



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=LCja057hzPsqfMUWZV2UYQtbII8pbb.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
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. 		5 m

	Purpose	Presenter	Time
• Courtney will take a deeper look at mounting a capital campaign to fund Ourdoor Classroom/Naturescape in January.			
Community Communication			
• 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:

- 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
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Monthly Financials for November

- KPIs: 73 Days of Cash; 7% Gross Margin; 21% Fund Balance
- Revenue: \$218K net increase
- Expenses: Net decrease of \$155K

Annual Audit

- Completed, no issues
- Gary will look into ways to increase efficiencies of school inputs with Denise.

Policy

- 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

- 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

- Discuss monthly financials for November and December
- Discuss Employee Theft coverage

C. School Performance Committee Report	Discuss	Rebecca Langrall	20 m
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December Meeting

Reporting

- 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

- 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)

Purpose	Presenter	Time
<ul style="list-style-type: none"> 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
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- 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.

Goal 7 - Family Satisfaction - need a clearer picture of family units represented in attendance numbers recorded at TLS schoolwide events.

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.

Goal 12 - Reporting - Discussed reports due this month.

Classroom Libraries

- 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.

Vocabulary

- Currently emphasizing academic terms like claim, evidence, warrant.

ACTION ITEM

- Discussion/Vote on APR Information Policy

D. Governance Committee Report	Discuss	Rebecca Langrall	25 m
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December Meeting

Comprehensive School Safety Plan

- Reviewed expectations, status
- Moved board presentation to January

Annual Existing Policy Review

- Discussed timeline for reviewing existing policies, approving and including new model policies into our document.
- Discussed which existing policies will be reviewed in January.

Board Retreat

- 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
• 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:

- 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 • Jan. 20 - Governance Committee Meeting Notes • Jan 22 - Finance and Facilities Committee Meeting Notes • Approve the December 2025 Financials • Approve a Proposal to Extend Board Membership to 3-year Terms • Approve a Proposal to Fold the Responsibilities of the Development Committee into the Finance, Governance, and School Performance Committees • Approve the Board/ED Compact • Approve the Board Norms, Look Fors, and Self-Check Tool • Approve the Board Midyear Report 			

	Purpose	Presenter	Time
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VIII. Closing Items 8:33 PM

A. Board Member Meeting Reflection	Discuss	5 m
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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
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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
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