



## Kairos Academies

### Kairos Academies Board Meeting

#### Cycle 1

Published on September 20, 2023 at 10:56 AM CDT

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#### Date and Time

Thursday September 21, 2023 at 6:00 PM CDT

#### Location

Kairos Academies  
3449 S Jefferson Avenue  
St. Louis, MO 63118

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We invite you join us at this Zoom link. This notice was published at [www.kairosacademies.org/board](http://www.kairosacademies.org/board) at least one day prior to the meeting.

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#### Agenda

	Purpose	Presenter	Time
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- |                                     |  |  |                |
|-------------------------------------|--|--|----------------|
| <b>I. Opening Items</b>             |  |  | <b>6:00 PM</b> |
| <b>A.</b> Record Attendance         |  |  |                |
| <b>B.</b> Call the Meeting to Order |  |  |                |
| <b>C.</b> Public Comment            |  |  |                |
| <b>D.</b> Mission Statement         |  |  |                |

	Purpose	Presenter	Time
	Kairos empowers students to direct their own lives and learning.		
<b>E.</b>	Vision Statement		
	By offering a 21st-century school model, Kairos will empower parents with a meaningful alternative to the traditional structures that have subjugated children and segregated families in our city for over a century. If Kairos achieves its mission, our graduates will develop the academic function to unlock post-secondary opportunities and the executive function to thrive in whichever opportunity they choose. Wherever they go, graduates will exercise meaningful agency among their peers, leading themselves and the institutions that structure their communities.		
<b>F.</b>	Approve June 29, 2023 Board Meeting Minutes	Approve Minutes	
<b>II.</b>	<b>Executive Committee Updates</b>		
	<b>A.</b> Committee Goal Updates		
<b>III.</b>	<b>Finance Committee Updates</b>		<b>6:00 PM</b>
	<b>A.</b> SY 23-24 Budget Revision (Vote)		
	<b>B.</b> Committee Goals Update		5 m
<b>IV.</b>	<b>Governance Committee Updates</b>		<b>6:05 PM</b>
	<b>A.</b> CEO Goals		
	<b>B.</b> Committee Goals Update		
	<b>C.</b> Charter Renewal Updates		5 m
<b>V.</b>	<b>Program Committee Updates</b>		<b>6:10 PM</b>
	<b>A.</b> Academic Data Review		
	<b>B.</b> Committee Goals Update		
<b>VI.</b>	<b>Facilities Committee Update</b>		
	<b>A.</b> Committee Goal Updates		

	Purpose	Presenter	Time
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**B. Closed Session**

RSMo Section 610.021.(2)

**VII. CEO Updates**

**A. Senior Leadership PTG Updates**

**VIII. Closing Items**

**A. Adjourn Meeting**

Vote

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empowering students to direct their own lives and learning [www.kairosacademies.org](http://www.kairosacademies.org) 2315 Miami St., St. Louis, MO 63118 [hq@kairosacademies.org](mailto:hq@kairosacademies.org) 314-252-0602

# Coversheet

## Approve June 29, 2023 Board Meeting Minutes

<b>Section:</b>	I. Opening Items
<b>Item:</b>	F. Approve June 29, 2023 Board Meeting Minutes
<b>Purpose:</b>	Approve Minutes
<b>Submitted by:</b>	
<b>Related Material:</b>	Minutes for Kairos Academies Monthly Board Meeting on June 29, 2023

APPROVED



## Kairos Academies

### Minutes

#### Kairos Academies Monthly Board Meeting

##### NOTIFICATION OF KAIROS ACADEMIES MONTHLY BOARD MEETING

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##### **Date and Time**

Thursday June 29, 2023 at 6:00 PM

##### **Location**

Kairos Academies  
3449 S Jefferson Avenue  
St. Louis, MO 63118

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We invite you join us at this Zoom link. This notice was published at [www.kairosacademies.org/board](http://www.kairosacademies.org/board) at least one day prior to the meeting.

