Entry 1 School Information

Created: 07/11/2017 • Last updated: 07/27/2017

Please be advised that you will need to complete this cover page (including signatures) before all of the other tasks assigned to you by your authorizer are visible on your task page. While completing this task, please ensure that you select the correct authorizer **(as of June 30, 2017)** or you may not be assigned the correct tasks.

a. SCHOOL NAME AND BEDS#

(Select name from the drop down menu)

KIPP INFINITY CS (NYC CHANCELLOR)

b. CHARTER AUTHORIZER

(For technical reasons, please re-select authorizer name from the drop down menu).

Regents-Authorized Charter School

c. DISTRICT / CSD OF LOCATION

NYC CSD 5

d1. SCHOOL INFORMATION

	PRIMARY ADDRESS	PHONE NUMBER	FAX NUMBER	EMAIL ADDRESS
	625 W. 133rd St. New York, NY 10027	[redacted]		

d2. PHONE CONTACT NUMBER FOR AFTER HOURS EMERGENCIES

Contact Name	Glenn Davis
Title	KIPP Infinity Middle School Principal
Emergency Phone Number (###-###-####)	[redacted]

e. SCHOOL WEB ADDRESS (URL)

http://www.kippnyc.org/schools/kipp-infinity-middle-school

f. DATE OF INITIAL CHARTER

03/2005

g. DATE FIRST OPENED FOR INSTRUCTION

07/2005

h1. APPROVED SCHOOL MISSION (Regents, NYCDOE, and Buffalo BOE authorized

schools only)

MISSION STATEMENT

KIPP NYC is a non-profit network of free, public charter schools that prepare students for success in college and life. In 1995, we started our first middle school, KIPP Academy in the South Bronx.

As part of the national KIPP network of schools, our mission has always been to graduate students with the strength of character and academic abilities needed to succeed in life – and in so doing, to prove what is possible in urban schools. We promised to do whatever was necessary to help our students succeed, and we asked them, and their parents, to make similarly rigorous commitments. Over 20 years later, KIPP NYC is still making – and keeping – the same promises. KIPP NYC has grown to serve more than 4,800 students and over 1,200 alumni; 88% come from low-income families, 97% are African American or Latino and all are selected by lottery.

Our commitment to our students and families stretches K-16, from our elementary schools to our KIPP Through College Program. While we have many academic and socio-emotional mileposts along the way, our ultimate goal is for 75% of our students to graduate from college. We graduate 96% of our students from high school in four years and 89% of our students matriculate to college vs. a 74% graduation rate and 45% matriculation rate for low-income students in the U.S. Also, 46% of our students graduate from college with a Bachelor’s degree within six years vs. 9% of U.S. low-income students.

At KIPP, we often refer to “the 51%” - meaning character. The 51% emphasizes for our teachers and students that success for our students is not just about their academic preparation (the 49%) but as importantly about their character strengths to push themselves to succeed. Over our 22-year history, we have seen students with weaker academic skills graduate from college and some very academically talented students fail to complete college, in part due to the presence or absence of some core character skills.

KIPP offers teachers, kids, and parents a structured, meaningful way to talk about and develop character. Building off of a research partnership between KIPP NYC and Dr. Angela Duckworth (University of Pennsylvania), KIPP is now especially focused on seven highly predictive strengths: zest, grit, self-control, optimism, gratitude, social intelligence, and curiosity. At KIPP, explicitly creating opportunities to develop character is infused throughout the school day. The language of these character traits is evident in everything from teacher professional development, to students’ character growth cards, to student “Paychecks”, to Child Study conversations.

Parents, students and teachers are exposed to our mission and key design elements from the first day by signing the KIPP Commitment to Excellence. We reinforce our partnership with these stakeholders through regular opportunities for open communication and feedback – such as parent/teacher

conferences, teacher evaluations, family events, etc. Moreover, our mission and key design elements are genuinely imbedded in our daily routines and interactions as KIPP Team and Family.

h2. KEY DESIGN ELEMENTS (Regents, NYCDOE, and Buffalo BOE authorized schools only)

KEY DESIGN ELEMENTS (Brief description of Key design elements are those general aspects of the school that are innovative or unique to the school's mission and goals, are core to the school's overall design, and are critical to its success. The design elements may include a specific content area focus; unique student populations to be served; specific educational programs or pedagogical approaches; unique calendar, schedule, or configurations of students and staff; and/or innovative organizational structures and systems.

Variable 1	KIPP NYC schools follow the KIPP approach to school design, which focuses on high expectations, character development, teacher and school leader development, and supporting students on the journey to and through college. With regard to high expectations, we invest a great deal in ensuring that our teachers deliver high-quality, rigorous curriculum and instruction. We use data to monitor students' progress so we can devise strategies to tailor instruction so every child receives the appropriate level of support and challenge. Character development continues to play an important role in our work at KIPP NYC. We use a character framework that focuses on teaching and reinforcing among students eight key character traits. Our experience has taught us that academics without character development is insufficient for success and personal fulfillment in life.
Variable 2	KIPP NYC dedicates a great deal of time to developing our teachers and leaders. Time is built into the schedule for teachers to collaborate in co-teaching pairs, through content team meetings and in grade-level team meetings. Every Wednesday afternoon, staff participate in professional development and team meetings. In July of each year, we start our weeks-long training programs for new and returning teachers, and school leaders, to ensure we are ready professionally when students return at the start of the year.
Variable 3	An underlying component of our mission is that our commitment to our students and families spans Kindergarten through college (and in some cases, post-college) through our KIPP Through College (KTC) Program. Our KTC team provides extensive college counseling and other wraparound supports to our students. This specialized support starts in middle school and continues until our students complete college (and in some cases, after college), thereby improving college persistence and graduation rates for our students. This long-term partnership with our students is one of the critical reasons families choose KIPP.

Variable 4	KIPP NYC has several unique guiding principles under which its schools operate. These guiding principles form the backbone of the educational programs and services that we provide in our schools. Our organization's leadership and staff have committed fully to KIPP NYC students in the following ways: • Prepare ourselves intellectually for the work to be done; • Follow up and follow through on our priorities to ensure we finish what we start; • Hold ourselves and others accountable through relentless effort in attaining our goals; • Run a tight ship that keeps us organized and looking sharp; and • Establish anti-racist policies and practices and fight for social justice for all in order to build a better tomorrow
Variable 5	(No response)
Variable 6	(No response)
Variable 7	(No response)
Variable 8	(No response)
Variable 9	(No response)
Variable 10	(No response)

i. TOTAL ENROLLMENT ON JUNE 30, 2017

1121

j. GRADES SERVED IN SCHOOL YEAR 2016-17

Check all that apply

Grades Served	K, 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12

k1. DOES THE SCHOOL CONTRACT WITH A CHARTER OR EDUCATIONAL MANAGEMENT ORGANIZATION?

Yes

k2. NAME OF CMO/EMO AND ADDRESS

NAME OF CMO/EMO	KIPP NYC, LLC
PHYSICAL STREET ADDRESS	[redacted]
CITY	
STATE	
ZIP CODE	
EMAIL ADDRESS	

l1. FACILITIES

Does the school maintain or operate multiple sites?

	Yes, 3 sites

l2. SCHOOL SITES

Please list the sites where the school will operate for the upcoming school year.

	Physical Address	Phone Number	District/CSD	Grades Served at Site	School at Full Capacity at Site	Facilities Agreement
Site 1 (same as primary site)	625 W. 133rd St. New York, NY 10027	[redacted]	CSD 27	5-8	Yes	DOE space
Site 2	201 E 144th St, Bronx, NY 10451		CSD 7	5-8	Yes	Own
Site 3	625 W. 133rd St. New York, NY 10027		CSD 5	K-4	Yes	DOE space

I2a. Please provide the contact information for Site 1.

	Name	Work Phone	Alternate Phone	Email Address
School Leader	Glenn Davis	[redacted]		
Operational Leader	Peter Croncota			
Compliance Contact	Alicia Johnson			
Complaint Contact	Alicia Johnson			

I3. Please provide the contact information for Site 2.

	Name	Work Phone	Alternate Phone	Email Address
School Leader	Natalie Webb	[redacted]		
Operational Leader	Kim David			
Compliance Contact	Alicia Johnson			
Complaint Contact	Alicia Johnson			

l4. Please provide the contact information for Site 3.

	Name	Work Phone	Alternate Phone	Email Address
School Leader	Daisy Salazar	[redacted]		
Operational Leader	Deborah Walker			
Compliance Contact	Alicia Johnson			
Complaint Contact	Alicia Johnson			

m1. Is the school or are the school sites co-located?

Yes

m2. Please list the terms of your current co-location.

	Date school will leave current co-location	Is school working with NYCDOE to expand into current space?	If so, list year expansion will occur.	Is school working with NYCDOE to move to separate space?	If so, list the proposed space and year planned for move	School at Full Capacity at Site
Site 1 (primary site)	No plan to leave	No		No		Yes
Site 2	No plan to leave	No		No		Yes
Site 3	No plan to leave	No		No		Yes

n1. Were there any revisions to the school's charter during the 2016-17 school year? (Please include approved or pending material and non-material charter revisions).

No

o. Name and Position of Individual(s) Who Completed the 2016-17 Annual Report.

Bryan Harris, Director of Data and Reporting

p. Our signatures below attest that all of the information contained herein is truthful and accurate and that this charter school is in compliance with all aspects of its charter, and with all pertinent Federal, State, and local laws, regulations, and rules. We understand that if any information in any part of this report is found to have been deliberately misrepresented, that will constitute grounds for the revocation of our charter. Check YES if you agree and then use the mouse on your PC or the stylist on your mobile device to sign your name).

Yes

Signature, Head of Charter School

Signature, President of the Board of Trustees

Date

2017/07/10

Thank you.

Entry 2 NYS School Report Card Link

Last updated: 07/11/2017

1. NEW YORK STATE REPORT CARD

https://data.nysed.gov/reportcard.php?year=2016&instid=800000058367

Provide a direct URL or web link to the most recent New York State School Report Card for the charter school (See https://reportcards.nysed.gov/).

(Charter schools completing year one will not yet have a School Report Card or link to one. Please type "URL is not available" in the space provided).

Entry 3 Progress Toward Goals

Last updated: 07/17/2017

PROGRESS TOWARD CHARTER GOALS

The following tables reflect formatting in the online portal required for Board of Regents-authorized charter schools and NYCDOE-authorized charter schools only. Schools should list Progress Toward Charter Goals by August 1, 2017. If the goals are based on student performance data that the school will not have access to before August 1, 2017 (e.g., the NYS Assessment results), please state this in the last column. The information can be updated when available. Please complete and submit no later than November 1, 2017.

1. ACADEMIC STUDENT PERFORMANCE GOALS

2016-17 Progress Toward Attainment of Academic Goals

	Academic Student Performance Goal	Measure Used to Evaluate Progress Toward Attainment of Goal	Goal - Met or Not Met	If Not Met, Describe Efforts School Will Take
Academic Goal 1	Each year, 75 percent of K-2nd graders who have been enrolled at the school on BEDS day for at least two consecutive years will perform at or above grade level in English Language Arts as measured by STEP. For Kindergarteners this equates in a level 2 by the end of the year, a level 5 for 1st grade students and level 8 for 2nd graders. STEP will assess students' vocabulary, comprehension and phonics skills in order to appropriately determine a reading level.	STEP		Data Not Available until 11/1
	For each year of the school's next charter			

Academic Goal 2	term, each grade-level cohort will demonstrate growth with a reduction by a half the gap between the percent at or above Level on the previous year's NYS math exam (baseline) and the CSD or citywide percent (whichever is higher) of students proficient at or above Level on the current year's State math exam. For schools in which the number of students scoring above proficiency in a grade-level cohort exceeded the CSD or citywide percent proficient (whichever is higher) on the previous year's ELA exam, the school is expected to demonstrate growth comparable to the CSD in the current year (relevant for schools serving grades -8).	NYS ELA exam		Data Not Available until 11/1
	For each year of the school's next charter term, each grade-level cohort will demonstrate growth with a reduction by a half the gap between the percent at or above Level on the previous year's NYS math exam (baseline) and the CSD or citywide percent (whichever is higher) of students proficient at or above Level on the			

Academic Goal	current year’s State math exam. For schools in which the number of students scoring above proficiency in a grade-level cohort exceeded the CSD or citywide percent proficient (whichever is higher) on the previous year’s math exam, the school is expected to demonstrate growth comparable to the CSD in the current year (relevant for schools serving grades -8).	NYS Mathematics Exam		Data Not Available until 11/1
Academic Goal 4	Each year of the school’s next charter term, the school will show academic performance with a percent of students proficient at or above Level that meets or exceeds the percent proficient of the Community School District (CSD) of location and also meets or exceeds the citywide percent proficient on the New York State ELA examination (Relevant to schools serving grades -8.)	NYS ELA exam		Data Not Available until 11/1
Academic Goal 5	Each year of the school’s next charter term, the school will show academic performance with a percent of students proficient at or above Level that meets or exceeds the percent proficient of the Community School	NYS Math Exam		Data Not Available until 11/1

	District (CSD) of location and also meets or exceeds the citywide percent proficient on the New York State Math examination (Relevant to schools serving grades -8.)			
Academic Goal 6	Each year, the percent of students performing at or above Level on the State Science exam in 4th and 8th grade will exceed the average performance of students tested in the same grades of the Community School District in which the school is located and the statewide proficiency average	NYS Science Exam and Science Regents (KIPP ACA administered the Living Environment Regents in place of the 8th grade NYS Science test)		Did Data Not Available until 11/1
Academic Goal 7	Each year, at least 75 percent of students in the high school accountability cohort passing an English Regents exam will have a score of 75 or above by the end of their fourth year. (Relevant to school serving grades 9-12.)	NYS Regents ELA Exam		Data Not Available until 11/1
Academic Goal 8	Each year, at least 75 percent of students in the high school accountability cohort passing a math Regents exam will have a score of 75 or above by the end of their fourth year. (Relevant to school serving grades 9-12.)	NYS Regents Math Exam		Data Not Available until 11/1

2. Do have more academic goals to add? Yes

2016-17 Progress Toward Attainment of Academic Goals

	Academic Student Performance Goal	Measure Used to Evaluate Progress Toward Attainment of Goal	Goal - Met or Not Met	If Not Met, Describe Efforts School Will Take
Academic Goal 9	Each year, 75% of students enrolled in grades 9-11 will accumulate 10 or more credits towards graduation. The school will be accountable for all credits accumulated by students who were continuously enrolled in the school including students who have dropped out or enrolled in an accredited GED program, however, excluding the credits accumulated by students who have transferred from or to another school, were incarcerated, left the country, or died during the school year. The school will report this each September by submitting a report of student credit accumulation from the previous school year for purposes of the NYC DOE School Quality Reports.	HS Credit Accumulation		Data Not Available until 11/1.
Academ	Each year, the percent of students in the high school accountability cohort scoring at or above the college ready			

ic Goal 10	benchmark on the Algebra Regents exam will meet or exceed that of the students in the same cohort across New York City.	NYS Regents Algebra Exam		Data Not Available until 11/1
Academic Goal 11	Each year, the percent of students in the high school accountability cohort scoring at or above the college ready benchmark on the relevant ELA Regents exam will meet or exceed that of students in the same cohort across New York City.	NYS Regents ELA Exam		Data Not Available until 11/1
Academic Goal 12	Each year, 80% of the graduating cohort will have scored at least 75 on a New York State Regents examination in Science (Living Environment, Chemistry, or other).	NYS Regents Science exams		Data Not Available until 11/1
Academic Goal 1	Each year, 80% of the graduating cohort will have scored at least 75 on the New York State Regents examinations in History (Global Studies and U.S. History)	NYS Regents History Exams		Data Not Available until 11/1
Academ	Each year, 80% of the graduating cohort will have scored at least 75 on the New York State Regents examinations in Spanish			

ic Goal 14	*cohort is defined as the group of students entering grade 9 on or before BEDS day in the same year at any school, regardless of when the student enters the charter school.	NYS Regents Spanish Exams		Data Not Available until 11/1
Academic Goal 15	Each year, the average performance of students will exceed the citywide average on the SAT tests in Critical Reading and Mathematics. It is expected that the participation rate for this test will be 75% or greater.	SAT		Data Not Available until 11/1
Academic Goal 16	Each year, 50 percent of students in the Graduation Cohort will successfully pass a high school AP exam.	AP exams		Data Not Available until 11/1

