



Kairos Academies

Programming Committee Meeting

Published on April 28, 2025 at 8:05 AM CDT

Date and Time

Tuesday April 29, 2025 at 5:00 PM CDT

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.

<https://us06web.zoom.us/j/85372783082?jst=2>

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
Approve minutes for Programming Committee Meeting on March 24, 2025			
II. Program Committee Goals			

	Purpose	Presenter	Time
--	---------	-----------	------

III.	School Updates		5:02 PM
-------------	-----------------------	--	----------------

A.	Program Updates		5 m
-----------	-----------------	--	-----

B.	MS Transition Plan		5 m
-----------	--------------------	--	-----

C.	EOY Testing		5 m
-----------	-------------	--	-----

IV.	Closing Items		5:17 PM
------------	----------------------	--	----------------

A.	Adjourn Meeting	Vote	
-----------	-----------------	------	--

empowering students to direct their own lives and learning www.kairosacademies.org 2315 Miami St., St. Louis, MO 63118 hq@kairosacademies.org 314-252-0602

Coversheet

Approve Minutes

Section:	I. Opening Items
Item:	C. Approve Minutes
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for Programming Committee Meeting on March 24, 2025

APPROVED



Kairos Academies

Minutes

Programming Committee Meeting

Date and Time

Monday March 24, 2025 at 5:00 PM

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.

<https://us06web.zoom.us/j/88608893266>

Committee Members Present

J. Tyrrell (remote), K. Graham (remote), M. Vachow (remote)

Committee Members Absent

J. Horwitz, S. Bauer

Guests Present

I. Buchanan (remote), N. Patel, Robbyn Wahby (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

C.

Approve Minutes

Motion to approve the minutes from Programming Committee Meeting on 02-18-25.

The committee **VOTED** to approve the motion.

II. School Updates

A. School Updates

Discussed BOY tracker that highlights what schools team need to accomplish between now and May.

B. NWEA Updates

- Discussed percentage of students tested into the 90s. Previous high was low 80s
- Captured a lot of the data when retesting students when they were absentt at the beginning.
- In HS advisors are drawing connections between NWEA, ACT prep, and ACT test.
- Discussed internal goal of 95% students tested
- Reviewed data on data tracking site.

C. Teacher First Compensation

- Had discussion on updated Teacher First compensation
- Discussed rehire eligibility criteria and compensation framework
- At-will agreements are up for review this week
- Discussed how compensation is conservative and strategic with resources. Want teachers to have the first portion of the salary cap after leaders.
- Discussed seeing a similar model in New York and slimming at the administrator and non-instructional level.
- Discussed landing guide for all documents for teachers and teacher evaluation.

D. SPED Review

Discussed significant increase in compliance up to 91% pending confirmation

III. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:00 PM.

Respectfully Submitted,
M. Vachow

empowering students to direct their own lives and learning www.kairosacademies.org 2315
Miami St., St. Louis, MO 63118 hq@kairosacademies.org 314-252-0602

Coversheet

Program Updates

Section:	III. School Updates
Item:	A. Program Updates
Purpose:	
Submitted by:	
Related Material:	April Programming Meeting Slidedeck.pptx.pdf

Programming Meeting (APRIL 2025)



Agenda

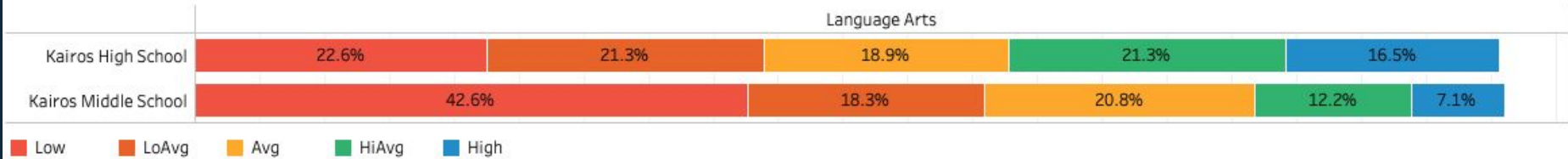
- Current student achievement data and trends (internal and external benchmarks)
- Updates on curriculum, instruction, and assessment
- Progress on teacher development and coaching systems
- Student experience data (mentoring, surveys, and attendance)
- Enrollment and persistence data, including updated trends
- Updates on special education compliance
- Key risks and mitigations related to academic outcomes
- Program adjustments made based on data insights
- Alignment of programming with charter goals
- MS Transition
- EOY Testing
- Anticipated needs and supports for future cycles (e.g. hiring, training)