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##### **Directors Present**

A. Sullivan (remote), E. Schlafly (remote), H. Eastwood (remote), K. Kerr (remote), K. Owen (remote), M. Vachow (remote), N. Plair (remote), W. Young (remote)

##### **Directors Absent**

A. Jackson

##### **Ex Officio Members Present**

K. Graham (remote)

##### **Non Voting Members Present**

K. Graham (remote)

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## Guests Present

B. Jackson (remote), J. Krewson (remote), M. Chavers (remote), Martha McGeehon (remote), Simmons Lettre (remote)

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## I. Opening Items

### A. Record Attendance

### B. Call the Meeting to Order

W. Young called a meeting of the board of directors of Kairos Academies to order on Thursday Jun 29, 2023 at 6:03 PM.

### C. Public Comment

No public comment.

### D. Mission Statement

Mission statement recited.

### E. Vision Statement

Vision statement recited.

### F. Approve June 1, 2023 Board Meeting Minutes

A. Sullivan made a motion to approve the minutes from Kairos Academies Board Meeting on 06-01-23.

E. Schlafly seconded the motion.

The board **VOTED** unanimously to approve the motion.

## II. Executive Committee Updates

### A. KA Strategic Plan (Vote)

NWEA, MAP, and GPTW will be in the charter renewal definitively. There will be a tracker to report against higher level metrics. Activity/behavior based metrics are important for characteristics (i.e. MAP scores) out of our control but are not included at this level. Updated financials will be presented in September/October. Next steps are an accountability calendar, create an implementation plan, and create a communications plan.

H. Eastwood made a motion to approve continuing the strategic plan as laid out by Simmons Lettre.

E. Schlafly seconded the motion.

The board **VOTED** unanimously to approve the motion.

## **B. MCPSC APR Update**

Presented by Martha McGeehon of Missouri Charter Public School Commission.

Areas of concern:

Did not meet growth goals for ELA or math.

Proficiency rates in math have dropped a little.

Family satisfaction rates and participation rates were below charter goals.

Student learning growth and population growth are areas of most concern. Proficiency isn't bad and trends are generally baseline or improving. "Students who come into Kairos improve over time" is the narrative that Martha believes would be most comforting for the MCPSC.

## **III. Finance Committee Updates**

### **A. SY 23-24 Budget (Vote)**

We plan on having a \$250k net income for SY 23-24.

K. Kerr made a motion to approve the SY 23-24 Budget.

H. Eastwood seconded the motion.

The board **VOTED** unanimously to approve the motion.

### **B. Monthly Financials (May) (Approve)**

We are down YTD by about \$1.3mm but expect to be at a neutral cash balance moving forward.

H. Eastwood made a motion to approve May financials.

A. Sullivan seconded the motion.

The board **VOTED** unanimously to approve the motion.

### **C. Vote of SY 23-24 PCs and Color Art purchase (Vote)**

E. Schlafly made a motion to approve \$55k purchase of employee PCs and color art.

H. Eastwood seconded the motion.

The board **VOTED** unanimously to approve the motion.

## **IV. Governance Committee Updates**

### **A. CEO Evaluation Process**

Board results were sent out today. Governance committee will submit a write up in the coming weeks.

### **B.**

## Board /Advisor Member Recruitment

Mike is working with onboarding Mia. Governance committee will follow up with appropriate committees for advisor onboarding.

## V. Program Committee Updates

### A. Academic Data Review

There will be upcoming mini lessons that inform the board about key program processes.

### B. Testing

GPTW Survey - Middle School was at 55%, High School 80%, and Senior Leadership 82%.

NWEA Update - need to revamp our intervention program. Lavinia Group is coming in as intervention consultants.

## VI. Facilities Committee Update

### A. Community Engagement Update

Hearing from the board of adjustment approved our variance request to use the property for educational use.

