

**KIPP North Carolina/KIPP Charlotte/KIPP ENC**  
**Board of Directors August 2025 Meeting Minutes**  
 Thursday, November 6th, 2025  
 4:00-6:00 PM via Zoom

Attendance		
BOD Members Present	BOD Members Absent	Staff/Guests
<ul style="list-style-type: none"> <li>❖ Jim Couch</li> <li>❖ Julius Tillery</li> <li>❖ Douglas Kahn</li> <li>❖ Reid Phillips</li> <li>❖ Kelby Hicks</li> <li>❖ Jon Morris</li> <li>❖ Daniela Doyle</li> <li>❖ James Scruggs</li> </ul>	<ul style="list-style-type: none"> <li>❖ Rich Richards, <i>Chair</i></li> </ul>	<ul style="list-style-type: none"> <li>❖ Fabby Williams, <i>CEO</i></li> <li>❖ Sharon White, <i>Prospective Board Member, Duke University</i></li> <li>❖ Jason Shaad, <i>Prospective Board Member, Charter School Growth Fund</i></li> <li>❖ Anthony Burrell, <i>CFO</i></li> <li>❖ Juontonio Pinckney, <i>COO</i></li> <li>❖ Anokhi Saraiya, <i>CAO</i></li> <li>❖ Stacy Johnson, <i>COS</i></li> <li>❖ Shay Adams, <i>Manager of Development and Institutional Giving</i></li> <li>❖ Tiffany Jarrett, <i>Exec Asst. to CEO</i></li> <li>❖ Melanie Harrison, <i>Staff</i></li> <li>❖ Chianti Watson, <i>Staff</i></li> <li>❖ Shawna Mayo, <i>Staff</i></li> </ul>

KIPP North Carolina Board of Directors Meeting	
Time	Agenda Item
4:06PM	Call to order by Douglas Kahn (standing in for Chair Rich Richards)
4:06PM	Call for public comment There were no comments
4:07PM	Welcome given by Douglas Kahn
4:07PM	<b>Approval of September 25 meeting minutes</b> <ul style="list-style-type: none"> <li>● Doug asked for clarification on page 2 of the notes from Dr. Williams about the timeline of the strategic plan. It was confirmed that the plan would take 3-5 years to be fulfilled to completion.</li> <li>● <i>Motion to approve minutes by Julius Tillery</i></li> <li>● <i>Seconded by Jon Morris</i></li> <li>● <i>Motion passed unanimously</i></li> </ul>
4:08PM	<b>Board Chair Update</b> <ul style="list-style-type: none"> <li>● Update given by Douglas Kahn</li> <li>● Sharon White gave an introduction of herself, shared her passions, and explained why she is interested in/admires KIPP NC and how she wants to continue its mission and increase its impact</li> <li>● A discussion will happen in an executive session at the next Board meeting to discuss the size and direction of the Board</li> </ul>

