

## KIPP North Carolina/KIPP Charlotte/KIPP ENC

### Board of Directors August 2025 Meeting Minutes

Thursday, September 25, 2025

4:00-6:00 PM via Zoom

Attendance		
BOD Members Present	BOD Members Absent	Staff/Guests
Jim Couch James Scruggs Julius Tillery Rich Richards, <i>Chair</i> Douglas Kahn Reid Philips Kelby Hicks Jon Morris	Daniela Doyle	Fabby Williams, <i>CEO</i> Anthony Burrell, <i>CFO</i> Stephanie Williams, <i>Dir., Enrollment Strategy</i> Juontonio Pinckney, <i>COO</i> Stacy Johnson, <i>Dir., Academic Operations</i> Tiffany Jarrett, <i>Exec Asst. to CEO</i> Melanie Harrison, <i>Staff</i> Chianti Watson, <i>Staff</i>

KIPP North Carolina Board of Directors Meeting	
Time	Agenda Item
4:03PM	Call to order <i>Chair Rich called the meeting to order after determining there was a quorum</i>
4:03 PM	There was a call for public comment.
4:05PM	Rich asked for a motion to approve the August 16th meeting minutes. <i>Motion to approve August 15th minutes by Doug. Motion approved unanimously 8-0</i>
4:05PM	Welcome to the meeting given by Rich Richards
4:06PM	Rich presented slide two on the PPT. He discussed where the Board currently is and where it could go. Doug wants to create something similar to the dashboard and utilize the template. He asked if we have an academic group. Rich said that potentially Dr. Williams and Anokhi could spearhead that group. Rich brought up the idea of other KIPP groups having advisory boards- consider making 3 advisory boards. Dr. Williams brought up how the KIPP Foundation has academic goals that we could utilize.
4:17PM	Dr. Williams presented his 45 day update. He has visited all of our campuses multiple times and has weekly meetings with chiefs/RST members. Hired a COO (Juontonio Pinckney). People want clarity about our initiatives. He wants to assess staff needs and provide PD in order to help them grow. Kids and staff are happy and excited to be at school. Academics and enrollment are top priorities. Discussed identified challenges (funding, enrollment, transportation, bus drivers, equity). Emphasized being good stewards of funds, doing everything with the children in mind, and being transparent about spending. Discussed what the next 60 days will look like. Additional decisions will need to be made to sustain the organization. Dr. Williams asked if there were any questions: <ol style="list-style-type: none"> <li>What kind of help would be great to see from the Board?- <i>Finance is the biggest piece. Dr. Williams wants to evaluate systems before asking for more funding. He would like Board members to lean in and offer the</i></li> </ol>

	<p><i>expertise.</i></p> <ol style="list-style-type: none"> <li>2. Asked to speak more on developing a three year strategic plan (interested in process, who will be involved, etc)- <i>60 days will be the start of the process. We will be partnering with the KIPP Foundation to help develop the strategic plan as well as Board members and other stakeholders. Could take 3-5 years to develop</i></li> <li>3. The Board has struggled to get interim data. The Academic committee isn't ready yet, so what kind of data would you expect to be looking at between now and potential Dec./Jan. To share with the Board. How does the beginning of the year compare and what kind of progress did the kids start to make at the start of the year?- <i>We have the BOY assessments at the beginning of the year to give us an idea of where our kids are. An update can be given within the next couple weeks. The plan is to provide updates on a monthly basis so the Board will have information before meetings. Staff members will be dedicated to monitoring Board goals/initiatives and communicating the data.</i></li> <li>4. If we (the Board) want data more frequently than the iReady quarterly data, how would we do that? We need to have time to chat to work that through. Rich also mentioned Dr. Williams is going to bring on a Chief of Staff- <i>Dr. Williams said there is a plan to gather and communicate data more frequently that he'll share soon</i></li> <li>5. Asked to speak on operational differences between campuses. Is there any connection you're seeing between student outcomes and where things are prioritized- <i>Dr. Williams wants to make sure teachers have materials available to them in order to provide quality and equitable instruction (example of challenges: a teacher not having a projector at one campus yet on another campus everyone has projectors). He believes those inequities have a direct correlation to academic performance. He is working with the COO to address them.</i></li> </ol>
<p><b>4:33PM</b></p>	<p>Anthony began giving the finance forecast. Mentioned that the data will change next month- presentation made on current numbers. The key driver to having an ADM closest to what was budgeted is adding the 4th grade level at Durham. Durham is trending to hit their enrollment goal. Charlotte and PRIDE not performing as well. It was asked what PMR 1 and 2 in state funding mean. PMR one is the first 20 days. PMR two is 21-40 days. Local funding based on the number of students enrolled at the end of each month. In the original budget, bus drivers were slated to receive benefits. We did have to make an update because we now have a couple dozen bus drivers who qualify for benefits. We will be adding additional positions because we have to provide support for our exceptional needs students who have additional needs (ex: having a nurse on staff). There was a reduction in Federal funding received. Question asked: Have we audited the Board approved budget? Still waiting for the state budget from NC legislators. We are in a similar position to last year in needing to shift management fees. We have very slim margins for error in our budget (1%). He hopes we have accurate enough information to feel comfortable in the budget. Anthony and Reid have worked together to create solid financial goals. Enrollment plays a significant part in the financial picture. Dr. Williams said that families with children who have special needs are choosing us over district schools so we have</p>