### B. Closed Session

W. Young made a motion to enter executive session IAW RSMo 610.021.(2).

K. Kerr seconded the motion.

The board **VOTED** unanimously to approve the motion.

#### Roll Call

M. Vachow	Aye
W. Young	Aye
A. Sullivan	Aye
A. Jackson	Absent
H. Eastwood	Aye
E. Schlafly	Aye
K. Kerr	Aye
N. Plair	Aye
K. Owen	Aye

W. Young made a motion to exit executive session IAW RSMo 610.021.(2).

K. Kerr seconded the motion.

The board **VOTED** unanimously to approve the motion.



### **Roll Call**

W. Young	Aye
A. Sullivan	Aye
N. Plair	Aye
K. Kerr	Aye
M. Vachow	Aye
A. Jackson	Absent
E. Schlafly	Aye
K. Owen	Aye
H. Eastwood	Aye

## **VII. CEO Updates**

### **A. Senior Leadership March Goal Updates**

This information will be presented at the board retreat.

### **B. Board Approved calendar update (Vote)**

W. Young made a motion to approve adjustments to the school calendar.

H. Eastwood seconded the motion.

Requesting to consolidate Kraken days into one week.

The board **VOTED** unanimously to approve the motion.

N. Plair made a motion to approve adjustments to the board calendar.

A. Sullivan seconded the motion.

Requesting the board meetings align with cycles instead of monthly. Generally reducing the number of board and committee meetings.

The board **VOTED** unanimously to approve the motion.

### **C. School Org Goals**

Choosing single metrics to determine the status of various driver goals. For example MAP Proficiency is 90% Basic, 60% Proficient, 30% Advanced on MAP.

## **VIII. Closing Items**

### **A. Adjourn Meeting**

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:30 PM.

Respectfully Submitted,  
K. Kerr

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empowering students to direct their own lives and learning [www.kairosacademies.org](http://www.kairosacademies.org) ☎ 2315  
Miami St., St. Louis, MO 63118 ☎ [hq@kairosacademies.org](mailto:hq@kairosacademies.org) ☎ 314-252-0602

# Coversheet

## SY 23-24 Budget Revision (Vote)

<b>Section:</b>	III. Finance Committee Updates
<b>Item:</b>	A. SY 23-24 Budget Revision (Vote)
<b>Purpose:</b>	
<b>Submitted by:</b>	
<b>Related Material:</b>	MDFHR_ Cycle 1 Board Update.pdf



## Managing Director Finance and HR Cycle 1 Board Update



# Finance and HR Network Goals

	Goal	Target	Cycle 1
1	Financial Goals met	85%	60%
2	Teacher/employee retention	85%	97.8%
3	85% GPTW	85%	N/A
4	New Employee Survey	90% Satisfaction	91.7%



# Cycle 1 Network Goals Updates

- **Financial Goals Met (Goal: 85% Actual 60%)**
  - Outcome: We are reimbursed on 22-23 WADA.
  - Solution: Will update count this month with current Membership and ADA.
  - Next Step: Meet with Operations by 09/14 to get current membership count and ADA.
- **Teacher/employee retention (Goal: 85% Actual 97.8%)**
  - Outcome: Currently meeting goal
  - Solution: It is still early in the year. Based off last year data most of our resignations happened in Sept, Nov and Oct. To prevent this from happening this year. HR will host lunch and learn throughout the year. This less formal approach will allow us to collect data and report back to school leaders on school culture.
  - Next step: the F/HR Coordinator will send invites to selected staff members by 9/14.
- **Great Place To Work Survey - (Goal 85% Actual N/A)**
  - We will take survey in Oct-November



## **New Employee Survey - (Goal: 90% Actual 91.7%).**

- Outcome: Currently meeting goal
- Solution: HR will continue to engage new staff. Our goal is to find out what work well and where can we improve in recruitment/onboarding.
- Next step: Meet with School and Senior leadership teams to review survey data by 9/19.