<p><b>4:12PM</b></p>	<p><b>Executive Director Update</b></p> <ul style="list-style-type: none"> <li>● Update given by Dr. Fabby Williams</li> <li>● Dr. Williams shared the plan for proposed committees, the committee members, and the committee responsibilities             <ul style="list-style-type: none"> <li>○ Doug pointed out that certain committees will need to meet monthly, like finance, but other committees might not need to meet as often</li> <li>○ Jim feels that the slide deck outlining the responsibilities is a great start, but he feels that each committee has a charter that all committee members agree to</li> </ul> </li> <li>● Dr. Williams asked staff to come off of mute and introduce themselves</li> <li>● Dr. Williams introduced the new Chief Operating Officer, Juontonio Pinckney, and the new Chief of Staff, Stacy Johnson</li> <li>● Dr. Williams shared a slide that celebrated our schools and our principals who received a state growth bonus.</li> <li>● Dr. Williams discussed the upcoming Electric Bus Ribbon Cutting event. The buses will be unveiled and a ceremony will be held. Board members are welcome to invite others to join in the celebration. Our future goal is to have all electric buses.</li> <li>● Dr. Williams shared that the KIPP Pride football team finished their regular season undefeated and are on their way to the state playoffs. Dr. Williams will share the playoff game date with Board members so they can attend if able.             <ul style="list-style-type: none"> <li>○ Kelby informed attendees that the playoffs begin at home on Friday, November 14th</li> </ul> </li> <li>● Dr. Williams shared the EOY Comparative Data for 2025 showing how KIPP NC compared to our neighboring schools. We are being outperformed by some of our surrounding districts (like Durham), but we are seeing our best results in Gaston. We are trying to dive into our data by subgroups (ex: students with disabilities).             <ul style="list-style-type: none"> <li>○ Jim asked for clarification on the data and how to interpret it</li> <li>○ Douglas asked if these numbers include schools like Durham Academy or just public schools                 <ul style="list-style-type: none"> <li>■ Stacy clarified that these numbers just compare us to public schools</li> </ul> </li> </ul> </li> <li>● Kelby wanted to acknowledge and uplift Shawna Mayo and celebrate the growth in Gaston. He asked Shawna to say a few words and introduce herself.</li> <li>● Dr. Williams shared the KIPP Foundation Anchor Metrics slide. We started a few new curriculums this year, which does affect academic performance, but we are determined to meet our goals this year. We will be focusing on breaking our data down into subgroups (race, abilities, etc)</li> <li>● Dr. Williams discussed the KIPP NC Goals and how they align with the KIPP Foundation goals. We are going to have 3 assessments per year, and the data from those assessments will be reported to the Board.             <ul style="list-style-type: none"> <li>○ Once our academic committee is formed, we can dive deeper into strategies we are taking to reach our goals</li> <li>○ We are seeing improvements in our attendance. We are getting</li> </ul> </li> </ul>
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	additional support from the Foundation to address chronic absenteeism. Mr. Pinckney is leading the charge for that priority.
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4:32PM

### Academics Update

- Academics Update given by Anokhi Saraiya
- Update was started by discussion I-Ready, DIBELS, and Interim Assessments
  - We are starting the year with slightly more students on grade level and slightly less students 3+ levels below in both reading and math
    - Douglas: Is there any way to quantify that summer loss?
    - Anokhi: I-Ready did quantify that so I can share that in a follow-up. We didn't have as much loss this year so we were celebrated for that
      - Dr. Williams: Summer enrichment is something we are going to look at for students who are 2 or 3 grade levels below to get them caught up
- Students need to be engaged on I-Ready for at least 45 minutes per week and complete 2 assignments. We have scheduled for students to have at least 90 minutes per week to complete those assignments
- If students meet their stretch goals, we will meet and exceed academic goals set
- Dr. Williams asked if Anokhi could share more information about the progress monitoring we are doing
  - Example- Math: implemented spiral review quizzes
- According to DIBELS, 3rd, 4th, and 8th are trending higher than last year. Our areas of concern are 1st, 5th, and 6th who are trending lower
- We are on track to see growth on our DIBELS assessment that's happening in January
- Our interim assessments are comparable to an EOG in length, material, and test style
  - Our area of most concern is 6th grade as it is lower than all the other grades (and it)
  - Jon asked how we get this data into the classroom and get it into effect
    - Anokhi: all of our schools worked on pulling their data this past Monday to come up with a data response plan. We have landed on four system wide responses in addition to school and teacher specific goals. We are doing a lot of things for the first time this year to analyse data and promote growth
  - Jon asked about how receptive teachers and administrators are to data
    - Anokhi: they enjoy getting this data and responding to it. They are invested. We are getting kids invested in the data too
  - Dr. Williams asked Anokhi to share about how our APs are getting in the classroom and doing realtime coaching
    - Anokhi: The goal of our data pull day was to get data in the teachers' hands. Every teacher will have data in hand and a list of specific students to focus on/highlight to

