



**The Leadership School**

STUDENT LEADERSHIP AT THE CENTER OF LEARNING

## The Leadership School

### Monthly Board Meeting for The Leadership School

Published on May 27, 2025 at 2:02 PM CDT

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#### Date and Time

Tuesday May 27, 2025 at 6:00 PM CDT

#### Location

The Leadership School  
1785 Pennsylvania Ave  
Pagedale MO 63133

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#### In Person:

The Leadership School Board Meeting (In Person)

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

Time zone: America/Chicago

#### Join Zoom Meeting

<https://us06web.zoom.us/j/86311120593?pwd=1ruPDrKcffin7yPP6pKVDwQL0UcGab.1>

Meeting ID: 863 1112 0593

Passcode: 9kvS5R

## Agenda

	Purpose	Presenter	Time
<b>I. Opening Items</b>			<b>6:00 PM</b>
<b>A.</b> Call the Meeting to Order		Rebecca Langrall	1 m
<b>Mission:</b> The Leadership School exists to grow our students' leadership capacity through earnest engagement in an academically rigorous, culturally relevant, and relationship-oriented environment.			
<b>B.</b> Record Attendance		Stephanie Madlinger	1 m
Roll Call Vote			
<b>C.</b> Public Comment Section		Rebecca Langrall	4 m
<b>II. Review Minutes</b>			<b>6:06 PM</b>
<b>A.</b> April 29, 2025 Meeting Minutes	Discuss	Rebecca Langrall	3 m
<b>B.</b> Vote to Approve Minutes	Vote	Rebecca Langrall	1 m
<b>III. Board Chair Report</b>			<b>6:10 PM</b>
Goal 10 Board Engagement Report			
On May 15, TLS hosted <a href="#">The Sneaker Ball</a> in the parking lot from 5:30 - 7:00 PM.			
<a href="#">May 17, TLS participated in a Skate Party</a>			
On June 21, TLS will host Trivia Night at the Pagedale Community Center from 6 - 10 PM:			
<ul style="list-style-type: none"> <li>• <a href="#">Link to set up a team, join a team, and purchase tickets</a></li> <li>• <a href="#">Directions</a></li> <li>• <a href="#">Donate a basket</a> for the Silent Auction</li> <li>• <a href="#">Volunteer</a></li> </ul>			
June 24 - 25, St. Louis University's School of Education is hosting a free two-day conference titled "Equity in Action" with over 25 sessions. <a href="#">Register here.</a>			

	Purpose	Presenter	Time
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**Please mark your calendars:** Board Retreat will be **July 10, from 8 - 3 PM**, facilitated by Kent Williamson from Strategic Partners in K.C.

Complete your Self-Evaluations.

<b>A.</b>	Status of Charter Goal #10 - Board Engagement	Discuss	Rebecca Langrall	7 m
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#### **IV. Committee Reports 6:17 PM**

Committees Report on Monthly Activity

<b>A.</b>	Finance Committee Report	Discuss	Gary Stevenson	10 m
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- Presentation of the Financials for April 2025
- 5/21/2025 Finance & Facilities Committee Meeting Report

<b>B.</b>	Development Committee Report	Discuss	Aaron Williams	5 m
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- Presentation of 5/2/25 Committee Meeting Report

<b>C.</b>	Governance Committee	Discuss	Rebecca Langrall	10 m
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Presentation of the 5/12/2025 Governance Committee Meeting Report.

Discussion of proposed Employee Professionalism Policy

<b>D.</b>	School Performance Committee Report	Discuss	Carrie Page	10 m
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- 5/19/2025 School Performance Committee Meeting Report.
- PD on Tier 2 and Tier 3 Supports Examples from Lafayette Academy....

#### **V. Executive Directors Monthly Report 6:52 PM**

<b>A.</b>	Charter Goals Status	Discuss	Courtney Moulder, Keisha Moody- Seymour	20 m
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	Purpose	Presenter	Time
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- [EOY Performance Data](#)
- Attendance, Tardies, Discipline Data and Reporting of Data
- Executive Director Professional Development (March/April)

<b>VI. Closed Session</b>			<b>7:12 PM</b>
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- |                          |      |                     |     |
|--------------------------|------|---------------------|-----|
| <b>A. Roll Call Vote</b> | Vote | Stephanie Madlinger | 1 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, subsection 3, RSMo, for the purpose of."Hiring, firing, disciplining or promoting of particular employees by a public governmental body when personal information about the employee is discussed or recorded" and under subsection 6, RSMo, for the purpose of "Scholastic probation, expulsion, or graduation of identifiable individuals."

<b>VII. Consent Agenda</b>			<b>7:13 PM</b>
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- |   |      |                  |     |
|---|------|------------------|-----|
| <b>A. Pending Previous Discussion:</b>          | Vote | Rebecca Langrall | 1 m |
| 1. TLS April 2025 Financials                    |      |                  |     |
| 2. May 2025 TLS Board Committee Meeting Reports |      |                  |     |

<b>VIII. Closing Items</b>			<b>7:14 PM</b>
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- |                           |         |  |     |
|---------------------------|---------|--|-----|
| <b>A. Self Assessment</b> | Discuss |  | 5 m |
|---------------------------|---------|--|-----|

Pick one and report out:

1. What did we do tonight to further our mission?
2. How much of our time was spent reporting on the past vs planning for the future?
3. Did we stick to the agenda?
4. What there equal participation by board members?
5. Was this meeting effective? Why or why not?

	Purpose	Presenter	Time
6. What could be done to improve the board meeting?			
<b>B. Next Steps</b>	FYI	Rebecca Langrall	3 m
<p>1. If not already done, please consider making a <a href="#">monthly donation to TLS via GiveButter</a>. Any amount is welcome and will help us reach our Board giving goal of \$10K. Also please promote and contribute to <a href="#">Trivia Night</a>.</p> <p>3. To promote enrollment and fundraising, if you haven't yet, please post this <a href="#">TLS promotional flyer</a> on your social media and share within your personal networks.</p> <p><b>4. Please continue your personal board professional Development:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Committee-Based Opportunities for Professional Development Resource</a></li> <li>• <a href="#">TLS Board Member and Executive Director Professional Development Tracker</a></li> </ul>			
Next <b>Board Meeting: June 24, 2025</b>			
<b>C. Adjourn Meeting</b>	Vote	Rebecca Langrall	2 m

# Coversheet

## April 29, 2025 Meeting Minutes

<b>Section:</b>	II. Review Minutes
<b>Item:</b>	A. April 29, 2025 Meeting Minutes
<b>Purpose:</b>	Discuss
<b>Submitted by:</b>	
<b>Related Material:</b>	2025_04_29_board_meeting_minutes.pdf

DRAFT



**The Leadership School**

STUDENT LEADERSHIP AT THE CENTER OF LEARNING

## The Leadership School

### Minutes

#### Monthly Board Meeting for The Leadership School

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##### **Date and Time**

Tuesday April 29, 2025 at 6:00 PM

##### **Location**

The Leadership School  
1785 Pennsylvania Ave  
Pagedale MO 63133

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##### **In Person:**

The Leadership School Board Meeting (In Person)  
Tuesday, April 29, 2025 · 6:00 – 8:00pm  
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Meeting ID: 863 1112 0593

Passcode: 9kvS5R

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##### **Directors Present**

A. Williams, C. Page, R. Langrall, S. Madlinger, S. Taylor, T. Montgomery

**Directors Absent**

G. Stevenson, T. Curry

**Guests Present**

C. Moulder, L. Moody Seymour

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**I. Opening Items**

**A. Call the Meeting to Order**

R. Langrall called a meeting of the board of directors of The Leadership School to order on Tuesday Apr 29, 2025 at 6:00 PM.

