



The Leadership School

Monthly Board Meeting for The Leadership School

Published on February 21, 2026 at 1:27 PM CST

Amended on February 24, 2026 at 5:10 PM CST

Date and Time

Tuesday February 24, 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, February 24, 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. Approve Jan 27, 2026 Minutes	Approve Minutes		
II. Board Chair Report			6:07 PM
A. Updates	FYI	Rebecca Langrall	8 m
Status: Goal #10 - Board Engagement			
<ul style="list-style-type: none"> • Average meeting attendance YTD: 82% • Giving YTD: \$2616 			
Events			
<ul style="list-style-type: none"> • Held the Board/Community Coffee this morning (2.24.26) • 10 families participated: 3 in person and 7 online. 			

	Purpose	Presenter	Time
<ul style="list-style-type: none"> Reviewed the key points from the Executive Summary of the Midyear Board Report Next Coffee: April - May with the Topic: Facilities Expansion 			

III. Committee Reports 6:15 PM

Committees Report on Monthly Activity

A.	Finance & Facilities Committee Report	Discuss	Gary Stevenson	20 m
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Monthly Financials for January

- KPIs: 61Days of Cash; 5% Gross Margin; 18% Fund Balance
- As of 1/31/26 TLS is projected to operate at a \$111k deficit as of 6/20/26; however, with the approval on 2/18/26 of the \$14M loan for the facilities expansion which allows us to pay mortgage rather than rent on the existing buildings, the school will see savings that will lower this amount.

Long Term Financial Planning

- Have CSP grant fund income through 2026 - 2027. Plan to expand to Gr 6 will raise total enrollment to 396.
- Will apply for additional funding to address expansion to include Gr. 7 and 8.
- After that the Board will need to consider other sources of income as we will no longer be eligible to apply for CSP monies.

Other Follow Up

- Courtney and JB will add language to vendor contracts about timely invoicing.
- Gary will send out the next Quarterly Controls Questionnaire in March for Courtney and JB to complete by the 3/26 Finance Committee meeting.
- JB will work on coordinating the TLS PayPal Giving account with Synchrony Bank's Deed's platform to facilitate matching fund giving.

ACTION ITEMS

- Discuss monthly financials for January

	Purpose	Presenter	Time
B. School Performance Committee Report	Discuss	Rebecca Langrall	20 m
January Meeting Reporting			

Goal 1 - MAP Achievement

- Reviewed the [Beating the Odds in Reading State/School Bright Spots](#) tracker showing how schools did in 2024 using a ratio of reading achievement and poverty level.
- Need to get accurate numbers for TLS's poverty rate to ensure future reporting is based on current reality

Goals 2 & 4 (Progress Monitoring/Growth)

- Kindergarten iReady data was completed in early February
- Results are promising for a strong finish at EOY.
- Need to draft new language to capture growth relative to proficiency in the next set of charter goals.

Goal 5 - Attendance

- .Need to start including tardies in the monthly ED/Board presentation as this affects proportional attendance as well as academics.

Goal 6 - Student Leadership:

- Need monthly updates on discipline data and community circle activity to track how well the SEL lessons are helping with student self-management/leadership.
- Need to revise the current goal language to align with the data reporting provided by the Wayfarer assessment. Will add to the Consent Agenda for 2/24.

Goal 7 - Family Satisfaction

- Family newsletters still need to be posted on the website and shared with the Board.
- Need to know the number of family units to determine what proportion attend TLS events.
- Need a way to incentivize for family engagement in Family University and the PTO.

Goal 9 - Staff Satisfaction

	Purpose	Presenter	Time
<ul style="list-style-type: none"> • Content and Planning Development is a continued focus in coaching cycles and lesson internalization clinics, along with effectively responding in the moment to student misconceptions. • After Spring Break will introduce teaching for rigor (increasing student ownership of the learning, putting the thinking on students) • Goal 9 language needs to shift to align with the way TNTP data reported. Keisha will work on this in July for next year, as the survey is only given once a year. • Data from this year showed the following patterns: TLS is below the average in four areas; at the average for two; and above the national average in 11 of the 17 areas assessed. • Areas needing attention: School operations and peer collaboration • Areas of strength: Hiring, learning environment, teacher compensation, observation and feedback, manageable workload - important areas that help ensure teacher retention • Next Steps: <ul style="list-style-type: none"> ◦ Schedule in time to allow for grade level PLCs ◦ Peer observations for newer teachers • Keisha and JB will work on integrating digital literacy/citizenship into the curriculum starting in Fall of 2026. 			
<p>C. Governance Committee Report</p> <p>February Meeting</p> <p>Charter Renewal Timeline</p> <ul style="list-style-type: none"> • Letter of Intent to Renew the Charter to be shared with the Board on 2/22 via Board Memo, discussed, and approved on 2/24. Due to the Commission on 2/27. • 4/10 TLS Goals and Metrics for next five years completed • 4/14 Meeting with available board members, Courtney, and Khalil Graham to align TLS/Board Goals from the January 31 Retreat (see p. 3 yellow highlights) • 4/14 - Special Board Meeting to review and approve goal and metric recommendations for the next five years. • 4/21 - Meet with the Commission to test run our goals and review current metrics relative to them for the Charter Renewal application. 	Discuss	Rebecca Langrall	25 m

Missouri Charter School Innovation Exchange

	Purpose	Presenter	Time
<ul style="list-style-type: none"> • TLS has the opportunity to collaborate with other charter school leaders to develop a plan to innovate around the issue of lack of exposure for TLS students to real life leadership experiences. • Will take place over the next two months in a series of zoom sessions with other leaders from around the state. 			
Annual Policy-Aligned Compliance Cadence			
<ul style="list-style-type: none"> • Starting next week JB will update Courtney on the status of drills and trainings required by TLS policies using this tracker. 			
ED Evaluation			
<ul style="list-style-type: none"> • The team is working on a way to weight the various components within each part of the evaluation to align with the Board's priorities. 			

ACTION ITEMS:

Policy Review:

- **School Calendar Policy**
- **Students with Diabetes Individualized Plan**
- **Organ/Eye/Tissue Donation Policy**

Discussion of Possible Board Conduct Protocol

IV.	Executive Directors Monthly Report			7:20 PM
A.	Slide Deck	Discuss	Courtney Moulder and Lakeisha Seymour	35 m
	Monthly Report			
V.	Consent Agenda			7:55 PM
A.	Pending Previous Discussion:	Vote	Rebecca Langrall	1 m
	<ul style="list-style-type: none"> • 1.27.27 Board Meeting Minutes • 2.11.26 School Performance Committee Meeting Minutes 			

	Purpose	Presenter	Time
<ul style="list-style-type: none"> • 2.18.26 Governance Committee Meeting Minutes • 2.19.26 Finance and Facilities Committee Meeting Minutes • Approve the January Financials • Approve TLS Operations Director Johnathan Book as the Custodian of Records • Approve the TLS Board Handbook • Approve the Onboarding Steps, Introduction to the Board, and Onboarding Ppt 			
VI. Closing Items			7:56 PM
A. Board Member Meeting Reflection	Discuss		5 m
<p>Respond by sharing your response to one or more of the following: (<i>*include evidence, practical examples</i>)</p> <p>The TLS Board furthered our school mission tonight by ...</p> <ul style="list-style-type: none"> * 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
<ol style="list-style-type: none"> 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. <p>3. TLS Board Professional Development:</p> <ul style="list-style-type: none"> • Professional Development Opportunities for Board Committees • Professional Development Tracker for TLS ED & Board Members 			

	Purpose	Presenter	Time
C. Adjourn Meeting	Vote	Rebecca Langrall	2 m

Coversheet

Approve Jan 27, 2026 Minutes

Section: I. Opening Items
Item: D. Approve Jan 27, 2026 Minutes
Purpose: Approve Minutes
Submitted by:
Related Material:
Minutes for Monthly Board Meeting for The Leadership School on January 27, 2026
2026_01_27_board_meeting_minutes.pdf

APPROVED



THE LEADERSHIP SCHOOL
EMPOWERING LITTLE LEARNERS TO BECOME LITTLE LEADERS

The Leadership School

Minutes

Monthly Board Meeting for The Leadership School

Date and Time

Tuesday January 27, 2026 at 6:00 PM

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

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Directors Present

A. Williams (remote), G. Stevenson (remote), R. Langrall (remote), S. Madlinger (remote), T. Curry (remote), T. Montgomery (remote)

Directors Absent

None

Guests Present

C. Moulder (remote), L. Moody Seymour (remote), Shinita Jones (remote)

I. Opening Items

A. Call the Meeting to Order

B. Record Attendance

C. Public Comment Section

D. Motion to Approve New Board Member

R. Langrall made a motion to Approve Shinita Jones as a new Board Member.

G. Stevenson seconded the motion.

N/A

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

II. Motion to Close Meeting

A. Motion to Close

G. Stevenson made a motion to "move into closed session, 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.".

R. Langrall seconded the motion.

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

Roll Call

R. Langrall Aye

G. Stevenson Aye

T. Curry Aye

Roll Call

T. Montgomery Aye

A. Williams Aye

S. Madlinger Aye

R. Langrall made a motion to Move from closed session to open session.

T. Montgomery seconded the motion.

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

III. Approval of Dec. 10, 2025 Board Meeting Minutes

A. Dec. 10, 2025 Board Meeting Minutes

T. Montgomery made a motion to Approve Dec. 10, Board Meeting minutes.

R. Langrall seconded the motion.

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

T. Montgomery made a motion to approve the minutes from Monthly Board Meeting for The Leadership School on 12-10-25.

R. Langrall seconded the motion.

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

IV. Board Chair Report

A. Updates

- Reported on Goal 10 - Board engagement via attendance at board meetings and board giving.
- Explained the process for distributing the Board Midyear Report to families and the opportunity to discuss it at the upcoming PTO meeting, Family University evening, and a family coffee at the school scheduled for late February.

V. Committee Reports

A. Development Committee Report

B. Finance & Facilities Committee Report

Please Review November presentation

Days of cash 73

7.4% gross margin

20.67% fund balance year end

\$1.07M in bank

December

Days of cash 72

7.4% gross margin

20.32 % fund balance year end

1.06M projected cash at end of year.

C. School Performance Committee Report

T. Montgomery made a motion to Amend the language in TLS Policies and Bylaws, p. 305 The school shall display the following information on its website: The School's annual performance rating and ranking percentage; We will remove the language that states "and a list of the motto five percent of scores for all the local educational agencies."

R. Langrall seconded the motion.

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

D. Governance Committee Report

Discussed new policies to be adopted next month as part of the Consent Agenda:

- Special Education Records (275) - these are permanent, treated the same as regular educational records
- Records Retention Model Policy (276) - must follow the schedule DESE stipulates re: how long we must keep them
- Bus Driver Background Check - required by state; is currently handled by our transportation company
- Crown Act - cannot discriminate based on how children wear their hair or dictate how hair is worn

Reviewed several policies:

- Physical Restraint: Emphasized: Any documentation needs to be sent to DESE within 30 days and to the parent within the hour its used.
- FMLA Policy needs to be shared with staff
- FERPA Policy needs to be shared with families either in the handbook or on the website.
- Title 1 - Parents need to know what resources are available to support literacy and math at home; schools are obligated to offer parents training in literacy and math support.

VI. Executive Directors Monthly Report

A. Slide Deck

Viewed Second Quarter ED Presentation:

Goal 1 - Math and ELA: Somewhat on track

Goals 2 - 5: On track

Goal 6: Early stages of implementing the new Student Leadership Plan through Wellness - starting with Wayfinder curriculum lessons being implemented more consistently in Grades 3 - 5; monthly Pride meetings; community circles in 50% of classes with 100% of staff committed to including; Tier 2 & 3 SEL Skill building groups

Goal 8 - On track

Goal 9 - Somewhat on track; need to understand patterns in the MOY staff evaluation data

Goal 11 - On track

VII. Consent Agenda

A. Pending Previous Discussion:

T. Curry made a motion to Approve the items on the consent agenda.

G. Stevenson seconded the motion.

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

VIII. Closing Items

A. Board Member Meeting Reflection

Our 1.24.26 Board retreat reminded us of our governance responsibilities: Fiduciary, strategic, and generative

During this meeting we spent the most time conducting our fiduciary responsibility. We spent some time in our strategic function when meeting in Closed Session.

Guests proved to us that we are on the right track with the facility plan.

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 8:24 PM.

Respectfully Submitted,

L. Moody Seymour

DRAFT



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Respectfully Submitted,

L. Moody Seymour

Coversheet

Updates

Section: II. Board Chair Report
Item: A. Updates
Purpose: FYI
Submitted by:
Related Material: TLS Board of Directors Midyear Report - Executive Summary-1.pdf
February 24, 2026 Board Chair & Committee Reports .pdf



THE LEADERSHIP SCHOOL

EMPOWERING LITTLE LEARNERS TO BECOME LITTLE LEADERS

TLS Board of Directors Midyear Report - Executive Summary

Overview

The Leadership School is in Year Four of a Five Year Contract with the Missouri Public Charter School Commission and has been invited to apply for a second five-year charter. The school is currently working with a set of 12 goals detailed below. Below is a summary of the school's status relative to these goals as of December 2025.

Goal 1 - By Year Five, 35% of TLS students will score Proficient or Advanced in English Language Arts (ELA) on the MAP (Missouri Assessment Program) and 20% of TLS students will score Proficient or Advanced in Math on the MAP (Missouri Assessment Program)

At the end of Year Three (2024 - 2025), TLS average student achievement for ELA was **21%** (13% + 29%/2) **scoring 'Proficient' or 'Advanced.'** We were 14 percentage points away from our Year Five goal. At the rate students are growing in reading (see Goal 2 below), we believe we will meet or exceed our internal target.

While TLS clearly has a ways to go to reach Goal 1 in Grade 3 compared to state averages, last spring TLS students in Grade 4 already *outperformed state averages for African American students in ELA* by 10% and were close to state averages in math.

Missouri's Department of Elementary and Secondary Education (DESE) highly values student growth and factors it into the school's *Annual Performance Report* as a clearer measure of what students gain from school rather than what they bring to school based on advantages such as family affluence. In 2025, **TLS earned 100% of its growth points from DESE.** Director of the Missouri Charter Public School Association (MCPA) Noah Divine's report on the growth of TLS students from 2024 to 2025 on the MAP states that **"TLS showed exceptional effectiveness in promoting students' academic growth."**

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

Three of the five grade levels met or exceeded the midpoint target of 25% reduction, and Grade 4 almost met it. All but Grade 1 is on track to achieve this goal this spring, with Grade 5 results showing that students have *already exceeded a year's worth of growth.*

In terms of reaching grade level proficiency, all but Grade 1 is growing faster than expected.

Families can support students' growth in this area by reading out loud to their children on a regular basis and encouraging them to read high interest books and articles daily on their own.

