




Board Meeting  
August 2023

# Call to order and public comment

**KIPP KANSAS CITY**  
Board Meeting Agenda  
Aug 21, 2023

AGENDA ITEM	TIME	LEAD	ACTION REQUIRED	
			PURPOSE	PREWORK
Welcome & Call to Order	5:30	JGB		Sign in to <a href="#">Zoom</a> if accessing remotely
1. Public Comment (Please sign-in)	5:30-5:40	JGB		
2. Consent Agenda (Batch Vote) <a href="#">Minutes</a> July 2023 (Handbook) <a href="#">Minutes</a> June 2023 (Board Meeting) June 2023 <a href="#">Check Register</a> July 2023 <a href="#">Check Register</a> <a href="#">Special Education Local Compliance Plan</a>	5:40-5:43	JGB	Vote	Please read through the documents for approval prior to the meeting
3. Finance Committee Updated financials	5:43-6:00	J. VanDyke	Vote	Read Slides and financials in board folder
4. Academic Committee Share MAP 2023 scores	6:00-6:25	Charles	Inform	Read MAP scores in slides
5. Governance Committee Charter letter	6:25-6:45	JGB	Inform and Discuss	Read the letter from Insignia about our Spring site visit
6. ED Report	6:45-7:00	J. Cooper	Inform and Discuss	Goals and start of year updates
5. Executive Session	7:00-7:30 	JGB	Discuss	610.021.3 Closed meetings and closed records authorized

# Consent Agenda (Batch Vote)

- June 2023 Board Meeting Minutes
- July 2023 Board Meeting Minutes
- June 2023 Check Register
- July 2023 Check Register
- Special Education Local Compliance Plan



# Finance Report



FY2

Financial

- Only

Upgrades

Multiple trips to swap out outlets	\$3,000.00	Predicted	Legacy
multistudio dropped locations of cameras			
swap out privacy lock for keyed lock			
this was removed early on and put back in	\$6,973.00	Predicted	Legacy
Endeavor - Painting	\$36,000.00	Complete	Endeavor
Water leaks in upstairs windows	\$4,225.00	Predicted	Endeavor
Heat Pumps x4	\$29,100.00	Predicted	Endeavor
Exterior Paint	\$55,000.00	Predicted	Endeavor
VCT Tile in elementary classrooms	\$33,000.00	Predicted	Endeavor
Concrete Loading Doc	\$20,000.00	Predicted	Endeavor
Access Control Storm Shelter	\$10,000.00	Predicted	Endeavor
Tree Cleanup	\$10,000.00	Predicted	Endeavor
OneWay Carpet	\$6,000.00	Predicted	Endeavor
Door Water Thresholds	\$5,000.00	Predicted	Endeavor
Parking Lot Lines	\$3,500.00	Predicted	Endeavor
Filters for HVAC units	\$780.11	Complete	Endeavor
HVAC leaks	\$9,768.00	Complete	Endeavor

# FY24 Budget

		SY22-23	SY23-24
Revenue			
	Local Revenue	1,000,436	1,230,146
	State Revenue	9,108,328	10,457,274
	Federal Revenue	3,823,119	3,973,847
	Private Grants and Donations	1,198,000	750,000
	Earned Fees	272,145	20,568
	Revenue Total	15,402,028	16,431,834
Expenses			
	Salaries	6,998,615	8,074,494
	Benefits and Taxes	1,708,138	2,109,000
	Staff-Related Costs	74,078	89,000
	Rent	72,000	-
	Occupancy Service	1,504,472	1,276,100
	Student Expense, Direct	1,662,384	1,098,373
	Student Expense, Indirect	714,606	911,000
	Office & Business Expense	719,157	789,680
	Transportation	836,688	709,426
	Expenses Total	14,290,139	15,057,072
<b>NET ORDINARY INCOME</b>		<b>1,111,889</b>	<b>1,374,762</b>
Extraordinary Expenses			
	Interest	761,000	1,147,044
	Extraordinary Expenses Total	761,000	1,147,044
<b>TOTAL EXPENSES</b>		<b>15,051,139</b>	<b>16,204,116</b>
<b>NET INCOME</b>		<b>350,889</b>	<b>227,718</b>
Cash Flow Adjustments			
	Other Operating Activities	421	-
	Cash Flow Adjustments Total	421	-
<b>CHANGE IN CASH</b>		<b>351,310</b>	<b>227,718</b>
Starting Cash Balance		1,751,900	2,103,210
Change In Cash		351,310	227,718
<b>ENDING CASH BALANCE</b>		<b>2,103,210</b>	<b>2,330,928</b>

