



## Board of Directors

**Hugh Eastwood**, Board President  
**Eloise Schlafly**, Board Treasurer  
**Amanda Sullivan**, Board Secretary

**Chisom Uche**  
**Aaron Jackson**  
**Mike Vachow**

**Whitney Young**  
**Kevin Kerr**  
**Gavin Schiffres**, CEO (Ex Officio)

### Meeting Notice

The Kairos Academies Board of Directors will meet Tuesday evening, January 14<sup>th</sup> Anno Domini 2021 from six to seven thirty post meridiem. With the spectre of Coronavirus is keeping us apart, we invite you join us in conducting the public's business by opening [meet.google.com/xcf-ktst-fca](https://meet.google.com/xcf-ktst-fca) on your web browser or dialing 904-900-0823 on your telephone and entering the following PIN: 505 083 573#.

As is its right, per Missouri Revised State Statute Section 610.021, the Board of Directors may close this meeting for an Executive Session to discuss permissible subjects.

If you are a member of the public and would like to comment, please email [board.president@kairosacademies.org](mailto:board.president@kairosacademies.org) with a brief description of your topic and approximately how long you'd like to speak for. This helps the board plan its agenda and manage time appropriately. Five minutes is always held for unscheduled public comment.

This notice was published at [www.kairosacademies.org/board](http://www.kairosacademies.org/board) at least one day prior to the meeting.

## Salutation

### Call To Order (6:00 p.m.)

### Check-In (6:00 p.m.)

- Share a recent challenge and win (~1 min each)
- Nominate the next attendee for a check-in

### Public Comment (6:07 p.m.)

- Unscheduled public comment

### Minutes (6:17 p.m.)

- Review minutes from
  - [November 12, 2020 board meeting](#)
  - [December 10, 2020 board meeting](#)
  - [December 29, 2020 board meeting](#)

## Governance Committee

### Board Member Election (6:20 p.m.)

- The Governance Committee recommends the board elect Nicole Plair ([LinkedIn](#)) to board membership.  
<https://www.linkedin.com/in/nicoleplair/>
    - Nicole has had several interviews with board members, attended board meetings, and toured Kairos.
- Vote to elect Nicole Plair to a 3-year term.

### Election of Board Secretary and Custodian of Records (6:21 p.m.)

- After 3 years of faithful effort as our Board Secretary and Custodian of Records, the Governance Committee recommends the board thank Amanda Sullivan for her service. (And free up her time to use her wizard architectural skills to spiff up Kairos through the Facilities Committee.) The Governance Committee recommends the board elect Kevin Kerr to replace Amanda in the roles.
- Vote to elect Kevin Kerr to the role of Board Secretary and Custodian of Records

### Adopt Board Resolutions (6:22 p.m.)

- Resolutions are appended to the end of this agenda.



- Amid the charter school funding equity campaign, these resolutions announce steps we are already taking and are committed to continuing to govern and operate at the highest levels of accountability and quality.

## Finance Committee

### Monthly Updates & Financials (6:30 p.m.)









- Audit submitted! 990 on track! Woohoo!
- December 2020 [Financial Dashboard](#)
- December 2020 [Check Register](#)
- December 2020 [Credit Card Statement](#)

## Program Committee

### Updates (6:40 p.m.)

- **Project Work**
  - Emailed Kent, et. al. for exemplars on CEO Succession Plans and Strategic Vision documents.
  - Began documenting and organizing ideas that the board had previously discussed informally.
- **Data Review**
  - Overall, Kairos hit 70% of KPIs last cycle.
  - Key takeaways:
    - Student mastery on grade-level Summit material continues to grow (in line with our goals)
    - Disciplinary resets continue to decline (a major focus from last year to this year).
    - Biggest misses were new tools (IXL and Vocab.com) that we expect to improve this coming cycle
    - Expect to also add more ops and financial goals in the future