3. Do have more academic goals to add? Yes

2016-17 Progress Toward Attainment of Academic Goals

	Academic Student Performance Goal	Measure Used to Evaluate Progress Toward Attainment of Goal	Goal - Met, Partially Met, or Not Met	If Not Met, Describe Efforts School Will Take
Academic Goal 17	Each year, 85 percent of students in the Graduation Cohort will gain admission into a two and/or four year college.	College Admission		Data Not Available until 11/1
	Each year, 70			

Academic Goal 18	percent of students in the Graduation Cohort will enroll in a two and/or four year college.	College Enrollment		Data Not Available until 11/1
Academic Goal 19	Each year, 85 percent of students in the high school Graduation Cohort will graduate after the completion of their fourth year in the cohort.	High School Graduation		Data Not Available until 11/1
Academic Goal 20	95% of alumni will earn a high school diploma within 5 years of finishing 8th grade.	High School Graduation		Data Not Available until 11/1
Academic Goal 21	For each year of the next charter term, the school will perform at the 60th percentile or above compared with citywide averages for its 4-year graduation rate and in the 60th percentile or above compared with citywide averages for its 6-year graduation rate.	High School Graduation		Data Not Available until 11/1
Academic Goal 22	50% of alumni will earn a bachelor’s degree within 6 years of matriculation	College Graduation		N/A
Academic Goal 2	Each year, the school will have an average daily student attendance rate of at least 95 percent.	Daily Attendance	Not Met	Did Not Achieve In 2016-17 the average daily attendance rate was 94%.
Academic Goal 24	Each year, 95 percent of all students enrolled on the last day of the school year will return the following September.	Re-Enrollment		Data Not Available until 11/1

Academic Goal 25	Each year, 90 percent of all instructional staff employed during the prior school year will return and/or be asked to return the following school year.	Teacher Retention		Data Not Available until 11/1
Academic Goal 26				
Academic Goal 27				
Academic Goal 28				
Academic Goal 29				
Academic Goal 0				

4. ORGANIZATIONAL GOALS

2016-17 Progress Toward Attainment of Organizational Goals

	Organizational Goal	Measure Used to Evaluate Progress	Goal - Met or Not Met	If Not Met, Describe Efforts School Will Take
Org Goal 1	At least 80% of students will qualify for Free or Reduced Price Lunch	Free or Reduced Price Lunch		Data Not Available until 11/1
Org Goal 2	The percent of students in the incoming class classified as English Language Learners will be equivalent to or exceed that of the local CSD	English Language Learners		Data Not Available until 11/1
	The percent of			

Org Goal	students in the incoming class who will receive Special Education Services will be equivalent to or exceed that of the local CSD	Special Education Services		Data Not Available until 11/1
Org Goal 4	Each year, the school will comply with all applicable laws, rules, regulations and contract terms including, but not limited to, the New York Charter Schools Act, the New York Freedom of Information Law, the New York Open Meetings Law, the federal Individuals with Disabilities Education Act, and federal Family Educational Rights and Privacy Act.	Compliance	Met	Achieved
Org Goal 5	Each year, leadership will engage in strategic goal setting aligned to the organization's mission, beliefs, and long-term priorities.	Strategic Goal Setting	Met	Achieved

5. Do you have more organizational goals to add? Yes

2016-17 Progress Toward Attainment of Organizational Goals

	Organizational Goal	Measure Used to Evaluate Progress	Goal - Met or Not Met	If Not Met, Describe Efforts School Will Take
	In each year of the charter term,			

Org Goal 6	parents will express satisfaction with the school's program, based on the NYC DOE School Survey. On key questions as identified in the NYC DOE Charter Schools Accountability Handbook, the school will have a percentage of parents that agree or strongly agree that meets or exceeds citywide averages. The school will only have met this goal if 50% or more parents participate in the survey.	NYC DOE Learning Environment Survey		Data Not Available until 11/1
Org Goal 7	The average percentage of parents responding agree or strongly agree to statements on the HSR survey will exceed 75% in the majority of survey categories. Categories include attainment, culture and climate, school leadership and organizational systems, school talent, and teaching and learning. Only relevant for ES and MS.	Healthy Schools Survey	Met	Achieved
	The average percentage of students responding agree			

Org Goal 8	or strongly agree to statements on the HSR survey will exceed 60% in the majority of survey categories. Categories include attainment, character, culture and climate, and teaching and learning. Only relevant for grades -8.	Healthy Schools Survey	Met	Achieved
Org Goal 9	75% of parents will agree or strongly agree with the statement: “I would recommend KIPP to other families”	Healthy Schools Survey	Met	Achieved
Org Goal 10	In each year of the charter term, staff will express satisfaction with the school’s program, based on the NYC DOE School Survey. On key questions as identified in the NYC DOE Charter Schools Accountability Handbook, the school will have a percentage of staff that agree or strongly agree that meets or exceeds citywide averages. The school will only have met this goal if 50% or more staff participate in the survey	NYC DOE Learning Environment Survey		Data Not Available until 11/1
	75% of staff will agree or strongly agree with the			Did Not Achieve

Org Goal 11	statement “I would recommend KIPP to a friend as a place of employment”	Healthy Schools Survey	Not Met	42% of staff agreed or strongly agreed.
Org Goal 12	The average percentage of teachers responding agree or strongly agree to statements on the HSR survey will exceed 60% in the majority of survey categories. Categories include culture and climate, school leadership and organizational systems, school talent, and teaching and learning. Only relevant for ES and MS.	Healthy Schools Survey	Met	Achieved
Org Goal 1	75% of students in grades and above will agree or strongly agree with the statement “I would recommend KIPP to my family/friends”	Healthy Schools Survey	Not Met	Did Not Achieve
Org Goal 14	In each year of the charter term, students will express satisfaction with the school’s program, based on the NYC DOE School Survey. On key questions as identified in the NYC DOE Charter Schools Accountability Handbook, the school will have a	NYC DOE Learning Environment Survey		Data Not Available until 11/1

	percentage of students that agree or strongly agree that meets or exceeds citywide averages. The school will only have met this goal if 50% or more students participate in the survey. (For grades 6-12 only.)			
Org Goal 15				

6. FINANCIAL GOALS

2016-17 Progress Toward Attainment of Financial Goals

	Financial Goals	Measure Used to Evaluate Progress	Goal - Met or Not Met	If Not Met, Describe Efforts School Will Take
Financial Goal 1	Upon completion of the school's first year of operation and every year thereafter, the school will undergo an independent financial audit that will result in an unqualified opinion and no major findings.	Financial Audit		Data Not Available until 11/1
Financial Goal 2	Each year, the school will operate on a balanced budget and maintain a stable cash flow.	Budget		Data Not Available until 11/1
Financial Goal				
Financial Goal 4				
Financial Goal 5				

Entry 4 Expenditures per Child

Last updated: 08/01/2017

Financial Information

This information is required of ALL charter schools. Provide the following measures of fiscal performance of the charter school in Appendix B (Total Expenditures and Administrative Expenditures Per Child):

1. Total Expenditures Per Child

To calculate **'Total Expenditures per Child'** take total expenditures (from the unaudited 2016-17 Schedule of Functional Expenses) and divide by the year end FTE student enrollment. (Integers Only. No dollar signs or commas).

Note: The information on the Schedule of Functional Expenses on pages 41–43 of the Audit Guide can help schools locate the amounts to use in the two per pupil calculations: http://www.p12.nysed.gov/psc/AuditGuide.html

Line 1: Total Expenditures	20835350
Line 2: Year End FTE student enrollment	1134
Line 3: Divide Line 1 by Line 2	18372

2. Administrative Expenditures per Child

To calculate **'Administrative Expenditures per Child'** To calculate "Administrative Expenditures per Child" first *add* together the following:

1. Take the relevant portion from the 'personnel services cost' row and the 'management and general' column (from the unaudited 2016-17 Schedule of Functional Expenses)

2. Any contracted administrative/management fee paid to other organizations or corporations

3. Take the total from above and divide it by the year-end FTE enrollment. The relevant portion that must be included in this calculation is defined as follows:

Administrative Expenditures: Administration and management of the charter school includes the activities and personnel of the offices of the chief school officer, the finance or business offices, school operations personnel, data management and reporting, human resources, technology, etc. It also includes those administrative and management services provided by other organizations or corporations on behalf of the charter school for which the charter school pays a fee or other compensation. Do not include the FTE of personnel whose role is to directly support the instructional program.

Notes:
The information on the Schedule of Functional Expenses on pages 41–43 of the Audit Guide can help schools locate the amounts to use in the two per pupil calculations: http://www.p12.nysed.gov/psc/AuditGuide.html.
Employee benefit costs or expenditures should not be reported in the above calculations.

Line 1: Relevant Personnel Services Cost (Row)	2831064
Line 2: Management and General Cost (Column)	2289220
Line 3: Sum of Line 1 and Line 2	5120284
Line 5: Divide Line 3 by the Year End FTE student enrollment	4515

Thank you.

New York State Education Department

Request for Proposals to Establish Charter Schools Authorized by the - Board of Regents -

2017-18 Budget & Cash Flow Template

General Instructions and Notes for New Application Budgets and Cash Flows Templates

1	Complete ALL SIX columns in BLUE
2	Enter information into the GRAY cells
3	Cells containing **RED** triangles in the upper right corner in columns B through G contain guidance on that particular item
4	Funding by School District information for all NYS School district is located on the State Aid website at https://stateaid.nysed.gov/charter/. Refer to this website for per-pupil tuition funding for all school districts. Rows may be inserted in the worksheet to accomodate additional districts if necessary.
5	The Assumptions column should be completed for all revenue and expense items unless the item is self-explanatory. Where applicable, please reference the page number or section in the application narrative that indicates the assumption being made. For instance, student enrollment would reference the applicable page number in Section I, C of the application narrative.

Infinity PCS, LLC -

PROJECTED BUDGET FOR 2017-2018 -

July 1, 2017 to June 30, 2018 -

Please Note: The student enrollment data is entered below in the Enrollment Section beginning in row 155. This will populate the data in row 10.

	REGULAR EDUCATION	SPECIAL EDUCATION	OTHER	FUNDRAISING	MANAGEMENT & GENERAL	TOTAL
Total Revenue	17,749,222	3,376,800	-	-	-	21,126,022
Total Expenses	16,840,692	1,925,171	-	-	2,360,158	21,126,021
Net Income	908,530	1,451,628	-	-	(2,360,158)	0
Actual Student Enrollment	879	255				-
Total Paid Student Enrollment	870	252				1,123

		PROGRAM SERVICES			SUPPORT SERVICES		
		REGULAR EDUCATION	SPECIAL EDUCATION	OTHER	FUNDRAISING	MANAGEMENT & GENERAL	TOTAL
REVENUE							
REVENUES FROM STATE SOURCES							
Per Pupil Revenue	**CY** Per Pupil Rate						
New York City	*$14,457.00*	16,645,680	-	-	-	-	16,645,680
School District 2 (Enter Name)		-	-	-	-	-	-
School District 3 (Enter Name)		-	-	-	-	-	-
School District 4 (Enter Name)		-	-	-	-	-	-
School District 5 (Enter Name)		-	-	-	-	-	-
		16,645,680					16,645,680
Special Education Revenue		-	3,168,031	-	-	-	3,168,031
Grants							
Stimulus		-	-	-	-	-	-
Other							-
Other State Revenue		-	-	-	-	-	-
TOTAL REVENUE FROM STATE SOURCES		16,645,680	3,168,031				19,813,711
REVENUE FROM FEDERAL FUNDING							
IDEA Special Needs		-	208,769	-	-	-	208,769
Title I		567,000	-	-	-	-	567,000
Title Funding - Other		-	-	-	-	-	-
School Food Service (Free Lunch)		132,722	-	-	-	-	132,722
Grants							
Charter School Program (CSP) Planning & Implementation		-	-	-	-	-	-
Other							-
Other Federal Revenue		-	-	-	-	-	-
TOTAL REVENUE FROM FEDERAL SOURCES		699,722	208,769				908,491
LOCAL and OTHER REVENUE							
Contributions and Donations, Fundraising		30,711	-	-	-	-	30,711
Erate Reimbursement		74,300	-	-	-	-	74,300
Interest Income, Earnings on Investments,		-	-	-	-	-	-
NYC-DYCD (Department of Youth and Community Developmt.)		279,651	-	-	-	-	279,651
Food Service (Income from meals)		-	-	-	-	-	-
Text Book		-	-	-	-	-	-
Other Local Revenue		19,158	-	-	-	-	19,158
TOTAL REVENUE FROM LOCAL and OTHER SOURCES		403,820					403,820
TOTAL REVENUE		17,749,222	3,376,800				21,126,022
EXPENSES							
ADMINISTRATIVE STAFF PERSONNEL COSTS	No. of Positions						
Executive Management	1.23	244,634	-	-	-	-	244,634
Instructional Management	4.03	535,146	-	-	-	-	535,146
Deans, Directors & Coordinators	11.56	1,237,717	-	-	-	-	1,237,717
CFO / Director of Finance	-	-	-	-	-	-	-

Infinity PCS, LLC

PROJECTED BUDGET FOR 2017-2018

July 1, 2017 to June 30, 2018

Please Note: The student enrollment data is entered below in the Enrollment Section beginning in row 155. This will populate the data in row 10.

	REGULAR EDUCATION	SPECIAL EDUCATION	OTHER	FUNDRAISING	MANAGEMENT & GENERAL	TOTAL
Total Revenue	17,749,222	3,376,800	-	-	-	21,126,022
Total Expenses	16,840,692	1,925,171	-	-	2,360,158	21,126,021
Net Income	908,530	1,451,628	-	-	(2,360,158)	0
Actual Student Enrollment	879	255				-
Total Paid Student Enrollment	870	252				1,123

		PROGRAM SERVICES			SUPPORT SERVICES		
		REGULAR EDUCATION	SPECIAL EDUCATION	OTHER	FUNDRAISING	MANAGEMENT & GENERAL	TOTAL
Operation / Business Manager	7.52	609,519	-	-	-	-	609,519
Administrative Staff	-	-	-	-	-	-	-
TOTAL ADMINISTRATIVE STAFF	**24**	**2,627,017**					**2,627,017**
INSTRUCTIONAL PERSONNEL COSTS							
Teachers - Regular	61.74	5,594,117	-	-	-	-	5,594,117
Teachers - SPED	22.60	-	1,890,919	-	-	-	1,890,919
Substitute Teachers	-	-	-	-	-	-	-
Teaching Assistants	5.05	282,889	-	-	-	-	282,889
Specialty Teachers	9.80	843,281	-	-	-	-	843,281
Aides	-	-	-	-	-	-	-
Therapists & Counselors	9.05	839,202	-	-	-	-	839,202
Other - Instructional	3.29	253,193	-	-	-	-	253,193
TOTAL INSTRUCTIONAL	**112**	**7,812,682**	**1,890,919**				**9,703,601**
NON-INSTRUCTIONAL PERSONNEL COSTS							
Nurse	-	-	-	-	-	-	-
Librarian	-	-	-	-	-	-	-
Custodian	-	-	-	-	-	-	-
Security	-	-	-	-	-	-	-
Other - Non-Instructional	0.46	250,459	-	-	-	-	250,459
TOTAL NON-INSTRUCTIONAL	**0**	**250,459**					**250,459**
SUBTOTAL PERSONNEL SERVICE COSTS	**136**	**10,690,158**	**1,890,919**				**12,581,077**
PAYROLL TAXES AND BENEFITS							
Payroll Taxes		973,683	-	-	-	-	973,683
Fringe / Employee Benefits		1,231,729	-	-	-	-	1,231,729
Retirement / Pension		807,448	-	-	-	-	807,448
TOTAL PAYROLL TAXES AND BENEFITS		**3,012,860**					**3,012,860**
TOTAL PERSONNEL SERVICE COSTS		**13,703,018**	**1,890,919**				**15,593,938**
CONTRACTED SERVICES							
Accounting / Audit		25,613	-	-	-	-	25,613
Legal		-	-	-	-	-	-
Management Company Fee		-	-	-	-	2,360,158	2,360,158
Nurse Services		-	-	-	-	-	-
Food Service / School Lunch		-	-	-	-	-	-
Payroll Services		24,911	-	-	-	-	24,911
Special Ed Services		-	18,438	-	-	-	18,438
Titlement Services (i.e. Title I)		-	-	-	-	-	-
Other Purchased / Professional / Consulting		460,589	-	-	-	-	460,589
TOTAL CONTRACTED SERVICES		**511,112**	**18,438**			**2,360,158**	**2,889,707**
SCHOOL OPERATIONS							
Board Expenses		-	-	-	-	-	-
Classroom / Teaching Supplies & Materials		49,043	-	-	-	-	49,043

Infinity PCS, LLC

PROJECTED BUDGET FOR 2017-2018

July 1, 2017 to June 30, 2018

Please Note: The student enrollment data is entered below in the Enrollment Section beginning in row 155. This will populate the data in row 10.

