

**MINUTES OF THE RETREAT OF THE BOARD OF DIRECTORS  
OF KIPP COLORADO PUBLIC SCHOOLS  
SEPTEMBER 14 - 15, 2023**

**DATE, PLACE AND  
PERSONS PRESENT**

A retreat of the Board of Directors of KIPP Colorado Schools was held on September 14-15, 2023 in person and virtually using Zoom with advance public notice duly provided.

Present Board members were Jackie Hawkey, Khadija Haynes, Luis Colón, Beth Toth, Melissa Browne, John Partridge, Steve Talley, Pat Donovan, Jennifer Rocks and Terrence Cummings, and Julissa Soto.

Tomi Amos, Chief Executive Officer; Taamiti Bankole, Chief External Affairs Officer; Justin Vigil, Chief of Staff & Operations; Christina Lambacher, Director of Special Projects; Erik Johnson, Chief Financial Officer; Leah Peters, Chief Academic Officer; and Erica Garcia, Chief People Officer were also present.

Members of the public, Alyssa Whitehead-Bust, Theresa Arhimah, Angelique Sanchez, Paige Jovanovic, Lydia Hoffman, and Brian Eschbacher were present.

Board Chair Melissa Browne presided at the meeting and called it to order at 8:35 AM.

**QUORUM**

Eleven of the eleven directors were present. A quorum existed for the purpose of conducting business.

**PUBLIC COMMENT**

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

**DEEPENING OUR  
RELATIONSHIPS**

- Alyssa Whitehead-Bust led the Board in a discussion on the guidelines for authentic conversations about race, inclusion, diversity, equity.

**HONORING OUR  
ORGANIZATIONAL VALUES**

- Alyssa moved the Board on to the next portion of the retreat that focused on honoring values. Tomi voiced over the organizational values and how KIPP Colorado established these values. Alyssa grounded the group on how the Board responded to a survey provided at the end of last year on how the KIPP CO BOD lives the KIPP CO organizational values.

**HONORING OUR RIDE  
COMMITMENTS**

- Alyssa then guided the group on to focus on KIPP Colorado's RIDE (race, inclusion, diversity, & equity) Commitments and emphasized the lenses through which the board views the world and also to think

more broadly on all levels (systemically, institutionally, individually).

- Alyssa then brought the group together to clarify the role of the Board as a governing body as it relates to the RIDE commitments in regards to modeling and enabling the forward progression of the RIDE commitments.

## **MONITORING AND SUPPORTING THE STRATEGIC PLAN**

- Alyssa guided the Board to better understand the key board functions as it relates to the strategic plan to do some governance-appropriate work.
- The Executive Team expounded on different components of the strategic plan initiatives and priorities and where KIPP Colorado's is at regarding progress towards those goals.

## **STRATEGIC PLAN: BUILT TO LAST**

- Tomi began with a recap of Day 1 to include the commitments that can translate into board goals for the 23-24SY
- Lydia Hoffman guided the group into a discussion about how the Charter School Growth Fund (CSGF) thinks about organizational health and sustainability.
- CSGF has three primary questions to gauge organizational health centered around Student Outcomes, Strong Culture, and a Strong Foundation.
- Pat Donovan then shared more about Denver's Charter history beginning in 1993 with the passing of the Colorado Charter Schools Act and detailed the Denver charter history over the last 30 years..
- Brian Eschbacher shared regional and school-specific dynamics to support BOD conversations

## **EXECUTIVE SESSION**

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- At 10:15 AM, Melissa Browne called for a motion to enter into Executive Session pursuant to C.R.S. 24-6-402(4)(a) & (e)(I) for the purpose of discussing school configurations, including possible real estate transactions and determining positions relative to matters that may be subject to negotiations, developing strategy for negotiations, and instructing negotiators. She invited all members of the KIPP CO executive team, Christina Lambacher, Brian Eschbacher, and Lydia Hoffman to enter as well.
- Khadija motioned to move into Executive session, Beth Toth seconded the motion, and it was approved unanimously.
- At 11:55 AM, Melissa called for a motion to exit the Executive Session
- Khadija motioned, Beth seconded, and the board unanimously approved.

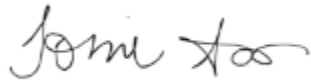
**BOARD GOALS**

- Due to a lack of sufficient time, the Board did not go over current and future board goals during this meeting.

**ADJOURN**

- Melissa Browne called for a motion to adjourn the retreat, Beth Toth motioned, John Partridge seconded the motion. The motion was approved unanimously.
- The retreat adjourned at 12:02 PM.

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



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Tomi Amos