## 2023 - 2024 Talent Highlight

### **Certified Teachers: Goal 80%**

2022-2023 - 20% Content Certified

2023-2024 - 41% Content Certified

## Planning: How I plan to win this next Cycle?

- Submit updated budget based of new enrollment data.
- Evaluate GPTW Data.
- Participate in the first of four employee lunch and learn.
  - September: Submit New Budget
  - October-November: Staff will take the GPTW survey.
  - September/November: Lunch and learn scheduled.



**Thank You!**



# Coversheet

## Charter Renewal Updates

<b>Section:</b>	IV. Governance Committee Updates
<b>Item:</b>	C. Charter Renewal Updates
<b>Purpose:</b>	
<b>Submitted by:</b>	
<b>Related Material:</b>	CoS - Cycle 1 Board Update.pptx.pdf



## Chief of Staff Cycle 1 Update



# Agenda

- Review Final PTGs for SY 22-23 (3 min)
- Share upcoming PTGs for SY 23-24 (5 min)
- Forward OCS priorities (8 min)
- AR/APR Predictions and Updates (10 min)
- Renewal Overview and Updates (7 min)
- Overview and Questions (5 min)



# CoS 2023-24 Goals and Priorities



- 90% of Board Committees meeting EOY goals
- 90% Satisfaction on an undated Board survey
- 90% accurate APR (DESE) and AR (MCPSC) submission and reporting
- 85% GPTW for Senior Team/ Network Team
- 90% of managers execute proficiency in Operating mechanisms (Huddle, Tactical, check-ins, Stepback) by EOY



## 23-24 Chief of Staff

Goal	Target	Cycle 1	Cycle 2	Cycle 3	Cycle 4	Cycle 5	Cycle 6	Cycle 7
Board Management	90% Satisfaction on undated board survey	100% satisfaction reported EOY 23-24						
Board Management	90% of board committee goals met	Not yet measured; see OCS for strategy						
GPTW	85% GPTW for Senior Team/Network Team	Not yet measured; see OCS for strategy						
External Stakeholder Management	90% of timely submission (MCPSC)	84 % timely submission						
External Stakeholder Management	90% Accurate APR (DESE) and AR (MCPSC) submission and reporting.	Not yet measured (DESE)  98% accurate submission (MCPSC)						
State Reporting	100% timely submission of Title 1 DESE compliance	First Deadline is in Cycle 2; see OCS for strategy						
Leadership	90% of managers execute proficiency in operating	Not yet measured; see OCS for Strategy						

A	B	C	D	E	F
Compliance Standard	Compliance Owner	Section Standard Rating	Section Standard Rating	Section Standard Rating	Section Standard Rating Prediction
What is the standard being supported?	Who are we doing this for?	FY 20	FY 21	FY 22	FY23
<b>I. ACADEMICS</b>					
Federal & State Accountability	Marnae Chavers	N/A	N/A	Partially Meets	Partially Meets
Student Academic Proficiency	Marnae Chavers	N/A	N/A	Partially Meets	Partially Meets
Student Academic Growth	Marnae Chavers	N/A	N/A	Partially Meets	Unknown
Postsecondary Readiness	Marnae Chavers	N/A	N/A	N/A	N/A
<b>II. FINANCE</b>					
Near-Term Financial Health	Marnae Chavers	Meets	Meets	Meets	Meets
Financial Sustainability	Marnae Chavers	Meets	Meets	Meets	Meets
<b>III. LEARNING ENVIRONMENT</b>					
School Environment	Marnae Chavers	Meets	Meets	Meets	Meets
Education Program Compliance	Marnae Chavers	Meets	Meets	Meets	Meets
Student Rights and Requirements	Marnae Chavers	Meets	Meets	Meets	Meets
School Specific Measures	Marnae Chavers	N/A	N/A	Partially Meets	Partially Meets
<b>IV. GOVERNANCE</b>					
Board Operations	Marnae Chavers	*Board Oversight and Accountability	*Board Oversight and Accountability	Meets	Meets
Holding Management Accountable	Marnae Chavers	*Board Development, Growth and Operations	*Board Development, Growth and Operations	Meets	Meets
Compliance and Reporting	Marnae Chavers	N/A	N/A	Meets	Meets
<b>V. OPERATIONS</b>					
Financial Management	Marnae Chavers	Meets	Meets	Meets	Meets
Compliance and Reporting	Marnae Chavers	Partially Meets	Partially Meets	Meets	Meets
Employee Rights and Requirements	Marnae Chavers	Meets	Meets	Meets	Meets

