Kairos Academies

Programming Committee Meeting

Published on September 23, 2024 at 10:04 AM CDT

Date and Time

Monday September 23, 2024 at 5:00 PM CDT

Location

Virtual: Google Meets

We invite you join us at this Zoom link. This notice was published at www.kairosacademies.org/board at least one day prior to the meeting.

Agenda

		Purpose	Presenter	Time
I.	**Opening Items**			**5:00 PM**
	A. Record Attendance			1 m
	B. Call the Meeting to Order			
	C. Approve Minutes	Approve Minutes		1 m
II.	**Program Committee Goals**			
III.	**School Updates**			**5:02 PM**

		Purpose	Presenter	Time
A.	NWEA Data, Grow Data, CSO Reflections			5 m
B.	Driver Goal Data and Reflections			5 m
IV.	**Closing Items**			**5:12 PM**
A.	Adjourn Meeting	Vote		

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Coversheet

NWEA Data, Grow Data, CSO Reflections

Section: III. School Updates
Item: A. NWEA Data, Grow Data, CSO Reflections
Purpose:
Submitted by:
Related Material: CSOC1SB.pptx.pdf

Kairos Academies STL

NWEA Data OCS

GROW OCS

CSO Reflections

Outcomes - Reading

Fall NWEA Testing Data

Achievement Overview - Kairos Academies

Test: Reading

Percentile	Students Tested	Percentage	90/60/30
1st - 20th	90.72	28%	
21st - 40th	77.76	24%	52%
41st - 60th	58.32	18%	18%
61st - 80th	58.32	18%	
> 80th	38.88	12%	30%
Total	324	100%	100%
KA Achievement	40th Percentile		

Achievement Overview - Kairos Academies
By Grade Level

Test : Reading

5th Grade

Percentile	Students Tested	Percentage	90/60/30
1st - 20th	5.04	42%	
21st - 40th	3	25%	67%
41st - 60th	0.96	8%	8%
61st - 80th	2.04	17%	
> 80th	0.96	8%	25%
Total	12	100%	100%
5th Grade Achievement	36th Percentile		
5th Average RIT	193		
Proficient RIT	205+		

6th Grade

Percentile	Students Tested	Percentage	90/60/30
1st - 20th	8.1	27%	
21st - 40th	8.1	27%	54%
41st - 60th	6	20%	20%
61st - 80th	4.8	16%	
> 80th	3	10%	26%
	30	100%	100%
6th Grade Achievement	39th Percentile		
6th Average RIT	206		
Proficient RIT	211+		

7th Grade

Percentile	Students Tested	Percentage	90/60/30
1st - 20th	19.25	35%	
21st - 40th	15.95	29%	64%
41st - 60th	9.9	18%	18%
61st - 80th	7.7	14%	
> 80th	2.2	4%	18%
	55	100%	100%
7th Grade Achievement	33rd Percentile		
7th Average RIT	204		
Proficient RIT	215+		

Outcomes - Reading

Fall NWEA Testing Data

8th Grade

Percentile	Students Tested	Percentage	90/60/30
1st - 20th	20.16	36%	
21st - 40th	10.64	19%	55%
41st - 60th	15.12	27%	27%
61st - 80th	5.04	9%	
> 80th	5.04	9%	18%
Total	56	100%	100%

8th Grade Achievement	31st Percentile
8th Average RIT	210
Proficient RIT	218+

9th Grade

Percentile	Students Tested	Percentage	90/60/30
1st - 20th	24.84	36%	
21st - 40th	15.87	23%	59%
41st - 60th	10.35	15%	15%
61st - 80th	9.66	14%	
> 80th	8.28	12%	26%
	69	100%	100%

9th Grade Achievement	30th Percentile
9th Average RIT	211
Proficient RIT	219+

10th Grade

Percentile	Students Tested	Percentage	90/60/30
1st - 20th	8.80	16%	
21st - 40th	14.30	26%	42%
41st - 60th	9.90	18%	18%
61st - 80th	15.95	29%	
> 80th	6.05	11%	40%
	55	100%	100%

10th Grade Achievement	53rd Percentile
10th Average RI	220
Proficient RIT	222+

11th Grade

Percentile	Students Tested	Percentage	90/60/30
1st - 20th	6.11	13%	
21st - 40th	8.93	19%	32%
41st - 60th	7.99	17%	17%
61st - 80th	10.81	23%	
> 80th	13.16	28%	51%
Total	47	100%	100%

11th Grade Achievement	64th Percentile
11th Average RI	227
Proficient RIT	224+

Outcomes - Math

[Fall NWEA Testing Data]

Achievement Overview - Kairos Academies

Test: Math K-12

Percentile	Students Tested	Percentage	90/60/30
1st - 20th	94.95	45%	
21st - 40th	42.2	20%	65%
41st - 60th	35.87	17%	17%
61st - 80th	23.21	11%	
> 80th	14.77	7%	18%
Total	211	100%	100%
KA Achievement	22nd Percentile		