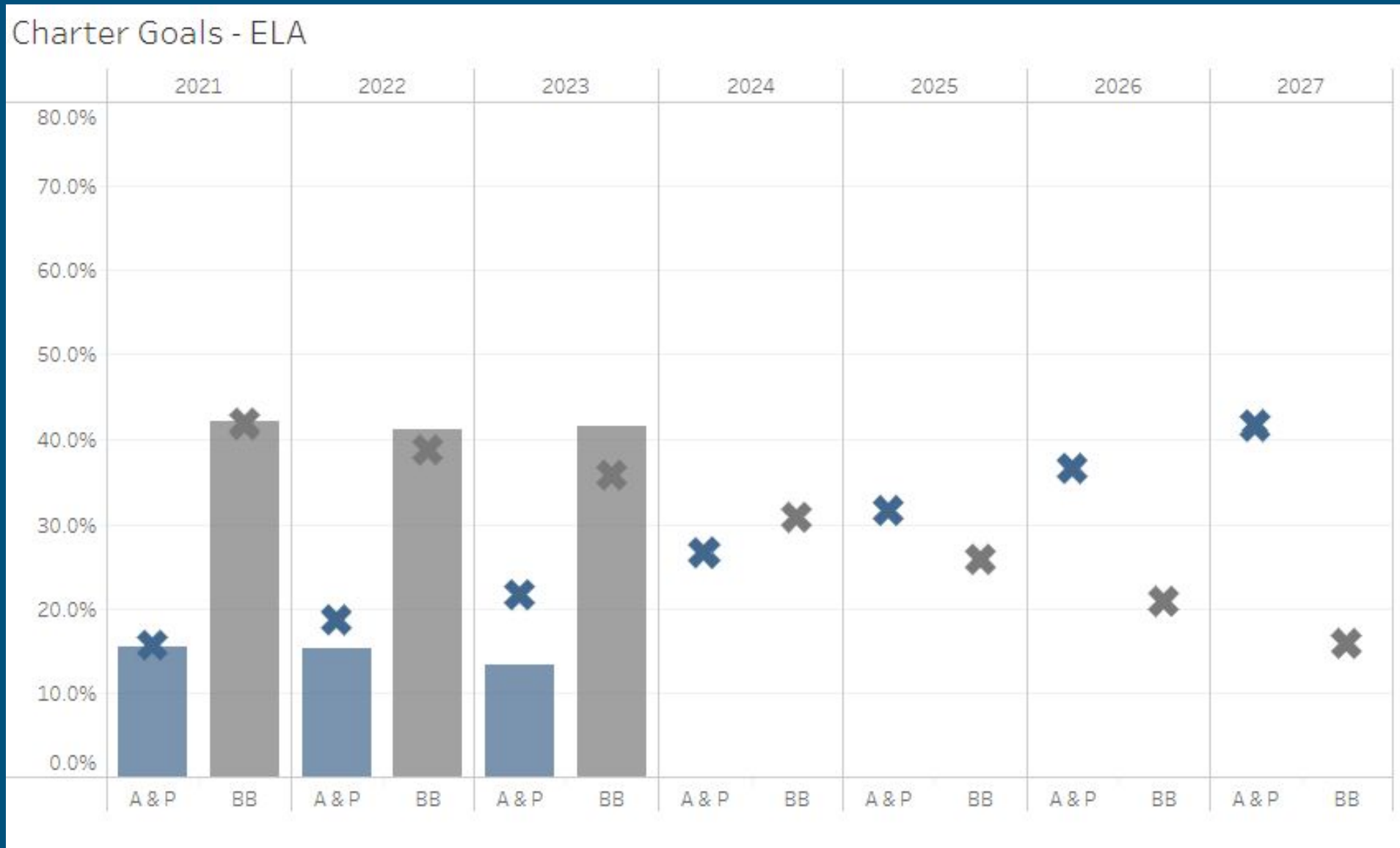
- Assumes 940 students enrolled with 5% under enrollment, 4% attrition and 86% attendance
- Padding - transportation, grants/donations, salaries/benefits, food service
- Risks - utilities, security, athletic transportation
- Current enrollment -870
  - Dropped 132 students 8/18-8/21
    - Transportation + no-shows
    - Healthy wait-list in all grades but K
- Attendance average is 89% for first week



