



THE LEADERSHIP SCHOOL
EMPOWERING LITTLE LEARNERS TO BECOME LITTLE LEADERS

The Leadership School

Monthly Board Meeting for The Leadership School

Published on January 23, 2026 at 6:05 PM CST

Amended on January 27, 2026 at 5:03 PM CST

Date and Time

Tuesday January 27, 2026 at 6:00 PM CST

Location

The Leadership School
1785 Pennsylvania Ave
Pagedale MO 63133

The Leadership School Board Meeting (In Person)

Tuesday, April 29, 2025 · 6:00 – 8:00pm

Time zone: America/Chicago

In Person:

The Leadership School Board Meeting (In Person)

Tuesday, January 13, 2026 · 6:00 – 8:00pm

Join Zoom Meeting

<https://us06web.zoom.us/j/87108735807?pwd=LCja057hzPsqfMUWZV2UYQtblI8pbb.1>

Meeting ID: 871 0873 5807

Passcode: 1Jm98i

One tap mobile

+13126266799,,87108735807#,,,,*845696# US (Chicago)

+16469313860,,87108735807#,,,,*845696# US

Agenda

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

| | | | |
|----|---------------|--|---------|
| I. | Opening Items | | 6:00 PM |
|----|---------------|--|---------|

- | | | | |
|----|---------------------------|------------------|-----|
| A. | Call the Meeting to Order | Rebecca Langrall | 2 m |
|----|---------------------------|------------------|-----|

Mission: The Leadership School exists to grow our students' leadership capacity through earnest engagement in an academically rigorous, culturally relevant, and relationship-oriented environment.

- | | | | |
|----|-------------------|---------------------------|-----|
| B. | Record Attendance | Lakeisha Moody Seymour | 1 m |
|----|-------------------|---------------------------|-----|

Roll Call Vote

- | | | | |
|----|------------------------|------------------|-----|
| C. | Public Comment Section | Rebecca Langrall | 4 m |
|----|------------------------|------------------|-----|

- | | | | | |
|----|------------------------------------|------|------------------|-----|
| D. | Motion to Approve New Board Member | Vote | Rebecca Langrall | 1 m |
|----|------------------------------------|------|------------------|-----|

Motion to approve Shinita Jones as a new member of the TLS Board of Directors with her term starting this evening.

| | | | |
|-----|-------------------------|--|---------|
| II. | Motion to Close Meeting | | 6:08 PM |
|-----|-------------------------|--|---------|

- | | | | | |
|----|-----------------|--------------------|------------------|------|
| A. | Motion to Close | Approve Minutes | Rebecca Langrall | 30 m |
|----|-----------------|--------------------|------------------|------|

Motion needed: "I move that this meeting be closed, and that all records and votes, to the extent permitted by law, pertaining to and/or resulting from this closed meeting be closed under Section 610.021.2 "Leasing, purchase or sale of real estate by a public governmental body where knowledge of the transaction might adversely affect the legal consideration therefor."

| | | | |
|------|---|--|---------|
| III. | Approval of Dec. 10, 2025 Board Meeting Minutes | | 6:38 PM |
|------|---|--|---------|

| | Purpose | Presenter | Time |
|---|-----------------|------------------|----------------|
| A. Dec. 10, 2025 Board Meeting Minutes | Approve Minutes | Rebecca Langrall | 1 m |
| IV. Board Chair Report | | | 6:39 PM |
| A. Updates | FYI | Rebecca Langrall | 8 m |
| Status: Goal #10 - Board Engagement | | | |
| <ul style="list-style-type: none"> • Average meeting attendance YTD: 85% • Giving YTD: \$2576 | | | |
| ACTION ITEMS | | | |
| Mid-Year Board Report | | | |
| <ul style="list-style-type: none"> • End of January distribution to stakeholders • Discuss at January Board Meeting & Community Coffee in February at TLS | | | |
| Other | | | |
| <ul style="list-style-type: none"> • Fulfill commitment to Giving Tuesday, if not already done. • RSVP to 1/31/25 Retreat: Aaron, Tanisha • Sign Board Conduct Policy: TC, Tanisha • Who would like to bring snacks for January 27? | | | |
| V. Committee Reports | | | 6:47 PM |
| Committees Report on Monthly Activity | | | |
| A. Development Committee Report | FYI | Rebecca Langrall | 5 m |
| December Meeting: Fundraising | | | |
| <ul style="list-style-type: none"> • Discussed plans to sell wellness kits at Christmas in the Kitchen • School to receive a donation from Mitzi MacDonald in addition to proceeds from Wellness Kit. • Principal Maldonado will loop board in to upcoming school-based fundraisers, e.g., Double Good popcorn. • Operations Director Denise Griffin will develop SOPs for tracking various donations sources: CashApp, PayPal Giving, Give Butter, checks, cash, EFTs. | | | |