# School Contract Goals Update SY 19-SY23

School	Standard	Category	Goal	Met/Unmet																														
Kairos	Academics	Local Assessment	<b>Table A.7.ii: Students Pacing Toward 22+ on ACT According to NWEA MAP</b> <table border="1"> <thead> <tr> <th></th><th>% On Pace in Reading</th><th>RIT</th><th>% On Pace in Math</th><th>RIT</th></tr> </thead> <tbody> <tr> <td>6th</td><td>35%</td><td>220</td><td>33%</td><td>232</td></tr> <tr> <td>7th</td><td>48%</td><td>224</td><td>48%</td><td>238</td></tr> <tr> <td>8th</td><td>59%</td><td>227</td><td>66%</td><td>243</td></tr> <tr> <td>9th</td><td>71%</td><td>230</td><td>74%</td><td>246</td></tr> <tr> <td>10th</td><td>83%</td><td>232</td><td>83%</td><td>249</td></tr> </tbody> </table>		% On Pace in Reading	RIT	% On Pace in Math	RIT	6th	35%	220	33%	232	7th	48%	224	48%	238	8th	59%	227	66%	243	9th	71%	230	74%	246	10th	83%	232	83%	249	<b>Met/Unmet</b> % on pace to receive 22 on ACT in Reading 6: 43% 7: 29% 8: 40% 9: 37%  % on pace to receive 22 on ACT in Math 6: 26% 7: 9% 8: 14% 9: 17%
	% On Pace in Reading	RIT	% On Pace in Math	RIT																														
6th	35%	220	33%	232																														
7th	48%	224	48%	238																														
8th	59%	227	66%	243																														
9th	71%	230	74%	246																														
10th	83%	232	83%	249																														
Kairos	Academics	Local Assessment	85% of students will achieve the NWEA MAP Graduation Goals they set with their coach for reading and math.	<b>Language Arts</b> MS: 56% met their NWEA growth goal from Fall to Spring of 22-23 HS: 57% met their NWEA growth goal from Fall to Spring of 22-23  <b>Math</b> MS: 44% met their NWEA growth goal from Fall to Spring of 22-23 HS: 62% met their NWEA growth goal from Fall to Spring of 22-23																														
Kairos	Academics	Local Assessment	The bottom 80% of students will grow 1+ standard deviation in each subject as measured by NWEA MAP	<b>Math: 10%</b> <b>Reading: 14%</b>																														
Kairos	Academics	Local Assessment	The top 20% of students will grow at least .5 standard deviations in each subject as measured by NWEA MAP	<b>Math: 30%</b> <b>Reading: 15%</b>																														
Kairos	Learning Environment	Discipline	Each class will have 10% fewer mediation referrals per cycle until no more than 10% of a class is referred for mediation per cycle	<b>Met: Cycle 1 = 1 Cycle 7 = 5 (10% fewer each cycle)</b>																														
Kairos	Learning Environment	Leadership	By the end of their first year, every student will either hold a leadership position in an extracurricular club or be involved in 2+ clubs	<b>Unmet:</b> We have shifted our schedule so clubs are optional to students. Our shift in model has created a challenge in meeting this initial goal. 36% of Kairos students were involved in clubs. 6% of all students at Kairos were in club leadership positions.																														
Kairos	Learning Environment	Family Engagement	Each year at least 90% of students will have a family member who attends at least one school event	<b>Met:</b> 91% of parents attended at least one school meeting <b>Met:</b> 15% of parents responded to EOY survey, 83.57% reported that administrators are effective at creating a positive school climate																														
Kairos	Learning Environment	Family Engagement	At least 70% of Kairos parents will respond to the annual parent climate survey and at least 80% of those respondents will report that Kairos promotes academic and executive function growth better than other educational options in St. Louis	<b>70% of parents responded to bi-weekly POSSIP surveys. (269/368)</b>																														
Kairos	Learning Environment	Professional Climate	By the end of year 2, Kairos faculty will average 5.5 on a 1-7 Likert scale climate survey, The Teaching Conditions Survey	<b>Met:</b> 64% of Staff cited Kairos as Great Place to work																														
Kairos	Learning Environment	Attendance	At least 90% of the students will attend at least 90% of the time.	<b>Unmet:</b> 84% attendance @ EOY																														