	REGULAR EDUCATION	SPECIAL EDUCATION	OTHER	FUNDRAISING	MANAGEMENT & GENERAL	TOTAL
Total Revenue	17,749,222	3,376,800	-	-	-	21,126,022
Total Expenses	16,840,692	1,925,171	-	-	2,360,158	21,126,021
Net Income	908,530	1,451,628	-	-	(2,360,158)	0
Actual Student Enrollment	879	255				-
Total Paid Student Enrollment	870	252				1,123

	PROGRAM SERVICES			SUPPORT SERVICES		
	REGULAR EDUCATION	SPECIAL EDUCATION	OTHER	FUNDRAISING	MANAGEMENT & GENERAL	TOTAL
Special Ed Supplies & Materials	-	-	-	-	-	-
Textbooks / Workbooks	185,657	15,815	-	-	-	201,472
Supplies & Materials other	124,176	-	-	-	-	124,176
Equipment / Furniture	73,506	-	-	-	-	73,506
Telephone	105,833	-	-	-	-	105,833
Technology	601,929	-	-	-	-	601,929
Student Testing & Assessment	36,494	-	-	-	-	36,494
Field Trips	123,687	-	-	-	-	123,687
Transportation (student)	37,616	-	-	-	-	37,616
Student Services - other	102,991	-	-	-	-	102,991
Office Expense	131,053	-	-	-	-	131,053
Staff Development	212,100	-	-	-	-	212,100
Staff Recruitment	4,543	-	-	-	-	4,543
Student Recruitment / Marketing	7,600	-	-	-	-	7,600
School Meals / Lunch	131,343	-	-	-	-	131,343
Travel (Staff)	3,812	-	-	-	-	3,812
Fundraising	-	-	-	-	-	-
Other	36,911	-	-	-	-	36,911
TOTAL SCHOOL OPERATIONS	1,968,295	15,815				1,984,110
FACILITY OPERATION & MAINTENANCE						
Insurance	178,693	-	-	-	-	178,693
Janitorial	49,690	-	-	-	-	49,690
Building and Land Rent / Lease	4,000	-	-	-	-	4,000
Repairs & Maintenance	42,994	-	-	-	-	42,994
Facilities Equipment / Furniture	1,526	-	-	-	-	1,526
Security	-	-	-	-	-	-
Utilities	147,500	-	-	-	-	147,500
TOTAL FACILITY OPERATION & MAINTENANCE	424,402					424,402
DEPRECIATION & AMORTIZATION	233,865	-	-	-	-	233,865
DISSOLUTION ESCROW & RESERVES / CONTIGENCY	-	-	-	-	-	-
TOTAL EXPENSES	16,840,692	1,925,171			2,360,158	21,126,021
NET INCOME	908,530	1,451,628	-	-	(2,360,158)	0

ENROLLMENT - *School Districts Are Linked To Above Entries*	REGULAR EDUCATION	SPECIAL EDUCATION	TOTAL ENROLLED
New York City Enrollment	879	255	1,134
School District 2 (Enter Name)			-
School District 3 (Enter Name)			-
School District 4 (Enter Name)			-
School District 5 (Enter Name)			-
TOTAL ENROLLMENT	879	255	1,134
REVENUE PER PUPIL	15,652	13,242	-

Infinity PCS, LLC

PROJECTED BUDGET FOR 2017-2018

July 1, 2017 to June 30, 2018

Please Note: The student enrollment data is entered below in the Enrollment Section beginning in row 155. This will populate the data in row 10.

	REGULAR EDUCATION	SPECIAL EDUCATION	OTHER	FUNDRAISING	MANAGEMENT & GENERAL	TOTAL
Total Revenue	17,749,222	3,376,800	-	-	-	21,126,022
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Net Income	908,530	1,451,628	-	-	(2,360,158)	0
Actual Student Enrollment	879	255				-
Total Paid Student Enrollment	870	252				1,123

	PROGRAM SERVICES			SUPPORT SERVICES		
	REGULAR EDUCATION	SPECIAL EDUCATION	OTHER	FUNDRAISING	MANAGEMENT & GENERAL	TOTAL
EXPENSES PER PUPIL	14,851	7,550	-			

Assumptions
DESCRIPTION OF ASSUMPTIONS - Please note assumptions when applicable
Assumes paid enrollment that is 1% less than actual enrollment.
2% increase in rate, per NY State
Assumes $972 per student (year -2), consistent with expected 2017 funding.
Assumes $500 per student, consistent with 2017 funding.
High School food program.
Private and internal grants, and cash collections (student uniforms, supplies, field trips,
List exact titles and staff FTE"s (Full time eqiuilivalent)
see "Staff List" tab; fractional staff are shared across multiple charters
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DESCRIPTION OF ASSUMPTIONS - Please note assumptions when applicable
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Includes Part-time staff in dollar total but not headcount total
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see "Staff List" tab; fractional staff are shared across multiple charters
Includes Part-time staff in dollar total but not headcount total
8% of total salary costs.
Fee paid to independent auditor.
Includes KIPP licensing fee and management fee (11% of gov. revs)
Includes instructional consultants, tech and other consultants.
Board expenses generally covered by the Board.
Includes instructional and student materials including enrichment supplies/materials.

Assumptions
DESCRIPTION OF ASSUMPTIONS - Please note assumptions when applicable
Assumes paid enrollment that is 1% less than actual enrollment.
Software licenses, infrastructure maintenance, network&internet services, photocopier. Test booklets and grading. Both local and end of year out of state trips.
Uniforms, athletic and extracurricular supplies and student performances. General office supplies and postage. Conferences and other staff development.
High School food program.
Memberships / Subscriptions, bank fees, other.
$75K for dissolution has been set aside in previous years and remains in an escrow
Enrollment based on a rollforward of FY 17 actual assuming attrition and holdover rates consistent with historical trends.

Assumptions
DESCRIPTION OF ASSUMPTIONS - Please note assumptions when applicable
Assumes paid enrollment that is 1% less than actual enrollment.

	Count			
	INF ES	INF MS	INF HS	Total INF
Teacher	25.0	20.0	16.7	61.7
Specialty Teacher	4.0	3.0	2.8	9.8
Counselor	2.0	3.0	2.8	7.8
SPED	11.0	7.0	4.6	22.6
AP/Director	3.0	1.0	1.3	5.3
Teaching Fellow	1.9	1.9	1.2	5.1
College Advisory	0.0	0.0	2.3	2.3
Regional Student Services	0.0	0.0	0.3	0.3
Dean	1.0	3.0	2.3	6.3
Principal	1.0	1.0	0.5	2.5
School Operations	2.0	1.0	1.5	4.5
Program Director	0.0	1.0	0.0	1.0
Instructional Leader	0.0	0.0	1.5	1.5
DOO	0.0	1.0	0.3	1.3
School Operations Administra	1.0	0.0	0.8	1.8
Superintendent/MDs	0.8	0.2	0.0	1.0
Building Managers	0.5	0.7	0.0	1.2
Speech Therapists	0.0	0.0	0.5	0.5
Total	53.2	43.8	39.3	136.3

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Disclosure of Financial Interest by a Current or Proposed Charter School Education Corporation Trustee

Trustee Name:

Brian Zied

Name of Charter School Education Corporation (for an unmerged school, this is the Charter School Name):

KIPP NYC Public Charter Schools

1. List all positions held on the education corporation board (e.g., president, treasurer, parent representative).

Treasurer

2. Is the trustee an employee of any school operated by the Education Corporation?
____**Yes** X **No**

If **Yes**, for each school, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

3. Is the trustee an employee or agent of the management company or institutional partner of the charter school(s) governed by the Education Corporation?

____**Yes** X **No**

If **Yes**, for each school, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

4. Identify each interest/transaction (and provide the requested information) that you or any of your immediate family members or any persons who live with you in your house have held or engaged in with the charter school(s) governed by the Education Corporation during the time you have served on the board, and in the six-month period prior to such service. If there has been no such financial interest or transaction, write **None**. Please note that if you answered **Yes** to Questions 2-4 above, you need not disclose again your employment status, salary, etc.

Date(s)	Nature of Financial Interest/Transaction	Steps taken to avoid a conflict of interest, (e.g., did not vote, did not participate in discussion)	Name of person holding interest or engaging in transaction and relationship to yourself

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None			

5. Identify each individual, business, corporation, union association, firm, partnership, committee proprietorship, franchise holding company, joint stock company, business or real estate trust, non-profit organization, or other organization or group of people doing business with the school(s) governed by the Education Corporation **and** in which such entity, during the time of your tenure as a trustee, you and/or your immediate family member(s) or person(s) living in your house had a financial interest or other relationship. If you are a member, director, officer or employee of an organization formally partnered with the school(s) that is/are doing business with the school(s) through a management or services agreement, please identify only the name of the organization, your position in the organization, and the relationship between such organization and the school(s). If there was no financial interest, write **None**.

Organization conducting business with the school(s)	Nature of business conducted	Approximate value of the business conducted	Name of Trustee and/or immediate family member of household holding an interest in the organization conducting business with the school(s) and the nature of the interest	Steps Taken to Avoid Conflict of Interest
None				

DocuSigned by:
Brian Zied
5C301B3BFD064F1...

Signature 7/10/2017 Date

Please note that this document is considered a public record and as such, may be made available to members of the public upon request under the Freedom of Information Law. Personal contact information provided below wil

Business Tele

Business Add

E-mail Addres

Home Teleph

Home Addres

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2016-17 KIPP NYC Annual Disclosure of Potential Conflicts of Interest

KIPP NYC Public Charter Schools

1. Trustee Name: Deborah Dauman

2. Office(s) held (e.g., Board Chair, Treasurer): N/A

3. Please respond below regarding any financial interest or transaction that you or your immediate family members (or any persons who live with you in your house) have held or engaged in with KIPP NYC or any of its Schools during the 2016-17 school year. This includes any organization doing business with KIPP NYC or any of its Schools in which you or your immediate family members (or any persons who live with you in your house) had a financial interest or other relationship over the school year.

   Has there been such financial interest or transaction? No

4. Please sign and date below. DocuSigned by: 719310704057445... 7/18/2017

Signature Date

Note: in addition to this disclosure form, the Trustee will also complete the New York State Education Department Financial Disclosure Form, an annual reporting requirement from the State.

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2016-17 Affirmation of Receipt of KIPP NYC Conflict of Interest Policy

KIPP NYC Public Charter Schools

Deborah Dauman, Trustee of KIPP NYC Public Charter Schools, affirms that during the 2016-17 school year (s)he:

a. Received a copy of KIPP NYC's Conflict of Interest Policy;

b. Read and understands this Policy; and

c. Agreed to comply with this Policy.

Office(s) held (e.g., Board Chair, Treasurer): N/A

DocuSigned by:

719310704057445...

7/18/2017

Signature Date

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KIPP NYC Public Charter Schools Conflicts of Interest Policy

Purpose:

KIPP NYC Public Charter Schools, KIPP Academy Charter School, KIPP Infinity Charter School, and KIPP AMP Charter School have adopted a Code of Ethics setting forth for the guidance of trustees, officers and employees the standards of conduct expected of them, including standards with respect to disclosure of conflicts of interest regarding any matter brought or required to be brought before their respective Boards. The Conflict of Interest Policy is part of the Codes of Ethics adopted by each of the Corporations. It provides procedures for addressing, disclosing, and documenting conflicts of interest as such term in used in §§ 800 through 806 of the New York State General Municipal Law (hereafter "the Municipal Law") and in § 715-a of the Not-for-Profit Corporation Law. It also includes procedures for addressing Related Party Transactions, as such term is defined in § 102 (24) of the Not-for-Profit Corporation Law. The Policy supplements, and does not replace any applicable provisions of the General Municipal Law and other state and federal laws governing conflicts of interest. It applies to all Trustees, Officers and Key Employees of each of the Corporations. The Schools will be referred to herein, individually, as "the Corporation."

Definitions:

"Affiliate" means an entity controlled by, in control of, or under common control with the Corporation.

"Audit & Finance Committee" means the Audit & Finance Committee of the Corporation, as described in the By-laws of the Corporation. The Audit & Finance Committee is comprised of at least three Trustees who are Independent Directors as defined in § 102 (21) of the Not-for-Profit Corporation Law and in this Policy.

"Board" means the Board of Trustees.

"Compensation" means direct or indirect remuneration, as well as gifts or favors. A gift or favor that is valued at $75 or more is expressly prohibited by the Municipal Law when offered to a Trustee, Officer or Key Employee in connection with official duties, but gifts of lesser value may also be subject to this policy.

"Corporation" refers to each of the KIPP Charter Schools which have adopted this policy and which are Education Corporations and, as such, subject to provisions of the Not-for-Profit Corporation Law made applicable to education corporations by § 216-a of the Education Law. Each Corporation, as a chartered entity, is also subject to the Conflict of Interest Provisions of §§ 800 through 806 of the General Municipal Law,

"Financial Interest": A person has a "Financial Interest" in a transaction if such person would receive an economic benefit, directly or indirectly, from such transaction or compensation agreement.

"Independent Director" means a Trustee who (i) is not, and has not been within the last three years, an employee of the Corporation or an Affiliate and does not have a Relative who is, or has been within the last three years, a Key Employee of the Corporation or of an Affiliate; (ii) has not received, and does not have a Relative who has received, in any of the last three fiscal years, more than $10,000 in direct compensation from the Corporation or from an Affiliate (other than reimbursement for expenses reasonably incurred as a Trustee,

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Officer or Key Employee); and (iii) is not a current employee of, or does not have a substantial financial interest in, and does not have a Relative who is a current officer of or who has a substantial financial interest in, any entity that has made payments to, or received payments from the Corporation or from an Affiliate for property or services in an amount which, in any of the last three fiscal years, exceeds the lesser of $25,000 or 2 % of such entity's consolidated gross revenues. For these purposes, "payment" does not include charitable contributions.

"Key Employee" includes but is not limited to any person who is in a position to exercise substantial influence over the Corporation, as defined from time to time by the Corporation, or who has or shares authority to control or determine a substantial portion of the operating budgets of the Corporation or the schools or compensation for employees.

"Related Party" means: (1) any Trustee, Officer, or Key Employee of the Corporation or an Affiliate; (2) A Relative of any Trustee, Officer, or Key Employee of the Corporation or an Affiliate or (3) any entity in which any individual described in clause (1) or (2) of this definition has a 35% or greater ownership or beneficial interest, except that in the case of a partnership or professional corporation, a Related Party will include an entity in which any individual described in clause (1) or (2) above has a direct or indirect ownership interest in excess of 5%.

"Related Party Transaction" means any transaction or agreement or other kind of arrangement between the Corporation and a Related Party or an entity in which the Related Party has an interest. Related Party Transactions are subject to special provisions for disclosure, evaluation and documentation. In addition, certain Related Party Transactions are subject to limitations described in the Municipal Law. These special provisions and limitations are summarized in this Policy.