Goal 3 - By the end of Year 5, 50% of all students will score at or above grade-level in English Language

Arts according to the *iReady* assessment. By the end of Year 5, 25% of TLS students will score at or above grade level in **Mathematics according to the *iReady* assessment.**

Based on progress shown this winter, the students are on track to achieve 50% proficiency in Reading and 25% in Math on this assessment by Spring 2027, with the school as a whole averaging more than half way to achieving this goal in each content area.

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

All grade levels are already at least half way to meeting this goal, with students in Gr. 2 almost 2/3rds the way there. TLS leaders credit the new *Eureka Squared* curriculum, close progress monitoring and reteaching, along with careful coaching of teachers to ensure high quality implementation for these encouraging results.

In terms of rate of growth toward grade level proficiency, in all but Grade 3, students are progressing at a faster rate than typically expected.

Goal 5 - By year five, we will have at least a 90% average daily attendance rate or 77% proportional attendance rate.

Averaging over 90% per month since the start of school, the school is currently meeting Goal 5, which it attributes in part to an incentive program introduced this fall called "Level Up" that awards wrist bands to students who attend regularly, along with recognition at monthly Pride meetings, weekly acknowledgement in *The Weekly Roar* newsletter principal Rebecca Maldonado sends to teachers, and students' pictures posted in the hall.

In 2023 - 2024, TLS outperformed local elementary school attendance by at least 20 points (51% vs 71%).

Both for academic and financial reasons, it is essential that students attend consistently for the school and its students to thrive.

Goal 6 - By the end of the year, at least 85% of students in 3rd grade and above will agree or strongly agree that they are developing the following leadership skills: Understanding their emotions (self-awareness), making good choices (responsible decision-making), and working well with others (collaboration) as measured by pre-post Wayfinder SEL assessments.

The average of *all students* on the midyear baseline assessment was over 4 points (= agree that they have a sense of Agency), students are surpassing the goal of 85% scoring at this level. At this midpoint, the averages of all students are close to meeting in the areas of Self Awareness and Collaboration.

Goal 7 - 85% of parents/family members will respond positively to a formal survey that they are satisfied with the school, rising to 90% in Year Five.

Sense of Safety	Sense of Child Belonging	Family Communication	Family Satisfaction Total
89.1%	97.3%	86.5%	90.9%

Date	Event	Number of Participants
August 2025	Open House	175+ families
September 2025	Family University	51 participants
September 2025	Trivia Night	55 participants
October 2025	Halloween Extravaganza	25 families & K - 5th Graders
November 2025	Grand-Friends Breakfast	105 participants
December 2025	Christmas in the Kitchen	21 participants
December 2025	PTO	3 participants, + 3 staff & 1 board member
December 2025	Winter Solstice	45 families & 120 students
December 2025	Donuts with Dudes	63 participants

Goal 8 - At least 85% of students enrolled on October 1 will be re-enrolled the following year, as measured by the percent of students who leave the school for reasons other than moving out of the enrollment zone.

Budgeted Enrollment Goal: 280 Students
Internal Enrollment Goal: 288 Students
Current Enrollment: 287 Students
Currently, 90% of families have indicated that they intend to return in the fall, when TLS will be adding Grade 6. We have waiting lists for most grade levels for next year

Goal 9 - 90% of staff members will agree or strongly agree on the TNTP Instructional Insight survey that they feel positively about the overall instructional culture.

Of the 17 areas that contribute to instructional culture assessed by the TNTP, TLS teachers scored below the national average in two areas (school operations and peer collaboration), close to the national average in two areas (family and community engagement; academic opportunity), at the national average in two areas (career progression and leadership); slightly above the national average
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in six areas (staff evaluation, academic expectations, supportive environment, instructional planning for student growth, belonging, professional development); and above the national average in five areas (hiring process, learning environment, teacher compensation, observation and feedback, and manageable workload).

Goal 10 - Each year, each board member will attend, at a minimum, 80% of the regularly scheduled monthly board meetings.

For each fiscal year, 100% of board members will contribute financially to fundraising goals.

To date, the board has averaged 85% attendance at board meetings and 100% of board members have contributed financially to fundraising goals. As of the end of December, the school and the Board have raised more than \$7,000 for the school.

Goal 11 - The Leadership School will maintain at least 30 days of cash on hand at all times. For each year, the annual audit will have no material findings and unqualified opinion.

As of the end of December, the school had met both goals, with 72 days of cash on hand and a clean audit for 2025. TLS is on track to have a \$410K operational surplus at year's end and a fund balance of 1.3 M.

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.

Overall, The Leadership School has exceeded the 90% set for this goal, averaging 98% across the three metrics.



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Board Chair Report & Committee Action Items

The Leadership School
Board of Directors
Meeting
Feb. 24, 2025

Charter Goal 10: Board Engagement:

*Each year, **100%** of board members will attend, at a minimum, **80%** of the scheduled board meetings*

7/22	8/26	9/9*	9/30	10/28	11/4*	12/10	1/27	AVG
5/8 63%	5/8 63%	6/8 75%	7/7 100%	6/6 100%	5/6 83%	4/6 75%	7/7 100%	82%



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	June
Contributors/ Total Board	3/8	2/8	7/8	6/6	2/6	2/6	1/6	1/6				

Board Contributions (direct and indirect) Year To Date: \$2616

TLS Whole School Events Calendar



Board Action Items

- **Discussion**
 - **\$25K Board Development Grant opportunity from TOT**
 - **MPCSA Innovation Exchange Opportunity**

Finance & Facilities Committee Action Items

- **Review Monthly Financials**

Next meeting: 3/19/26

School Performance Committee Action Items

● Discussion - Revise the language for Goal 6 from:

By the end of the year, at least 85% of students in 3rd grade and above will agree or strongly agree that they are developing the following leadership skills based on: Understanding their emotions (self-awareness), making good choices (agency), and working well with others (collaboration) as measured by pre-post Wayfinder SEL assessment data.

to: ...will score themselves a 4 or higher on a 5-point scale that they “Agree or Strongly Agree”

Next meeting; 3/11/25 @ 4:00 PM



New Policies Adoption

- *School Calendar Policy*
- *Students with Diabetes Individualized PlanDriver Policy*
- *Organ, Eye, Tissue Donation Policy*



Annual Policy Review

School Calendar Policy Key Points:

- The School Leader or their designee shall submit for approval by the Governing Board a calendar for the upcoming school year **no later than March of each preceding year.**
- The calendar shall specify the **dates of the school year for students, the work year for staff, holidays and breaks, and other critical activities and events.**

Annual Policy Review

School Calendar Policy Key Points:

- Information pertaining to dissemination and publishing of the adopted calendar shall be **published on the School's website** and via other communication channels **no later than March 31**. Upon calendar revisions, the approved updated version will be available within 5 school days of approval.
- The Governing Board, upon recommendation by the School Leader or their designee **has the authority to make changes** to the official school calendar through a duly adopted board resolution.

Annual Policy Review

Students with Diabetes Individualized Plan Policy - Key Points

- DESE approved training required of at least three (3) staff members.
- Training shall be coordinated and administered by the school nurse.

Annual Policy Review

Students with Diabetes Individualized Plan Policy - Key Points

- **Should occur before the start of each school year or within thirty (30) days of when a student with diabetes enrolls or is diagnosed**
- **School may provide training for all personnel interacting with a child with diabetes.**

Annual Policy Review

Students with Diabetes Individualized Plan Policy - Key Points

- A diabetes **care plan shall be provided by the family** of students with diabetes.
- **Student with diabetes are entitled to diabetes care, beyond responding in emergencies.**
- A nurse **OR at least one trained personnel must be available for all off-site and extracurricular activities, and on busses** where the driver is not trained.

Annual Policy Review

Organ, Eye, Tissue Donation Policy - Key Points

- Any state or nationally recognized program or organization that provides unbiased information on organ, eye, and tissue donation that requests to present information on organ, eye, and tissue donation to the Board shall be allowed to give such presentation and shall be allotted no less than thirty minutes for the presentation.
- Decide whether to share
- Not require students to be present for any instruction that contradicts emotional or religious beliefs]

Discussion:

Proposed Board Conduct Protocol



Coversheet

Finance & Facilities Committee Report

Section: III. Committee Reports
Item: A. Finance & Facilities Committee Report
Purpose: Discuss
Submitted by:
Related Material: 2.18.26 F & F Comm Mtg Notes.pdf
TLS - Monthly Presentation - January 2026.pdf
2026 01 Check Register.pdf
2026 01 Divvy Invoice Listing.pdf
2026 01 AP.pdf
TLS - Supplemental Report - January 2026.xlsx



Finance and Facilities Committee Meeting Notes - 2.19.26

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](#) and [MCPSC Website](#)

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:

- The Leadership School will maintain at least **60** 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.

2025 - 2026 **Finance & Facilities** Committee Goals

[2025 - 2026 Finance & Facilities Committee Charter](#)

1. School fund balance over **12%** at year end

Action:

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

2. 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](#)

3. **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

4. Completion of a **long term financial plan by June 30th, 2026**

Action:

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

<p>Meeting Dates: The Third Thursday before Board Meetings</p> <p>Date of this meeting: 2/19/26 @ 4:00 PM</p> <p>Join Zoom Meeting https://us06web.zoom.us/j/83650102774?pwd=ETHac4PU9azZ8mdtgnXSTNt4Xz4Jya.1</p> <p>Meeting ID: 836 5010 2774 Passcode: H6Qkw8</p>	<p>Attendees: Courtney, Paul, Tanisha, Becky, Gary</p>
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TLS 2024 - 2025 KPIs

	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan
Days of Cash (< 45)	59	59	56	76	86	71	71	73	72	61
Gross Margin (> 5%)	13%	13%	10.7%	7%	10%	6%	7%	7%	7%	5%
%Fund Balance @ Year's End (> 12%)	16%	16%	13.61%	21%	24%	20%	20%	21%	20%	18%

Charter Goal 11 - No material findings in annual audit report

F & F Comm Goal #1: Monitor school financial progress and trends monthly

F & F Comm Goal #2: Financial Policies Followed & Fund Balance over 12%

- [EdOps Hub](#)

Discussion with Ed Ops:

- [Supplemental Report for January 2026](#)
 - As of January 31, 2026, The Leadership School is projected to operate at a 111K deficit in FY26. However, based on the broad loan framework for the new facility, which was just approved, it is expected the school will see savings overall, due to the new mortgage payment (that is rolled into the new loan) being lower than the projected rent cost we had been paying. Congrats to the school on receiving the new loan – that is a big deal!
 - The facility savings aside, the key performance metrics are solid, especially for a school at this particular stage of its life. The projected 950K cash balance represents 65 days of cash and an 18% fund balance, both in compliance with authorizer standards.
 - In short, the school has built a strong financial foundation from which to enter this next phase of growth and expansion.
 - It will be important, however, for the Board to consider how to offset the loss of CSP grant once it expires at the end of next fiscal year. In particular, we need to remember:
 - CSP grants exist to help schools add more seats. We intend to do this through 2028, so can re-apply but after that will need to stop counting on this revenue stream.
 - Once we achieve capacity, we still have a low amount of revenue per student compared to other charter schools in the region.
 - St Louis charter schools receive \$14,850 in state funding compared to \$10,866 per student.
- [Check Register for January](#)
 - No major concerns.
- [Accounts Payable Report for January](#)
 - Some bills were paid in February; some are awaiting payment authorization.
- [Divvy Invoice Listing for January](#)
 - No major issues
- [Board Presentation for January](#)
- [Donations Tracker](#)
 - TLS should have received a 73K payment in January and should receive another in April.
 - The January payment wasn't received. Source: TOT grant. Will arrive.

<p>2025 Audit Update</p> <ul style="list-style-type: none"> • 2025 TLS Audit Folder • Audit Tracker (scroll right) • Documentation of Tasks Assigned to the Board • Templates for Audit Completion 	<p>Annual Audit Follow Up</p> <ul style="list-style-type: none"> • Marr and Co needs some information to complete The Leadership School 2024 Form 990: <ul style="list-style-type: none"> ○ Info should be uploaded here ○ Courtney has connected with Nathan from Marr & Co and Mason at EdOps to facilitate gathering this information.
<p>F & F Committee Goal #4: Long Term Financial Planning</p>	<p>Facilities Expansion Update -</p> <ul style="list-style-type: none"> • CM will follow up on lead testing being done for the new build when we meet with Lindsay and line up using the same service to test existing outlets. • Becky will follow up with JB about the lead testing done previously. <p>Long Term Financial Planning</p> <ul style="list-style-type: none"> • Paul at EdOps is working on the budget for 2026 - 2027 • Projected enrollment, revenue numbers will be needed for the Charter Renewal narrative. <ul style="list-style-type: none"> ○ Now that we have received approval for the Walton Family loan, we can generate real numbers: Estimate is 396 students for 2026 - 2027. ○ JB and Keisha are working on the projected enrollment doc that was due in Reportwell on 2/15/26.
<p>SMP Oversight of Charter Goal 11 F & F Committee Goal #2: Financial Policies are followed 100% of the time</p>	<p>Sweep Statement</p> <ul style="list-style-type: none"> • Kristin is the only one at EdOps who has access to the sweep account. Need to add other people from EdOps added as authorized to access the TLS bank account. JB will call tomorrow to set this up. <p>Quarter 3 Financial Controls Questionnaire Discussion</p> <ul style="list-style-type: none"> • Gary will reach out to JB to orient him to the questionnaire. Gary will send out the questionnaire mid-March, for completion by both CM and JB before the next F & F meeting on 3/26. <p>Invoicing policy</p> <ul style="list-style-type: none"> • Vendor acceptance criteria to be in any contract: “Must be invoiced within 90 days unless otherwise agreed upon.” • CM will discuss with JB adding this language to all contracts going forward. • CM will email Tom to review language before the end of February. • We are coming into contract season in March. <ul style="list-style-type: none"> ○ Looking into new contracts for transportation. ○ Will likely stay with the current food vendor. After next year will have a commercial kitchen and be able to provide food in-house. Get reimbursed for food. Will receive more funds than

	we expend.
Previous/Upcoming	<ul style="list-style-type: none">● Did the payment from Synchrony's Deeds Platform come through on the TLS side?<ul style="list-style-type: none">○ CM will talk to JB about whether we can coordinate the two platforms. Becky will add to Board Task Tracker.○ Will return to this topic after new board members are added. ● 218 Agreement - Discussion postponed to June or July 2026



January 2026 Financials

PREPARED FEB'26 BY



- **Executive Summary**
- **Key Performance Indicators**
- **Cash Forecast**
- **Appendix – Monthly Financials**