Test: Algebra

Percentile	Students Tested	Percentage	90/60/30
1st - 20th	29.9	65%	
21st - 40th	5.06	11%	76%
41st - 60th	4.14	9%	9%
61st - 80th	4.14	9%	
> 80th	2.76	6%	15%
	46	100%	100%
KA Achievement	9th Percentile		

Test : Geometry

Percentile	Students Tested	Percentage	90/60/30
1st - 20th	33	55%	
21st - 40th	7.8	13%	68%
41st - 60th	10.8	18%	18%
61st - 80th	7.2	12%	
> 80th	1.2	2%	14%
	60	100%	100%
KA Achievement	17th Percentile		

Achievement Overview - Kairos Academies
By Grade Level

Test: Math K-12

5th Grade

Percentile	Students Tested	Percentage	90/60/30
1st - 20th	6.05	55%	
21st - 40th	2.97	27%	82%
41st - 60th	0.99	9%	9%
61st - 80th	0.99	9%	
> 80th	0	0%	9%
Total	11	100%	100%
5th Grade Achievement	8th Percentile		
5th Average RIT	189		
Proficient RIT	210+		

6th Grade

Percentile	Students Tested	Percentage	90/60/30
1st - 20th	15.08	52%	
21st - 40th	4.06	14%	66%
41st - 60th	6.96	24%	24%
61st - 80th	0.87	3%	
> 80th	2.03	7%	10%
	29	100%	100%
6th Grade Achievement	18th Percentile		
6th Average RIT	201		
Proficient RIT	215+		

7th Grade

Percentile	Students Tested	Percentage	90/60/30
1st - 20th	29.16	54%	
21st - 40th	14.04	26%	80%
41st - 60th	8.64	16%	16%
61st - 80th	1.08	2%	
> 80th	1.08	2%	4%
	54	100%	100%
7th Grade Achievement	18th Percentile		
7th Average RIT	204		
Proficient RIT	221+		

Outcomes - Math

Fall NWEA Testing Data

8th Grade

Percentile	Students Tested	Percentage	90/60/30
1st - 20th	22.95	45%	
21st - 40th	9.18	18%	63%
41st - 60th	8.67	17%	17%
61st - 80th	6.12	12%	
> 80th	4.08	8%	20%
	51	100%	100%

8th Grade Achievement	28th Percentile
8th Average RIT	213
Proficient RIT	226+

9th Grade

Percentile	Students Tested	Percentage	90/60/30
1st - 20th	0	0%	
21st - 40th	0	0%	0%
41st - 60th	1	50%	50%
61st - 80th	1	50%	
> 80th	0	0%	50%
	2	100%	100%

9th Grade Achievement	61st Percentile
9th Average RIT	233
Proficient RIT	227+

10th Grade

Percentile	Students Tested	Percentage	90/60/30
1st - 20th	7.98	57%	
21st - 40th	0.98	7%	64%
41st - 60th	2.1	15%	15%
61st - 80th	1.96	14%	
> 80th	0.98	7%	21%
	14	100%	100%

10th Grade Achievement	18th Percentile
10th Average RI	216
Proficient RIT	230+

11th Grade

Percentile	Students Tested	Percentage	90/60/30
1st - 20th	15	30%	
21st - 40th	11	22%	52%
41st - 60th	7	14%	14%
61st - 80th	11	22%	
> 80th	6	12%	34%
Total	50	100%	100%

11th Grade Achievement	36th Percentile
11th Average RI	225
Proficient RIT	232+

9th Grade Algebra

Percentile	Students Tested	Percentage	90/60/30
1st - 20th	28.8	64%	
21st - 40th	4.95	11%	75%
41st - 60th	4.05	9%	9%
61st - 80th	4.05	9%	
> 80th	3.15	7%	16%
	45	100%	100%

9th Grade Achievement	9th Percentile
9th Average RIT	212
Proficient RIT	-

11th Grade Algebra

Percentile	Students Tested	Percentage	90/60/30
1st - 20th	1	100%	
21st - 40th	0	0%	100%
41st - 60th	0	0%	0%
61st - 80th	0	0%	
> 80th	0	0%	0%
	1	100%	100%

11th Grade Achievement	1st Percentile
11th Average RI	184
Proficient RIT	-

9th Grade Geometry

Percentile	Students Tested	Percentage	90/60/30
1st - 20th	14.91	71%	
21st - 40th	2.1	10%	81%
41st - 60th	0	0%	0%
61st - 80th	2.94	14%	
> 80th	1.05	5%	19%
Total	21	100%	100%

9th Grade Achievement	7th Percentile
9th Average RIT	214

10th Grade Geometry

Percentile	Students Tested	Percentage	90/60/30
1st - 20th	17.94	46%	
21st - 40th	6.24	16%	62%
41st - 60th	10.92	28%	28%
61st - 80th	3.9	10%	
> 80th	0	0%	10%
	39	100%	100%

10th Grade Achievement	24th Percentile
10th Average RI	217

Outcomes - Science

Fall NWEA Testing Data

Achievement Overview - Kairos Academies

Test: Science K-12

Percentile	Students Tested	Percentage	90/60/30
1st - 20th	19.84	32%	
21st - 40th	9.3	15%	47%
41st - 60th	14.26	23%	23%
61st - 80th	6.82	11%	
> 80th	11.78	19%	30%
Total	62	100%	100%
KA Achievement	44th Percentile		