"Relative" means an individual's spouse or domestic partner, as defined in Public Health Law §2994-a, ancestors, siblings (whether whole or half-blood), children (whether natural or adopted), grandchildren, great grandchildren and spouses or domestic partners of ancestors, siblings, children, grandchildren, and great-grandchildren. Children of siblings and their spouses and partners will also be considered Relatives under this Policy.

"School" any school managed by the Corporation.

"Trustees" and "Officers" are the elected individuals responsible for managing the affairs of the Corporation as described in the By-laws.

What is a Conflict of Interest?

For purposes of this Policy, a "Conflict of Interest" arises when the personal, professional or financial interests of a Trustee, Officer or Key Employee diverge or may potentially diverge from the interests of the Corporation. A conflict of interest will arise when a transaction involving the Corporation could financially harm or benefit a person covered by this Policy, but a conflict of interest does not always involve financial interests. A conflict may also involve the use of the services or facilities of the Corporation or may involve the use of staff assistance for purposes other than carrying out professional or fiduciary duties.

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Conflicts may also arise if a Trustee, Officer or Key Employee is asked to communicate on behalf of a person or firm with the Corporation. Accordingly, a Trustee, Officer or Key Employee may not communicate with the Board or a School on behalf of a person or a firm, unless requested to do so by the Corporation, and shall avoid engaging in activities that would appear to be unduly influenced by other persons who have a special interest in matters under consideration by the Trustee of the Corporation or employees of one of the Schools. If a Trustee, Officer or Key Employee inadvertently engages in such activities, he/she shall promptly notify the Board in writing of such activities and shall disclose all known facts prior to participating in a Board discussion of these matters.

Disclosure of Conflicts of Interest:

Written disclosure of all potential Conflicts of Interest is required of Trustees, Officers and Key Employees prior to election or appointment and annually thereafter. However, Conflicts of Interest may arise between annual updates and, accordingly, an individual with a duality of interest shall disclose the potential Conflict (a) prior to voting on or otherwise discharging his or her duties with respect to any matter involving the potential Conflict; (b) prior to entering into any contract or transaction involving the Corporation; and (c) as soon as possible after he or she learns of an actual or potential Conflict of Interest. Disclosure of the material facts surrounding the Conflict of Interest shall be made to the Chairperson of the Board and the Chairperson of the Audit & Finance Committee. The interested Trustee or Officer shall thereafter refrain from participating in deliberations and decisions relating to the matter unless he or she is asked for information by the Chairperson of the Board or the Audit & Finance Committee.

The existence and resolution (as applicable) of any reported Conflict of Interest shall be documented in the appropriate records of the Corporation, including in the minutes of any meeting at which the Conflict of Interest was discussed and voted upon.

A Key Employee who wishes to use staff assistance, services or facilities for purposes other than carrying out professional responsibilities will disclose the Conflict to the Principal of the School who will exercise discretion in allowing or disallowing the proposed use in accordance with this Policy.

Annual Statements:

Without limiting the general and continuing disclosure obligation set forth in the preceding section, the Chairperson of the Audit & Finance Committee shall distribute annually to all Trustees, Officers and Key Employees, a form soliciting the disclosure of all potential Conflicts of Interests, including specific information concerning the terms of any contract or transaction with the Corporation and whether the applicable processes set forth in this Policy were used. Each Trustee, Officer and Key Employee shall also annually sign a statement included with the form distributed by the Corporation which affirms such person:

a. has received a copy of this Policy;

b. has read and understands this Policy, and

c. has agreed to comply with this Policy.

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Written disclosures shall be submitted to and reviewed by the Chairperson of the Board and the Chairperson of the Audit & Finance Committee.

Related Party Transactions:

A Related Party Transaction is a transaction in which the Corporation is a party and a Related Party (as defined above) has a financial interest or another material interest. All rules and principles related to disclosure of Conflicts of Interest apply to Related Party Transactions, but in addition, the Trustees must initiate a formal Audit & Finance Committee review or a review by a quorum of the Board consisting of Independent Trustees.

Any Trustee, Officer or Key Employee with an interest in a Related Party Transaction shall make a good faith disclosure of all material facts related to such interest to the Audit & Finance Committee. The Audit & Finance Committee shall review all the material facts related to the proposed Related Party Transaction and request any additional information that it deems necessary to complete such review.

The Municipal Law prohibits transactions between Charter Schools and for-profit business entities in which a member of the Board of Trustees or a Key Employee has an interest if such Trustee or Key Employee has certain enumerated responsibilities. Accordingly, the Audit & Finance Committee will first determine whether or not the Trustee, Officer or Key Employee who has an interest in any proposed contract with a for-profit entity, has the power or duty, individually or as a member of the Board, to (1) negotiate, prepare, authorize or approve the contract or authorize payment thereunder; (2) audit bills or claims under the contract; or (3) appoint an officer or employee who has any of these powers or duties. If the interested Trustee, Officer or Key Employee does not have any of the enumerated responsibilities or if the proposed contract is with a not-for-profit entity, or is otherwise authorized by § 802 of the Municipal Law, the Committee may continue its review.

If a Related Party Transaction is otherwise authorized and the Related Party has a "substantial" financial interest or other material interest in such transaction, as assessed by the Audit & Finance Committee, the Audit & Finance Committee shall consider alternative transactions to the proposed transaction and the Chairperson of the Committee shall, if appropriate, appoint a disinterested person or committee to investigate alternatives. The Committee, after reviewing any such alternatives, shall determine whether the Corporation can obtain, with reasonable efforts, a more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest.

The Audit & Finance Committee shall after considering alternative transactions and/or comparability data, determine whether the transaction or arrangement is fair, reasonable, and in the best interest of the Corporation at the time of its decision.

Following its review the Audit & Finance Committee may approve the transaction, or may refer the matter to the Board of Trustees for approval by the Board.

Upon receiving a recommendation from the Audit & Finance Committee, the Board may accept the recommendation or make an independent determination as to whether the proposed transaction is fair, reasonable and in the best interests of the Corporation. Upon the affirmative vote of not less than a majority of independent Trustees present, the Trustees may authorize the transaction.

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At the time of any deliberation or decision by the Audit & Finance Committee or the Board concerning the authorization of a proposed Related Party Transaction, the interested Trustee, Officer or Key Employee shall not be present and shall not attempt to improperly influence any deliberations or voting, provided that the Board, or Audit & Finance Committee, may request such individual to provide information regarding the Related Party Transaction prior to the commencement of deliberations or voting.

The minutes of the meeting of the Board and the Audit & Finance Committee that conducted the initial review shall provide contemporaneous documentation of the basis for approval, including the Board's consideration of any alternative transactions. The minutes shall also contain the names of the persons who were present for discussions and votes relating to the transaction or arrangement, the content of the discussion, and a record of any votes taken in connection with the proceedings.

The Corporation shall not enter into a Related Party Transaction unless it is approved in accordance with this Policy. **Any Related Party Transaction that is approved without complying with the procedure set forth in this section shall be void.**

Periodic Reviews

To ensure that the KIPP Schools operate in a manner consistent with charitable purposes and do not engage in activities that could jeopardize tax-exempt status, periodic reviews shall be conducted by the Audit & Finance Committee of each Corporation. The Audit & Finance Committee shall report to the Board of Trustees. The periodic reviews shall, at a minimum, include the following subjects:

a. Whether compensation arrangements and benefits are fair and reasonable, based on competent survey information, and in the best interests of the Corporation.

b. Whether any related party transactions or arrangements with or on behalf of the Corporation are properly recorded, reflect reasonable investment or payments for goods and services, further charitable purposes and do not result in inurement, impermissible private benefit or in an excess benefit transaction.

Violations of the Conflicts of Interest Policy:

If the Board has reasonable cause to believe that a Trustee, Officer or Key Employee has failed to disclose an actual or possible Conflict of Interest, it shall inform the individual of the basis for such belief and afford that person an opportunity to explain the alleged failure to disclose. If, after hearing the response and after making further investigation as warranted by the circumstances, the Board determines that the Trustee, Officer or Key Employee has failed to disclose an actual or possible Conflict of Interest, it shall take appropriate disciplinary and corrective action.

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Disclosure of Financial Interest by a Current or Proposed Charter School Education Corporation Trustee

Trustee Name:

Erica Dewan

Name of Charter School Education Corporation (for an unmerged school, this is the Charter School Name):

KIPP NYC Public Charter Schools

1. List all positions held on the education corporation board (e.g., president, treasurer, parent representative).

2. Is the trustee an employee of any school operated by the Education Corporation?
____**Yes** X **No**

If **Yes**, for each school, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

3. Is the trustee an employee or agent of the management company or institutional partner of the charter school(s) governed by the Education Corporation?

____**Yes** X **No**

If **Yes**, for each school, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

4. Identify each interest/transaction (and provide the requested information) that you or any of your immediate family members or any persons who live with you in your house have held or engaged in with the charter school(s) governed by the Education Corporation during the time you have served on the board, and in the six-month period prior to such service. If there has been no such financial interest or transaction, write **None**. Please note that if you answered **Yes** to Questions 2-4 above, you need not disclose again your employment status, salary, etc.

Date(s)	Nature of Financial Interest/Transaction	Steps taken to avoid a conflict of interest, (e.g., did not vote, did not participate in discussion)	Name of person holding interest or engaging in transaction and relationship to yourself

None			

5. Identify each individual, business, corporation, union association, firm, partnership, committee proprietorship, franchise holding company, joint stock company, business or real estate trust, non-profit organization, or other organization or group of people doing business with the school(s) governed by the Education Corporation **and** in which such entity, during the time of your tenure as a trustee, you and/or your immediate family member(s) or person(s) living in your house had a financial interest or other relationship. If you are a member, director, officer or employee of an organization formally partnered with the school(s) that is/are doing business with the school(s) through a management or services agreement, please identify only the name of the organization, your position in the organization, and the relationship between such organization and the school(s). If there was no financial interest, write **None**.

Organization conducting business with the school(s)	Nature of business conducted	Approximate value of the business conducted	Name of Trustee and/or immediate family member of household holding an interest in the organization conducting business with the school(s) and the nature of the interest	Steps Taken to Avoid Conflict of Interest
None				

DocuSigned by:

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7/11/2017

Signature Date

Please note that this document is considered a public record and as such, may be made available to members of the public upon request under the Freedom of Information Law. Personal contact information provided below will be redacted.

Business Telephone:

Business Ad

E-mail Addre

Home Telep

Home Addre

[redacted]

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Disclosure of Financial Interest by a Current or Proposed Charter School Education Corporation Trustee

Trustee Name:

Gwendolyn Brunson

Name of Charter School Education Corporation (for an unmerged school, this is the Charter School Name):

KIPP NYC Public Charter Schools

1. List all positions held on the education corporation board (e.g., president, treasurer, parent representative).

2. Is the trustee an employee of any school operated by the Education Corporation?
____**Yes** X **No**

If **Yes**, for each school, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

3. Is the trustee an employee or agent of the management company or institutional partner of the charter school(s) governed by the Education Corporation?

____**Yes** X **No**

If **Yes**, for each school, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

4. Identify each interest/transaction (and provide the requested information) that you or any of your immediate family members or any persons who live with you in your house have held or engaged in with the charter school(s) governed by the Education Corporation during the time you have served on the board, and in the six-month period prior to such service. If there has been no such financial interest or transaction, write **None**. Please note that if you answered **Yes** to Questions 2-4 above, you need not disclose again your employment status, salary, etc.

Date(s)	Nature of Financial Interest/Transaction	Steps taken to avoid a conflict of interest, (e.g., did not vote, did not participate in discussion)	Name of person holding interest or engaging in transaction and relationship to yourself

None			

5. Identify each individual, business, corporation, union association, firm, partnership, committee proprietorship, franchise holding company, joint stock company, business or real estate trust, non-profit organization, or other organization or group of people doing business with the school(s) governed by the Education Corporation **and** in which such entity, during the time of your tenure as a trustee, you and/or your immediate family member(s) or person(s) living in your house had a financial interest or other relationship. If you are a member, director, officer or employee of an organization formally partnered with the school(s) that is/are doing business with the school(s) through a management or services agreement, please identify only the name of the organization, your position in the organization, and the relationship between such organization and the school(s). If there was no financial interest, write **None**.

Organization conducting business with the school(s)	Nature of business conducted	Approximate value of the business conducted	Name of Trustee and/or immediate family member of household holding an interest in the organization conducting business with the school(s) and the nature of the interest	Steps Taken to Avoid Conflict of Interest
None				

DocuSigned by:
Gwendolyn Brunson
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7/10/2017

Signature Date

Please note that this document is considered a public record and as such, may be made available to members of the public upon request under the Freedom of Information Law. Personal contact information provided below will be redacted.

Business Tele

Business Add

E-mail Addres

Home Teleph

Home Addres

[redacted]

Disclosure of Financial Interest by a Current or Proposed Charter School Education Corporation Trustee

Trustee Name:

Jane Martinez Dowling

Name of Charter School Education Corporation (for an unmerged school, this is the Charter School Name):

KIPP NYC Public Charter Schools

1. List all positions held on the education corporation board (e.g., president, treasurer, parent representative).

   Treasurer

2. Is the trustee an employee of any school operated by the Education Corporation?
   ____**Yes** X **No**

   If **Yes**, for each school, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

3. Is the trustee an employee or agent of the management company or institutional partner of the charter school(s) governed by the Education Corporation?

   X **Yes** ___ **No**

   If **Yes**, for each school, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

   Head of Programs, KIPP Through College since May 1st 2008. Current Salary is [redacted]

4. Identify each interest/transaction (and provide the requested information) that you or any of your immediate family members or any persons who live with you in your house have held or engaged in with the charter school(s) governed by the Education Corporation during the time you have served on the board, and in the six-month period prior to such service. If there has been no such financial interest or transaction, write **None**. Please note that if you answered **Yes** to Questions 2-4 above, you need not disclose again your employment status, salary, etc.

Date(s)	Nature of Financial Interest/Transaction	Steps taken to avoid a conflict of interest, (e.g., did not vote, did not participate in	Name of person holding interest or engaging in transaction and

		discussion)	relationship to yourself
None			

5. Identify each individual, business, corporation, union association, firm, partnership, committee proprietorship, franchise holding company, joint stock company, business or real estate trust, non-profit organization, or other organization or group of people doing business with the school(s) governed by the Education Corporation **and** in which such entity, during the time of your tenure as a trustee, you and/or your immediate family member(s) or person(s) living in your house had a financial interest or other relationship. If you are a member, director, officer or employee of an organization formally partnered with the school(s) that is/are doing business with the school(s) through a management or services agreement, please identify only the name of the organization, your position in the organization, and the relationship between such organization and the school(s). If there was no financial interest, write **None**.

Organization conducting business with the school(s)	Nature of business conducted	Approximate value of the business conducted	Name of Trustee and/or immediate family member of household holding an interest in the organization conducting business with the school(s) and the nature of the interest	Steps Taken to Avoid Conflict of Interest
None				

Signature Date 7/10/17

Please note that this document is considered a public record and as such, may be made available to members of the public upon request under the Freedom of Information Law. Personal contact information provided below will be redacted.

Business Telep

Business Addr

E-mail Address

Home Telepho

Home Address

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Disclosure of Financial Interest by a Current or Proposed Charter School Education Corporation Trustee

Trustee Name:

Rafael Mayer

Name of Charter School Education Corporation (for an unmerged school, this is the Charter School Name):

KIPP NYC Public Charter Schools

1. List all positions held on the education corporation board (e.g., president, treasurer, parent representative).

Board Chair

2. Is the trustee an employee of any school operated by the Education Corporation?
____**Yes** X **No**

If **Yes**, for each school, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

3. Is the trustee an employee or agent of the management company or institutional partner of the charter school(s) governed by the Education Corporation?