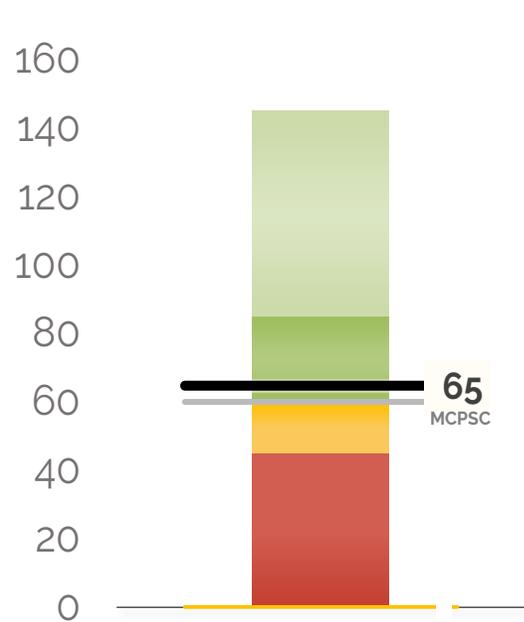
Executive Summary

- **As of January 31, 2026, The Leadership School is projected operate at a 111k deficit in FY26. However, based on the broad loan framework for the new facility, it is expected the school will see savings overall, due to the new mortgage payment being lower than the projected rent cost. Congrats to the school on receiving Walton Funding – that is a big deal!**
- **The facility savings aside, the key performance metrics are solid, particularly for a school at this particular stage of its life. The projected 950k cash balance represents 65 days of cash and an 18% fund balance, both in compliance with authorizer standards.**
- **In short, the school has built a strong financial foundation from which to enter this next phase of growth and expansion.**
- **It will be important, however, for the Board to consider how to offset the loss of CSP grant once it expires at the end of next fiscal year.**

Key Performance Indicators

Days of Cash

Cash balance at year-end divided by average daily expenses

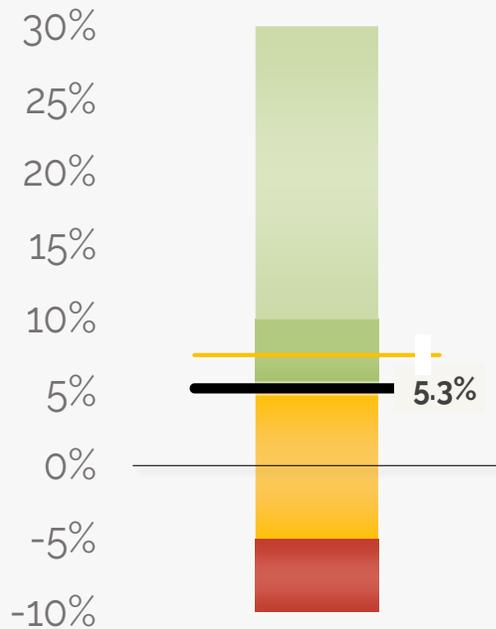


65 DAYS OF CASH AT YEAR'S END

The school will end the year with 65 days of cash. This is above the recommended 60 days

Gross Margin

Revenue less expenses, divided by revenue

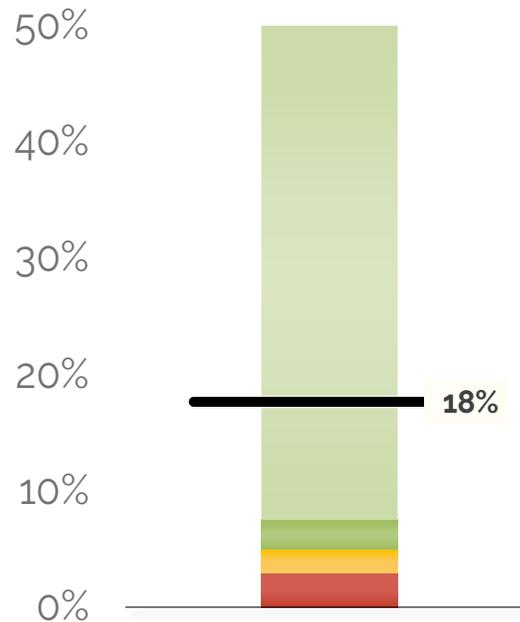


5.3% GROSS MARGIN

The forecasted net income is \$300k, which is \$112k below the budget. It yields a 5.3% gross margin.

Fund Balance %

Forecasted Ending Fund Balance / Total Expenses



17.65% AT YEAR'S END

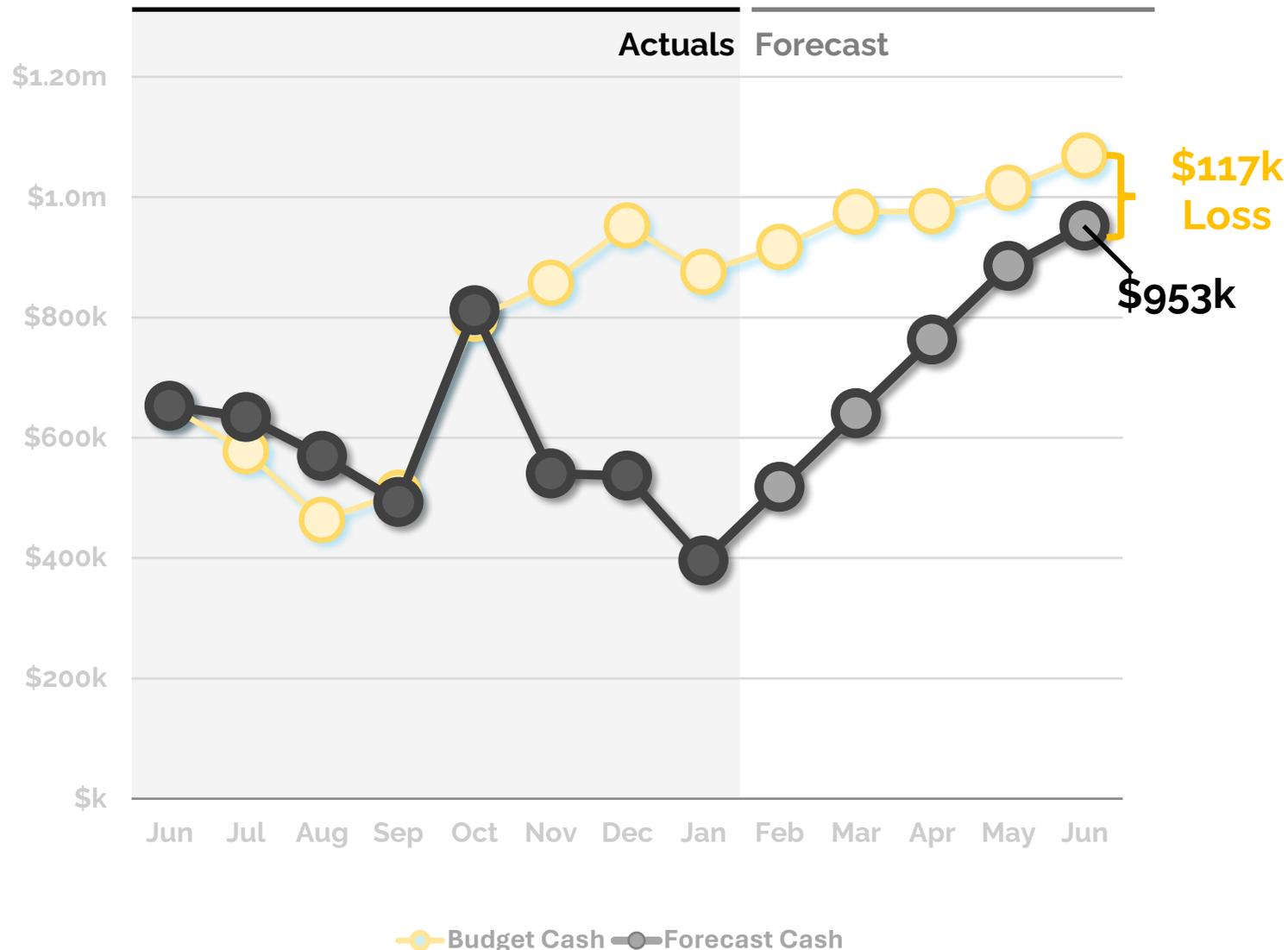
The school is projected to end the year with a fund balance of \$948,283. Last year's fund balance was \$648,551.

Cash Forecast

65 Days of Cash at year's end

We forecast the school's year ending cash balance as **\$953k**, **\$117k** below budget.

As mentioned in the Executive Summary, based on the description of the loan terms, the forecast for year-end cash will likely increase once FY26 mortgage cost is finalized and understood.



	<i>Actual</i>	<i>Budget</i>	<i>Variance</i>	<i>Forecast</i>	<i>Budget</i>	<i>Variance</i>	<i>Remaining</i>	<i>Rem %</i>
Revenue								
Local Revenue	201,518	217,419	(15,900)	350,488	362,503	(12,015)	148,970	43%
State Revenue	2,171,153	1,884,493	286,660	3,482,751	3,278,965	203,786	1,311,598	38%
Federal Revenue	329,424	1,002,434	(673,010)	1,610,321	1,631,043	(20,722)	1,280,897	80%
Private Grants and Donations	74,604	133,883	(59,279)	220,000	180,000	40,000	145,396	66%
Earned Fees	7,472	2,485	4,987	7,472	2,500	4,972	-	0%
Total Revenue	2,784,172	3,240,714	(456,542)	5,671,032	5,455,011	216,022	2,886,860	1
Expenses								
Salaries	1,273,263	1,325,858	52,595	2,231,522	2,272,900	41,378	958,259	43%
Benefits and Taxes	301,307	339,289	37,982	569,259	579,495	10,236	267,952	47%
Staff-Related Costs	131,146	84,215	(46,930)	153,657	118,148	(35,509)	22,512	15%
Rent	147,475	323,941	176,466	550,000	550,000	0	402,525	73%
Occupancy Service	152,260	83,814	(68,446)	209,859	146,396	(63,463)	57,599	27%
Student Expense, Direct	482,901	376,326	(106,575)	565,233	424,100	(141,133)	82,332	15%
Student Expense, Food	204,408	178,120	(26,288)	381,331	356,240	(25,091)	176,924	46%
Office & Business Expense	228,644	139,840	(88,804)	315,143	253,114	(62,029)	86,499	27%
Transportation	139,521	171,500	31,979	367,795	343,000	(24,795)	228,274	62%
Total Ordinary Expenses	3,060,925	3,022,904	(38,021)	5,343,800	5,043,393	(300,407)	2,282,875	43%
Total Expenses	3,088,425	3,022,904	(65,521)	5,371,300	5,043,393	(327,907)	2,282,875	2
Net Income	(304,254)	217,810	(522,063)	299,732	411,617	(111,885)	603,985	
Cash Flow Adjustments	46,993	-	46,993	0	-	0	(46,993)	
Change in Cash	(257,261)	217,810	(475,070)	299,732	411,617	(111,885)	556,993	

1 REVENUE: \$216K AHEAD

The school received a restricted grant that was not budgeted. As the expenses were not budgeted either, the grant revenue is offset by an increase in expense projection.

2 EXPENSES: \$328K BEHIND

In addition to grant expenses mentioned above, the school has incurred facility project costs that were not consummated in the Board approved budget, causing expense forecast to be above budget. However, project consultant indicates those costs will be reimbursed at closing.

	Actual							Forecast					
Income Statement	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	TOTAL
Revenue													
Local Revenue	29,095	28,672	28,878	28,630	28,716	28,791	28,736	29,794	29,794	29,794	29,794	29,794	350,488
State Revenue	216,001	220,074	214,061	710,820	257,889	257,976	294,332	262,320	262,320	262,320	262,320	262,320	3,482,751
Federal Revenue	65,037	18,987	53,114	0	76,905	90,418	24,963	256,179	256,179	256,179	256,179	256,179	1,610,321
Private Grants and Donations	0	73,334	0	1,250	0	0	20	29,079	29,079	29,079	29,079	29,079	220,000
Earned Fees	0	2,500	0	2,411	440	1,043	1,078	0	0	0	0	0	7,472
Total Revenue	310,132	343,567	296,053	743,111	363,950	378,228	349,130	577,372	577,372	577,372	577,372	577,372	5,671,032
Expenses													
Salaries	148,895	180,691	195,210	196,244	180,886	196,937	174,400	180,672	180,672	180,672	180,672	235,572	2,231,522
Benefits and Taxes	33,761	34,926	39,050	57,172	37,713	48,991	49,696	53,431	53,431	53,431	53,431	54,227	569,259
Staff-Related Costs	10,109	24,495	22,935	7,865	8,394	52,298	5,049	4,502	4,502	4,502	4,502	4,502	153,657
Rent	25,616	25,616	25,616	25,616	0	45,012	0	80,505	80,505	80,505	80,505	80,505	550,000
Occupancy Service	31,554	15,947	17,635	7,260	13,133	6,425	60,305	11,520	11,520	11,520	11,520	11,520	209,859
Student Expense, Direct	32,383	45,177	26,929	99,103	246,498	14,854	17,958	16,466	16,466	16,466	16,466	16,466	565,233
Student Expense, Food	3,640	23,600	31,800	33,600	38,073	31,135	42,560	35,385	35,385	35,385	35,385	35,385	381,331
Office & Business Expense	45,113	55,695	21,708	13,882	30,413	11,670	50,163	17,300	17,300	17,300	17,300	17,300	315,143
Transportation	8,927	15,868	0	15,915	35,800	0	63,011	45,655	45,655	45,655	45,655	45,655	367,795
Total Ordinary Expenses	339,998	422,015	380,883	456,656	590,910	407,322	463,141	445,436	445,436	445,436	445,436	501,132	5,343,800
Operating Income	-29,865	-78,448	-84,830	286,455	-226,960	-29,093	-114,011	131,936	131,936	131,936	131,936	76,240	327,232
Extraordinary Expenses													
Facility Improvements	0	0	0	0	0	0	27,500	0	0	0	0	0	27,500
Total Extraordinary Expenses	0	0	0	0	0	0	27,500	0	0	0	0	0	27,500
Total Expenses	339,998	422,015	380,883	456,656	590,910	407,322	490,641	445,436	445,436	445,436	445,436	501,132	5,371,300
Net Income	-29,865	-78,448	-84,830	286,455	-226,960	-29,093	-141,511	131,936	131,936	131,936	131,936	76,240	299,732
Cash Flow Adjustments	11,519	13,496	8,675	31,982	-44,520	25,415	427	-9,399	-9,399	-9,399	-9,399	-9,399	0
Change in Cash	-18,346	-64,952	-76,156	318,437	-271,480	-3,679	-141,085	122,538	122,538	122,538	122,538	66,842	299,732
Ending Cash	634,551	569,599	493,443	811,880	540,400	536,721	395,636	518,174	640,712	763,250	885,787	952,629	

	<i>Previous Year End</i>	<i>Current</i>	<i>Year End</i>
Assets			
Current Assets			
Cash	652,897	370,636	952,629
Accounts Receivable	0	-29,904	0
Total Current Assets	652,897	340,732	952,629
Total Assets	652,897	340,732	952,629

Liabilities and Equity**Liabilities**

Current Liabilities

Other Current Liabilities	4,346	21,435	4,346
Total Current Liabilities	4,346	21,435	4,346
Total Long-Term Liabilities	0	0	
Total Liabilities	4,346	21,435	4,346

Equity

Unrestricted Net Assets	648,551	648,551	648,551
Net Income	0	-304,254	299,732
Total Equity	648,551	344,297	948,283

Total Liabilities and Equity	652,897	365,732	952,629
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QUESTIONS?

