

KIPP North Carolina/KIPP Charlotte/KIPP ENC
Board of Directors January 2026 Meeting Minutes
 Thursday, January 8, 2026
 4:00-6:00 PM via Zoom

Attendance		
BOD Members Present	BOD Members Absent	Staff/Guests
<ul style="list-style-type: none"> ❖ Rich Richards, <i>Chair</i> ❖ Douglas Kahn ❖ Daniela Doyle ❖ Jason Shaad ❖ Jim Couch ❖ Kelby Hicks ❖ Reid Philips ❖ James Scruggs 	<ul style="list-style-type: none"> ❖ Sharon White ❖ Julius Tillery ❖ Jon Morris 	<ul style="list-style-type: none"> ❖ Fabby Williams, <i>CEO</i> ❖ Anthony Burrell, <i>CFO</i> ❖ Juontonio Pinckney, <i>COO</i> ❖ Anokhi Saraiya, <i>CAO</i> ❖ Stacy Johnson, <i>COS</i> ❖ Nithya Rajan, <i>Bellwether Education Partners</i> ❖ Shay Adams, <i>Development Director</i> ❖ Tiffany Jarrett, <i>Exec Asst. to CEO</i> ❖ Shawna Mayo, <i>Staff</i> ❖ Melanie Harrison, <i>Staff</i>

KIPP North Carolina Board of Directors Meeting	
Time	Agenda Item
4:03PM	Call to order by Rich Richards
4:03PM	Call for public comment (there were no public comments)
4:06PM	<p>Approve minutes from December 11th meeting</p> <ul style="list-style-type: none"> ● Jim pointed out the typos in the minutes about moving into executive session instead of just adjourning the meeting. Stacy explained that Tiffany had already flagged those typos and fixed them. Rich asked for a vote to be called to accept the minutes as amended ● <i>Motioned by Daniela D.</i> ● <i>Seconded by Doug K.</i> ● <i>Unanimously voted to approve December meeting minutes</i> <ul style="list-style-type: none"> ○ <i>Jim Couch abstained due to not being at the last meeting</i> ○ <i>Jason Shaad abstained due to not being at the last meeting</i> ● Jim asked if we had decided to add a student to the Board or not. Rich mentioned that we would consider adding an alum student but not a current student
4:08PM	<p>Board Chair Update- Rich Richards</p> <ul style="list-style-type: none"> ● Introduced Nithya Rajan who introduced herself and shared her experience working with charter schools ● We still want to add 3 BOD members to the roster this year- we want to be comparable to our peers with 12-13 members <ul style="list-style-type: none"> ○ Jim and Doug will be helping champion filling those roles ● Committee Updates:

	<ul style="list-style-type: none"> ○ Gave updates on the alignment and restart of the Finance & Facilities committee, Governance committee, Development committee, and Academics committee ○ The KIPP Foundation is hosting an event at Duke University in April with some of the largest donors to KIPP and they gave us a few seats at the event (Dr. Williams will be attending) ○ Reid mentioned that Jason brings a large amount of experience in the area of enrollment ○ Doug wanted to know if Development should ask Dr. Williams and the team for ideas on whether it is events/etc that we want to plan <ul style="list-style-type: none"> ■ Rich mentioned that Shay Adams will be helping lead the charge in deciding how we operate ■ Rich wants to get more potential investors into schools to show them what KIPP NC is all about ● Compliance Updates: <ul style="list-style-type: none"> ○ Jim asked if we would have time to prepare newer members on what to do/say at the charter renewal site visits <ul style="list-style-type: none"> ■ Stacy said yes, we have a running document of tips and will make sure everyone is prepared
<p>4:20PM</p>	<p>CEO Update- Dr. Fabby Williams</p> <ul style="list-style-type: none"> ● Started by welcoming principals who were in attendance ● KIPP NC Progress Goals <ul style="list-style-type: none"> ○ We are on track in HS biology to exceed our goal ○ We are making good progress in I-Ready math ○ We did not meet our HS ACT goals, but all juniors are now engaged with a program called “Wayfinder” to offer additional tutoring and support ○ Rich mentioned that Jason has comparable data from other charter schools about retention that we can review <ul style="list-style-type: none"> ■ Jason will bring this data to the committee meeting ● Career Fair <ul style="list-style-type: none"> ○ Gave additional information about the time and place
<p>4:23PM</p>	<p>Annual Review and Approvals- Stacy Johnson/Rich Richards</p> <ul style="list-style-type: none"> ● Voting if there are any revisions to these policies before we ask BOD members to sign them- not to approve them ● Jim: “Conflicts of Interest” where is article 6 from? <ul style="list-style-type: none"> ○ Stacy: These pre-date me so I would need to dig deeper, but my assumption is it’s from the by-laws ● Reid: Are we revisiting the anti-nepotism policy because of an incident or because we want to review it annually?