| | Purpose | Presenter | Time |
|--|---------|----------------|------|
| <ul style="list-style-type: none"> • Courtney will take a deeper look at mounting a capital campaign to fund Ourdoor Classroom/Naturescape in January. | | | |
| Community Communication | | | |
| <ul style="list-style-type: none"> • Family Newsletters will be posted on the website and a link to the most recent shared with the board. • Courtney is working on a State of the School address for Fam U on 1/27, including how to make sense of iReady data. • Will use info for the Board's mid-year report | | | |
| January Meeting: | | | |
| <ul style="list-style-type: none"> • Reviewed Donation Tracker and responsible parties recording Cash App, PayPal Giving, Checks, Give Butter donations • Over \$1500 in donations brought in through Christmas in the Kitchen. Thank you Marilyn McCarthy and Mitzi MacDonald! TLS students sang at this event! • Clarified community newsletter cadence and need to post on TLS website/send to board, as this did not happen in December. • Discussed need to revise the Events Calendar to include all events and sequence in chronological order • Courtney will present a State of TLS report at Family University in early February. | | | |
| B. Finance & Facilities Committee Report | Discuss | Gary Stevenson | 20 m |
| Monthly Financials for November | | | |
| <ul style="list-style-type: none"> • KPIs: 73 Days of Cash; 7% Gross Margin; 21% Fund Balance • Revenue: \$218K net increase • Expenses: Net decrease of \$155K | | | |
| Annual Audit | | | |
| <ul style="list-style-type: none"> • Completed, no issues • Gary will look into ways to increase efficiencies of school inputs with Denise. | | | |
| Policy | | | |
| <ul style="list-style-type: none"> • Suggested that we determine whether to increase our coverage for Employee Theft from \$250K to \$500K. | | | |
| Facilities | | | |

| | Purpose | Presenter | Time |
|---|---------|------------------|------|
| <ul style="list-style-type: none"> • Courtney and Lindsay are working hard on finalizing loan documents for the next phase of expansion. | | | |
| Monthly Financials for December | | | |
| <ul style="list-style-type: none"> • KPIs : 72 Days of Cash; 7% Gross Margin; 20% Fund Balance • On track to end the year with a \$410K Operational surplus • Monitoring enrollment | | | |
| Other Follow Up | | | |
| <ul style="list-style-type: none"> • Check how lead testing is being done with the expansion and see if we can tap the same contractors to conduct a study of the current buildings • Courtney and JB will add language to vendor contracts about timely invoicing. • Will send out the next Quarterly Controls Questionnaire in March • Clarified who will track which type of donations | | | |
| ACTION ITEMS | | | |
| <ul style="list-style-type: none"> • Discuss monthly financials for November and December • Discuss Employee Theft coverage | | | |
| C. School Performance Committee Report | Discuss | Rebecca Langrall | 20 m |
| December Meeting Reporting | | | |
| <ul style="list-style-type: none"> • Reviewed expectations for Courtney's Second Quarter Report for the Board on 1/27/26. • Deadline for assessment summary needed for Reportwell was moved to the end of January. | | | |
| Goal 1 - MAP Achievement | | | |
| <ul style="list-style-type: none"> • Discussed APR display on school website per TLS's existing APR Information Policy and whether to modify language; how best to display. • Classroom libraries are currently being assembled. Need volunteers to help with classifying and leveling in later spring. | | | |
| Goals 2 (Progress Monitoring/Growth) | | | |

- Reviewed the ELA progress monitoring data for K - 2 based on the CKLA Foundations Curriculum.
- Using the data for intentional reteaching of small groups needing more help.