	<p>celebrate and provide extra support.</p> <ul style="list-style-type: none"> <li>○ We rolled out two brand new curriculums this year- ELA and math. Classrooms across our region are implementing with fidelity.</li> <li>○ Dr. Williams mentioned that we are making a push to retain our teachers and keep them in the classroom</li> <li>○ We looked at subgroup proficiency on our exams and it is an area of our highest concern. We are not getting the proficiency that we are seeing with our other students. We are working to the best of our current ability to build teaching skills with our staff (most have less than 3 years experience). We want to provide the best support and instruction for our students, but we have limited resources from our state to accomplish that. We would love some thought sharing in this area as to how to get creative and address this.             <ul style="list-style-type: none"> <li>■ Dr. Williams mentioned how we want to utilize Teacher-U to recruit special education teachers</li> </ul> </li> <li>● Doug:             <ul style="list-style-type: none"> <li>○ 1. What does college ready mean for non-high school students?                 <ul style="list-style-type: none"> <li>■ Stacy: College ready is considered a 4 or 5 on EOGs</li> </ul> </li> <li>○ 2. Gaston vs. North Hampton County Schools                 <ul style="list-style-type: none"> <li>■ Stacy: We were better in the proficiency and not as good in the college ready category</li> </ul> </li> </ul> </li> <li>● Jon:             <ul style="list-style-type: none"> <li>○ Recommended Dr. Williams connects with Ali Roschewski to discuss how they are addressing their EC challenges. He offered to arrange that meeting. Dr. Williams agreed that was an excellent idea and would love to speak with them.</li> </ul> </li> </ul>
<p><b>4:58PM</b></p>	<p><b>Operations Update</b></p> <ul style="list-style-type: none"> <li>● Operations Update given by Juontonio Pinckney</li> <li>● Our application will launch Dec. 1st and puts us on track to launch our lottery in January</li> <li>● We want to improve family and student experiences. We want to practice good customer service. Our execution model really emphasizes the recruitment piece. We want to be even more strategic in operating as a state-wide system and grow our community outreach.</li> <li>● We work with the KIPP Foundation on our digital campaign and saw over 1,000 applications</li> <li>● We have slight decreases around the state in enrollment. We did have some stability in Durham at the lower levels and 7th grade</li> <li>● In Charlotte and Gaston we saw a sharper decline</li> <li>● Kelby:             <ul style="list-style-type: none"> <li>○ Ask Mr. Pinckney to share the impact on that merger and the concerns of parents (Gaston)                 <ul style="list-style-type: none"> <li>■ Pinckney: We want to be able to accelerate that integration and change our signage.</li> </ul> </li> <li>○ Is North Hampton building a new state-of-the-art high school a concern for our recruitment? Are parents seeing the value of KIPP</li> </ul> </li> </ul>