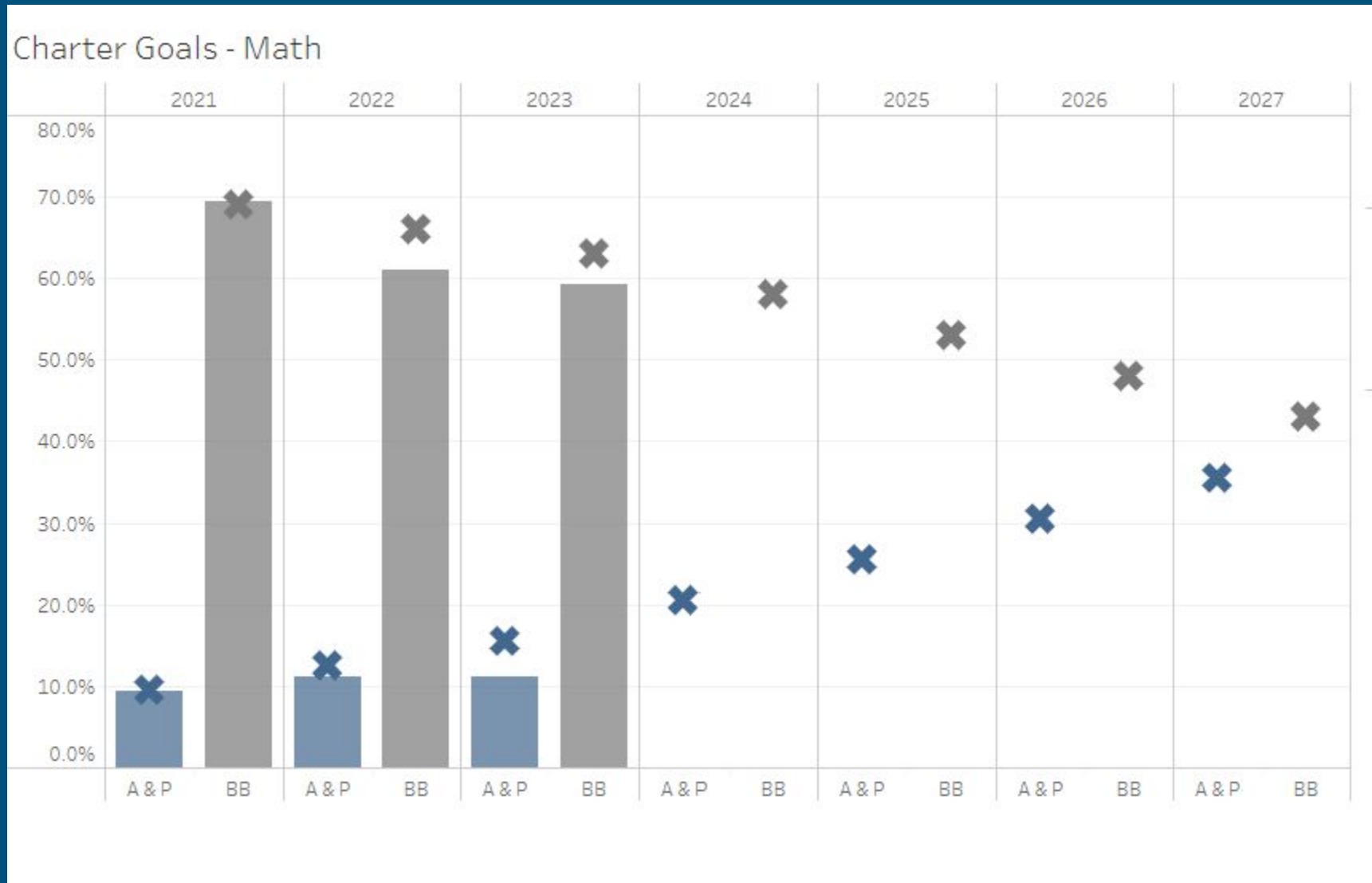
# Academic Committee



# Charter Goals Performance - ELA

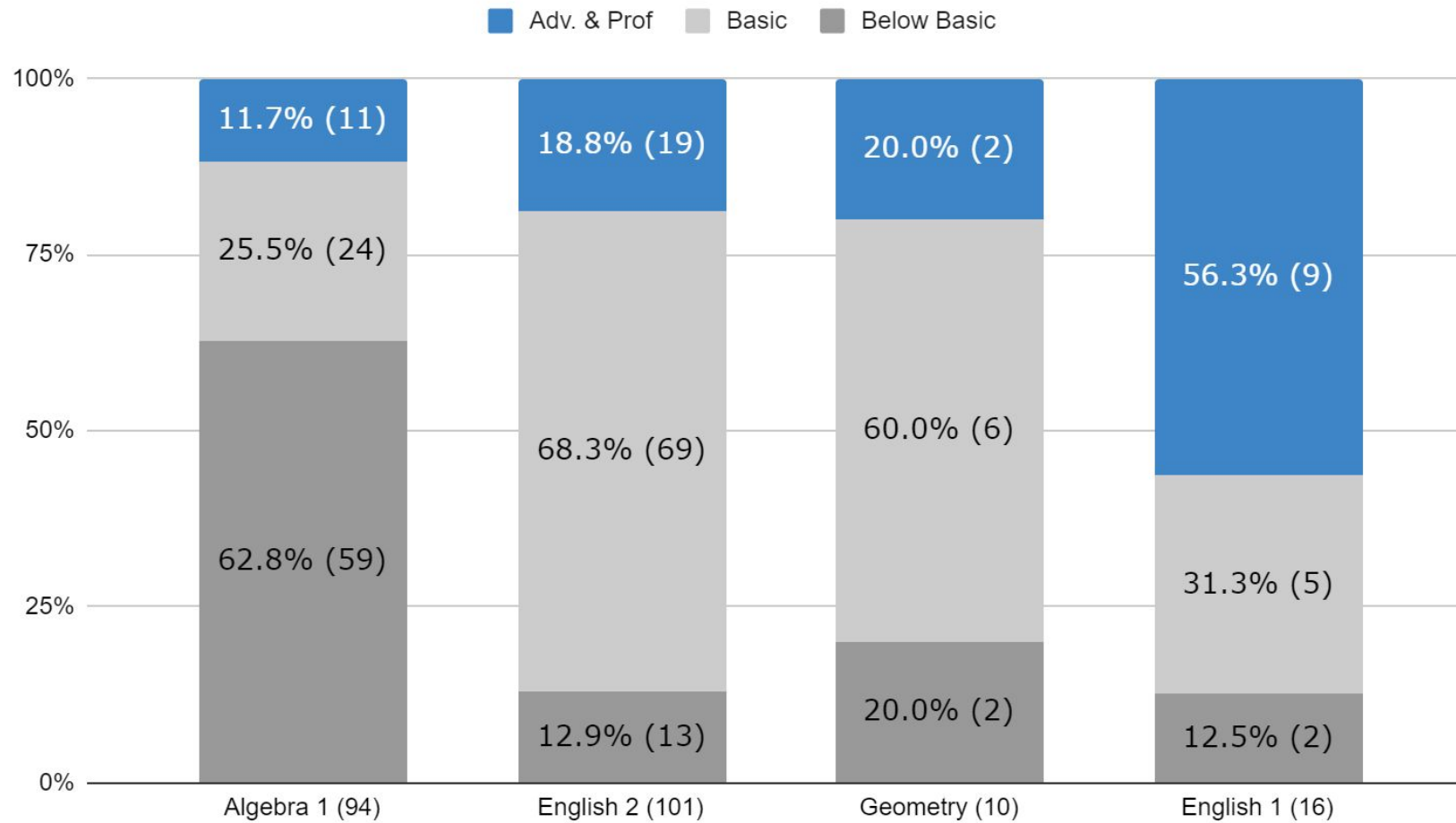


