

APPROVED



## Kairos Academies

### Minutes

#### Kairos Academies Mid-Year Board Retreat

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##### **Date and Time**

Saturday July 22, 2023 at 8:00 AM

##### **Location**

Zoom

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

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##### **Directors Present**

A. Jackson (remote), A. Sullivan (remote), E. Schlafly (remote), K. Kerr (remote), K. Owen (remote), M. Vachow (remote), N. Plair (remote)

##### **Directors Absent**

H. Eastwood, W. Young

##### **Ex Officio Members Present**

K. Graham (remote), M. Howard (remote)

##### **Non Voting Members Present**

K. Graham (remote), M. Howard (remote)

##### **Guests Present**

B. Jackson (remote), J. Krewson (remote), M. Chavers (remote), N. Jacobs (remote), Tom Murphy (remote)

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## **I. Opening Items**

### **A. Record Attendance**

### **B. Call the Meeting to Order**

A. Jackson called a meeting to order on Saturday Jul 22, 2023 at 8:10 AM.

## **II. Board Retreat Agenda**

### **A. Welcome and Overview of Agenda**

### **B. Mission, Vision, Values Review**

Commit, connect, and communicate is the mantra Kairos uses to align mission, vision, and values. Influencing day to day behavior is the key to healthy mission, vision, and values.

### **C. What's Next? Forward and Backwards Review of SY 22-23 and SY 23-24**

The last year was focused on getting systems in place and rallying around the new leadership. Charter renewal and potential facility expansion are front and center for next year's priorities.

Katie Owen joined at 8.33am CT

### **D. Kairos Charter Renewal Updates**

Charter renewal public hearing is on October 17th at 5pm CT. Board Interview is at 6pm CT. The commission will visit the school on November 15 and 16th.

### **E. Kairos Foundation and Fundraising**

Kairos Foundation will not have any employees. Director of Fundraising would be a Kairos Academies employee.

### **F. Strategic Plan Review**

Focusing now on implementation of the strategic plan. Jack will spend the next month and a half to inform different teams of their responsibilities and major timeline events. Khalil's overall goal is a holistic presentation that can identify areas of strength and improvement.

Senior team members joined at 9am CT: Nathan, Bennie, Jack, and Kendrah

## **III. Kairos Academies Leadership Team**

### **A. CEO Goals Updates**

## **B. Chief Operating Officer Updates**

Nathan

Update:

70% staff retention

80% persistence

Big rocks:

Auxiliary Service Playbook (i.e. facilities, child nutrition plans)

DOO Playbook 2.0 (i.e. understand and communicate daily priorities)

Student Enrollment/Recruitment Pathway - moving from Strategy to Operations

## **C. Chief of Staff Updates**

Marnae

Update:

91% epicenter submissions

100% senior leader retention

predicted APR 67%

Big rocks:

Exemplary Governance - 90% of board committees meeting EOY goals

Development of the CEO Office - 85% GPTW for Senior Team/ Network Team

Operating Mechanism Accountability & Excellence - 90% managers demonstrate proficiency in operating mechanisms

## **D. Managing Director of Schools Updates**

Kendrah

Update:

ELA is doing better than Math but both are behind

We're seeing more improvement in the higher achievement percentiles than the lower percentiles

Big rocks:

Summit 2.0 Internalization - 90% Kairos Classes meet minimum summit expectations

Lead organization to being a GPTW - 85% average

School Leader Excellence

## **E. Senior Director of Finance and HR Updates**

Bennie

Update:

GPTW Survey 64%

Met 60% Financial Goals - ones not met were cash on hand (>120 days) and positive margin (>-1.5%)

Big rocks:

Create accountable financial systems for all managers

Lead organization to being a GPTW

Support excellent implementation of Kairos Talent Initiatives with Performance Management

#### F. Chief Strategy Officer Updates

Jack

Update:

Hired 86%

goal enrollment projecting 87-97%

65% returning students next year

Big rocks:

Moving recruitment under operations

Hiring two full time recruitment

Including exit interviews

Mia Howard and Tom Durphy joined at 10.30am CT

### IV. Executive Session

#### A. RsMo Section 610.021.(1) and (2)

N. Plair made a motion to enter executive session in accordance with 610.021.(1) and (2).

A. Sullivan seconded the motion.

Mia Howard, Jack Krewson, and Tom Durphy also attended.

The team **VOTED** unanimously to approve the motion.

#### Roll Call

H. Eastwood Absent

M. Vachow Absent

A. Jackson Aye

K. Owen Aye

K. Kerr Aye

W. Young Absent

E. Schlafly Aye

#### **Roll Call**

A. Sullivan Aye

N. Plair Aye

A. Sullivan made a motion to exit executive session in accordance with 610.021.(1) and (2).

N. Plair seconded the motion.

The team **VOTED** unanimously to approve the motion.

#### **Roll Call**

W. Young Absent

M. Vachow Aye

E. Schlafly Aye

K. Kerr Aye

A. Jackson Aye

H. Eastwood Absent

K. Owen Aye

N. Plair Aye

A. Sullivan Aye

### **V. 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 11:58 AM.

Respectfully Submitted,

K. Kerr

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