Current Student Achievement Data and Trends

Language Arts Achievement Percentile Level Detail, by School

2025

Spring



Mathematics Achievement Percentile Level Detail, by School

2025

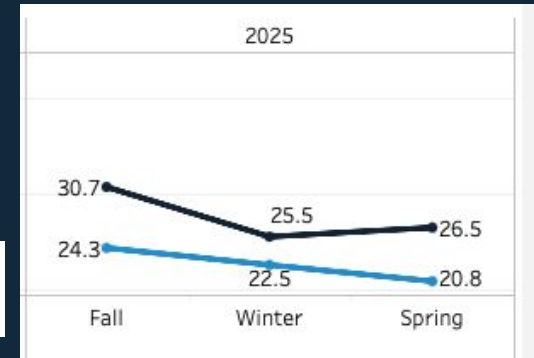
Spring



Language Arts Achievement Percentile



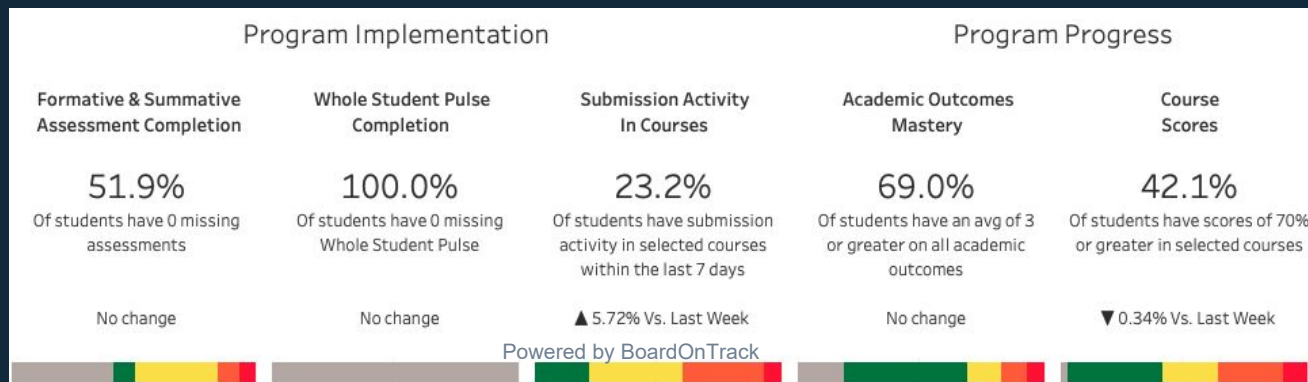
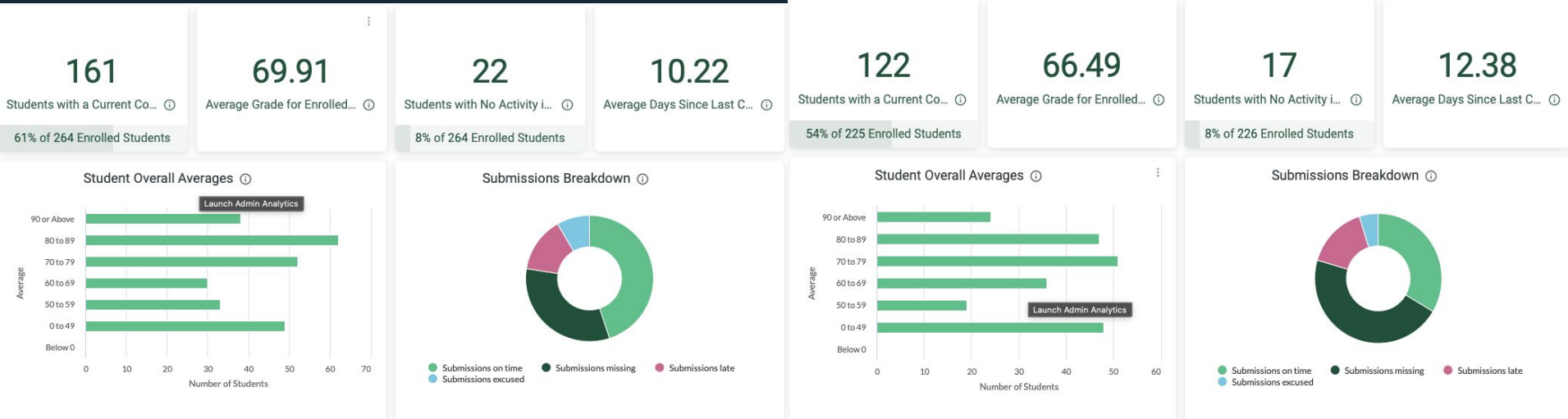
Mathematics Achievement Percentile