	<p>from a college readiness standpoint?</p> <ul style="list-style-type: none"> <li> <ul style="list-style-type: none"> <li> <ul style="list-style-type: none"> <li>■ Pinckney: We are going to each school and looking at our enrollment data and looking at some of the cultural context that is affecting our schools. In Gaston specifically we want to work with our enrollment managers and put a recruitment focus. Our biggest thing going for us is that we offer transportation and we have a good athletics system. We are thinking a lot of boots on the ground strategies. There are some challenges in branding.</li> <li>■ Dr. Williams: We lose a few students to the district schools for opportunities they offer but those are things we could offer as well. We need to think of things we can offer that those schools cannot offer (ex: drone program)</li> </ul> </li> <li>● Doug:           <ul style="list-style-type: none"> <li>○ We are exceeding growth in Gaston. Can we use that in marketing?               <ul style="list-style-type: none"> <li>■ Pinckney: Stephanie is going around to each enrollment manager and working with them on using academics, athletics, etc in recruiting</li> </ul> </li> <li>○ Julius:               <ul style="list-style-type: none"> <li>■ I think opportunities exist out there especially with the success of the football team. We need to get our kids more involved with things like business and robotics.</li> </ul> </li> </ul> </li> <li>● Kelby:           <ul style="list-style-type: none"> <li>○ We need to speak to Early Colleges and be able to compete with those schools. We need to work more closely with the Foundation to share with students what opportunities are offered to them through KIPP to make them college and career ready               <ul style="list-style-type: none"> <li>■ Pinckney: regionally we are looking at community partnerships plans to hit our target. Schools are going to submit their recruitment calendars to us by the 14th of November</li> </ul> </li> </ul> </li> <li>● Dr. Williams:           <ul style="list-style-type: none"> <li>○ We need to do better in promoting the successes we have. Our communications team was cut in the last RIF, so we are trying to rebuild that this year</li> </ul> </li> <li>● Daniela:           <ul style="list-style-type: none"> <li>○ Retention is an issue. We wouldn't have to recruit as many students if we retained the students we had               <ul style="list-style-type: none"> <li>■ Pinckney: We want all of our families to stay with us. We have a robust K-12 pipeline. We are going to utilize the football team to emphasize that in Gaston. Our biggest point in retention is transportation because a lot of other charter schools cannot offer that.</li> </ul> </li> <li>○ <i>Do we have any data at this point to show why families have decided to leave?</i> <ul style="list-style-type: none"> <li>■ Pinckney: I will get you that data. The data previously has not been well tracked. We are working to gather that data</li> </ul> </li> </ul> </li> </ul> </li> </ul>
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	<p style="text-align: center;">better with our teams.</p> <ul style="list-style-type: none"> <li>● Dr. Williams: We have looked at additional data discussing how students who have stayed with us for years. <ul style="list-style-type: none"> <li>○ Anokhi: If they're entering with us starting in 6th grade, we have to close that gap to get them to proficiency. Students who have stayed with us year after year, they are closer to proficiency and exceeding proficiency. We are working on a dual-enrollment program. We have a dual-enrollment program currently at the high school but it is very limited. We are looking to expand that program to be competitive.</li> </ul> </li> <li>● Year to date we are not where we want to be with chronic absenteeism, but we have cut it 11% Our goal is to get chronic absenteeism down to under 10%</li> </ul>
<p><b>5:32PM</b></p>	<p>Prospective Board member Jason Shaad introduced himself and shared his goal for joining KIPP NC</p>
<p><b>5:32PM</b></p>	<p><b>Finance &amp; Facilities Update</b></p> <ul style="list-style-type: none"> <li>● Finance &amp; Facilities Update given by Anthony Burrell</li> <li>● Despite some of the challenges we've had, we are in a good position and have seen some increases/additional resources</li> <li>● We did receive a competitive grant to lessen the federal funding blow</li> <li>● We've had to add additional positions to provide support to our EC students and fill the gap in providing benefits for people on our transportation team</li> <li>● Error in prior budget provided cushion to add those positions</li> <li>● We budgeted conservatively this year and used last year's ADM as the baseline</li> <li>● We want to make sure each campus/school has social workers per Dr. Williams' focus</li> <li>● We didn't budget for Medicaid reimbursements, so we will keep an eye on what we receive this year</li> <li>● We have already added EC positions that we don't have funding for, but our EC students needed them, and we had to add them to remain in state compliance for those students</li> <li>● We are still waiting on those funds from local counties</li> <li>● We still have to spend \$2 million on modulars in Charlotte</li> <li>● We submitted our ENC audit on 10/31 earlier than usual because Gaston is up for its charter renewal. There were no material findings. We still have to complete the federal audit. The state is still waiting on the federal government to provide guidance on that. We are trying to wrap up the Charlotte audit by 11/30.</li> <li>● Doug: <ul style="list-style-type: none"> <li>○ Can we get a facilities update? <ul style="list-style-type: none"> <li>■ Pinckney: The middle school building permit was approved but pushed the opening to mid-January, while the elementary school site approval remains pending with the county, likely delaying opening to March.</li> </ul> </li> </ul> </li> </ul>
<p><b>5:46PM</b></p>	<p><b>Annual Review and Approvals</b></p>