**B. Record Attendance**

**C. Public Comment Section**

No comments

**II. Review Minutes**

**A. March 25, 2025 Meeting Minutes**

**B. Vote to Approve Minutes**

C. Page made a motion to approve the minutes from.

R. Langrall seconded the motion.

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

C. Page made a motion to approve the minutes from Monthly Board Meeting for The Leadership School on 03-25-25.

R. Langrall seconded the motion.

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

**III. Board Chair Report**

**A. Status of Charter Goal #10 - Board Engagement**

Becky reported about Reflection meetings with ED's in March.

Asking for feedback on the Strategic Plan template before the May 7 Board Retreat

Final reminder about completing the MO Ethics Commission.

Keisha reported about an upcoming event, TLS Sneaker Ball, which is a fun dance for students. It is scheduled for Thursday, May 15th from 5:30-7pm. Great opportunity for the Board to attend to show its support for the school and meeting community members.



Becky shared about Trivia Night on June 21st for a fundraiser and that information for how to set up a team for donations was sent to the board in an email.

#### Goal 10: Board Engagement

- Attendance = average 82%
- Financial contributions = \$5,580 out of \$10K goal

### IV. Committee Reports

#### A. Finance Committee Report

- Courtney shared that we have 66 days of cash (Goal is <45); the projected fund balance is 18% (Goal is 12%)
- Two bills were late and have been paid and corrected.
- Revenue was down a small portion due to changes in Title funding
- Expenses were above projected since TLS is making up for staffing reductions;
- The budget forecast for food was corrected to its current status.

Courtney will have next year's projected budget soon. The technology devices for K-4 will likely be included in the 2025-26 school year budget.

#### B. Development Committee Report

- Aaron shared about a fundraiser that the fire department will be having on May 17th. Carmen will be there to help increase enrollment for TLS.
- The Double Good popcorn fundraiser will run May 9-13, 2025 through independent links for each staff member, student or board member.
- The Trivia Night on June 21st is being led by Ms. Michelle Gregory, a TLS parent. Donations will be made through GiveButter.
- Summer event on July 19 was announced: A car wash including a raffle and games. Look for more information in the coming weeks.
- Courtney will be creating a short presentation about the growth in academic performance at TLS for some of these fundraising events.
- Courtney described a new reciprocal agreement with a local daycare facilities where is mutually promoted at three levels: bronze, silver, and gold, representing increasing levels of support for each participating organization (e.g. access to facilities, website promotion, attendance at each other's events to promote the organization). Great way to recruit prospective families with young children into Kindergarten.

#### C. Governance Committee

Becky shared that the committee is working on two main initiatives the ED/Board Evaluations and the May 7 Board Retreat.

#### ED and Board Annual Evaluations

- Stephanie is working on a survey for staff, student/parents, and board to complete related the EDs' performance.
- The survey link will go out before May 13.
- Feedback will be compiled at the end of May and conversations with EDs to be held in June.
- Board self-evaluations will go out around the same time and follow a similar timeline.

#### May 7 Retreat

- The Governance committee along with the EDs have been working on the agenda which will cover types of leadership needed for organizations at different levels of development, ways to support TLS Leaders at this point in its development, board norms/agreements and review of/work on a potential strategic plan template to guide the work for the next two years.
- Keisha will order food for the board. A link will be sent this week to place orders.

### D. School Performance Committee Report

- Carrie shared that Kirkwood Middle School collected and donated 5,500+/- books for TLS students. Keisha shared that TLS students were allowed to select 10 each for their personal libraries. The rest will go toward furnishing classroom libraries.
- MAP testing and practicing is going on now. Mr. Johnson has been working on addressing patterns in school discipline reports and providing small group support coached by Keisha for those students who need restorative work.
- CPI Training through EdPlus will be offered to teachers this summer. Need to join EducationPlus soon to take advantage of summer development opportunities, school equipment discounts and other benefits.
- Tier 2/3 feedback from schools is coming in slowly. The TLS Intervention Team will begin planning July 7th, so ideally, resources and processes from local schools/districts should be gathered in May and June to inform that work.
- Recommended revisions of the School Culture Charter Goals will be shared in June to align with the perception survey in use and the change in direction away from Leader in Me toward Restorative Justice and additional SEL programming.
- The Technology Work Team will be meeting soon to develop a vision of how to best deploy technology integration into instruction and assessment. Courtney helped to gather an existing and needed equipment inventory.

## V. Executive Directors Monthly Report

### A. Charter Goals Status

Courtney shared performance data for K, 1 and 2. The 3-4th graders are still taking assessments so the following are K - 2 data.

**Update on Charter Goal 2 (Growth in reading based on iReady data):**

K-2 benchmark data show progress in reading performance from Fall 2024 to Spring 2025:

- Kdg was at 11% on grade level in fall and is now at 53%
- 1st grade was at 8% on grade level in fall and is now at 56%
- 2nd grade was at 17% on grade level in fall and is now 46%
- Students scoring below grade level in 1st grade reading: Fall 23% dropped to 4% in the spring (target = 50% reduction: met)
- Students scoring below grade level in 2nd grade reading: Fall 40% dropped to 26% in the spring (target = 50% reduction: almost met)

**Update on Charter Goal 4 (Growth in math based on the iReady):**

- Kindergarten math data were not shared
- 1st grade was at 2% on grade level in the fall and is now at 14%
- 2nd grade was at 0% on grade level in the fall and is now at 11%
- Students scoring below grade level in 1st grade: Fall 26% dropped to 12% in the spring (target 50% reduction: met)
- Students scoring below grade level in 2nd grade: Fall 50% dropped to 18% in the spring (target 50% reduction: met)

**Updates on Charter Goal 3 (Achievement in reading and math based on the NWEA):**

**Reading**

Grade 1: in Spring 2024 performed at the 29th percentile (compared to all Grade 1 students nationally who take the NWEA) and moved to 38th in Spring 2025 (Current Goal 60%: not met)

Grade 2: 15th to 38th (Current Goal 60%: not met)

Grade 3: 5th to 13th (Current Goal 60%: not met)

Grade 4: 24th to 35th (Current Goal 60%: not met)

**Math**

Grade 1: 43rd percentile to 29th (Current Goal 60%; not met)

Grade 2: 22nd to 26th (Current Goal 60%: not met)

Grade 3: 9th to 11% (Current Goal 60%: not met)

Grade 4: 6th to 14th (Current Goal 60%: not met)

Courtney also shared internal goals and projections for growth in ELA & Math for this school year. Discussion centered on teachers being more experienced with reading than math instruction. In addition to interventions for students, more coaching support in math for teachers is needed.

