



Minutes: November 28, 2023 Board Meeting

Consent Agenda

- The minutes from the 9/6/23 special board meeting were introduced for approval as they were presented.
 - I move we accept the minutes as presented (Vince Billingsly). I will second the motion (Kristen Wright).
 - All in favor. Motion carries.

Action Agenda

- Academic Data (Board members were joined by AJ Deleon from Innovare for this portion of the agenda.)
 - Innovare is an agile data platform to support academic data by disaggregating data to a granular level, making data more digestible for leaders and teachers. The system allows us to integrate multiple data platforms which will help to identify areas of growth and aid in creating differentiated professional development for teachers and leaders. Additionally, the Innovare system allows us to look at data from a single dashboard source by connecting to systems that already exist. Initially, Innovare team members will provide training to teachers, leaders and central office team members to help allow data to further drive decision making. Using Innovare helps us to be a more data-conscious organization to inform interventions for students and to make informed decisions about students' current performance.
 - Board members asked questions and engaged in discussion related to long-term ownership of data, current data practices, and how the board might benefit from the new data platform.
 - The contract from Innovare includes a \$180,000 initial fee for set-up and will have a \$50,000 annual licensing fee. Initial funding will come from ESSER funding. Annual fees will not come from operating budget until the 2025-26 school year.
 - I will make a motion to approve the contract with Innovare (George Cotton). I will second the motion (Chaulk Mitchell).
 - All in favor. Motion carries.
- Interim Assessments
 - iReady is a platform that provides literacy building and interim assessments for students. We have had discussions about iReady with the state and approval

from the state to use ESSER funds to cover the contract fees of \$181,000 for two years. We will use the platform for K-8th grades for the next two years. In future years, we plan to use iReady to focus on developing literacy skills in grades K-3. The program focuses on providing diagnostic assessments to identify student literacy skill gaps. Additionally, the program will help us increase teachers' abilities to teach fundamental literacy skills through professional development.

- Board members asked questions and engaged in discussion related to the professional development teachers will receive to utilize iReady and how TNTP coaches can support that professional development.
 - I will make a motion to approve the iReady contract (George Cotton). I will second the motion (Chaulk Mitchell).
 - All in favor. Motion carries.

● Bank Signatures

- We need to allow for additional signatories to the KIPP Delta bank account for our Executive Director, Mr. Boyd, and our Managing Director of Finance, Ms. Thornton.
 - I will make a motion to approve the addition of signatures for Mr. Boyd and Ms. Thornton (Vince Billingsly). I will second the motion (Kristen Wright).
 - All in favor. Motion carries.

● Holiday Pay Policy

- We are proposing to make an update to our holiday pay policy to allow for hourly employees to be paid at their hourly rate rather than at minimum wage for hours worked during holiday breaks. We think this will help us be more competitive and to retain some of our most dedicated employees. The impact will be approximately \$2,000 per employee over the course of the year.
- Board members asked questions and engaged in discussion related to the number of employees who would be impacted.
 - I will make a motion to approve the increase in holiday pay rates for hourly employees (George Cotton). I will second the motion (Chaulk Mitchell).
 - All in favor. Motion carries.

● New Board Members

- We are proposing to add three new potential board members to our board of directors.
- Mr. Boyd gave a brief overview of each of the candidates: Kevin Smith, Harvey Williams, and Vaughn Daniels.
 - I will make a motion to approve the addition of Kevin Smith as a board member (Vince Billingsly). I will second the motion (Kristen Wright).
 - All in favor. Motion carries.

- I will make a motion to approve the addition of Harvey Williams as a board member (George Cotton). I will second the motion (Chaulk Mitchell).
 - All in favor. Motion carries.
- I will make a motion to approve the addition of Vaughn Daniels as a board member (Vince Billingsly). I will second the motion (Kristen Wright).
 - All in favor. Motion carries.

Next Steps for Upcoming Board Meetings

- Board members would like to have detailed information and training how schools are ranked and rated with specifics related to the grades that schools earn in the state accountability system.

Executive Session

- The board moved into Executive Session to discuss a student expulsion.
- The board exited Executive Session to make a motion in public.
 - I will make a motion to accept the recommendation to expel Mr. Porter for the remainder of the 2023-34 school year (Vince Billingsly). I will second the motion (George Cotton).
 - All in favor. Motion carries.

Adjournment

- Meeting adjourned