

APPROVED



## Kairos Academies

### Minutes

#### Kairos Academies Board Meeting

Cycle 1

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#### **Date and Time**

Thursday September 21, 2023 at 6:00 PM

#### **Location**

Kairos Academies  
3449 S Jefferson Avenue  
St. Louis, MO 63118

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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), H. Eastwood (remote), K. Kerr (remote), K. Owen (remote), M. Vachow (remote), N. Plair (remote)

#### **Directors Absent**

A. Sullivan, E. Schlafly, W. Young

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

K. Graham (remote)

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

K. Graham (remote)

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## Guests Present

B. Jackson (remote), Bristol (remote), J. Krewson (remote), Jeremy Lo (remote), M. Chavers (remote), N. Jacobs (remote)

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## I. Opening Items

### A. Record Attendance

### B. Call the Meeting to Order

A. Jackson called a meeting of the board of directors of Kairos Academies to order on Thursday Sep 21, 2023 at 6:14 PM.

### C. Public Comment

no public comments

### D. Mission Statement

Mission Statement was read.

### E. Vision Statement

Vision Statement was read.

### F. Approve June 29, 2023 Board Meeting Minutes

K. Kerr made a motion to approve the minutes from Kairos Academies Monthly Board Meeting on 06-29-23.

M. Vachow seconded the motion.

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

## II. Executive Committee Updates

### A. Committee Goal Updates

- Update the CEO succession plan
- Update the cabinet succession plan

## III. Finance Committee Updates

### A. SY 23-24 Budget Revision (Vote)

H. Eastwood made a motion to approve proposed revised 23-24 budget based on 90% ADA.

N. Plair seconded the motion.

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

## **B. Committee Goals Update**

- 60-120 days cash-on-hand
- audit of no findings
- reasonable proportion of assets financed

## **IV. Governance Committee Updates**

### **A. CEO Goals**

- lead Kairos' sustainability efforts
- lead the organization to 80% overall satisfaction
- satisfactory completion of EOY evaluations of academical quality with marks of meets standard or higher

### **B. Committee Goals Update**

- Build a comprehensive succession plan for all Board member roles
- Build new Board member training curriculum / program
- Conduct annual review of Board policies
- Monitor and ensure Board committees achieve their Committee goals

### **C. Charter Renewal Updates**

Marnae will send a follow on video about specifics. According to MAP, we have generally declined in reading levels across grade levels but have improved in math. Marnae is templating a 71% APR score.

Marnae will send out a meeting date for board prep.

## **V. Program Committee Updates**

### **A. Academic Data Review**

Hugh Eastwood and Nicole Plair left at 6.50pm CT

- 95% of scholars test for NWEA
- 90% basic, 60% proficient, 30% advanced for MO MAP

Khalil provided an overview of our academic progress at the end of cycle 1

### **B. Committee Goals Update**

- develop a process to educate and train the board on academic oversight by June 1st
- provide a more holistic update on Summit
- program committee will better understand instructional leadership
- grow the program committee

## VI. Facilities Committee Update

### A. Committee Goal Updates

these goals have been tabled until the next session

### B. Closed Session

M. Vachow made a motion to enter closed session IAW RSMo 610.021.(2).

K. Kerr seconded the motion.

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

#### Roll Call

K. Owen Aye  
A. Jackson Aye  
E. Schlafly Absent  
A. Sullivan Absent  
H. Eastwood Absent  
W. Young Absent  
K. Kerr Aye  
N. Plair Absent  
M. Vachow Aye

K. Kerr made a motion to exit closed session IAW RSMo 610.021.(2).

A. Jackson seconded the motion.

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

#### Roll Call

N. Plair Absent  
H. Eastwood Absent  
W. Young Absent  
K. Owen Absent  
A. Sullivan Absent  
M. Vachow Aye  
K. Kerr Aye  
A. Jackson Aye

## VII. CEO Updates

### A. Senior Leadership PTG Updates

Nathan would like to revamp recruiting in order to provide a more balanced recruiting campaign.

### B. Enhanced Coaching and Consulting Overview

Middle School

Strengths

1. joy of belonging

2. strong staff culture
3. leaders feel supported by leadership

#### Room for Improvement

1. instructional choices and outcomes
2. operationalizing the summit way at kairos
3. coaching and developing staff members to execute the summit way

#### High School

##### Strengths

1. joy of belonging

#### Room for Improvement

1. more instructional support of the summit way
2. critical thought around
3. coaching and development of staff

## VIII. 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 7:47 PM.

Respectfully Submitted,  
K. Kerr

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