Staffing updates:

- 100% of staff that were offered a contract are returning.

Proposed organization chart:

- The conversation was tabled due to board questions.
- An Organization Chart Work Team will convene to discuss job descriptions prior to the May 27th Board Meeting.
- Shala and Courtney will lead the Org Chart Work Team, joined by Tanisha and Stephanie

Charter Goal 5 - Attendance

- Keisha shared that the attendance goal is near 90%, which is the target.

Charter Goal 6 - Student Leadership

- Keisha will propose revised language in June.

Charter Goal 7 - Positive School Culture (85% will respond positively that their voice matters)

- Keisha provided Sense of Belonging data for Grades 1, 3 and 4 for Spring 2025:
- Responses to 'Teachers care about me a lot': 74% of Grade 1, 84% of Grade 3, and 71% for Grade 4
- Responses to 'Students care about me a lot': 84% of Grade 1, 50% of Grade 3, and 29% for Grade 4

Charter Goal 8 - Student Retention (Goal 85%)

- Thanks in large part to the great work of Ms Carmen Ward, Director of Family and Community Outreach, at least 81% of current students are re-enrolling.
- By the end of May, this number will likely rise
- Current student enrollment for April 2025 is 216, down from a high of 227 in November 2024.
- Discipline and Tardies information was not provided for this month.

Goal 9 - Staff Satisfaction and Retention

- 0 staff vacancies
- 100% of staff members who were invited to return next year have accepted the invitation.

Charter Goal 12 - Data & Reporting (Goal: 90% accurate and on time)

- For April, 75% submitted: Report Well expected the Approved March Board Meeting minutes to be submitted by April 23rd; however, the April Board meeting at which the minutes would have been approved was set for April 29. This was brought to Report Well's attention several weeks ago.
- 50% Timeliness: See above and below.
- Completion is pending: Are awaiting word whether the Health Inspection from the food vendor will be accepted as sufficient for the Health Safety Inspection report.

## VI. Consent Agenda

### A. Pending Previous Discussion:

C. Page made a motion to Approve Consent Agenda.

T. Montgomery seconded the motion.

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

## VII. Closed Session

### A. Becky moved to closed session

C. Page made a motion to Go into closed session.

A. Williams seconded the motion.

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

#### Roll Call

C. Page	Aye
S. Taylor	Aye
S. Madlinger	Aye
R. Langrall	Aye
T. Montgomery	Aye
T. Curry	Absent
G. Stevenson	Absent
A. Williams	Aye

## VIII. Closing Items

### A. Self Assessment

### B. Next Steps

### C. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:23 PM.

Respectfully Submitted,

S. Madlinger

# Coversheet

## Status of Charter Goal #10 - Board Engagement

<b>Section:</b>	III. Board Chair Report
<b>Item:</b>	A. Status of Charter Goal #10 - Board Engagement
<b>Purpose:</b>	Discuss
<b>Submitted by:</b>	
<b>Related Material:</b>	Board Chair Report - 5.27.25-1.pdf SLU Conference June 24 - 25.png



**THE LEADERSHIP SCHOOL**  
EMPOWERING LITTLE LEARNERS TO BECOME LITTLE LEADERS

# **TLS Board Chair Report**

**The Leadership School Board of Directors Meeting  
5/27/25**



# Charter Goal 10: Board Engagement - Each year, **100%** of board members will attend, at a minimum, **80%** of the scheduled board meetings

	7/30	8/27	9/7	9/24	10/29	12/3	12/17
<b>Meeting Attendance</b>	n = 5/5 <b>100%</b>	n = 4/6 67%	n = 4/6 67%	n = 6/6 <b>100%</b>	n = 6/8 75%	n = 6/8 75%	n = 5/8 63%

	1/7	1/28	2/6	2/25	3/25	4/29	Average
<b>Meeting Attendance</b>	n = 6/8 75%	n = 7/8 88%	n = 7/8 88%	n = 8/8 <b>100%</b>	n = 6/7 <b>86%</b>	n = 6 <b>75%</b>	<b>81%</b>

## **Charter Goal 10: Board Engagement - For each fiscal year, 100% of board members will contribute financially to fundraising goals.**

	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb.	Mar	Apr	May
Contributors/ Total Board	0/5	3/6	2/6	2/6	6/8	3/8	3/8	2/7	3/7	2/8	5/8

**Board Contributions (direct and indirect) Year To Date: \$6211 (Goal: \$10,000)**

**Next Fundraiser Trivia Night: Saturday, 6/21, 6 - 10 PM @ the Pagedale Community Center**

**Please mark your calendars and encourage friends to buy tickets and business owners to donate gift baskets/certificates for the silent auction!**



2025 SLI: Summer Learning Institute

**Equity in Action**

June 24 - 26, 2025

SAINT LOUIS UNIVERSITY.

# Exciting News!

Saint Louis University  
School of Education  
Introduces

**Dr. Tiffany Anderson**  
Special Guest Keynote  
At The 2025 SLI Event



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<https://sites.google.com/slu.edu/2025summerlearninginstitute/registration>

Contact Dr. Karen Hall at [karen.hall@slu.edu](mailto:karen.hall@slu.edu)

# Coversheet

## Finance Committee Report

<b>Section:</b>	IV. Committee Reports
<b>Item:</b>	A. Finance Committee Report
<b>Purpose:</b>	Discuss
<b>Submitted by:</b>	
<b>Related Material:</b>	5_21_25 Finance and Facilities Meeting Notes .pdf





## Finance and Facilities Committee Meeting Notes - 5.21.25

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

### All TLS School Goals

#### **Goal 10 - Board Engagement:**

- Each year, 100% of board members will attend, at a minimum, **80%** of the scheduled board meetings.
- For each fiscal year, **100% of board members will contribute financially** to fundraising goals.

#### **Goal 11 - Financial Sustainability:**

- By year three, The Leadership School will maintain at least **30** days of cash on hand at all times.
- For each fiscal year, the **annual audit will have no material findings** and unqualified opinion.

#### **Goal 12 - Data Reporting:**

- Annually, at least **90%** of state data, reporting and compliance submissions to the sponsor and to DESE will be accurate and on time.