MCPSC School Contract Goals SY19-SY23

MCPSC School Contract Goals SY 24-29



# School Contract Goals Update SY 24-SY 29

Academics	Local Assessment	70% of students at Kairos Academies will receive at least one year growth from Fall to Spring on the NWEA English assessment.
Academics	Local Assessment	70% of students at Kairos Academies will receive at least one year growth from Fall to Spring on the NWEA Math assessment.
Academics	State Assessment	Kairos Academies will increase overall proficiency scores by 3% yearly on the MO-MAP in English.
Academics	State Assessment	Kairos Academies will increase overall proficiency scores by 3% yearly on the MO-MAP in Math.
Learning Environment	Professional Climate	Kairos Academies will receive Great Place to Work certification after allowing staff to take the GPTW survey in Q4 of each academic year.
Learning Environment	Family Engagement	75% of parent will be satisfied with their student attending Kairos Academies when responding to a yearly evaluation survey.

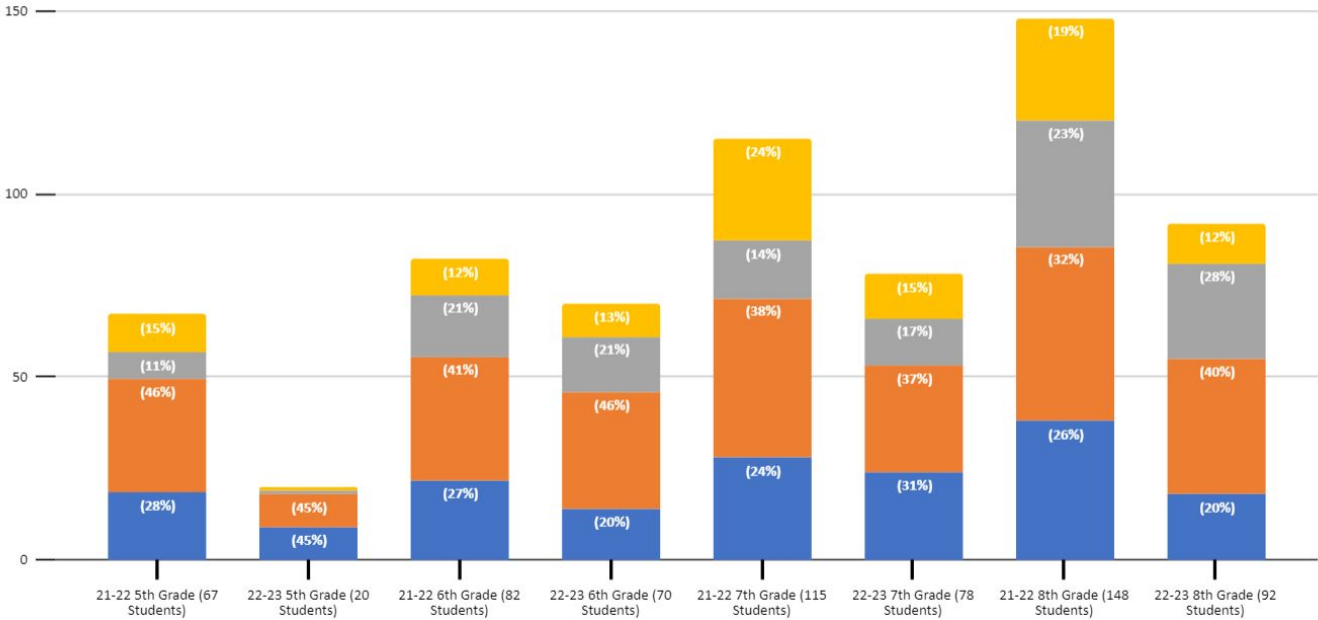
[MCPSC School Contract Goals SY19-SY23](#)