	to consider that when planning for things financially. Asked if there were any additional questions and there were none.
4:52PM	Anthony began the facilities update. For MS facilities: We had challenges with permits and working with the city. The construction could carry into Dec./Jan. Getting work done during the holidays is difficult. Water pressure wasn't sufficient enough to continue construction (consultants should have identified this sooner). Asked if there were any questions and there were none.
4:56PM	<p>Stephanie began her enrollment update. We have 2,846 students currently enrolled. Stephanie should have all PRM1 and PRM2 numbers in October. Durham did hit their target. Charlotte was 3 students short of hitting their target. PRIDE HS had a shortfall of 67 students. When we get to our October meeting all numbers should be firm and all data collected. When we started our enrollment season, teams got a targeted goal (the number was higher than what the budgeted enrollment goal actually was). PRIDE Lower (k-2) is 2 away from Stephanie's targeted goal. PRIDE Upper landed on the targeted goal they were given. They were one of the first schools to reach that targeted goal. We are trending up, but there is still work to be done to close the 70 student gap. Charlotte has a challenge with respect to the withdrawal rate (highest area). We want to be prepared for those that come in the future. We currently have 43 applicants on the waitlist and more applications are coming in. We have 2nd graders on the waitlist but we are at capacity in Charlotte. Once modular is in place we can go back and start recruiting for grades k-5. If we work on the waitlist we have in Gaston, it should close the 70 student gap. We need to set HS enrollment goals that are reasonable and obtainable. We are unlikely to meet that target this year. We need to focus on PRIDE HS and PRIDE MS. Charlotte is going to be critical as well in helping to close the gap. We increased our digital marketing campaign (extended through the month of September). We can now start our new marketing campaign (starting on the 1st of October). Hoping to show an increase in the amount of applications we receive from Charlotte and Gaston. Gaston's marketing is based on word of mouth/canvassing/getting into the communities because it is a rural area. Will pull all data together to give an overall view as to where we will land based on PMR1 and PMR2</p> <p>Questions:</p> <ol style="list-style-type: none"> <li>1. Did we ever land on whether we can work that waitlist some?- <i>We are continuing to pull students off the waitlists daily. Charlotte has the strongest waitlist right now with the 43 students. Our goal is to keep a strong focus on not losing students to withdrawal.</i></li> <li>2. We have not decided to increase the number of students on the Charlotte campus?- <i>We have to look at the staffing model in order to do that. Charlotte is constrained with space. Dr. Williams has embraced the ideal of looking at a growth model.</i></li> <li>3. Do you think we need a coherent retention strategy? It sounds like our current strategy is reactive. Who is going to own it and when are we going to have a plan about it?- <i>We have that set to discuss at our finance committee meeting in October. Spoken with colleagues at other KIPP programs similar to us so there is a model to follow. We need to have a process in place to catch the red flags and work on building relationships before students leave. We will be setting up specific goals on where we</i></li> </ol>

	<p><i>can improve in retention and attendance.</i></p> <p>4. Dr. Williams added comments: staffing isn't as big of an issue in expanding the number of students as physical space is. We need to utilize the data collected in order to address the retention issue. If we can get to the root cause, we can create strategies to combat it.</p> <p>5. Results on performance at state level (school grade levels). The results came back late and school had started by the time we got that information. How are you utilizing that improvement/growth statistics to engage the community or did the information come too late and we will have to use it next year?- <i>Any information that gives us an edge on what makes us unique can be used at any time during the year. It was not used in this campaign, but it can be used for this upcoming enrollment. We want to have our enrollment application opened by October 21st. How can we use our Hub spot to promote us to the community? We want to be more proactive than reactive (which is what it felt like this year). We want to encourage our families to enroll early/sooner. We want to build the excitement as to why they should choose us.</i></p> <p>6. How does our grade/performance compare to neighboring schools?- <i>Dr. Williams said he hasn't looked much at how other schools compared to us, but he will get a report of that for the Board. We are focusing on our story.</i></p>
5:19PM	Rich asked if there were any questions or feedback on the meeting before voting to end the meeting
5:20PM	<p>Rich asked for a motion to adjourn the meeting of KIPP NC Board of Directors, KIPP Charlotte Board of Directors, and KIPP ENC Board of Directors</p> <p><i>Doug gave a motion</i></p> <p><i>Jon was a second</i></p> <p><i>Motion passed unanimously 8-0</i></p>
5:21PM	Meeting adjourned

KIPP Charlotte Board of Directors Meeting	
5:20PM	<p>Rich asked for a motion to adjourn the meeting of KIPP NC Board of Directors, KIPP Charlotte Board of Directors, and KIPP ENC Board of Directors</p> <p><i>Doug gave a motion</i></p> <p><i>Jon was a second</i></p> <p><i>Motion passed unanimously 8-0</i></p>
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KIPP ENC Board of Directors Meeting	
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