▼ Summary SY21 C3 8 △	Kairos Academies	Dec 18, 2020	● Partial (70%)
SY21 C3: Enrollment		Nov 16, 2020 – Dec 18, 2020	● Achieved (100%)
SY21 C3: Ticket Response Time		Nov 16 – Dec 18	● Partial (71%)
SY21 C3: Attendance		Nov 16, 2020 – Dec 18, 2020	● Partial (78%)
SY21 C3: Vocab.com		Nov 16 – Dec 18	● Missed (30%)
SY21 C3: IXL		Nov 16, 2020 – Dec 18, 2020	● Missed (20%)
SY21 C3: EFS		Nov 16, 2020 – Dec 18, 2020	● Partial (88%)
SY21 C3: Students Passing (Summit)		Nov 16, 2020 – Dec 18, 2020	● Partial (80%)
SY21 C3: Check-ins		Nov 16, 2020 – Dec 18, 2020	● Partial (89%)

## NWEA MAP (6:47 p.m.)

- Three times per year, students take the NWEA MAP, a nationwide measure of college readiness, which aligns to the ACT and Missouri state tests.
- Completing the final few tests at Kairos (makeups for kids who were absent), but so far:
  - **Math** (+8 percentage points on prof/adv)
    - Fall (baseline): 25% prof/adv
    - Winter (current): 33% prof/adv
    - Spring (goal): 45% prof/adv = ambitious performance goal
  - **Reading** (+1 percentage point on prof/adv)
    - Fall (baseline): 39%
    - Winter (current): 40%
    - Spring (goal): 55% = ambitious performance goal
- About 50% of tests were taken at home, so this data is noisy. (Were kids watching TV while taking the test? Were they using their phone to look up answers?)
- Takeaway is something we already knew and were working on: need to reassess our text rigor and improve our reading strategies.



## Consent Agenda

### Vote on Discussed Items (6:50 p.m.)

- Vote to approve the following discussed items:
  - **Governance**
    - Board Resolution: Commitment to Governing Board Training
    - Board Resolution: Commitment to Strong Financial Oversight and Auditing of Attendance Reporting and Procedures
  - **Finance**
    - December 2020 [Financial Dashboard](#)
    - December 2020 [Check Register](#)
    - December 2020 [Credit Card Statement](#)

## CEO Update


### SLPS School Closures (6:51 p.m.)



- SLPS voted to not close Monroe Elementary. Carnahan High School is becoming a middle school. SLPS' Board Chair named Opportunity Trust and [called for a moratorium](#) on all charter schools.  
([https://docs.google.com/document/d/1FpkWB-VvOYawne8Nwdl2emeXDm2r\\_r\\_UdrsMybkLWh8/edit?usp=sharing](https://docs.google.com/document/d/1FpkWB-VvOYawne8Nwdl2emeXDm2r_r_UdrsMybkLWh8/edit?usp=sharing))
- Kairos was mentioned in two press pieces
  - [St. Louis Public Radio](#): "Since Monroe's possible closure was announced, a charter middle school two blocks away, Kairos Academies, has announced it will expand to offer elementary grades and eventually be a K-12 school."  
(<https://news.stpublicradio.org/education/2021-01-12/st-louis-public-schools-to-consider-consolidation-plan-after-delay-for-feedback>)
  - [A Medium article](#) posted on Chalk Talk (an education-related Facebook Group run by the Post Dispatch). (Most of the article is about us, so not excerpting here.)  
(<https://lexiperezlane.medium.com/charter-schools-are-killing-saint-louis-public-the-city-is-nailing-the-coffin-shut-8edd61c223db>)
- [Social media conversation](#)  
(<https://drive.google.com/file/d/1gLxTgMI9UbuUyzTWL44FivUGVLQQR42N/view?usp=sharing>)







- [Kairos' social media response](https://www.facebook.com/KairosAcademies/posts/872230373545592) ("like" it!)  
(<https://www.facebook.com/KairosAcademies/posts/872230373545592>)


Super cute parent comment to brighten your day 😊. (More like this on the Facebook comment thread.)

