



Kairos Academies

Kairos Academies Monthly Board Meeting

NOTIFICATION OF KAIROS ACADEMIES MONTHLY BOARD MEETING

Date and Time

Thursday October 27, 2022 at 6:00 PM CDT

Location

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

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

Agenda

	Purpose	Presenter	Time
I. Opening Items			6:00 PM
A. Record Attendance			
B. Call the Meeting to Order			
C. Public Comment			
D. Approve September 29, 2022 Board Meeting Minutes	Approve Minutes		
II. Finance Committee Updates			
A. Monthly financials			
III. Executive Committee Updates			
IV. Governance Committee Updates			

	Purpose	Presenter	Time
A. Status of Board Goals			
B. BoT surveys			
C. Board Succession Plans			
D. Board Policy Update			
E. Board Handbook			

V. Program Committee Updates

- A. Coaching Update
- B. School Updates
- C. School Activities for November
- D. Goals Approval and Performance Review Process

VI. Facilities Committee Update

VII. Closed session

- A. RSMo Section 610.021.(1)
- B. RSMo Section 610.021.(2)

VIII. CEO Updates

- A. Board on Track
- B. Senior Leader Updates
- C. Priority Data Update
- D. Employee Handbook Update
- E. Charter Renewal Overview
- F. Chief of Staff Update
- G. Strategic Planning Process Overview- Simmons Lettre

Khalil
Graham

IX. Closing Items

- A. Adjourn Meeting Vote

empowering students to direct their own lives and learning www.kairosacademies.org 2315 Miami St., St. Louis, MO 63118 hq@kairosacademies.org 314-252-0602

Coversheet

Approve September 29, 2022 Board Meeting Minutes

Section: I. Opening Items
Item: D. Approve September 29, 2022 Board Meeting Minutes
Purpose: Approve Minutes
Submitted by:
Related Material:
Minutes for Kairos Academies Monthly Board Meeting on September 29, 2022

BOARD SUCCESSION PLAN TEMPLATE



CHECKLIST: BOARD LEADERSHIP SUCCESSION PLAN

ITEM	DATE
Review term limits for Board Members and Officers in current By-Laws	
Review current Board, officers and committees roster	
Evaluate effectiveness of current assignments	
Conduct Board self-evaluations (if not completed within last 12 months)	
Determine upcoming term expirations / vacancies – (in terms of persons and skills)	
Conduct exit interviews with members leaving Board to learn positives and negatives of their experience on the Board	
Review needs of organization with regard to upcoming projects, developments, etc.	
Review potential new Board members identified throughout the year for skills and dynamics	
Identify potential leaders from current Board list	
Complete the Board and leadership succession grids	
Assign a mentor to each newly elected Board member	

LEADERSHIP SUCCESSION GRID

POSITION	CURRENTLY HELD BY	ACTION	SUCCESSOR / YEAR
TITLE	NAME	RE-ELECT / ROTATE	
EXECUTIVE COMMITTEE			
BOARD CHAIR			
VICE CHAIR			
TREASURER			
SECRETARY			
STANDING / BOARD COMMITTEES			
FINANCE CHAIR			
GOVERNANCE CHAIR			
DEVELOPMENT CHAIR			
PROGRAMMATIC / ORGANIZATIONAL			
MEMBERSHIP			
VOLUNTEERS			
PUBLIC RELATIONS			
EDUCATION / OUTREACH			
AD HOC COMMITTEES			
STRATEGIC PLANNING CHAIR			
ANNUAL EVENT CHAIR			

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Charter School CEO Succession: Emergency Succession Planning and Long-Term Talent Development Strategy

There are two factors to consider in succession planning to consider: emergency succession planning and a long-term talent development strategy.

Here's the difference between them.

Emergency Succession Planning provides a written plan which clarifies for the board, school staff, and families which staff members would own key responsibilities, and which staff members would report to the board, in the event that the CEO was suddenly unable to serve in their role.

Long-Term Talent Development Strategy can be as specific as agreement on a future successor for the CEO and a timeline for the transition, or a more general planning process to ensure that the organization has in place policies and practices to build the next generation of leadership.

To ensure your charter school, CEOs and boards must ensure that their organization have both an emergency succession plan and long-term talent development strategy in place.

Building Your Emergency Succession Plan

Your emergency succession plan clarifies who would be responsible for managing which aspects of the school and who would report to the board, in the event that the CEO becomes suddenly unavailable to do their job.

Follow good process to finalize, communicate, and maintain your plan

The creation of an emergency succession plan originates with the CEO. The CEO drafts the plan, shares it with the CEO Support and Evaluation Committee, receives feedback, and revises as necessary.

The final document is then shared with the full board for an official vote to accept the emergency succession plan.

Once the board has voted to approve the plan, it should be communicated to senior staff. While it can be uncomfortable to discuss emergency succession, key staff must know what they are responsible for if something comes up.

Finally, commit to reviewing your plan annually to make any necessary updates. This is best done at your September or October board meeting, or at your annual board retreat.

CEO's guide to drafting an Emergency Succession Plan

1. Start with your CEO job description.

Confirm that it truly reflects the CEO's major responsibilities. If not, revise the job description or, at least, document all responsibilities that are not reflected in the job description.

Then, list the categories of the main responsibilities, with notes on the key pieces of each.

2. Assign each category of responsibility to a specific staff member.

Ideally, especially in an emergency, responsibility for the entire job would rest with one successor. But, this is often not feasible. If so, divide the responsibilities between no more than two or three people. [See the examples on the following pages.](#)

3. Create talent development plans as needed.

Consider carefully what skills or background knowledge these staff members might need to develop in order to fulfill these succession responsibilities successfully.

Also consider whether your designated successors have the necessary relationships with the key constituencies (students, families, staff, donors, authorizers, community leaders, etc.).

Then, create action plans for filling these gaps. [See the examples on the following pages.](#)

Example Responsibility Categories for Assignment to Emergency Successors with Key Learning Needs and Action Plans

Responsibility Category	Academic Excellence
Designated Successor	Dr. Kendrah Underwood
Key Responsibilities	<ul style="list-style-type: none"> • Develop and manage performance of the Principal instituting accountability systems to ensure that charter promises are met and exceeded. • Develop and lead process for assessing the needs of the instructional program, and planning, implementing, and evaluating short- and long-term academic goals. • Supervise the processes for recruitment, selection, initial training, ongoing professional development, and evaluation of teachers and staff.
Designated Successor Development Plan	<p>Meetings with State Accountability Officials: The CEO has always done this; Dr. Underwood should participate with him this year so she would be ready to fulfill this role under the succession plan.</p> <p>Charter Terms/Accountability: Dr. Underwood is not familiar with our charter terms or authorizer; she should review the charter agreement and discuss it with the CEO; she should host and be in the debrief for this year's authorizer visit (renewal).</p>

Responsibility Category	Mission, policy, and planning
Designated Successor	Mr. Jack Krewson
Key Responsibilities	<ul style="list-style-type: none"> • Helps the Board determine Kairos values, mission, vision, and short- and long-term goals. • Helps the board monitor and evaluate Kairos relevancy to the community, its effectiveness, and its results. • Keeps the board fully informed on the condition of Kairos and on all the important factors influencing it. • Identifies problems and opportunities and addresses them; brings those which are appropriate to the board and/or its committees; and facilitates discussion and deliberation. • Informs the Board and its committees about trends, issues, problems and activities in order to facilitate policy- making. Recommends policy positions. • Keeps informed of developments in public education reform, the charter school movement, not-for-profit management and governance, philanthropy and fund development.
Designated Successor Development Plan	<p>Experience Working With Board:</p> <p>Mr. Krewson has experience working with this other board. Mr. Krewson should begin attending board meetings and being a leader in the strategic planning process. should begin working with the CEO to create and deliver the monthly reports on strategic planning to the board.</p>

<p>Responsibility Category</p>	<p>Management and administration</p>
<p>Designated Successor</p>	<p>Dr. Underwood: oversees and manages instructional staff</p> <p>Mr. Nathan Jacobs (COO): oversees and manages operations staff</p>
<p>Key Responsibilities</p>	<ul style="list-style-type: none"> ● Provides general oversight of all Kairos activities, manages the day-to-day operations, and assures a smoothly functioning, efficient Charter School. ● Assures program quality and charter school stability and sustainability through development and implementation of standards and controls, systems and procedures, and regular evaluation. ● Assures a work environment that recruits, retains, and supports quality staff and volunteers. Assures process for selecting, development, motivating, and evaluating staff and volunteers. ● Recommends staffing and financing to the board of trustees. In accordance with board action, recruits personnel, negotiates professional contracts, and sees that appropriate salary structures are developed and maintained. ● Specifies accountabilities for management personnel and evaluates performance regularly.
<p>Designated Successor Development Plan</p>	

<p>Responsibility Category</p>	<p>Finance</p>
<p>Designated Successor</p>	<p>Mr. Ben Jackson(Director of HR and Finance)</p>
<p>Key Responsibilities</p>	<ul style="list-style-type: none"> ● Promotes programs and services that are produced in a cost-effective manner, employing economy while maintaining an acceptable level of quality. ● Oversees the fiscal activities of the charter school including budgeting, reporting and audit. ● Works with board to ensure financing to support short- and long-term goals. ● Assures an effective fund development program by serving as the chief development officer or hiring and supervising an individual responsible for this activity. ● Helps guide and enable the Board, its fund development committee(s) and its individual board members to participate actively in the fund development process. ● Helps the board and its development committee design, implement and monitor available fundraising plan, policies, and procedures. ● Participates actively in identifying, cultivating and soliciting donor prospects. ● Assures the availability of materials to support solicitation. ● Assures the development and operation of gift management systems and reports for quality decision-making
<p>Designated Successor Development Plan</p>	<p>Fund Development:</p> <ul style="list-style-type: none"> ● This would be a completely new area for Mr. Jackson ● He should “ride along” with the CEO on at least three major donor visits this year and host two ● The CEO and Development Committee chair should make sure Mr. Jackson is introduced to all of our \$1,000+ donors ● Mr. Jackson should serve on the board committee planning the gala

<p>Responsibility Category</p>	<p>Governance</p>
<p>Designated Successor</p>	<p>Ms. Marnae Chavers (Chief of Staff)</p>
<p>Key Responsibilities</p>	<ul style="list-style-type: none"> ● Helps the board articulate its own role and accountabilities and that of its committees and individual members, and helps evaluate performance regularly. ● Works with the board chair to enable the board to fulfill its governance functions and facilitates the optimum performance by the board, its committees and individual board members. ● With the board chair, focuses board attention on long-range strategic issues. ● Manages the board’s due diligence process to assure timely attention to core issues. ● Works with the board officers and committee chairs to get the best thinking and involvement of each board member and to stimulate each Board member to give his or her best. ● Recommends volunteers to participate in the board and its committees.
<p>Designated Successor Development Plan</p>	<p>General Governance Knowledge:</p> <ul style="list-style-type: none"> ● Ms. Chavers should complete the webinar strand on general charter school management on the BoardOnTrack website ● Relationship with the Board: Ms. Chavers should start attending board meetings regularly and should take the lead in facilitating this year’s board roles & responsibilities development process

<p>Responsibility Category</p>	<p>Community relations</p>
<p>Designated Successor</p>	<p>Mr. Jack Krewson</p>
<p>Key Responsibilities</p>	<ul style="list-style-type: none"> ● Facilitates the integration of Kairos into the fabric of the community by using effective marketing and communications activities. ● Acts as an advocate, within the public and private sectors, for issues relevant to Kairos, its services, and constituencies. ● Listens to students, parents, volunteers, donors, and the community in order to improve services and generate community involvement. Assures community awareness of Kairos’ response to community needs. ● Serves as chief spokesperson for Kairos, assuring proper representation of Kairos to the community. ● Initiates, develops, and maintains cooperative relationships with key constituencies. ● Works with legislators, regulatory agencies, volunteers and representatives of the charter community to promote legislative and regulatory policies that encourage a healthy community and address the issues of Kairos’ constituencies.
<p>Designated Successor Development Plan</p>	<ul style="list-style-type: none"> ● Exposure to the community/experience representing the school publically: ● Mr. Krewson should present the family information sessions that proceed the lottery this year ● He should “ride along” with the CEO on at least three meetings with local politicians or community leaders this year

The Board's Role in Building a Long-Term Talent Development Strategy

The most important role a board can play in developing a long-term succession strategy is to ask smart questions that help the CEO to articulate what the organization is doing to grow future generations of leadership.

These questions include:

- What, if any, part of the interview process for teachers or other staff is intended to gain insight into their capacity for and interest in future leadership?
- How would your CEO assign each staff person to the following key talent pipeline categories today?
 1. Those with strong leadership potential
 2. Those who may have leadership potential
 3. Those who do not possess significant leadership potential.
- What's the CEO's process for assessing which staff members are in which of the above categories? What is your CEO's plan for each?
- How does your school reward or invest in those with high leadership potential?
- What opportunities exist to allow teachers to explore their potential and to grow into organizational leadership roles? (E.g., grade team or department level chairs, enrichment coordinator, summer academy administrator, Saturday school administrator, etc.)
- How is your CEO feeling about their own career progression? What do they imagine doing professionally in three to five years? (Revisit this question every year as part of the CEO's annual review.)

Recommended Action Steps

1. The CEO writes a report outlining his or her thoughts on longer-term succession management. This document should contain answers to the questions above and other relevant information.
2. The CEO then shares this document with the CEO Support and Evaluation Committee, receives feedback, and revises as necessary.
3. The revised plan is shared with the full board for an official vote to accept the intent of the succession management plan, and the creation of specific goals and expectations for the CEO that may emerge from this process.



SCHOOL REVIEW & CONSULTANCY

SCHOOL PREPARATION CHECKLIST

Please complete the following tasks, including uploading requested materials into the appropriate google folders here. You can print this page to keep track of what materials you are responsible for providing. We recognize that this is a lot, and we are here to work alongside you to create the best and most comprehensive experience. Please reach out to us as you need.

Color Code:

Schools Team

Ops team

Finance/HR Team

Strategy Team

CEO/CoS

Items to be shared by 10/7/2022		
1. Scheduling	Roster of ALL staff, including grade levels and subject areas taught	•
	Master schedule for all staff, including periods/times teaching and room numbers	•
	List of teacher preparation times or “free” periods (if not included in the roster or master schedule) or any teacher meetings or one on one follow-up conversations	•
	School bell schedule	•
2 General	School handbooks (staff, student, family)	•
	School improvement plan / strategic plan	•
	Stakeholder surveys you have administered in the last 18 months (ex, if you do a student, teacher or family survey to get	•

	their perspectives on their Kairos experience)	
	Organizational chart	•
3. Instruction	Sample curricular documents that link standards to school/classroom instructional practices from at least 3 grade levels, across at least 4 subject areas (ex. pacing guides, text books)	•
	Sample lesson plans from the same set of 3 grades and 4 subject areas noted above	•
	Samples of student work (ex. hw, quizzes, projects) from the same set of 3 grades and 4 subject areas	•
	Summative student academic data from the last 12 months, for the grades references above	
	Any other documents that the school believes will help the site visit team better understand its programs and initiatives related to classroom instruction	•
Financial	Most recent year's financial audit (un-audited FY22 financials, and FY21 audited financials)	•
	Annual Secretary of the Board Report (ASBR)	•
	Board approved budget for the current fiscal year (FY23)	•
	Board approved financial policies	•
	Balance sheet and statement of activities (P&L) for the most recently closed month	•
Tasks to be completed by school in advance of the visit		
General	Make faculty and staff aware of the visit and its purpose	•
	Determine private meeting space for site visit team secured and copies of the school map provided	•
	Co-Create the Kairos visit schedule with the SQR team on planning call using BES example ; inform participants in meetings	•

	and groups for the visit of when and where they should convene with the BES team	
	Please make delivery menus available for lunch	•
Items to be provided by day 1 (10/19) of the site visit		
Students' Opportunities to Learn	Description of the school's Multi-Tiered System of Support or Response to Intervention System	•
	RTI meeting minutes or agendas, and sample student intervention plans	•
	Any other documents that the school believes will help the site visit team better understand its programs and initiatives related to students' opportunities to learn	•
Educators' Opportunities to Learn	Professional development (PD) calendar and sample PD documents	•
	Agendas and minutes from collaborative planning or grade level team meetings	•
	Any other documents that the school believes will help the site visit team better understand its programs and initiatives related to educators' opportunities to learn	•
Leadership & Governance	Sample completed teacher evaluations and informal observation/feedback forms (WITHOUT names)	•
	Agendas and minutes from leadership team or other staff meetings	•
	Board meeting minutes, agenda, and bylaws	•
	Any other documents that the school believes will help the site visit team better understand its programs and initiatives related to leadership & governance	•

FAQs

1. What do we tell staff about the visit?

Staff should know the purpose of the visit and their role within the visit. A first step in communicating these things might be distributing the Introduction and Process and Results sections (Parts I & II) of the SQR protocol.