Curriculum and Instruction

KAHS Student Engagement Data

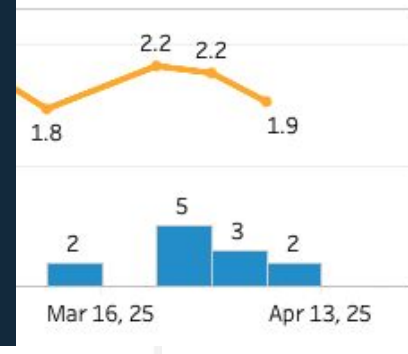
KAMS Student Engagement Data



Teacher Development

Kairos Academies - Programming Committee Meeting - Agenda - Tuesday April 29, 2025 at 5:00 PM

Avg. Score
Staff Observed



Staff Name	date (vw Te..	Observer Name	Rubric	
Franjic, Kathy	3/28/2025	Anthony, Allyson	Kairos KEPT Rubric	5.4
Gangloff, Amy	3/25/2025	Anthony, Allyson	Kairos KEPT Rubric	2.3
Mellon, Li	3/28/2025	Jones, Nick	Kairos KEPT Rubric	4.0
Millard, Amrian	3/27/2025	Jones, Nick	Kairos KEPT Rubric	2.0
Robinson, LaTyia	3/26/2025	Anthony, Allyson	Kairos KEPT Rubric	2.0

Staff Name	date (vw Te..	Observer Name	Rubric	
Gangloff, Amy	4/1/2025	Anthony, Allyson	Kairos KEPT Rubric	2.0
Kennedy, Jason	4/3/2025	Anthony, Allyson	Kairos KEPT Rubric	2.0
Robinson, LaTyia	4/1/2025	Anthony, Allyson	Kairos KEPT Rubric	2.5

Staff Name	date (vw Te..	Observer Name	Rubric	
Ellis, Nadira	4/7/2025	Kennedy, Jason	Kairos KEPT Rubric	1.0
Kennedy, Jason	4/7/2025	Anthony, Allyson	Kairos KEPT Rubric	2.8

