



## Board of Directors

**Hugh Eastwood**, Board President

**Chisom Uche**, Board Treasurer

**Amanda Sullivan**, Board Secretary

**Aaron Jackson**

**Ted Stann**

**Mike Vachow**

**Whitney Young**

**Gavin Schiffres**, CEO (Ex Officio)

### Meeting Notice

The Kairos Academies Board of Directors will meet Tuesday evening, November 12<sup>th</sup> Anno Domini 2020 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.)

- in about a minute, share one recent challenge and win
- nominate the next board member for a check-in

**Public Comment** (6:10 p.m.)

- Unscheduled public comment

**Minutes** (6:13 p.m.)

- Review minutes from [October 8, 2020 board meeting](#)

## Governance

**Committee Structure** (6:15 p.m.)

- Review [proposed committee structure](#)

**CEO Goals** (6:30 p.m.)

- [Kairos CEO Objectives for Performance Evaluation](#)



## Team Goals

		C3 Goal	C4 Goal	C5 Goal	C6 Goal	C7 Goal
<b>Tickets</b>						
<b>Family Tix</b>	% of Tickets Currently Overdue	10%	0%	0%	0%	0%
<b>RJC Tix</b>	% of Tickets Currently Overdue	10%	0%	0%	0%	0%
<b>Ops Tix</b>	% of Tickets Currently Overdue	10%	0%	0%	0%	0%
<b>Dress Code Tix</b>	% of Tickets Currently Overdue	10%	0%	0%	0%	0%
<b>Withdrawal Tix</b>	% of Tickets Currently Overdue	10%	0%	0%	0%	0%
<b>RTI Tix</b>	% of Tickets Currently Overdue	10%	0%	0%	0%	0%
<b>Ind. Stud. Tix</b>	% of Tickets Currently Overdue	10%	0%	0%	0%	0%
<b>Attendance</b>						
<b>Virtual Attendance</b>	% of Students Present	70%	75%	80%	85%	90%
<b>In-Person Attendance</b>	% of Students Present	95%	95%	95%	95%	95%
<b>Coaching</b>						
<b>Check-ins</b>	% Students Who Received a Check-in Within the Week	85%	90%	95%	98%	99%
<b>Executive Functioning</b>	% Students Who Set Goals	75%	80%	85%	90%	95%
<b>Summit</b>						
<b>Students Passing</b>	% of Courses With a C- or Higher	70%	75%	80%	85%	90%
<b>PFAs On Track</b>	% Student PFAs On Track	70%	75%	80%	85%	90%
<b>PFAs Behind</b>	Avg # of PFAs Behind	1.5	1.2	0.9	0.6	0.3
<b>Projects Overdue</b>	Avg # of Projects Overdue	2.0	1.6	1.2	0.8	0.4
<b>IXL</b>						
<b>Math Skills Mastered</b>	# Math Skills Mastered in Cycle	0.0	0.0	0.0	0.0	0.0
<b>ELA Skills Mastered</b>	# ELA Skills Mastered in Cycle	0.0	0.0	0.0	0.0	0.0
<b>Vocabulary.com</b>						
<b>Progress on Assigned Vocab Lists</b>	% Vocab Mastered in Cycle	0%	0%	0%	0%	0%
<b>Culture</b>						
<b>Class Dojo</b>	% Positivity Ratio	70%	75%	80%	80%	80%
<b>RJC Referrals</b>	# of Resets in Cycle	40	35	30	25	20
<b>Major Misbehavior</b>	# of OSRs in Cycle	1	1	1	1	1
<b>Enrollment</b>						
<b>Enrollment</b>	# Students Enrolled	230	230	230	230	230
<b>NWEA + Panorama (Quarterly)</b>						
<b>Reading: MAP</b>	% Prof/Adv on MO MAP	47%	50%	53%	55%	57%
<b>Math: MAP</b>	% Prof/Adv on MO MAP	33%	37%	41%	45%	49%
<b>Panorama</b>	Avg SEL Competencies (1-5)	3.6	3.7	3.8	3.9	4

## Resources for Board Self Development (6:40 p.m.)

- NewSchools Venture Fund, one of our key partners, has a resource "tool shed." Here are some documents that board members may find helpful or elucidating.
  - [Board Overview to Board Governance](#) (from XQ Schools, Laurene Powell Jobs' initiative, [drive.google.com/file/d/1o-C9Qk89Nswz3xHWiPFNdG87IzTmzhyt/view](https://drive.google.com/file/d/1o-C9Qk89Nswz3xHWiPFNdG87IzTmzhyt/view))