[MCPSC School Contract Goals SY 24-29](#)



# MAP Highlights (Reading)

ELA MAP Score Breakdown YoY Comparison



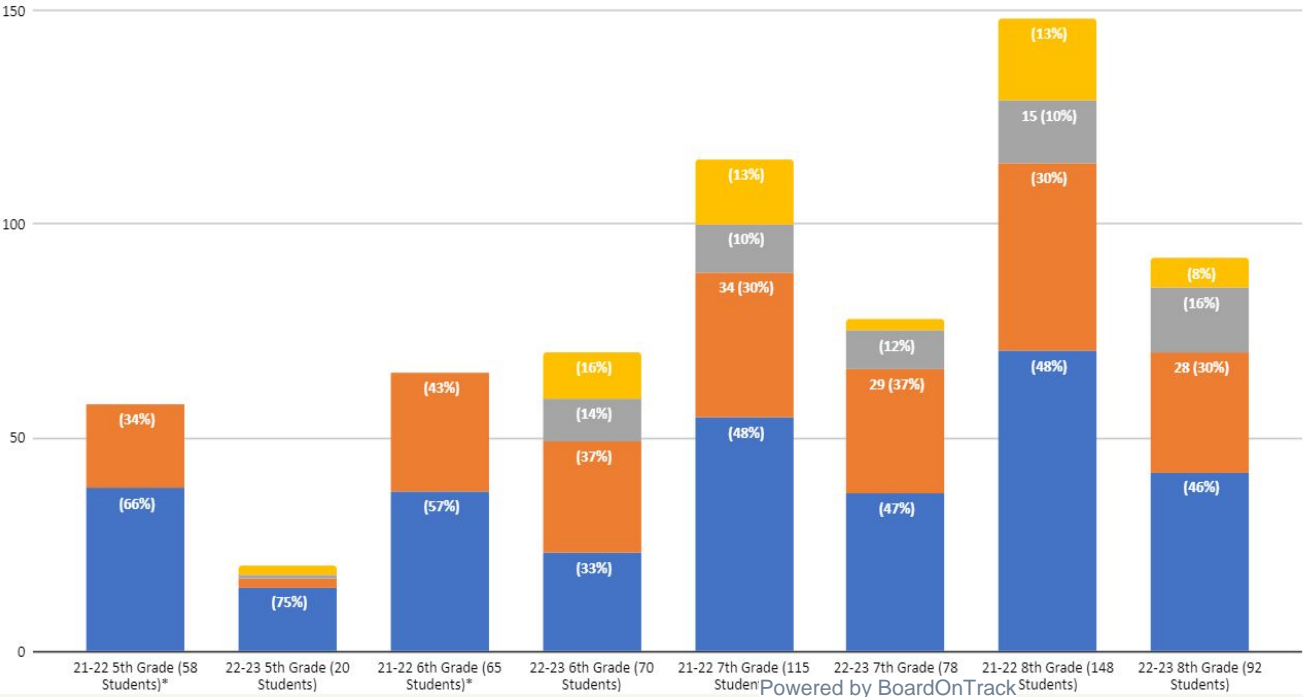
	SY 22	SY 23
5th	26%	10%
6th	33%	33%
7th	38%	32%
8th	42%	40%



