



Kairos Academies

Minutes

Program Committee Meeting

Date and Time

Monday September 18, 2023 at 5:00 PM

Location

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

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.

Committee Members Present

M. Vachow (remote)

Committee Members Absent

None

Guests Present

K. Graham (remote), K. Underwood (remote), M. Chavers (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

M. Vachow called a meeting of the Program Committee Committee of Kairos Academies to order on Monday Sep 18, 2023 at 5:02 PM.

C. Approve Minutes

II. School Updates

A. MS Progress to Goals

HS Principal Nilesh Patel shared the target high school goals for SY 23-24.

Academics- The NWEA class average for grade 9 is 213.7, and the NWEA grade average for grade 10 is 221.8. The grade 10 students have higher scores than month graders on average because they've been in the program longer.

The high school team is analyzing the target standards that are aligned with the EOC to focus skills and lessons on the most significant gaps.

Mentoring Effectiveness- 22% of goals have been set with mentors, 24% of students had check-ins in the past two weeks, and 14% of parents had been contacted. The high school leadership team is resetting mentoring expectations.

ADA- High school enrollment is 232. FWOS false students who were still enrolled affected ADA. The Operations team is cleaning up students in the system.

IEP is about 75% compliance; there was turnover with the MS NDL manager. The team is working with the new Director of Student Services to ensure substantial compliance.

EOY Review-

Strengths: Joy and Belonging, Safe environment, Staff Culture and Leadership

Weaknesses: Culture of Learning, Demonstration of Learning, Student Ownership

B. MS Progress to Goals

MS Principal Tambra Pendleton shared the target middle school goals for SY 23-24.

Academics- Middle school students are on average, in the 37th percentile for Reading and 24th in Math.

The middle school team is analyzing academic trends and will focus on supporting teachers in test preparation and strong backward planning to ensure academic alignment.

Mentoring Effectiveness- 75% of goals have been set with mentors, 34% of students had check-ins in the past two weeks, and 17% of parents had been contacted. The middle school leadership team is resetting mentoring expectations during in-service.

ADA- Middle school enrollment is 295. FWOS false students who were still enrolled affected ADA. The Operations team is cleaning up students in the system.

IEP is about 60% compliance; there was turnover with the MS NDL manager. The team is working with the new Director of Student Services to ensure substantial compliance.

EOY Review-

Strengths: Support from leaders, Willingness to receive feedback, Joy factor

Weaknesses: Lack of trust, new leadership, staff turnaround.

C. Mini-Lesson: Hiring

The Kairos hiring process consists of the following:

1. Application
2. Screening
3. Pre-Work
44. Interview
5. Selection
6. Hiring
7. Onboarding

The Network Schools Team added three positions: Director of Student Experience, Principal in Residence, and Director of Student Support Services.

The Network Schools Team tabled three positions: Director of Professional Learning, STEM Instructional Coach, and Humanities Instructional Coach.

The middle school implemented the co-teacher model to ensure a smaller student-to-teacher ratio and to ensure strong staff support and teacher coverage if necessary.

The high school team relied heavily on the referral system to ensure a strong culture at the high school.

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 5:59 PM.

Respectfully Submitted,
M. Vachow

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