2. Space is very tight in our building. We do not have a conference room that can house the team.

The site visit team is made up of educators who understand space constraints. They respect the need to protect instructional space and will adapt to what you can offer. Please focus on trying to provide a space with privacy.

3. How much flexibility do we have in adapting the example schedule?

The site visit team recognizes that each school is unique and that the process needs to be adapted. The team has specific tasks that must be completed during the visit. However, the team leader will work collaboratively with school leadership to create a schedule that minimizes disruptions to the typical school day.



On My Mind

"Looking back on my career, my favorite managers allowed me to own decisions, even if they disagreed with me. They couldn't do this for every decision — some were just too expensive or difficult to reverse. But if they spotted an opportunity for me to own a decision, they let me run with it. Then they gave me the space to decide and room to fail and learn (and to sometimes surprise them)."

—Jan Chong, VP of Engineering at Tally

Role Priorities

The Chief Strategy Officer stewards Kairos' sustainable growth through stakeholder recruitment (students & staff), strategic planning, external communications/brand management, site expansion, and model refinement. The role manages our Directors of Recruitment/Community, Talent, Communications/Marketing, and Coaching/Choice.

September Priorities

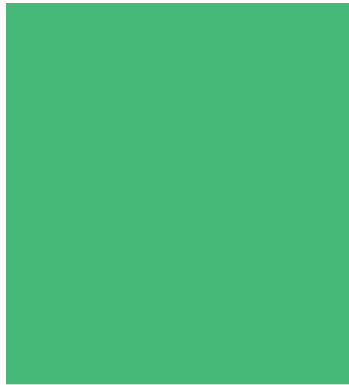
Ensure Kairos Middle and High is fully hired by end of September

- **Outcome:** Hired for 12/14 positions missing at the beginning of the month; still 14 total positions down at EOM (all support positions, mostly new positions)
- **Causes:** (1) over relied on external party sourcing; (2) all hiring relied on Traylor actions (bottleneck); (3) current tracking systems ineffective to help prioritize
- **Solution/Next Steps:**
 - Cut external relationship
 - Streamline efficiency in hiring process by automating communications, coaching traylor to offboard final interviews to hiring managers, automated screeners through video questions, ensuring Jazz HR as single point of truth for data and candidate tracking
 - Strengthen onboarding experience for incoming staff by spearheading cross-department alignment and protocol
 - Link updated staffing tracker in network + Strategy tactical for accountability

Prepare site recommendation for the board

- **Outcome:** Board Approved purchase of either site
- **Causes:**
 - Put together strong project team to sweat the details, allowed me to stay on time of timeline and major decision points
 - Engaged board proactively to receive feedback and ensure

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



- on-time outcome
- Created materials (1-pager, slides) that helped catch various stakeholders up to speed quickly to drive towards decisions
- Managed aggressively to pre-set timeline and milestones
- Engaged teachers on feedback for site priorities, network team on tradeoff between sites
- **Solution/Next Steps:** Finalize purchase agreements with option 1A



- **Outcome:** 16 interest forms, 4 applications
- **Causes:** (1) Did not ensure project plan had clear milestones and backwards plan for app launch and marketing—app launched late with medium strength marketing. (2) Did not connect Darius with Feeder schools early this cycle
- **Solution/Next Steps:**
 - Coach DoCR on strategic/project planning through book study, weekly slice/support
 - Organize training for DoCR on SchoolMint enrollment system to avoid similar tech delays in future
 - Ensure weekly meeting set up between Comms and Recruitment to push stronger marketing and ensure forward planning
 - Create list of potential feeder schools, reach out, and bridge connections to Darius



- **Outcome:** 100% operating mechanisms in use by team
- **Causes:** rolled out operating mechanisms slowly to manage change and increase expectations and prep over time
- **Solution/Next Steps:** ensure team is scoring proficient or advanced on each operating mechanism according to rubric



- **Outcome:** Structure created, finalizing data pulls from websites
- **Causes:** (1) Have not helped scaffold clear enough deliverable checkpoints; (2) haven't spent enough time pushing in to support Louis on setting priorities and sticking to them day to day; (3) did not provide direct data support
- **Solution/Next Steps:**
 - Coach DoMC on strategic/project planning through book study, weekly slice/support
 - Support with weekly data meetings toward finalization



October Priorities

1. 94 Total **Student Applications**
2. 0 **vacancies** for current year
3. **Onboarding/offboarding** supporting 100% implementation
4. **Cultural Values first** draft complete, shared with network team for input
5. **Org chart, roles, and responsibilities** updated
6. **PSA** signed by end of month

Highlights

- Reading the Possip feedback from parents about their students' joy and sense of belonging
- Seeing the growth of my team on our operating mechanisms, problem solving, and project planning

Support Needed

- Repost recruitment and talent related social media content to your networks





MDS Board Update

“A man's mind, stretched by new ideas, may never return to its original dimensions” -
Oliver Wendell Holmes

Role Priorities

The Managing Director of Schools is a senior member of the leadership cabinet, directly managing a portfolio of schools, principals, and initiatives that impact the education of future graduates. They are responsible for the superior performance of schools in the network.

September Priorities

(1) Schoolwide Culture

➤ **Outcome:**

- Students have good relationships with adults and many report a high sense of belonging.
- Students who have been at Kairos for a while feel like their voice is heard in the school.
- Students are attending classes.
- Many students are demonstrating agency.
- Students in class are generally willing to participate.
- Students who have been at Kairos at least a year understand the model well and love it
- Newer students know how to use the Summit model with some proficiency.

➤ **Causes:**

- Culture systems are not yet in place in a way that allows all faculty to align their actions to systems and goals.

➤ **Solution/Next Steps:**

- Create an aligned vision for universal (tier 1) instruction rooted in the Summit Learning model with aligned (walkthrough) tools and create a backwards plan for professional development for all faculty that includes the following :
 - Learning and instruction (twice per month) with Tambra and Niles co-facilitating initially and moving to teacher leaders facilitating
 - Circle once per month and instructional PDs

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



(2) Academic Goals

- the remaining weeks
 - Create a standard system and agenda for teacher coaching and frequent group walkthroughs, rooted in Summit data and best practices.
 - Improve grade level teams processes so that they function as a SST team, monitoring the efficacy of intervention time(s) using Summit data
 - Codify culture systems, including roles each team member is expected to plan, and give feedback on implementation
- **Outcome:**
- Many teachers do not deeply understand the Summit instructional model, including how to personalize lessons based on student skill mastery.
 - Grade level meetings do not have a consistent structure and cadence.
- **Causes:**
- Professional development time is used for operations logistics and circles rather than teacher learning.
 - Newer parents do not yet understand the Summit model, specifically how to support and hold their children accountable.
- **Solution/Next Steps:**
- ID weekly meetings to align on schoolwide instructional vision
 - Ensure all Kairos staff can describe an excellent Kairos classroom, including how project based learning, the cognitive skills rubric, and the Platform accelerate student learning
 - Teachers know what's expected of them and feel they have the support they need
 - The Instructional Directors, Principals, and myself have a clear plan for how we're spending our time to support teachers
 - Create a parent learning series so that they understand the Summit model and know how to hold their student(s) accountable

October Priorities

1. Grow 100% Implemented
2. Possip 100% Implemented



3. 100% of scholars tested in Star Math and Reading
4. 100% of scholars tested in NWEA
5. Schoolwide Academic incentive for scholars
6. Identify Parent learning opportunity to learn and understand Summit
7. All instructional leaders given feedback on 1 school leadership lever
8. Read One Minute Manager
9. Draft Kairos Promotion Criteria
10. Draft grading Philosophy
11. 100% calendar fidelity with both principals

Highlights

- School-wide Academic Incentive for on track scholars in Summit
- 100% of MS and HS tested on Star Reading and Math
- 100% of MS and HS scholars tested NWEA Benchmark Tested
- All school based staff has received feedback in Grow
- Successfully completed our first audit with BES
- 100 parents participated in our first Possip Pulse check survey

Support Needed

- I need to visit Summit schools sooner than later



Kairos Families and Community Members,

I am reaching out to you with a heavy heart as our community confronts our nation's most recent school tragedy—occurring right here in St. Louis. In the wake of the shooting at Central Visual and Performing Arts High School, I wanted to reaffirm to you that we take protecting your students and our staff very seriously. Through regular and ongoing evaluations of our safety systems, we commit to ensuring that our schools are places where students can learn and grow—free from concerns about safety.

Today our leadership team responded quickly to ensure our building was secured, response procedures were implemented, and that each of our efforts were informed by the most updated information. We will continue to work closely with safety partners to ensure the training we provide our community members is consistent with national best practices.

Everyday we take measures to ensure our schools are safe places. In addition to locking the exterior doors that directly enter our school site, we also have staff ready to support us with issues that our team may encounter—from health considerations and accidents to intruders and natural disasters. We ensure that our facilities and security systems are well-maintained and in working order. We have communications protocols and procedures that outline how we will communicate with community responders in the event of an emergency.

While it is devastating to consider attempted acts of violence in one of our schools, it is essential to remember that our students, parents, and staff are our best line of defense. We rely on our entire school community to inform a school official if they are aware of any threat so we can thoroughly investigate, as we take all reports very seriously.

We also collectively share in the social and emotional well-being of our community. Our staff cares deeply for each student and works every day to provide the support necessary so each individual can grow into independent learners and leaders when they leave our schools. Our staff communicates with one another, and individual team members continually support in identifying, assessing, referring, and helping students who may be struggling. As one Kairos family, we stand ready to assist parents or students in need.

What can you do as a parent?

- Talk with your student about reporting concerns to staff or law enforcement.
- Be aware of all surroundings. If something does not seem right, report it.
- If you have firearms or weapons in your home, please secure them—we partner with the St. Louis Metropolitan Police Department to provide free gun locks to families.
- Stay informed.
- Listen to your student and help them process any concerns they may have.
- Model appropriate behaviors. Demonstrate healthy ways to express anger and relieve stress.

- Take an active role in your student's education. Visit and volunteer at school, monitor schoolwork, and get to know teachers.
- Get to know your student's friends and families. Establish a network to exchange information with other parents.
- Monitor and supervise your student's reading material, television, video games, and music for appropriate content.
- Monitor and supervise your student's use of the Internet.
- If you see something, say something.

What should you do in an emergency?

In the event of an emergency, we will communicate and provide regular updates to you via our Remind messaging system. Please be sure we have updated email and phone numbers for you on file; if you haven't done so already, you can [sign up for Remind using these instructions](#).

As hard as it may be, it is imperative that parents do not come to the building if a threat requires us to initiate a lockdown. In a crisis, emergency responders and staff need to secure the perimeter and focus on responding to the problem; having parents arrive en masse to pick up students may make an emergency worse by distracting emergency personnel from responding to student needs.

Helpful Resources

You can use the help form on our [Kairos Family Portal](#) to report your concerns. All reports are reviewed and forward for investigation. Below are links specific to preventing school violence:

- National PTA: [How to Prevent Violence in Schools](#)
- National Association of School Psychologists: [Talking to Children About Violence: Tips for Parents and Teachers](#)

Next Steps

Kairos classes will continue as scheduled this week with additional staff present during arrival and dismissal. We have coordinated with mental health professionals to have grief support tomorrow morning from 9am-12pm.

School safety is our collective responsibility. Thank you for working with us to ensure our schools are safe places where students can learn and grow in a caring environment. If you would like more information, please contact your School Leader, who can respond or refer you to the appropriate personnel.

Lastly, I invite you to join me, the Kairos Board of Directors, and our staff in sending our thoughts and condolences to our friends, neighbors, and family members who have been

devastated by today's tragedy. We remain committed to doing everything we can to protect our students and staff and to ensure no such tragedy befalls our school community.

Thank you for your support and trust in our schools.

Sincerely,
Dr. Khalil Graham, CEO

Hello Kairos School Community,

By now you have likely seen news of the horrific shooting that occurred earlier today at Central Visual and Performing Arts High School, here in south St. Louis.

I am brokenhearted, as are many of you, as we think about this tragic loss of life and the ripple effect it will have on our own students, the St. Louis community, and beyond. Our Kairos leadership team is continually communicating to provide reassurance and to keep you informed of how we will respond at school tomorrow.

Please note:

1. Our schools are very safe places— we follow security practices and protocols to maintain that safe environment. We have emergency plans, aligned with nationwide best-practices, that will be rolled out during inservice and practiced with students this coming cycle. While news of these awful acts of violence naturally creates fear and anxiety, please remember these events are rare.
2. We have coordinated with mental health professionals to have grief support tomorrow morning from 9am-12pm. We will also have our network team present in the building throughout the day to support as-needed. Please see the additional information from our benefits plan regarding support for your mental health:
 - *The Employee Assistance Program (EAP)* provides free coverage for 3 counseling sessions per year (services are confidential and will not be shared with any Kairos employee) as well as support and resources to help you and your family with a range of support including:
 - Managing stress, anxiety, and depression
 - Improving relationships at home or work
 - Getting guidance on legal or financial concerns
 - Addressing substance abuse
 - *Accessing EAP Coverage*
 - You can access the EAP, with no cost to you, through your Kairos United HealthCare policy
 - To get started call the EAP at 1-888-887-4114
3. Most older students, and some younger students, will be aware of the news of this tragedy when they come to school tomorrow—and inevitably will talk to each other about it. We will be prepared to process this issue with students as follows:
 - Because virtually all students will know about the event at the middle and high school levels, I encourage the topic to be addressed first thing in the morning by Principals/school leadership teams with brief statements and moments of silence as part of morning announcements. Teachers should make a brief statement

about the event following the announcement and provide a limited opportunity for an appropriate discussion based on the age of the students, with the same focus on reassurance and the importance of maintaining the day's normal routine.

- Educators will monitor students at all levels, and those who express concerns or are having difficulty processing this news will be referred to a school counselor or leadership team member.

Given our students' access to technology, we expect that many of them already know about this tragedy and that parents and guardians may want to discuss it with them this evening. The following links may be helpful to you in processing this kind of news with your kids:

- American Psychological Association: [Helping Your Children Manage Distress in the Aftermath of a Shooting](#)
- National Association of School Psychologists: [Talking to Children About Violence: Tips for Parents and Teachers](#)

Please do not hesitate to reach out via phone or text if I can be of service to you during this time.

