



## Kairos Academies Board Meeting Minutes

**Date:** January 22, 2020

**Location:** 2315 Miami St., Saint Louis, Mo 63118

A meeting of the Board of Trustees (the “Board”) of Kairos Academies (the “School”) was held on January 22, 2020 at 6:00pm at Kairos Academies located at 2315 Miami St., St. Louis, Mo 63118.

The following members of the board was present:

Hugh Eastwood

Aaron Jackson

Amanda Sullivan

Chisom Uche

Mike Vachow

Also in attendance was Gavin Schiffres. Any other guests: Paul Greenwood (phone).

### Board Meeting is Called to Order

The Kairos Academies Board Meeting was called to order by Hugh Eastwood, Board President at 6:16pm.

[Meeting Agenda Attached](#)

### Governance

**Minutes of Previous Board Meeting Dated [2019-11-05](#), [2019-12-03](#), & [2020-01-16](#).**

**The Board:**

**VOTED:**

To approve the draft minutes of the Board meetings held on November 5, 2019, December 3, 2019, and January 16, 2020, in the form previously circulated.

### Committee Reports - Governing Committee

**The Board:**

**VOTED:**

To move into executive session, pursuant to RSMo 610.021, to discuss a call of action.

Hugh Eastwood

Aaron Jackson

Chisom Uche

Mike Vachow

Amanda Sullivan

**The Board:**

**VOTED:**

To exit the executive session.

Hugh Eastwood

Aaron Jackson

Chisom Uche

Mike Vachow

*empowering students to direct their own lives and learning*

Amanda Sullivan

Invited representatives of the public to speak, but they had a personal emergency and left before being able to speak to the board..

**The Board:**

**VOTED:**

To move into executive session, pursuant to RSMo 610.021, to discuss a call of action.

Hugh Eastwood  
Aaron Jackson  
Chisom Uche  
Mike Vachow  
Amanda Sullivan

**The Board:**

**VOTED:**

To exit the executive session.

Hugh Eastwood  
Aaron Jackson  
Chisom Uche  
Mike Vachow  
Amanda Sullivan

We want to note that the board had Gavin Schiffres step out for a portion of the executive session.

**VOTED:**

To form a Special Ad Hoc Committee per our discussion during executive session.

This committee will consist of Mike Vachow and Amanda Sullivan.

**Program Update**

**Overall**

**Cycle 3 - Positive Feedback**

-Faculty all believe this feels much better

“Cycle 3 is 1000x better.”

“This is the first time I feel really happy almost every day that I came to Kairos.”

-Positive Feedback from The Opportunity Trust Site Visit

“Staff speaks positively about the fact that the school consistently gets better, which aligns to the what leaders named, and staff speak highly about the school overall. They're all in. (MH)”

“Kids generally appear happy to be here and many kids verbalize this too (KS)”

“Shifts that have taken in Dec. are palpable and feels rejuvenating (MH)”

**Growth Plan**

-Admin are setting goals for their team - Two new hires gives admin time/space to shift from reactive to proactive

-Constructive feedback from The Opportunity Trust Site Visit - Ideas to move from “good” (students calm, learning happening, etc.) to “great” (kids inspired to embody values, increasing rigor). Students feel sense of urgency (no option to “opt out”)

-Focus on prepping for Year 2 - Launching staff recruitment efforts: Best practice is to start in



November/December; we're a little behind. Student recruitments: 26 students have filled out registration form (Pacing toward diversity goals). Reach goal: 40 students by end of January (on track)

## Culture and Academics

### Culture

-Started student survey after each period to get feedback on whether the environment was safe, productive, and kind. Here are last week's results:

**Safe:** 91% (4.56 on a 1-5 Likert scale)

**Productive:** 84% (4.22)

**Kind:** 88% (4.41)

-Faculty-student positivity ratio = 77% (close to the target 4:1)

### Academics

-No objective data until next week's NWEA MAP winter assessment

-89% of students got a weekly check-in, at an average of 12.5 minutes (20% increase!)

### Student Choice

-30%+ of students have earned self-direction choice

-Dress code change: Example of student council leadership & Parent approbation (83%)

## Committee Reports - Finance Committee

Review Attendance Dashboard



Fundraising needs for next calendar year - a discussion needs to happen. School doubles we probably need local private fundraisings is \$300,000.

Staff recruitment and renewal - February & March. When do you want to renew staff you want to retain for 2020-2021.

### **VOTED:**

To approve the November finance report unanimously.

[November 2019 Finance Report](#)

### **The Board:**

### **VOTED:**

To approve the November check register unanimously.

[November 2019 Check Register](#)

### **St. Louis Legal Defense Fund (CEO)**

-Explanation of [MCPSA Legal Defense Fund](#) and [invoicing procedures](#) - Kairos cost capped at \$1,100.

-Discussed [St. Louis Charter Schools Defense Consortium](#) contract. Table till next meeting.

-Fix the Glitch discussed. Rally was in Jeff City today.

-MSIP-6

-Pension Plan for teachers.



## Valediction

### Q&A + Announcements

- Reminder to fill out Missouri Ethics Commission filer ([how to guide here](#)).
- Next board meeting is on Feb 4, 2020 at 6-7:30 p.m. Please confirm that you can attend. We will be joined by the MCPSC Site Visit consultant as well, potentially, by a number of "Entrepreneurs in Residence" from The Opportunity Trust.

## Motion to Close the Board Meeting

There being no further business to be transacted, and upon motion duly made, seconded, and approved, the meeting was adjourned at 7:59pm.

Respectfully Submitted

A handwritten signature in black ink that reads "Amanda Jo Sullivan". The signature is written in a cursive style and is positioned above a horizontal line.

Amanda Sullivan, Secretary