Achievement Overview - Kairos Academies
By Grade Level

Test: Science K-12

5th Grade

Percentile	Students Tested	Percentage	90/60/30
1st - 20th	6.05	55%	
21st - 40th	0.99	9%	64%
41st - 60th	2.97	27%	27%
61st - 80th	0	0%	
> 80th	0.99	9%	9%
Total	11	100%	100%
5th Grade Achievement	15th Percentile		
5th Average RIT	191		
Proficient RIT	201+		

8th Grade

Percentile	Students Tested	Percentage	90/60/30
1st - 20th	13.77	27%	
21st - 40th	8.16	16%	43%
41st - 60th	10.71	21%	21%
61st - 80th	7.14	14%	
> 80th	11.22	22%	36%
	51	100%	100%
8th Grade Achievement	48th Percentile		
8th Average RIT	209		
Proficient RIT	210+		

Outcomes

[Fall NWEA Testing Data]

Wins	Opportunities
10th Grade - 53rd Percentile Reading **11th Grade** - 64th Percentile Reading 46% of 6th grade is in the 41st percentile or higher in Reading 45% of 8th grade is in the 41st percentile or higher in Reading 58% of 10th grade is in the 41st percentile or higher in Reading 68% of 11th grade is in the 41st percentile or higher in Reading 48% of 11th grade is in the 41st percentile or higher in Math K-12 57% of 8th grade is in the 41st percentile or higher in Science	**Math** - Overall, 22nd percentile K-12, 9th percentile Algebra, 17th percentile Geometry **Reading** - overall is in the 40th percentile **Science** - overall is in the 44th percentile

KASTL Reading - 60% tested
KASTL Math - 59% tested

KAMS Reading - 64% tested
KAMS Math - 61% tested
KAMS Science 55% tested

KAHS Reading - 57% tested
KAHS Math 47% tested

District Profile

Achievement Overview

Kairos Academies | Reading

Grade	Achievement Fall 2024-2025 Median and Distribution	Number of Students
All Grades	40th: 28% / 24% / 18% / 18% / 12%	324

Percentiles Key: 1st - 20th | 21st - 40th | 41st - 60th | 61st - 80th | >80th

Rostered Fall 2024-2025
Tested Fall 2024-2025

District Profile

Achievement by Grade

Kairos Academies | Reading

Sort by: -- select an option --

Grade ↑	Achievement Fall 2024-2025 Median and Distribution	Average RIT	Number of Students
Grade 5	36th: 42% / 25% / 8% / 17% / 8%	193	12
Grade 6	39th: 27% / 27% / 20% / 16% / 10%	206	30
Grade 7	33rd: 35% / 29% / 18% / 14% / 4%	204	55
Grade 8	31st: 36% / 19% / 27% / 9% / 9%	210	56
Grade 9	30th: 36% / 23% / 15% / 14% / 12%	211	69
Grade 10	53rd: 16% / 26% / 18% / 29% / 11%	220	55
Grade 11	64th: 13% / 19% / 17% / 23% / 28%	227	47

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District Profile

Achievement Overview

Kairos Academies | Math K-12

Grade	Achievement Fall 2024-2025 Median and Distribution	Number of Students
All Grades	22nd: 45% / 20% / 17% / 11% / 7%	211

Perce… …ll 2024-2025 …ll 2024-2025

District Profile

Achievement by Grade

Kairos Academies | Math K-12

Grade ↑	Achievement Fall 2024-2025 Median and Distribution	Average RIT	Number of Students
Grade 5	8th: 55% / 27% / 9% / 9%	189	11
Grade 6	18th: 52% / 14% / 24% / 3% / 7%	201	29
Grade 7	18th: 54% / 26% / 16% / 2 / 2	204	54
Grade 8	28th: 45% / 18% / 17% / 12% / 8%	213	51
Grade 9	61st: 50% / 50%	233	2
Grade 10	18th: 57% / 7% / 15% / 14% / 7%	216	14
Grade 11	36th: 30% / 22% / 14% / 22% / 12%	225	50

Sort by -- select an option --

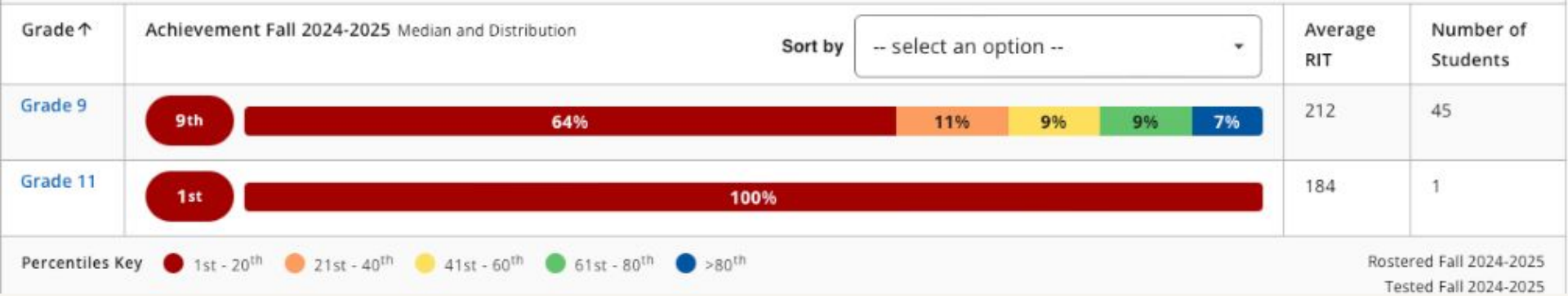
Percentiles Key: 1st - 20th, 21st - 40th, 41st - 60th, 61st - 80th, >80th