Sincerely,
Khalil

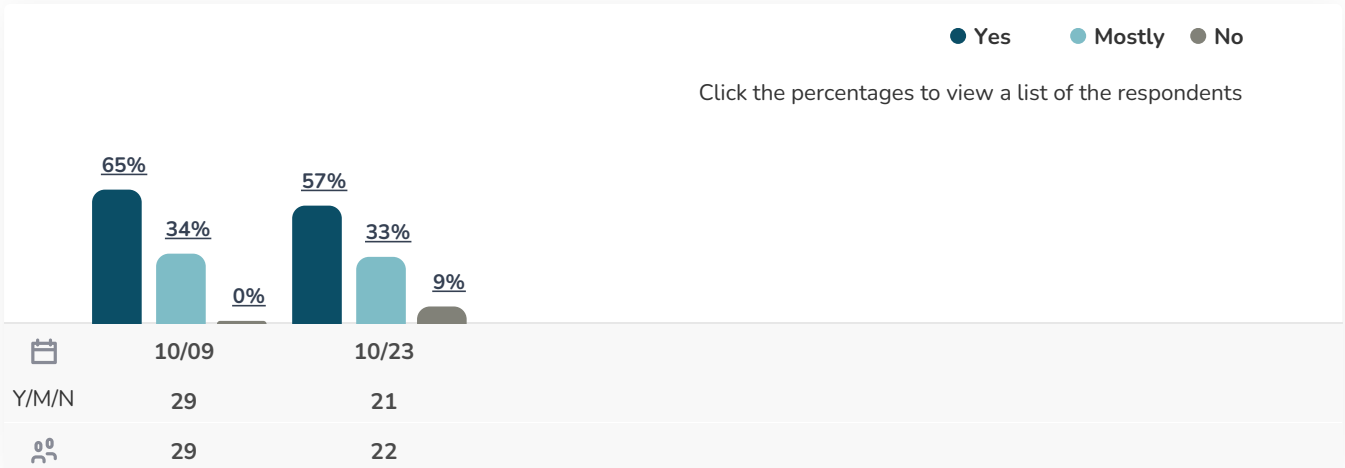
202-709-2122
khalil.graham@kairosacademies.org

Possip Report - Kairos Academies HS




Report Date: 10/23/2022 | Last updated: 10/24/2022

Responses to the question:

"KAIROS ACADEMIES HS is using POSSIP to ask a few questions about your student's experience. Are you happy with KAIROS ACADEMIES HS this week? Please reply: YES, MOSTLY, or NO. Reply to get a new question this week! (Reply STOP to unsubscribe)"



i The Priorities section of the report is designed to help your leadership team prioritize feedback with a quick glance. Click the links to see direct quotes and potential solutions for each of these priorities

 <p>Hot</p> <p>Take action within 1 day to 1 week</p>	 <p>Medium</p> <p>Take action within 1 week to 1 month</p> <ul style="list-style-type: none"> 2 Communication: Frequency 1 Restrooms 1 Family Engagement 	 <p>Cool</p> <p>Take action within 1 month to 1 semester</p> <ul style="list-style-type: none"> 1 Student Arrival & Dismissal 1 Extracurricular Activities
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Highlight Quotes

Note: These are direct quotes. They have not been edited for grammar or spelling.

Copy All

HIGHLIGHT QUOTE: *"We are thankful for Kairos to raise the bar in education and to step out to lead in an industry that has been outdated and rooted in tradition. "*

HIGHLIGHT QUOTE: *"I love the openness of the school and how they include families and their input in the process."*

HIGHLIGHT QUOTE: *"Ms Holley is a gem :)"*



Bonus Question Analysis

Note: These are direct quotes. They have not been edited for grammar or spelling.

Bonus Question Analysis: **Academic Feedback**

In this week's bonus question, you asked, "What feedback do you have for the school regarding academics? Here is a high-level analysis of participant responses. You can see all the bonus question responses at the bottom of your report.

- 3 (33%) families said they were pleased with the school's academics
- 3 (33%) families said there's a need for more communication with teachers and coaches
- 2 (22%) families said there's a need for more challenge for excelling students
- 1 (12%) families said there's a need for more support for struggling students



Want Possip to help with follow-up? [Contact us](#)



Trends and Recommendations

Note: This section pulls out trends, flag-worthy comments, and/or recommendations. These comments don't necessarily require individual follow up. Possip provides recommendations and resources to support your next steps.

Medium

Communication: Frequency

2 respondents

Recommendation	Associated Comments
<p>Communication: Frequency: Conversations with coaches and teachers are top of mind for two families. Reminding families of any upcoming opportunities for conferences or the cadence for receiving grades may be timely.</p>	<p>2 Responses Related to Communication: Frequency</p> <hr/> <p>"Parent access to grades and communicarion with her teaxhers. I understand she has a coach but it would be great to have a direct connection "</p> <p>Anonymous School Name: Kairos Hs Grade: 9</p> <hr/> <p>"Would like to have regular feedback/contact with our high-school students' coaches"</p> <p>Anonymous School Name: Kairos Hs Grade: 9, 9</p>

<p>Medium</p>	<p>Restrooms</p>	<p>1 respondent</p>
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Recommendation	Associated Comments
<p>Restrooms: An anonymous ninth-grade family shared this feedback. We recommend tracking future reports to see if this issue becomes a theme.</p>	<p>1 Response Related to Restrooms</p> <hr/> <p>"All is well so far. Not a fan of the gender neutral restrooms for hormonal teens but that's really my only concern so far."</p> <p>Anonymous School Name: Kairos Hs Grade: 9, 9, 9</p>

<p>Medium</p>	<p>Family Engagement</p>	<p>1 respondent</p>
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Recommendation

Associated Comments

Family Engagement:

We recommend communicating opportunities for family engagement in your weekly newsletter or asking a future bonus question about opportunities families would love to see.

[Here](#) is a Possip help desk article that shows you how to schedule bonus questions for your school community!

1 Response Related to Family Engagement

"Let's try to setup some parent interactions, with other kids and youth at Kairos HS"

Lamontreal King | 314-803-3385 | lamontrealdking@gmail.com | Grade: 9, 9 | Child Name: Lamontreal King Jr., Javion Collins | Student ID: 19020, 19023 | School Name: Kairos Hs

Cool

Student Arrival & Dismissal

1 respondent

Recommendation

Associated Comments

Student Arrival & Dismissal:

We recommend sharing the safety reminder in this feedback with teachers with dismissal responsibilities. You may consider observing this area to see if investing in additional safety gear is appropriate.

1 Response Related to Student Arrival & Dismissal

"Dismissal. Teachers need to be wearing high visibility vest when crossing the kids! And paying attention. Crossing on green lights. Not red!! These are not your kids!!"

Wendy Lewis | wendylew73@gmail.com | Grade: 9 | Child Name: Andrew Hartfield | Student ID: 19119 | School Name: Kairos Hs

Cool

Extracurricular Activities

1 respondent

Recommendation

Associated Comments

Extracurricular Activities:

We are flagging this feedback for your awareness. This family may be referring to choice periods, incentives, or afterschool opportunities. If there is a predictable schedule related to changing choice options, families may value receiving an update.

1 Response Related to Extracurricular Activities

"Wondering when Choice will start having different options for the kids. "

Anonymous | School Name: Kairos Hs | Grade: 9

**Possip Praise**

Note: These are direct quotes. They have not been edited for grammar or spelling.

Open All

Close All

Academic Praise

"We are thankful for Kairos to raise the bar in education and to step out to lead in an industry that has been outdated and rooted in tradition. "

Lamontreal King | 314-803-3385 | lamontrealdking@gmail.com | Grade: 9, 9 | Child Name: Lamontreal King Jr., Javion Collins | Student ID: 19020, 19023 | School Name: Kairos Hs

Teacher Praise

"Ms Holley is a gem :)"

Anonymous | School Name: Kairos Hs | Grade: 9

"None at this point. I will say, I love the staff though - they care about my student & know her well!"

Anonymous | School Name: Kairos Hs | Grade: 9

Social/Community/Culture Praise

"I love the openness of the school and how they include families and their input in the process."

Anonymous | School Name: Kairos Hs | Grade: 9



Possip Feedback

Note: These are direct quotes. They have not been edited for grammar or spelling.

Open all

Close all

Teacher Feedback



"Parent access to grades and communicarion with her teaxhers. I understand she has a coach but it would be great to have a direct connection "

Anonymous | School Name: Kairos Hs | Grade: 9

Social/Community/Culture Feedback



"Let's try to setup some parent interactions, with other kids and youth at Kairos HS"

Lamontreal King | 314-803-3385 | lamontrealdking@gmail.com | Grade: 9, 9 | Child Name: Lamontreal King Jr., Javion Collins | Student ID: 19020, 19023 | School Name: Kairos Hs

Operations Feedback



"Wondering when Choice will start having different options for the kids. "

Anonymous | School Name: Kairos Hs | Grade: 9

"Would like to have regular feedback/contact with our high-school students' coaches"

Anonymous | School Name: Kairos Hs | Grade: 9, 9

"All is well so far. Not a fan of the gender neutral restrooms for hormonal teens but that's really my only concern so far."

Anonymous | School Name: Kairos Hs | Grade: 9, 9, 9

"Dismissal. Teachers need to be wearing high visibility vest when crossing the kids! And paying attention. Crossing on green lights. Not red!! These are not your kids!!!"



Bonus Question

Note: These are direct quotes. They have not been edited for grammar or spelling.

QUESTION: What feedback do you have for the school regarding academics?

"Being a new parent to Kairos the structure isnt clear. I dont have access to my daughter academics, lack of communication with teachers so I can assist my daughter with her areas she needs to improve. "

Anonymous | School Name: Kairos Hs | Grade: 9

"Super happy with the subjects the teachers have chosen"

Anonymous | School Name: Kairos Hs | Grade: 9

"We here from our middle school student's coach regularly at least once a week, yet haven't heard from our highschooler's coaches for weeks!"

Anonymous | School Name: Kairos Hs | Grade: 9, 9

"Nothing at the moment "

Anonymous | School Name: Kairos Hs | Grade: 9, 9, 9

"Academics is great, and I see no big change in it right now. "

Lamontreal King | 314-803-3385 | lamontrealdking@gmail.com | Grade: 9, 9 | Child Name: Lamontreal King Jr., Javion Collins | Student ID: 19020, 19023 | School Name: Kairos Hs

"What type of additional support or classroom/project learning for kids that are ahead of schedule on focus areas and independent learning?"

Tony Fantozzi | 618-520-6481 | tjfantozzi@gmail.com | Grade: 9 | Child Name: Bella Fantozzi | Student ID: 19174 | School Name: Kairos Hs

"Some students need a little bit more one-on-one with teachers"

Anonymous | School Name: Kairos Hs | Grade: 9

"They're a little less rigorous than I would have hoped for HS."

Anonymous | School Name: Kairos Hs | Grade: 9

"I wish I heard more from coach. Have not had contact in weeks."

Anonymous | School Name: Kairos Hs | Grade: 9

— End of
Report —

Possip Report - Kairos Academies MS

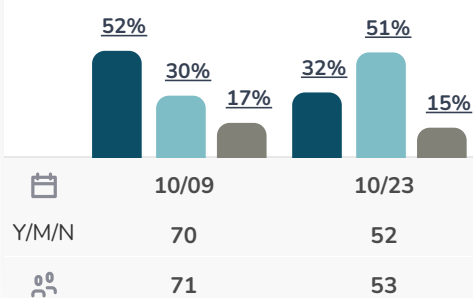
Report Date: 10/23/2022 | Last updated: 10/24/2022

Responses to the question:

"KAIROS ACADEMIES MS is using POSSIP to ask a few questions about your student's experience. Are you happy with KAIROS ACADEMIES MS this week? Please reply: YES, MOSTLY, or NO. Reply to get a new question this week! (Reply STOP to unsubscribe)"

● Yes ● Mostly ● No

Click the percentages to view a list of the respondents



i The Priorities section of the report is designed to help your leadership team prioritize feedback with a quick glance. Click the links to see direct quotes and potential solutions for each of these priorities



Hot

Take action within 1 day to 1 week

- 3 Communication: Safety
- 1 Bullying
- 1 General Family Check-In
- 1 Academic Support



Medium

Take action within 1 week to 1 month

- 3 Student Arrival & Dismissal
- 1 Communication: Teachers
- 1 Communication: Tools
- 1 Parent-Teacher Conferences
- 1 Student Fighting



Cool

Take action within 1 month to 1 semester

- 2 Lockers
- 1 Extracurricular Activities
- 1 Cell Phone Policy
- 1 Communication: Grades
- 1 Teacher Vacancies



Highlight Quotes

Note: These are direct quotes. They have not been edited for grammar or spelling.

Copy All

HIGHLIGHT QUOTE: *"I think the coaching model works well. We are always excited to hear about our daughter's progress and her shortcomings so that they can be addressed. We love the daily updates and need letters because it allows us to always have an idea in regards to Kairos progress and road blocks. "*

HIGHLIGHT QUOTE: *"We LOVE our coach, Maddie Baumgart! She's supportive, helpful and makes our experience more streamlined. We super appreciate how much she reaches out to let us know what's happening. Mr. Bacon and Stan are on the top of list too! "*

HIGHLIGHT QUOTE: *"I'd like to take this opportunity to thank the teachers. You are much appreciated. "*



Bonus Question Analysis

Note: These are direct quotes. They have not been edited for grammar or spelling.

Bonus Question Analysis: **Academic Feedback**

In this week's bonus question, you asked, "**What feedback do you have for the school regarding academics?**"

Here is a high-level analysis of participant responses. You can see all the bonus question responses at the bottom of your report.

- 6 (23%) families provided teacher feedback
- 6 (23%) families said more rigorous academics
- 4 (15%) families requested more parental involvement
- 1 (3%) family referred to small groups
- 9 (36%) families said other



Want Possip to help with follow-up? [Contact us](#)



Follow up

Note: Possip recommends contacting the people individually in the Follow-up section regarding their comment.

Follow-Up Topic

Contact Information

General Family Check-In:

We recommend checking in with this family to discuss their experience at your school and hear any needs they have. Here is a conversation starter you can use: "Hi! We just wanted to check in and see what would make you or your child's experience at our school a great one?"

1 response related to General Family Check-In

"I'm concerned about staff turnover, that my child's IEP are not being met, and the that the school environment overall seems to be regressing. Regressing in the quality of academics that was initially presented to prospective families, the after school and club offerings that were first presented to us, the lack of an on site school counselor, and no transparent plan on how to deal with the social emotional needs of the students. The circle program that was presented seemed to not be a safe place for students to express, because the school environment itself felt unsafe for many students, and I don't see a proposed alternative to care for the social emotional needs of the students. "

Academic Support:

We recommend collaborating with this student's teachers or guidance counselor to reach out to this family member. Here is a conversation starter you can use when reaching out to this family member:

"Hi! Thank you for sharing through Possip this past week! I wanted to reach out to discuss your comment. Is now a good time to touch base on your student's academic support needs?"

[Here](#) is a Possip resource that provides tips for supporting students' academic growth.

1 response related to Academic Support

"I like the academy, I hope they improve, since I am seriously thinking about transferring my son to another school that is more committed to his academic level."

**Trends and Recommendations**

Note: This section pulls out trends, flag-worthy comments, and/or recommendations. These comments don't necessarily require individual follow up. Possip provides recommendations and resources to support your next steps.

Hot**Communication: Safety**

3 respondents

Recommendation

Associated Comments

Communication: Safety:

We recommend resharing with families the communication protocols that are in place for your school regarding safety topics.