	<ul style="list-style-type: none"> <li>● Doug: <ul style="list-style-type: none"> <li>○ Are these the same as they have been? Have Board members had enough time to read them? <ul style="list-style-type: none"> <li>■ Stacy- For the most part these are all the same documents you reviewed last year except for the school improvements plans which are constantly changing.</li> </ul> </li> </ul> </li> <li>● Doug: <ul style="list-style-type: none"> <li>○ Should we approve some and work on others later? <ul style="list-style-type: none"> <li>■ Dr. Williams- Can we push some of these back? What is the timeline?</li> <li>■ Stacy- We can wait on the school improvement plans but should proceed on the others or we will be behind on deadlines.</li> </ul> </li> </ul> </li> <li>● Jim- <ul style="list-style-type: none"> <li>○ Asked about the discipline plan and the parts where it referred Board involvement <ul style="list-style-type: none"> <li>■ Dr. Williams- Before you can expel a student, they are allowed due process and parents are allowed to repeal a decision (which is where the Board comes in).</li> </ul> </li> </ul> </li> <li>● Jim: <ul style="list-style-type: none"> <li>○ <i>Is there a separate policy that outlines that Board involvement in expulsions?</i> <ul style="list-style-type: none"> <li>■ <i>Stacy: I believe it's a state policy. I will find and share that</i></li> </ul> </li> </ul> </li> <li>● Doug: <ul style="list-style-type: none"> <li>○ Asked if they should approve the 1st and 4th and should hold the school improvement to December?</li> <li>○ Jon: I would be fine approving all but the school improvement plans</li> <li>○ Kelby: The application/enrollment policy had several grammatical errors and should be further reviewed</li> </ul> </li> <li>● Application/Enrollment Policy <ul style="list-style-type: none"> <li>○ <i>Motion called by Doug to defer approval to December</i></li> <li>○ <i>Voted unanimously to defer to December for approval</i></li> </ul> </li> <li>● Student Discipline Policy <ul style="list-style-type: none"> <li>○ <i>Motion called by Doug to defer approval to December</i></li> <li>○ <i>Voted unanimously to defer to December for approval</i></li> </ul> </li> <li>● School Improvement Plans <ul style="list-style-type: none"> <li>○ <i>Motion called by Doug to defer approval to December</i></li> <li>○ <i>Voted unanimously to defer to December for approval</i></li> </ul> </li> <li>● Grievance Policy <ul style="list-style-type: none"> <li>○ <i>Motion called by Doug to defer approval to December</i></li> <li>○ <i>Voted unanimously to defer to December for approval</i></li> </ul> </li> </ul>
<p><b>5:52PM</b></p>	<ul style="list-style-type: none"> <li>● Doug asked for a motion 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 <ul style="list-style-type: none"> <li>○ <i>Motioned by Julius Tillery</i></li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>○ <i>Seconded by Reid Phillips</i></li> <li>○ <i>Unanimously voted to adjourn KIPP NC BOD meeting and move into executive session</i></li> </ul>
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<b>KIPP Charlotte Board of Directors Meeting</b>	
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<b>6:15PM</b>	<ul style="list-style-type: none"> <li>● <i>Motion to adjourn the meeting by Jon Morris</i></li> <li>● <i>Seconded by Julius Tillery</i></li> <li>● <i>Unanimously voted to adjourn the meeting</i></li> <li>● <i>Meeting adjourned</i></li> </ul>
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<b>6:15PM</b>	Meeting adjourned
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<b>KIPP ENC Board of Directors Meeting</b>	
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<b>6:15PM</b>	<ul style="list-style-type: none"> <li>● <i>Motioned by Reid Phillips</i></li> <li>● <i>Seconded by Daniela Doyle</i></li> <li>● <i>Unanimously voted to adjourn the meeting</i></li> <li>● <i>Meeting adjourned</i></li> </ul>
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<b>6:15PM</b>	Meeting adjourned
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