 **Berneshia Jamison**  
As a parent with a child that is leaving Kairos, I would like to say a few things: Kairos has been nothing short of amazing. The staff care for these students in a way that I have never seen. I want to name these amazing people Ben, Casey, Justin, Julia, Hannah, David, Louisa, and many, many more. My 11 year old said - Mom, they don't just care about us, they actually love what they're doing. When issues come up, such as negative student behavior, children are not thrown away. Instead, they are challenged by their peers and then affirmed for what they add to the community. WHAT SCHOOL DOES THIS?! Kairos. Since we're on the subject of Jack, let me say, this man answered the MANY questions I had, offered parent groups, and hosted several virtual open houses so that children AND parents could smoothly transition into the school model. Kairos pays staff an equitable amount and invests in students. My daughter is not leaving because of a Kairos issue. We are leaving because she wants to pursue the arts at an Arts charter school. In that process, her teachers continue to push her to be better. They continue to love on her. I will personally shout out Casey, who came to my car during pick up to tell me how much she will miss Nadia but also told me to let her know if we need anything and she is always welcome back! Again, this school is amazing and these are the words of a parent that was considering homeschool after being done with the SLPS system. So, thank you Kairos for raising the bar. Thank you for loving our children well. Thank you for pursuing and achieving excellence. St. Louis politics can get nasty but only the great are worth discussing. Your commitment to academic excellence, diversity, equity, and rich community is unlike ANYTHING I've seen in Saint Louis.

Love · Reply · Message · 16h   17

 **Nina Nichole**  
**Berneshia Jamison** I agree, we've had an awesome experience this year. Our experience at Kairos vs another charter school that shall not be named has been night and day. They've gone above and beyond with my child and they are intentional about building a relationship with every child. I wish Nadia the best and T and I will be sad to see her go .

Like · Reply · Message · 13h · Edited   4

 **Tamara Robinson**  
**Berneshia Jamison** You took the words right out of my mouth and heart!

Like · Reply · Message · 1h



## COVID Vaccine Update (7:00 p.m.)

- Kairos staff projected to receive COVID vaccination in mid February.

## Ongoing Board Education

### EdOps Webinar: "Strategic Budgeting for Boards" (7:01 p.m.)

Optional training on Thursday, January 21 at noon CST. [Click here](#) to register.

([https://docs.google.com/forms/d/e/1FAIpQLScNkQy\\_Qcim6DKLoplvqaYpR0bj7caqFJRR6Bnc25\\_qKRG9rQ/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLScNkQy_Qcim6DKLoplvqaYpR0bj7caqFJRR6Bnc25_qKRG9rQ/viewform?usp=sf_link))

#### **Details**

As budgeting season begins for schools across the country, we know that board members are thinking about ways to ensure that the budget they approve is realistic, financially sustainable, and strategic - guiding their school to better outcomes for students.

EdOps has helped many schools across the country prepare budgets that are both financially sound and tailored to the school's specific mission and needs.

On Thursday, January 21, we are hosting a free webinar, tailored towards board members, to share best practices in budget development and implementation. Board members who are new to budgeting, as well as experienced board members, are invited to attend.

During this webinar, participants will learn to:

- Ensure their school's budgeting process enables success
- Pinpoint budgeting priorities and key assumptions
- Focus their time wisely when reviewing a budget
- Identify key indicators of a healthy budget
- Budget with contingencies and use the budget to guide decision-making throughout the year

## Valedictions

### MCPSC Site Visit (7:03 p.m.)

- Marisol will join for our March 11 board visit and virtually observe the school on March 12. This is a compliance site visit, as opposed to the quality site visits conducted by our partners (like Opportunity Trust, etc.). MCPSC will conduct a quality site visit in Year 4 of operation as they consider whether to renew Kairos' charter in Year 5.
- Our CEO has been in contact with Marisol to prepare materials.



