regarding a significant decline in enrollment as compared to budget. Ms. Walmsley advised that a review of FY22 shows that the decline in enrollment caused a substantial budgetary impact, and that this decline was offset only because delays in OPSB's FY20 audit led KNOS to budget local revenues conservatively. Student counts as of October 1st show 183 fewer K-8 students than one year ago, but 103 more high school students as a function of the Booker T. Washington and John F. Kennedy's ongoing transformations. The Covid-19 pandemic, as well as Hurricane Ida, made it challenging to accurately count students. Currently, KNOS enrollment is down approximately 277 K-12 students from the budgeted level; the network is operating at 90% capacity, and specifically at 84% capacity in the elementary grades.

Governance and Nominating Committee Report

Mr. Bailey advised that updates regarding members rotating off the board were provided to the board members. However, due to the lack of a quorum of attendance, board members would vote on director renewal and officers at next month's meeting. Mr. Bailey advised that member terms will be discussed further at the upcoming board retreat in January. Lastly, Mr. Bailey reminded the members of their requirement to complete state Ethics training before December 31st. Mr. Bailey will send a reminder email, including a link to complete the training to members, as well as a calendar of events for board engagement meetings.

Board Retreat Preview

Mr. Washington advised that the board retreat will include a continuation of the conversations regarding diversity, equity and inclusion, as well as further discussion about possible expansion to Baton Rouge and growth strategies for KNOS. Mr. Joey LaRoche advised that KNOS is working with the KIPP Foundation and Charter School Growth Fund regarding growth

strategies. Mr. LaRoche advised that Baton Rouge stakeholders are eager to collaborate with KNOS. Additional details will be provided at the upcoming board retreat in January.

Public Comments

There were no public comments.

Executive Session - Discussion of Legal Matter

Mr. Washington called for a motion to enter the executive session for the discussion of a pending legal matter. A motion was made by Mr. Bailey and seconded by Mr. Usdin. The board entered executive session at 7:17pm.

After the conclusion of the executive session, Mr. Washington introduced a motion to adjourn the meeting at 7:33 p.m. A motion to approve was made by Mr. Usdin and seconded by Ms. Willis. The motion passed by a unanimous voice vote.

Respectfully Submitted,


Shawanda Raphael

Approved by:


Larry Washington, Board President