Satisfaction & Perception of Mentoring Program

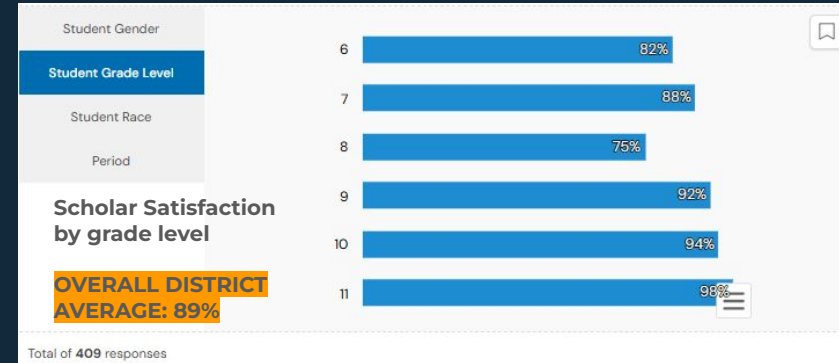
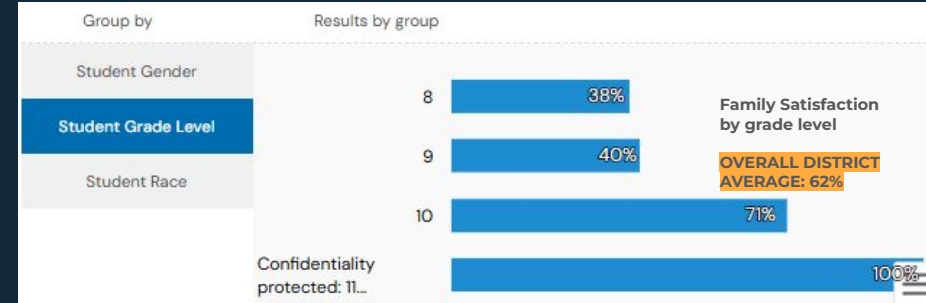
Contributing Reports & Raw Data:

- [Mentor Feedback Form, Scholars \(run in Cycle 5\)](#)
- [Scholar Panorama \(run in Cycle 6\)](#)
- [Mentor Feedback Form, Families \(run in Cycle 5\)](#)
- [Family Panorama \(run in Cycle 6\)](#)

NOTE: See final question for data

Data & Insights

- Our greatest positive contributor to overall family satisfaction is satisfaction in our mentoring program, with an overall positivity rate of 62%
- Likewise, our greatest contributor to overall scholar satisfaction is satisfaction in our mentoring program, with an overall positivity of 89% based on Cycle 6 panorama
- Middle school students and families and students are less satisfied with their mentoring experience and communication from mentors.



Next Steps: Program Development

During Cycle 7, DSE will engage in training/support necessary to create a House System (based on positive reinforcement) for mentors/mentees.

Scholar Perception of Instructional Experiences (within the classroom) & Family Perception of School

Contributing Reports & Raw Data:

- [HS Family Panorama \(run in Cycle 6\)](#)
- [MS Family Panorama \(run in Cycle 6\)](#)
- [Scholar Panorama \(run in Cycle 6\)](#)

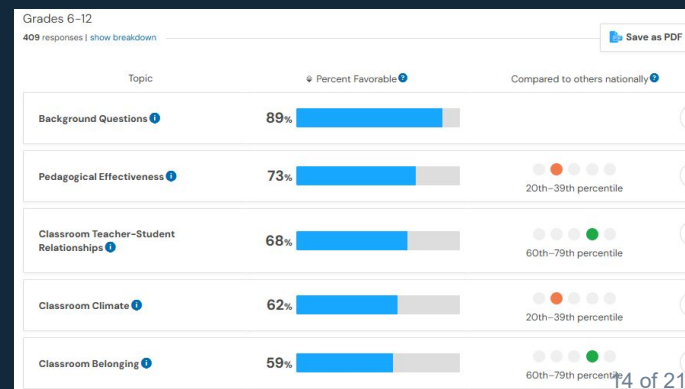
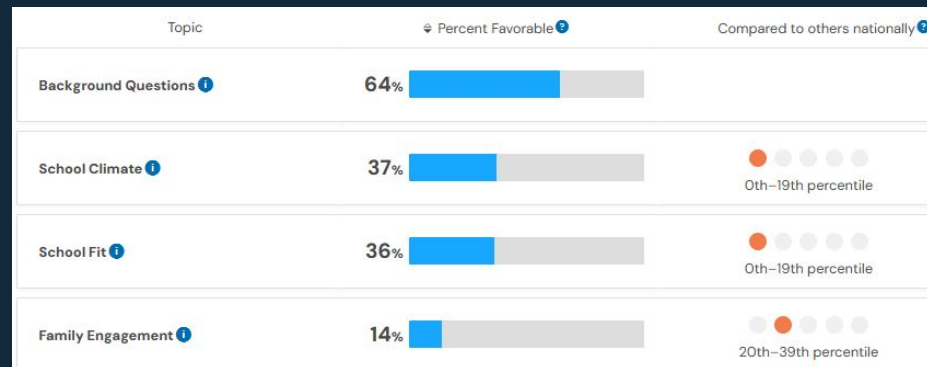
Data & Insights