# Charter Goals Performance - Math

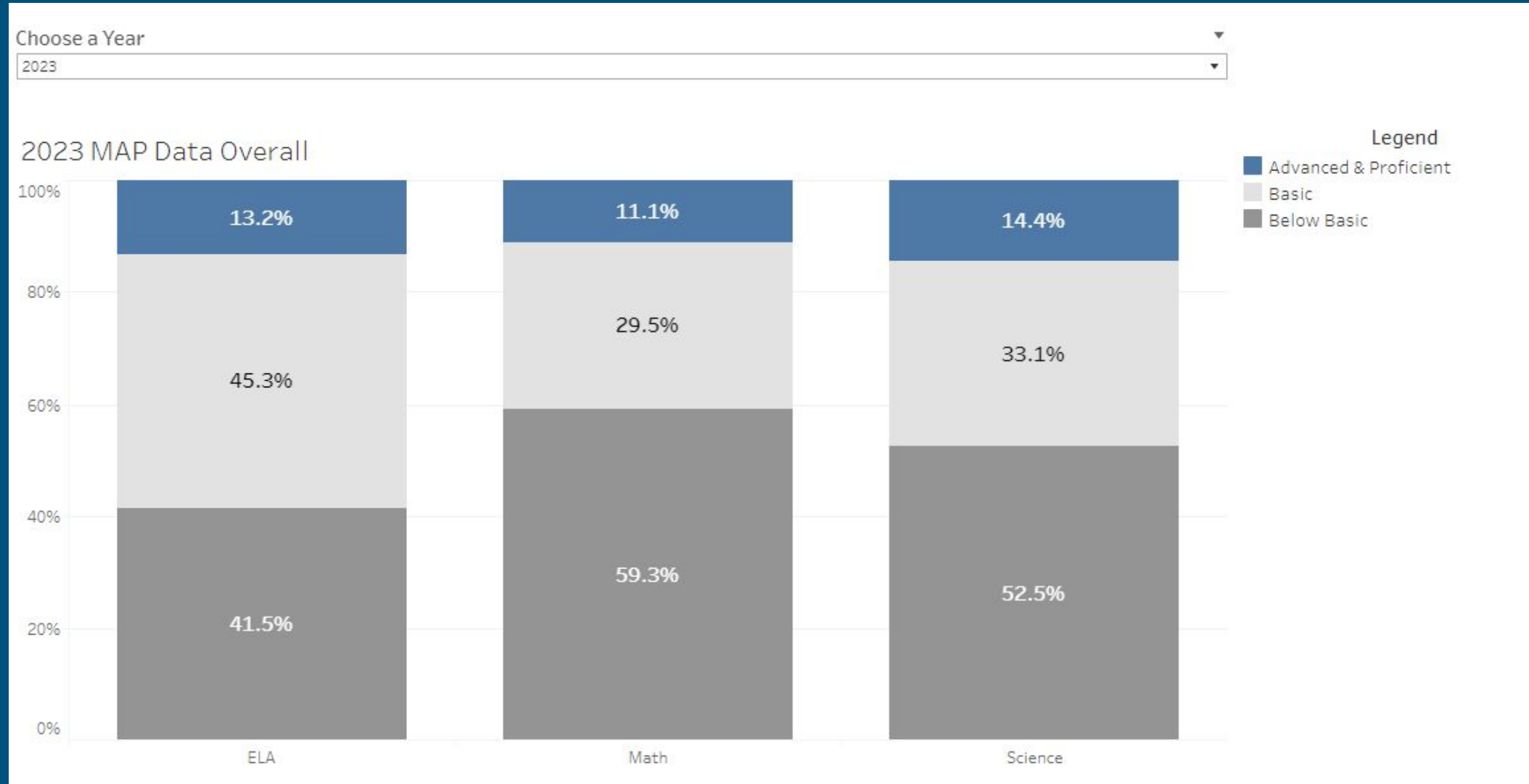


# State Scores - HS End of Course

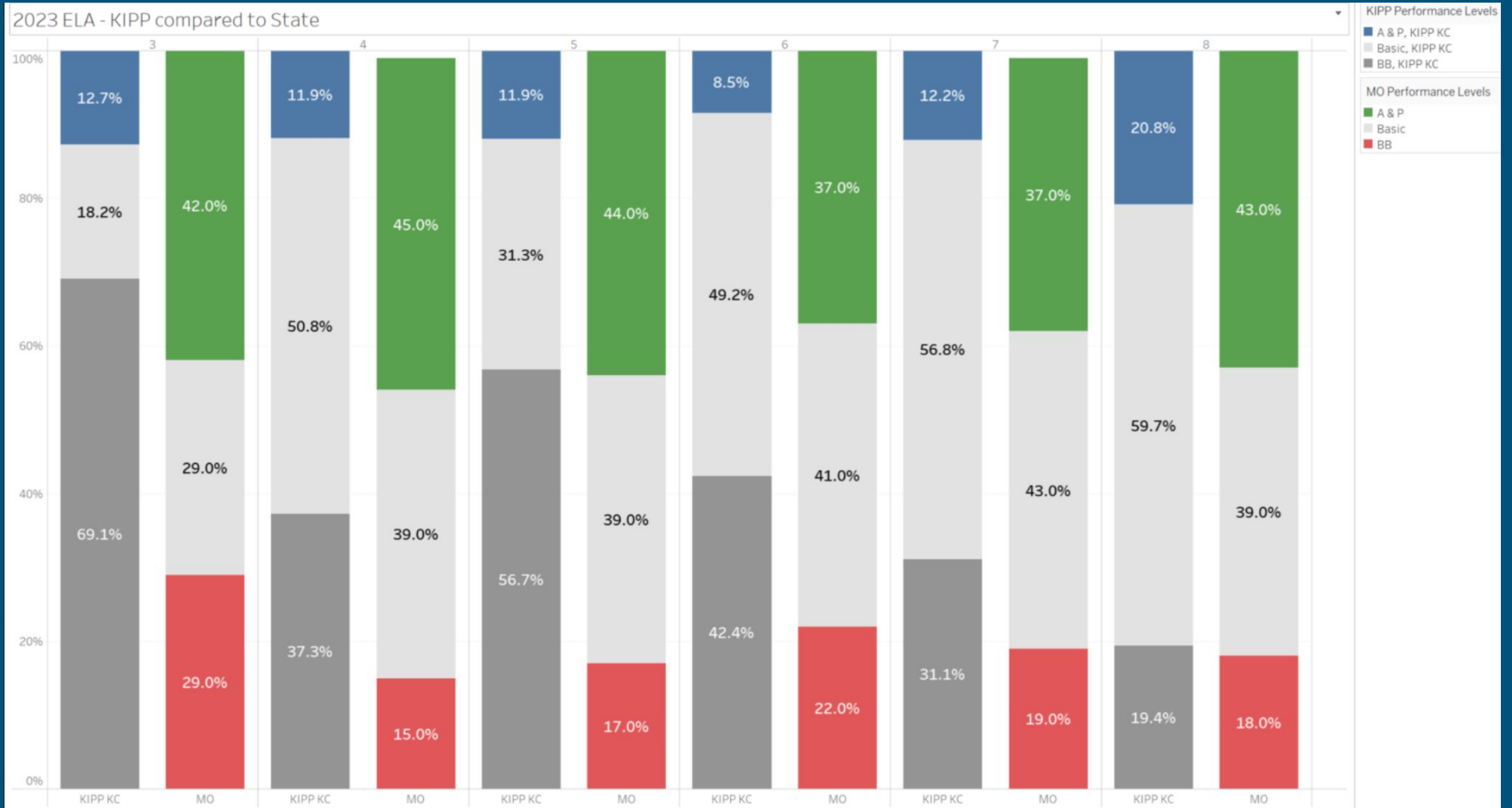
