

KIPP Academy Charter School Minutes of August 28, 2017 Meeting

The KIPP Academy Charter School Board of Trustees (the “Board”) met on August 28, 2017 at Glenview Capital Management. The following Trustees were in attendance: Rafael Mayer, Gwendolyn Brunson, Erica Dewan, Joe Negron, and Richard Taft. The following Trustees were unable to attend and their absences were excused: Whitney Tilson, Brian Zied.

In accordance with the Open Meeting Law, notice of the meeting was published and posted on 8/24/17 on kippnyc.org. Notice of the meeting was also posted in the schools before the meeting. Also present at the meeting were Trustees of KIPP NYC Public Charter Schools (Rafael Mayer, Gwendolyn Brunson, Erica Dewan, and Richard Taft) and Director of KIPP New York Inc. (John Zeiler). The following KIPP NYC staff members were also in attendance: Jim Manly (KIPP NYC Superintendent), Jamie Greenthal, Rachel Haltom-Irwin, Alicia Johnson, Elizabeth Pichardo, Chelsey Tubbs, and Mark Harmon-Vaught.

Opening of Meeting

Mr. Mayer opened the KIPP Academy Charter School Board meeting.

Board Business

Mr. Mayer welcomed Board members and previewed the agenda. Mr. Mayer asked for public comments. There were no comments.

Mr. Manly presented about 2017 state test results in the context of organizational growth. He reviewed the academic priorities laid out in former meetings. He explained how the organization made predictions of student performance and explained performance against these projections. Mr. Negron and Mr. Manly explained that they were connecting with other high achieving charter networks to share strategies and best practices.

Mr. Manly discussed the organization’s renewed focus on leadership development. He explained that the most important step in achieving KIPP NYC’s goals is hiring, preparing, coaching, and retaining great teachers.

Mr. Mayer noted that he does not believe that organizational growth will distract from the academic focus at the existing schools. Mr. Manly concurred with that sentiment. Mr. Manly asserted that the strength of the organization’s existing model, implemented with increasing effectiveness, will allow the current schools to sustain their growth in academic outcomes as new schools come on line.

Ms. Haltom-Irwin highlighted trends and efforts relating to attrition and internal transfers of talent.

Mr. Mayer denoted the importance of maintaining high efficiency as the organization scales. He offered the particular example of time wasted on technology challenges. He also

mentioned that larger organizations benefit from increasingly specialized staff that reduce the breadth of their roles and focus on specific areas of work.

Board members asked Mr. Manly about what efforts are required to continue positive trajectory in academics. Mr. Manly explained that KIPP NYC needs to continue the current practices with an increased focus on accountability at the teacher, coach, and leader levels across the region. He also shared that while KIPP NYC will always need to make changes and adapt to improve our systems, the core of rigorous instruction and significant feedback exists and is effective in most classrooms. The organization's challenge, then, is to continue implementing the plan with increasing effectiveness and accountability.

Ms. Haltom-Irwin highlighted the importance of the strong positive relationship between 8th grade state test scores and SAT scores, which in turn correlate to college readiness.

Mr. Manly discussed the importance of students' attitudes and self-confidence in terms of performance on the state tests.

Adjournment

Mr. Mayer adjourned the Board meeting.