Goal 5 - Attendance

- Level Up incentive bracelets are working. Kids are motivated.
- Will share impact specifically on students who have had attendance issues with the board during the quarterly report at the end of January.

Goal 6 - Student Leadership:

- Several different data sources for tracking impact of the student leadership development through wellness initiatives:
- [Assessments 1](#)
- [Assessments 2](#)
- **Keisha will generate reports based on these sources some monthly, some quarterly.**
- **Discussed the Online Safety aspect of student leadership within the context of [Resources](#) available through [Parent ProTech](#).**

Goal 7 - Family Satisfaction

- Mid-year data will be discussed with the board in January

Goal 9 - Staff Satisfaction

- Awaiting data from The Opportunity Trust who handles the survey.
- Reviewed status of performance evaluation rubric development for various functions.
- All staff will have been reviewed once by end of January/early Feb and again in April/May.

January Meeting

Goals 1 through 4 - Reviewed the Charter Goal Scoreboard for Year Four to date.

Need to provide the growth to proficiency metrics, not just reduction in numbers of those reading or doing math 2+ years below grade level for Growth goals 2 and 4 to give a more accurate view of actual progress made.

Goal 5 - Attendance: Will resume adding discipline referrals and tardies to attendance data

Goal 6 - Student Leadership through Wellness

| | Purpose | Presenter | Time |
|--|---------|------------------|------|
| <ul style="list-style-type: none"> • Will report to the SP Comm in February about which slice of the plan unveiled in December will be rolled out first and present the first pieces of data. <p>Goal 7 - Family Satisfaction - need a clearer picture of family units represented in attendance numbers recorded at TLS schoolwide events.</p> <p>Goal 9 - Staff Satisfaction - Data forthcoming from TOT's survey. ETA: End of January. Need a clearer tracking of staff involvement in school committees/events.</p> <p>Goal 12 - Reporting - Discussed reports due this month.</p> <p>Classroom Libraries</p> <ul style="list-style-type: none"> • Will roll these out next fall. Currently working on organizing books by genre/level. • Shinita's sorority could help with this in later spring. • Need to organize a bar code/scanning process for tracking loans and returns. <p>Vocabulary</p> <ul style="list-style-type: none"> • Currently emphasizing academic terms like claim, evidence, warrant. <p>ACTION ITEM</p> <ul style="list-style-type: none"> • Discussion/Vote on APR Information Policy | | | |
| D. Governance Committee Report | Discuss | Rebecca Langrall | 25 m |
| December Meeting | | | |
| Comprehensive School Safety Plan | | | |
| <ul style="list-style-type: none"> • Reviewed expectations, status • Moved board presentation to January <p>Annual Existing Policy Review</p> <ul style="list-style-type: none"> • Discussed timeline for reviewing existing policies, approving and including new model policies into our document. • Discussed which existing policies will be reviewed in January. <p>Board Retreat</p> <ul style="list-style-type: none"> • Date to be set to meet with Veronica to plan Retreat 1 and coordinate with Kent re: Retreat 2. | | | |

| | Purpose | Presenter | Time |
|---|--|-----------|------|
| | <ul style="list-style-type: none"> • 2 board members still need to RSVP for Jan 24; 4 board members still need to RSVP for Jan 31 • Part of the first retreat will deal with themes from the Board;s Midyear Self Evaluation. | | |
| ED Evaluation | <ul style="list-style-type: none"> • Discussed status of the ED evaluation; data will be shared with the Board in December. • Presentation of the data to Courtney in closed session on 1/6/26. | | |
| Emergency ED Succession Planning | <ul style="list-style-type: none"> • Tanisha and Aaron have met twice about this. • Now need to set up a meeting with Courtney. | | |
| Exit Interviews | <ul style="list-style-type: none"> • Stephanie will connect with Courtney about the status of exit interviews for departing staff. | | |
| Charter Renewal | <ul style="list-style-type: none"> • Work has started on the charter renewal narrative. | | |
| January Meeting | | | |
| Meeting time will be 4:00 PM to align with School Performance and Dev Comm meetings | <ul style="list-style-type: none"> • Reviewed the Annual Trainings and Drills tracker; will follow up monthly to ensure all are addressed by EOY. • Courtney will check with Lindsay (facilities consultant) about water testing in the expansion and see if we can use the same people to test water in the existing outlets. • Discussed annual expectations in Reportwell reporting and the need to establish a set of expectations among Courtney's direct reports about who generates which reports. • Courtney will set up an orientation for JB and herself to Reportwell with Laurel Bowers to solidify understandings. • Report due to the Gov Comm next month on status of MOY evaluations of all staff • Reviewed agendas for Retreat Parts 1 & 2 • Reviewed Midyear Board Report through Goal 8. • Reviewed upcoming policies to share at upcoming board meetings for our PD | | |