2023 EOC Scores



# State Scores - 3rd - 8th (Math, ELA and Science)

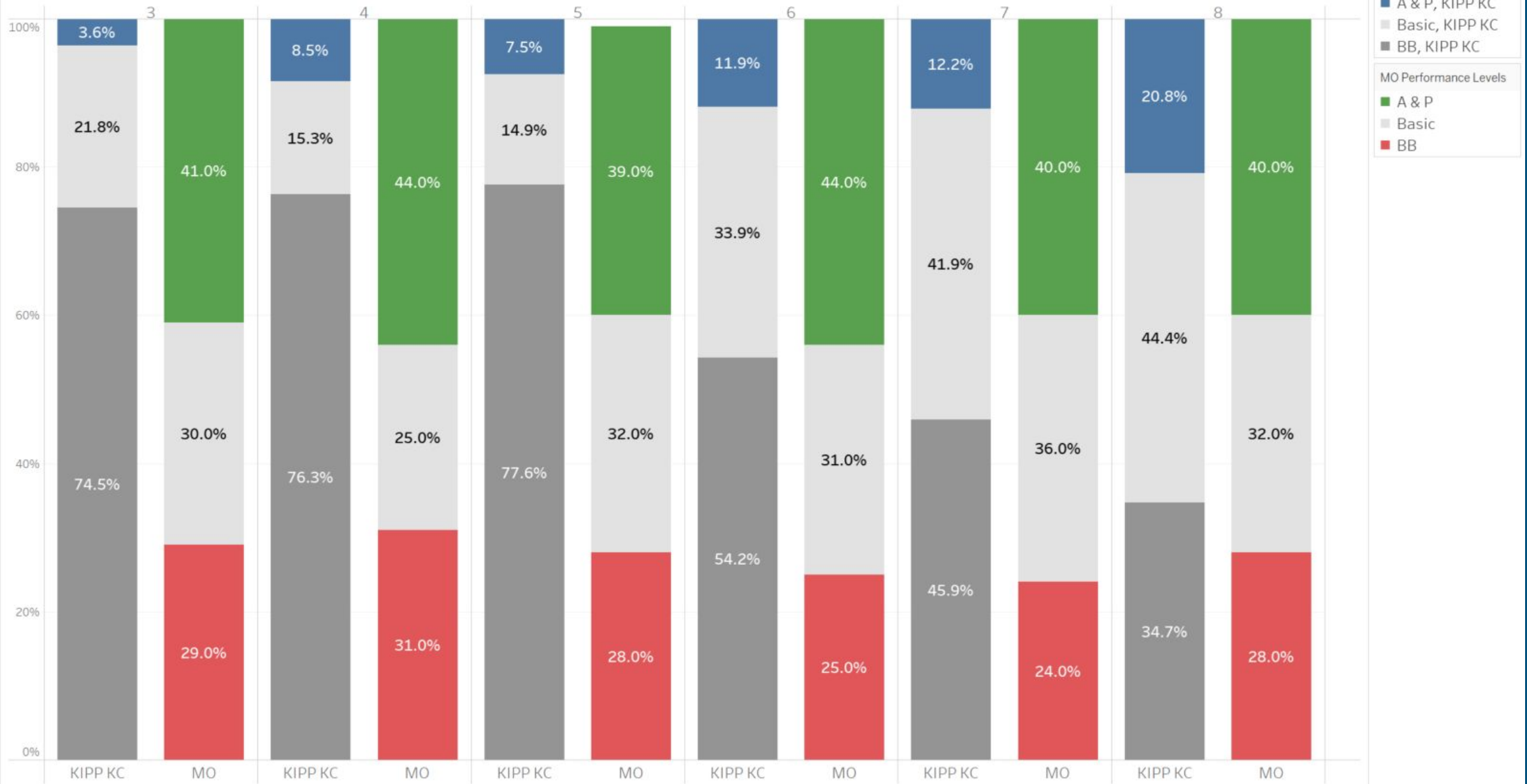