[Here](#) is a Possip blog partners find helpful about school safety communication tips.

3 Responses Related to Communication: Safety

"More communication around school incidents."

Anonymous | School Name: Kairos Ms | Grade: 6, 7

"Need to inform parents when altercations happen at the school."

TRANSLATION: CONTINUED COMMENT: It's not as good of a school as it was last year.

Anonymous | School Name: Kairos Ms | Grade: 8

"So many. Very serious concerns regarding the safety of the children. "

TRANSLATION: CONTINUED COMMENT: This school started with such a promising future. Such a shame it's in shambles.

Anonymous | School Name: Kairos Ms | Grade: 8

Hot **Bullying**

1 respondent

Recommendation

Associated Comments

Bullying:

While this family member chose not to share their name, we recommend sharing with families ways that they can communicate with a staff member if their child is feeling bullied or uncomfortable for any reason.

1 Response Related to Bullying

"The safety of the students around all the fights and bullying going around. "

Anonymous | School Name: Kairos Ms | Grade: 5, 6, 7, 7

Medium

Student Arrival & Dismissal

3 respondents

Recommendation

Associated Comments

Student Arrival & Dismissal:

We are flagging these comments regarding student arrival and dismissal. We recommend discussing this feedback with your leadership team.

3 Responses Related to Student Arrival & Dismissal

"The safety of the children who are outside before being alone. Resolution-allow them key cards to enter the building before school and allow them to go to the cafeteria to eat breakfast and socialize. Have someone at the entrance, keep the doors to the levels locked to prevent wandering, and have someone in the cafeteria to maintain order. "

La Toya Witherspoon | lawspoon87@gmail.com | Grade: 6 | Child Name: Erik Witherspoon | Student ID: 19619 | School Name: Kairos Ms

"Almost every time I drop off or pick up there is a delivery truck pulling into the alley. It is so unsafe especially at pick up when kids are walking down the sidewalk. I know this is an issue with Concordia, but I wish there was a way they could coordinate their deliveries to not intersect with loads of children walking past the alley. "

TRANSLATION: CONTINUED COMMENT: I am concerned about there being no programming on the breaks. I have had a flexible schedule that allows me to be home for at least a portion

of the time, but I am actively looking for a full time job. I don't think it's ok for a 13 year old to be stuck at home with nothing to do for 8 hours a day for a week or two. There is no infrastructure for camps in September or November like there is during the summer months. This issue is starting to make me think about switching schools next year.

Heather Moll | 314-556-0455 | heathermoll300@yahoo.com | Grade: 7 | Child Name: Oliver Moll | Student ID: 19469 | School Name: Kairos Ms

"It would be helpful if it was possible to drop kids off earlier than 745. Even if it was 7 or 730 I know it would help some parents trying to get to work. I am not sure if this is an option in the future but it would be great."

Ryan Gunn | ryan.gunn@encoreglobal.com | Grade: 6 | Child Name: Finn Gunn | Student ID: 10077 | School Name: Kairos Ms

Medium

Communication: Teachers

1 respondent

Recommendation

Associated Comments

Communication: Teachers:

We recommend sharing this feedback with all coaches. You may consider re-norming communication expectations.

1 Response Related to Communication: Teachers

"How often are students supposed to meet with their coaches? Also, how often are the coaches supposed to be in touch with parents?"

Kati Foizey | 314-598-7184 | kozickler@yahoo.com | Grade: 6, 6, 7 | Child Name: Oscar Foizey, Ramon Rogers, Paris Ball | Student ID: 10121, 10123, 10122 | School Name: Kairos Ms

Medium

Communication: Tools

1 respondent

Recommendation

Associated Comments

Communication: Tools:

You could consider sharing this feedback with your faculty and staff members at your next team meeting. Teachers may consider reminding students of how they can contact a parent or guardian while at school.

1 Response Related to Communication: Tools

"My child does not have a cell phone. She has been borrowing phones from classmates to communicate to us things like canceled activities or that she is not feeling well and wants to come home right after school. She has my (her mother's) number memorized but not her dad's. I'm not sure she knows what adult in the building to talk to when she needs to contact home. "

Diana Corey | diana@crossroadscollegeprep.org |
Grade: 6 | Child Name: Delilah Corey | Student ID:
10069 | School Name: Kairos Ms

Medium

Parent-Teacher Conferences

1 respondent

Recommendation	Associated Comments
<p>Parent-Teacher Conferences: We are flagging this comment for your consideration.</p>	<p>1 Response Related to Parent-Teacher Conferences</p> <hr/> <p>"Having the parent meetings on zoom seems like it helps more parents join but at the same time, it doesn't help parents meet one another and get to know one another in person and feel a sense of belonging. AFTER parents know one another, then zoom meetings might be good. I don't think parents are feeling connected to the school. We need parents meeting up together without a staff member leading it. Shiron Higen is a parent I would recommend as a representative or president. "</p> <p>Nathaniel Wildermuth angela.wildermuth@gmail.com Grade: 8 Child Name: John Paul Wildermuth Student ID: 19358 School Name: Kairos Ms</p>

Medium Student Fighting 1 respondent

Recommendation	Associated Comments
<p>Student Fighting: A few best practices for addressing student fighting include: - Resharing with students, parents, and staff the process for discipline and follow-up when there are fights on campus - Working with the school counselor or the mental health team to address the root causes of student fighting</p>	<p>1 Response Related to Student Fighting</p> <hr/> <p>"Too many fights and misbehavior"</p> <p><i>TRANSLATION: CONTINUED COMMENT: Please get the behaviors under control before they drive families away.</i></p> <p>Anonymous School Name: Kairos Ms Grade: 7</p>

Cool Lockers 2 respondents

Recommendation

Associated Comments

Lockers:

We are flagging these comments and recommend tracking future reports to see if this becomes a trend.

2 Responses Related to Lockers

"The school needs lockers"

Anonymous | School Name: Kairos Ms | Grade: 6

"Lockers would be helpful"

Kelly Von Plonski | kelly@subbooks.com | Grade: 7 |
Child Name: Henry Lewis | Student ID: 19417 | School
Name: Kairos Ms

Cool Extracurricular Activities

1 respondent

Recommendation

Associated Comments

Extracurricular Activities:

We are flagging this comment for your awareness.

1 Response Related to Extracurricular Activities

"Almost every time I drop off or pick up there is a delivery truck pulling into the alley. It is so unsafe especially at pick up when kids are walking down the sidewalk. I know this is an issue with Concordia, but I wish there was a way they could coordinate their deliveries to not intersect with loads of children walking past the alley. "

TRANSLATION: CONTINUED COMMENT: I am concerned about there being no programming on the breaks. I have had a flexible schedule that allows me to be home for at least a portion of the time, but I am actively looking for a full time job. I don't think it's ok for a 13 year old to be stuck at home with nothing to do for 8 hours a day for a week or two. There is no infrastructure for camps in September or November like there is during the summer months. This issue is starting to make me think about switching schools next year.

Heather Moll | 314-556-0455 |
 heathermoll300@yahoo.com | Grade: 7 | Child Name:
 Oliver Moll | Student ID: 19469 | School Name: Kairos
 Ms

Recommendation

Associated Comments

Cell Phone Policy:

We recommend sharing the WHAT (protocol) and WHY (rationale) regarding cell phones in an upcoming school-wide communication.

We also recommend using a Possip Bonus Question to gather ideas from families about the cell phone policy. [Here](#) is a Possip help desk article that shows you how to schedule bonus questions for your school community!

[Here](#) is a Possip blog that partners find helpful when messaging decisions, such as cell phone policies.

1 Response Related to Cell Phone Policy

"Phones in classrooms. They are causing problems for all the students. It is distracting and takes away from learning time. "

Anonymous | School Name: Kairos Ms | Grade: 7

Cool **Communication: Grades**

1 respondent

Recommendation

Associated Comments

Communication: Grades:

It will be beneficial to remind families how to contact teachers as well as view their child's grades throughout the year.

[Here](#) is a resource with best grading practices for teachers and leaders that focuses on the efficiency and communication of grading and assignments.

1 Response Related to Communication: Grades

"I need an easier way to to be able to see my child's grades and if he needs any help making sure things are good with"

Anonymous | School Name: Kairos Ms | Grade: 6, 6, 7

Cool **Teacher Vacancies**

1 respondent

Recommendation

Associated Comments

Teacher Vacancies:

We recommend sharing this feedback with district leaders and expressing the need for more support on your campus. It may also be beneficial to circle back to families in a schoolwide newsletter to let families know that their concerns about teacher vacancies have been raised to district leaders.

[Here](#) is a Possip blog that our partners find helpful about teacher hiring tips.

1 Response Related to Teacher Vacancies

"Many. But, getting and keeping quality teachers seems to be a challenge at this school. It's not always the kids that drive teachers away. It's the bloated admin and the lack of meaningful support. Very disappointing given what I was communicated about the plans for this year. "

TRANSLATION: CONTINUED COMMENT: After 4 years, I expected better. Our kids deserve better.

Shiron Hagens | 314-322-3610 |
shironhagens@gmail.com | Grade: 8 | Child Name:
Duncan Hagens | Student ID: 19204 | School Name:
Kairos Ms

**Possip Praise**

Note: These are direct quotes. They have not been edited for grammar or spelling.

Academic Praise

"I think the coaching model works well. We are always excited to hear about our daughter's progress and her shortcomings so that they can be addressed. We love the daily updates and need letters because it allows us to always have an idea in regards to Kairos progress and road blocks. "

Teresa Rainey | ask4shaun44@gmail.com | Grade: 7 | Child Name: Shani Rainey | Student ID: 19411 | School Name: Kairos Ms

Teacher Praise

"We LOVE our coach, Maddie Baumgart! She's supportive, helpful and makes our experience more streamlined. We super appreciate how much she reaches out to let us know what's happening. Mr. Bacon and Stan are on the top of list too! "

Joshua King | elmdesignking@gmail.com | Grade: 6 | Child Name: Bodhi King | Student ID: 19430 | School Name: Kairos Ms

"The staff in the morning is amazing for drop off"

Ashley Hawkins | ahawkins12987@gmail.com | Grade: 8 | Child Name: Cirah Fair | Student ID: 19613 | School Name: Kairos Ms

"My son's coach is always very responsive"

Matthew Russell | 314-662-4473 | mathew.j.r.russell@gmail.com | Grade: 6, 7 | Child Name: Tyler Russell, Javion Dalton | Student ID: 19511, 19512 | School Name: Kairos Ms

"Miranda is still a rock star"

Rionasis Appling | 314-339-0557 | rionasis@yahoo.com | Grade: 8 | Child Name: Malia Miller | Student ID: 20200 | School Name: Kairos Ms

"Keep up the good work."

Anonymous | School Name: Kairos Ms | Grade: 6, 7

"Teachers respond, student says school is good and has never said that before"

Joshua Stigers | joshua.stigers@gmail.com | Grade: 5 | Child Name: Carter Stigers | Student ID: 10289 | School Name: Kairos Ms

"They do good work with the children and help the Parents also."

Anonymous | School Name: Kairos Ms | Grade: 7, 7

"I'd like to take this opportunity to thank the teachers. You are much appreciated. "

Anonymous | School Name: Kairos Ms | Grade: 7, 7

Social/Community/Culture Praise



"This week's highschool field trip was a big hit!"

Anonymous | School Name: Kairos Ms | Grade: 7

Operations Praise



"We love Kairos! Keep the communications coming. We love knowing what's cooking!"

Joshua King | elmdesignking@gmail.com | Grade: 6 | Child Name: Bodhi King | Student ID: 19430 | School Name: Kairos Ms



Possip Feedback

Note: These are direct quotes. They have not been edited for grammar or spelling.

Open all

Close all

Academic Feedback



"I don't feel there's enough contact with the coach. I also think there should be better outreach for new families. I often feel lost about my child's progress. 😊 "

Terrence Green | 314-303-3659 | greenhouse4145@gmail.com | Grade: 8 | Child Name: Kareem Green | Student ID: 10097 | School Name: Kairos Ms

"I'm concerned about staff turnover, that my child's IEP are not being met, and the that the school environment overall seems to be regressing. Regressing in the quality of academics that was initially presented to prospective families, the after school and club offerings that were first presented to us, the lack of an on site school counselor, and no transparent plan on how to deal with the social emotional needs of the students. The circle program that was presented seemed to not be a safe place for students to express, because the school environment itself felt unsafe for many students, and I don't see a proposed alternative to care for the social emotional needs of the students. "

Kerwin Stanley | 314-732-9529 | kerwinfs@gmail.com | Grade: 8, 8 | Child Name: Thadius Page, Frances Bock | Student ID: 19201, 19202 | School Name: Kairos Ms

"I need an easier way to to be able to see my child's grades and if he needs any help making sure things

are good with"

Anonymous | School Name: Kairos Ms | Grade: 6, 6, 7

"I like the academy, I hope they improve, since I am seriously thinking about transferring my son to another school that is more committed to his academic level."

TRANSLATION: CONTINUED COMMENT: my concern is that my son is not learning enough little interest of the academy in involving parents in school activities and letting students out without supervision at dismissal time

Orlando Nunez | papirriqui45@gmail.com | Grade: 6 | Child Name: Exel Nuñez | Student ID: 10076 | School Name: Kairos Ms

Teacher Feedback



"Communication has been pretty good but I wish we had more info from teachers on students progress. I think the pickup process is a mess and has so little oversight, it feels dangerous. We have kids who are only 10-11 years old being dismissed and just able to walk away where ever they want and I never see any teachers anywhere on Miami."

Ryan Gunn | ryan.gunn@encoreglobal.com | Grade: 6 | Child Name: Finn Gunn | Student ID: 10077 | School Name: Kairos Ms

"How often are students supposed to meet with their coaches? Also, how often are the coaches supposed to be in touch with parents?"

Kati Foizey | 314-598-7184 | kozickler@yahoo.com | Grade: 6, 6, 7 | Child Name: Oscar Foizey, Ramon Rogers, Paris Ball | Student ID: 10121, 10123, 10122 | School Name: Kairos Ms

"Many. But, getting and keeping quality teachers seems to be a challenge at this school. It's not always the kids that drive teachers away. It's the bloated admin and the lack of meaningful support. Very disappointing given what I was communicated about the plans for this year. "

TRANSLATION: CONTINUED COMMENT: After 4 years, I expected better. Our kids deserve better.

Shiron Hagens | 314-322-3610 | shironhagens@gmail.com | Grade: 8 | Child Name: Duncan Hagens | Student ID: 19204 | School Name: Kairos Ms

Social/Community/Culture Feedback



"The safety of the students around all the fights and bullying going around. "

Anonymous | School Name: Kairos Ms | Grade: 5, 6, 7, 7

"My children were sad to miss out on the science field trip but due to uncertainty as to restroom availability, opted to not go."

TRANSLATION: CONTINUED COMMENT: My children stayed home this week over fear of not being able to use the restroom when needed as they are recovering from a stomach bug.

Anonymous | School Name: Kairos Ms | Grade: 6

"Having the parent meetings on zoom seems like it helps more parents join but at the same time, it doesn't help parents meet one another and get to know one another in person and feel a sense of belonging. AFTER parents know one another, then zoom meetings might be good. I don't think parents are feeling connected to the school. We need parents meeting up together without a staff member leading it. Shiron Higen is a parent I would recommend as a representative or president. "

Nathaniel Wildermuth | angela.wildermuth@gmail.com | Grade: 8 | Child Name: John Paul Wildermuth | Student ID: 19358 | School Name: Kairos Ms

"Too many fights and misbehavior"

TRANSLATION: CONTINUED COMMENT: Please get the behaviors under control before they drive families away.

