



## Student Performance and Academic Goals

- On average, Kairos students will score above 50% CGP in both Reading and Math on the NWEA MAP. (CGP = comparison to average growth rate of students with comparable abilities; 50% means that, at Kairos, they grew faster than the average.) **(Priority 2)**
- Kairos will increase our percentage of proficient/advanced students on the MO MAP by 5 percentage points, resulting in at least 40.7% proficient/advanced in English and 38.6% proficient/advanced in math. **(Priority 2)**

## Financial Goals

- Kairos will end the fiscal year with \$2M cash reserve. **(Priority 6)**
- Kairos will average enrollment of at least 7 students, the budgetary goal. **(Priority 1)**

## Operational Goals

- Kairos will complete all MCPSC Epicenter submissions 90% on time and with 90% accuracy. **(Priority 5)**
- Based on interactions with stakeholders (parents, MCPSC), the board believes the community perceives Kairos as an asset with robust, high-quality programming and services offered. **(Priority 3)**

## School Culture Goals

- Students average a 3.5/5 or higher on 5 of the 7 social-emotional learning categories in the nationally-normed New Schools Venture Fund Kelvin survey. **(Priority 4)**
- Staff average a 4 / 5 or higher on the Kelvin survey question, "How optimistic are you that your school will improve in the future?" **(Priority 4)**
- Based on interviews with staff, the board believes significant progress has been made to consolidate diffuse organizational responsibilities into singular roles and to tighten management structures and accountability for those roles. **(Priority 5)**

## Personal Goals

- Kairos grows staff size by 7% above our budgeted number of FTE. **(Priority 1)**
- Kairos has <20% attrition from Cycle 7 of SY22 to Cycle 1 of SY23. **(Priority 4)**
- 85% of staff report that they feel successful and their work at Kairos is sustainable. **(Priority 4)**

*an integrated community of self-directed learners, leaders, and citizens*