

## Notice & Agenda

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### Meeting Notice

Notice of time and virtual login information for this meeting was posted on [www.kairosacademies.org/board](http://www.kairosacademies.org/board) at least one day prior to the meeting.

With the spectre of Coronavirus is keeping us apart, we invite you to join us in conducting the public's business virtually. Please join this Kairos Academies board committee at the above date & time by going to [Kairos Board Calendar](#), clicking "More Details" on the relevant event, and clicking "Join with Google Meet."

Pursuant to Missouri Revised State Statute Section 610.021, the Committee may close this meeting for an Executive Session to discuss permissible subjects.

### Agenda

#### CEO Objectives

- Reviewing updated CEO Objectives

### Actions

- Direct the Committee Chair to Review Discussion with Full Board

## Minutes

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A virtual meeting of this Kairos Academies Board Committee of Kairos Academies was held at the above date and time.

### Attendees

The following were in attendance:

- Whitney Young (Program Committee Chair)
- Mike Vachow (Board Member)
- Gavin Schiffres (Management Support)



## Agenda

### CEO Objectives

- Here is an updated version of my [CEO Objectives 2021-2022](#), which includes an overarching big picture summary under each bucket that (I hope) is still concrete enough to be meaningful:
  - Grow Class Size and Expand Grade Levels
  - Diverse Identities, Equitable Outcomes
  - Deliver Incremental Student Activity Offerings
  - Enhance Teacher / Coach Delivery & Experience
  - Improve Management
  - Build Cash Reserve and Physical Space
  - Updates on our school functions, some steps we're taking

### Student Performance and Academic Goals

Students on average learn at least one grade level's worth of material or more in one year.

- On average, Kairos students will score above 50% CGP in both Reading and Math on the NWEA MAP. (CGP = comparison to average growth rate of students with comparable abilities; 50% means that, at Kairos, they grew faster than the average.) **(Priority 2)**
- Kairos will increase our percentage of proficient/advanced students on the MO MAP by 5 percentage points, resulting in at least 40.7% proficient/advanced in English and 38.6% proficient/advanced in math. **(Priority 2)**

### Financial Goals

Kairos ends the year with enough cash to both sustain current spending levels and make future strategic investments that allow for growth.

- Kairos will end the fiscal year with \$2M cash reserve. **(Priority 6)**
- Kairos will average enrollment of at least 7 students, the budgetary goal. **(Priority 1)**

### Operational Goals

Kairos builds and maintains positive relationships with supporters through consistent operational quality.

- Kairos will complete all MCPSC Epicenter submissions 90% on time and with 90% accuracy. **(Priority 5)**
- Based on interactions with stakeholders (parents, MCPSC), the board believes the community perceives Kairos as an asset with robust, high-quality programming and services offered. **(Priority 3)**

*empowering students to direct their own lives and learning*



## School Culture Goals

Students and staff embrace responsibility for their work and are hopeful about the future.

- Students average a 3.5/5 or higher on 5 of the 7 social-emotional learning categories in the nationally-normed New Schools Venture Fund Kelvin survey. **(Priority 2)**
- Staff average a 4 / 5 or higher on the Kelvin survey question, "How optimistic are you that your school will improve in the future?" **(Priority 4)**

## Personal Goals

Kairos remains stable due to staff persistence, satisfaction, role clarity, strong talent recruitment, and organizational redundancy—including succession planning for key leadership positions.

- Kairos grows staff size by 7% above our budgeted number of FTE. **(Priority 1)**
- Kairos has <20% staff attrition from Cycle 7 of SY22 to Cycle 1 of SY23. **(Priority 4)**
- 85% of staff report that they feel successful and their work at Kairos is sustainable. **(Priority 4)**
- Based on interviews with staff, the board believes significant progress has been made to consolidate diffuse organizational responsibilities into singular roles and to tighten management structures and accountability for those roles. **(Priority 5)**

## Actions

- The committee directed the Committee Chairman to Review Discussion with Full Board
- At 6 p.m. on November 8, 2021 the Committee Chairman adjourned the meeting.