Rostered Fall 2024-2025
Tested Fall 2024-2025

District Profile

Achievement by Grade

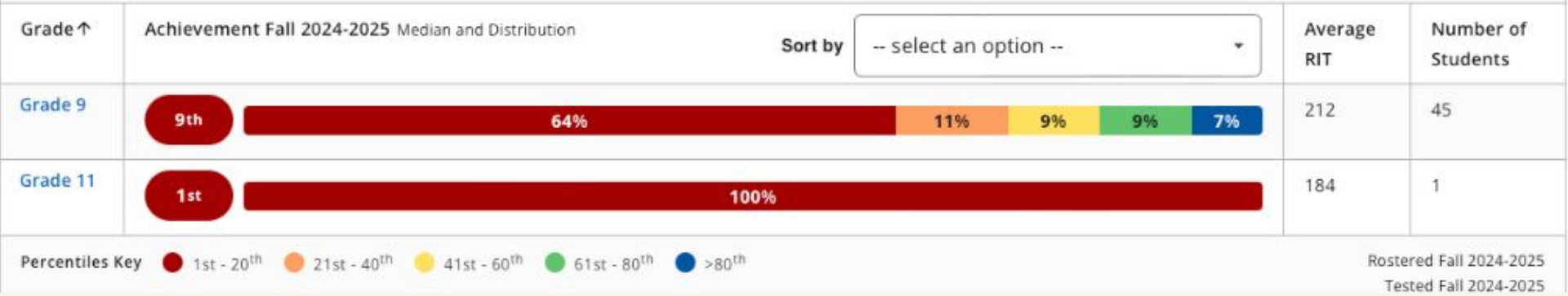
Kairos Academies | Algebra 1



District Profile

Achievement by Grade

Kairos Academies | Algebra 1



District Profile

Achievement Overview

Kairos Academies | Geometry

Grade	Achievement Fall 2024-2025 Median and Distribution	Number of Students
All Grades	17th: 55% | 13% | 18% | 12% | 2	60

Percentiles Key: 1st - 20th | 21st - 40th | 41st - 60th | 61st - 80th | >80th

Rostered Fall 2024-2025
Tested Fall 2024-2025

District Profile

Achievement by Grade

Kairos Academies | Geometry

Grade ↑	Achievement Fall 2024-2025 Median and Distribution	Sort by -- select an option --	Average RIT	Number of Students
Grade 9	7th: 71% | 10% | 14% | 5%		214	21
Grade 10	24th: 46% | 16% | 28% | 10%		217	39

Percentiles Key: 1st - 20th | 21st - 40th | 41st - 60th | 61st - 80th | >80th

Rostered Fall 2024-2025
Tested Fall 2024-2025

District Profile

Achievement Overview

Kairos Academies | Science K-12

Grade	Achievement Fall 2024-2025 Median and Distribution	Number of Students
All Grades	44th | 32% | 15% | 23% | 11% | 19%	62

Percentiles Key: 1st - 20th | 21st - 40th | 41st - 60th | 61st - 80th | >80th

Rostered Fall 2024-2025
Tested Fall 2024-2025

District Profile

Achievement Overview

Kairos Academies | Science K-12

Grade	Achievement Fall 2024-2025 Median and Distribution	Number of Students
All Grades	44th | 32% | 15% | 23% | 11% | 19%	62

Percentiles Key: 1st - 20th | 21st - 40th | 41st - 60th | 61st - 80th | >80th

Rostered Fall 2024-2025
Tested Fall 2024-2025

Causes & Solutions

[Fall NWEA Testing Data]

Causes

- Campus Testing Coordinators created effective testing plans.
- Testing environment for MAP and EOC testing
- Clearly defined roles and duties
- Additional support from Admin and NDL teams
- Communication about testing dates

- Shortage of carts, Chromebooks, and chargers on testing day.
- Poorly planned systems to distribute Chromebooks
- Data reporting inaccurately
- 6th and 7th math long-term subs
- Not all teachers were teaching using the curriculum with fidelity
- Students did not have access to course materials
- Inconsistent quality of instructions

Solutions

Tech

- Confirm with IT the number of carts and Chromebooks in the building by 12.06.2024
- Confirm with CTC all classes have carts, class sets of Chromebooks, and working chargers by 12.06.2024
- Ensure CTCs have IT tickets submitted for Chromebooks and chargers that need repair by 12.06.2024