Please contact your EdOps Finance Team:

Paul Greenwood

paul@ed-ops.com

415.359.3995

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The Leadership School
02/11/2026 11:08 AM

Check Register by Type

Page: 1
User ID: SAS

Payee Type:		Check Type: Check				Checking Account ID: 1		
<u>Check Number</u>	<u>Check Date</u>	<u>Cleared</u>	<u>Void</u>	<u>Void Date</u>	<u>Entity ID</u>	<u>Entity Name</u>	<u>Check Amount</u>	
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87334539	01/31/2026	X	X	01/31/2026			0.00	
Checking Account ID:		1		Void Total:		0.00	Total without Voids:	0.00
Check Type Total:		Check		Void Total:		0.00	Total without Voids:	0.00
Payee Type Total:				Void Total:		0.00	Total without Voids:	0.00

Payee Type: Vendor		Check Type: Automatic Payment				Checking Account ID: 1		
<u>Check Number</u>	<u>Check Date</u>	<u>Cleared</u>	<u>Void</u>	<u>Void Date</u>	<u>Entity ID</u>	<u>Entity Name</u>	<u>Check Amount</u>	
52024610	01/05/2026	X			GSUITE	Google Suite	208.33	
52024611	01/16/2026	X			NEXTIVA	Nextiva	806.12	
52024613	01/20/2026	X			WELLSFARGO	Wells Fargo Vendor	1,323.31	
52024614	01/02/2026	X			LEVEL3	Level 3 Communications, LLC	2,386.04	
52024616	01/20/2026	X			FACEBOOK	Facebook	42.73	
52024626	01/15/2026	X			DIVVY	DIVVY - BILL.COM	18,007.01	
52024627	01/09/2026	X			MODIVEMPL	MO DIVISION OF EMPLOYMENT	4,506.62	
52024633	01/30/2026	X			MOCHILD	MO SMART Child Support	398.00	
52024634	01/07/2026	X			MIDWESTBNK	Midwest Bank Credit Card	10.00	
52024635	01/16/2026	X			BEACON	Beacon Facilities	26,681.58	
Checking Account ID:		1		Void Total:		0.00	Total without Voids:	54,369.74
Check Type Total:		Automatic Payment		Void Total:		0.00	Total without Voids:	54,369.74

Payee Type: Vendor		Check Type: Check				Checking Account ID: 1		
<u>Check Number</u>	<u>Check Date</u>	<u>Cleared</u>	<u>Void</u>	<u>Void Date</u>	<u>Entity ID</u>	<u>Entity Name</u>	<u>Check Amount</u>	
1010	01/07/2026	X			TITLE	St. Louis Title Company	10,000.00	
87334506	01/31/2026	X			STAPLES	CC - STAPLS765157090200001	244.06	
87334507	01/31/2026	X			CINTAS	Cintas Corp	2,785.57	
87334508	01/31/2026	X			CITYBLUE	CityBlue Technologies, LLC	337.16	
87334509	01/31/2026	X			CLARCAR	Carletha Clark	1,500.00	
87334510	01/31/2026	X			CONSTANGY	Constangy, Brooks, Smith & Prophete LLP	3,613.00	
87334511	01/31/2026	X			CSD	CSD Insurance Trust	23,451.17	
87334512	01/31/2026	X			CULLIGAN	CULLIGAN	20.08	
87334513	01/31/2026	X			CURRICULUM	Curriculum Associates LLC	10,850.00	
87334514	01/31/2026	X			MANDYSON	Imani Dyson	500.00	
87334515	01/31/2026	X			EDOPS	EdOps	11,241.67	
87334516	01/31/2026	X			FIRSTSTUDE	First Student Bus	48,725.35	
87334517	01/31/2026	X			GADELLNET	GadellNet Consulting Services, LLC.	6,749.70	
87334518	01/31/2026	X			GOODETOHE	Goode to the T LLC	200.00	
87334519	01/31/2026	X			HKWARCHITE	hkw architects	17,895.05	
87334520	01/31/2026	X			HOPSKIP	HopSkipDrive, Inc.	14,285.51	
87334521	01/31/2026	X			INNOVATIVE	Innovative Options LLC	581.00	
87334522	01/31/2026	X			INTERFACE	Interface Construction Group	1,671.41	
87334523	01/31/2026	X			MARRANDCO	Marr and Company PC	16,519.80	
87334524	01/31/2026	X			MCMECHANIC	MC Mechanical Services	1,495.00	
87334525	01/31/2026	X			MIDWESTEL	Midwest Electric Systems	1,068.00	
87334526	01/31/2026	X			MINDSCAPE	Mindscape Education Consulting	5,000.00	
87334527	01/31/2026	X			NEXTIVA	Nextiva	1,069.55	
87334528	01/31/2026	X			OFFICEESSE	Office Essentials	951.00	
87334529	01/31/2026	X			OFFICEMAX	Office Max	3.45	
87334530	01/31/2026	X			PAYPOOL	Paypool LLC	198.92	
87334531	01/31/2026	X			PERRYPROMO	PERRY PROMOTIONAL PRODUCTS LLC	50.00	
87334532	01/31/2026	X			PROPEL	Propel Kitchens	42,560.00	
87334533	01/31/2026	X			QPDLLC	QPD LLC	17,500.00	
87334534	01/31/2026	X			RFMEEHCO	R.F. MEEH CO.	19,418.00	
87334535	01/31/2026	X			RANDJAC	Jacquelyn Randle	1,500.00	
87334536	01/31/2026	X			ROTLER	Rottler Pest Solutions	107.00	
87334537	01/31/2026	X			SALOMON	SALOMON LAWN CARE LLC	1,660.00	
87334538	01/31/2026	X			SCHOOLMINT	Schoolmint	7,755.50	
87334540	01/31/2026	X			SHAY	Shay Roofing Inc	4,575.00	

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Check Register by Type

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Payee Type: Vendor		Check Type: Check			Checking Account ID: 1		
<u>Check Number</u>	<u>Check Date</u>	<u>Cleared</u>	<u>Void</u>	<u>Void Date</u>	<u>Entity ID</u>	<u>Entity Name</u>	<u>Check Amount</u>
87334541	01/31/2026				SLYMANBROS	Slyman Brothers	14,114.13
87334542	01/31/2026				POSTDISPAT	St. Louis Post Dispatch	438.06
87372825	01/31/2026	X			ASSOSHA	Shantell Assouman	43.50
87636119	01/31/2026	X			BEISPLUMB	Beis Plumbing LLC	165.00
99249908	01/16/2026	X			AMAZON	Amazon	295.75
Checking Account ID: 1					Void Total:	0.00	Total without Voids: 291,138.39
Check Type Total: Check					Void Total:	0.00	Total without Voids: 291,138.39
Payee Type Total: Vendor					Void Total:	0.00	Total without Voids: 345,508.13
Grand Total:					Void Total:	0.00	Total without Voids: 345,508.13

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<u>Vendor ID</u>	<u>Vendor Name</u>	<u>Invoice Number</u>	<u>Description</u>	<u>Invoice Date</u>	<u>Check Date</u>	<u>Checking Account ID</u>	<u>Check Number</u>	<u>CC:</u>	<u>Invoice Amount</u>
365MARKET	365 Retail Markets	2026 01 Divvy	Staff Food Order (Delmar Divine)	01/12/2026	01/15/2026	1	52024626	X	20.07
AMAZON	Amazon	2026 01 Divvy	Second installment of TLS provided Amazo	01/02/2026	01/15/2026	1	52024626	X	2,250.00
AMAZON	Amazon	20260209	IT supplies - Wireless HDMI adapters, x5	01/16/2026	01/16/2026	1	99249908		295.75
BEACON	Beacon Facilities	20260209	Property Insurance	01/16/2026	01/16/2026	1	52024635		26,681.58
BEISPLUMB	Beis Plumbing LLC	34465	Repairs and Maintenance	01/07/2026	01/31/2026	1	87636119		165.00
ADOBE	CC - ADOBE *ADOBE 4085366000 CA	2026 01 Divvy	Adobe subscription	12/15/2025	01/15/2026	1	52024626	X	44.38
AQUARIUM	CC - AT *AQUARIUM UNION ST.	2026 01 Divvy	Aquirium field trip	12/16/2025	01/15/2026	1	52024626	X	852.12
CHICKFILA	CC - CHICK FIL A	2026 01 Divvy	Student breakfast helper incentive lunch	12/20/2025	01/15/2026	1	52024626	X	29.34
CUSTOMINK	CC - Custom Ink	2026 01 Divvy	Staff TLS Apparel Gift (Nike Pullovers)	12/20/2025	01/15/2026	1	52024626	X	8,839.53
DRINKHOUSE	CC - Drink House LLC	2026 01 Divvy	Staff Holiday Party 12/19	12/20/2025	01/15/2026	1	52024626	X	2,000.00
CHEVYS	CC - EZCATER*CHEVYS FRESH M 8004881803 MA	2026 01 Divvy	Lunch for staff PD on 1/2	01/02/2026	01/15/2026	1	52024626	X	491.58
JMCDONUTS	CC - JMC DONUTS LLC SAINT LOUIS MO	2026 01 Divvy	Donuts with Dudes Event	12/19/2025	01/15/2026	1	52024626	X	244.84
OPENAI	CC - Open AI Chat GPT	2026 01 Divvy	Chat GPT subscription	12/29/2025	01/15/2026	1	52024626	X	20.00
PANERA	CC - Panera Bread	2026 01 Divvy	Donuts with Dudes Event	12/19/2025	01/15/2026	1	52024626	X	62.80
STAPLES	CC - STAPLS7651570902000001	6050783948	General Supplies	12/18/2025	01/31/2026	1	87334506		244.06
TEACHERS	CC - TEACHERS PAY TEACHERS	2026 01 Divvy	K-5 curriculum resources	12/17/2025	01/15/2026	1	52024626	X	107.49
KOLACHE	CC - The Kolache Factory	2026 01 Divvy	Breakfast for staff (first week back)	01/10/2026	01/15/2026	1	52024626	X	128.23
UBER	CC - UBER	2026 01 Divvy	Uber Tip from E3 Travel Airport and Hote	12/23/2025	01/15/2026	1	52024626	X	5.00
WALGREENS	CC - Walgreens	2026 01 Divvy	Enrollment incentive gift card for TLS f	12/19/2025	01/15/2026	1	52024626	X	352.75
CINTAS	Cintas Corp	4252147040	General Supplies	12/05/2025	01/31/2026	1	87334507		934.24
CINTAS	Cintas Corp	4252894747	General Supplies	12/12/2025	01/31/2026	1	87334507		276.06
CINTAS	Cintas Corp	4253717623	General Supplies	12/19/2025	01/31/2026	1	87334507		476.16
CINTAS	Cintas Corp	4254373528	General Supplies	12/26/2025	01/31/2026	1	87334507		276.06
CINTAS	Cintas Corp	4255120454	General Supplies	01/02/2026	01/31/2026	1	87334507		505.84
CINTAS	Cintas Corp	4255865360	General Supplies	01/09/2026	01/31/2026	1	87334507		317.21
CITYBLUE	CityBlue Technologies, LLC	303807	General Supplies	12/11/2025	01/31/2026	1	87334508		254.76
CITYBLUE	CityBlue Technologies, LLC	304164	General Supplies	01/13/2026	01/31/2026	1	87334508		82.40
CLARCAR	Clark, Carletha	V*202207-Debits-08	Summer Camp Stipend	01/31/2026	01/31/2026	1	87334509		(1,500.00)
CONSTANGY	Constangy, Brooks, Smith & Prophete LLP	57559941	Legal Services	11/13/2025	01/31/2026	1	87334510		2,568.50
CONSTANGY	Constangy, Brooks, Smith & Prophete LLP	57559942	Legal Services	11/13/2025	01/31/2026	1	87334510		1,044.50
CONTAINER	Container Store, The	2026 01 Divvy	Office Furniture	12/27/2025	01/15/2026	1	52024626	X	310.11
COSTCO	Costco Wholesale	2026 01 Divvy	Drinks for 4th and 5th ELA incentive rew	12/20/2025	01/15/2026	1	52024626	X	197.92
CSD	CSD Insurance Trust	20260101-23451.17	Employee Benefits - Medical Insurance	01/01/2026	01/31/2026	1	87334511		23,451.17
CULLIGAN	CULLIGAN	20251231-20.08	General Supplies	12/31/2025	01/31/2026	1	87334512		20.08
CURRICULUM	Curriculum Associates LLC	20250709-10850.00	Curriculum and Instructional Resources	07/09/2025	01/31/2026	1	87334513		10,850.00
MANDYSON	Dyson, Imani	V*202207-Debits-04	Marketing/Recruitment Services	01/31/2026	01/31/2026	1	87334514		(500.00)