### **2024 - 2025 Finance & Facilities Committee Goals**

- **School fund balance over 12% at year end**

Action:

- **Monitor** school financial progress and trends monthly

- **Financial policies are followed 100% of the time**

Action:

- Inquire about financial controls via a quarterly questionnaire
- Incorporate TLS financial policies as outlined in the [TLS Board Bylaws](#)

- **90% or higher comprehension of Finance/Facilities [TLS Bylaws](#) by all board members based on self evaluation at mid/end of year assessments**

Action:

- Short presentation on key points at each board meeting

- **Completion of a long term financial plan by June 30th, 2025**

Action:

- Participate in long-term financial strategy planning in collaboration with School Executive Directors and TLS Board Development Committee via monthly meetings

**Meeting Date:** 5.21.2025 @ 3:00 - 4:30 PM

**Join Zoom Meeting**

<https://us06web.zoom.us/j/83650102774?pwd=ETac4PU9azZ8mdtgnXSTNt4Xz4Jya.1>

**Attendees:** Gary, Whitney, Stephanie, Courtney, Anne

Meeting ID: 836 5010 2774

Passcode: H6Qkw8

Need to set up new recurring meeting link

**TLS 2024 - 2025 KPIs**

	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	March	April
<b>Days of Cash (&lt; 45)</b>	59	70	71	52	51	45*	58	55	66	59
<b>Gross Margin (&gt; 5%)</b>	12%	14%	14%	10%	10%	9%	11.3%	11	13	13%
<b>Fund Balance @ Year's End (&gt; 12%)</b>	16%	19%	19%	14%	14%	12%	15.85%	15%	18	16%

<p><b>Charter Goal 11 - No material findings</b> in annual audit report</p> <ul style="list-style-type: none"> <li>- By Year Three, TLS will maintain at least <b>30 days</b> of cash on hand</li> <li>- <b>Monitor</b> school financial progress and trends <b>monthly</b></li> </ul> <p><b>F &amp; F Comm Goal: Financial Policies Followed &amp; Fund Balance over 12%</b></p> <p><b>1. Monthly Financials</b> - Anne Nichols (EdOps)</p>	<p><b>Updates:</b></p> <ul style="list-style-type: none"> <li>• <b>Presentation by Anne:</b> <ul style="list-style-type: none"> <li>■ <a href="#">Supplemental Report for April</a> <ul style="list-style-type: none"> <li>59 days of cash - Internal suggested 60 days of cash on hand</li> <li>16% fund balance - recommend 15%                             <ul style="list-style-type: none"> <li>• Due to a retirement</li> <li>• PEERS - non-certified 6.8% contribution and pays into SS</li> <li>• PSRS - certified 14.9% contribution and does not pay into SS</li> <li>• FY 22-23 employee audit was done, three years of mistakes of categorizing employees                                     <ul style="list-style-type: none"> <li>○ TLS owes \$88,900 for PSRS - due now</li> <li>○ PEERS credit of \$25K will gradually return over this and next year</li> <li>○ Delanta (sp) Butler from PSRS, Denise Courtney &amp; Anne conversation about how to pay \$88K</li> <li>○ Predicting over \$600K end of June   <ul style="list-style-type: none"> <li>■ Grown by over \$500K from last June</li> </ul> </li> </ul> </li> <li>• Enrollment is growing</li> <li>• 196 ADA</li> <li>• May see savings in maintenance</li> <li>• Operationally make sure all invoices are paid - use AnyXX</li> <li>• Watch end of year spending</li> <li>• Question about \$25K consultant for construction - real estate consultant</li> <li>• Financials are reported to DESE through ASBR at end of year</li> </ul> </li> <li>■ <a href="#">Check Registry for April</a> <ul style="list-style-type: none"> <li>• No Qs</li> </ul> </li> </ul> </li> </ul> </li></ul>
<ul style="list-style-type: none"> <li>• <b>Completion of a long term financial plan by June 30th, 2025</b></li> </ul> <p>Participate in long-term financial strategy planning in collaboration with School</p>	<ul style="list-style-type: none"> <li>• <b>Budget 2025 - 2026 - Status</b> <ul style="list-style-type: none"> <li>○ Final numbers the first week of June</li> <li>○ Next board meeting is June 24th</li> <li>○ Positive income of \$31K</li> <li>○ 59 days to 47 days</li> <li>○ Look at salaries and benefits - see if reductions can be made</li> <li>○ Partner vendors - see if reductions can be made</li> </ul> </li> </ul>

Executive Directors and TLS Board Development Committee via monthly meetings.

- May be eligible for Title Funds - Anne is checking on that, should be in place and AN is planning
- Does TLS need to apply for CEP - **someone needs to get with DESE and determine what forms need to be completed for food application**
- Food - lunch and breakfast this years numbers are being used, claiming 90% students — must be accurate in order for revenue to be accurate
- **State revenue / student enrollment**
  - based on 280 students at 85% is 238 ADA, and 6 for summer school so 290 WADA
  - this year was based on 185 enrollment
  - Per student rate increased 10,300 (WADA last year) vs 10,800 (actual for this year)
  - Summer school - applied for ESR and received, but now going through State and is based on ADA
    - 90 students, 21 days = 6.2 ADA (conservatively)
    - Never done summer school through DESE, so be aware and make sure items are submitted, process is similar to school year
    - Reflected in budget as “Classroom Trust Fund”
    - State revenue is up with summer school, 5th grade and overall enrollment
  - **Anne’s suggested Goals for FnF Committee**
    - About \$308K in expenses that are CSP related - need to look at this year vs next year in Detail Tab – some will be paid through rent vs construction or building
    - 2 million / CSP — how will TLS operate without, currently supports \$500K in salaries
    - Need to look at future
    - Look for donations — TOT currently, done with all start up grants, will apply for others for expansion of middle school – charter school growth fund and new school venture fund
    - Salaries are \$2.5mil for next year, includes taxes, insurance, retirement, etc
- **Make visuals to represent projected revenue and expenses over the next year. - Courtney working on this**
  - In Year Four most of the school’s revenue will be federal and state. Should take enrollment counts and ask Anne how the per WADA will be impacted. Map out what that looks like 5 - 10% annually.



	<ul style="list-style-type: none"><li>Facilities Expansion - Status Tabled</li></ul>																				
<p>Charter Goal 11 - No material findings in annual Audit</p> <p>F &amp; F Comm goal: Financial Policies Followed</p> <p>2. Audit Report Followup</p>	<p>Status Updates:</p> <ul style="list-style-type: none"><li>Benefits and 218 Agreement:<ul style="list-style-type: none"><li>Whitney's summary - Whitney to send for June/July meeting. Tabled<ul style="list-style-type: none"><li>Maybe bring in a expert to explain to the board and answer questions</li></ul></li><li>Courtney will review and advise Becky on upside and downside to share with the Board.</li></ul></li><li>Summer Cleaning Invoice and SOP for invoices<ul style="list-style-type: none"><li>SOP needed</li><li>Discuss with Tom and Board</li></ul></li><li>Audit docs folder is set up for 2025.</li><li>Windstream payment - Discuss with Board</li><li>Food vendor and other contracts.<ul style="list-style-type: none"><li>Board may want to take trip to visit new food vendor Propel (around the corner from TLS).</li></ul></li><li>TLS Uniform Quote - not moving forward on this</li><li>Apple iPad &amp; Business Cell Phones Quote - Cellphones may be off table, ipads is convo for Courtney</li><li>Paypal Account Update - This is set up - Gary to follow up with Tanisha<ul style="list-style-type: none"><li>SOP: Receiving In-Kind Donations and Fundraising Funds - No SOP has been created. Tabled for now (July) Development committee could work on this? Tag to Aaron.</li></ul></li></ul>																				
<p>Goal 12 - Data Reporting: Annually, at least 90% of state data, reporting and compliance submissions to the sponsor and to DESE will be accurate and on time.</p> <p>3. Status Updates</p>	<p>Status of Uploads to Report Well:</p> <p>1. Finance:</p> <table><tr><td></td><td>January</td><td>February</td><td>March</td><td>April</td></tr><tr><td>Submitted</td><td>100%</td><td>66.7%</td><td>100%</td><td>100%</td></tr><tr><td>Timeliness</td><td>100%</td><td>66.7%</td><td>100%</td><td>100%</td></tr><tr><td>Completion</td><td>100%</td><td>66.7%</td><td>100%</td><td>100%</td></tr></table>		January	February	March	April	Submitted	100%	66.7%	100%	100%	Timeliness	100%	66.7%	100%	100%	Completion	100%	66.7%	100%	100%
	January	February	March	April																	
Submitted	100%	66.7%	100%	100%																	
Timeliness	100%	66.7%	100%	100%																	
Completion	100%	66.7%	100%	100%																	