- [CEO Competency Profile](#) (from New Schools for New Orleans, which has advised Gavin and is one of the most respected ed reform advisers in the country, [drive.google.com/file/d/1QQQN7YWJ\\_4Vpy0bHiV6mwHiDPpLi4ZLA/view](https://drive.google.com/file/d/1QQQN7YWJ_4Vpy0bHiV6mwHiDPpLi4ZLA/view))
- [Board Resources](https://sites.google.com/newschools.org/inventtoolshed/resources/board) ([sites.google.com/newschools.org/inventtoolshed/resources/board](https://sites.google.com/newschools.org/inventtoolshed/resources/board)), including:
  - Board Recruitment
  - Board Training
  - Board By-Laws
  - Board Chair Resources
- MCPSA Title IX Training
  - [Presentation](#) (Stinson)
  - [Video](#) (Stinson)
  - [Audio](#) (Stinson)
- The Opportunity Trust
  - [Data and Systems Change Analysis](#) ([drive.google.com/file/d/1pEdcL79qzi82keVBe7Sm4SN2-rxmGcOW/view](https://drive.google.com/file/d/1pEdcL79qzi82keVBe7Sm4SN2-rxmGcOW/view))
  - Get a high level overview of the conceptual framework and research behind the portfolio/integrated approach at [Center on Reinventing Public Education](#) at the University of Washington ([www.crpe.org/research/portfolio-strategy](http://www.crpe.org/research/portfolio-strategy))
  - Learn how this is applied in context to drive change through the [8 Cities report](#), I find Newark particularly relevant to St. Louis ([www.eightcities.org/blog/introduction](http://www.eightcities.org/blog/introduction))
  - Dive deeper into the topic by reading [Reinventing America's Schools: Creating A 21st Century Education System](#) by public policy expert, David Osborne ([www.amazon.com/Reinventing-Americas-Schools-Creating-Education/dp/1632869918](https://www.amazon.com/Reinventing-Americas-Schools-Creating-Education/dp/1632869918))
  - Become fluent in the research about the drivers of education system change globally in this comprehensive analysis by world's foremost education researcher, [Andreas Schleicher](#), in his book [World Class](#). ([www.oecd.org/education/world-class-9789264300002-en.htm](http://www.oecd.org/education/world-class-9789264300002-en.htm))

## Expansion Planning (6:45 p.m.)

- Motion to enter executive session
 

*The Board will vote by roll call to enter executive session, pursuant to RSMo 610.021.2, to discuss lease or purchase of real estate where public knowledge might adversely affect the amount paid in the transaction.*
- Proposed [charter amendment](#)
- Motion to exit executive session

## Finance

### Monthly Financials (7:00 p.m.)

- October, 2020 [Finance Dashboard](#)



- October, 2020 [Check Register](#)
- October, 2020 [Credit Card Statement](#)
- September, 2020 [Check Register](#)
- September, 2020 [Credit Card Statement](#)

## Consent Agenda

### Vote on Discussed Items (7:10 p.m.)

- Vote to approve the following discussed items:
  - **Governance**
    - Minutes from [October 8, 2020 board meeting](#)
    - [Amendment](#) to MCPSC performance contract (substantially similar to reviewed pending MCPSC staff review)
  - **Finance**
    - October, 2020 [Finance Dashboard](#)
    - September, 2020 [Check Register](#)
    - September, 2020 [Credit Card Statement](#)

## CEO Update

### COVID Preparation (7:10 p.m.)

- Kairos has prepared a fully remote schedule in case of city, state, or federal government mandate.

### Panorama Results (7:15 p.m.)

- **Family-School Surveys**
  - [1A. Family-School](#)
  - [1B. Family-School](#)
- **Competencies**
  - [2A. Competencies](#)
  - [2B. Competencies](#)
- **Supportive Environment**
  - [3A. Supportive Environment](#)
  - [3B. Supportive Environment](#)
- **SEL Survey**
  - [4. SEL Survey](#)
- **Distance Learning Survey**
  - [5. Distance Learning](#)



## Q4 Projects (7:25 p.m.)

Off track (likely pushing back) | On track to be completed by Q4 | Viable product completed

Below is our progress on projects identified at the start of Q4. New projects and incidentals have arisen, but we are keeping our eyes on the prize. These are tracked in greater detail in Asana portfolios.

- Academic
  - Teacher Training Program
  - Kairos Course Catalogue (Challenge Advanced Students)
  - Ability Level Growth Sequence
  - Audit: Academics Tools
  - Audit: Student Culture Tools
- Finance/Operations
  - Audit: Finance
  - Audit: Ops Tools
  - Compensation Incentives
- Organizational
  - Performance Evaluations
  - Analytics Tool (highlighted by board request for deep dive)
  - Merchandise Store
  - Audit: Fundraising
  - Audit: Org Tools
  - Family Directory
- Expansionary
  - Audit: Staff Recruitment Tools
  - 5th Grade Plans
  - High School Planning
  - Audit: Marketing Tools
  - Audit: External Community Communication Tools
  - Audit: Student Recruitment Tools

## Valedictions

### MCPSC Site Visit (7:29 p.m.)

- Mirasol will join for our March 11 board visit and observe the school on March 12. Current plans are for a virtual observation, but TBD.

### Fraud Risk Audit Requirements (7:29 p.m.)

- You'll receive an email soon via PandaDoc with a board member fraud awareness form. We need board members to complete this for our annual audit. Should take just a couple minutes.



**Motion to Adjourn (7:30 p.m.)**

