



Strategic Objectives & Priorities

Updated: April 2021

Strategic Plan On a Page

Mission

Prepare students to thrive in a free society, continuously increasing impact through improved program quality and reach.

Vision

Kairos will grow into a K-12 public charter school with strong parent satisfaction that cultivates the academic and executive functioning skills to unlock post secondary choices for a diverse student body.

Culture

Kairos Cultural DNA

- Staff and student autonomy and self-ownership (“you are kairos”)
- Commitment of iterative, incremental improvement (“be better”)
- Obsession with improving the family experience, one at a time and systematically (“family obsessed”)

Strategic Goals

Network Strategy

- Grow for Stability and Impact

Educational Strategy

- Drive our Community Profile
- Lead with a ‘Growth DNA’
- Be Family Obsessed

Financial Objectives

- Ensure financial stability by sustaining 60 days of cash on hand
- Build a \$4M cash reserve for strategic facilities investments
- Creatively eliminate unnecessary costs, invest in high-return areas, and use finances to incentivize positive behavior

Strategic Goals

Network			School	
Grow for Stability and Impact	Design to Diversify & Deliver	Lead with a 'Growth DNA'	Be Family Obsessed	Nurture our School & Graduate Profile
Thoughtfully scale to improve economies of scale and deliver better quality programming with a wider reach in the community	Cultivate an intentionally integrated community that brings families together across lines of difference to fight educational injustice	Lead with a culture of rapid prototyping and constant iterative, incremental improvement	Constantly prioritize improvements to the parent and student experience	Develop student agency and ownership in a choice-rich environment that cultivates student connection, critical mindset, and curiosity

School and Graduate Profile for Self-Directed Learners and Leaders

Agency

Students practice **individual agency** by working productively in choice-rich environments

Students develop **team agency** by managing and contributing to groups working toward a common goal

Students cultivate **community agency** by shaping systems, rules, and institutions both within Kairos and beyond

Curiosity

Students master **content and skills** to unlock a life of opportunity and self-determination

Students discover beauty and meaning in ideas that **enrich their lives**

Students adopt a **critical consciousness** to thoughtfully define their own beliefs and identities

Students **delight in pursuing knowledge** and have fun exploring the world

Community

Kairos is a **space** that is supportive and welcoming to the community

Students, families, and staff share a sense of **belonging and pride** in Kairos

Students, families, and staff hold a sense of **mutual responsibility** for each other's success and wellbeing

Students, families, and staff **invest themselves in building Kairos' future**

SY 22-24 Priorities

1

Grow Class Size and Expand Grade Levels

- Add 2 grade levels per year
- Grow to 150 students per grade level (900 students over 3 years)

2

Diverse Identities, Equitable Outcomes

- Recruit a student population comprising no more than 55% of any racial group and no less than 65% FRPL students
- Help historically disadvantaged students grow at least as much and feel at least as welcome as their median peer

3

Deliver Incremental Student Activity Offerings

- Augment extracurricular programs (e.g., foreign language, college counseling)
- Enhance existing activities (e.g., athletics, clubs)

4

Enhance Teacher / Coach Delivery & Experience

- Improve recruitment pipeline and supporting operations to drive retainment
- Systematize in-house training for teachers and coaches

5

Improve Management

- Identify best practices around project and performance management
- Systematize in-house management training for team leaders

6

Build Cash Reserve and Physical Space

- Through frugality and fundraising, build a \$4M cash reserve
- Develop flexible coworking-style facility that allows for authentic student self-direction