**2. Team**

	January	February	March	April
Submitted	100%	n/a	n/a	n/a
Timeliness	100%	n/a	n/a	n/a
Completion	100%	n/a	n/a	n/a

**3. Operations Uploads:**

	January	February	March	April
Submitted	87.5%	n/a	n/a	n/a
Timeliness	75%	n/a	n/a	n/a
Completion	75%	n/a	n/a	n/a

**4. Missouri Ethics Commission - Board has been reminded of the need to complete Financial Disclosures for 2024 by May 1, 2025 Completed.**

**90% or higher** comprehension of Finance/Facilities [TLS Bylaws](#) by all board members based on self evaluation at mid/end of year assessments

Short presentation on key points at each board meeting

**4. Board PD****Discussion**

- Next **F & F PD presentation to the Board - June 24 Board Meeting**
  - Help the Board understand the **218 Agreement** - Work Team: Whitney, Gary, Tanisha
  - How long term planning impacts the budget:
    - Look at other schools at the same age as us and what percent they are spending on facilities (access Atlas's LT Facilities plan; take a look at Friendly Academy, just purchased the Hawthorne Building; Voices - look at their rents to compare with our warehouse project) to compare (12 - 15%) Case study
      - Courtney will reach out for the info
      - Tanisha, Gary and Becky will create a presentation for the June 24 Board meeting.

# Coversheet

## Development Committee Report

<b>Section:</b>	IV. Committee Reports
<b>Item:</b>	B. Development Committee Report
<b>Purpose:</b>	Discuss
<b>Submitted by:</b>	
<b>Related Material:</b>	5_5_2025 Development Committee Meeting Notes.pdf



## Development Committee Meeting Minutes - 5.5.25

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

[All TLS School Goals HERE](#)

### Goal 7 - Positive School Culture:

- Annually, for the first three years, at least **85%** of students will respond positively on the Panorama Education survey that their voice matters in the school and that they are satisfied with our culture. By year five, student voice and satisfaction will increase to 95% of students.
- **Annually, for the first three years, 85% of parents/family members will respond positively on the Panorama Education Family & Community Engagement survey that they are satisfied with the school. By year five, satisfaction will increase to 95% of parents/family members.**
- Annually, **90%** of staff members will respond positively on the Panorama Education survey that their voice matters in the school and that they are satisfied with our cult

### Goal 10 - Board Engagement:

- Each year, 100% of board members will attend, at a minimum, 80% of the scheduled board meetings.
- For each fiscal year, **100% of board members will contribute financially to fundraising goals.**

## 2024 - 2025 Development Committee Goals

1. **By June 30, 2025, build a Long Term Coordinated Finance & Development Fund Plan that works with the Academic Calendar to present to the Board. [Long Term Plan]**

#### Actions:

- a. Coordinate with EDs and TLS Board Treasurer to review existing 3 - 5 year financial plan
- b. Determine where the Development Committee can best contribute.

2. **By June 30, 2025, raise at least \$10K from Board members and their personal networks by supporting each member to promote and attend at least three (3) TLS events. [Board Fundraising]**

#### Actions:

- a. Continually educate the Board and TLS Staff on connecting their "Why" with the work of the Committee.
- b. Partner a member of the Development Committee with a member of the Board to encourage participation.
- c. Build a team of helpers to support event planning.

3. By June 20, 2025 establish partnerships with at least ten (10) local and national organizations and businesses that can build our portfolio. [Partnerships]

**Action:**

- a. Craft clear and persuasive messaging about the purpose and needs of the school.

4. By June 30, 2025, raise at least 10 K? from partners, school, and community members. [Community Fundraising Events]

**Actions:**

- a. Incentivize community members and partners.

5. By June 20, 2025, identify 5 - 10 realistic grant opportunities during the AY 2024 - 2025 and apply for at least five (5). [Grants]

**Standing Virtual Meeting Dates for 2024 - 2025: First Monday of the month at 5:00 PM**

Date of this Meeting: 5/5/2025 @ 5:00 PM

Join Zoom Meeting

<https://us06web.zoom.us/j/82332496109?pwd=rNtO6w15HSbp8dN1ffF1DG4xUaytat.1>

Meeting ID: 823 3249 6109

Passcode: SP3Ls9

**Members:**

- Aaron Williams, Board Member and Committee Chair
- Zaneta Ford
- Michelle Gregory
- Talana Hardin
- Paula Brown
- Terrence (TC) Curry, TLS Board Member
- Michelle Gregory
- Crystal Huntspon
- Lauren Martin
- Marilyn McCarthy
- Elaine McDonald
- Caity McDonnell
- Keisha Seymour, TLS Co-Executive Director
- Terrie Moore
- Ashley Rhodes
- Mourisha Ross, Family Ambassador President
- Danielle Williams
- Carmen Ward, Director of Family Outreach & Events
- Rebecca Langrall, TLS Board Chair, Ex-Officio Committee Member/Acting Committee Secretary