\*Table indicates passing scores per grade level. A passing scores combines Proficient and Advanced scholars.  
[Reference.](#)

# MAP Highlights (Math)

Math MAP Score Breakdown YoY Comparison



	SY 22	SY 23
5th	0%	15%
6th	0%	30%
7th	23%	16%
8th	23%	24%



\*Table indicates passing scores per grade level. A passing scores combines Proficient and Advanced scholars.  
[Reference.](#)

## APR and AR Compliance Tracking

Performance Metric	SY 2022	Total	SY 2023 (Projection)
<b>(All) Academic Performance- Math</b>	6	12	8
<b>(Student Group) Academic Performance- Math</b>	3	6	3
<b>Academic Performance- ELA</b>	6	12	6
<b>(Student Group) Academic Performance-ELA</b>	3	6	3
<b>Academic Performance- Science</b>	2	4	2
<b>(Student Group) Academic Performance- Science</b>	1	2	1
<b><u>Academic Growth- ELA</u></b>	8.6	12	10
<b><u>(Student Group) Academic Growth- ELA</u></b>	3.8	6	4
<b><u>Academic Growth- Math</u></b>	4.7	12	6
<b><u>(Student Group) Academic Growth- Math</u></b>	2.5	6	3
<b>Success Ready Students</b>	0	10	N/A
<b>Performance Totals</b>	Powered by BoardOnTrack		46/78
		78	



# APR and AR Compliance Tracking

Compliance Metric	SY 2022	Total	SY 2023 (Projection)
<b>CSIP</b>	30	<b>30</b>	<b>30</b>
<b>Climate</b>	4	<b>4</b>	<b>4</b>
<b>ICAP</b>	0	<b>4</b>	<b>2</b>
<b>ADA</b>	0	<b>4</b>	<b>2</b>
<b>Audit</b>	2	<b>2</b>	<b>2</b>
<b>ASBR</b>	2	<b>2</b>	<b>2</b>
<b>Core Data Submission</b>	2	<b>2</b>	<b>2</b>
<b>Continuous Improvement Totals</b>	40/48	<b>48</b>	<b>44/48</b>
<b>Performance Totals</b>	40.6/ 88	<b>78</b>	<b>46/78</b>
<b>Total APR Points</b>	80.6/136	126	90/126
<b>Total Percentage</b>	59.20%		<b>71%</b>



# Charter Renewal Updates

# Charter Renewal Public Hearing

**Outcome:** Kairos Charter Renewal will occur 10/17 5pm

**Cause:** There was no one owner of APR data reporting.

## Next Steps:

- September: Plan Update and MOCHA creation
  - Outlined Public Hearing document 9/6
  - School Contract Analysis deep-dive 9/10
  - Overview of roles and duties with Senior Team 9/11; emails sent to DR 9/13
  - Renewal document review with Ha'Wanna 9/12
  - Walk-through of Auditorium with MCPSC (Shawn Williams) 9/15
  - Submission of Renewal Overview 9/15
- October: Show Time
  - Creation of the Renewal Hearing Presentation (forward thinking; has to align with document)
  - Board preparation (walk-through and overview of hearing questions, sharing renewal docs etc)
  - Check-in with parties for public hearing status
  - **Show-time Charter Renewal Public Hearing date (October 17, 2023)**
- December: Documentation submitted to DESE by MCPSC
  - Documentation requests from MCPSC
- **References**
  - [Charter Public Hearing Asana](#)
  - [Overview of Charter Renewal Plan 23-24](#)
  - Link to folders with [Renewal documents](#) and requests