Anonymous | School Name: Kairos Ms | Grade: 7

Operations Feedback



"It would be helpful if it was possible to drop kids off earlier than 745. Even if it was 7 or 730 I know it would help some parents trying to get to work. I am not sure if this is an option in the future but it would be great."

Ryan Gunn | ryan.gunn@encoreglobal.com | Grade: 6 | Child Name: Finn Gunn | Student ID: 10077 | School Name: Kairos Ms

"Almost every time I drop off or pick up there is a delivery truck pulling into the alley. It is so unsafe especially at pick up when kids are walking down the sidewalk. I know this is an issue with Concordia, but I wish there was a way they could coordinate their deliveries to not intersect with loads of children walking past the alley. "

TRANSLATION: CONTINUED COMMENT: I am concerned about there being no programming on the breaks. I have had a flexible schedule that allows me to be home for at least a portion of the time, but I am actively looking for a full time job. I don't think it's ok for a 13 year old to be stuck at home with nothing to do for 8 hours a day for a week or two. There is no infrastructure for camps in September or November like there is during the summer months. This issue is starting to make me think about switching schools next year.

Heather Moll | 314-556-0455 | heathermoll300@yahoo.com | Grade: 7 | Child Name: Oliver Moll | Student ID: 19469 | School Name: Kairos Ms

"better communication. "

Catherine Zakibe | 314-614-8433 | cathy_zakibe@hotmail.com | Grade: 7, 7 | Child Name: Luke Zakibe, Olivia Zakibe | Student ID: 19501, 19503 | School Name: Kairos Ms

"More communication around school incidents."

Anonymous | School Name: Kairos Ms | Grade: 6, 7

"My child does not have a cell phone. She has been borrowing phones from classmates to communicate to us things like canceled activities or that she is not feeling well and wants to come home right after school. She has my (her mother's) number memorized but not her dad's. I'm not sure she knows what adult in the building to talk to when she needs to contact home. "

Diana Corey | diana@crossroadscollegeprep.org | Grade: 6 | Child Name: Delilah Corey | Student ID: 10069 | School Name: Kairos Ms

"Lockers would be helpful"

Kelly Von Plonski | kelly@subbooks.com | Grade: 7 | Child Name: Henry Lewis | Student ID: 19417 | School Name: Kairos Ms

"Communication improvement"

Anonymous | School Name: Kairos Ms | Grade: 6

"So many. Very serious concerns regarding the safety of the children. "

TRANSLATION: CONTINUED COMMENT: This school started with such a promising future. Such a shame it's in shambles.

Anonymous | School Name: Kairos Ms | Grade: 8

"The safety of the children who are outside before being alone. Resolution- allow them key cards to enter the building before school and allow them to go to the cafeteria to eat breakfast and socialize. Have someone at the entrance, keep the doors to the levels locked to prevent wandering, and have someone in the cafeteria to maintain order. "

La Toya Witherspoon | lawspoon87@gmail.com | Grade: 6 | Child Name: Erik Witherspoon | Student ID: 19619 | School Name: Kairos Ms

"Need to inform parents when altercations happen at the school."

TRANSLATION: CONTINUED COMMENT: It's not as good of a school as it was last year.

Anonymous | School Name: Kairos Ms | Grade: 8

"Phones in classrooms. They are causing problems for all the students. It is distracting and takes away from learning time. "

Anonymous | School Name: Kairos Ms | Grade: 7

"The school needs lockers"

Anonymous | School Name: Kairos Ms | Grade: 6



Bonus Question

Note: These are direct quotes. They have not been edited for grammar or spelling.

QUESTION: What feedback do you have for the school regarding academics?



"I feel that Kairos academics are high caliber and the school cares about excellence over perfection."

Joshua King | elmdesignking@gmail.com | Grade: 6 | Child Name: Bodhi King | Student ID: 19430 | School Name: Kairos Ms

"The coaching is not going as planned and I have not heard from my child coach since the first meeting and that was before school started"

Ashley Hawkins | ahawkins12987@gmail.com | Grade: 8 | Child Name: Cirah Fair | Student ID: 19613 | School Name: Kairos Ms

"The addition of advanced math and English classes seems to me the right direction. "

Anonymous | School Name: Kairos Ms | Grade: 7

"Go back to only having 6th-8th grade. The school grew way to quickly for its own good. It doesn't have the staff or training to deal w/ so many students who are coming from systemic trauma. Academics are the least of Kairos' problems."

Anonymous | School Name: Kairos Ms | Grade: 8

"I'm not showing any progression in my child's learning with each passing year. "

Kerwin Stanley | 314-732-9529 | kerwinfs@gmail.com | Grade: 8, 8 | Child Name: Thadius Page, Frances Bock | Student ID: 19201, 19202 | School Name: Kairos Ms

"I wish they would send out information so parents can check progress of work done at school. "

Anonymous | School Name: Kairos Ms | Grade: 5, 6, 7, 7

"better communication with the coaches last year I got weekly text and calls at times. this year only 1 and my kids don't feel the special education teacher is helping them as much as last year. "

Catherine Zakibe | 314-614-8433 | cathy_zakibe@hotmail.com | Grade: 7, 7 | Child Name: Luke Zakibe, Olivia Zakibe | Student ID: 19501, 19503 | School Name: Kairos Ms

"A tutorial for the parents on how to work the different programs and their importance from greatest to least also what subject matter is on the progress reports"

Michael Wallace | 314-363-5706 | anthonywallacekids@gmail.com | Grade: 5, 6 | Child Name: Jayce Wallace, Jay Taylor | Student ID: 10088, 10089 | School Name: Kairos Ms

"Too rigid in Choice"

Anonymous | School Name: Kairos Ms | Grade: 6

"Overall I see the academic growth in my daughter."

Anonymous | School Name: Kairos Ms | Grade: 6, 7

"It sounds like pod groups might not be meeting as often as we thought they would based on conversations at the beginning of the year. I hope that the new English teacher is settling in well! My child has had some concerns about how well the online learning platform is working for her. We'll roll with the process and hope it becomes more clear or gets better as the year goes on. "

Diana Corey | diana@crossroadscollegeprep.org | Grade: 6 | Child Name: Delilah Corey | Student ID: 10069 | School Name: Kairos Ms

"There are 8th grade parents concerned about why teachers are quitting. My son really liked all the teachers at the beginning of the year. He was excited. He seems less happy. I am considering pulling him out for his past semester of 8th grade and homeschooling. He says when he DOES want to have self direction time and work on something on his own, there's too many distractions at school to really get much done. So it just seems like a lot of wasted time. He has been excited about some art projects recently. That is a positive. He is also glad that he has more down time during the school day this year than previously. "

Nathaniel Wildermuth | angela.wildermuth@gmail.com | Grade: 8 | Child Name: John Paul Wildermuth | Student ID: 19358 | School Name: Kairos Ms

"I would like for there to be specific classes for the kids who are ahead in ELA"

Kelly Von Plonski | kelly@subbooks.com | Grade: 7 | Child Name: Henry Lewis | Student ID: 19417 | School Name: Kairos Ms

"I would like my daughter to stay caught up in her academics. She is doing better in math."

Brian Zaricor | acmtoe@yahoo.com | Grade: 6 | Child Name: Knellie Zaricor | Student ID: 20166 | School Name: Kairos Ms

"This school is a joke. My son's "coach" met with him once in 5 weeks. Once. There was zero support academically. There was nothing in his 504 Plan being implemented."

Anonymous | School Name: Kairos Ms | Grade: 8

"Need more feedback as to how/when Carter is supposed to complete his assessments "

Joshua Stigers | joshua.stigers@gmail.com | Grade: 5 | Child Name: Carter Stigers | Student ID: 10289 | School Name: Kairos Ms

"The 8th grade teachers are not consistent. My child had an English teacher quit after just a week or two and the replacement seems unprepared to teach a class that should help prepare our kids for high school. Huge disappointment. In addition, I've heard from several students that she cursed at a student and she's been disrespectful (a behavior that's against the culture of this school) yet she's still there. (I'm guessing because there's nobody else, which is unacceptable) We have what seemed to be a good

science teacher but if they aren't there to be great, then the kids are suffering and aren't getting what they need to help them be successful in high school. The Math teacher's last day is today/Friday October 21st. She seemed experienced and happy to teach our kids but now she's leaving and I can only assume that the replacement will be someone with less classroom experience, again detrimental to the academic growth this year. They're doing Duolingo in Spanish.. An app is teaching our kids. Only a few classes are using summit as they have in other years... Seems the teachers may not understand it. There's zero communication about what's happening academically at the school. It's borderline malpractice to continue without a serious intervention. "

Shiron Hagens | 314-322-3610 | shironhagens@gmail.com | Grade: 8 | Child Name: Duncan Hagens | Student ID: 19204 | School Name: Kairos Ms

"Work on Transportation"

Anonymous | School Name: Kairos Ms | Grade: 7, 7

"Create a streamline for academic projects where they aren't broken down into several parts. Make all the areas of the academic process mandatory and require less of them. "

La Toya Witherspoon | lawspoon87@gmail.com | Grade: 6 | Child Name: Erik Witherspoon | Student ID: 19619 | School Name: Kairos Ms

"My daughter has had a lot of subs. I understand the school is working hard and sometimes this is unavoidable. However, my daughter cam home very upset this week: Shew is a good student and stays on track or ahead. Because of the requirement to attend the dance, she has been helpful to friends to get on track. When she realized her name was on the board, she asked the sub why he wrote her name down. Her Chromebook wasn't charged. He was agitated with her and said he had the ability to keep her from the dance. Yes, she was in the wrong not having her Chromebook charged, but his response to a very good student seems harsh and excessive. (Of course, she already has a dress, and is very excited.) She asked the student next to her, "Can he do that?" genuinely worried and got further reprimanded. As I said, I appreciate the difficult situation the school is in and the difficult job subs have, but this troubled the momma bear in me."

Kerwin Stanley | kellymholloran@gmail.com | Grade: 8 | Child Name: Frances Bock | Student ID: 19202 | School Name: Kairos Ms

"More rigorous academics"

Anonymous | School Name: Kairos Ms | Grade: 7

"The main thing that I would want to change is the way that parents are able to call the school or get in contact with the staff better "

Anonymous | School Name: Kairos Ms | Grade: 6, 6, 7

"It's great academics. "

Anonymous | School Name: Kairos Ms | Grade: 6

"My 9th grader is a little concerned that their science class is just "science" and not more specified (biology, chemistry, etc) like other high schools. "

Anonymous | School Name: Kairos Ms | Grade: 7

"They should hold at least one physical meeting with parents and have a monthly summary of behavior and academic level of the students"

Orlando Nunez | papirriqui45@gmail.com | Grade: 6 | Child Name: Exel Nuñez | Student ID: 10076 | School Name: Kairos Ms

"In regard to academics, I feel my student could benefit from clarification in some of the power focus areas. It seems like she's always behind."

Anonymous | School Name: Kairos Ms | Grade: 7, 7

— End of Report —



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Specialist's Hub

Student Progress

Educator Tools

Curriculum

Setup

10m ago

Updated: 2022-10-24

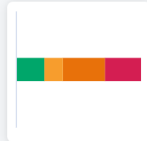
Student Outcomes Progress

Courses

22%

on track

▲ 4% Vs Last W...

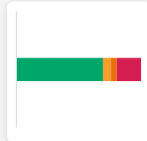


Overdue Proje...

70%

no overdue

▼ -2% Vs Last ...

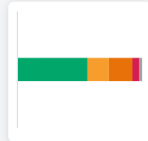


Cog Skills

56%

above 85%

▲ 3% Vs Last w...

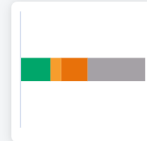


Math Units

25%

above 80%

▲ 0% Vs Last W...

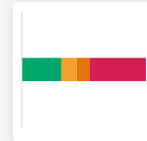


Power Focus ...

32%

on track

▲ 4% Vs Last W...



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11m ago

Student Outcome

Courses

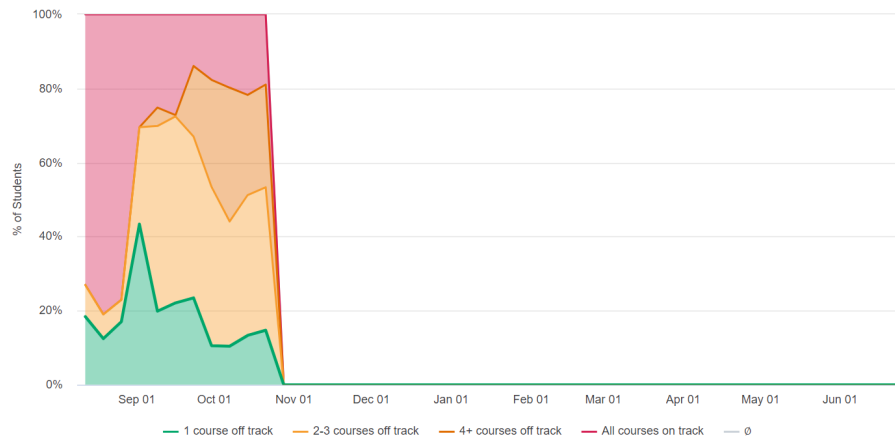
Overdue Projects

Power Focus Area

Cog Skills

Math Units

Area Chart Dashboard

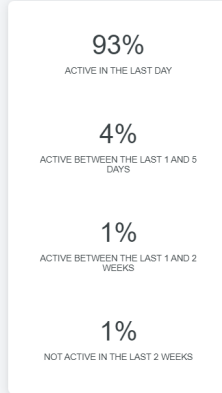




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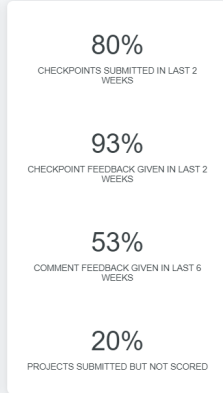
Implementation Progress

Student Platform Activity



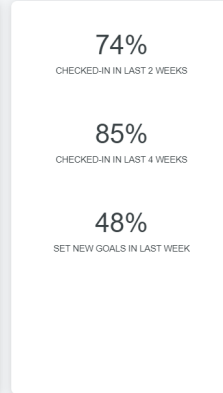
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Project Based Learning



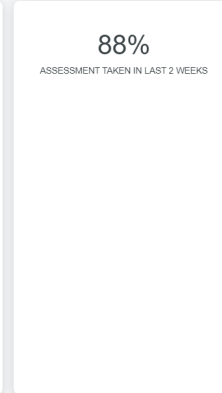
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Mentoring



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Self-directed Learning

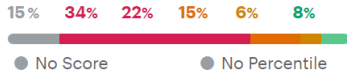


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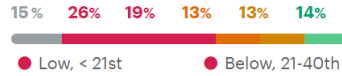
NWEA MAP scores

22-23 Fall

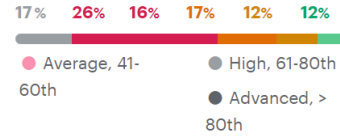
Mathematics



Reading



Language



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Kairos Academy Middle School