____**Yes** X **No**

If **Yes**, for each school, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

4. Identify each interest/transaction (and provide the requested information) that you or any of your immediate family members or any persons who live with you in your house have held or engaged in with the charter school(s) governed by the Education Corporation during the time you have served on the board, and in the six-month period prior to such service. If there has been no such financial interest or transaction, write **None**. Please note that if you answered **Yes** to Questions 2-4 above, you need not disclose again your employment status, salary, etc.

Date(s)	Nature of Financial Interest/Transaction	Steps taken to avoid a conflict of interest, (e.g., did not vote, did not participate in discussion)	Name of person holding interest or engaging in transaction and relationship to yourself

None			

5. Identify each individual, business, corporation, union association, firm, partnership, committee proprietorship, franchise holding company, joint stock company, business or real estate trust, non-profit organization, or other organization or group of people doing business with the school(s) governed by the Education Corporation **and** in which such entity, during the time of your tenure as a trustee, you and/or your immediate family member(s) or person(s) living in your house had a financial interest or other relationship. If you are a member, director, officer or employee of an organization formally partnered with the school(s) that is/are doing business with the school(s) through a management or services agreement, please identify only the name of the organization, your position in the organization, and the relationship between such organization and the school(s). If there was no financial interest, write **None**.

Organization conducting business with the school(s)	Nature of business conducted	Approximate value of the business conducted	Name of Trustee and/or immediate family member of household holding an interest in the organization conducting business with the school(s) and the nature of the interest	Steps Taken to Avoid Conflict of Interest
None				

DocuSigned by:
Rafa Mayer
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7/10/2017

Signature Date

Please note that this document is considered a public record and as such, may be made available to members of the public upon request under the Freedom of Information Law. Personal contact information provided below will be redacted.

Business Tele [redacted]

Business Add

E-mail Addres

Home Telepho

Home Addres

Disclosure of Financial Interest by a Current or Proposed Charter School Education Corporation Trustee

Trustee Name:

Richard Taft

Name of Charter School Education Corporation (for an unmerged school, this is the Charter School Name):

KIPP NYC Public Charter Schools

1. List all positions held on the education corporation board (e.g., president, treasurer, parent representative).

2. Is the trustee an employee of any school operated by the Education Corporation?
____**Yes** X **No**

If **Yes**, for each school, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

3. Is the trustee an employee or agent of the management company or institutional partner of the charter school(s) governed by the Education Corporation?

____**Yes** X **No**

If **Yes**, for each school, please provide a description of the position(s) you hold, your responsibilities, your salary and your start date.

4. Identify each interest/transaction (and provide the requested information) that you or any of your immediate family members or any persons who live with you in your house have held or engaged in with the charter school(s) governed by the Education Corporation during the time you have served on the board, and in the six-month period prior to such service. If there has been no such financial interest or transaction, write **None**. Please note that if you answered **Yes** to Questions 2-4 above, you need not disclose again your employment status, salary, etc.

Date(s)	Nature of Financial Interest/Transaction	Steps taken to avoid a conflict of interest, (e.g., did not vote, did not participate in discussion)	Name of person holding interest or engaging in transaction and relationship to yourself

None			

5. Identify each individual, business, corporation, union association, firm, partnership, committee proprietorship, franchise holding company, joint stock company, business or real estate trust, non-profit organization, or other organization or group of people doing business with the school(s) governed by the Education Corporation **and** in which such entity, during the time of your tenure as a trustee, you and/or your immediate family member(s) or person(s) living in your house had a financial interest or other relationship. If you are a member, director, officer or employee of an organization formally partnered with the school(s) that is/are doing business with the school(s) through a management or services agreement, please identify only the name of the organization, your position in the organization, and the relationship between such organization and the school(s). If there was no financial interest, write **None**.

Organization conducting business with the school(s)	Nature of business conducted	Approximate value of the business conducted	Name of Trustee and/or immediate family member of household holding an interest in the organization conducting business with the school(s) and the nature of the interest	Steps Taken to Avoid Conflict of Interest
None				

Signature Date

Please note that this document is considered a public record and as such, may be made available to members of the public upon request under the Freedom of Information Law. Personal contact information provided below will be redacted.

Business Telephone:

Business Addr [redacted]

E-mail Addres

Home Telepho

Home Address

Entry 9 BOT Table

Last updated: 07/27/2017

(tab across or use scroll bar at bottom of table)

1. Current Board Member Information

	Trustee Name	Email Address	Position on the Board	Committee Affiliations	Voting Member Per By-Laws? (Y/N)	Area of Expertise, and/or Additional Role at School (parent, staff member, etc.)	Number of Terms Served and Length of Each (Include election date and term expiration)	Number of Board Mtgs Attended during 2016-17?
1	Rafael Mayer	[redacted]	Chair/ Board President	Audit & Finance	Yes	Finance	June 2006 - Present	11
2	Brian Zed	[redacted]	Treasurer	Audit & Finance (Chair)	Yes	Finance	August 2016 - Present	8
3	Gwendolyn Brunson	[redacted]	Trustee/Member	NA	Yes	Government, KIPP NYC Parent	August 2016 - Present	9
4	Jane Martinez Dowling	[redacted]	Trustee/Member	Na	Yes	Education	January 2012 - Present	9
5	Erica Dewan	[redacted]	Trustee/Member	NA	Yes	Volunteer	February 2016 - Presen	9

		[redacted]					t	
6	Deborah Daumann		Trustee/Member	NA	Yes	Media	August 2016 - June 2017	5 or less
7	Richard Taft		Trustee/Member	NA	Yes	Finance	August 2016 - Present	7
8								
9								
10								
11								
12								
13								
14								
15								
16								
17								
18								
19								
20								

2. Total Number of Members on June 30, 2016 7

3. Total Number of Members Joining the Board 2016-17 School Year 4

4. Total Number of Members Departing the Board during the 2016-17 School Year 1

5. Number of Voting Members 2016-17, as set by the by-laws, resolution or minutes	Minimum of 5, max of 25, per by-laws
6. Number of Board Meetings Conducted in the 2016-17 School Year	11
7. Number of Board Meetings Scheduled for the 2017-18 School Year	11

Thank you.

Entry 10 - Board Meeting Minutes

Last updated: 07/27/2017

Instructions for submitting minutes of the BOT monthly meetings

Regents, NYCDOE, and Buffalo BOE authorized schools must either provide a link to a complete set of minutes that are posted on the charter school website, or upload a complete set of board meeting minutes from July 2016--June 2017.

A. Provide a URL link to the Monthly Board Meeting Minutes which are posted on the School's web page.

(No response)

OR

B. Upload All Monthly Board Meeting Minutes

Combine into one .PDF file

https://nysed-cso-reports.fluidreview.com/resp/11016835/wNFCVDEEJA/

KIPP NYC Public Charter Schools
Minutes of August 15, 2016 Meeting

The KIPP NYC Public Charter Schools Board of Trustees (the "Board") met on August 15, 2016 at Glenview Capital Management. The following Trustees were in attendance: Rafael Mayer, Debbie Dauman, Erica Dewan, Richard Taft, and Brian Zied. The following Trustees were unable to attend and their absences were excused: Gwendolyn Brunson and Jane Martinez-Dowling.

In accordance with the Open Meeting Law, notice of the meeting was published and posted on 8/11/16 on kippnyc.org. Also present at the meeting were Trustees of KIPP Academy Charter School (Rafael Mayer, Joe Negron, and Brian Zied). The following KIPP NYC staff members were also in attendance: Vicki Zubovic, Alicia Johnson, and Jamie Greenthal.

Opening of Meeting
Mr. Mayer opened the KIPP NYC Public Charter Schools Board meeting.

Board Business
Mr. Mayer welcomed Board members.

Mr. Mayer asked for public comments. There were none.

Mr. Mayer appointed Debbie Dauman, Richard Taft, and Brian Zied to the Board.

Mr. Mayer shared with the Trustees the agenda for the September Board meeting. He stated that the agenda includes reviewing the schools' education and staff training efforts around racial justice and equity; evaluating recent data, including New York State test scores; and discussing the future of KIPP NYC.

Mr. Mayer invited Ms. Johnson to provide the Board with information about charter authorization in New York State. Ms. Johnson reviewed with the Board the history and current state of charter authorizing in the State. She shared how the different authorizers ask schools to manage core operational functions such as enrollment, finance, and teacher certification, under a merged Ed Corp. structure.

Mr. Mayer then conducted votes. The KIPP NYC Public Charter Schools Board voted unanimously to:

- Adopt a resolution to amend the KIPP NYC PCS discipline policy
- Approve KIPP Washington Heights charter renewal application
- Adopt a resolution to amend the KIPP Washington Heights enrollment policy to allow additional weight to lottery applications from students designated as English-language learners

Adjournment
Mr. Mayer adjourned the Board meeting.

KIPP NYC Public Charter Schools
Minutes of September 19, 2016 Meeting

The KIPP NYC Public Charter Schools Board of Trustees (the "Board") met on September 19, 2016 at Glenview Capital Management. The following Trustees were in attendance: Rafael Mayer, Gwendolyn Brunson, Debbie Dauman, Erica Dewan, Jane Martinez-Dowling, Rick Taft, and Brian Zied.

In accordance with the Open Meeting Law, notice of the meeting was published and posted on 9/14/16 on kippnyc.org. Also present at the meeting were Trustees of KIPP Academy Charter School (Rafael Mayer, Gwendolyn Brunson, Whitney Tilson, and Brian Zied) and Directors of KIPP New York Inc. (Larry Robbins, David Levin, Lisa Blau, Jack Chorowsky, Adoabi Kanu, Abigail Klem, Valerie Lancaster Beal, Thomas Lehrman, Andrew Paul, Julissa Reynoso, Randy Simpson, and John Zeiler). The following KIPP NYC staff members were also in attendance: Jim Manly (KIPP NYC Superintendent), Charizma Williams, Kerry Mullins, Nancy Livingston, Rachel Haltom-Irwin, Vicki Zubovic, Alicia Johnson, Anokhi Saraiya, Roseann Sheehan, Carolina De La Mora, Audris Torres, and Jamie Greenthal. Shelley Kehl, outside counsel for KIPP NYC Public Charter Schools, also attended the meeting.

Opening of Meeting
Mr. Mayer opened the KIPP NYC Public Charter Schools Board meeting.

Board Business
Mr. Mayer welcomed Board members.

Mr. Mayer asked for public comments. There were none.

Mr. Levin introduced Ms. Kanu, a new member of the KIPP New York, Inc. Board. He thanked Ms. Dewan and Ms. Blau for their help with recruiting KIPP NYC senior leadership. He also thanked Mr. Tilson for his fundraising efforts.

Mr. Manly played a video from 2016 KIPP School Summit that featured the work of KIPP NYC College Prep High School's spoken word group, *Dream Speak*.

Mr. Levin introduced Ms. Reynoso, a new KIPP New York Inc. Board member.

Ms. Johnson, KIPP NYC's Chief Operating Officer, shared with the Board an experience she had with one of her *KTC+* advisees. She used this story and a quote from the aforementioned video to introduce a fifth guiding principle for KIPP NYC that focuses on establishing anti-racist policies and fighting for social justice for all. Board members were in complete support of the need for KIPP NYC to be clear on this issue and asked Ms. Johnson and Mr. Manly to share how they collaborated with school leaders to develop the new principle. Board members also asked leadership to describe what the work will look like across the network during the year.

Mr. Manly reviewed 2016 New York State (NYS) test results, reporting on the gains that KIPP NYC students made in math and ELA in comparison to last year's exam. He reviewed NYS test performance versus goals set at the beginning of last year; discussed cohort performance on the exam over the past four years; and shared why certain grade levels performed differently from others. Mr. Manly talked about how students performed on the last interim assessment in SY15-16 in comparison to their results on the State exam.

Ms. Sheehan, Senior Director of Data and Assessment reviewed how the region invested resources last year to help students improve their performance on the State test. She also discussed how regional staff, school principals, and teachers collaborate to set NYS exam goals for students and at the school level.

Mr. Manly shared with the Board the schools' SY16-17 math and ELA NYS test goals. Mr. Manly also discussed how KIPP NYC's instructional program and adult culture differ from those of other charter management organizations.

Mr. Mayer conducted votes. The KIPP NYC Public Charter Schools Board voted unanimously to:

- Approve June and August 2016 Board meeting minutes
- Approve the schools' new hires since June Board meeting
- Elect Audit & Finance Committee members to two-year terms
- Enter Executive Session after the Public Session adjourns
- Elect Alaina Chipman as Principal of KIPP AMP Elementary School

Mr. Mayer appointed Ms. Brunson to the Board.

Mr. Manly presented KIPP NYC's current approach to developing a strategy around new school development and the data that are driving the formulation of such strategy. He discussed at a high level the work that will take place over the next few years if KIPP NYC decides to move forward with a growth plan. He also noted how the Board will be involved in the work. He concluded by sharing specific questions that the region is considering as it develops a growth strategy. Board members engaged KIPP NYC leadership on a series of questions related to growth.

Ms. Williams introduced a project that KIPP NYC is undertaking to reevaluate its staff compensation structure. She requested that Board members get in touch with her if they are interested in lending their expertise to the project.

Mr. Mayer proposed that the Board move to Executive Session to discuss specific personnel matters.

Adjournment

Mr. Mayer adjourned the Board meeting.

KIPP NYC Public Charter Schools
Minutes of October 24, 2016 Meeting

The KIPP NYC Public Charter Schools Board of Trustees (the "Board") met on October 24, 2016 at KIPP Infinity Middle School. The following Trustees were in attendance: Rafael Mayer, Gwendolyn Brunson, Erica Dewan, Jane Martinez-Dowling, and Brian Zied. The following Trustees were unable to attend and their absences were excused: Deborah Dauman and Richard Taft.

In accordance with the Open Meeting Law, notice of the meeting was published and posted on 9/20/16 on kippnyc.org. Notice of the meeting was also posted in the schools before the meeting. Also present at the meeting were Trustees of KIPP Academy Charter School (Rafael Mayer, Gwendolyn Brunson, Joe Negron, and Brian Zied). The following KIPP NYC staff members were also in attendance: Jim Manly (KIPP NYC Superintendent), Alicia Johnson, Charizma Williams, Vicki Zubovic, Diamond Graham, Elizabeth Pichardo, Audris Torres, and Jamie Greenthal.

Opening of Meeting
Mr. Mayer opened the KIPP NYC Public Charter Schools Board meeting.

Board Business
Mr. Mayer welcomed Board members and previewed the agenda.

Mr. Mayer asked for public comments. There were none.

Mr. Mayer introduced Ezequial, a KIPP STAR Harlem Elementary School student, who made welcoming remarks.

Mr. Zied, Treasurer for KIPP NYC Public Charter Schools, reported that it had received a clean SY15-16 audit and that there were no material weaknesses. Mr. Zied also indicated that the Audit and Finance Committee had reviewed the SY15-16 audit and was recommending to the Board that they approve the financial statements as presented. Mr. Mayer shared that the audit was excellent and commended Ms. Williams, KIPP NYC's Chief Financial Officer, on her team's work.

Ms. Williams presented KIPP NYC's compensation project. She explained that one of the project aims is to align more closely the organization's compensation structure with its values, and recruitment and retention efforts. She described how the project will be managed, including the creation of an internal working group and a steering committee, as well as the engagement of an outside consultant. She then reviewed the timeline for the project. She stated that the project, which began it's research phase four months ago is 10% complete. She explained that the group aims to conclude the project with new policy implementation sometime after the SY17-18 school year. She shared how the project team will engage various stakeholders, including teachers, school and regional leaders, and Board members.

Ms. Graham, KIPP NYC's Director of Elementary Mathematics, conducted a math lesson demonstration with the Board members. After Board members worked through the problem, she explained why she taught the lesson in a particular manner in comparison to the way Board members may have learned the same material.

Mr. Mayer conducted votes. The KIPP NYC Public Charter Schools Board voted unanimously to:

- Accept the SY15-16 audit for KIPP NYC Public Charter Schools
- Enter Executive Session after the Public Session adjourns

Mr. Mayer proposed that the Board move to Executive Session to discuss specific personnel matters.

Adjournment
Mr. Mayer adjourned the Board meeting.