| | Purpose | Presenter | Time |
|---|---------|---------------------------------------|----------------|
| <ul style="list-style-type: none"> Clarified that the Gov Comm would be checking in with Courtney in February on the status of next steps surfaced in the MOY ED evaluation. | | | |
| ACTION ITEMS: | | | |
| <ul style="list-style-type: none"> January Policy Review: Physical Restraint Procedures Policy, Parental Involvement Policy (Title IA), FMLA/FERPA Rights Policy Discussion of new policies: Special Education Records (275), Records Retention Model Policy (276), Bus Driver Background Check Model Policy (290), Crown Act Model Policy (291) | | | |
| VI. Executive Directors Monthly Report | | | 7:57 PM |
| A. Slide Deck | Discuss | Courtney Moulder and Lakeisha Seymour | 35 m |
| Quarterly Report | | | |
| VII. Consent Agenda | | | 8:32 PM |
| A. Pending Previous Discussion: | Vote | Rebecca Langrall | 1 m |
| <ul style="list-style-type: none"> Dec. 8 - Development Committee Meeting Notes Dec. 9 - Governance Committee Meeting Notes Dec. 17 - School Performance Committee Meeting Notes Dec. 18 - Finance & Facilities Meeting Notes Approve the November 2025 Financials Jan. 5 - Development Committee Report Jan. 14 - School Performance Committee Meeting Notes <i>Jan. 20 - Governance Committee Meeting Notes</i> <i>Jan 22 - Finance and Facilities Committee Meeting Notes</i> <i>Approve the December 2025 Financials</i> <u>Approve a Proposal to Extend Board Membership to 3-year Terms</u> <u>Approve a Proposal to Fold the Responsibilities of the Development Committee into the Finance, Governance, and School Performance Committees</u> <u>Approve the Board/ED Compact</u> <i>Approve the <u>Board Norms</u>, <u>Look Fors</u>, and <u>Self-Check Tool</u></i> <u>Approve the Board Midyear Report</u> | | | |

VIII. Closing Items

8:33 PM

- | | | | | |
|-----------|---------------------------------|---------|--|-----|
| A. | Board Member Meeting Reflection | Discuss | | 5 m |
|-----------|---------------------------------|---------|--|-----|

Respond by sharing your response to one or more of the following: (**include evidence, practical examples*)

The TLS Board furthered our school mission tonight by ...

- * spent ____ of our time in the here & now, and ____ planning for the future by...
- * was engaged and stayed on track by ...
- * participated in the meeting by ...
- * demonstrated examples of strength during our meeting by ...
- * demonstrated opportunities for growth during our meeting by ...
- * we upheld our fiduciary (compliance, legal) responsibilities by...
- * we honored the need to be strategic (long range planning) by...
- * we were generative (brainstorming, sharing new knowledge) when....

- | | | | | |
|-----------|------------|-----|------------------|-----|
| B. | Next Steps | FYI | Rebecca Langrall | 3 m |
|-----------|------------|-----|------------------|-----|

1. If not already done, please consider making a [monthly donation to TLS via GiveButter](#).

2. To promote enrollment and fundraising, if you haven't yet, please post this [TLS promotional flyer](#) on your social media and share within your personal networks.

3. TLS Board Professional Development:

- [Professional Development Opportunities for Board Committees](#)
- [Professional Development Tracker for TLS ED & Board Members](#)

Upcoming Board Meetings:

Tuesday, Jan. 13, 2026 @ 6 PM

Tuesday, Jan. 27, 2026 @ 6 PM

- | | | | | |
|-----------|-----------------|------|------------------|-----|
| C. | Adjourn Meeting | Vote | Rebecca Langrall | 2 m |
|-----------|-----------------|------|------------------|-----|