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EDOPS	EdOps	108651	Purchased Services	01/01/2026	01/31/2026	1	87334515		11,241.67
FACEBOOK	Facebook	2026 01-0001	Facebook ads	01/20/2026	01/20/2026	1	52024616		42.73
FIRSTSTUDE	First Student Bus	12088137	Home-to-School	11/26/2025	01/31/2026	1	87334516		25,811.47
FIRSTSTUDE	First Student Bus	12092860	Home-to-School	12/18/2025	01/31/2026	1	87334516		22,427.16
FIRSTSTUDE	First Student Bus	SF-472314	Non Route	12/22/2025	01/31/2026	1	87334516		486.72
GADELLNET	GadellNet Consulting Services, LLC.	CW182407	Data Processing Services	10/01/2025	01/31/2026	1	87334517		1,050.00
GADELLNET	GadellNet Consulting Services, LLC.	CW183091	Data Processing Services	10/15/2025	01/31/2026	1	87334517		357.50
GADELLNET	GadellNet Consulting Services, LLC.	CW184018	Data Processing Services	11/01/2025	01/31/2026	1	87334517		1,050.00
GADELLNET	GadellNet Consulting Services, LLC.	CW186334	Data Processing Services	12/01/2025	01/31/2026	1	87334517		1,050.00
GADELLNET	GadellNet Consulting Services, LLC.	CW187553	Technology Supplies	12/31/2025	01/31/2026	1	87334517		2,192.20
GADELLNET	GadellNet Consulting Services, LLC.	CW187954	Data Processing Services	01/01/2026	01/31/2026	1	87334517		1,050.00
GOODETOTHE	Goode to the T LLC	V*INV-000006	Repairs and Maitenance	01/31/2026	01/31/2026	1	87334518		(200.00)
GSUITE	Google Suite	2026 01-0001	Google Suite 12/25	01/05/2026	01/05/2026	1	52024610		208.33
HKWARCHITE	hkw architects	5906	Architect Fees	09/10/2025	01/31/2026	1	87334519		5,117.30
HKWARCHITE	hkw architects	5956	Architect Fees	11/06/2025	01/31/2026	1	87334519		12,777.75
HOPSKIP	HopSkipDrive, Inc.	620306_251031	Home-to-School	10/31/2025	01/31/2026	1	87334520		3,360.57
HOPSKIP	HopSkipDrive, Inc.	620306_251130	Home-to-School	11/30/2025	01/31/2026	1	87334520		3,975.84
HOPSKIP	HopSkipDrive, Inc.	620306_251231	Home-to-School	12/31/2025	01/31/2026	1	87334520		6,949.10
INNOVATIVE	Innovative Options LLC	2025-253	Purchased Services	12/10/2025	01/31/2026	1	87334521		581.00
INTERFACE	Interface Construction Group	A10666-01	Repairs and Maintenance	12/30/2025	01/31/2026	1	87334522		1,671.41
LEVEL3	Level 3 Communications, LLC	2026 01-0001	Telecommunications Contract 01/2026	01/02/2026	01/02/2026	1	52024614		2,386.04
MARRANDCO	Marr and Company PC	131257	Audit Services	12/31/2025	01/31/2026	1	87334523		16,519.80
MCMECHANIC	MC Mechanical Services	21251	Other Property Services	11/17/2025	01/31/2026	1	87334524		1,495.00
MIDWESTBNK	Midwest Bank Credit Card	20260206	Purchase of checks for school	01/07/2026	01/07/2026	1	52024634		10.00
MIDWESTEL	Midwest Electric Systems	20257645	Purchased Services	01/01/2026	01/31/2026	1	87334525		1,068.00
MINDSCAPE	Mindscape Education Consulting	2529	Purchased Services	12/19/2025	01/31/2026	1	87334526		5,000.00
MODIVEMPL	MO DIVISION OF EMPLOYMENT	20260204	Q4 Unemployment	01/09/2026	01/09/2026	1	52024627		4,506.62
MOCHILD	MO SMART Child Support	202601150000841	MO Child Support - Refund needed	01/15/2026	01/30/2026	1	52024633		199.00
MOCHILD	MO SMART Child Support	202601300001455	MO Child Support - Refund needed	01/30/2026	01/30/2026	1	52024633		199.00
NEXTIVA	Nextiva	2026 01-0001	Phones	01/16/2026	01/16/2026	1	52024611		806.12
NEXTIVA	Nextiva	V*202207-Debits-09	Phone Service Setup/Installation	01/31/2026	01/31/2026	1	87334527		(1,069.55)
OFFICEESSE	Office Essentials	WO-802272-1	General Supplies	11/03/2025	01/31/2026	1	87334528		475.50
OFFICEESSE	Office Essentials	WO-828705-1	General Supplies	12/12/2025	01/31/2026	1	87334528		475.50
OFFICEMAX	Office Max	V*202207-Debits-02	Fax Fee	01/31/2026	01/31/2026	1	87334529		(3.45)
PAYPOOL	Paypool LLC	9044280	Purchased Services	01/01/2026	01/31/2026	1	87334530		198.92
PERRYPROMO	PERRY PROMOTIONAL PRODUCTS LLC	2632	General Supplies	01/06/2026	01/31/2026	1	87334531		50.00
PROPEL	Propel Kitchens	1670	Food Supplies	12/15/2025	01/31/2026	1	87334532		11,200.00

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PROPEL	Propel Kitchens	1683	Food Supplies	01/02/2026	01/31/2026	1	87334532		11,200.00
PROPEL	Propel Kitchens	1685	Food Supplies	01/14/2026	01/31/2026	1	87334532		11,200.00
PROPEL	Propel Kitchens	1690	Food Supplies	01/13/2026	01/31/2026	1	87334532		8,960.00
QPDLLC	QPD LLC	2	Architect Fees	11/11/2025	01/31/2026	1	87334533		2,500.00
QPDLLC	QPD LLC	3	Architect Fees	12/18/2025	01/31/2026	1	87334533		15,000.00
RFMEEHCO	R.F. MEEH CO.	11501	HVAC replacement and install	12/17/2025	01/31/2026	1	87334534		19,418.00
RANDJAC	Randle, Jacquelyn	V*202207-Debits-03	Summer Camp Stipend	01/31/2026	01/31/2026	1	87334535		(1,500.00)
REPUBLIC	Republic Services	2026 01 Divvy	January trash bill	01/10/2026	01/15/2026	1	52024626	X	1,997.13
ROTTLER	Rottler Pest Solutions	4548183	Other Property Services	12/16/2025	01/31/2026	1	87334536		107.00
SALOMON	SALOMON LAWN CARE LLC	7127	Other Property Services	12/01/2025	01/31/2026	1	87334537		1,660.00
SCHOOLMINT	Schoolmint	V*202207-Debits-06	FY23 Contract	01/31/2026	01/31/2026	1	87334538		(1,687.50)
SCHOOLMINT	Schoolmint	V*202207-Debits-07	FY23 SchoolMint	01/31/2026	01/31/2026	1	87334538		(6,068.00)
ASSOSHA	Shantell Assouman	20251217-43.50	Purchased Services	12/17/2025	01/31/2026	1	87372825		43.50
SHAY	Shay Roofing Inc	25-0519	0	11/25/2025	01/31/2026	1	87334540		4,575.00
SLYMANBROS	Slyman Brothers	V*202207-Debits-05	Facilities - Appliances	01/31/2026	01/31/2026	1	87334541		(14,114.13)
POSTDISPAT	St. Louis Post Dispatch	V*202207-Debits-01	Food Service RFP Ad	01/31/2026	01/31/2026	1	87334542		(438.06)
TITLE	St. Louis Title Company	20260204	New Property Earnest Deposit	01/07/2026	01/07/2026	1	1010		10,000.00
TARGET	Target	2026 01 Divvy	Holiday Cards	12/19/2025	01/15/2026	1	52024626	X	53.72
WELLSFARGO	Wells Fargo Vendor	2026 01-0001	Copier Rental 1/2026	01/20/2026	01/20/2026	1	52024613		1,323.31
								Report Total:	291,346.75



Accounts Payable

As of 1/31/2026

The Leadership School

PAYEE: ALL		STATUS: -- All --		REPORT DATE: 2/17/2026 11:10:41 AM ET						
GL CODE: ALL										
Invoice #	Incur Date	Invoice Date	Status	Check Date	Check or Trans. #	Payee/Account	GL code	Split Amount	Memo	Total Amount
1072	6/2/2025	6/2/2025	On Hold			Fresh Palate Eats LLC The Leadership School	10 2563 6471 6905 3 00000 000	\$21,451.30	04/2025 & 05/2025 breakfast & lunch service	\$21,451.30
20250709-10850.00	12/1/2025	7/9/2025	Paid	2/4/2026	87636483	Curriculum Associates, LLC 4048560	10 1111 6431 6905 4 40001 000	\$10,850.00	Curriculum	\$10,850.00
5906	12/1/2025	9/10/2025	Paid	2/4/2026	87636111	hkw architects The Leadership School	40 2542 6521 6905 3 00000 000	\$5,117.30	Architect design fees: Period: 11/2025	\$5,117.30
INV-25024	10/16/2025	10/16/2025	Awaiting Payment Authorization			HORIZON SIGN COMPANY The Leadership School	10 2542 6411 6905 3 00000 000	\$1,445.22	Building signage	\$1,445.22
2599	10/21/2025	10/21/2025	Awaiting Payment Authorization			PERRY PROMOTIONAL PRODUCTS LLC The Leadership School	10 1111 6411 6905 3 40001 000	\$128.50	student jerseys	\$128.50
25-0519	1/1/2026	11/25/2025	Paid	2/4/2026	87636116	Shay Roofing, Inc. LEA200	10 3321 0000 6905 1 00000 000	\$4,575.00	Replaced damaged metal siding panels	\$4,575.00
620306_251130	1/1/2026	11/30/2025	Paid	2/4/2026	87636485	HopSkipDrive, Inc. The Leadership School	10 2551 6341 6905 3 00000 000	\$3,975.84	FY26 Transportation 11/2025	\$3,975.84
5973	12/9/2025	12/9/2025	Awaiting Payment Authorization			hkw architects The Leadership School	40 2542 6521 6905 3 00000 000	\$26,155.50	Architect design fees. Period: 11/2025	\$26,155.50
4548183	12/16/2025	12/16/2025	Paid	2/4/2026	87636342	Rottler Pest Solutions The Leadership School	10 2543 6339 6905 3 00000 000	\$107.00	Pest Control Services	\$107.00
4253717623	12/19/2025	12/19/2025	Paid	2/4/2026	87636264	Cintas Corp 20871236	10 2542 6411 6905 3 00000 000	\$476.16	Cleaning Supplies	\$476.16
A10666-01	1/1/2026	12/30/2025	Paid	2/4/2026	87636113	Interface Construction Corp The Leadership School	10 2542 6332 6905 3 00000 000	\$1,671.41	Door Repair	\$1,671.41

Invoice #	Incur Date	Invoice Date	Status	Check Date	Check or Trans. #	Payee/Account	GL code	Amount	Memo	Amount
20251231-20.08	1/1/2026	12/31/2025	Paid	2/4/2026	87636115	CULLIGAN 457-28507465-6	10 2542 6411 6905 3 00000 000	\$20.08	Water Delivery Service 01/2026	\$20.08
620306_251231	1/1/2026	12/31/2025	Paid	2/4/2026	87636485	HopSkipDrive, Inc. The Leadership School	10 2551 6341 6905 3 00000 000	\$6,949.10	FY26 Transportation 12/2025	\$6,949.10
CW187553	1/1/2026	12/31/2025	Paid	2/4/2026	87636117	GadellNet Consulting Services, LLC. The Leadership School	10 2511 6412 6905 3 00000 000	\$2,192.20	Phone supplies	\$2,192.20
20257645	1/1/2026	1/1/2026	Paid	2/4/2026	87636482	Midwest Electric Systems The Leadership School	10 2546 6319 6905 3 00000 000	\$1,068.00	Fire Alarm and Security Monitoring. Service Period: 01/2026	\$1,068.00
20260101-23451.17	1/1/2026	1/1/2026	Paid	2/4/2026	87636484	CSD Insurance Trust Leadership School District	10 2156 0050 6905 3 00000 000	\$232.30	Vision Insurance 01/26	\$23,451.17
							10 2156 0030 6905 3 00000 000	\$321.60	Disability Insurance 01/26	
							10 2329 6319 6905 3 00000 000	\$0.00	DCA Service Fee 01/26	
							10 2156 0020 6905 3 00000 000	\$243.14	Life Insurance 01/26	
							10 2156 0040 6905 3 00000 000	\$892.12	Dental Insurance 01/26	
							10 2156 0010 6905 3 00000 000	\$21,762.01	Medical Insurance 01/26	
9044280	1/2/2026	1/1/2026	Paid	2/4/2026	87636481	Paypool LLC The Leadership School	10 2523 6319 6905 3 00000 000	\$198.92	Service Period: 12/2025	\$198.92
CW187954	1/1/2026	1/1/2026	Paid	2/4/2026	87636114	GadellNet Consulting Services, LLC. The Leadership School	10 2331 6316 6905 3 00000 000	\$1,050.00	Tech Services 01/2026	\$1,050.00
4255120454	1/2/2026	1/2/2026	Paid	2/4/2026	87636265	Cintas Corp 20871236	10 2542 6411 6905 3 00000 000	\$505.84	Cleaning Supplies	\$505.84

Invoice #	Incur Date	Invoice Date	Status	Check Date	Check or Trans. #	Payee/Account	GL code	Amount	Memo	Amount
2632	1/6/2026	1/6/2026	Paid	2/4/2026	87636118	PERRY PROMOTIONAL PRODUCTS LLC The Leadership School	10 1111 6411 6905 3 00000 000	\$50.00	Student jerseys	\$50.00
34465	1/7/2026	1/7/2026	Paid	2/4/2026	87636119	Beis Plumbing LLC The Leadership School	10 2542 6332 6905 3 00000 000	\$165.00	PLUMBING 01/07/26	\$165.00
4255865360	1/9/2026	1/9/2026	Paid	2/4/2026	87636266	Cintas Corp 20871236	10 2542 6411 6905 3 00000 000	\$317.21	Cleaning Supplies	\$317.21
1690	1/13/2026	1/13/2026	Paid	2/4/2026	87636486	Propel Kitchens The Leadership School	10 2563 6471 6905 3 00000 000	\$8,960.00	Breakfast & lunch for week of 01/19/2026	\$8,960.00
304164	1/13/2026	1/13/2026	Paid	2/4/2026	87636112	CityBlue Technologies, LLC. 057268	10 2511 6411 6905 3 00000 000	\$82.40	printer ink 01/2026	\$82.40
1685	1/14/2026	1/14/2026	Paid	2/4/2026	87636486	Propel Kitchens The Leadership School	10 2563 6471 6905 3 00000 000	\$11,200.00	Breakfast & lunch for week of 01/12/2026	\$11,200.00
WO-848001-1	1/14/2026	1/14/2026	Funds Transferring			Office Essentials 9990990	10 2511 6411 6905 3 00000 000	\$570.60	Supplies - Copy Paper	\$570.60
162	1/15/2026	1/15/2026	Funds Transferring			Rebel Law The Leadership School	10 2311 6317 6905 3 00000 000	\$102.50	Legal services 12/2025	\$102.50
4256608923	1/16/2026	1/16/2026	Funds Transferring			Cintas Corp 20871236	10 2542 6411 6905 3 00000 000	\$772.58	Cleaning Supplies	\$772.58
4577399	1/20/2026	1/20/2026	Funds Transferring			Rottler Pest Solutions The Leadership School	10 2543 6339 6905 3 00000 000	\$116.00	Pest Control Services	\$116.00
1275	1/22/2026	1/22/2026	Funds Transferring			Shaffer Coaching and Consulting LLC The Leadership School	10 2213 6319 6905 4 40001 000	\$180.00	Coaching & Consulting Services 1/22/26	\$180.00
1702	1/22/2026	1/22/2026	Funds Transferring			Propel Kitchens The Leadership School	10 2563 6471 6905 3 00000 000	\$11,200.00	Breakfast & lunch for week of 01/26/2026	\$11,200.00
4257373075	1/23/2026	1/23/2026	Funds Transferring			Cintas Corp 20871236	10 2542 6411 6905 3 00000 000	\$456.64	Cleaning Supplies	\$456.64
SF-483206	1/26/2026	1/26/2026	Funds Transferring			First Student, Inc The Leadership School	10 2551 6342 6905 3 00000 000	\$253.08	Field Trip Transportation 12/2025	\$253.08

Invoice #	Incur Date	Invoice Date	Status	Check Date	Check or Trans. #	Payee/Account	GL code	Amount	Memo	Amount
SF-483261	1/26/2026	1/26/2026	Funds Transferring			First Student, Inc The Leadership School	10 2551 6342 6905 3 00000 000	\$337.44	Field Trip Transportation 12/2025	\$337.44
12099161	1/27/2026	1/27/2026	Funds Transferring			First Student, Inc The Leadership School	10 2551 6341 6905 3 00000 000	\$25,169.77	Contracted Student Transportation 12/2025	\$25,169.77
35051	1/30/2026	1/30/2026	Funds Transferring			Beis Plumbing LLC The Leadership School	10 2542 6332 6905 3 00000 000	\$1,498.00	PLUMBING 01/30/26	\$1,498.00