KIPP NYC Public Charter Schools
Minutes of November 14, 2016 Meeting

The KIPP NYC Public Charter Schools Board of Trustees (the "Board") met on November 14, 2016 at Glenview Capital Management. The following Trustees were in attendance: Rafael Mayer, Gwendolyn Brunson, Brian Zied, Deborah Dauman, Erica Dewan, and Jane Martinez Dowling. The following Trustees were unable to attend and their absences were excused: Richard Taft.

In accordance with the Open Meeting Law, notice of the meeting was published and posted on 10/25/16 on kippnyc.org. Notice of the meeting was also posted in the schools before the meeting. Also present at the meeting were Trustees of KIPP Academy Charter School (Rafael Mayer, Gwendolyn Brunson, Joe Negron, Whitney Tilson, and Brian Zied) and Directors of KIPP New York Inc. (Larry Robbins, David Levin, Lisa Blau, Jack Chorowsky, Adoabi Kanu, Abigail Klem, Thomas Lehrman, Dwight Scott, Randy Simpson, and John Zeiler). The following KIPP NYC staff members were also in attendance: Jim Manly (KIPP NYC Superintendent), Nancy Livingston, Anokhi Saraiya, Alicia Johnson, Charizma Williams, Vicki Zubovic, Kerry Mullins, Rachel Haltom-Irwin, Catherine Marciano, Chris Weeks, Elizabeth Pichardo, and Jamie Greenthal. Jerelyn Rodriguez, KIPP NYC alumna, also attended the meeting.

Opening of Meeting
Mr. Mayer opened the KIPP NYC Public Charter Schools Board meeting.

Board Business
Mr. Mayer welcomed Board members and previewed the agenda.

Mr. Mayer asked for public comments. There were no comments.

Mr. Mayer asked Jerelyn Rodriguez, a KIPP NYC alumna, to address the Board. Ms. Rodriguez described her role as the leader of the Knowledge House, a technology skills training nonprofit in the Bronx. She also talked about the KIPP Alumni Accelerator, in which she is participating. She shared that it is a selective program for KIPP alumni, who have recently graduated from college and are provided support from the KIPP Foundation around the transition to career.

Mr. Mayer conducted votes. The KIPP NYC Public Charter Schools Board voted unanimously to:

- Approve September and October 2016 Board meeting minutes
- Approve the schools' new hires since the September Board meeting
- Enter Executive Session following Public Session

Ms. Martinez Dowling, Executive Director of KIPP NYC's KIPP Through College (KTC) program, asked her teammates, Catherine Marciano, Managing Director of College Services,

and Chris Weeks, Director of College Academics, to provide an update on KTC's programs and results.

Mr. Weeks conducted an exercise with the Board, asking them to discuss their motivations for going to college. He shared how the Board's responses may differ from the college-going aims of KIPP NYC students.

Ms. Marciano shared recent data from the KIPP Through College program, including college matriculation percentage, and high school and college graduation rates. She discussed the work that KTC is doing to prepare students for college, including a transition preparation program for KIPP NYC College Prep High School students. The program includes working closely with students on time management skills, academic preparation, and strategies around accessing college faculty.

Ms. Marciano reviewed how KTC collects data from its students to inform programming at the High School. She then shared data around the institutions that KIPP NYC students most often attend, including the persistence rates at such schools. She stated that KTC's work is proving effective at these schools as its students are, for the most part, persisting at a higher rate in comparison to the rate of the similar population of students at such schools.

Ms. Marciano talked about the process by which KTC works to match appropriately its students to colleges beginning in their junior year of high school. Mr. Levin shared his perspective on how KIPP's peers are providing college completion support services for their students. Ms. Marciano asked Board members to review and discuss data (e.g., persistence and graduation rates) for KIPP students who enter Bachelor's Degree programs versus those who start in Associates Degree programs.

Mr. Weeks discussed how KTC is supporting its students with internship and full-time job searches. He reviewed KTC students' most and least popular college majors, as well as their top fields of employment in comparison to growing entry-level industries. He described how KTC is working with KIPP NYC College Prep High School students to expose them in high school to various industries with the aim of preparing them to choose thoughtfully majors once they enter college. He talked about programs that KTC has developed to support students around college persistence, including partnerships with outside organizations.

Mr. Mayer proposed that the Board move to Executive Session to discuss specific personnel matters.

Adjournment
Mr. Mayer adjourned the Board meeting.

KIPP NYC Public Charter Schools
Minutes of December 12, 2016 Meeting

The KIPP NYC Public Charter Schools Board of Trustees (the "Board") met on December 12, 2016 at Glenview Capital Management. The following Trustees were in attendance: Rafael Mayer, Jane Martinez Dowling, and Richard Taft. The following Trustees were unable to attend and their absences were excused: Deborah Dauman, Erica Dewan, Gwendolyn Brunson, and Brian Zied.

In accordance with the Open Meeting Law, notice of the meeting was published and posted on 12/8/16 on kippnyc.org. Notice of the meeting was also posted in the schools before the meeting. Also present at the meeting were Trustees of KIPP Academy Charter School (Rafael Mayer, Joe Negron, and Whitney Tilson). The following KIPP NYC staff members were also in attendance: Jim Manly (KIPP NYC Superintendent), Brandi Vardiman, Nancy Livingston, Alicia Johnson, Elizabeth Pichardo, and Jamie Greenthal.

Opening of Meeting
Mr. Mayer opened the KIPP NYC Public Charter Schools meeting.

Board Business
Mr. Mayer welcomed Board members and previewed the agenda.

Mr. Mayer asked for public comments. There were no comments.

Mr. Mayer asked Gilberto Arias Leon, KIPP Infinity Middle School 8th grade student, to address the Board. Mr. Leon talked about his transition from his traditional public school to KIPP Infinity Middle School. He shared how the KIPP Infinity staff supported him to adjust to the new environment, curriculum, and higher expectations. He also talked about his experience in Mr. Negron's 6th grade math class and the positive impact it had on him. Mr. Negron pointed out how Mr. Leon is one of the best math students in the school. Mr. Leon also shared his thoughts about his transition to high school next year. The Board members asked Mr. Negron questions about the process of middle schoolers' transitioning to high school based on his experience as a middle school teacher and principal.

Ms. Livingston, KIPP NYC Chief Academic Officer, gave the Board an overview of KIPP NYC's school "intensives" process, which involves a group of regional and school leaders' visiting and observing instruction across the KIPP NYC schools. Ms. Vardiman, KIPP STAR Harlem Elementary School principal, previewed an exercise for Board members, which involved their reading a first grade text and reviewing student work. Board members then responded to text-related questions. She then asked Board members to score their responses against a rubric. Board members shared how they performed against the rubric. Ms. Vardiman then reviewed the Trustees' work and evaluated in front of the group how well they responded to the questions. She then shared how her teachers review and asses their first graders' work.

Ms. Vardiman passed out student work examples for Board members to review. Board members shared if they saw any growth between the student work examples. Ms. Vardiman described the framework for how her teachers evaluate student work, prepare for the lessons, collaborate with each other, and instruct the students. She also discussed how she develops new teachers to understand and execute the school's framework for evaluating student work. She then talked about some of the specific teacher development levers she deploys to ensure her teachers are prepared to deliver a lesson at a high level.

Ms. Vardiman showed the Board examples of how her teachers evaluate exit tickets. Ms. Livingston shared what improvements to the school intensives that she would like to make next year. For example, she would like to improve how we provide feedback to the principals following the visits to their schools. Mr. Negron shared his feelings about the evolution of the school intensives between last year and the current school year. Mr. Manly shared how the region also does operations intensives in the same vein as the instructional intensives. Board members shared with staff their experience as to how other organizations they are involved with approach evaluating themselves.

Adjournment
Mr. Mayer adjourned the Board meeting.

KIPP NYC Public Charter Schools
Minutes of January 23, 2017 Meeting

The KIPP NYC Public Charter Schools Board of Trustees (the "Board") met on January 23, 2017 at KIPP NYC College Prep High School. The following Trustees were in attendance: Rafael Mayer, Brian Zied, Gwendolyn Brunson, Jane Martinez Dowling, and Richard Taft. The following Trustees were unable to attend and their absences were excused: Deborah Dauman and Erica Dewan.

In accordance with the Open Meeting Law, notice of the meeting was published and posted on 01/19/17 on kippnyc.org. Notice of the meeting was also posted in the schools before the meeting. Also present at the meeting were Trustees of KIPP Academy Charter School (Rafael Mayer, Brian Zied, Gwendolyn Brunson, Joe Negron, and Whitney Tilson). The following KIPP NYC staff members were also in attendance: Jim Manly (KIPP NYC Superintendent), Natalie Webb, Roseann Sheehan, Alicia Johnson, Vicki Zubovic, Elizabeth Pichardo, and Jamie Greenthal.

Opening of Meeting
Mr. Mayer opened the KIPP NYC Public Charter Schools meeting.

Board Business
Mr. Mayer welcomed Board members and previewed the agenda.

Mr. Mayer asked for public comments. There were no comments.

Mr. Mayer asked KIPP Academy Middle School 6th grade students (and twin brothers), Darron Shafe and Jaden Shafe, to address the Board. The boys spoke about their experiences as KIPP students, sharing examples of what they've learned and how they've been challenged. They discussed their transition to the Middle School from KIPP Academy Elementary School. They also shared their thoughts on the books they've read this year.

Ms. Sheehan, KIPP NYC's Senior Director of Data and Assessment, introduced the results of interim assessment #2 in ELA and math (IA), which the schools administered last month to 3rd-8th graders. She began by asking the Board to solve a 4th grade math problem from the IA. She stated that the Board would revisit the problem at the end. Ms. Sheehan described how KIPP NYC segments the data and analyzes it by cohort, comparing year-over-year results for the same group of students. She then shared cohort results on a grade-level basis for ELA and math.

Ms. Sheehan discussed results in ELA and math for each KIPP NYC elementary and middle school. She analyzed the performance of specific schools, shared takeaways from the data, and discussed how staff is supporting individual teachers and students to improve outcomes. Mr. Negron, KIPP STAR Middle School Co-Principal, and former KIPP NYC middle school math teacher, shared how continuity in staff roles and teacher tenure are major contributors to improving student performance. Mr. Mayer asked KIPP NYC staff to share with the board at a future meeting the reasons behind teacher attrition.

Ms. Sheehan revisited the math problem that she posed to board members at the beginning of the meeting. Board members shared their responses, and Ms. Sheehan discussed which answers were chosen the most frequently by KIPP NYC 4th graders. She then described KIPP NYC's math "plan of attack", a framework for how students should approach, solve, and check their math work.

Mr. Mayer proposed that the Board move to Executive Session to discuss specific personnel matters.

Adjournment
Mr. Mayer adjourned the Board meeting.

KIPP NYC Public Charter Schools
Minutes of February 27, 2017 Meeting

The KIPP NYC Public Charter Schools Board of Trustees (the "Board") met on February 27, 2017 at Glenview Capital Management. The following Trustees were in attendance: Rafael Mayer, Brian Zied, Gwendolyn Brunson, Deborah Dauman, Erica Dewan, and Jane Martinez Dowling. The following Trustees were unable to attend and their absences were excused: Richard Taft.

In accordance with the Open Meeting Law, notice of the meeting was published and posted on 02/27/17 on kippnyc.org. Notice of the meeting was also posted in the schools before the meeting. Also present at the meeting were Trustees of KIPP Academy Charter School (Rafael Mayer, Brian Zied, Gwendolyn Brunson, Joe Negron, and Whitney Tilson) and Directors of KIPP New York Inc. (Larry Robbins, David Levin, Lisa Blau, Jack Chorowsky, Valerie Lancaster-Beal, Thomas Lehrman, Andrew Paul, Julissa Reynoso, Dwight Scott, Randy Simpson, and John Zeiler). The following KIPP NYC staff members were also in attendance: Jim Manly (KIPP NYC Superintendent), Alicia Johnson, Chrystal Griffin, Anokhi Saraiya, Charizma Williams, Kerry Mullins, Vicki Zubovic, Rachel Haltom-Irwin, Elizabeth Pichardo, and Jamie Greenthal. Steven Kauderer, Elizabeth Trenkle, Melanie Harris, Ryan Leibowitz, and Zisan Tekin from Bain & Company, and Chris Keevil, Henry Rounds, and Britt Kelleher from Wellspring Consulting, attended the meeting as well.

Opening of Meeting
Mr. Mayer opened the KIPP NYC Public Charter Schools Board meeting.

Board Business
Mr. Mayer welcomed Board members and guests and previewed the agenda.

Mr. Negron introduced Chrystal Griffin, school leadership team member at KIPP STAR Middle School and nominee for that school's principal for the 2017-18 school year.

Mr. Levin introduced a video that featured KIPP NYC students' sharing their likes and dislikes about their experiences as students.

Mr. Mayer asked for public comments. There were no comments.

Mr. Mayer introduced the process that the organization has undertaken to develop a proposal for a new school growth strategy. Mr. Manly summarized the project, sharing that the organization is focusing its work on assessing new school growth in the Bronx vis-à-vis other boroughs. He also described how adding schools to the network will compel KIPP NYC to further refine its process around creating a replicable school staffing model and standard curricula.

Ms. Haltom-Irwin reviewed the objectives of the growth proposal portion of the Board meeting. She then described how KIPP NYC has convened a working group comprised of staff and Board members to assess and make recommendations for new school growth. She

shared the working group's responsibilities and how KIPP NYC has engaged Bain & Co. in a pro-bono project to support the process. She talked about how the working group assessed location options, distilling data to make a recommendation on potential locations for the proposed new schools. She discussed the criteria that KIPP NYC has used to evaluate locations with the greatest demand for new KIPP schools in New York City. She reviewed how the organization evaluated growth scenarios and student need in Brooklyn and Queens. She also described the process that KIPP NYC has used to evaluate the Bronx, and why certain CSDs in the Bronx would have a higher level of need and openness to KIPP charter schools.

Board members shared their views on the growth proposal, making the case for why they believe KNYC should move forward with applying for new schools. They also shared their views on the timing of adding additional schools.

Ms. Haltom-Irwin, presented the financial implications of the various growth options. Ms. Zubovic talked about certain factors, including per pupil funding and philanthropic investments, which will impact the financial model.

Ms. Johnson described the process that KIPP NYC will go through, and certain criteria it will use, to determine the timing of applying for new schools.

Board members shared the criteria they want KIPP NYC to use to evaluate the timing of applying for new schools.

Ms. Haltom-Irwin thanked the Bain team for its support.

Mr. Mayer conducted votes. The KIPP NYC Public Charter Schools Board voted unanimously to:

- Approve Glenn Davis as Principal of KIPP Infinity Middle School in the 2017-18 school year
- Approve Chrystal Griffin as Principal of KIPP STAR Middle School in the 2017-18 school year
- Approve the November, December, and January Board meeting minutes
- Approve the schools' new hires since the November Board meeting
- Enter Executive Session following Public Session

Mr. Mayer proposed that the Board move to Executive Session to discuss specific personnel matters.

Adjournment
Mr. Mayer adjourned the Board meeting.

KIPP NYC Public Charter Schools
Minutes of March 13, 2017 Meeting

The KIPP NYC Public Charter Schools Board of Trustees (the "Board") met on March 13, 2017 at KIPP NYC College Prep High School. The following Trustees were in attendance: Rafael Mayer, Gwendolyn Brunson, Erica Dewan, and Jane Martinez Dowling. The following Trustees were unable to attend and their absences were excused: Deborah Dauman, Richard Taft, and Brian Zied.

In accordance with the Open Meeting Law, notice of the meeting was published and posted on 03/09/17 on kippnyc.org. Notice of the meeting was also posted in the schools before the meeting. Also present at the meeting were Trustees of KIPP Academy Charter School (Rafael Mayer, Gwendolyn Brunson, and Whitney Tilson). The following KIPP NYC staff members were also in attendance: Jim Manly (KIPP NYC Superintendent), Vicki Zubovic, Charizma Williams, Roseann Sheehan, Rachel Haltom-Irwin, and Jamie Greenthal.

