APPROVED

KIPP Philadelphia Public Schools

Minutes

KIPP Philadelphia Public Schools Board of Trustees Meeting

Date and Time
Wednesday April 23, 2025 at 4:00 PM

Location
5070 Parkside Avenue
4th Floor
Philadelphia, PA 19131

A regular meeting of the KIPP Philadelphia Public Schools Board of Trustees in joint session with regular meetings of the KIPP Philadelphia Charter School Board of Trustees, KIPP DuBois Charter School Board of Trustees, KIPP West Philadelphia Charter School Board of Trustees, KIPP North Philadelphia Charter School Board of Trustees, and KIPP Catto Charter School Board of Trustees with Board President Samantha Wilson Jones presiding.

Trustees Present
A. Aerts (remote), A. Keyes, A. Wheeler, B. Cummings, C. Hardie-Langston, D. Tucker Harrison, H. Richman, S. Wilson Jones

Trustees Absent
A. Fullard, K. Jones

Guests Present
A. Sinha, C. Benson, I. Gasiorowski, L. Li, Lawrence Dodd (remote), M. Poorman, M. Wells-Sheed, R. Vieira

I. Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

S. Wilson Jones called a meeting of the board of trustees of KIPP Philadelphia Public Schools to order on Wednesday Apr 23, 2025 at 4:07 PM.

C. Approve February 5th, 2025 Minutes

H. Richman made a motion to approve the minutes from KIPP Philadelphia Public Schools Board of Trustees Meeting on 02-05-25.
A. Wheeler seconded the motion.
The board **VOTED** unanimously to approve the motion.

II. Welcome & CEO Report

A. Welcome

S. Wilson-Jones welcomed the board and staff.

B. CEO Report

N. Wiltshire opened her CEO report by sharing recent news coverage that KPPA, KDCA, and KWPP received. She then shared an update on the KIPP Foundation Executive Director and Board Chair convening and thanked B. Cummings for attending with her.

N. Wiltshire then moved to the five-year strategic plan, including a process overview, the Portrait of a Graduate, the five-year strategic priorities, and the plan sequence.

A. Wheeler asked if we intended to have a visual of the Portrait of a Graduate on the walls in school. N. Wiltshire shared that we intend to have the Portrait in every building.

H. Richman asked if the plan had formal expectations for students. N. Wiltshire shared that a part of the plan is setting expectations for everyone, including students, families, and staff and that it is important for everyone to be clear and committed.

H. Richman then asked about a formal strategy related to Strategic Priority 3, specifically about facilities.

N. Wiltshire confirmed that there is a formal strategy, and we are currently in the process of defining it and researching facilities, RO staffing structures and other key areas that Priority 3 impacts.

H. Richman asked for an additional update on the strategy, including a date, once it's fully defined.

C. Hardie Langston asked about our approach to build up our teacher pipeline related to Strategic Priority 4.

N. Wiltshire shared that working closely with external partners like TFA and higher education institutions will be key.

R. Vieria added that the KIPP Foundation is also thinking about teacher pipeline work.

H. Richman asked how our data compares to the network.

N. Wiltshire shared that that is a part of the One KIPP work. The Foundation is putting better systems and structures to support data transparency so that we will have better insight into data since all regions are using the same assessments and curricula now.

H. Richman then asked about the Mission Measures and if the measures were about students going to college. N. Wiltshire confirmed the measures are for college because research shows, and we believe, that college is best for most students.

H. Richman then asked why isn't the goal 100% and N. Wiltshire explained that we know not every student will choose college. However, it is our goal for students to be prepared.

C. Hardie Langston asked if there is a measure for teacher retention, and N. Wiltshire shared that we have annual teacher retention goals.

The discussion concluded with S. Wilson-Jones moving to call for a vote to approve the plan.

C.

Vote: Approve KPPS 2025-2030 Strategic Plan

A. Wheeler made a motion to Approve the KPPS 2025-2030 Strategic Plan.
D. Tucker Harrison seconded the motion.
The board **VOTED** unanimously to approve the motion.

III. Executive Session

A. Executive Session

The Board entered into Executive Session at 5:17 PM to discuss a legal matter. The Board left Executive Session at 5:28 PM.