Invoice #	Incur Date	Invoice Date	Status	Check Date	Check or Trans. #	Payee/Account	GL code	Amount	Memo	Amount
GL Code Summary										
							10 1111 6411 6905 3 00000 000	\$50.00		\$50.00
							10 1111 6411 6905 3 40001 000	\$128.50		\$128.50
							10 1111 6431 6905 4 40001 000	\$10,850.00		\$10,850.00
							10 2156 0010 6905 3 00000 000	\$21,762.01		\$21,762.01
							10 2156 0020 6905 3 00000 000	\$243.14		\$243.14
							10 2156 0030 6905 3 00000 000	\$321.60		\$321.60
							10 2156 0040 6905 3 00000 000	\$892.12		\$892.12
							10 2156 0050 6905 3 00000 000	\$232.30		\$232.30
							10 2213 6319 6905 4 40001 000	\$180.00		\$180.00
							10 2311 6317 6905 3 00000 000	\$102.50		\$102.50
							10 2329 6319 6905 3 00000 000	\$0.00		\$0.00
							10 2331 6316 6905 3 00000 000	\$1,050.00		\$1,050.00
							10 2511 6411 6905 3 00000 000	\$653.00		\$653.00
							10 2511 6412 6905 3 00000 000	\$2,192.20		\$2,192.20
							10 2523 6319 6905 3 00000 000	\$198.92		\$198.92
							10 2542 6332 6905 3 00000 000	\$3,334.41		\$3,334.41
							10 2542 6411 6905 3 00000 000	\$3,993.73		\$3,993.73
							10 2543 6339 6905 3 00000 000	\$223.00		\$223.00
							10 2546 6319 6905 3 00000 000	\$1,068.00		\$1,068.00
							10 2551 6341 6905 3 00000 000	\$36,094.71		\$36,094.71
							10 2551 6342 6905 3 00000 000	\$590.52		\$590.52
							10 2563 6471 6905 3 00000 000	\$52,811.30		\$52,811.30
							10 3321 0000 6905 1 00000 000	\$4,575.00		\$4,575.00
							40 2542 6521 6905 3 00000 000	\$31,272.80		\$31,272.80
Total:										\$172,819.76

\$172,819.76

Notice

The following file is attached to this PDF. You will need to open this packet in an application that supports attachments to pdf files, e.g. [Adobe Reader](#):

TLS - Supplemental Report - January 2026.xlsx

Coversheet

School Performance Committee Report

Section: III. Committee Reports
Item: B. School Performance Committee Report
Purpose: Discuss
Submitted by:
Related Material: 2.11.26 School Performance Committee Meeting Notes.pdf



School Performance Committee Meeting Notes - 2.11.26

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 Academic Goals for 2025 - 2027

Goal 1: By year Five, **35%** of TLS students will score Proficient or Advanced in English Language Arts (ELA) on the MAP (Missouri Assessment Program) and 20% of TLS students will score Proficient or Advanced in Math on the MAP (Missouri Assessment Program)

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: By the end of Year 5, **50%** of all students will score at or above grade-level in English Language Arts according to the iReady assessment. By the end of Year 5, **25%** of TLS students will score at or above grade level in Mathematics according to the iReady assessment.

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.

TLA Culture Goals for 2025 - 2027

Goal 5: By Year Five, we will have at least a **90%** average daily attendance rate or **77%** proportional attendance rate.

Goal 6: **By the end of the year, at least 85% of students** in 3rd grade and above will agree or strongly agree that they are developing the following leadership skills: Understanding their emotions (self-awareness), making good choices (responsible decision-making), and working well with others (collaboration) as measured by pre-post Wayfinder SEL assessments.

Goal 7: **85%** of parents/family members will respond positively to a formal survey that they are satisfied with the school, rising to 90% in Year Five.

Goal 8: At least **85%** of students enrolled on October 1 will be re-enrolled the following year, as measured by the percent of students who leave the school for reasons other than moving out of the enrollment zone.

Goal 9: 90% of staff members will agree or strongly agree on the [TNTP Instructional Insight survey](#) that they feel positively about the overall instructional culture.

2025 - 2026 School Performance Committee Goals

1. (Committee Operations) On end-of-year self-assessments, 90% or more of TLS Board members report that they agree or strongly agree that the School Performance Committee functioned effectively.
2. (Board Education) On End-of-year self-assessments, 80% or more of TLS Board members report they agree or strongly agree that they received effective ongoing education and training in proper academic oversight.
3. (Data-Driven) On end-of-year self-assessments, 90% or more of TLS Board members agree or strongly agree that School Performance Committee members were effective in using performance indicators to monitor academic and school climate-related decision-making and provide state reporting oversight.

**Meetings 2025 - 2026: [Second Wednesday @ 4:00 PM](#) [TLS 2025 - 2026 School Calendar](#) [2025 APR data on DESE](#)
[2025 - 2026 Committee Charter](#) [Revised Internal Goals Quick View](#) [DESE Data Portal for TLS](#)
[TLS Board Task Management Tracker \(new\)](#)**

Join Zoom Meeting

<https://us06web.zoom.us/j/87349497416?pwd=16syORPHbaO8wo4eQd6alWGSrJ4TBO.1>

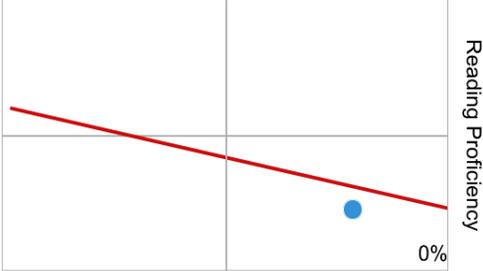
Meeting ID: 873 4949 7416

Passcode: Zhv84s

Date of this Meeting: 2/11/26 4:00 PM
[Monthly Board Calendar](#)

Present: Courtney, Rebecca, Keisha, Becky

<p>SP Comm Goal 3 - Effective use of performance indicators Goals 1 & 3: Achievement</p> <p>Strategic Monitoring Framework (SMF)</p> <p>Organizational Health Dashboard (OHD)</p> <p>Midyear Charter Score Board Year Four</p>	<p>Discussed:</p> <ul style="list-style-type: none"> ● Governor's Executive Order calling for new A-F report cards ● The likely grade would be for each school and network based on 2025 MAP Data ● Based on 1/3 Total Proficiency; 1/3 Relative Growth to schools in similar contexts; 1/3 Growth to Proficiency based on MAP Performance Index changes year over year (see MPI explanation from the MCPSA) <ul style="list-style-type: none"> ○ Moving students from Below Basic to Basic earns double points on the MPI calculation which is used in the Annual Performance Report (APR) to incentivize teachers and parents to support the lowest performers. ● MOSCHOOldata <ul style="list-style-type: none"> ○ TOT can provide correlational data showing the number of years a student has been enrolled and their academic performance (proficiency) ○ Beating the Odds in Reading State/School Tracker: <ul style="list-style-type: none"> ■ Need to get the FRL number accurate to accurately report our poverty level. <ul style="list-style-type: none"> ● Keisha will reach out to Debbie (DESE) and Nicky (EdOps) ■ Keisha will connect with JB re: sending Kindergarten iReady data to Becky ■ Sources of Info: The data for this project come from: <ul style="list-style-type: none"> ● Spring 2024 third-grade reading scores downloaded from the Education Data Center, which compiles state test scores and makes them publicly available. ● The 2023-24 poverty data from the Common Core of Data from the National Center for Education Statistics. These numbers are reported by states to the federal government, but they may look different than the
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	<p>measures that states or districts use for their own purposes.</p> <div data-bbox="1045 277 1822 894" style="border: 1px solid black; padding: 10px;"> <p>THE LEADERSHIP SCHOOL Pagedale, MO • Charter School</p> <p>Reading Scores vs. Poverty Level 100%</p>  <p>← More Affluent → Less Affluent →</p> <p>Based on its 31% poverty level, we expected this school would have 31% of its students proficient. Its actual score was 19%</p> </div>
<p>SP Comm Goal 3 - Effective use of performance indicators Goals 2- 4: Growth</p> <p>MPI info from the MCPSA</p>	<ul style="list-style-type: none"> ● Need an additional way to capture growth based on students’ starting points and movement toward proficient <ul style="list-style-type: none"> ○ Will take this into consideration when drafting the next set of Charter goals for renewal. - Courtney will work on this for June ○ CM will have JB share the K data with the Board by Friday 2/13.
<p>SP Comm Goal 3 - Effective use of performance indicators Goal 5: Attendance</p>	<ul style="list-style-type: none"> ● Need to start including tardies in monthly ED report (impacts proportional attendance as well as academics) - Report retrospectively on the previous month as we do with financials. Rebecca, Desiree, Keisha - <ul style="list-style-type: none"> ○ Rebecca will give to Courtney.

	<ul style="list-style-type: none"> ○ K will work with R on how to pull Jan tardy data. ○ Will be done by the Wednesday of the week before the Board meeting info to Courtney.
<p>SP Comm Goal 3 - Effective use of performance indicators Goal 6: Student Leadership</p> <p>Draft Goal 6 Dashboard</p> <p>Goal 6 Plan for Student Wellness and Leadership:</p> <p>Goal 6 Assessments 1 Goal 6 Assessments 2</p>	<p>Status of:</p> <ul style="list-style-type: none"> ● Community circles - status. Keisha will locate info ● Wayfinder SEL lessons - status. 1 - 2 lessons a week K - 5. With Mr. Nettles and Mr. Crossland ● Discipline Referral Tracking - Keisha will pull this and provide to CM by Wednesday of the week before the Board Meeting ● Align Goal 6 language with the way the data are presented: Rather than 85% scoring Agree or Strongly Agree, we could say: "Students will score themselves a 4 or higher on a 5-point scale that they "Agree or Strongly Agree" that...[with statements in the 3 areas]." - Committee agrees. Becky will add to the Consent Agenda.
<p>SP Comm Goal 3 - Effective use of performance indicators Goal 7: Family Satisfaction</p> <ul style="list-style-type: none"> ● Events Tracker ● Participation Tracker 	<p>Goal 7 (Family Satisfaction/Engagement):</p> <ul style="list-style-type: none"> ● Where are the monthly newsletters posted on the TLS website? <ul style="list-style-type: none"> ○ Should be under Families. ○ Monthly newsletter - Desiree and Rebecca complete first week of the month. ○ December, January, and February posted by 2/13. - JB, Keisha will connect with JB about this. ● Carmen will identify the number of families sending children to TLS. - Keisha will reach out to Carmen and have the info to the Board by 2/13. ● From 1.21.26 TOT Board Chair Meeting <ul style="list-style-type: none"> ○ Implications for parent conferences re: increasing student growth/achievement ○ More preparation to clarify how each child is doing <ul style="list-style-type: none"> ■ Report card and iready family facing letter, growth/strengths and needs, along with supports from home. Resource guides over the summer based on upcoming standards.

	<ul style="list-style-type: none"> ■ Fam U is another venue...next is 4/28. Testing focus; test-taking skills. How to talk about the test with their student. <ul style="list-style-type: none"> ● Two Fam U in the summer; meeting the teacher; handbook review...July/August ● Need to revamp how to build buy-in to improve attendance; should it be monthly or bi-monthly? ● Circle back in July
<p>SP Comm Goal 3 - Effective use of performance indicators Goal 8: Student Retention</p>	<p>Spring Enrollment Plan - Status update:</p> <ul style="list-style-type: none"> ● Have more enrollment than previously but often in Normandy doesn't start until summer. ● Send enrollment projections/current status to SP Comm. - Courtney ● Include in monthly ED report. - Courtney

Goal 9: Teacher Satisfaction

Additional Levers from the 1.21.26 [TOT Presentation](#)

- HIRE WELL: Start with teachers (hire well, coach up or out) - right people in the right seats.
- NARROW FOCUS: Intellectual prep for teachers: Lesson internalization - raise level of accountability
- COACHING & ACCOUNTABILITY:
- Coaching cycles for the leadership team; setting limits
 - What does professionalism look like? Academic discourse?
- ALIGNMENT RE INTENTIONS: Show up prepared; offer supports for those who are not.

[TLS Board Midyear Report, pp. 17 - 18](#)

- Patterns of Need in Teacher Evaluations:
 - Fall Foci: Culture of Learning/Content and Planning.
 - Spring Foci: Continuing Content & Planning development and have created a plan to address. -
 - C & P focus for ELA is writing right now
 - Issues: Time to differentiate and be responsive effectively
 - Using *Writing Revolution* has been useful for giving a lot of different strategies
 - In Math: The UPSI protocol (technique to understand word problems)
 - Dual focus in addressing misconceptions, analyze data, ID misc, and then responding and reassessing.
 - Next: Respond to feedback in the moment; exit tickets; ID misconceptions in the moment.
 - Will introduce Rigorous Instruction (academic ownership, putting the thinking on students). - Many will be ready to focus on this after spring break (Mar 15 - 22). Launch and keep going (habits of mind).
- Goal 9 Language needs to change to reflect the way the TNTP results are reported. Currently says: 90% of staff members will agree or strongly agree on the TNTP Instructional Insight survey that they feel positively about the overall instructional culture. - What would align better? Keisha will work on this: Something like: Teachers will exceed the national average for the combined areas captured on the TNTP Insight Survey.
 - Currently: TLS is below the average in four areas; at the average for two; and above the national average in 11 of the 17 areas assessed.
 - Areas needing attention: School operations and peer collaboration
 - Areas of strength: Hiring, learning environment, teacher

- [Events Tracker](#)
- [Participation Tracker](#)

compensation, observation and feedback, manageable workload
 - important areas that help ensure teacher retention

- Next Steps:
 - Schedule in time to allow for grade level PLCs
 - Peer observations for newer teachers

<i>Area</i>	<i>TLS</i>	<i>National Average</i>
School operations	3.1	<i>Lower than national average</i>
Peer collaboration	4.5	<i>Slightly lower than national average</i>
Family and community engagement	4.9	<i>Close to the average</i>
Academic opportunity	4.9	<i>Close to the average</i>
Career progression	5.0	<i>Meets national average</i>
Leadership	5.0	<i>Meets national average</i>
Staff evaluation	5.2	<i>Slightly exceeds national average</i>
Academic expectations	5.8	<i>Slightly exceeds national average</i>
Supportive environment	5.7	<i>Slightly exceeds national average</i>
Instructional planning for student growth	5.8	<i>Slightly exceeds national average</i>
Belonging	5.9	<i>Slightly exceeds national average</i>