- Family data is based on limited (28) responses.
- Greatest positivity Factor: Mentoring
 - Families: 64%
 - Scholars: 89%
- Greatest negativity Factor:
 - Families: Engagement, 14%
 - Scholars: Classroom Belonging, 59% & Classroom Climate, 62%



Next Steps: Schools Response & Implementation

I have provided insight reports to principals to complete the following (optnl/ within first two weeks of C7): blurb to families, blurb to students, dev. for teachers.
DSE prepare EOC roster in within the first two weeks of C7 and leverage front office for family administration



Updates on SPED Compliance

- ✓ **100% of active IEPs are up to date or scheduled** and reviewed within timeline requirements
- ✓ **All annual and triennial IEP meetings are on track** for timely completion
- ✓ **Gradient implementation for accommodations tracking** is now live and fully functional



Key Risks and Mitigations



Key Risks & Mitigation Strategies - Cycles 7 & 8

Risk: Instructional Quality During Testing

- Mitigation:
- Protect core instructional blocks
 - Just-in-time coaching for non-tested grades
 - Monitor engagement via walkthroughs

Risk: Low Student Engagement on MAP (Cycle 8)

- Mitigation:
- Launch MAP motivation campaign
 - Goal-setting through mentors
 - Provide structured MAP prep

Risk: SPED Compliance Closeout

- Mitigation:
- Weekly service delivery audits
 - Early ESY IEP meetings
 - Clear case management roles

Risk: Staff Burnout & Morale Dip

- Mitigation:
- 'Close Strong' morale calendar
 - Admin check-ins for burnout
 - Weekly celebrations of progress

Risk: Family Engagement in Transitions

- Mitigation:
- Structured summer family chats
 - Use mentors for re-enrollment
 - Multilingual communications

Programmatic Adjustments

Programmatic -
-Burnout Prevention, C8 rosters,
Mentoring, Family Transitions
Academic-Math, MAP, Submission
process, coach uses



Charter Goal Alignment



How Daily Programming Supports Key Academic Metrics

NWEA Growth & Proficiency

- Daily standards-based lessons
- Weekly data cycles & reteach
- Targeted small group instruction

Student Belonging & Culture

- Daily advisory & SEL
- Restorative practices
- Culture & belonging surveys

Principal Priority Execution

- Principal goals tracked via cycles
- Leadership coaching aligned to student results

Mentor Program Impact

- Biweekly mentor meetings
- Academic habit-building & goal-setting
- SEL-aligned mentoring curriculum

ACT Readiness & Graduation Goals

- ACT-aligned instruction
- Transcript audits & college planning
- Performance-based assessments

MS Transition



EOY Testing Plan



Anticipated Needs of Future Cycles

Cycle 7: Closing Strong

- Targeted academic supports and testing logistics
- Sustained teacher coaching and morale support
- Final SPED compliance checks and service tracking

Cycle 8: Transition & Wrap-Up

- Student promotion planning and celebrations
- Teacher end-of-year checklists and feedback
- Family engagement for summer/fall
- Leader transition and summer PD prep