<b>Present:</b>	
<b>1. Double Good Popcorn</b>	<p><b>Double Good popcorn fundraiser set for May 9 - 13 led by Ms. Zaneta Ford.</b></p> <p><b>Action:</b></p> <ul style="list-style-type: none"> <li>• All should set up our DG accounts.</li> </ul>
<p><b>2. Trivia Night</b></p> <p><a href="#">Promotional Flyer for Trivia Night</a>  <a href="#">School Promotional Flyer</a>  <a href="#">Promotional TLS video</a> -</p>	<p><b>June 21 Trivia Night</b></p> <ul style="list-style-type: none"> <li>• Donations have been coming in.</li> <li>• Everyone is <a href="#">invited to offer a basket</a></li> <li>• If you have a gift certificate to donate, contact Mr. Williams</li> <li>• If you can volunteer, sign up <a href="#">through Sign Up Genius</a></li> <li>• Ms. Rhodes (art teacher) is having students create pictures of robots, and legs for table decorations.</li> <li>• Food and drink will be for sale; attendees can bring their own food</li> </ul>
<p><b>4. Community Events</b></p> <p>Field Day on May 21. All day.</p> <p><b>Vivian Whitleaf EVENT - May 17, 6 - 9 PM TLS will be partnering, promoting the school's brand and recruiting new families. Carmen, Michelle, Keisha.</b></p> <p><b>Talana will meet with Aaron and Keisha to fill in the calendar. = Aaron will set up.</b></p>	<p><b>Fundraiser and TLS Community Days Event: Car Wash &amp; Volleyball - July 19 (Noon - 5:00 PM?) led by Ms. Kendra Goldman.</b></p> <p><b>Action</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Mr. W and Ms. G announce the event at the Sneaker Ball on 5/15 and on Dojo on a flyer before the end of school.</li> <li><input type="checkbox"/> Mr. W will follow up with the EDs on this event, when discussing the Dev Comm budget and the addition of recurring Fundraisers and Community Events to the Annual School Calendar.</li> <li><input type="checkbox"/> Come up with a name for the event and let the committee know what help we can offer. - Ms. G.</li> <li><input type="checkbox"/> Approach the fire dept to donate water - ?</li> <li><input type="checkbox"/> Approach police, and residents to encourage participation - ?</li> <li><input type="checkbox"/> Invite food trucks - ?</li> <li><input type="checkbox"/> 50/50 raffle? Ms Gregory</li> <li><input type="checkbox"/> Organize games, set up stations, Kids vs teachers? Kids vs parents? Teachers vs parents? - TC, Aaron</li> <li><input type="checkbox"/> Organize grab bags to tell about the school - flyer, cup, slap bracelets. - ?</li> <li><input type="checkbox"/> Get yard signs put up around town. "TLS Community Days" - sold in bulk. Would have to order signs. - ?</li> </ul>
<b>5. Matching Funds</b>	<p><b>Ms. Hooks has set up a PayPal giving account to allow TLS and community members who work for companies that give matching funds to make a donation and have their company match it.</b></p> <p><b>The Finance Committee is working on the protocol.</b></p>

# Coversheet

## Governance Committee

**Section:** IV. Committee Reports  
**Item:** C. Governance Committee  
**Purpose:** Discuss  
**Submitted by:**  
**Related Material:**  
5.12.25 Governance Committee Meeting Notes.pdf  
Draft Language for a Policy Related to Professionalism Expectations for School Staff.pdf



## Governance Committee Meeting Notes - 5/12/25

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

### TLS Charter Goals (ALL)

#### **Goal 10 - Board Engagement:**

- Each year, 100% of board members will attend, at a minimum, 80% of the scheduled board meetings.
- For each fiscal year, 100% of board members will contribute financially to fundraising goals.

#### **Goal 12 - Data Reporting:**

- Annually, at least 90% of state data, reporting and compliance submissions to the sponsor and to DESE will be accurate and on time.

### **2024 - 2025 Governance Committee Goals**

#### **1. 100% compliance with TLS Charter and Missouri Public School Expectations.**

- a. Action: Ensure *compliance* by reading, synthesizing, and regularly sharing legal expectations with the Board and Co-Executive Directors based on the TLS charter, TLS Bylaws & Policies, DESE, and the MSPSC
- b. Action: Recommend and develop *additions and revisions* to the Bylaws, as needed.
- c. Action: Monitor report *submissions to ReportWell*.

#### **2. 90% or higher satisfaction by TLS Leaders with the lifecycle plans for school board members as reported on end-of-year self-report evaluations.**

- a. Action: Develop structured onboarding, goal-setting, continuous development, and efficient functioning.

#### **3. 90% or higher satisfaction by TLS Leaders (EDs, Board) with assessment and evaluation processes**

- a. Action: Develop useful, relevant criteria and implement effective assessment and evaluation processes

### Governance Committee Charter

### TLS Board Bylaws

**Standing Meeting Dates for 2024 - 2025: 3rd Monday @ 4:30 PM**

<https://us06web.zoom.us/j/85797465297?pwd=XbelY0QmOIM0G4bbvS58D8mjbAaDv9.1>



Date of this Meeting: 4/21/25	Present: Gary, Stephanie, Becky																				
1. PD  Governance Committee Goal 1a. Compliance with Authorizer Expectations  See MCPSC Performance Framework (p. 7) “Board Member Training”	<a href="#">Professional Development Tracker</a>  What did we learn this month? What can we share with others?  Gary: Using AI to conduct an Audit: Can help to cut down on procedures																				
2. ReportWell Upload Monthly Status as of 4/21/25  TLS Charter Goal #12: “Annually, at least 90% of state data, reporting and compliance submissions to the sponsor and to DESE will be accurate and on time.”  Governance Committee Goal #1c: Monitor submissions	Status Update:  TLS All Areas <table><tr><td></td><td>January</td><td>February</td><td>March</td><td>April N = 5</td></tr><tr><td>Submitted</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td></tr><tr><td>Timeliness</td><td>70%</td><td>63.6%</td><td>90%</td><td>100%</td></tr><tr><td>Completion</td><td>96.7%</td><td>100%</td><td>100%</td><td>100%</td></tr></table>		January	February	March	April N = 5	Submitted	100%	100%	100%	100%	Timeliness	70%	63.6%	90%	100%	Completion	96.7%	100%	100%	100%
	January	February	March	April N = 5																	
Submitted	100%	100%	100%	100%																	
Timeliness	70%	63.6%	90%	100%																	
Completion	96.7%	100%	100%	100%																	
3. Governance Committee Goal 3: 90% or higher satisfaction by TLS Leaders (EDs, Board) with assessment and evaluation processes	Status of Mid-Year Reflection Conversations with EDs <ul style="list-style-type: none"><li>Shared with EDS, signed by ED's, need a few Eval Committee signatures - EDs have signed. Committee needs to sign at next in-person opportunity</li></ul> ED EOY Evaluation <ul style="list-style-type: none"><li>Evaluation surveys to staff and families were sent on 5/7.<ul style="list-style-type: none"><li>So far 17 Staff and Facilities responses for one ED have been returned for Courtney and 16 for Keisha out of about 30 total<ul style="list-style-type: none"><li>Staff evaluations due: 5/14 and Parents/Caregivers due: 5/16.</li></ul></li></ul></li></ul>																				

	<ul style="list-style-type: none"> <li>• ED Evaluation questions were sent to the EDs on 5/8. Link will be sent 5/15 to complete their self-evaluations. Due: 5/21 with artifacts/documentation.</li> <li>• ED Evaluation questions were sent to the Board on 5/8. Due: Late May/early June.</li> </ul> <p>Board of Directors EOYSelf- Evaluation</p> <ul style="list-style-type: none"> <li>• Stephanie will send out the link for the Board's Evaluation on 5/13. Due: 5/20.</li> </ul>
<p>4. Governance Committee Goal 2: Support of Life Cycle Plan</p> <p><a href="#">Board Member Agreement</a></p> <p><a href="#">MO /TLS Model Bylaws</a></p>	<p>Action: Set a date for a Board Retreat <b>the week of July 7, 8 - 4 PM</b>. Theme: "Collaboration and Accountability"</p> <p>Tentative Agenda:</p> <ul style="list-style-type: none"> <li>○ Goal Amendment Process (ETA to Commission before school starts in August) f <ul style="list-style-type: none"> <li>■ Goals 1 and 4 [Achievement]: MAP data are needed to revise (ETA early July)</li> <li>■ Goal 6 and Goal 7 [Culture &amp; Community]: Keisha will share draft language at the June 24 virtual Board Meeting.</li> <li>■ Goal 10 [Board Engagement] Governance Committee will review by the end of May for review in June.</li> </ul> </li> <li>○ Suggestion: <ul style="list-style-type: none"> <li>■ Unpack indicators for each Goal. Attach responsibility. Create monthly tasks to address. Report monthly on actions taken.</li> <li>■ Basis for a Strategic Plan</li> <li>■ Amended goals would cover 2025 - 2026 and 2026 - 2027</li> </ul> </li> <li>○ Board Calendar/ Committee Annual Planning</li> </ul>
<p>5. Governance Committee Goal 1:</p> <p>100% Compliance with MCPSC Expectations</p>	<p>Action: Obtain Board feedback on:</p> <ul style="list-style-type: none"> <li>○ <a href="#">Draft Employee Professionalism Policy</a></li> <li>○ Add discussion at May 27 Board Meeting.</li> </ul> <p>Website - Governance Page</p> <ul style="list-style-type: none"> <li>• Update Board Chair portal to Becky's email. - Kyla will complete by 5/15.</li> </ul>