	<table border="1"> <tr> <td>Professional development</td> <td>5.9</td> <td><i>Slightly exceeds national average</i></td> </tr> <tr> <td>Hiring process</td> <td>6.1</td> <td><i>Exceeds national average</i></td> </tr> <tr> <td>Learning environment</td> <td>6.1</td> <td><i>Exceeds national average</i></td> </tr> <tr> <td>Teacher compensation</td> <td>6.5</td> <td><i>Exceeds national average</i></td> </tr> <tr> <td>Observation and feedback</td> <td>6.6</td> <td><i>Exceeds national average</i></td> </tr> <tr> <td>Manageable Work load</td> <td>7.1</td> <td><i>Exceeds national average</i></td> </tr> </table> <ul style="list-style-type: none"> ● Currently 5 teacher committees: <ul style="list-style-type: none"> ■ Equity & Inclusion (which is planning Black History month activities for February)- 8 staff members- Teachers and APs ■ PTO/School Development - next PTO March 10th- currently has 3 recurring parents, plus 3 TLS staff members ■ Family University - Next event is March April 28th- Preparing students for testing. Last night’s event brought out 21 adults. ■ Technology & Testing - Most recently finalized kindergarten testing. ■ Sunshine- 3 members, this week’s focus has been the four days of “LOVE” with staff appreciation each week. The committee has planned our happy hours throughout the year. ○ Track staff involvement in teacher committees and TLS Events - Status? Form for this. Keisha will follow up 	Professional development	5.9	<i>Slightly exceeds national average</i>	Hiring process	6.1	<i>Exceeds national average</i>	Learning environment	6.1	<i>Exceeds national average</i>	Teacher compensation	6.5	<i>Exceeds national average</i>	Observation and feedback	6.6	<i>Exceeds national average</i>	Manageable Work load	7.1	<i>Exceeds national average</i>
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Observation and feedback	6.6	<i>Exceeds national average</i>																	
Manageable Work load	7.1	<i>Exceeds national average</i>																	

<p>SP Comm Goal 3 - Reporting Oversight Goal 12: Reporting Report Well</p>	<p>Reports due this month:</p> <ul style="list-style-type: none"> • 2.15.26 - Building and Grade Level Expansion DESE Submission - Keisha will give CM updated numbers. Becky will locate August revision to share. • 2.20. 26 ED Slide Deck for 2.24.26 Board Meeting is due
<p>SP Comm Goal 1: Effective Functioning of the Committee</p>	<p>Shinita and Rebecca will meet to prioritize actions to support student achievement. - Tabled.</p> <p>SP Committee Charter</p> <ul style="list-style-type: none"> • Need to revise the charter to absorb the community-facing events tracking previously done by the Development Committee. - Becky will work on this.
<p>Field Trips/Meet Ups</p>	<p>Update:</p> <ul style="list-style-type: none"> • The Kindergarten Team led by Desiree Buchanan will visit Flynn Park to observe their kindergarten system. Will be happening after the Wellness Break next week.
<p>Technology Integration for Goals 1- 5 and 7 (per SMF)</p>	<p>Status of:</p> <ul style="list-style-type: none"> • Digital Citizenship/Literacy - recently re-sent some information about online responsibility re: what you put on the internet to families in response to an issue. Related to text messages and video chat. • Online Safety - Keisha and JB will work on how to integrate digital literacy into students' computer curriculum for next year. Circle back in July. • Parent Education <ul style="list-style-type: none"> ○ Parent ProTech (MSCPA webinar) ○ Resources

Coversheet

Governance Committee Report

Section: III. Committee Reports
Item: C. Governance Committee Report
Purpose: Discuss
Submitted by:
Related Material: 2.18.26 Gov Comm Meeting Notes.pdf



Governance Committee Meeting Notes - 2/18/25

[TLS Charter Goals \(ALL\)](#)

[TLS Board Policies & Bylaws](#)

[MCPSA Model Policies 2025 - 2026](#)

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.

2025 - 2026 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 Executive Director 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 2025 - 2026 Charter](#)

[Board Meetings 2025 - 2026](#)

[MSBA](#)

[Means and Ends](#)

Standing Meeting Dates for 2025 - 2026: Second Tuesday @ 4:00 PM

Join Zoom Meeting

<https://us06web.zoom.us/j/87596248351?pwd=bRtDGns1sqzPSAU3Dotp1bWpAj5yBz.1> Meeting ID: 875 9624 8351 Passcode: C0RL1a

<p>Date of this Meeting: 2.18.26</p>	<p>Present:</p>
<p>1. Board Task Tracker</p>	<p>Followup needed:</p> <ul style="list-style-type: none"> ● Check with Keisha re: Expansion Numbers Report ● Include fourth cohort in Grade 1 enrollment numbers shared in the February ED Board Report. ● Becky to follow up with JB about water testing ● Courtney to follow up with Desiree about Feb newsletter; JB re: Dec., Jan. posting of newsletters ● Courtney to ask Tom about legality of the proposed language additions to vendor contracts
<p>2. Charter Renewal</p> <p>Notes from Retreat 2</p>	<p>Letter of Intent draft review - Status</p> <ul style="list-style-type: none"> ● Approve on 2/24 ● Due to the commission on Friday, 2/27 <p>Tuesday, 4/21, April Meeting with the Commission</p> <ul style="list-style-type: none"> ● Goals ● Current metrics <p>ETA on Goals and Metrics: 4/10 (Friday)</p> <p>Special Board Meeting: 4/14 (Tuesday) focused on the new charter goals and invite Khalil's feedback on Tuesday, 4/14: Three-way with Board, Khalil, and Courtney in the morning.</p> <p>Charter Renewal Narrative - Becky will work on the governance piece for March Gov Comm meeting.</p> <p>Khalil Graham's offer to support this process:</p> <ul style="list-style-type: none"> ● Pressure-test the draft goals for clarity, coherence, and measurability (what success looks like and how you'll know you're on track). ● Help align the board's goals with Courtney's leadership team's vision so the final set reads as a single, unified direction rather than two parallel lists. ● Support preparation for your MCPSC touchpoints—especially by helping refine the goals/data story

	<p>ahead of the April 21 conversation so the board and school team feel tight and ready.</p> <p>MCPSC Innovation Exchange Opportunity</p> <ul style="list-style-type: none"> ● What issue would we want to tackle? Kids lack exposure to real life leadership experiences. <ul style="list-style-type: none"> ○ Ways to start getting MS involved in leadership opportunities in the community - volunteer work, spring break trip
<p>3. Gov Comm Goal #1: Ensure compliance with MO Charter and Public School Expectations</p>	<p>Reviewed the TLS Board Policy-Based Annual Drills and Trainings Compliance</p> <ul style="list-style-type: none"> ● Becky shared the Compliance Tracker with JB. <ul style="list-style-type: none"> ○ Cadence for checking status of policy-based compliance expectations with JB <ul style="list-style-type: none"> ■ Will add to weekly check-ins. ■ Checking with CM about the status of completion will be added as a standing item to monthly agendas going forward ○ Approve JB as the TLS Custodian of Records <ul style="list-style-type: none"> ■ Access to Board Shared Drive - Becky will follow up with JB <p>Water Testing Status - JB will get back with Becky</p> <ul style="list-style-type: none"> ● Courtney will check with Lindsay on the testing being done for the expansion project. Possibly use same agency to water test. - Status? ● Can contact Sue - (573 522-0021) at Department of Health and Senior Services Get the Lead Out of Drinking Water once testing is complete and results are obtained.
<p>4. Gov Comm Goal #1: Ensure compliance with MO Charter and Public School Expectations</p> <p>Charter Goal 12: Data & Reporting</p> <p>Annual Reports Required by Reportwell</p>	<p>TOT 2/21/26 Board Chair Notes</p> <ul style="list-style-type: none"> ● Do we want to reconsider what percent of our current metrics for our ED evaluation should carry what weight? <ul style="list-style-type: none"> ○ Becky will work on a system of weighting components within the 80% QN and 20% QL ratio to arrive at an overall score that aligns with our priorities for the ED Evaluation Team and CM's review in March. ● In March/April TOT will be rolling out its CEO/ED Evaluation Tool Kit.

	<p>MOY ED Eval Action Step - Consistently monitoring leadership team’s support of Reportwell requirements.</p> <ul style="list-style-type: none"> ● Status of TLS’s current accountability system for ensuring reports are timely, accurate and complete by the responsible party. <ul style="list-style-type: none"> ○ Courtney will maintain oversight of the system throughout the year on a monthly basis <ul style="list-style-type: none"> ■ Has check-ins on Mondays with the leadership team. ■ With JB, pulls up RW and looks at what is due and what’s required, including who should be tasked to complete a given report.
<p>5. Gov Comm Goal #3: 90% or higher satisfaction by TLS Leaders (EDs, Board) with assessment and evaluation processes</p>	<p>ED MOY Evaluation Action Step: Consistent monitoring of expectations of direct reports and their direct reports as they relate to midyear performance reviews.</p> <ul style="list-style-type: none"> ● Midyear Leader, Teacher, & Staff Evaluations Status: <ul style="list-style-type: none"> ○ Courtney is engaged in time management review with her reports ○ In addition, to clarify legacy goals, has offered them training in types of leadership: (firefighting, task management, data analysis, change agency > driving toward goals) <ul style="list-style-type: none"> ■ Each is needed at different times with different positions and in different ways. ○ Currently all teachers, leaders, and staff have received one evaluation. ○ Feedback meetings planned for 3/2, discussing changes needed to align time use with job descriptions, each leader’s legacy goals, and midyear evaluation foci. <p>MOY ED Evaluation Action Step - Map out areas of responsibility that could be delegated to direct reports and their direct reports.</p> <ul style="list-style-type: none"> ● Examples of delegations: <ul style="list-style-type: none"> ○ Rebecca and Grace have taken over PD in lesson clinics, a bit portion of the first teacher evaluation ○ JB is working on vendor management (busses, food providers); communication with EdOps about the information they need, is now the main contact <p>MOY ED Evaluation Action Step - Develop a consistent communication cadence regarding school to family newsletters, director to board, and linking board to family newsletters when posted on the website. Ideally newsletters would be at least monthly to each stakeholder group.</p> <ul style="list-style-type: none"> ● Status of newsletter for Dec, Jan on website; shared with board. Courtney will check with JB

	<ul style="list-style-type: none"> • When will the Feb newsletter be available? - Courtney will check with Desiree • When will the next ED memo to the Board? - Courtney will complete by the end of March if not earlier. <p>New ED Evaluation Action Step - ED is responsible for reporting on a complete and verified hiring process (consistent, standardized), including: Offer, letter sent, sign, background check, references, certifications, confirmation of hire.</p> <ul style="list-style-type: none"> • Courtney will share updates to the Hiring Protocol spreadsheet throughout the spring to confirm that these steps have been followed. 						
<p>6. Internal Charter Goal #10: Board Engagement</p> <p>2025 - 2026 Board Communications Plan: Two reports, 4 coffees/meet-ups</p>	<p>Midyear Board Report -</p> <ul style="list-style-type: none"> • Executive Summary to be shared at coffee on 2/24 • Going forward, we'll replace the current Goal 2 and Goal 4 language with growth percentile language. • Becky will ask Carmen to confirm attendees and then ask Janie to order the appropriate amount of coffee/bagels/donuts. Meeting will take place in the Teachers Lounge @ 8:30 AM 						
<p>7. Gov Comm Goal 1a, b: Policy Review</p> <p>Policies needing review annually, bi-ennially, and periodically</p>	<p>Upcoming Annual Board Policy Review Schedule:</p> <table border="1" data-bbox="730 873 1990 1287"> <tr> <td data-bbox="730 873 936 1011">Feb. 26</td> <td data-bbox="936 873 1990 1011"> <ul style="list-style-type: none"> • School Calendar Policy • Students with Diabetes Individualized Plan • Organ/Eye/Tissue Donation Policy </td> </tr> <tr> <td data-bbox="730 1011 936 1149">Mar. 31</td> <td data-bbox="936 1011 1990 1149"> <ul style="list-style-type: none"> • Drug-Free Workplace Policy • Drug-Free Schools Policy • Will's Law Policy (Epilepsy and Seizure Disorder Care Training) </td> </tr> <tr> <td data-bbox="730 1149 936 1287">Apr. 24</td> <td data-bbox="936 1149 1990 1287"> <ul style="list-style-type: none"> • Student Fees Policy • Solicitations of Staff and Students Policy • Capital Assets Accounting Policy </td> </tr> </table>	Feb. 26	<ul style="list-style-type: none"> • School Calendar Policy • Students with Diabetes Individualized Plan • Organ/Eye/Tissue Donation Policy 	Mar. 31	<ul style="list-style-type: none"> • Drug-Free Workplace Policy • Drug-Free Schools Policy • Will's Law Policy (Epilepsy and Seizure Disorder Care Training) 	Apr. 24	<ul style="list-style-type: none"> • Student Fees Policy • Solicitations of Staff and Students Policy • Capital Assets Accounting Policy
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<p>8. Gov Comm Goal #2: 90% or higher</p>	<p>December 2025 - Self-Evaluation</p>						

<p>satisfaction by TLS Leaders with the lifecycle plans for school board members as reported on end-of-year self-report evaluations.</p> <p>Internal Charter Goal #10: Board Engagement</p> <p>The Opportunity Trust 21.26 Better Outcomes Through Governance</p>	<ul style="list-style-type: none"> ● Growth areas: Committee attendance, partnership with ED, researching best practices in areas of governance/school performance ● Committee Attendance remains inconsistent. <ul style="list-style-type: none"> ○ Chair will share feedback during the monthly board report going forward: <table border="1" data-bbox="825 386 1986 581"> <thead> <tr> <th></th> <th>Finance</th> <th>Governance</th> <th>School Performance</th> </tr> </thead> <tbody> <tr> <td>January</td> <td>Gary, Becky</td> <td>Becky</td> <td>Becky, Shinita</td> </tr> <tr> <td>February</td> <td>Gary, Tanisha, Becky</td> <td>Becky</td> <td>Becky</td> </tr> </tbody> </table> <ul style="list-style-type: none"> ● Board Engagement Tracker ● Best Practices <ul style="list-style-type: none"> ○ 1/21/26 Board Chair Meeting with TOT mentioned a \$25K grant re: governance for improving student outcomes coming later this spring. <ul style="list-style-type: none"> ■ Grant for the school to address board recruitment consultant, onboarding; effective parent communication/engagement methods, building partnerships ■ Could involve travel to other locations to visit school sites showing promising practices ■ Consulting advice 		Finance	Governance	School Performance	January	Gary, Becky	Becky	Becky, Shinita	February	Gary, Tanisha, Becky	Becky	Becky
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<p>9. Gov Comm Goal #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</p> <p>Lifecycle Planning:</p> <p>Succession Planning</p> <ul style="list-style-type: none"> ● Board / ED Compact - Approved 1/27 ● Notes from Retreat 1 	<p>Emergency ED Succession Planning Update - Aaron and Tanisha</p> <ul style="list-style-type: none"> ● Tanisha has drafted a proposal for both ED Emergency & Regular Succession Planning <ul style="list-style-type: none"> ○ Discuss at next board meeting ○ ED Succession Planning folder ○ 9.25.25 convo with Consultant John Tarvin ○ Other Succession Planning Services (ED) <p>Regular Succession Planning -</p> <ul style="list-style-type: none"> ● Board Succession Planning Folder ● Board Succession Plan (draft) ● Succession Planning Services (Board) 												