IV. CONSENT AGENDA

A. VOTE: CONSENT AGENDA

A. Wheeler made a motion to Approve the Consent Agenda.
B. Cummings seconded the motion.
SY2025_2026_Board Calendar.xlsx - 2025-2026 Academic Calendar.pdf **APPROVED**
01-25 to 04-04 KNPCS Resumes.pdf**APPROVED**
MEMORANDUM KNPCS 04-04-25.pdf**APPROVED**
1-25 to 4-04 KPOC Resumes.pdf**APPROVED**
MEMORANDUM KPOC 04-04-25.pdf**APPROVED**
1-25 to 4-4 KWPP Resumes.pdf**APPROVED**
MEMORANDUM KWPP 04-04-25.pdf**APPROVED**
1-25 to 4-4 KWPCS Resumes.pdf**APPROVED**
MEMORANDUM KWPCS 04-04-25.pdf**APPROVED**
1-25 to 4-4 KDCS Resume.pdf**APPROVED**
MEMORANDUM KDCS 04-04-25.pdf**APPROVED**
MEMORANDUM KPCS-KPPA 04-04-25.pdf**APPROVED**
MEMORANDUM KPCS-KPEA 04-04-25.pdf**APPROVED**
KWPEA V4-9-2025.pdf**APPROVED**
KWPP V4-9-2025.pdf**APPROVED**
KNPA V4-9-2025.pdf**APPROVED**
KPEA V4-9-2025.pdf**APPROVED**
KDCA V4-9-2025.pdf**APPROVED**
KPPA V4-9-2025.pdf**APPROVED**
KPOC V4-9-2025.pdf**APPROVED**
CMO Report to KNPCS BOT for Period Ending 3-31-25.docx.pdf**APPROVED**
CMO Report to KPCS BOT for Period Ending 3-31-25.docx.pdf**APPROVED**
CMO Report to KPOC BOT for Period Ending 3-31-25.docx.pdf**APPROVED**
CMO Report to KDCS BOT for Period Ending 3-31-25.docx.pdf**APPROVED**
CMO Report to KWPCS BOT for Period Ending 3-31-25.docx.pdf**APPROVED**
AK_Trust_Redacted.pdf**APPROVED**
AK_ESA_Redacted (3).pdf**APPROVED**

ZA_Trust_Redacted.pdf**APPROVED**
ZA_ESA_Redacted (2).pdf**APPROVED**
EAT_Trust_Redacted.pdf**APPROVED**
EAT_ESA_Redacted.pdf**APPROVED**
BRIF_Trust_Redacted (1) (1).pdf**APPROVED**
BRIF_ESA_Redacted (1) (1).pdf**APPROVED**
BRAF_Trust_Redacted (2).pdf**APPROVED**
BRAF_ESA_Redacted (2).pdf**APPROVED**
KF_Trust_Redacted.pdf**APPROVED**
KF_ESA_Redacted (1).pdf**APPROVED**
The board **VOTED** unanimously to approve the motion.

B. VOTE: KIPP West Philadelphia Charter CEO -Sean Tucker

A. Wheeler made a motion to Approve the KIPP West Charter CEO.
B. Cummings seconded the motion.
Vote Sean Tucker at KIPP West Charter CEO **APPROVED**
The board **VOTED** unanimously to approve the motion.

V. COMMITTEE REPORTS

A. School Health Committee

R. Vieria updated the board on the Arc of the Year and the focus on Rigor 3. He then shared an overview of compensation for the Dean position. He concluded by sharing next steps for the Arc of the Year.

V. Murray then updated the board on KIPP Forward programming and post-secondary outcomes. She shared an update on some of the barriers students faced when completing FAFSA this year.

H. Richman asked whether the barriers were real or a perception and V. Murray shared that it was a little bit of both.

V. Murray concluded with an update on the Class of 2025 post-secondary plans and dual enrollment.

B. Development Committee

A. Sinha gave an update on progress-to-goals, the board giving project, donor stewardship, and the updated team structure.

C. Finance Committee

L. Li gave an update on federal funding status, Federal Funding sources, the Feb’25-YTD Actuals vs Reforecast, the FY26 Budget Status Update, and audit planning.

C. Hardie Langston asked about the Talent line item in the budget and L. Li shared that the line item included staff training and development and sign-on bonuses.

D. Tucker Harrison then asked if the budget included additional headcount for strategic planning implementation.

L. Li shared that there are no additional positions for this phase of strategic planning.

N. Wiltshire shared that the plan includes new roles in later phases, and we have planned for that.

D. Governance Committee

A. Aerts previewed the draft board slate for SY25-26. She then shared an update on the board self-assessment tool.

D. Tucker Harrison asked if the tool was internal only and A. Aerts replied yes.

S. Wilson-Jones shared that H. Richman offered to help analyze the data and come back with recommendations.

VI. Information

A. Public Comment

There was no public comment.

B. New Business

There was no new business.

C. Old Business

There was no old business.

D. Announcements

There were no announcements.

VII. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:00 PM.

Respectfully Submitted,
S. Wilson Jones