District Achievement Summary | August 1, 2022 - October 21, 2022

2,701
SKILLS MASTERED

3,240
SKILLS PROFICIENT

6,229
SKILLS PRACTICED



1,117
TOTAL HOURS

953
HOURS AT SCHOOL



164
HOURS AT HOME



137,298
QUESTIONS ANSWERED



Kairos Academy Middle School

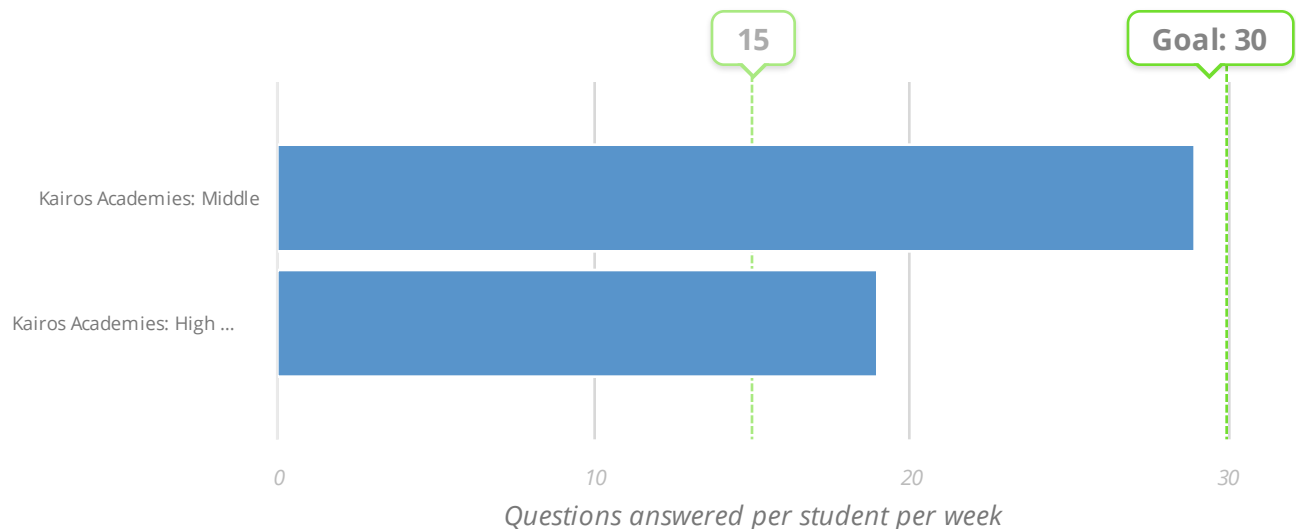
District Achievement Summary | August 1, 2022 - October 21, 2022

THE IXL EFFECT

Schools across the United States are experiencing the IXL Effect, and you can, too. Research shows that answering at least 15 questions per week has a measurable impact on student outcomes.

Already meeting that goal? Aiming for 30 or 65 questions per week has been shown to have an even bigger impact on student success.

[Learn more](#) about the IXL Effect.



Want to increase your school's IXL usage? Try some of these strategies:

- **Work with your teachers to develop usage goals.** By setting goals tied to our proven best practices, you can help your teachers to be more intentional and effective with their IXL implementation.
- **Get students excited about the IXL app.** With IXL's [mobile apps for phone and tablet](#), students will have even more opportunities to learn and grow.
- **Build IXL into your school's routines.** Help your teachers identify opportunities to blend IXL into their daily instruction. For ideas and support, visit www.ixl.com/resources/admin-resource-center, or contact our Professional Learning team at pd@ixl.com.



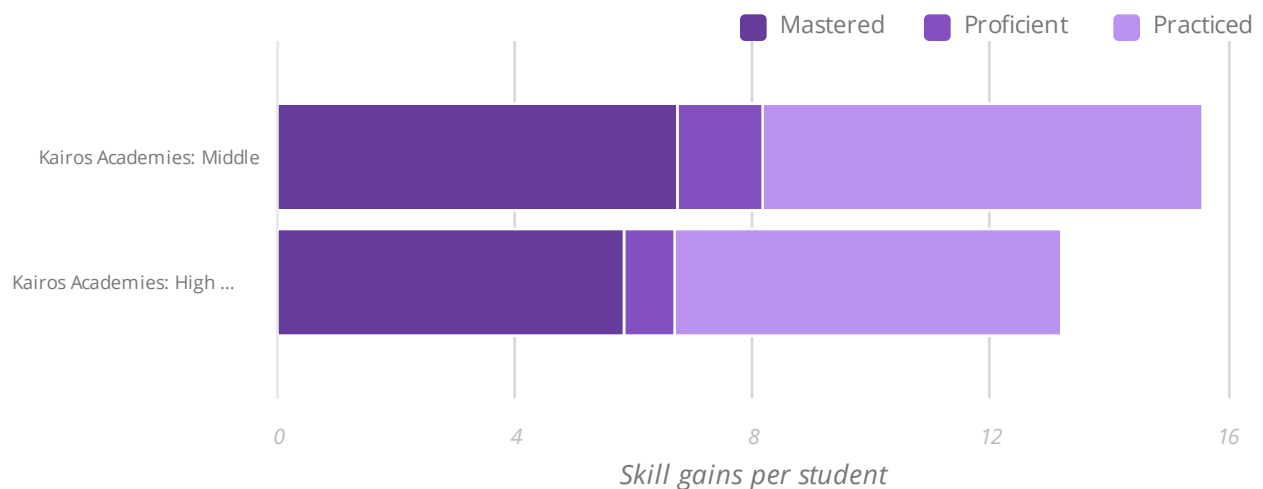
Kairos Academy Middle School

District Achievement Summary | August 1, 2022 - October 21, 2022

BUILDING MASTERY

IXL's SmartScore is based on a proprietary algorithm that combines accuracy, consistency, and question difficulty to authentically gauge student mastery of a topic.

Research shows that striving toward mastery (a SmartScore of 100) is the most effective way to drive student growth on state assessments. Mastery isn't the only goal that impacts learning, however. Achieving proficiency (a SmartScore of 80+) has also been proven to lead to improved student outcomes.



[Take IXL to the next level](#)

Striving for proficiency (a SmartScore of 80+) and mastery (a SmartScore of 100) leads to a deeper understanding of concepts and accelerated growth on assessments. Looking for tips on encouraging purposeful practice?

- Set a SmartScore goal of 80 and encourage students to work toward mastery for extra credit
- Set dynamic goals that increase as the lesson or unit progresses
- Use IXL Analytics to ensure students are reaching proficiency

Help students to be successful with SmartScore using the tips and tricks in our [SmartScore Guide](#).



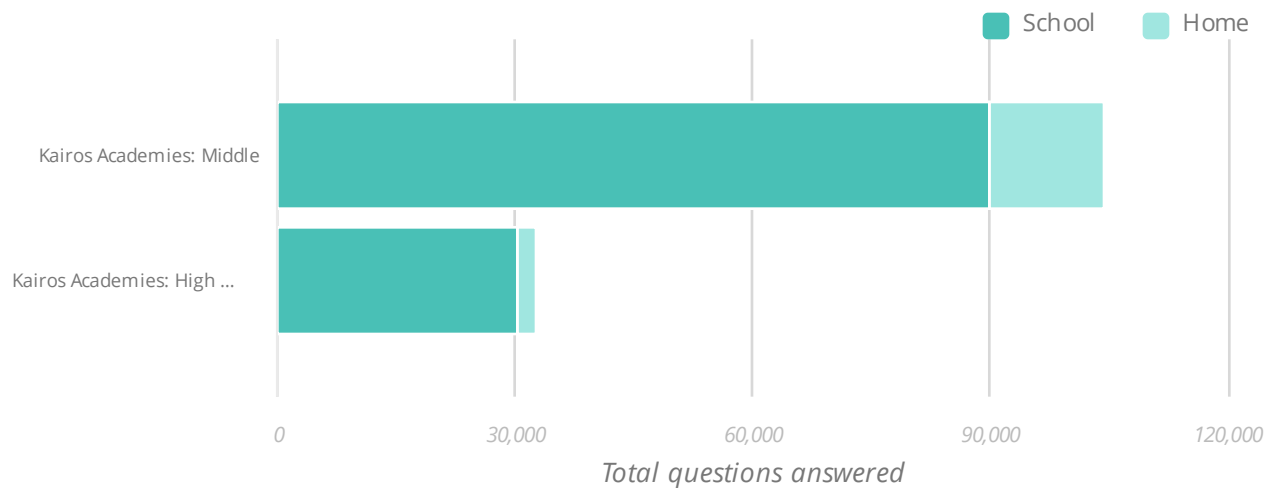
Kairos Academy Middle School

District Achievement Summary | August 1, 2022 - October 21, 2022

EXTEND STUDENT LEARNING

IXL is built for anywhere, anytime learning. We recommend using IXL from both school and home to ensure your students get the most out of their IXL experience.

Collectively this school year, your students have extended their learning time by answering over 17,073 questions from home.



IXL at school

Your students and teachers are enhancing learning with IXL during their school days. Keep it up, or take your implementation to the next level with something special, like:

- Hosting usage contests that celebrate classroom usage milestones
- Setting weekly school-wide question goals
- Celebrating **IXL Rockstar** classrooms or individuals

IXL at home

At-home usage amplifies the IXL Effect for students and ensures parents are empowered to support the learning process. Boost at-home IXL exploration by:

- Sending a **letter home to parents**
- Implementing IXL in after school programs
- Encouraging student learning on **IXL's phone and tablet apps**



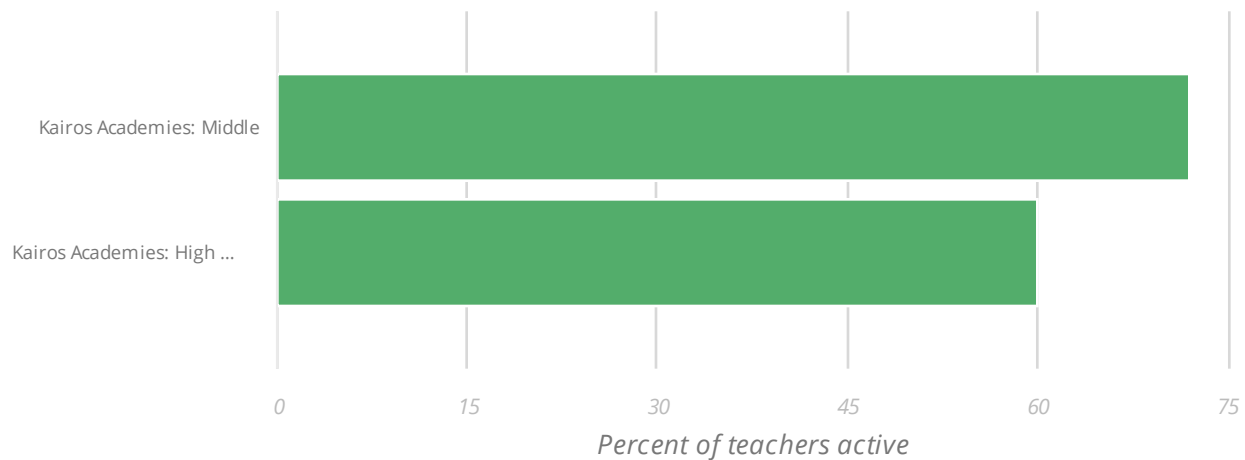
Kairos Academy Middle School

District Achievement Summary | August 1, 2022 - October 21, 2022

TEACHER ENGAGEMENT

IXL is not just for students; it's a powerful tool that can make your teachers more efficient and effective. Monitoring teacher engagement helps you see which teachers are maximizing the benefits of IXL in their classrooms.

If teachers are using IXL regularly, you can feel confident that student learning outcomes will grow and accelerate throughout the school year.



Help your teachers make timely, data-driven decisions with IXL Analytics

One of IXL's most powerful tools for teachers is IXL Analytics, which makes data-driven instruction simple. Did you know that with IXL Analytics your teachers can:

- Take a live look at student progress using the Live Classroom?
- Access individualized action plans, complete with skill recommendations tailored to each student's needs?
- Monitor readiness for state assessments with standards-aligned reports?

To help more teachers get all that they can out of IXL, our [professional learning sessions](#) are full of actionable strategies that blend seamlessly into any instructional model.



On My Mind

"The problem isn't that you're too busy. You are too busy, but that's not the problem. The problem is that you're acting like a firefighter instead of a fire marshal."

—Ed Batista

Role Priorities

The COO will serve as the operations mastermind for the network. COOs will focus on building management capacity and ensure that all operational goals are achieved, with a particular emphasis on ADA, Enrollment, Health Services, Technology, Beginning of Year (BOY) planning, Operations Staff Retention, & Building Upkeep.

September Priorities

(1) All Direct Reports have established Operating Mechanisms & Core Calendars

- **Outcome: In Progress** - All Direct Reports have scheduled Morning Huddle, Check-ins, & Tactical. However, due to the size of teams when 1 or 2 staff are out then mechanisms don't have enough to staff. Need to combine Huddle and Tactical between Data/Tech and Day to Day Operations operating mechanisms.
- **Causes:** Team sizes are too small to effectively run meetings
- **Solution/Next Steps:** Combine Huddle and Tactical together in October

(2) Reset of Roles and Duties for Operations Team

- **Outcome: Completed** - Roles and Duties for team has been reset. Still have gaps in staffing which has lead to some duties cross over to close gaps.
- **Causes:** Prioritized this task with Network initiative to complete.
- **Solution/Next Steps:** Hire on Custodian, Nurse and Monitor team.

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

(3) All Direct Reports understand Driver Goals and have established daily, weekly, and monthly goals based on Drivers.

- **Outcome: Off Track** - Monthly Goals are established but Daily and Weekly goals need more refinement to establish a Criteria for Success for report outs.
- **Causes:** Need to review check-in and huddle docs in more detail and identify look fors for establish criteria for success for each daily and weekly goal.
- **Solution/Next Steps:** I'll have my Direct Reports send me calendar invites for each mechanism over next week and next week to observe and send feedback.

October Priorities

1. Safety Action Items from BelievEd Visit
 - EOP Drafting
 - School Safety Training
2. Clean up Roles, Duties, and Goals for all staff - Ensure they are aligned and clear on most pressing driver goals for my departments
3. Combined Operating Mechanisms
 -

Highlights

- Raptor Visitor Badging System
- Revised evacuation maps with new room plates.
-





On My Mind

"Remember, teamwork begins by building trust. And the only way to do that is to overcome our need for invulnerability." - Patrick Lencioni

Role Priorities

The Senior Director of Finance and Human Resource assists the CEO on all financial and human resources functions of the LEA. Budget preparation, school business operations and oversight of district accounting policies and practices. Along with HR leadership manager counsel, and development and implementation of effective human resource strategies.

September Priorities

Select HRIS
and
On-boarding
System

- **Outcome:** Met Onboarding platform (JazzHR). Did not select HRIS platform.
- **Causes:** Collaborated with the strategy team to select the on-boarding system. I did not create a ROI for HRIS platforms.
- **Solution/Next Steps:** Complete review of HRIS platforms with Versa HR consultant.

Train all
Expensify
Card holders.

- **Outcome:** Train Expensify cardholders on policy and procedures.
- **Causes:** Research P-card policies and tailored them to Kairos needs.
- **Solution/Next Steps:** Completed Expensify card training.

Complete
Wellness
Reimbursement
Policy

- **Outcome:** September 30 goal was met.
- **Causes:** Strong support from KG and United Healthcare
- **Solution/Next Steps:** Introduce policy to staff on October 18

October Priorities

1. Ensure entire staff get train on FERPA
2. Complete Purchase/Procurement Policy
3. Have 80% of staff handbook complete

Support Needed

- Continue to support our team with consultants, feedback and words of affirmation.