Ms. Zubovic asked Hassan Williams-Kone, KIPP NYC College Prep High School 12th grade student, to welcome Trustees to the school. Hassan shared that he participates in student government and commutes four hours each day from Far Rockaway to attend school in the Bronx. He went to KIPP AMP Middle School and will attend Gettysburg College in the fall. He shared that he's proud of how he's improved in Spanish over the past four years. Hassan mentioned that he's in the Samaritans Club and on the rugby and football teams.

Opening of Meeting
Mr. Mayer opened the KIPP NYC Public Charter Schools Board meeting.

Board Business
Mr. Mayer welcomed Board members and previewed the agenda.

Mr. Mayer asked for public comments. There were no comments.

Ms. Sheehan, KIPP NYC's Senior Director of Data and Assessment, discussed results from the third Interim Assessment (IA) in ELA and math, which the schools administered the prior month to 3rd-8th graders (math results were for elementary only as the middle school math IA 3 is administered later in the month). She then noted a couple of changes between this year's third IA and last year's. She asked the Board to read a passage from the 8th grade IA and answer related questions. She then explained how students performed on the questions and the reasons for commonly made errors. She also described how KIPP NYC teachers use a "plan of attack" framework with students to help them structure their approach to reading passages and answering related questions.

She then reviewed ELA IA and Math results by school and grade, and segmented into four groups according to performance. She shared how students performed on last year's State test on a grade level compared to this year's third IA. She discussed how we are using the assessment data to inform adjustments to academic programming before the State test.

The KIPP NYC Public Charter Schools Board voted unanimously to enter Executive Session following Public Session.

Mr. Mayer proposed that the Board move to Executive Session to discuss specific legal matters.

Adjournment
Mr. Mayer adjourned the Board meeting.

KIPP NYC Public Charter Schools
Minutes of April 24, 2017 Meeting

The KIPP NYC Public Charter Schools Board of Trustees (the "Board") met on April 24, 2017 at Glenview Capital Management. The following Trustees were in attendance: Rafael Mayer, Gwendolyn Brunson, Erica Dewan, Richard Taft, and Brian Zied. The following Trustees were unable to attend and their absences were excused: Deborah Dauman and Jane Martinez Dowling.

In accordance with the Open Meeting Law, notice of the meeting was published and posted on 04/20/17 on kippnyc.org. Notice of the meeting was also posted in the schools before the meeting. Also present at the meeting were Trustees of KIPP Academy Charter School (Rafael Mayer, Brian Zied, Gwendolyn Brunson, Joe Negron, and Whitney Tilson) and Directors of KIPP New York Inc. (Larry Robbins, David Levin, Amy Griffin, Adaobi Kanu, Valerie Lancaster-Beal (by phone), Thomas Lehrman, Julissa Reynoso, Randy Simpson, and John Zeiler). The following KIPP NYC staff members were also in attendance: Jim Manly (KIPP NYC Superintendent), Alicia Johnson, Glenn Davis, Chelsey Tubbs, Anokhi Saraiya, Nancy Livingston, Charizma Williams, Kerry Mullins, Vicki Zubovic, Rachel Haltom-Irwin, Elizabeth Pichardo, and Jamie Greenthal.

Opening of Meeting
Mr. Mayer opened the KIPP NYC Public Charter Schools Board meeting.

Board Business
Mr. Mayer welcomed Board members and guests, and previewed the agenda.

Mr. Manly made the following announcements to the Board:

- Introduced Chelsey Tubbs, candidate for Principal of KIPP AMP Elementary School in SY17-18 pending the Board's vote;
- Introduced Glenn Davis as the next KIPP Infinity Middle School Principal and referred to the fact that at the February meeting the Board voted him as Principal for SY17-18; and
- Announced that Anokhi Saraiya will succeed Nancy Livingston as KIPP NYC's Chief Academic Officer next year.

Mr. Mayer reminded the Board about the student Arts Showcase on June 6 at College Prep High School.

Ayleen Zenon, 9th grader at College Prep High School, gave welcome remarks and responded to questions from Board members about her experience as a KIPP student.

Mr. Mayer conducted votes. The KIPP NYC Public Charter Schools Board voted unanimously to:

- Approve Chelsey Tubbs as Principal of KIPP AMP Elementary School in the SY17-18 school year
- Approve February and March Board meeting minutes
- Approve new hires since February Board meeting
- Enter executive session after the public session adjourns

Mr. Manly presented student outcomes and goals. He discussed how the organization is performing related to goals it set at the beginning of the year. He shared his prediction for each elementary and middle school's ELA and math New York State test outcomes vis-à-vis their goals and last year's State tests. He talked about the reasons behind the stated levels of student achievement, including quality of School Managing Director and teacher training, student academic preparedness, quality of the math curriculum, and the overall elementary school model. He then discussed what the organization is doing to boost results for the remainder of the year, including leveraging regional staff to model elementary school instruction, and providing more individualized feedback for students and sharing such information with families.

Mr. Manly then described KIPP NYC's plans to provide greater definition for the School Managing Director role, to offer more professional development for such MDs, and to dedicate more time personally to coaching these MDs. He talked about how next year's budget reflects these changes in developing regional leaders. Mr. Manly shared data on how KIPP NYC teachers feel about their professional development, and discussed how the region will respond to such feedback. He described how KIPP NYC is evaluating and refining ahead of next year its elementary school model to improve routines, classroom aesthetics, reading culture, and instructional leadership skills. Mr. Manly then presented what the region is doing to improve its middle school math program. He shared what he looks for when interviewing new instructional staff to try and predict their ability to succeed in the classroom. Mr. Negron, speaking from the perspective of a Principal, commented on the challenge of finding top talent given the increased competition for teachers and school leaders in comparison to a decade ago.

Charizma Williams, KIPP NYC's Chief Financial Officer, previewed KIPP NYC's budget for next year, including estimated expenses, enrollment, alumni base, staff count, and private fundraising need. She talked about the changes in expenses and revenues that have led to the fundraising estimate for FY17-18. Ms. Williams shared the specific line items in the budget that constitute next year's expenses. She also described how the organization is budgeting for the long term given the estimated expenses for next school year.

Mr. Mayer proposed that the Board move to Executive Session to discuss specific personnel matters.

Adjournment
Mr. Mayer adjourned the Board meeting.

KIPP NYC Public Charter Schools
Minutes of May 22, 2017 Meeting

The KIPP NYC Public Charter Schools Board of Trustees (the "Board") met on May 22, 2017 at KIPP NYC College Prep High School. The following Trustees were in attendance: Rafael Mayer, Gwendolyn Brunson, Erica Dewan, Jane Martinez Dowling, and Richard Taft. The following Trustees were unable to attend and their absences were excused: Deborah Dauman and Brian Zied.

In accordance with the Open Meeting Law, notice of the meeting was published and posted on 05/19/17 on kippnyc.org. Notice of the meeting was also posted in the schools before the meeting. Also present at the meeting were Trustees of KIPP Academy Charter School (Rafael Mayer, Gwendolyn Brunson, Joe Negron, and Whitney Tilson). The following KIPP NYC staff members were also in attendance: Jim Manly (KIPP NYC Superintendent), Alicia Johnson, Charizma Williams, Kerry Mullins, Vicki Zubovic, Elizabeth Pichardo, and Jamie Greenthal.

Opening of Meeting
Mr. Mayer opened the KIPP NYC Public Charter Schools Board meeting.

Board Business
Mr. Mayer welcomed Board members and previewed the agenda.

Mr. Mayer asked for public comments. There were no comments.

Sadjor Diallo, 4th grader at KIPP Academy Elementary, gave welcome remarks and led the Board in his school's call and response chant.

Danny Swersky, Principal of KIPP Washington Heights Middle School, introduced Antoine Lewis, incoming Acting Principal of KIPP AMP Middle School. Natalie Webb, Principal of KIPP NYC College Prep High School, introduced Carlos Capellan, incoming Principal of KIPP NYC College Prep High School. Mr. Mayer noted that the Board will vote to approve of these new Principals later in the meeting.

Mr. Mayer reminded the Board about attending tomorrow's Arts Showcase, an annual regional musical performance at the High School featuring students from KIPP NYC's schools. He also stated that Board members will receive in the coming weeks KIPP NYC's annual conflict of interest forms and the State Education Department's Financial Disclosure forms.

Ms. Zubovic shared that she is developing the Board meeting calendar for next year and is seeking feedback on the proposed dates.

Mr. Mayer conducted votes. The KIPP NYC Public Charter Schools Board voted unanimously to:

- Adopt a resolution to amend the enrollment policy to allow student transfers across the KIPP AMP, KIPP Infinity, KIPP Washington Heights, and KIPP STAR charters, consistent with New York State Education Department policy
- Enter executive session after the public session adjourns

Charizma Williams, Chief Financial Officer, and Kerry Mullins, Managing Director of Talent, updated the Board on the staff compensation project. They reviewed the project timeline, which includes research, design, review & approval, and implementation phases. Ms. Williams and Ms. Mullins stated that KIPP NYC is on track to be able to implement any compensation changes as soon as 2018-2019. They also discussed the goals of the project, which include creating an equitable, transparent compensation structure that reflects KIPP NYC's values and is fiscally responsible. Through the project work, they also aim to implement non-performance-based awards and align across the schools on effort pay. Ms. Williams and Ms. Mullins highlighted that KIPP NYC is working to align its operations and program staff pay scales more closely with the external market (e.g., with nonprofits that compete for talent). They also stated that the compensation project is intended to boost the number of KIPP NYC teachers who are certified; Mr. Mayer underscored the importance of ensuring that the project aims to achieve such outcome.

Mr. Mayer proposed that the Board move to Executive Session to discuss specific personnel and legal matters.

Adjournment
Mr. Mayer adjourned the Board meeting.

KIPP NYC Public Charter Schools
Minutes of June 5, 2017 Meeting

The KIPP NYC Public Charter Schools Board of Trustees (the "Board") met on June 5, 2017 at Glenview Capital Management. The following Trustees were in attendance: Rafael Mayer, Gwendolyn Brunson, Erica Dewan, Jane Martinez Dowling, Richard Taft, and Brian Zied. The following Trustees were unable to attend in person and their absences were excused, although they did call-in via telephone conference line: Deborah Dauman.

In accordance with the Open Meeting Law, notice of the meeting was published and posted on 06/02/17 on kippnyc.org. Notice of the meeting was also posted in the schools before the meeting. Also present at the meeting were Trustees of KIPP Academy Charter School (Rafael Mayer, Brian Zied, Gwendolyn Brunson, and Whitney Tilson) and Directors of KIPP New York Inc. (Larry Robbins, David Levin, Lisa Blau, Kelly Coffey, Amy Griffin (by phone), Adaobi Kanu, Abigail Klem, Valerie Lancaster-Beal (by phone), Julissa Reynoso (by phone), Randy Simpson, and John Zeiler). The following KIPP NYC staff members were also in attendance: Jim Manly (KIPP NYC Superintendent), Natalie Webb, Carlos Capellan, Alicia Johnson, Anokhi Saraiya, Charizma Williams, Kerry Mullins, Vicki Zubovic, Rachel Haltom-Irwin, Elizabeth Pichardo, and Jamie Greenthal.

Opening of Meeting
Mr. Mayer opened the KIPP NYC Public Charter Schools Board meeting.

Board Business
Mr. Mayer welcomed Board members and guests, and previewed the agenda.

Mr. Mayer asked for public comments. There were no comments.

Sadjor Diallo, 4th grader at KIPP Academy Elementary, gave welcome remarks and led the Board in his school's call and response chant.

Natalie Webb, Principal of KIPP NYC College Prep High School, introduced Carlos Capellan, incoming Principal of KIPP NYC College Prep High School.

Mr. Mayer reminded the Board about attending tomorrow's Arts Showcase, an annual regional musical event at the High School that features student performances from KIPP NYC schools.

Mr. Tilson shared that he is fundraising for KIPP by climbing mountains this summer.

Mr. Mayer stated that Board members will receive in the coming weeks KIPP NYC's annual conflict of interest forms and the State Education Department's Financial Disclosure forms.

Ms. Zubovic shared that she is developing the Board meeting calendar for next year and will be sending to Board members a copy of the calendar to review.

DRAFT

Mr. Levin thanked Kerry Mullins, who is departing KIPP NYC at the end of the school year, for her years of service to the organization.

Mr. Mayer conducted votes. The KIPP NYC Public Charter Schools Board voted unanimously to:

- Approve Antoine Lewis as Acting Principal of KIPP AMP Middle School in the SY17-18 school year
- Approve Carlos Capellan as Principal of KIPP NYC College Prep High School in the SY17-18 school year
- Re-elect Rafael Mayer to the KIPP NYC Public Charter Schools Board for a two-year term
- Transfer $960,000 from Washington Heights PCS, LLC to STAR Harlem PCS, LLC ($800K) and AMP PCS, LLC ($160K)
- Approve April and May Board meeting minutes
- Approve new hires since April Board meeting
- Approve the 2017-18 budget
- Approve four tech-related agreements: 17-18 Children's Online Privacy Protection Act (COPPA) Agreement, Student Internet Use Agreement, College Prep High School College For America Acceptable Use Agreement, and Off-Campus Perpetual Internet Acceptable Use Agreement
- Approve of Jim Manly, Natalie Webb, Alicia Johnson, Charizma Williams to authorize payments and conduct general banking business on behalf of the School and the Corporation's Board of Directors
- Appoint Alicia Johnson as 2017-18 Compliance Officer
- Elect Officers (Rafael Mayer as Chair, Jim Manly as Superintendent, Brian Zied as Treasurer) and Audit & Finance Committee Members for Two-year Terms (Rafael Mayer, Brian Zied, Richard Taft, and KIPP NY Inc. members: Larry Robbins, David Levin, Valerie Lancaster-Beal, and Dwight Scott)
- Enter executive session after the public session adjourns

Mr. Mayer previewed Mr. Manly's presentation about the potential for KIPP NYC to grow the number of schools that it operates.

Ms. Haltom-Irwin reminded the Board about KIPP NYC's intent to explore opening new schools in the Bronx. She stated how the availability of public space, state charter availability, and KIPP NYC's financials will factor into the organization's growth strategy. She previewed how KIPP NYC will ask the Board to engage further in the coming months on the potential growth strategy.

Mr. Manly talked about how KIPP NYC is continuing to gather data related to talent and academic outcomes that it will present at the next Board meeting as part of the new school growth analysis. He also touched on the rationale for why KIPP NYC is considering new school growth at this juncture. The Board discussed the process for how it will assess in the coming months the new school growth opportunity.

DRAFT

Mr. Manly updated the Board on KIPP NYC's college graduation goals. He showed the KIPP NYC graduation data in comparison to the estimated college completion rates for the demographic of students that KIPP NYC serves. He also shared how KIPP NYC has performed in the past four years on the New York State ELA and math exams. He compared those results to the State test goals that the organization has set for future years. He also compared the State test results from last year to those of other charter management organizations and a suburban school district near New York City.

Board members named several additional data points they'd like to review as they evaluate the potential for KIPP NYC to grow. For example, they asked if KIPP NYC has data on the extent to which staff is adhering to the instructional model that the region has instituted. Mr. Manly shared that this year in comparison to last year teachers have displayed greater fidelity to the teaching model and curriculum.

Mr. Mayer conducted a vote. The KIPP NYC Public Charter Schools Board voted unanimously to approve the submission to the New York State Education Department an application to open a new charter school in the 2018-19 school year.

Mr. Mayer proposed that the Board move to Executive Session to discuss specific personnel matters.

Adjournment
Mr. Mayer adjourned the Board meeting.

DRAFT

Entry 11 Enrollment and Retention of Special Populations

Created: 07/28/2017 • Last updated: 08/01/2017

Instructions for Reporting Enrollment and Retention Strategies

Describe the efforts the charter school has made in 2016-2017 toward meeting targets to attract and retain enrollment of students with disabilities, English language learners, and students who are economically disadvantaged. In addition, describe the school's plans for meeting or making progress toward meeting its enrollment and retention targets in 2017-2018.

