



ICP Board Meeting Agenda

Location: Adams & Reese | 1600 West End Ave #1400, Nashville, TN 37203

May 20, 2026

Board members present: Cazembe Kennedy, Jessi Hebblethwaite, Anna Russell Thornton, Kenny Crapse, Lauren Sikes, and Jacob Schall

Intrepid Staff present: Laurie Brown and Amanda Oudi

AGENDA

11:00 - 11:05	Welcome and Agenda Review • The meeting convened at 11:04am. • Motion to approve the December minutes made, seconded, and passed unanimously. • The Board welcomed Chief of Staff Amanda Oudi.
11:05 - 11:15	Team Time • If you could go back and tell your senior-year self one thing, what would it be?
11:15 - 11:25	Board Governance • Voting in new board members ◦ Three new board members are up for vote: Halim Genus (CEO of Nashville Police + Public Safety Alliance), Jack Webber (Attorney, clerking for a federal judge), and Olivia Arboneaux (Attorney at Adams & Reese). ◦ Motion to approve Halim Genus as new board member made, seconded, and passed unanimously. ◦ Motion to approve Jack Webber as new board member made, seconded, and passed unanimously. ◦ Motion to approve Olivia Arboneaux as new board member made, seconded, and passed unanimously. ◦ Additional candidates we are pursuing include Steven Henry (Principal at Jigsaw) and Hanna Degen (VP of Raymond James). • Meeting dates for 26-27SY ◦ July 8th, 2-3pm - New Board Member Orientation ◦ September 16th, 11am-1pm - Quarter 1 Board Meeting ◦ December 2, 11am-1pm - Quarter 2 Board Meeting ◦ February 19, 8am-12pm - Quarter 3 Board Retreat ◦ May 19, 11am-1pm - Quarter 4 Board Meeting • Anna Russell to email new Board members with news and dates.

11:25 - 12:10	Finance Updates ● FY26 ○ Andrew is back from parental leave. He will give a more complete update later on. ○ Due to middle school principal and other role vacancies, as well as adjustments to current line items, Intrepid College Prep is ending the school year within budget. ○ MNPS will not conduct a major clawback this year, due to accurate estimating of revenue that will go to per-pupil spending. ● FY27 ○ Laurie reviewed current membership, student-to-staff ratio, revenue, and expenses. ○ Laurie proposed hiring a staff member dedicated to recruitment and retention. ○ Laurie walked through a draft for FY27 budget. The draft has ICP roughly breaking even for the year. Laurie shared specific line item adjustments and the reasoning behind them. ● FY28 ○ Laurie shared the outlook for FY28 and beyond. ○ Enrollment will be prioritized moving forward to support revenue goals. ● The Board should expect an update the week of June 15th with an email approval to follow. The vote will occur by June 30th. ● Amanda will send out updated Bylaws for review. The Executive Committee gave input that informed the Bylaw updates.
12:10 - 12:40	Consultancy Protocol ● Laurie and Amanda shared a planning overview for the upcoming Teacher Summit. ● Board members reviewed, asked questions, and provided feedback ● Amanda will share the agenda for Leader Summit with the Board.
12:40 - 12:55	CEO Updates ● Student highlights ○ End-of-year events have been filled with true excitement. ● Wins for the year ○ Better teaching, quarter by quarter ■ Teaching improved over the course of the year. ■ Leaders improved investment in vision for the teaching rubric and observation tool. ■ The data reflects increased success on the IOT, including a 40% increase in mastery. 74% of courses saw 40% of students succeed on state tests. ○ More effective school leaders ■ Investment in DLPs resulted in increased attendance and participation. ■ DLPs reflected deeply on their experience and growth this year. ○ Built a strong foundation

	■ Earned a B on the TN Report Card, up from a C last year. ■ Received Cognia accreditation. ■ 100% of graduating seniors have a postsecondary plan in place. ■ Experienced success in staff hires, budget, and refinancing the high school. ● Report on SY25-26 OKRs ○ 57% of teachers earn all Yeses on the ITR-aligned IOT. (Goal: 90%) ○ 40% of students meet grade-level standards in 74% of courses. (Goal: 90% of courses) ○ 100% of DLPs participated in 87% of PD meetings. (Goal: >80%) ○ DLP scoring is in progress. ○ 100% accuracy and on-time data entry in the Org Health Dashboard.
12:55 - 1:00	The meeting adjourned at 12:58pm.