Data reporting

- Run operational report for missing attributes by 12.06.2024 and report to SIS coordinator
- Verify rosters in NWEA match PS rosters by 12.06.2024

Achievement

- Share and review data with all staff by 09.20.2027
- Identify CSI student and implement monitoring system by 10.07.2024
- Ensure School Leaders have a re-teach and remediation plan by 10.07.2024
- Implement Data monitoring system by 10.27.2024

Breakdown of Observation Patterns (Coaching Report)

By Observee:
- Imani Combs and Carlos Weeden were observed the most frequently, each with 3 observations.
- Allyson Anthony and **Amy Gangloff were observed twice.
- Others such as Donte Hopkins, Kathy Franjic, Kayla Reed**, Nick Guadiana, and Jason Kennedy had 1 observation each.

By Observer:
- Allyson Anthony conducted the majority of observations, accounting for 10 of them.
- Other observers like Tamara Jackson, Jonathan Tyrrell, Peter Schroeder, and Sherman Logan conducted far fewer (ranging from 1 to 2 observations each).

Score Distribution:
- The most common score is 1, which appeared 4 times, suggesting room for improvement.
- There are also 3 cases where no score was recorded (represented by "-").
- Other scores such as 1.5, 1.33, 1.75**, and 2 occurred with less frequency, indicating varying evaluation outcomes.

Insights:
- Imani Combs and Carlos Weeden appear to be the primary focus for observations so far, with multiple reviews.
- Allyson Anthony is playing a key role as the main observer, which suggests her perspective is driving much of the evaluation data.
- The higher frequency of 1 scores indicates that a significant number of individuals are underperforming based on the criteria used

Score Distribution:

- The most common score is 1, which appeared 4 times, suggesting room for improvement.
- There are also 3 cases where no score was recorded (represented by "-").
- Other scores such as 1.5, 1.33, 1.75, and 2 occurred with less frequency, indicating varying evaluation outcomes.

Insights:
- Imani Combs and Carlos Weeden appear to be the primary focus for observations so far, with multiple reviews.
- Allyson Anthony is playing a key role as the main observer, which suggests her perspective is driving much of the evaluation data.
- The higher frequency of 1 scores indicates that a significant number of individuals are underperforming based on the criteria used

A1 | Name

	A	B	C	D
1	Name	Days Since Last Interaction	Number of Touchpoints	
2	Adam Khan	14	1	
3	Adaure Nduka	8	1	
4	Amblessed Oparaji	6	1	
5	Ariana Martineau	6	1	
6	Bri Super	6	1	
7	Brianna Willis	6	1	
8	Caleb Johnson	4	1	
9	Catherine Turner	4	1	
10	Emilia Belciak	6	1	
11	Eric Haynes	6	1	
12	Hannah Fettig	7	1	
13	Janell Anthony	8	1	
14	Laura Linck	8	1	
15	Madison Hausdorf	6	1	
16	Maria Garcia	6	1	
17	Nick Guadiana	6	1	
18	Scott Woldridge	6	1	
19	Sherman Logan	12	1	
20	Stajah Curry	8	1	
21	T-Herbert Jeffrey	4	1	
22	Tyler Jones	7	1	
23				

CSO Accountability

What will I do next?	When will I do it by (Date)?	How will I know its complete (Success Criteria)?	What help do I need from my team?
Ground leader obs and check ins in SLL data. Become meticulous about calendars and artifact/product inspection. Trust but verify.	Immediate. Revamp and refocus on Kairos Identifiers: (Mentorship is first up) Tuesday	I will measure and evaluate via GROW and embedded rubrics (SLLS, KEPT, etc.)	No assistance needed at this time for these measures.

What needs to develop to ensure I hit my results

Developing my Knowledge set (what did I not know enough of?)	Developing my Skill Set (what did I not have enough skill for?)	Developing my Mind Set (What did I not have the right mind about?)	Developing my Action Set (What did I just not do?)
I did not know enough of what was lacking foundationally (mindset, reality of circumstance, what good teaching looks like etc)	Leading through levels to get results.	Triage mode. I entered into a coaching, relationship building mindset rather than an evaluative mindset.	Start using GROW immdediately. I prioritized the fires. Ties to leading through levels.

MANAGEMENT
COACHING
COACHING
PROGRESS
LISTENING
ACTIVE LISTENING
SUPPORTIVE LISTENING

Coversheet

Driver Goal Data and Reflections

Section: III. School Updates
Item: B. Driver Goal Data and Reflections
Purpose:
Submitted by:
Related Material: Programming Meeting Slide Deck.pptx

KAMS Principal Driver Goals

	METRIC	C1	C2	C3	C4	C5	C6	C7	C8
1	**Proficiency:** 90/60/30 academic Masters/Meets/Basic on EOY MAP .	*next slides							
2	**Proficiency:** 85% GPTW on EOY Survey for MS staff.	*Qualitative thoughts							
3	**Growth:** Kairos MS will meet 90% ADA (7% increase).	*next slides							
4	**Growth:** 90% of priorities are met or more each cycle by school leader teams (Not Tracked in 23-24)	Off track							
5	**Behavior:** 90% of IDs will be proficient in all year 1 SLLs by	*early in the year; not							