# ELA- 3rd - 8th KIPP KC compared to State of MO



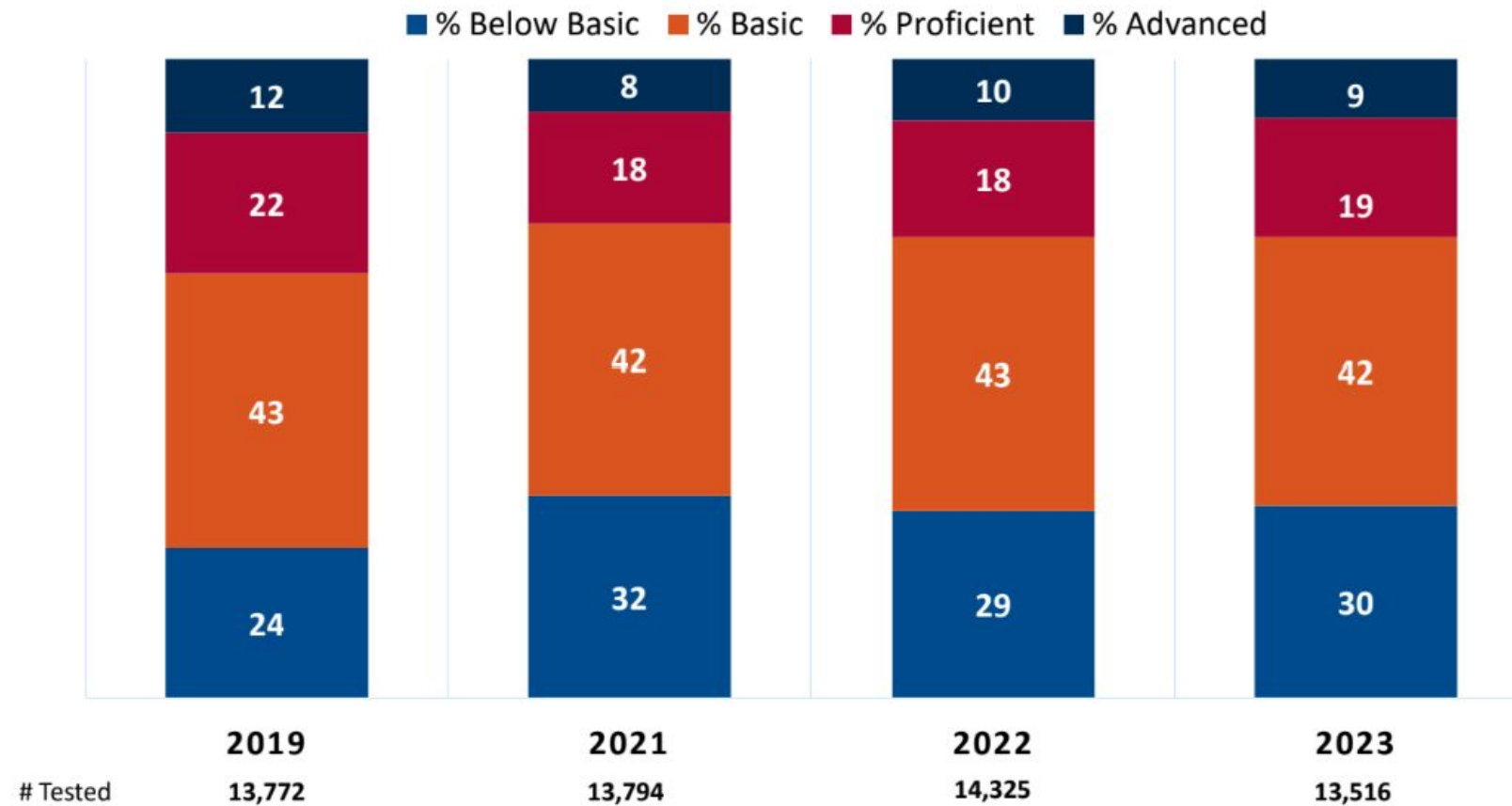
# Math- 3rd - 8th KIPP KC compared to State of MO

