



Board of Directors

Hugh Eastwood, Board President
Eloise Schlafly, Board Treasurer
Kevin Kerr, Board Secretary

Amanda Sullivan
Chisom Uche
Aaron Jackson

Mike Vachow
Whitney Young
Nicole Plair

Gavin Schiffres, CEO (Ex Officio)

Meeting Notice

The Kairos Academies Board of Directors will meet Tuesday evening, April 22nd 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 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 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 at least one day prior to the meeting.

Salutation

Call To Order (Hugh, 6:00 p.m.)

Check-In (Hugh, 6:00 p.m.)

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

Public Comment (Hugh, 6:10 p.m.)

- Doug Thaman (Missouri Charter Public School Association), presenting on [St. Louis public opinion polls regarding charter schools](#) (or watch a [video summary](#))
- Unscheduled public comment

Minutes (Hugh, 6:25 p.m.)

- Review minutes from
 - [March 11, 2021 board meeting](#)

Governance Committee

Board Policy Additions (Aaron, 6:26 p.m.)

- Add the following two policies to the [Board Operation Policies](#) (pg 90)
 - **Promotion Policy**

To be promoted to the next grade level, a Kairos Academies student must average a passing grade (60% or above) between their English, History, Math, and Science courses, according to the school's grading policy at the time. The CEO or their designee can choose to promote students who do not meet the above criterion due to extenuating circumstances at their discretion.
 - **Withdrawal Trigger**

For the purposes of attendance and enrollment, a student will be considered withdrawn after either 10 consecutive unexcused absences or 15 unexcused absences in any 8 week period. Students who withdraw will be unenrolled and will be required to re-apply to Kairos in order to reënroll. The CEO or their designee can choose to keep students who meet the above criterion enrolled at Kairos due to extenuating circumstances at their discretion.

Board Google Calendar (Gavin, 6:30 p.m.)

- To avoid future confusion around board meeting calendars, we are deleting individual events going forward and instead sharing a public calendar. Anyone can add the calendar to their own



Google Calendars by [clicking here](#), and board members are directly invited to each event. The calendar is also embedded on our website's board page.

Board Google Drive (Kevin, 6:31 p.m.)

- The Kairos Board now has a [Team Google Drive!](#)

Program Committee

Monthly Updates (Whitney, 6:32 p.m.)

- Update on [strategic vision](#)
- Update on [CEO succession plan](#)

Learning Model Plan (Whitney, 6:40 p.m.)

- Kairos will continue to offer a virtual program and determine mastery by course completion, not in-person attendance.
- Kairos will request students return to take state tests in May, as required by DESE. Kairos is offering waivers for families who refuse to join in-person. Based on surveys, we expect to hit the DESE minimum threshold of testing 85% of students.
- Kairos will expand in-person learning opportunities throughout Cycle 7 (our summer school session). Kairos will not mandate that families return in-person.
- Starting next school year (August 9, 2021), Kairos will mandate in-person attendance and switch from a virtual attendance model to in-person attendance model.

Finance Committee

Monthly Updates & Financials (Eloise, 6:45 p.m.)

- March 2021 [Financial Dashboard](#)
- March 2021 [Check Register](#)
- March 2021 [Credit Card Statement](#)

Budgeting Process (Eloise, 6:55 p.m.)

- [Budgeting Process](#)

Consent Agenda

Vote on Discussed Items (Hugh, 7:05 p.m.)

- Vote to approve the following discussed items:
 - **Governance**
 - [March 11, 2021 board meeting](#)
 - [Board Operation Policies](#)
 - **Program**
 - Learning model plan



- **Finance**
 - March 2021 [Financial Dashboard](#)
 - March 2021 [Check Register](#)
 - March 2021 [Credit Card Statement](#)

CEO Update

Advocacy (Gavin, 7:06 p.m.)

- Kairos toured two state senators (Senators May and Roberts) and two state representatives (Representatives Butz and Barringer) and connected them to parents and students in anticipation of HB137, the funding equity bill.
- Kairos also brought in former Sen. Jamilah Nasheed, a school choice activist, and connected her directly to parents.
- Kairos organized parent phone calls, letters, and social media advocacy around HB137.
- HB 137 just passed the House. Now it's on to the Senate!

Preparing for Year 3 (Gavin, 7:10 p.m.)

- On track with goals & timeline
 - 80% staff hired for next year
 - 70% students enrolled for next year
 - Demolition and construction has begun
 - Purchased SIS and upgrading accounting software

Valedictions

Ongoing Board Education (Hugh, 7:20 p.m.)

- [Governance Committee Charge](#)
- [School Performance Committee Charge](#)
- [Finance Committee Charge](#)
- [Development Committee Charge](#)

Some Nice Things People Are Saying (Hugh, 7:30 p.m.)

From an MCPSC consultant: "FYI... The MCPSC is having me do a short project on the impact of the pandemic/virtual instruction across their portfolio of schools.

I just took a look at all the student SEL and family survey data you submitted. A MODEL practice light years ahead of anything I've seen from other LEAs over the past decade. Results normed against surveyed population, disaggregated by student demographics, special programs and instructional mode. Totally impressive.



Haven't looked at your academic results, but would be surprised if I'm not floored there as well.

Only wish my son and daughter-in-law lived in St. Louis so our first grandchild could attend your school.

Hat's off to you and your team."



Reference Calendar

JULY

Complete

- Conflict of Interest questionnaire
- Risk of Fraud questionnaire

Approve

- Student Handbook
- Staff Handbook

AUGUST

Review

- MCPSC performance contract goals (benchmarked against other STL schools)

Approve

- Annual CEO performance goals

SEPTEMBER

Review

- Performance data dashboard (quarterly)

OCTOBER

NOVEMBER

Approve

- Updates to board policies (based on MCPSA model policy updates)

DECEMBER

Review

- Performance data dashboard (quarterly)

JANUARY

Complete

- Missouri Ethics Commission Personal Filer Disclosure

FEBRUARY

Approve

- Enrollment
- Annual Calendar

MARCH

Review

- Performance data dashboard (quarterly)

APRIL

Approve

- Plan to Return In-Person Learning

MAY

Approve

- Annual Calendar of Board Meetings
- CEO Annual Evaluation

JUNE

Approve

- Annual Budget (Fin Comm review first draft in April, final draft in May)
- Board Officers

Review

- Performance data dashboard (quarterly)