Driver Goal #1

Proficiency: 90/60/30 academic Masters/Meets/Basic on EOY MAP

Reading - 5th Grade

Percentile	Students Tested	Percentage
1st - 20th	5.04	42%
21st - 40th	3	25%
41st - 60th	0.96	8%
61st - 80th	2.04	17%
> 80th	0.96	8%

Reading - 6th Grade

Percentile	Students Tested	Percentage
1st - 20th	8.1	27%
21st - 40th	8.1	27%
41st - 60th	6	20%
61st - 80th	4.8	16%
> 80th	3	10%

Driver Goal #1

Proficiency: 90/60/30 academic Masters/Meets/Basic on EOY MAP

Reading - 7th Grade

Percentile	Students Tested	Percentage
1st - 20th	19.25	35%
21st - 40th	15.95	29%
41st - 60th	9.9	18%
61st - 80th	7.7	14%
> 80th	2.2	4%

Reading - 8th Grade

Percentile	Students Tested	Percentage
1st - 20th	20.16	36%
21st - 40th	10.64	19%
41st - 60th	15.12	27%
61st - 80th	5.04	9%
> 80th	5.04	9%

Driver Goal #1

Proficiency: 90/60/30 academic Masters/Meets/Basic on EOY MAP

Math - 5th Grade

Percentile	Students Tested	Percentage
1st - 20th	6.05	55%
21st - 40th	2.97	27%
41st - 60th	0.99	9%
61st - 80th	0.99	9%
> 80th	0	0%

Math - 6th Grade

Percentile	Students Tested	Percentage
1st - 20th	15.08	52%
21st - 40th	4.06	14%
41st - 60th	6.96	24%
61st - 80th	0.87	3%
> 80th	2.03	7%

Driver Goal #1

Proficiency: 90/60/30 academic Masters/Meets/Basic on EOY MAP

Math - 7th Grade

Percentile	Students Tested	Percentage
1st - 20th	29.16	54%
21st - 40th	14.04	26%
41st - 60th	8.64	16%
61st - 80th	1.08	2%
> 80th	1.08	2%

Math - 8th Grade

Percentile	Students Tested	Percentage
1st - 20th	22.95	45%
21st - 40th	9.18	18%
41st - 60th	8.67	17%
61st - 80th	6.12	12%
> 80th	4.08	8%

Driver Goal #3

Growth: Kairos MS will meet 90% ADA (7% increase).

ADA by grade				
	Wk of 8/19	Wk of 8/26	Wk of 9/2	Wk of 9/9
5th	97.7%	100%	100%	97%
6th	76.4%	81.2%	85.5%	90%
7th	72.6%	82.9%	88.7%	89.8%
8th	77.9%	86.2%	87.3%	91.8%

Cause Reflections

Big Rocks on Track (At end of Cycle)	Driver Goals on Track (By end of Cycle)	Cycle Priorities On Track (At end of Cycle)
Where is my big rock—on track off track at risk. Why do you think that? MS Leadership Team Development is on track/at risk.	1/5 - Goal 3 90% of ADA	5/9 Establish Instructional Feedback Cycle Establish Team Lead JD Establish GT Meeting frequency & Schedule Create Instructional Coaching Template Schedule BOY Instructional Staff Goal Setting

What I will key causes have I identified to my results

Gaps in my Knowledge set (what did I not know enough of?)	Gaps in my Skill Set (what did I not have enough skill for?)	Gaps in my Mind Set (What did I not have the right mindset about?)	Gaps in my Action Set (What did I just not do?)
- I did not know enough about the processes in place already and where gaps existed.	- I am still learning the operational modalities of Kairos (Charter School) vs. private school. - I am still determining how to best "lean into" instruction on a more granular level	- I need to be better at a delegation (give more tasks & help remove others) mindset. - I need to be better about continual reprioritization of the core tasks.	- I need to be better about robust direct, and immediate accountability with my team. - time management

Next Step Accountability

Developing my Knowledge set (what did I not know enough of?)	Developing my Skill Set (what did I not have enough skill for?)	Developing my Mind Set (What did I not have the right mind about?)	Developing my Action Set (What did I just not do?)
- I will continue to uncover where systems are loose and/or broken and work towards repair.	- I will continue to utilize my 1:1s and other conversations with Jonathan and other Schools Team Leaders to learn.	- I will be more active in my mindfulness of time spent each week and what can be shifted to others.	- I will commit to more robust, direct, and immediate feedback for my team. "Clear is Kind" - Utilize Grow for my feedback - Systems Check on calendar

