APPROVED

KIPP Capital Region Public Charter Schools

Minutes

KIPP Capital Region Board Meeting

Date and Time
Wednesday December 17, 2025 at 7:30 AM

Location
KIPP Albany Community Middle School
42 S Dove Street
Albany, NY 12202

Directors Present
A. Duncan, A. Killings (remote), C. Young, G. Feliciano, J. Gray, J. Reilly, K. Johnson, M. Kilburn (remote), M. Little

Directors Absent
D. Applyrs, K. Kimbrough, K. Young Wilkins, R. Mexico, S. Kabir

Guests Present
Brandi Langhorn, Gerald Boyd, Jessalyn Bush, Johanna Martin, Khaitsa Wasiyo, M. Wright, Najjemba Dennis, Natalie Orcutt, S. Valle, T. Cropper, Tommy Henley

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

J. Reilly called a meeting of the board of directors of KIPP Capital Region Public Charter Schools to order on Wednesday Dec 17, 2025 at 7:32 AM.

C. Approve Minutes

C. Young made a motion to approve the minutes from KIPP Capital Region Board Meeting on 10-22-25.
M. Little seconded the motion.
The board **VOTED** to approve the motion.

II. Management & Committee Reports

A. Management Reports

Leadership Reports
SUNY will visit the High School to observe its founding year sometime between February and May. Stephanie will coordinate the visit and ensure it does not conflict with testing dates.

Upcoming Board Events
Emerging Leaders Cohort Mixer led by Maya Smith at the Argus Hotel in Albany on January 23. Board members are encouraged to attend if possible.
Tickets are available for Mayor Dorcey's inauguration. Trustees interested in attending should reach out directly.

B. Committees

Academic Committee: No report this month. Maisie will cover academic updates during her Data Dive presentation.

Finance Committee: Reported a $52 million operating budget for the year. The organization remains on track, with revenue meeting projections and expenses balanced as expected.

Development Committee:

- $5,010 raised from Giving Tuesday
- $50,170 raised to date, including donations and in-kind contributions
- $55,500 in outstanding asks
- March 6 – KIPP Capital Region 20th Anniversary Reception
    - Board members are asked to either sell 5 tickets or raise $500 in support of the event.

III. Discussion Topics

A. Data Dive

Data Dive: 2024–25 Student Achievement Overview
Reviewed NYSED district comparison data following the lifting of the state test data embargo. Testing occurred in April–May of the previous school year; while the data is outdated, it remains important for reflection and trend analysis.

i-Ready Middle-of-Year Data:
75% of students are expected to make Annual Typical Growth in both Math and Reading. Current data indicates the organization is not on track to meet this goal in either Math or Reading.

SAT Performance:
The organization is not currently on track to meet SAT performance goals for the year. Leadership is engaging in Strong Project Planning to improve SAT Day testing schedules and environments. Short-term investments and preparation will focus on juniors ahead of April testing, alongside long-term planning to better align curriculum and instruction to SAT expectations.

B. Acknowledging Tommy Henley and Brandi Langhorn for their successful SUNY Renewal Visit.

A moment to celebrate Tommy Henley and Brandi Langhorn for their leadership during the successful SUNY Renewal visit. School leaders highlighted their contributions to the 700 students across the two schools. Brandi Langhorn, who has served nearly 20 years, was especially acknowledged for her long-term dedication in navigating challenges and supporting the school's success.

IV. Discussion Topics

A. Principal Retention Pilot

An anonymous empathy survey is being administered every six weeks and is currently in Survey #2; results from Survey #1 show overall positive, mission-aligned feedback. Principals report strong role clarity, regular and actionable manager feedback, and general regional support. Opportunities for improvement include clearer and more consistent performance expectations, stronger follow-through within regional systems, improved continuity and communication during leadership transitions, and deeper two-way alignment between school and regional culture.

B. Intent to Return Trends

The Intent to Return (ITR) process is designed to clarify which employees plan to return for the next school year. Staff indicated whether they plan to return to their current role, pursue an internal transfer, or depart KIPP Capital Region, with all Lock It In conversations completed and Talent Map sheets updated. Results show that 86% intend

to return for the 2026–27 school year, 80% believe they are in the correct role, and 20% are seeking a different role while remaining with KIPP Capital Region. Recruitment will begin in January 2025, with vacancies posted for staff who are unsure or not returning. Success will be measured by vacancy rates, time to fill, retention rates, and leader satisfaction with hires.

C. KACCS Renewal Update

KACCS is expected to be renewed for a full charter, likely with conditions. The formal report from SUNY is anticipated later this week.

D. Policy Changes under review for SY26-27

- **Enrollment, Recruitment, and Attendance:** Responsibility is shifting from schools to the regional team, with regional staff held accountable. Early data shows this approach can be more efficient.
- **First Day of School After Labor Day:** Moving the start date later will reduce costs (~$200K for transportation) and address historically low attendance during that first week.
- **No More Half-Days on Fridays:** Considering eliminating half-days, which currently see low attendance, though some school leaders value the PD time they provide.
- **High School Course Placement:** Student grade placement will be based on course attendance and Regents passage, using a tiered system rather than age or expected grade level.
- Decisions will come to the board for the February meeting to be voted on.

V. New Business

A. Approval of Enrollment Policy and Student Application

C. Young made a motion to approve changes in student application.
A. Duncan seconded the motion.
The board reviewed goals for 2026–27 recruitment. Updates to the student application clarify the definition of a sibling and ensure the system accounts for sibling preference. Siblings will only move up on the waitlist if the first sibling remains enrolled at the school.
The board **VOTED** to approve the motion.

B. Board Membership

The board accepted the resignations of Kim Wilkins and Sharif Kabir. Trustees discussed the ideal board size and identified gaps in skills and representation. Michele Kilburn will lead the Governance Committee in developing strategies for board recruitment.
G. Feliciano made a motion to approve.
K. Johnson seconded the motion.

Vote on the following executive committee members: Mark Little, John P. Reilly, Amari Duncan, Jessica Gray, and Michele Killburn.
The board **VOTED** to approve the motion.
M. Little made a motion to approve Board Officers.
J. Gray seconded the motion.
The board voted to appoint Amari Duncan as Vice Chair and Gina Feliciano as Secretary.
The board **VOTED** to approve the motion.

VI. Executive Session

A. Executive Session

Not needed.

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 9:35 AM.

Respectfully Submitted,
J. Reilly