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

EXECUTIVE SUMMARY TWO MONTH PERIOD ENDED AUGUST 31, 2022

	Actual DESE Payment	Budgeted DESE Payment	End of Year Expected Payment		
Actual ADA	352	383.7	355.4		
					<u>Cash On Hand</u>
Projected ADA	352	383.7	352	Total Expenses	2,247,498.61
Summer ADA	45.37	48.75	45.4	Budget Year Days	92
FRPL Count	35.99	25.72	36	Daily Expenses	24,429.33
IEP Count	0	0	0	Ending Cash Balance	2,304,655.34
Total WADA	433.36	458.17	433.40	Days of Cash	94
PER WADA	\$9,225	\$9,400	\$9,225		
TOTAL	\$3,997,607	\$4,306,798	\$3,998,115		<u>Forecasted Fund Balance %</u>

REVENUE OVER/(UNDER) EXPENSE ACTUAL YTD

Revenue Actual YTD	\$ 2,000,760.94
Expense Actual YTD	\$ 2,247,498.61
YTD Over/(under)	\$ (246,737.67)

REVENUES

Revenue Actual YTD	\$ 2,000,760.94
Revenue Budgeted YTD	\$ 2,186,739.09
YTD Over/Under	\$ (185,978.15)

EXPENSES

Expense Actual YTD	\$ 2,247,498.61
Expenses Budgeted YTD	\$ 2,379,036.38
YTD Over/Under	\$ 131,537.77

STATEMENT OF CASH FLOWS

Beginning Cash & Cash Equivalents	\$ 3,238,721
Net Revenue (Ties to YTD Income Statement)	\$ (246,737.67)
Adjustment to beg. fund balance	\$ 171.15
Payroll Clearing	\$ (31,749.30)
Payroll Deduction Health and Life Ins. hold	\$ (1,600.33)

Forecasted Total Revenue	18,006,848.46
September ending Cash Balance	2,304,655.34
Forecasted Total Expense	20,227,487.49
Forecasted Ending Fund Balance	84,016.31
Fund Balance Percentage	0%

Financial Highlights:

- 1. We received \$194,500 from Opportunity Trust.**
- 2. Request for reimbursement was submitted for \$242,797.25 from ESSER III. This payment will reflect in October Financials.**
- 3. DESE has not approved several charter school budgets. Once approved we will request reimbursement for \$453,000.**

EXECUTIVE SUMMARY TWO MONTH PERIOD ENDED AUGUST 31, 2022

Payroll Deduction Teacher Retirement Payable	\$ (24,149.70)
Adjustments to reconcile	\$ (57,328.18)
Net cash provided by operating activities	\$ (304,065.85)
Facilities Buildings and Remodeling	\$ (630,000.00)
Net increase (decrease) in Cash	\$ (934,065.85)

Cash at end of period \$ 2,304,655.34

STATEMENT OF FINANCIAL POSITION

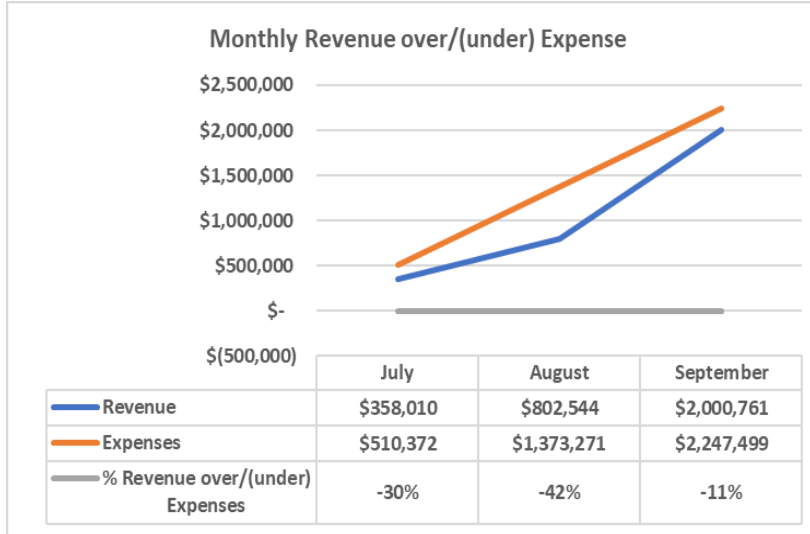
Total Current Assets	\$ 2,304,655.34
Total Fixed Assets	\$ 969,202.28
Total Assets	\$ 3,273,858
Total Liabilities	\$ (26,541.93)

Equity

Opening balance equity	\$ 3,547,137.22
Net Revenues	\$ (246,737.67)

Total Equity \$ 3,300,399.55

Total Liabilities and Equity \$ 3,273,857.62



Kairos Academies

Statement of Activity

July - Sept 2022

	10 General Fund	20 Teachers Fund	42 Capital Projects Fund	Total
Revenue				
0000-5100 Revenues from Local Sources				
0000-5113 School District Trust Fund (Proposition C)	155,304.94			155,304.94
0000-5141 Interest	0.58			0.58
0000-5151 Food Sales to Pupils	3,506.70			3,506.70
0000-5161 Food Sales to Adults	0.00			0.00
0000-5171 Student Activities Student Fees	0.00			0.00
0000-5172 Bookstore Sales	800.64			800.64
0000-5179 Other Student Activity Income	1,035.00			1,035.00
0000-5192 Gifts	199,462.55			199,462.55
0000-5198 Miscellaneous Revenues	4,260.44			4,260.44
Total 0000-5100 Revenues from Local Sources	\$ 364,370.85	\$ 0.00		\$ 364,370.85
0000-5300 Revenues from State Sources				
0000-5311 Basic Formula - State Monies	511,636.02	608,043.98		1,119,680.00
0000-5319 Basic Formula - Classroom Trust Fund	42,560.42	0.00		42,560.42
Total 0000-5300 Revenues from State Sources	\$ 554,196.44	\$ 608,043.98	\$ 0.00	\$ 1,162,240.42
0000-5400 Revenues from Federal Sources				
0000-5412 Medicaid	3,189.74			3,189.74
0000-5422 ESSER III Revenue	70,659.31			70,659.31
0000-5423 ESSER II Revenue	0.00			0.00
0000-5441 IDEA Entitlement Funds, Part B IDEA	0.00			0.00
0000-5445 School Lunch Program	13,368.62			13,368.62
0000-5446 School Breakfast Program	1,698.77			1,698.77
0000-5451 Title I	345,492.98			345,492.98
0000-5461 Title IV.A Student Support and Academic Enrichment	9,273.28			9,273.28

0000-5465 Title II.A	23,466.97			23,466.97
0000-5471 School Child Nutrition Program	0.00			0.00
0000-5497 Other Federal Sources	7,000.00			7,000.00
Total 0000-5400 Revenues from Federal Sources	\$ 474,149.67	\$ 0.00	\$ 0.00	\$ 474,149.67
0000-5800 Amounts Received From Other LEAs				0.00
0000-5841 Transportation Sharing, Non-Disabled	0.00			0.00
Total 0000-5800 Amounts Received From Other LEAs	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
Total Revenue	\$ 1,392,716.96	\$ 608,043.98	\$ 0.00	\$ 2,000,760.94

Expenditures

0000-6100 Salaries

1131-6111 MS Instruction FT	66,007.06	274,176.75		340,183.81
1151-6111 HS Instruction FT	21,717.07	141,050.61		162,767.68
0000-6121 Substitutes		26,238.62		26,238.62
1221-6151 Special Education FT	16,248.22	13,281.73		29,529.95
1411-6111 Student Activities Salaries		6,168.50		6,168.50
1411-6131 Student Activities Supp Pay				0.00
2112-6151 Attendance/Registrar	8,510.32			
2113-6151 Social Worker		10,847.82		10,847.82
2122-6151 Counseling - Restore. Justice	30,341.28			
2322-6151 Community Relations	39,997.09			39,997.09
2411-6151 Other Student Support - noncert	146,214.59			146,214.59
2211-6151 Improvement of Instruction	15,328.08			15,328.08
2222-6151 Library				0.00
2321-6151 Office of Superintendent - noncert	155,540.89			155,540.89
2331-6151 Support Services - Tech	12,424.07			12,424.07
2511-6151 Business Office	18,105.38			18,105.38
2643-6151 Talent Director	10,417.35			10,417.35
2645-6151 Nurse	8,899.58			8,899.58
2911-6151 Support Services - noncert	36,675.19			36,675.19

Total 0000-6100 Salaries	\$ 586,426.17	\$ 471,764.03	\$ 0.00	\$ 1,058,190.20
0000-6200 Benefits and Taxes				
6211/6211 Retirement	86,727.03	70,774.23		157,501.26
6231 Social Security	35,341.80	28,677.29		64,019.09
6232 Medicare	8,233.99	6,706.79		14,940.78
6241 Employee Insurance/Workers comp	48,071.93	30,121.64		78,193.57
Total 0000-6200 Benefits and Taxes	\$ 178,374.75	\$ 136,279.95	\$ 0.00	\$ 314,654.70
0000-6XXX-1 Staff-Related Costs				
2213-6319 Prof Dev (Instructional) Professional Services	15,019.70			15,019.70
2213-6343 Prof Dev (Instructional) Travel	1,771.29			1,771.29
2213-6411 Prof Dev Supplies	2,060.46			2,060.46
2323-6319 Staff Relations Professional Services	0.00			0.00
2323-6411 Staff Relations Supplies	2,618.81			2,618.81
2644-6319 Prof Dev (Non-Instructional) Professional Services	\$ 1,594.11			1,594.11
Total 0000-6XXX-1 Staff-Related Costs	\$ 23,064.37	\$ 0.00	\$ 0.00	\$ 23,064.37
0000-6XXX-2 Rent				
2542-6333 Facilities Rent	273,987.20			273,987.20
Total 0000-6XXX-2 Rent	\$ 273,987.20	\$ 0.00	\$ 0.00	\$ 273,987.20
0000-6XXX-3 Occupancy Service				
2542-6319 Facilities Professional Services	59,070.00			59,070.00
2542-6332 Facilities Repairs and Maintenance	2,335.00			2,335.00
2542-6411 Facilities Supplies	6,862.94			6,862.94
2542-6521 Facilities Capital Projects	10,543.98			10,543.98
2546-6412 Security Tech Supplies	0.00			0.00
Total 0000-6XXX-3 Occupancy Service	\$ 78,811.92	\$ 0.00	\$ 0.00	\$ 78,811.92
0000-6XXX-4 Student Expense, Direct				
1131-6319 MS Instruction Professional Services	1,482.35			1,482.35
1131-6337 MS Instruction Tech Install, Repair, Maintenance	0.00			0.00
1131-6411 MS Instruction Supplies	2,264.60			2,264.60
1131-6412 MS Instruction Tech Supplies	9,383.00			9,383.00
1131-6431 MS Instruction Textbooks	8,390.10			8,390.10

1151-6337 HS Instruction Tech Install, Repair, Maintenance	13,032.49				13,032.49
1151-6311 HS Services - Tuition	2,901.92				2,901.92
1151-6411 HS Instruction Supplies	836.58				836.58
1151-6412 HS Instruction Tech Supplies	749.96				749.96
1151-6431 HS Instruction Textbooks	0.00				0.00
1221-6319 Special Education Professional Services	2,690.00				2,690.00
1221-6411 Special Education Supplies	1,814.54				1,814.54
1411-6319 Student Activities Professional Services	10,134.02				10,134.02
1411-6411 Student Activities Supplies	5,036.01				5,036.01
1913-6319 Tuition to Other Districts	0.00				0.00
2142-6319 Psychological Services Professional Services	6,698.50				6,698.50
2152-6319 Speech Pathology Professional Services	13,956.25				13,956.25
2162-6319 Occupational Therapy Professional Services	0.00				0.00
2191-6319 Behavior Professional Services	0.00				0.00
2211-6319 Inst Support Professional Services	51.25				51.25
Total 0000-6XXX-4 Student Expense, Direct	\$ 79,421.57	\$ 0.00	\$ 0.00	\$ 79,421.57	
0000-6XXX-5 Student Expense, Indirect					
2134-6411 Nursing Supplies	924.18				924.18
2211-6411 Inst Support Supplies	0.00				0.00
2411-6319 Office of the Principal Professional Services	4,750.00				4,750.00
2562-6319 Food Preparation Professional Services	0.00				0.00
2562-6471 Food Supplies/Contracted Food Service	3,911.26				3,911.26
2562-6541 Food Preparation Equipment	0.00				0.00
2563-6391 Food Delivery Contracted Food Service	0.00				0.00
2911-6319 Building Operations Professional Services	257.00				257.00
Total 0000-6XXX-5 Student Expense, Indirect	\$ 9,842.44	\$ 0.00	\$ 0.00	\$ 9,842.44	
0000-6XXX-6 Office and Business Expense					
2311-6315 Board Audit	0.00				0.00
2311-6317 Board Legal	14,338.70				14,338.70
Retirement Payback	219,514.22				219,514.22
2311-6352 Board Liability Insurance	7,362.50				7,362.50

2321-6271 Exec Admin Unemployment	0.00			0.00
2321-6319 Exec Admin Professional Services	51,797.61			51,797.61
2321-6343 Exec Admin Travel	7,392.43			7,392.43
2321-6361 Exec Admin Communications	359.00			359.00
2321-6371 Exec Admin Dues and Memberships	979.00			979.00
2321-6391 Exec Admin Platforms	4,796.19			4,796.19
2321-6411 Exec Admin Supplies	18,481.15			18,481.15
2321-6412 Exec Admin Tech Supplies	4,919.30			4,919.30
2331-6316 IT Admin Data Processing	9,422.60			9,422.60
2331-6319 IT Admin Professional Services	1,499.39			1,499.39
2331-6338 IT Admin Tech Rental	1,305.56			1,305.56
2331-6412 IT Admin Tech Supplies	16,446.57			16,446.57
2511-6319 Business Office Professional Services	46,301.43			46,301.43
2511-6411 Business Office Supplies	169.31			169.31
Total 0000-6XXX-6 Office and Business Expense	\$ 405,084.96	\$ 0.00	\$ 0.00	\$ 405,084.96
0000-6XXX-7 Transportation				
2551-6319 Contracted Pupil Transportation Professional Services	0.00			0.00
2551-6341 Contracted Pupil Transportation To and From School	0.00			0.00
2551-6342 Other Contracted Pupil Transportation - Non-Route	4,441.25			4,441.25
Total 0000-6XXX-7 Transportation	\$ 4,441.25	\$ 0.00	\$ 0.00	\$ 4,441.25
PayPal Fees				0.00
Total Expenditures	\$ 1,639,454.63	\$ 608,043.98	\$ 0.00	\$ 2,247,498.61
Net Revenue	-\$ 246,737.67	\$ 0.00	\$ 0.00	-\$ 246,737.67

Original FY23 Budget and YTD Forecast

Calendar Days YTD	25.21%	Budget Before	9/30/2022
FY23 Budget	YTD %	Forecast	YTD %
400,257.00	38.80%	262,269.00	59.22%
0.00			
20,071.41	17.47%	8,519.04	41.16%
0.00			
13,790.00	0.00%	6,849.96	0.00%
0.00			
0.00			
401,480.00	49.68%	425,499.96	46.88%
0.00		6,941.04	61.38%
0.00			
\$ 835,598.41	43.61%	\$ 710,079.00	51.31%
4,998,089.99	22.40%	4,161,156.00	26.91%
0.00		81,299.04	52.35%
\$ 4,998,089.99	23.25%	\$ 4,242,455.04	27.40%
24,681.85	12.92%	59,587.68	5.35%
1,359,483.14	5.20%	1,951,884.00	3.62%
0.00			
117,597.09	0.00%	70,000.00	0.00%
60,460.08	22.11%	86,286.24	15.49%
7,188.01	23.63%	4,569.96	37.17%
827,780.75	41.74%	194,040.01	178.05%
20,000.00	46.37%	20,000.00	46.37%

