

KIPP Jacksonville
Board Meeting Minutes
September 28, 2021

A KIPP Board meeting was held at 813 Golfair Blvd, on September 28, 2021 from 12:00 PM – 2:00 PM.

Directors in Attendance

Joe Barrow
Shana Brodnax
Melissa Fullmore
John Baker III
Cheryl Fountain
Kristen Hodges
Mark Dawkins
Tim Groover
Will Ketchum
Dan Edelman
Meredith Frisch

Staff Members Present

Jennifer Brown
Archie Bouie II
Zac West
Nikki Smith

Visitors

12:04 PM After noting that a quorum was present, Joe Barrow called the meeting to order.

The Board Chair asked for public comment, there being none, the meeting dealt with other items on the agenda.

The Executive Director gave an update on the current state of student learning. The Chief Academic Officer presented a learning forward plan to address unfinished learning, and committee chairs reviewed their minutes from previous meetings.

Board Business

VOTED It is recommended that the BOD approve the minutes from the June meeting. Motion to approve was made by Joe Barrow. Motion was seconded by Will Ketchum. Motion carried at 2:00 PM.

VOTED: It is recommended that the BOD approve the Out of Field Teacher List. Motion to approve was made by Joe Barrow. Motion was seconded by John Baker III. Motion carried at 2:01 PM.

VOTED: It is recommended that the BOD approve the Conflict of Interest Policy. Motion to approve was made by Joe Barrow. Motion was seconded by Tim Groover. Motion carried at 2:06 PM.

2:08 PM After approval of the resolutions, Joe Barrow adjourned the meeting and the Board entered into Executive Session.

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Proposed Goals:

Teacher Retention

- 70% teacher retention (Cheryl agrees)
- Dan-what are you doing to affect retention (it will get harder because of COVID and competition)
- Gary agrees-what are we doing? Are we offering a hybrid work from home model?
- We've done market research to see what competitors are offering and what other KIPP regions are doing?
- What are specialized incentives based on hard-to-staff positions (like HS STEM roles)
- Do we offer a sabbatical at the 10 year mark? Like TFA?
- Who is taking the lead on coming up with that plan? Archie and the Talent team.
- How does this retention compare to the district?
- When will the plan be in place to address this? Joe to Archie-mid to later October
- Gary suggests looking at what other sectors or organizations are doing
- Meredith will talk with Jen separately about paying for school but employees must stay for a period of something like 3 years

Action Step: Archie to present to the plan to the Board on how we plan to retain teachers and staff

Student retention:

- What are we doing differently than in the past?
- More targeted outreach particularly with 8th graders and in general, more outreach
- Exit interviews?

Action Step: Jen to share the Culture newsletter from Melissa, if she has not already done so

Dan wants to see a goal aligned to the unfinished learning issues

Action Step: Break out the academic goal that tracks goal #3 (Isolate the 3rd grade level)

Revisit the fundraising goal (difference between what you need and what you want)

Placeholder for HS graduation rate-will have an informed goal at the end of the first quarter

Business plan is a strategic plan-

Talent to pull numbers of percentage of teachers out of field