### Join the Kairos Slack (7:04 p.m.)

- Want to chat to other board members or the CEO about Kairos-related business? Want to see a steady stream of uplifting posts about how amazing our students, parents, and staff are? Join the Kairos Slack [by clicking here!](https://join.slack.com/t/kairosacademies/shared_invite/zt-7si8tp0n-3_SfCRangOtbd2QGeLSJ2g) (Slack is basically texting within an office. You'll default into #gratitude, which will bring you joy every time you visit it.)  
([https://join.slack.com/t/kairosacademies/shared\\_invite/zt-7si8tp0n-3\\_SfCRangOtbd2QGeLSJ2g](https://join.slack.com/t/kairosacademies/shared_invite/zt-7si8tp0n-3_SfCRangOtbd2QGeLSJ2g))

## Executive Session

### Move to Executive Session (7:05 p.m.)

- Motion to enter executive session  
*The Board will vote by roll call to enter executive session, pursuant to RSMo 610.021.1, to discuss potential litigation.*
- [Review material](#)
- Motion to exit executive session

### Motion to Adjourn (7:15 p.m.)





# Commitment to Governing Board Training

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WHEREAS, the Missouri Code of State Regulations 20-100.260(4)(L) requires a charter public school sponsor to, "ensure that charter school board members are aware of and have access to professional development or training opportunities to perform and fulfill the duties of a charter school board member", and,

WHEREAS, a charter public school board differs from a traditional school district board and is the responsible party for execution of their charter public school performance contract, and,

WHEREAS, a high performing charter public school board focuses on student achievement, responsible fiscal management, acts strategically, recruits an exceptional school leader, raises and uses resources wisely, and fulfills all compliance expectations, and,

WHEREAS, charter public school boards must manage themselves by investing in proven governance best practices regarding board composition, committee structure, meetings, and dynamics, and,

WHEREAS an efficient, knowledgeable, and high functioning charter school board is critical to the success of a charter public school.

BE IT RESOLVED, that the Kairos Academies Board of Directors is committed to ongoing quality governing board training including, but not limited to:

- Including board education as an item on each board meeting agenda;
- Assessing board training area needs as part of the board's annual individual and full board analysis;
- Including board training sessions on the board's annual calendar;
- Amending board bylaws to include required board training for new and full board members;
- Seeking and participating in local, regional, and national charter school board training opportunities.

IN WITNESS WHEREOF, I have executed my name as President of the Kairos Academies Board of Directors this Thursday, January 14th of 2021.

**Hugh Eastwood**  
Kairos Academies  
Board President  
board.president@kairosacademies.org



# Commitment to Strong Financial Oversight and Auditing of Attendance Reporting and Procedures

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WHEREAS, the Missouri State Statute 160.415.1 requires a charter public school to "report the average daily attendance data, free and reduced price lunch count, special education pupil count, and limited English proficiency pupil count to the state department of elementary and secondary education," and,

WHEREAS, the Missouri State Statute 160.415.2(1) defines the aid payment to charter schools as, "an annual amount equal to the product of the charter school's weighted average daily attendance and the state adequacy target, multiplied by the dollar value modifier for the (LEA), plus local tax revenues per weighted average daily attendance from the incidental and teachers' funds in excess of the performance levy as defined in section 163.011 plus all other state aid attributable to such pupils," and,

WHEREAS, the Missouri State Statute 160.405.4(4) requires a charter public school to provide for an annual audit by a certified public accountant, and,

WHEREAS, it is a primary responsibility of every Missouri charter public school governing board to protect the public's trust and serve as good stewards of public monies,

BE IT RESOLVED, that the Kairos Academies Board of Directors is committed to ensuring that each year's independent audit by a certified public accountant includes additional attendance verification measures in the Agreed Upon Procedures including:

- Establish a Board Finance Committee meeting monthly to review LEA financials and attendance data/reporting.
- Finance Committee monthly comparison of Attendance Hours Summary Report provided to MO DESE to actual student management system as well as a monthly variance report;
- Comparison of total days of attendance to published school calendar;
- Review of LEA's internal procedures for ensuring accurate disclosure of average daily attendance;
- Conduct annual on-site attendance counts compare to the Core Data reports - September membership, January membership
- Conduct interview of staff in charge of tracking and reporting attendance
- Review student management system permissions verifying staff members with permission to change attendance data;
- Establish a monthly Board Finance and Attendance Dashboard (or add to current Dashboard)

IN WITNESS WHEREOF, I have executed my name as President of the Kairos Academies Board of Directors this Thursday, January 14th of 2021.



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