DOA Driver Goal Updates

	METRIC	C1	C2	C3	C4	C5	C6	C7	C8
1	**Proficiency:** 90/60/30 academic Masters/Meets/Basic on EOY MAP/EOC.	Rd. (52%, 18%, 30%) Mth. (65%, 17%, 18%) Alg. (76%, 9%, 15%) Geo. (68%, 18%,14%) Sci. (47%, 23%, 30%)							
2	**Proficiency:** 85% of teachers grow on Kairos Career Pathways (KCP) by EOY.	0%							
3	**Growth:** 40% of students in BOY CSI group show 2+ Years growth in Math/ELA (10% increase).	0%							
4	**Growth:** 90% of priorities are met or more each cycle by school leader teams (All)	HS: 10% Off track 45% In Progress 45% On Track MS: 22% Off Track 17% In Progress 56% On Track							
5	**Behavior:** 90% of IDs will be proficient in all year 1 SLLs by KPR. (Coaches & Develops)	0%							

Leader Cause Reflections

Big Rocks on Track (At end of Cycle)	Driver Goals on Track (By end of Cycle)	Cycle Priorities On Track (At end of Cycle)
on track off track at risk. At Risk KASTL 376/547 (69%) KAHS 249/306 (81%) KAMS 127/236 (54%)	- 90/60/30 - 85% teacher growth on KCP - 40% CSI students grow 2+ - 90% priorities met by school leaders - 90% IDs proficient on year 1 SLL	- Fall NWEA Testing: KASTL Reading (60%) , Math (59%), MS Science (55%) in progress - Gradient Implementation - KASTL 69% - in progress - Kickboard implementation - KASTL 100% complete

Gaps in my Knowledge set (what did I not know enough of?)	Gaps in my Skill Set (what did I not have enough skill for?)	Gaps in my Mind Set (What did I not have the right mindset about?)	Gaps in my Action Set (What did I just not do?)
- I do not know enough about the set up process of the Gradient platform. - I do not know enough about the KCP and how teacher will be rated on it at the BOY to show grow at the EOY.	- Time management and adjusting to change.	- Learning to know when it is appropriate to to go fast and when to slow down.	- Manage my time well and I did not properly adjust my calendar.

Leader Next Step Accountability

Developing my Knowledge set (what did I not know enough of?) - Calendar time to learn Gradient and collect resources from Nilesh. - Schedule time with Traylor to discuss the KCP and when and how it will teachers will be rated.	Developing my Skill Set (what did I not have enough skill for?) - Stick to the task that I planned to do on my calendar. Stay focused on my 20 sqft.	Developing my Mind Set (What did I not have the right mind about?) - Reflecting on the opportunities to speed up to become more aware of those times.	Developing my Action Set (What did I just not do?) - Revise core calendar, use the EOW check out to look at the week ahead.

SSD Driver Goal Updates

		C1	C2	C3	C4	C5	C6	C7	C8
1	Identify 100% of students in these populations: IEP, 504, ELL, McKinney Vent	100%							
2	Monitor 100% of students assigned to appropriate Sped Tiers	80%							
3	Once each cycle, staff will be trained on best practices for documentation, ensuring adherence to federal and state laws.	0%							
4	Ensure NDL Teams meet monthly IEP/504 Data Review Meetings	100%							

Sr. Leader Cause Reflections

Big Rocks on Track (At end of Cycle)	Driver Goals on Track (By end of Cycle)	Cycle Priorities On Track (At end of Cycle)
on track off track at risk. Hiring required staff- at risk due to lack of applicants.	- Identify NDLs - Monitor SPED Tiers - Training NDL staff - Team Communication - Compliance	- NDLs and SPED Tiers clearly identified - 85% IEP completion for this cycle - Team communication meetings and status updates

Gaps in my Knowledge set	Gaps in my Skill Set	Gaps in my Mind Set	Gaps in my Action Set
- Transportation scheduling - Status of IEP compliance	- Transportation scheduling - New system knowledge	- Prioritization	- Prioritization

Sr. Leader Next Step Accountability

Developing my Knowledge set (what did I not know enough of?) - Hand off transportation scheduling to a different team? - Continue to monitor compliance through regular team status updates.	Developing my Skill Set (what did I not have enough skill for?) - Gradient and SLACK schedule time on calendar each day to review and learn more about these systems.	Developing my Mind Set (What did I not have the right mind about?) - Challenges with the many channels of communication	Developing my Action Set (What did I just not do?) - Finishing tasks due to the number of communication sources: - SLACK - Phone calls/voicemail - texts - Emails - Asana

HSP Driver Goal Updates

	METRIC	C1	C2	C3	C4	C5	C6	C7	C8
1	**Proficiency: 90% Basic/60% Proficient/30% Advanced on all 24-25 EOC exams.**	No Data OFF TRACK							
2	**Proficiency: 70% NWEA of students meet 1x growth by EOY 24-25 NWEA MAP test.**	ENG 9th- 30th 10th - 53rd 11th - 64th MATH Alg 1 - 9th Geo - 17th Math K-12 35th IN PROGRESS							
3	**Growth: 85% of teachers and leaders receive quality feedback in Grow Bi-weekly (Compare to 23-24 Result in GROW)**	43.45% IN PROGRESS							
	Growth: 90% of classrooms marked								