2023 Math - KIPP compared to State



# Charter State ELA

## CHARTER ELA – GRADE 3 THROUGH HIGH SCHOOL

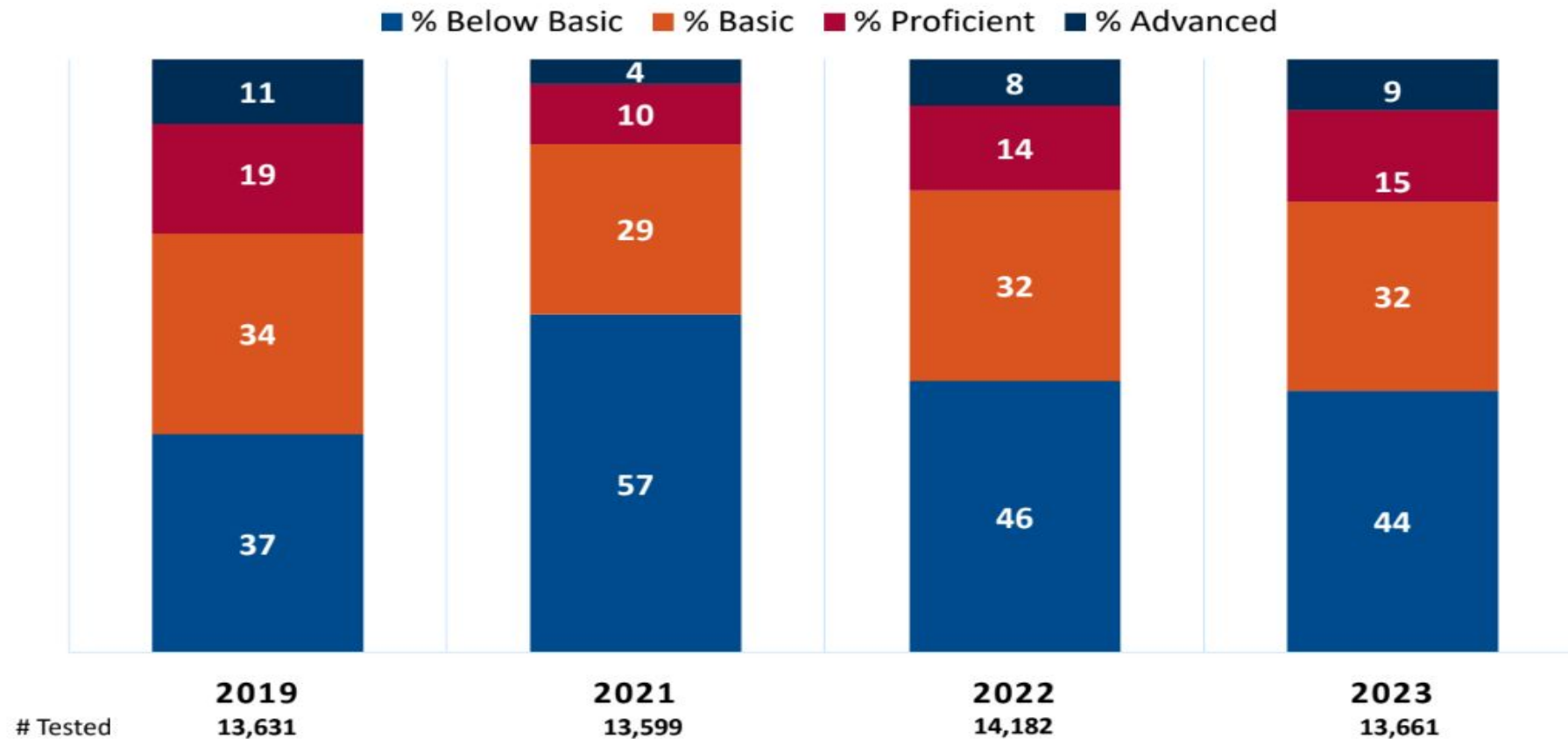


Percentages may not sum to 100 due to rounding.

# Charter State Math

## CHARTER MATHEMATICS – GRADE 3 THROUGH HIGH SCHOOL

24



Percentages may not sum to 100 due to rounding.



# Governance



Critical

We propose systems like

2023-2024		
Priority	Rebuilding our Foundation	Is this a One KIPP Initiative?
Initiatives	Leadership Development	Yes - but 1 year ahead (coming from One KIPP in October 2023)
	Redesign behavioral systems and supports	No, but will enable success of other initiatives
	Foundational Teacher Skills	No, but will enable success of other initiatives
	Schoolwide and Classroom Routines	No, but will enable success of other initiatives
Priority	Academically Excellent Schools	Is this a One KIPP Initiative?
Initiatives	Match	Yes - continuous improvement stage
	Early Literacy PreK-2	Yes - continuous improvement stage
	K-8 Math	Yes - implementation stage
	HS GPA	No, we believe this is coming next year as part of HS Redesign

# Site Visit Report - April 2023

## Criteria 2: Students' Opportunity to Learn

Strength	Growth	Plan
Using multiple data points to understand student learning	HS teachers feel students aren't held accountable (behavior or learning)	New expectations for students and adults
University Health Partnership	Power to Lead	Moved to a more top down model - decision making rights chart
Conscious Discipline in ES	Math Curriculum	New math curriculum this year
Security and Safety Team	Parent Communication	1 clear owner on regional team
	Behavior Expectations	New expectations in all schools

# Site Visit Report - April 2023

## Criteria 3: Instructional Leadership

Strength	Growth	Plan
Core teachers very satisfied with coaching and opportunities to learn	Elective Teacher PD and support	New criteria focused on input (lessons and data analysis)
LETRS - ES	HS Staff not knowing who to go to for what	
Retention strong except MS	Teacher evaluation - assessment	
All staff reported having trusting, open relationships with their manager	Burnout reported in focus groups	
	Relationships = lack of accountability	Trackers, visibility, clarity, HR sessions

# Site Visit Report - April 2023

## Criteria 4: Organization Sus

Strength	Growth	Plan
Board retreat and planning Finance Committee Teacher Pay increased	Transportation Operations	Tried reducing routes  4 person team - Jana leading - new tracking

## Board Retreat Date

Send invite for October 6th from 9am - 3pm

- Only 6 board members participated
- [Link to participate](#)

# Policy Follow-up

## Weapons

Possession of weapons of any classification or type on KIPP KC or school district property is prohibited. If you are on duty, you may not carry or have in your possession or control any weapon.