58,304.98	40.25%	22,492.00	104.33%
0.00			
437,772.04	1.60%	752,523.00	0.93%
\$ 2,913,267.94	16.28%	\$ 3,161,382.89	15.00%

0.00			
\$ 0.00		\$ 0.00	
\$ 8,746,956.34	22.87%	\$ 8,113,916.93	24.66%

1,606,934.72	21.17%	1,091,607.00	31.16%
593,232.92	27.44%		
311,650.14	9.48%	30,000.00	98.43%
24,174.00	25.52%		
11,700.00	0.00%	7,200.00	2160.29%
48,091.44	22.56%		
172,344.74	23.21%		
283,851.01	51.51%		
491,752.21	3.12%		
22,963.41	0.00%		
586,166.36	26.54%		
49,008.81	25.35%		
138,447.44	13.08%		
45,475.17	19.57%		
152,398.14	24.07%		

\$	4,538,190.51	23.32%	\$	1,121,607.00	94.35%
	676,212.94	23.29%			
	280,642.41	22.81%			
	65,634.11	22.76%			
	391,421.79	19.98%			
\$	1,413,911.25	22.25%	\$	0.00	
	44,280.00	33.92%		3,000.00	500.66%
	4,500.00	39.36%		6,400.00	27.68%
	3,750.00	0.00%			
	8,800.00	29.76%		5,232.00	50.05%
\$	61,330.00	37.61%	\$	14,632.00	157.63%
	1,087,496.19	25.19%		694,752.96	39.44%
\$	1,087,496.19	25.19%	\$	694,752.96	39.44%
	11,000.00	537.00%			
	20,000.00	11.68%		4,350.08	53.68%
	174,603.67	3.93%		602,121.32	1.14%
	995,080.00	1.06%			
	0.00			1,800.00	0.00%
\$	1,200,683.67	6.56%	\$	608,271.40	12.96%
	45,709.26	3.24%		544,550.64	0.27%
	24,492.06	0.00%			
	11,370.00	19.92%		30,299.44	7.47%
	63,423.29	14.79%		260,899.10	3.60%
	32,986.60	25.43%		9,782.40	85.77%

17,342.38	4.82%		
6,340.00	11.83%		
4,313.40	0.00%		
0.00		272,754.36	0.99%
4,250.00	42.70%		
81,044.00	12.50%	123,791.88	8.19%
42,282.00	11.91%	9,866.50	51.04%
0.00			
17,004.00	39.39%	26,951.00	24.85%
38,974.36	35.81%	21,869.20	63.82%
33,974.36	0.00%	20,270.40	0.00%
0.00		110,114.76	0.00%
0.00		281,888.28	0.02%
\$ 423,505.71	18.75%	\$ 1,713,037.96	4.64%
3,130.21	29.52%	500.00	184.84%
0.00			
220.00	0.00%	7.00	0.00%
2,710.00	144.33%	119,454.96	3.27%
15,000.00	0.00%		
74,338.56	0.00%		
0.00		254,900.76	0.10%
\$ 95,398.77	10.32%	\$ 374,862.72	2.63%
25,250.00	0.00%	14,375.00	0.00%
50,000.00	28.68%	12,330.08	116.29%
359,830.00	61.00%		
38,999.38	18.88%	67,750.29	10.87%

	0.00		20,000.04	0.00%
	66,305.43	78.12%	483,101.88	10.72%
	4,500.00	164.28%		
	4,924.80			
	3,662.50	26.73%	4,620.00	21.19%
	0.00			
	6,078.58	304.04%	13,306.16	138.89%
	838.19	586.90%		
	34,800.00	27.08%	48,528.00	19.42%
	14,567.40	10.29%		
	3,349.30	38.98%	3,186.00	40.98%
	7,527.68	218.48%	62,758.00	26.21%
	63,039.49	73.45%	119,950.00	38.60%
	0.00		1,000.08	16.93%
\$	683,672.75	59.25%	\$ 850,905.53	47.61%
	3,750.00	0.00%		
	286.67	0.00%	2,811.96	0.00%
	7,920.00	56.08%	5,940.00	74.77%
\$	11,956.67	37.14%	\$ 8,751.96	50.75%
\$	9,516,145.52	23.62%	\$ 5,394,021.53	41.67%
-\$	769,189.18	32.08%	\$ 2,719,895.40	-9.07%

2379036.38



CoS Board Update

"The problem isn't that you're too busy. You are too busy, but that's not the problem. The problem is that you're acting like a firefighter instead of a fire marshal."

—Ed Batista

Role Priorities

The Chief of Staff is a critically important role, enabling the CEO to maximize time, effectively work with internal and external stakeholders, make organization-wide decisions, and to fulfill their commitments to achieve the mission of Kairos Academies' internal teams, Board of Directors, and Team & Family. They are responsible for the success of the leadership team. They are the champion of the team's overarching priorities and as such, the Chief of Staff helps the CEO and their leadership team navigate through uncertainty, risk, and change management to achieve those goals and priorities.

September Priorities

1. Host the Convocation, 75% staff satisfaction per survey

2. Plan Stepback for Senior Leadership

- **Outcome:** 100% of participants who took the survey said they were Satisfied or Very Satisfied with the Convocation. .
- **Causes:** I did a lot of planning and prep for the Convocation. My two biggest supporters were Tyler and KG. Tyler helped call and make preliminary contact with vendors. KG supplied the vision and a lot of supplemental materials for me to adjust and use as a metric. I think my ability to not feel so alone in this project but simultaneously own the final product helped. I tried to ensure that I had the right people in the right places (i.e. Dr. K as emcee), that helped a ton.
- **Solution/Next Steps:** I used the staff to make suggestions for next year in the Convocation project plan. Staff wanted larger t-shirt sizes so we ordered those and will give them out the last week of October. I also wrapped up the project by adding all planning resources, invoices, and vendor information into the event planning folder so next year is easier to plan.
- **Outcome:** I planned and shared the Stepback logistics for the Senior Leadership Team.
- **Causes:** I used the event planning expectations to ensure the basic needs for a Stepback were met. The following things were prepped, prepared and shared before the meeting: the meeting location, the meeting agenda, wifi codes, lunch orders were collected.
- **Solution/Next Steps:** We only have one key to the CIC space, which made it difficult for team members to get in early. We now have two keys. I will contact someone at the CIC space to see if we can ensure access for all SL. For the October stepback I will ask one person to arrive first to ensure a smoother set-up for the team.

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

3. Increased Tactical Proficiency

- **Outcome:** Tactical proficiency has increased.
- **Causes:** I shared the rubrics and one-pagers with SL and other leaders who facilitate tactical. Dr. Graham and I debrief tacticals in my check-ins which caused him to do a tactical reset. I also took more time to internalize the document and shared a quick differentiator with the team to ensure tactical is utilized efficiently as opposed to other operating mechanisms. Tactical=data; huddle=updates; system updates= Team Tuesday check-ins
- **Solution/Next Steps:** My goal is to have 5-7 minutes at the end of each Tactical to look at the rubric with SL so we can start to quantify our process. To my knowledge, I am the only one using rubric based grading to assess our Tacticals but I think it'd be helpful to build the practice into our time together.

4. Full Integration of BoT

- **Outcome:** 100% of board members have access to integrating calendars and joining meetings. Agendas and minutes are created, and live in BoT.
- **Causes:** I sent two-time slots for dedicated BoT help for board members in September. Kevin and I got trained on BoT minutes. I met with BoT reps to get trained on the platform.
- **Solution/Next Steps:** Learn how to create surveys in BoT. Start creating and uploading Open Meeting packets on the platform.

October Priorities

1. MAP out charter renewal process for SY 23-24, share plan with SL.
2. Have all DESE Title 1 needs prepared for voting at the October board 27th meeting.
3. Observe 3 Tacticals, 4 huddles with Senior Leadership.

Support Needed

- Please let me know if you need assistance with BoT.





23-24 Renewal Plan Outline

Fall 22

- **School Quality Review (2 day review of school)**
- **SQR results sent to the Missouri Charter Commission**
- **CoS identifies stakeholders in renewal and creates renewal task force**
- **CoS sets up monthly meetings to prepare for charter renewal year**

Spring 23

- The Board compiles a letter stating their intentions to renew the charter
- MCPSC has a data meeting with KA (staff stakeholders, board, finance, assessment, progress toward goals, proposed contract goals)
- The Network collaborates and starts to prepare the charter renewal application
- MCPSC reviews the charter application
- MCPSC interviews board and staff member
- MCPSC schedules a public hearing (it's up to us, can happen this Spring)
- KA staff prepares a presentation for public hearing
- MCPSC submits renewal application to DESE 8/1/23 or 12/31/23

Fall 23

- **Earliest notification of renewal is October 2023.**

Submit an application with the following information

- Summarize school's performance against the school's Performance Contract
- Provide three year budget projections
- Projected enrollment for the next charter term.
- Summarize the school's plans for the next charter term, including detailed plans for academics, governance and operations. This should include strategies for sustaining successes and any ways the school intends to modify its current program to address challenges. If you are adding grades beyond what was described in the original application the following sections of the original charter will need amended to include updates as related to the additional grades
- Provide proposed performance contract goals for the next charter term.
- General statement stating charter is up to date, if not, share the noted amendments

Renewal Task Force

1. Aaron Jackson, Board Chair
2. Bennie Jackson, Director of Finance and HR
3. Jack Krewson, Chief Strategy Officer
4. Kendrah Underwood, Managing Director of Schools
5. Khalil Graham, Chief Executive Officer
6. Marnae Chavers, Chief of Staff
7. Nathan Jacobs, Chief Operating Officer

MAIROS
ACADEMIES: ST. LOUIS



Thank You!

Kairos Strategic Planning

Board Meeting, October 27, 2022
Simmons Lettre Consulting, LLC

Partnership Objectives

1. Design and launch Listening Tour for KG during his first 90 days.
2. Create strategic plan for Kairos including growth plan, goals, vision, and values.
3. Create Kairos Academies network playbook for opening a new school, allowing leaders to easily replicate planning and launch of future campuses.

1. Listening Tour Q1 Complete

- 3 Sessions
- Data analysis
- Communications to community

Themes from Listening Tour:

What we need to keep doing at Kairos/"bright spots" at Kairos

- **Coaching**
- Empowering **school culture**
- **Diversity** in our students and faculty
- **Professional development** and team building for staff

What we need to improve at Kairos

- **Communication** with families and staff
- **Staff retention**
- **Consider tweaks to programming** (ie after school activities, etc)
- **Work on the now *and* the tomorrow.**

Primary fear under Dr. Graham's leadership (ie new leadership)

- Will lose the original vision, value proposition, and culture of the school.

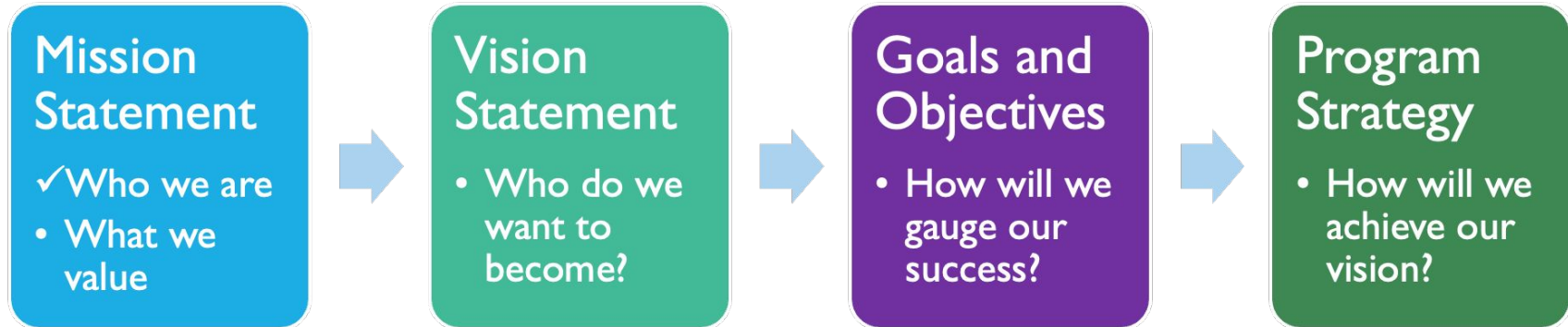
Hopes for Dr. Graham's leadership

- Continue to stay visible to the full Kairos community, making time and space for the community to be heard and staying connected to what is happening in across the school.
- Continue to support staff with supports and structures they need to deliver on the Kairos mission.

2. Create Strategic Plan for Kairos including growth plan, goals, vision, and values

October 2022-June 2023

Components of a Strategic Plan



Phases of Kairos Strategic Planning

- **SWOT** (Strengths, Weaknesses, Opportunities, and Threats) Analysis in process
 - Incorporate input from listening tour
 - Other SWOT interviews including with some board members, funders, stakeholders
- **Reflection and review of mission, vision, values**
 - Board will reflect on Kairos mission, vision and values, how they have influenced our success so far, and whether need tweaks to further our impact
- Draft Strategic Plan, iterate based on stakeholder and board input, and board ultimately **approves strategic plan**.
- **Design systems to** communicate plan and monitor progress toward goals
- **Draft playbook** for opening new campuses, to ensure prepared to grow thoughtfully.

Kairos community input is essential to this process

In alignment with the school's mission, this planning process will ask for and incorporate key feedback from stakeholders such as students, faculty, funders, and sector leaders.

Strategic Planning Input Structure

Board: votes to approve mission, vision, high-level goals

Ad hoc Strategic Planning Committee leads the week-to-week process to create strategic plan. Committee dissolves after board approves the plan.

Faculty Advisory provides input into mission, vision, high-level goals and gives feedback on draft plan. Intentionally designed group represents many different stakeholders in our school.

Partner/Outside Stakeholder Advisory provides input into mission, vision, high-level goals and gives feedback on draft plan. Includes funders and other key partners.

Listening tour of full Kairos community provides ongoing input to identify Kairos current strengths and weaknesses to inform how to move forward. Includes founding and newer Kairos families and students.

DRAFT Ad Hoc Strategic Planning Committee Charge

Note: When the board agrees on the committee charge, the board should vote to approve the launch of this ad hoc committee so it is reflected in the minutes.

The Kairos Academy Ad Hoc Strategic Planning Steering Committee will lead the Kairos' board's participation in the development of a strategic plan for our school. This plan will outline the long-term goals for Kairos and its growth, and will be completed by June 2023.

Specifically, the committee will:

- Meet for one hour monthly from November 2022-June 2023 or participate in other meetings with community and board members as needed.
- Provide regular input into the strategic planning process, findings, and product.
- Solicit input from the full board throughout the process to ensure all board members share their ideas, feedback, and perspective on the plan.
- Reach out to community members as needed to solicit input and build support for our strategic plan.
- Propose a draft strategic plan that the full board will discuss and approve by June 2023.

Once the strategic plan is approved, the ad hoc committee will disband.

3. Create Playbook for opening new campuses

Spring 2023, will launch as strategic plan goes into final input phase



Questions and next steps

Questions:

- Dr. Graham
- Simmons Lettre
simmons@lettreconsulting.com

Next Steps

- Analyze student feedback data that was collected today
- Complete SWOT interviews/surveys and analysis including board, faculty and other stakeholders
- Launch Ad Hoc Committee to lead the work
- Share SWOT with the board