## **Charter School Board Policy: Employee Professionalism**

**Policy Number: [Insert Number]**

**Adopted: [Insert Date]**

**Reviewed: [Insert Date]**

**Revised: [Insert Date]**

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### **I. Purpose**

**The purpose of this policy is to establish clear expectations for professional and ethical behavior among all staff members of The Leadership School. Staff are expected to maintain the highest standards of conduct in their interactions with students, colleagues, families, and the community to promote a safe, respectful, and effective educational environment.**

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### **II. Scope**

**This policy applies to all employees, contractors, volunteers, and other adults who work on behalf of The Leadership School, including part-time and full-time staff.**

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### **III. General Expectations**

**All staff members must:**

#### **1. Maintain Professional Conduct**

- Act in a manner that upholds the dignity and integrity of their role.**
- Adhere to all applicable federal, state, and local laws, as well as school policies.**
- Demonstrate respect for students, colleagues, and the school community.**

## **2. Promote a Safe Learning Environment**

- **Create and maintain an atmosphere free from bullying, harassment, discrimination, and intimidation.**
- **Maintain appropriate physical and emotional boundaries with students.**
- **Use discretion when discussing sensitive topics.**

## **3. Respect Confidentiality**

- **Protect student and staff confidentiality in accordance with FERPA and other privacy laws.**
- **Share information only with authorized individuals when there is a legitimate educational or safety-related need.**

## **4. Use of Technology**

- **Use school technology resources responsibly and professionally.**
- **Avoid inappropriate or excessive personal use of electronic devices during work hours.**
- **Prohibit any communication with students through personal social media accounts, text messaging, or any unsanctioned digital platform.**

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## **IV. Boundaries with Students**

**To safeguard students and maintain public trust, staff members must:**

- 1. Avoid any behavior that could be construed as grooming, favoritism, or inappropriate familiarity.**
- 2. Not engage in one-on-one interactions with students behind closed doors or out of public view without a legitimate educational reason.**

3. **Avoid giving personal gifts to students outside of formal recognition or school programs.**
  4. **Refrain from initiating or engaging in non-school-related contact with students, including through social media or private messaging.**
  5. **Not engage in any romantic, sexual, or otherwise inappropriate relationships with students, regardless of the student's age or consent.**
- 

## **V. Reporting and Enforcement**

### **1. Reporting Violations**

- **Any suspected violations of this policy must be reported immediately to the School Leader/Principal or designee.**
- **Reports may also be directly made to the Board through a designated anonymous reporting system. (Link on the Board page)**
  - i. **Have you first taken the step of addressing the concern directly with the Person with whom you have had the conflict:**
    1. **If about a student, have you spoken to the teacher?**
    2. **If about a staff member, have you spoken with the principal?**
    3. **If about the principal, have you spoken with the ED?**
    4. **If about the ED, have you contacted the Board?**

### **2. Investigations**

- **The school will promptly and thoroughly investigate all complaints or concerns in accordance with applicable policies and legal standards.**
- **Staff will be placed on administrative leave if necessary to protect student safety during the investigation.**

### **3. Consequences**

- **Violations may result in disciplinary action up to and including termination of employment.**
- **When appropriate, violations will be reported to law enforcement or professional licensing boards.**

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## **VI. Training**

**All staff shall receive annual training on this policy, professional boundaries, and mandated reporting responsibilities as part of the school's professional development program.**

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## **VII. Review and Revision**

**This policy shall be reviewed annually by the Board and revised as needed to ensure alignment with current laws, regulations, and best practices.**

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# Coversheet

## School Performance Committee Report

<b>Section:</b>	IV. Committee Reports
<b>Item:</b>	D. School Performance Committee Report
<b>Purpose:</b>	Discuss
<b>Submitted by:</b>	
<b>Related Material:</b>	5.19.25 School Performance Committee Meeting .pdf MTSS Examples.pdf



## School Performance Committee Meeting - 5.19.25

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

### TLS Charter Goals

#### **Performance Contract Academic Goals for 2024 - 2025**

**Goal 1:** Students in Grades 3 and 4 will score 50% Proficient or Advanced on the ELA MAP and 40% will score Proficient or Advanced.

**Goal 2:** Annually decrease the number of students that are 2 grade levels below by half (50%) as measured by the iReady reading diagnostic test.

**Goal 3:** Students in K - 4 will score in the 60th percentile in reading and math on the NWEA.

**Goal 4:** Annually decrease the number of students that are 2 grade levels below by half (50%) as measured by the iReady math diagnostic test.

#### **TOT Internal Academic Goals (Summer 2024)**

**MAP Lag Goal:** 37% of students will achieve proficiency in ELA on the Missouri MAP State Exam in Spring 2025. 25% of students will achieve proficiency in Mathematics on the Missouri MAP State Exam in Spring 2025. In 2023-2024, 18.5% of students were proficient/advanced in ELA and 9.3% of students were proficient/advanced in Mathematics.

**NWEA Lag Goal:** 32% of students will achieve proficiency in ELA on the Spring EOY NWEA Assessment. In 2023-2024, 16% of students were proficient in Math and 16% were proficient in Reading.