Recruitment/Attraction Efforts Toward Meeting Targets

	Describe Efforts Toward Meeting Recruitment Targets 2016-17)	Describe Plans Toward Meeting Recruitment Targets 2017-18)
Economically Disadvantaged	Our recruiting efforts specifically target students in high needs communities in New York City, and employ efforts that we have found to be effective in enrolling students in these populations. Moreover, our lottery process gives a preference to students eligible for the free and reduced price lunch program.	Our recruiting efforts specifically target students in high needs communities in New York City, and employ efforts that we have found to be effective in enrolling students in these populations. Moreover, our lottery process gives a preference to students eligible for the free and reduced price lunch program.
English Language Learners	To specifically target families with limited English proficiency, we recruit using bilingual materials and bilingual staff members.	To specifically target families with limited English proficiency, we recruit using bilingual materials and bilingual staff members.
Students with Disabilities	KIPP NYC actively wants to serve all students. Our schools are not designed to support students in 12:1:1 setting, but we detail the services that we can provide to families. Specifically, we have ICT and SETSS programs, certified special education teachers, KIPP NYC speech and language therapists providing Response to Intervention services, and contract with the DOE/CSE for additional mandated services.	KIPP NYC actively wants to serve all students. Our schools are not designed to support students in 12:1:1 setting, but we detail the services that we can provide to families. Specifically, we have ICT and SETSS programs, certified special education teachers, KIPP NYC speech and language therapists providing Response to Intervention services, and contract with the DOE/CSE for additional mandated services.

Retention Efforts Toward Meeting Targets

	Describe Efforts Toward Meeting Retention Targets 2016-17)	Describe Plans Toward Meeting Retention Targets 2017-18)
Economically Disadvantaged	KIPP Infinity is focused on retaining all students. We provide high quality and highly structured educational programming tailored to the needs of students. In addition we survey students, families, and teachers to gauge the health of our schools and to ensure that our educational programming is meeting and exceeding the needs of our students. Furthermore, we leverage best practices from KIPP schools across the country to increase student retention.	KIPP Infinity is focused on retaining all students. We provide high quality and highly structured educational programming tailored to the needs of students. In addition we survey students, families, and teachers to gauge the health of our schools and to ensure that our educational programming is meeting and exceeding the needs of our students. Furthermore, we leverage best practices from KIPP schools across the country to increase student retention.
English Language Learners	Our efforts to retain ELL students are in line with are efforts to retain all students. In addition, parents and families are kept informed of their child’s performance and progress through periodic, bilingual communications. Our ELLs are placed in specialized, evidence-based reading programs to ensure that they make progress in literacy. ELL students are work with trained speach and language therapists.	Our efforts to retain ELL students are in line with are efforts to retain all students. In addition, parents and families are kept informed of their child’s performance and progress through periodic, bilingual communications. Our ELLs are placed in specialized, evidence-based reading programs to ensure that they make progress in literacy. ELL students are work with trained speach and language therapists.
Students with Disabilities	Our efforts to retain students with disabilities are in line with are efforts to retain all students. As a result our retention rates for students with disabilities is generally in line with students who have not been classified as having a disability.	Our efforts to retain students with disabilities are in line with are efforts to retain all students. As a result our retention rates for students with disabilities is generally in line with students who have not been classified as having a disability.

Entry 12 Classroom Teacher and Administrator Attrition

Last updated: 07/28/2017

Report changes in teacher and administrator staffing.

Instructions for completing the Classroom Teacher and Administrator Attrition Tables

Charter schools must complete the two tables named 2016-2017 Classroom Teacher and Administrator Attrition to report changes in teacher and administrator staffing in 2016-2017. Please provide the full time equivalent (FTE) of staff on June 30, 2016; the FTE for any departed staff from July 1, 2016 through June 30, 2017; the FTE for added staff from July 1, 2016 through June 30, 2017; and the FTE of staff added in newly created positions from July 1, 2016 through June 30, 2017 using the two tables provided.

Classroom Teacher Attrition Table

	FTE Classroom Teachers on June 30, 2016	FTE Classroom Teachers Departed 7/1/16 – 6/30/17	FTE Classroom Teachers Filling Vacant Positions 7/1/16 – 6/30/17	FTE Classroom Teachers Added in New Positions 7/1/16 - 6/30/17	FTE of Classroom Teachers on June 30, 2017
	85	19	12	1	78

Administrator Position Attrition Table

	FTE Administrative Positions on June 30, 2016	FTE Administrators Departed 7/1/16 – 6/30/17	FTE Administrators Filling Vacant Positions 7/1/16 – 6/30/17	FTE Administrators Added in New Positions 7/1/16 - 6/30/17	FTE Administrative Positions on June 30, 2017
	34	6	7	0	33

Thank you

Entry 13 Uncertified Teachers

Created: 07/28/2017 • Last updated: 08/01/2017

FTE Count of All Teachers (Certified and Uncertified) as of June 30, 2017 74

FTE Count of All Certified Teachers as of June 30, 2017 51

Instructions for Reporting Percent of Uncertified Teachers

The table below is reflective of the information collected through the online portal for compliance with New York State Education Law 2854(3)(a-1) for teaching staff qualifications. Enter the relevant full time equivalent (FTE) count of teachers in each column. For example, a school with 20 full time teachers and 5 half time teachers would have an FTE count of 22.5. If more than one column applies to a particular teacher, please select one column for the FTE count. Please do not include paraprofessionals, such as teacher assistants.

FTE count of uncertified teachers on June 30, 2017, and each uncertified teacher should be counted only once.

1. Total FTE count of uncertified teachers (6-30-17)	23
2. FTE count of uncertified teachers with at least three years of elementary, middle or secondary classroom teaching experience (6-30-17)	12
3. FTE count of uncertified teachers who are tenured or tenure track college faculty (6-30-17)	
4. FTE count of uncertified teachers with two years of Teach for America experience (6-30-17)	7
5. FTE count of uncertified teachers with exceptional business, professional, artistic, athletic, or military experience (6-30-17)	4
6. FTE count of uncertified teachers who do not fit into any of the prior four categories (6-30-17)	0

Thank you.

KIPP Infinity Elementary School

Modified every Monday at 3pm

Principals
Daisy Salazar (Lower School)

Operations (3)	
Dir. of Operations	Melanie Dukes
SOA	Rosanna (Rosy) Canela
Ops Associate	Julie Hong

Dean of Teaching and Learning (3)
Maylien Herm (DTL-Lower School)
Naomi Skolnik (DTL-Upper School)
Emily Wark (Instructional Coach)

Dean of Students (1)
Isaiah Walker (Upper School)

Social Work Team (4)	
Guidance C.	Elizabeth Milliner
Social Worker	Nikki Kabalkin
Social Worker	Edwin Campos
Social Worker	Carlos Alvarez

Student Support Services (5)	
Dir of SPED	Analia Stratton
SPED Coordinator	Rosemarie Lee (US)
SPED Coordinator	Samantha Coulson
SPED Int.	Michelle Salese
ESL Int.	Alexis Watson

Specials (6)	
Music	Gina Costanza
P.E.	Joe Moran
Dance	xxxx
Art	Colleen Coleman
Science 3/4	Wyman Khuu
Science k/1/2	Carlos Blanco (SPED)

Kindergarten (6)		
GTL:		
Columbia	Doreen Johnson	
Hunter	Jamie Wagner (SPED)	Ileana Germosen
Syracuse	Shaun Reid	
Florida	Anne Toomajian (SPED)	Tennysha St John

1st Grade (6)		
GTL:		
Arizona	Kim Martin Daney	
NYU	Janet Samancioglu	Sahar Miandoabi (SPED)
Oswego	Hannah Giles	Serena Lenauer
Georgetown	Kerry Daly (SPED)	Melissa Fajardo Garcia (SPED)

2nd Grade (6)		
GTL:		
Duke	Charnay Paris	Lindsay Brown (SPED)
Oregon	Doris Galarza	Andrei Clark (SPED)
LSU		Kaitlyn Urato (SPED)

3rd Grade (6)		
GTL:		
UT Longhorns	Lamar Ok	
Cornell	Lauren Gershowitz	Aysha Maisonet
Beavers	Zach Zeppieri	
UT	Da In Yoon (SPED)	Erin Knight

4th Grade (6)		
GTL:		
Rutgers	Jessica Bezozo (SPED)	Evin Christman
Cal Bears	Eric Cato	
Princeton	Candance Sharrow	Raymon Azcona (SPED)
UNC	James O'Malley	

Empire Fellows (1)
Maribel Palafox - Kindergarten with Doreen

Infinity Middle School Organizational Chart

Modified every Monday at 3pm

Principal
Allison Willis Holley

Operations (3)	
Director of Operations	
Peter Croncota	
Ops Manager	Dilcia Ceron
Ops Assistant	Ana Carmon

Guidance (3)	
Director of Guidance	
Asiya Razvi	
Social Worker	Elizabeth Acosta
Social Worker	Rebecca Rosario

Afterschool Program (1)
Program Director
Jocelyn Rodriguez

Specials/Enrichment (3)	
Music	Steve Thomas
	Jacob Teichroew
Phys Ed	Manny Lopez
Chorus	Danny Madden

Teaching and Learning (2)	
Dean	Sayuri Stabrowski
Dean	Caitlin Emery

5th Grade (4)	
ELA- R	Ali Nagle
ELA -W	Shira Drossos
Math	Angela Fascilla
NF	Aaron Chilelli

7th Grade (6)	
ELA-R	Jamie Axelrod
ELA- W	Ryan Urquidi
History	Coby Kramer-Golinkoff
Math	Lauren Abramson
	Alexa Roche
Science	Doug Dukeman

Director of L/U Schools (2)	
LS	Dominique Young
US/ AP	Glenn Davis

6th Grade (4)	
ELA- R	Heather Foley
ELA-W	Sarah Bennett
Math	Carly Scott
Science	Janine Whitman

8th Grade (5)	
ELA-R	Anisha Warner
ELA-W	Halima Lugent
History	Gerard Griffith
Math	Jeff Li
Science	Adrianne Capaldi

Student Support Services (7)	
Dir of Special Education	
Brayden Lowek	
SPED	Christian Veliz
SPED	Lucas Lyons
SPED	
SPED	Carmen Gonzalez
SPED	Lynn Liran
SPED	Siobhan Corrigan

EMP	Serge Zenisek
EMP	Annie Chen

16-17 Org Chart

KIPP NYC College Prep High School

Modified every Monday at 3pm

Natalie (Webb) Byrne *(Principal)*

Barbara De Pesa *(Assistant Principal of Teaching and Learning)*
Carlos Capellan *(Assistant Principal of Students)*

Leslie Kim *(Director of Instructional Coaching)*

Student Support Services
Jeff Imwold *(Dir. of Student Support Services)*
Aaron Hollinger
Alexandra Meyer
Amber Coury
Anthony Bush
Brittany Wrightson
Crystal Brice
Dana Pelerin
Jessica Bauman
John King
John Lee
Laura Taishoff
Liz Ramamurthy
Ronald Watson
Sarah (Betsy) Frese
Skyler Green
Taniqua Dacres
Yael Hawkins

College/Career Counseling
Tessa Kratz *(Director of College Counseling)*
Dale Pilgrim
Elena Zelaya
Anum Malik
Jonathan Baez
Liz Giordano
Kelly Gallagher
Rebekah Bambling
Jenny Taveras
Rob Santos
Tristan Fields

Student Affairs
Mike Ioli *(Dir. of Student Affairs)*
Krista Njapa
Erica Woda
Adam Smith (Food Prorgam)

Counseling
Hugh Chen *(Dir. of Counseling and Academics)*
Isabelle Lenchewski
Johanna Peralta
Yessenia Lajara
Joseph Pace
Laura Rodarte
Marnie White
Nathifa McGill
Princess Shaw
Tamika Brown
Terron Miller
Vanessa Jean Paul

Deans of Students
Anne Woods
Trinee Adams
Carol Martinez
Chris Sarmiento
Dioffre Cruceta
Jason Cowan
Jesus Powell

Empire Teaching Fellows
Alain Cruz - Science
Eric Moretti - Spanish
Damary Caraballo - SPED
Xavier Vazquez - History
Aaron Clements - Math
Annie Robertson - English
Shaday Edwards - College Counsel

Operations
Kim David *(Director of Operations)*
Aslyn Conteras
Eliana Ditren
Elise Hawthorne
Elise Taylor
Kelson Hedderich
YuVonne Lewis
Stephanie Ip (PT Consultant)

English
Monica Samuels *(Co Dept. Head)*
Adrian Antao *(Co Dept. Head)*
Arhm Choi
Adria Ross
Alex Kratz
Caitlyn Iovanni
Daniel Hew
Dominick Gregory
Maria Lantigua
Joshua Potash

Math + Computer Science
Nathalie Cathcart *(Dept. Head)*
Anthony Lifrieri
Alex Kuritzky
Emily Meyer
Erin Speer
Gloria Navarro
Jason Eiben
Jason Leon
Karimah Hicks
Kent Hansan
Kimberly Elicker
Matthew Mitchell
Peter O'Byrne
Renee Nelson
Sushma Vishnubhotla
Jenn Tate

Arts
Lauren Olmo *(Dept. Head)*
Jamia Jordan
Eric Day
Kelly Pomeroy
Brenda Zamora
Janelle Heatley
Amanda Mauer
Jeremy Collier
Christy Coiro

PE & Health
Dave Halbreich *(Dept Head)*
Dave Villegas
Nicholas Zawerucha
Lizzie Ferenczy
Michael DeFazio

Science
Nicole Rhodes *(Dept. Head)*
Megan McGregor
Dan Goldowsky
Emily Hart
Emmy Kang
Claryliz Peralta
Lauren Verdeflor
Michael Becker
Nick Profaizer
Mia Disla
Julia Bovenzi
Felix Medina
Gideon Levy
Kassandra Leidemer
Nick Burley

Social Studies
Taylor Escajeda *(Dept. Head)*
Danica Liriano
Beth Birnkrant
Don Kelton
Elliott Stern
Emmanuel Anzules
Mitch Brenner
Samuel Routhier
Sarah Cortes
David Schlenker
Jason Pino
Sheilla Lehr

World Languages
Carter Greendyke *(Dept. Head)*
Mary Godwin
Ariel Tejeda
Heidy Victor
Latanaya Burch
Lindsay Mirchin
Rossibel Taveras
Rosanna Ovalles
Marilyn Romero
Brandon Frost

KIPP NYC 2017-18 Calendar

Key Dates

August 1-4	New to KIPP
August 7-18	K-8 School and Regional PD
August 16-17	HS Regents
August 18th	August HS Graduation
August 21st	First Day of School
August 28th	HS PD begins
September 4th	Labor Day
September 5th	First Day of HS
September 21-22	Rosh Hashanah
October 27th	Last Day of Q1 (46 days)
October 30th	KIPP NYC Professional Development Day (no classes)
October 31st	Data Day
November 8th	Report Card Day Q1
November 20-24	Thanksgiving Break
Dec. 21-Jan. 1	Winter Recess
January 2nd	K-8 Teacher Training Day, no students, High school in session
January 15th	MLK Day
January 26th	Last Day of Q2 (48 days)
January 29th	K-8 Teacher Training Day, no students, High school in session
February 7th	Report Card Day Q2, (full day for ES)
February 19-23	Mid Winter Recess
March 26-30	Spring Break
April 11-13	ELA State test
April 20th	Last Day of Q3 (48 days)
April 25th	Report Card Day Q3
May 1-3	Math State test
May 4th	K-12 OFF
May 28th	Memorial Day
June 4th	4th and 8th grade science test
June 15th	Eid al Fitr (kids off, pack up)
June 21st	Last Day of School for students, End of Q4 45 days
June 22nd	Last Day of School for teachers

Aug-17						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Sep-17						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

Oct-17						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Nov-17						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Dec-17						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Jan-18						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

Feb-18						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28			

Mar-18						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Apr-18						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

May-18						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Jun-18						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

Jul-18						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Holiday, no school
Teacher Training Day, no kids
End of Quarter
Report Card Half Days