

APPROVED



## Kairos Academies

### Minutes

#### Kairos Academies Board Meeting

Cycle 5

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#### **Date and Time**

Thursday March 28, 2024 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), A. Sullivan (remote), H. Eastwood, M. Vachow (remote), N. Plair (remote),  
W. Young (remote)

#### **Directors Absent**

K. Owen

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

K. Graham (remote)

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

K. Graham (remote)

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## **Guests Present**

B. Jackson (remote), J. Krewson (remote), K. Underwood (remote), Khyla Arnold (remote), Lealia Williams (remote), M. Chavers (remote), Martha McGeehon (remote), N. Jacobs (remote), Shakyra Poke (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 Mar 28, 2024 at 6:04 PM.

### **C. Public Comment**

No public comment

### **D. Mission Statement**

### **E. Vision Statement**

## **II. Facilities Committee Update**

### **A. Facilities Committee Goals Update**

Goals Update:

- New facilities acquisition is completed
- All other Facilities Committee Goals are Ongoing

### **B. Bingham Update**

- Closed on the loan and purchased the property
- Pre development loan is coming through
- Site maintenance is required to remain in good standing with neighbors and St. Louis City

### **C. Current Facilities Update**

- Construction on track for SY 25-26
- MOUs will remain red likely for the remainder of the year
- 8 positive stories in news
- Stakeholder Satisfaction

- 900k raised is 800k after receiving the 400k grant reward

#### **D. 24-25 School Calendar**

Reviewed Academic Calendar

Received feedback from Teachers and Parents

- Potentially shift September back and add in another inservice date in January prior to beginning Semester 2

### **III. Program Committee**

#### **A. Committee Goals Update**

No Goal Updates

#### **B. MS and HS Updates**

Nathan reviewed Q3 Goals

- Off Track Goals
  - Drops in MS ADA at 83% YTD
  - Drops in HS ADA 79.85% YTD
  - Drill Submission at 9/14
  - Stakeholder Satisfaction Survey at 71%

#### **C. MDS Update**

Cycle 6

- Cycle 6 is testing season:
  - NWEA Growth
    - Anticipate more growth with NWEA
  - MAP
- Mentoring effectiveness is trending upwards for MS/HS
  - This helps with testing
- ADA calls to ensure students, parents and teachers are committed to attending
- Strong Staff Retention

Focus Areas for Schools:

- Instructional Observation - Make sure Principals are doing rounds
- quality feedback in GROW

- Calendar Fidelity

#### IV. Finance Committee

##### A. Finance Committee Goals Update

- Commits to ensuring 60-120 days of cash on hand by June 2025 - Off track
- Will review and approve necessary audit periods (December) - On Track
- Commits to staying between 20-40% of proportion of assets financed - On Track

Reviewed March Monthly - Statement of Activities

##### B. Audit Update (RFP)

- We informed KEB that we will not be using their services next school year
- Will submit RFP for Educational Audit so we can meet the December DESE Goal

N. Plair made a motion to To Submit RFP for Educational Audit.

A. Sullivan seconded the motion.

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

##### Roll Call

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

##### C. Staff Human Resources Update

Finance and HR Network Goals:

- Cash On Hand Financial Goal is at risk - 60% (Goal 85%)
- New Employee Survey Satisfaction is at risk - 85% (Goal 90%) - we are confident we will meet this goal
- Teacher/Employee Retention is on track at 97% (Goal 85%)
- GPTW is at risk - 71% (Goal 85%)
- Performance Goals Submitted 2x2 is on track at 93% (Goal 90%)
- Hiring 24-25 SY is NA - we will have the number the next board meeting (Goal is 90%)

## D. Financials

W. Young made a motion to Approve December 2023, January 2024, February 2024 Financial Reports.

A. Sullivan seconded the motion.

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

### Roll Call

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

## V. Governance Committee Updates

### A. Governance Committee goals update

Making traction on goals, we believe we will get our goals complete by end of school year

### B. Board Member Succession Plan

- Whitney will follow up with individual board members to understand tenure, desires and get the Board Succession plan updated
- Marnae is helping with an annual review of the board policies

### C. MEC PFD Reminder- Due May 1, 2024

- Personal financial disclosure is required to the Board of Commission by May 1, 2024.
  - There is a penalty for submission after the due date

### D. MCPSC Presentation

Martha reviewed a High Level Review of Annual Report

- This data is out of date - FY 23
- Annual report is a comprehensive body of evidence to tell us how well our school is meeting
  - Statutes
  - Performance Contract Goals
  - Framework

Kairos Report:

- Academics - Partially Meets
- Financial Management - Meets
- Learning Environment - Partially Meets
  - Attendance is evaluated in the Learning Environment and may have had an impact on our rating
- Governances - Meets
- Operations - Meets

Commission will return unused sponsorship fee of \$55,000.00 based on FY23 Performance

## **VI. Executive Committee**

### **A. Updated Strategic Plan**

- We edited Academics to "Academics & Learning"
- We edited Agency to "Agency & Social Emotional Learning"
- We outlined how the board is reviewing the strategic plan in our committee meetings and mid year retreat

## **VII. 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 7:30 PM.

Respectfully Submitted,  
A. Sullivan

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