	<p>Recommend for Approval on 2/24</p> <ul style="list-style-type: none">● Board Handbook● Board Recruitment<ul style="list-style-type: none">○ Steps for Onboarding<ul style="list-style-type: none">■ Need a balance of skills, experience, expertise■ Becky will reach out to Russ, Khalil■ Use as a focus for the TOT grant above, when that becomes available.○ Initial Orientation○ Onboarding ppt <p>ACTION ITEM:</p> <p>Discuss on 2/24 Proposed Code of Conduct Protocol (Shinita)</p> <ul style="list-style-type: none">● Review at the 2/24/28 board meeting with any revisions slated for approval at the 3/31/26 board meeting.
<p>10. Other</p>	<p>Exit interviews for departing staff and board members - tabled</p> <ul style="list-style-type: none">● Stephanie will follow up with CM re: status of exit interviews with departing staff● For departing board members, could do phone or survey or in-person● Survey is more objective as it removes filter of the interviewer <p>Legislative Updates - tabled</p>

Coversheet

Slide Deck

Section: IV. Executive Directors Monthly Report
Item: A. Slide Deck
Purpose: Discuss
Submitted by:
Related Material: ED Board Report February 2026.pdf
Culture Update 20260224.pdf
Letter of Intent Charter Renewal .pdf

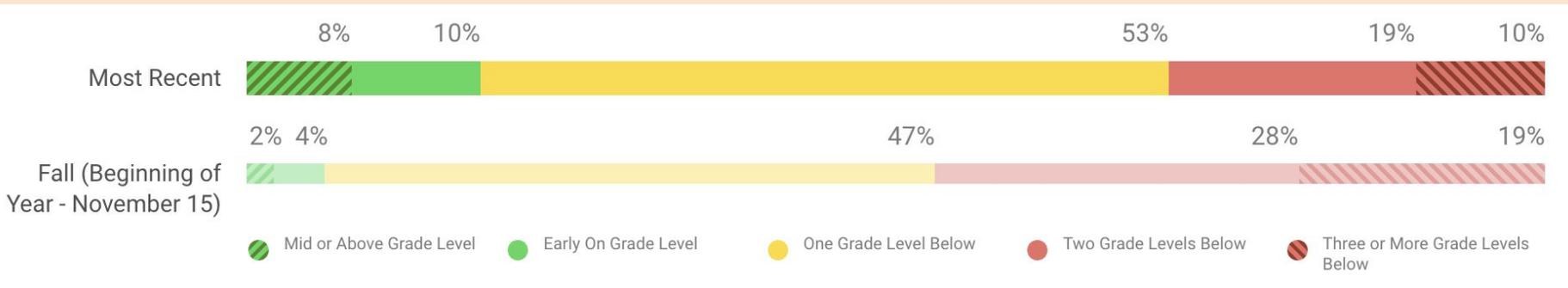
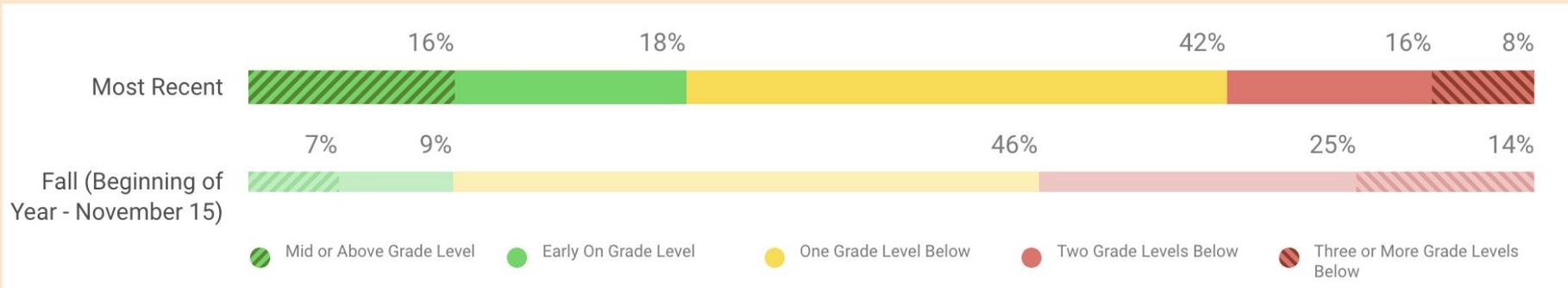


THE LEADERSHIP SCHOOL
EMPOWERING LITTLE LEARNERS TO BECOME LITTLE LEADERS

Executive Director Monthly Board Report

**The Leadership School
Board of Directors Meeting
February 24, 2026**

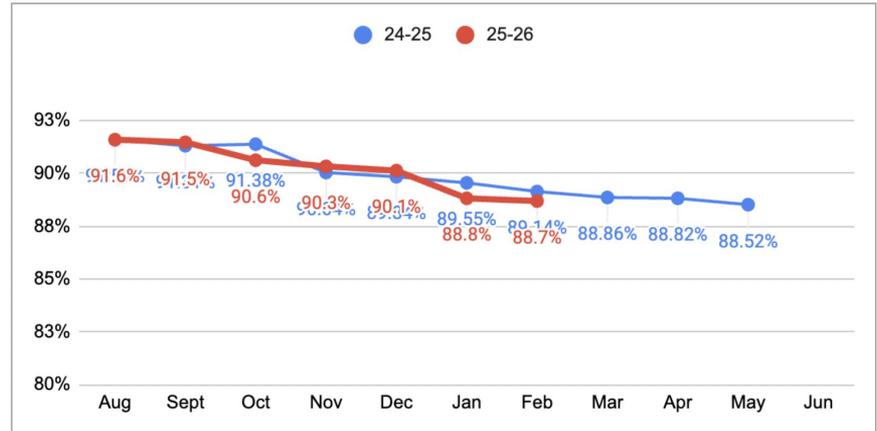
Goal 3: iReady BOY to MOY Achievement Data



Revised Charter Goal 5: *Attendance*

- By year five, we will have at least a **90%** average daily **attendance** rate.

YTD Attendance	
88.7%	
Since beginning of year	▼ 2.9%
Since last month	▼ .13%



Revised Charter Goal 6: *Student Leadership*

- By the end of the year, at least **85%** of students in 3rd grade and above will **agree or strongly agree** that they are developing the following leadership skills based on: Understanding their emotions (self-awareness), making good choices (agency), and working well with others (collaboration) as measured by pre-post Wayfinder SEL assessment data.

Survey Data

	3rd-5th Grade
Self-awareness	3.9
Agency	4.1
Collaboration	3.9

Charter Goal 7: *Positive School Culture*

85% of **parents/family** members will respond positively to a **formal survey** that they are **satisfied** with the school, rising to **90%** in Year Five.

Survey Definition of “satisfied”

Month	Number of Referrals 2024/2025	Number of Referrals 2025/2026
October	68 Referrals	22 Referrals
November	103 Referrals	31 Referrals
December	42 Referrals	32 Referrals
January	20 Referrals	12 Referrals
Total	233 Referrals	97 Referrals

Note that we also have 80 more students in the 2025 - 2026 school year than we did in the 2024 - 2025 school year.

Charter Goal 8: *Student Retention*

- At least **85%** of **students enrolled on October 1** will be **re-enrolled** the following year, as measured by the percent of students who leave the school for reasons other than moving out of the enrollment zone.

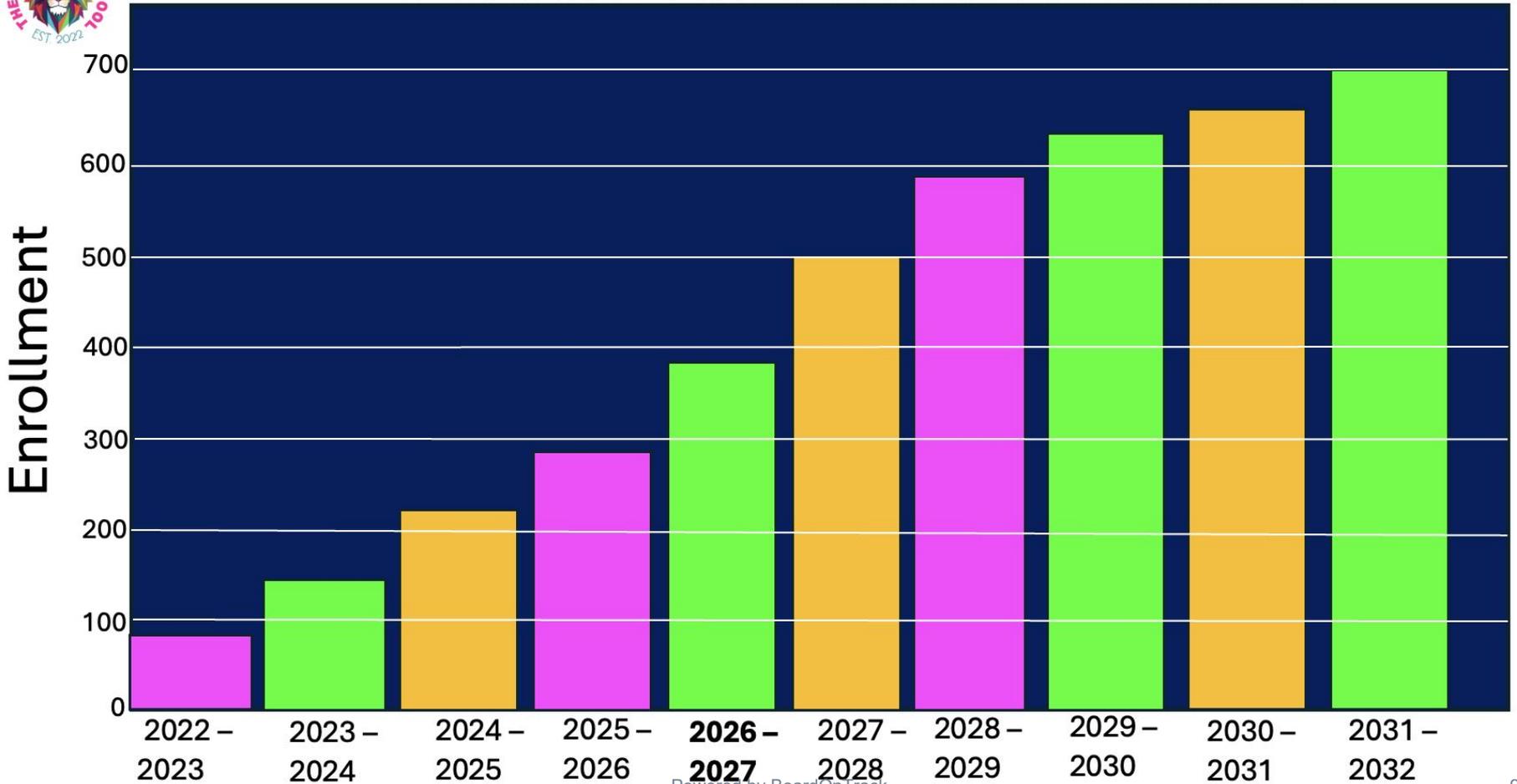
Grade-Level	Returning/Total Students	Re-Enrollment Rate
1st Grade	44/48 Returning Students	92% Return Rate
2nd Grade	45/50 Returning Students	90% Return Rate
3rd Grade	45/50 Returning Students	90% Return Rate
4th Grade	40/44 Returning Students	91% Return Rate
5th Grade	40/46 Returning Students	87% Return Rate
6th Grade	45/51 Returning Students	88% Return Rate



Enrollment Projections by Grade 2026 - 2027

Kindergarten	63 Students
1st Grade	84 Students
2nd Grade	50 Students
3rd Grade	50 Students
4th Grade	50 Students
5th Grade	50 Students
6th Grade	50 Students

Student Enrollment Numbers



Revised Charter Goal 9: *Staff Satisfaction - Retention*

- **90%** of staff members will agree or strongly agree on the **TNTP Instructional Insight survey** that they feel positively about the **overall instructional culture**.

Total Staff in August	Staff Retention Rate	Teacher Retention Rate
41 Staff Members	39/41 = 95%	23/24 = 96%



Charter Goal 11: *Financial Sustainability*

- The Leadership School will maintain at least **60 days** of **cash on hand** at all times.
- For each year, the **annual audit** will have **no material findings** and **unqualified opinion**.

	July	Aug	September	October	Nov	Dec	Jan
Days of Cash (< 60)	76	86	71	71		72	61
Gross Margin (> 5%)	7%	10%	6%	7%		7%	5%
% Fund Balance @ Year's End (> 12%)	21%	24%	20%	20%		20%	17%

Charter Goal 12: *Data and Reporting*

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

	July	August	Sept	October	November
Submitted	100%	100%	100%	100%	92%
Timeliness	0%	50%	65.4%	100%	92%
Completion	100%	97.5%	100%	100%	92%



Culture Check

- Leading Circles and Restorative Conversations
- Student Jobs (Breakfast, Lunch, Hall Monitors)
- Pride Meetings
- Buddies-launching in March
- Peer Mediators (pilot with a small group of students, launch FY27)
- Wayfinder SEL Curriculum (PE & Small group instruction)
- Culture Walks (aligned with Teacher Rubric Culture of Learning)
- Family and Student Engagement
- Behavior Incentives
- Attendance Incentives

Level Up



	October	November	December	January	February
Discipline Referrals FY25	68	103	42	20	23
Discipline Referrals FY26	25	12	22	12	13

February 27, 2026

Missouri Charter Public School Commission
20 S. Sarah St.
St. Louis, MO 63108



Dear Missouri Charter Public School Commission,

On behalf of the Board of Directors of The Leadership School, I am pleased to formally submit this Letter of Intent to Renew our charter agreement with the Missouri Charter Public School Commission for the term beginning July 1, 2027, and concluding June 30, 2032.

Since opening our doors in 2022, The Leadership School has remained committed in its mission to grow our students' leadership capacity through engagement in an academically rigorous, culturally relevant and relationship-oriented environment. Our commitment to equity, high-quality instruction, and preparing students for lives of opportunity and choice continues to ground our work as we serve as the first and only charter school in St. Louis County. We are eager to pave a path to educational choice and opportunity for all students in the St. Louis area.

We are grateful for the partnership with the Missouri Charter Public School Commission and the support provided over the course of the previous four years. As we look to the future, we are excited about the opportunity to continue serving our students, families, and community while building on the strong foundation we have established.

The Leadership Schools' Board of Directors has reviewed and approved this letter of intent and voted to seek renewal for the next charter term during our February 24, 2026 board meeting in accordance with Commission policy. We understand that this letter initiates the formal renewal process and are committed to meeting all requirements and deadlines outlined in the Commission's guidelines and timeline.

We look forward to collaborating with the Commission throughout the renewal process and demonstrating our readiness to continue achieving academic excellence and fostering a thriving school community. Should you require any additional information or documentation, please do not hesitate to contact me.

Thank you for your consideration of The Leadership School for charter renewal.

Sincerely,

Courtney Moulder
Executive Director
The Leadership School