HSP Cause Reflections

Big Rocks on Track (At end of Cycle)	Driver Goals on Track (By end of Cycle)	Cycle Priorities On Track (At end of Cycle)
on track off track at risk. complete - 7 in progress - 7 incomplete - 1	- 90% Basic/60% Proficient/30% Advanced on all 24-25 EOC exams - **OFF TRACK** - 70% NWEA of students meet 1x growth by EOY 24-25 NWEA MAP test - **OFF TRACK** - 85% of teachers and leaders receive quality feedback in Grow Bi-weekly - **OFF TRACK** - 90% of classrooms marked as proficient by EOY (Compare to result in 23-24 School Review) - **OFF TRACK** - HS follows ADA escalation matrix with 90% fidelity each cycle. (Problem Solving) - **OFF TRACK**	- Establish grade level/team meeting frequency and schedule - Norm on/Establish required curriculum lesson cycle/components for daily instructional delivery - Identify/create content based weekly exit ticket data point - Create teacher instructional coaching template and establish coaching metrics and frequency. - Establish/create leader facing coaching protocol - Establish real-time coaching protocols and non-verbal cues - Create positive school culture by providing feedback and narrating the positive - Set ADA quarterly/cycle goals and establish monitoring steps/tools Establish and plan for Cycle 1 Parent University/Coffee with the Principal

Gaps in my Knowledge set
(what did I not know enough of?)
- Clarity on ADA matrix
- How are we to track Proficiency if we are prioritizing GBF?

Gaps in my Skill Set
(what did I not have enough skill for?)
- Ensuring my calendar and priorities were tightly aligned to cyclical and driver goals.

Gaps in my Mind Set
(What did I not have the right mindset about?)
- If other systems are not working; it is not fair to give teachers feedback early on
- If it doesn't get done; I'll do it.

Gaps in my Action Set
(What did I just not do?)
- Input my feedback in GROW early on
- Create systems to track MLS mastery in EOC classes
- Document parent contacts on ADA matrix
- Closely monitor Leaders activity on GROW on time

HSP Next Step Accountability

Developing my Knowledge set (what did I not know enough of?) - Clarity on ADA matrix Ask for clarity on the ADA matrix, Include ADA Matrix Tracker in Check-In docs with leaders. Assigned students should be on their priority student list. - How are we to track Proficiency if we are prioritizing GBF?	**Developing my Skill Set** (what did I not have enough skill for?) - Ensuring my calendar aligns to my cyclical priorities and overall driver goals. If cyclical goals do not seem to align on the onset - speak up; advocate for review.	**Developing my Mind Set** (What did I not have the right mind about?) -If other systems are not working; it is not fair to give teachers feedback early on	**Developing my Action Set** (What did I just not do?) - Input my feedback in GROW early on - Create systems to track MLS mastery in EOC classes - Document parent contacts on ADA matrix Collab with Jasmine / KB to be flagged when students have reached 12 absences - Closely monitor Leaders activity on GROW on time

DSE Driver Goal Updates

	METRIC	C1	C2	C3	C4	C5	C6	C7	C8
1	Proficiency: 85% Student Panorama Satisfaction & 50% Participation in EOY Survey	No Data / Off Track							
2	Proficiency: 90% Student persistence with a 5% spring to spring increase in freshman persistence Spring EOY: 85% F, EOY: 81%	On Track Day 1, 526 → TD: 538 102%							
3	Growth: 6% increase in spring to spring ADA with a 10% increase in fall to spring to spring eighth grade attendance.	On Track 81.6% /							

Leader Cause Reflections

Big Rocks on Track (At end of Cycle)	Driver Goals on Track (By end of Cycle)	Cycle Priorities On Track (At end of Cycle)
on track off track at risk.	-Proficiency: 85% Student Panorama Satisfaction & 50% Participation in EOY Survey - Growth: 6% increase in spring to spring ADA with a 10% increase in fall to spring eighth grade attendance - Proficiency: 90% Student persistence with a 5% spring to spring increase in freshman persistence - Growth: 10% spring to spring increase in Family EOY Panorama satisfaction and participation. - Behavior: Mentoring tracker used with 90% fidelity each cycle. (Problem Solving)	- LINK to ASANA

Gaps in my Knowledge set (what did I not know enough of?)	Gaps in my Skill Set (what did I not have enough skill for?)	Gaps in my Mind Set (What did I not have the right mindset about?)	Gaps in my Action Set (What did I just not do?)
- I didn't know what our new platforms could/couldn't do and had no information during acquisition about backend reporting.	- I did not know how to turnaround a project plan that can no longer be implemented as planned	- I didn't have the right mindset about ownership. I was paid more attention to the ways in which others were not supporting me than the things I could have done to support myself.	- I waited too long to take ownership and action.

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Sr. Leader Next Step Accountability

Developing my Knowledge set (what did I not know enough of?) - When platform owners do not have the information I need, I will ask for their contact to gather the information for myself.	Developing my Skill Set (what did I not have enough skill for?) - I will get coaching for intervention on project plans.	Developing my Mind Set (What did I not have the right mind about?) - I will exercise extreme ownership in every situation.	Developing my Action Set (What did I just not do?) - I will backwards plan my project plans and create interventions for off track milestones.