If you have your conceal and carry license, your registered weapon should remain locked inside your vehicle and locked inside a safe at all times.

Should you decide to show your weapon to a staff member or student, even if you have your conceal and carry license, it will be grounds for immediate termination.



# ED Report




# Strategic Plan



2023-2026

# One Gator Family Priorities

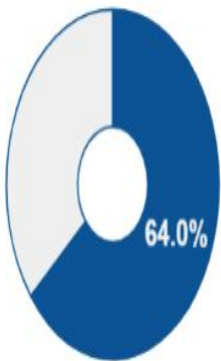
2023-2024		
Priority	Rebuilding our Foundation	Is this a One KIPP Initiative?
Initiatives 	Leadership Development	Yes - but 1 year ahead (coming from One KIPP in October 2023)
	Redesign behavioral systems and supports	No, but will enable success of other initiatives
	Foundational Teacher Skills	No, but will enable success of other initiatives
	Schoolwide and Classroom Routines	No, but will enable success of other initiatives
Priority	Academically Excellent Schools	Is this a One KIPP Initiative?
Initiatives	Match	Yes - continuous improvement stage
	Early Literacy PreK-2	Yes - continuous improvement stage
	K-8 Math	Yes - implementation stage
	HS GPA	No, we believe this is coming next year as part of HS Redesign

# Foundational Teacher Skills

## Instructional Dashboard

### Region Wide Overall

Goals: 90% of teacher score 3 or 4 on at least 90% of skills; 100% of teachers are observed every week.



% Observed			last week
% of teachers observed at least once			
64%			
ES	MS	HS	
64%	71%	60%	

% Teachers at 90%		
% 3+ score averaged over last two observations		
3%		
ES	MS	HS
3%	0%	4%

Average Score		
average score averaged over last two observations		
1.8		
ES	MS	HS
1.8	1.3	2.1

% < 1.5 average		
27%		
ES	MS	HS
24%	35%	24%

# Foundational Teacher Skills

## Trends Over Time - By School

Choose % of scores 3 and 4, % of score 0 and 1, or % of teachers observed.

Percent of Teachers Obser... ▾	Week of 8/14	Week of 8/21	Week of 8/28	Week of 9/04	Week of 9/11
Regional	64%	3%			
ES	64%	0%			
MS	71%	0%			
HS	60%	8%			

## Trends Over Time - By Skill

Choose % of scores 3 and 4 or % of score 0 and 1.

Choose School: ▾				
Percent of Scores 3 or 4 ▾	Week of 8/14	Week of 8/21	Week of 8/28	Week of 9/04
Environment	51%	38%		
ENV1 - Ethos	34%	0%		
ENV2 - Classroom Cleanliness	62%	50%		
ENV3 - Emotional Safety	48%	50%		
ENV4 - Interactions	59%	50%		
Management & Engagement	25%	0%		
M&E1 - Routines	17%	0%		
M&E2 - Rituals	16%	0%		
M&E3 - Confident Presence	40%	0%		
M&E4 - Sets Expectations	26%	0%		
M&E5 - Scans and Narrates	17%	0%		
M&E6 - Redirects Least Invasively	22%	0%		
M&E7 - Students Meet Expectations	34%	0%		
M&E8 - Foundational Engagement Strategies	29%	0%		
M&E9 - Ratio	26%	0%		
Lesson Materials	23%	0%		
LM1 - Objective	21%	0%		
LM2 - Lesson Frame	44%	0%		
LM3 - Student Materials	22%	0%		
LM4 - Exemplar/Lesson Plan	21%	0%		
High School Measures	66%	0%		
SS1 - Lesson Plan Submitted	74%	0%		
SS2 - First 5	58%	0%		

# One Gator Family Priorities

2023-2024		
Priority	Rebuilding our Foundation	Is this a One KIPP Initiative?
Initiatives	Leadership Development	Yes - but 1 year ahead (coming from One KIPP in October 2023)
	Redesign behavioral systems and supports	No, but will enable success of other initiatives
	Foundational Teacher Skills	No, but will enable success of other initiatives
	Schoolwide and Classroom Routines	No, but will enable success of other initiatives
Priority	Academically Excellent Schools	Is this a One KIPP Initiative?
Initiatives	Match	Yes - continuous improvement stage
	Early Literacy PreK-2	Yes - continuous improvement stage
	K-8 Math	Yes - implementation stage
	HS GPA	No, we believe this is coming next year as part of HS Redesign

Procedure Trends over Time

School	ES		Procedure			Grade Level			
	Week of 8/14	Week of 8/21	Week of 8/28	Week of 9/04	Week of 9/11	Week of 9/18	Week of 9/25	Week of 10/02	Week of 10/09
On Post	94%	0%							
Leaders On Post	100%	0%							
Staff on Post	88%	0%							
Neat and Clean	100%	0%							
Floors - Neat and Clean	100%	0%							
Walls - Neat and Clean	100%	0%							
Surfaces - Neat and Clean	100%	0%							
Behaviors	89%	0%							
Interactions b/w students are respectful	88%	0%							
Interactions b/w students and staff are respectful	100%	0%							
Students are in dress code	75%	0%							
Cellphones/airpods are invisible	100%	0%							
Students are in the right place and right time	88%	0%							
Students are using appropriate language and volume	88%	0%							
Students are keeping hands and feet to themselves	88%	0%							
Staff using merits/demerits consistently and effectively	88%	0%							

Behaviors		
65%		
ES	MS	HS
89%	48%	65%



# Executive Session