	<ul style="list-style-type: none"> ○ Rich: Both- we want to review it annually, and we want to make sure the language doesn't get anyone in a tough situation (ex: the teacher housing assistance program). ○ Rich: Should we run this by our staff attorney? <ul style="list-style-type: none"> ■ Doug: I don't think we need to send it to counsel ● Rich: We will have Board members do a closer examination of the documents and table this topic of suggesting revisions to the documents until February
<p>4:28PM</p>	<p>Academics Update- Anokhi Saraiya</p> <ul style="list-style-type: none"> ● The KIPP Foundation is tracking participation goals in math (but we are tracking math and ELA as well as progress goals) ● This is the first year we are implementing I-Ready across our K-8 schools ● We exceeded our 95% participation goals in both math and reading at 97% ● We increased the number of students on or above grade level in all schools in math and reading ● We reduced the number of students in the below or well below buckets in all schools in math and reading ● Math has more progress to make than ELA ● Students being in the yellow is appropriate for this time of year because it is the middle of the year, but we want to keep them on pace to be on grade level at the end of the year ● Typical growth is when students use typical interventions (ex: I-Ready) appropriately and consistently to gain growth and stretch growth usually involves more interventions beyond typical intervention (ex: more time on things such as I-Ready, small group interventions, etc) and tends to focus on students with more growth to gain ● We have more students on grade level and fewer students well below grade level than at this point last year ● Across schools, we are within 5 pts of exceeding our goals for stretch growth ● We are seeing relatively consistent growth across schools to meet typical growth ● Action steps: <ul style="list-style-type: none"> ○ Leveraging I-Ready small group instruction lessons ○ Observing and real time coaching/modeling for teachers on how to give student feedback ● Reid: Talk more about teacher interventions being taken <ul style="list-style-type: none"> ○ Anokhi: There is a data day coming up after IAs from I-Ready and teachers are receiving daily feedback from leaders about data ● Reid: How are school leaders getting support?

	<ul style="list-style-type: none"> ○ Anokhi: They attend APM meetings every two weeks, and Heads of Schools support leaders on a weekly basis ● Jim: What is one data point that surprised you in a good way and one that surprised you in a negative way <ul style="list-style-type: none"> ○ Anokhi: I'm surprised by how we're meeting our stretch goals and I was surprised by how we're advancing in our typical growth goals
<p>4:45PM</p>	<p>Operations Update- Juontonio Pinckney</p> <ul style="list-style-type: none"> ● Holding steady in enrollment for Pride and Durham- withdraw numbers are coming down and starting to flatten ● We saw a dip in attendance in CLT due to ICE activity ● We will continue to backflip open slots through February to increase our numbers ● Enrollment lottery process launched January 16th ● Target is to have less than 460 students withdraw during the spring and summer ● 3,017 target for total enrollment by October 9th, 2026 ● Jason: Given where things stand, what is your biggest concern or initiative you're most confident about? <ul style="list-style-type: none"> ○ Pinckney: We are getting a 2nd grade classroom back due to the modular space as well as self-contained classroom space. We have had a strong start with the last two days (94% and 96% ADA) ● Rich: Is Durham where we have the largest concentration of Latino students? <ul style="list-style-type: none"> ○ Anokhi: Yes, as well as students who are undocumented ● Got recognized by the KIPP Foundation for having 5% growth on ADA from last year ● We have added a bus route to Durham and eliminated the waitlist so we are hopeful it increases ADA ● Using a software in Pride for the next three years called "Dean's List" sponsored financially by the KIPP Foundation that automates attendance calls ● Both building permits for the Charlotte modulars have been approved ● James: If you ever need advice on the construction side, I have a commercial construction license
<p>4:58PM</p>	<p>Finance Update- Anthony Burrell</p> <ul style="list-style-type: none"> ● We're trending well in terms of forecast to actuals ● Enrollment remained stable through the first trimester, declining by 27 students (under 1%) from September to December ● Charlotte and Durham each experienced under 1% attrition <ul style="list-style-type: none"> ○ Gaston saw a higher percent but it is still within a normal range given its size

	<ul style="list-style-type: none"> ● Actual enrollment at each site continued to trail budgeted assumptions for local revenue ● Doug: Where is the \$16 million in cash invested? We can also defer this to tomorrow's meeting. <ul style="list-style-type: none"> ○ Anthony: It is invested where we can get 3% interest on it. We will talk more about it in tomorrow morning's meeting ● Gave update on working group discussion topics for tomorrow
5:25PM	<p>Doug Kahn motioned for the Board to move into executive session to pursuant to N.C.G.S. §143-318.11(a)(6) to discuss personnel matters related to the qualifications, competence, performance, character, fitness, conditions of appointment, or conditions of initial employment of an employee</p> <ul style="list-style-type: none"> ● <i>Motion to go into Executive Session by Doug K.</i> ● <i>Seconded by Jim C.</i> ● <i>Unanimously voted to go into Executive Session</i>
6:00PM	<p>Adjourn KIPP NC BOD Meeting</p> <ul style="list-style-type: none"> ● <i>Motioned by Doug Kahn</i> ● <i>Seconded by Jim Couch</i> ● <i>Unanimously voted to adjourn KIPP NC BOD meeting</i>
6:00PM	Meeting adjourned

KIPP Charlotte Board of Directors Meeting	
6:00PM	<p>Adjourn KIPP Charlotte BOD Meeting</p> <ul style="list-style-type: none"> ● <i>Motioned by Doug Kahn</i> ● <i>Seconded by Jim Couch</i> ● <i>Unanimously voted to adjourn KIPP Charlotte BOD meeting</i>
6:00PM	Meeting adjourned

KIPP ENC Board of Directors Meeting	
6:00PM	<p>Adjourn KIPP ENC BOD Meeting</p> <ul style="list-style-type: none"> ● <i>Motioned by Doug Kahn</i> ● <i>Seconded by Jim Couch</i> ● <i>Unanimously voted to adjourn KIPP ENC BOD</i>
6:00PM	Meeting adjourned