

KIPP New Orleans Schools Board Meeting Minutes: June 18, 2020

A public meeting of the Board of Directors (the Board) of KIPP New Orleans Schools (KNOS) was held on Thursday, June 18, 2020, at 5:45 p.m. via online virtual meeting service Zoom, due to Louisiana Stay at Home order.

The meeting was called to order at 5:49 p.m.

The following members were present: Larry Washington, Stan Duval, Lauren Hitt, Bruce Hurley, Kelt Kindick, Roddrick Jones, Drew Marsh, Sherice Clark, Toya Barnes-Teamer (joined 5:52 p.m., left 6:51 p.m.), Donnell Bailey (joined 5:54 p.m.), and Robert Hudson (joined 5:55 p.m.).

The following members were absent: Steve Usdin

The following members of KNOS staff were present: Rhonda Kalifey-Aluise, CEO; Katie Walmsley, CFO; Joey LaRoche, CSO; Brad Rosenblat, Managing Director of Finance and Accounting; Kevin Barnes, Managing Director of Engagement; Javier Cortez, Director of Finance; Kristen Chawla, Director of Engagement & Events; and Neia Limar, Executive Assistant.

The following guests were present: John Alford with the KIPP Foundation.

Welcome

Mr. Washington welcomed everyone to the meeting.

Approval of Minutes

Mr. Washington introduced a vote to approve the minutes from the April Board meetings. A motion to approve was made by Mr. Duval and seconded by Mr. Marsh. The motion passed by a unanimous voice vote.

CEO Report

Ms. Kalifey-Aluise began her report with the assurance to continue the financial conversation from the previous KNOS Board meeting and to offer a preview of what the re-opening of schools will look like based on what is known now. She also advised that she and Mr. LaRoche would work collectively during this meeting to share details about the work KNOS initiated several years ago and is urgently executing now concerning diversity, equity and inclusion

Mr. LaRoche added to the conversation a description of the racial demographic of talent at KNOS and stated that KNOS has seen more people of color and, specifically, people of color from New Orleans, assume school leadership roles. KNOS has instituted a more structured and equitable process for entry into the Assistant Principal (AP) and School Leader (SL) seats; realizing a nearly immediate impact of more people of color, namely Black leaders, being hired into those roles. As an example, the last six SL and Leader-in-Residence hires have been Black men and women with a wealth of experience and results. He further indicated that KNOS re-trained recruiters on equitable hiring processes and restructured applications and phone screening to better eliminate bias. The results here mirrored the strong AP and SL hiring results, and KNOS is now about 70% Black which represents an increase of about 20% in three years and about a 10% increase in the last year alone.

Ms. Kalifey-Aluise noted that the KNOS Board of Directors has also transformed over time and is more reflective of the community it serves. She further shared that KNOS began discussions with an organization called Beloved Communities about engaging in an eight month process to create an updated three year equity plan. Through this process, which will kick off this summer, KNOS will revisit its existing DEI plan, examine organizational practices, and gather feedback to advance the work of becoming a more anti-racist organization. Mr. LaRoche detailed the plan to work with two former KNOS employees who now work as DEI consultants, one who will work with KNOS school-based leaders and SSC team members; and the other will lead KNOS school leadership team through planning a school-based equity agenda for the upcoming year.

Ms. Kalifey-Aluise concluded her report with an update on f John F. Kennedy Sr. High School (JFK) and the potential partnership work with Capitol High School in Baton Rouge. JFK will be officially a part of the KNOS family of schools as of July 1, 2020, and she reported that the transition is going well despite the circumstances of most work having to be done virtually due to the pandemic. She further explained that KNOS and New Schools for Baton Rouge would continue to explore ways that KNOS can provide support to Capitol High School in Baton Rouge and plan to move forward with agreements to work collaboratively in the areas of curriculum & instruction management, teacher & leader development, talent recruitment & retention, and stakeholder engagement & student recruitment.

Academic Committee Report

Ms. Kalifey-Aluise shared details on the plans for return-to-school and the complexities that present themselves with the multiple scenarios that accompany the pandemic. New Orleans Public Schools and the Louisiana Department of Education both plan to release guidelines for return-to-school. KNOS is working under the assumption that Louisiana will be operating within a Phase 2 return-to-school framework as this is the current prediction for the beginning of school. She further detailed the expectation of offering students the choice to attend school virtually/remotely or attend school in-person, and the potential transportation/bussing plan. Ms. Kalifey-Aluise expressed concern regarding student accessibility to reliable internet connectivity, to which she noted that this issue is being discussed between entities within the school district and local government. She concluded with the pledge to share a more detailed plan of action before the next KNOS Board meeting scheduled for August 2020.

Finance Committee Report

Mr. Marsh summarized the results from the Finance Committee Meeting held on Monday, June 15, 2020, stating that funds have been allocated to support the opening of JFK and that the next fiscal year for KNOS appears healthy.

Ms. Walmsley reported that KNOS anticipates ending FY20 with \$5.63 million in unspent revenue above Board Approved Budget. KNOS proposes to use \$2.55 million (45%) to close the FY21 gap and plan to save the rest (55%) for use in FY22. KNOS will receive \$3.1 million in relief, awarded in accordance with Title I shares, including a partial allocation that KNOS successfully advocated for at KNOS' new LEA at JFK High School. Sales tax receipts for March and April came in better than originally expected. However, some concern remains about the full collectability of ad valorem taxes originally due in February, as well as retrieval of collections from past years. KNOS updated its model with NOLA-PS's conservative scenario, yielding an additional \$300K in the budget. KNOS received three private grants of \$1 million to mitigate gaps. Other grants and advocacy efforts are being explored that could be significant budget relieving, and others will cover new expenses related to COVID-19. Unfortunately, the challenges associated with student enrollment in this environment have led to decreasing student enrollment assumptions, now at a \$2.4 million reduction versus the \$1.6 million modeled previously. The post-COVID environment has resulted in delayed progress in student enrollment across the entire city. The KNOS Operations teams are laser-focused on Late Enrollment and is striving to hit or exceed the forecast.

Governance and Nominating Committee Report

Mr. Bailey shared an update on the status of a potential new board candidate who will be submitting a formal letter of interest and resume to the KNOS Board of Directors shortly.

There were no additional public comments.

Mr. Washington adjourned the meeting at 7:25 pm.

Respectfully Submitted,



Neia Liman

On behalf of Neia Liman

Approved by:



Larry Washington, Board President