**30% of students will achieve proficiency in Math on the Spring EOY NWEA Assessment.**

#### **TOT Internal Student Culture Goals (Summer 2024)**

**Lag goal:** By EOY 85% of students will respond positively on the SEL Web Survey that "their voice matters."

**By EOY 85% of families will respond positively on a formal survey that "they are satisfied with The Leadership School."**



## 2024 - 2025 Committee Goals

1. **(Committee Operations) On end-of-year self-assessments, 90% or more of School Performance Committee members report strongly agree that the Committee functioned optimally.**
  - Create an action plan that includes meeting dates, tasks, and action steps for the committee by October 30, 2024
  - Meet monthly with the Executive Directors to review benchmark, curriculum-based, and walkthrough data capturing progress toward academic and climate indicators.
  - Recruit committee members from the Board, school and community
2. **(Board Education) On End-of-year self-assessments, 80% or more of TLS Board members report:**
  - a. **An understanding of high use technical terms and acronyms associated with achievement and climate data.**
  - b. **Ease with interpreting data displays of NWEA, iReady, climate survey, monthly school attendance, tardies, and discipline data.**
  - c. **An ability to explain how each grade level is performing at the mid and end of year relative to key performance indicators as compared to students in other local charter and public schools.**
  - Develop a process to educate and train the Board and school stakeholders on proper academic oversight by November 30, 2024
    - Educate the Board and stakeholders on key terminology, academic indicators, how to read data reports (includes parents, educators, and community)
    - Generate a monthly report to the Board within our Committee meeting minutes based on synthesizing school performance and climate data.
    - Recruit committee members from the Board, school and community
3. **(Data-Driven) On end-of-year self-assessments, 90% or more of School Performance committee members report satisfaction with School Performance Committee and Executive Director efforts to use key performance indicators to guide academic and school climate-related decision-making.**
  - a. Analyze performance and climate data at least four times this year (i.e. quarterly) for the purpose of communication to the Board and school community/stakeholders.
    - Research and determine resources for collecting comparative data
    - In collaboration with the co-executive director(s)/school leader(s), complete a quarterly SWOT analysis based on data to help determine action steps for continued student success.

<b>Meeting Dates for 2024 - 2025: <span style="background-color: yellow;">Second Monday @ 4:30 PM</span></b> <a href="#">TLS School Calendar</a>	
<b>Date of this Meeting: May 19, 2025 4:30 - 5:30 PM</b>	<b>Present:</b> Carrie Page, Keisha Seymour, Courtney Moulder, Stephanie Madlinger
<b>Meeting Date</b>	<b>Can we move the meeting to the second Wednesday of the month so Shala can join in?</b> Tentatively yes. Summer and potential job changes are happening.
<b>Professional Development</b>	<b>What are we learning?</b> - CM went to a conference about technology. CP got a new job. SM learned about data analysis and SW-PBIS. KS learned about Authentic Leadership.  <a href="#">Add yours here</a>
<b>1. Charter Goals 1 - 4: Achievement and Growth</b>	<b>Status:</b> <ul style="list-style-type: none"> <li>• <b>Spring Data</b> - RM was pulling students today to finish. OT shared data they collect and it is looking good. <ul style="list-style-type: none"> <li>○ <b>iReady</b> - 3rd &amp; 4th grade at Board meeting</li> <li>○ <b>NWEA</b> - shared at last months Board meeting</li> </ul> </li> <li>• <b>Rejoining EdPlus</b> - CM is going to a meeting at EdPlus about CSD insurance trust and will inquire about membership. SM will forward last email correspondence to CM. KS will be the contact and join EdPlus as TLS.</li> </ul>
<b>2. Data Driven Action Steps</b>  <a href="#">TLS Culture Audit Doc</a>	<b>Discussion:</b> <ul style="list-style-type: none"> <li>a. <b>School discipline</b> - KS has data to share at Board meeting Tuesday</li> <li>b. <b>Attendance, tardies</b> - KS has data to share at Board meeting Tuesday</li> </ul>
<b>3. Charter Goals 1 - 4: Achievement and Growth</b>  <a href="#">Technical Terms</a>	<b>Action:</b> CM is working with staff on curriculum and this information will be helpful this summer. CM and staff will reach out to the school contacts for more information later in June or July. SM will forward emails with contact information to CM. <ul style="list-style-type: none"> <li>• <b>Examples of Tier 2 and Tier 3 in Action</b> <ul style="list-style-type: none"> <li>○ <b>Maplewood Richmond Heights - Stephanie</b> <ul style="list-style-type: none"> <li>■ Their Tier 2/3 curriculum is teacher developed and a mix of a lot of things based on need. They have spent a lot of time working on T1 and building out structures.</li> <li>■ <span style="background-color: yellow;">Access to their Framework?</span></li> </ul> </li> <li>○ <b>Premier - Status?</b></li> <li>○ <b>Lafayette Prep (elementary ELA) - Stephanie</b></li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>■ For Academic support, we use Spire for Reading interventions and Bridges for Math interventions. We use iReady data to determine the groups, which are run by our TAs and Instructional Coaches. We have also partnered with Teach for America to bring Ignite Tutoring to our school to support the highest math needs in middle school.</li> <li>■ In order to identify students who need tier 2/3 SEL supports, we use referral data, teacher noticings/data, and our Panorama SEL survey to identify students. We also use our biweekly grade level positive support team meetings and our ad hoc CARE meetings to discuss this data and the individual students in more depth.</li> </ul> <ul style="list-style-type: none"> <li>● Aim to share with the Board on 5/27 - CP will make slide(s) and present</li> </ul>
4. Committee Operations	Report Well Upload related to School Performance (May) is due May 24. KS will upload notes to Report Well
5. Charter Goals 6 and 7 Culture and Community	<p>July Retreat: possibly July 10th Charter Goals 6 (Leader in Me) and 7 (Student Voice)</p> <ul style="list-style-type: none"> <li>● Timeline for Revision Language - KS is working on them and will have a draft by June 17, 2025</li> </ul>
6. Charter Goals 1 - 4: Achievement and Growth	<p><b>Technology Advisory Committee June 10 Meeting</b> - SM will create a shared folder for TLS Technology to share with committee and TC, Kyla, Denise &amp; JB</p> <p>Prep:</p> <ul style="list-style-type: none"> <li>● <b>Spreadsheet of assets</b> - Kyla is working on an inventory spreadsheet of technology devices, including those that need fixed. Chris Garner is coming to look at them and provide a quote. KS will let Kyla know to share the spreadsheet in Tech folder</li> <li>● <b>List of tech service providers (internet, phones....)</b> - CM &amp; KS are working on this. CM is trying to figure out who is providing what services. CM will share a document in Tech folder</li> </ul> <p>Agenda for June 10 Meeting</p> <ul style="list-style-type: none"> <li>● What role should technology play in elementary education?</li> <li>● What is the right tech for the right age level? Do we want/need 1-to-1 computing?</li> <li>● Grants (Ameren and World Wide Tech)</li> <li>● Technology Usage - behavior &amp; discipline - <i>Student handbook and technology folder</i></li> <li>● Revisit eMints for 2026 - 2027?</li> <li>● Maintenance and management of the equipment</li> </ul>

	<ul style="list-style-type: none"><li>• <b>Security</b></li><li>• <b>Impact on TLS budget planning</b></li></ul>
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# MTSS Examples

## *Maplewood Richmond Heights*

Lauren Weissler Ed.D

Multi-Tiered Systems of Support Coordinator

### Tier Determination:

- [MRH MTSS Framework](#)

### Curriculum:

- Uses teacher made interventions for Tier 2 and 3 at this time.

## *Lafayette Preparatory Academy*

Casey McBride | Middle School Dean of Student

### Tier Determination:

- Academic Tiers- IReady Data
- SEL Data Tiers- Referral data, Teacher Report and Panorama SEL survey data

### Curriculum:

- Use Spire Reading and Bridges Math for Tiered instruction
- Also work with Teach for America for intensive math instruction for Tier 3 middle school students