

**MINUTES OF THE MEETING OF THE BOARD OF DIRECTORS
OF
KIPP COLORADO PUBLIC SCHOOLS**

February 11, 2022

**DATE, PLACE AND
PERSONS PRESENT**

A meeting of the Board of Directors of KIPP Colorado Schools was held on February 11, 2022 via Zoom Virtual Meetings with advance public notice duly provided. Present were Board members Jackie Hawkey, Steve Talley, Khadija Haynes, Melissa Bowne, Beth Toth, Drew Tyrie, and Pat Donovan.

Board members Todd Ezrine and Elena Mendoza were absent.

Chief Executive Office, Tomi Amos; Chief of Staff, Justin Vigil; Chief Academic Officer, Leah Peters; Managing Director of External Affairs Taamiti Bankole; Chief Operating Officer Alice Sheehan; Director of Development, Jenny Fleischman; and Manager of Special Projects, Christina Lambacher were also present.

Additionally, prospective board member Luis Colon and Attuned partner Alyssa Whitehead-Bust were also present.

Board Chair Jackie Hawkey presided at the meeting and called it to order at 8:34 AM.

QUORUM

7 of the 9 directors were present. A quorum existed for the purpose of conducting business.

CONSENT AGENDA

- Drew Tyrie called for a motion to approve consent agenda items. Khadija Haynes seconded the motion. The motion was approved unanimously.
 1. Approval of December 16, 2021 Meeting Minutes
 2. Approval of new board member, Luis Colon

**GOVERNING AND
NOMINATING
COMMITTEE**

- Prospective board members
 - I. Tomi Amos, CEO shared that KIPP CO is $\frac{1}{2}$ of the way to the goal of welcoming at least 5 new board members by end of June 2022
 - II. Jackie Hawkey and Drew Tyrie both shared how they identified prospective board members and reached out to them to establish a connection.

- Board prioritization survey
 - I. Board members took several minutes to complete a form that allowed them to submit prospective board candidates.

**SCHOOL PERFORMANCE
COMMITTEE**

- Focus goals
 - I. Leah Peters, CAO, shared a high-level update on focused goals which include
 - Student attendance
 - Growth
 - Staff persistence
- Staff Retention
 - I. Tomi Amos, CEO, shared about the talent/people landscape to include “The Great Resignation” phenomenon and the need to be proactive
 - II. Tomi Amos, CEO, shared retention data over time
 - This data showed that KIPP CO is not part of the national trend toward resignations and that KIPP CO has improved staff retention over the past year
 - Expressed the need to prepare for the changing landscape
- Talent Vision and Strategy
 - I. Tomi Amos shared her vision for talent at KIPP Colorado. Progress towards retention goals include retention bonuses, benchmarking and compensation analyses, and rolling out new teacher and paraprofessional salary scales.
 - II. Members reviewed next steps to investing in KIPP CO talent and people to include hiring a Chief People Officer by September 2022.

**20TH ANNIVERSARY
EVENT**

- Jenny Fleischman, Director of Development, shared about the fundraising aspect of the 20th anniversary event
 - I. Explains how KIPP Forward is unique to KIPP CO
 - II. The event will take place on May 19th at the Denver Art Museum
 - III. Jenny shared more information about the Child Care Tax Contribution

**EXTERNAL AFFAIRS
COMMITTEE**

- Taamiti Bankole, MDEA, shared renewal updates for KIPP Sunshine Peak Academy (KSPA) and KIPP Sunshine Peak Elementary (KSPE).
 - I. Both schools received a 2+2 renewal term
- KIPP CO is planning ahead for SY22 - 23 renewals to include
 - I. KIPP Northeast Denver Middle School (KNDMS)
 - II. A conditional renewal for KIPP Northeast Elementary (KNE)

PUBLIC COMMENT

- There were no comments from the public presented during the meeting.

ADJOURN

- Jackie called for a motion to adjourn the meeting, Drew made the motion and Pat seconded the motion. The motion was approved unanimously.
- The meeting adjourned at 10:33 AM.

Submitted by Manager of Special Projects, Christina Lambacher, on behalf of Chief Executive Officer, Tomi Amos.



Tomi Amos