



The Leadership School

Monthly Board Meeting for The Leadership School

Published on March 31, 2026 at 9:05 AM CDT

Date and Time

Tuesday March 31, 2026 at 6:00 PM CDT

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 2.24.26 Board Meeting Minutes	Approve Minutes	Rebecca Langrall	1 m
E. Approve 3.17.26 Meeting Minutes	Approve Minutes	Rebecca Langrall	1 m
II. Board Chair Report			6:09 PM
A. Updates	FYI	Rebecca Langrall	45 m
Status: Goal #10 - Board Engagement			
<ul style="list-style-type: none"> • Average meeting attendance YTD: 79% • Giving YTD: \$2656 			

Purpose Presenter Time

Events

- Next Coffee: April - May with the Topic: Facilities Expansion

ACTION ITEMS

1. Review of [2025 Annual Report for The Leadership School.](#)

2. [Draft 2027 - 2032 Charter Goals](#)

3. [Draft 2026 - 2027 School Calendar](#)

4. **Building the 2026 - 2027 Board Officer Slate**

5. **Board Meetings**

- **Pros/Cons of Virtual vs Online Meetings**

6. **Committee Participation**

- *Require participation?*
- *Change meeting time?*
- *Consequences for chronic absence from meetings?*
- *Quarterly reflection?*

7. **Kent Peterson's Guidance on the Board's Role in Student Leadership Development Planning for 2027 - 2032**

- **Board Groundwork**
- **April 7 Consultancy Protocol Dilemma?**

8. [Task Management Tracker](#)

III. Committee Reports **6:54 PM**

Committees Report on Monthly Activity

A. Finance & Facilities Committee Report Discuss Gary Stevenson 20 m

[3.26.26 Finance and Facilities Meeting Summary](#)

	Purpose	Presenter	Time
B. School Performance Committee Report	Discuss	Rebecca Langrall	20 m
3.11.26 School Performance Committee meeting summary			
C. Governance Committee Report	Discuss	Rebecca Langrall	25 m
3.10.26 Meeting Summary			

ACTION ITEMS:

1. Discussion/Vote

- [Board Conduct Protocol](#)
- Personnel Evaluations Policy - 6 month requirement for participation in the ED evaluation
- ED EOY Evaluation Revised Timeline

2. Policy Review:

- **Drug-Free Workplace Policy**
- **Drug-Free Schools Policy**
- **Will’s Law Policy (Epilepsy and Seizure Disorder Care Training)**

IV. Executive Directors Monthly Report 7:59 PM

A. Slide Deck	Discuss	Courtney Moulder and Lakeisha Seymour	35 m
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Monthly Report

V. Consent Agenda 8:34 PM

A. Pending Previous Discussion:	Vote	Rebecca Langrall	1 m
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- *Approval of [Special Education Records \(275\)](#), [Records Retention Model Policy \(276\)](#), [Bus Driver Background Check Model Policy \(290\)](#), [Crown Act Model Policy \(291\)](#)*
- *Approval of the 3.10.26 Governance Committee Meeting Minutes*
- *Approval of 3.11.26 School Performance Committee Minutes*

	Purpose	Presenter	Time
<ul style="list-style-type: none"> • <u>Approval of the revised Revised School Performance Committee Charter (p.3 contains additions added from the Development Committee's charter)</u> • <u>Approval of the 3.26.26 Finance and Facilities Committee meeting minutes</u> • <u>Approval of the February Financials</u> 			
VI. Closing Items			8:35 PM
A. Board Member Meeting Reflection	Discuss		5 m
Respond by sharing your response to one or more of the following: (<i>*include evidence, practical examples</i>)			
The TLS Board furthered our school mission tonight by ...			
* spent ____ of our time in the here & now, and ____ planning for the future by...			
* was engaged and stayed on track by ...			
* participated in the meeting by ...			
* demonstrated examples of strength during our meeting by ...			
* demonstrated opportunities for growth during our meeting by ...			
* we upheld our fiduciary (compliance, legal) responsibilities by...			
* we honored the need to be strategic (long range planning) by...			
* we were generative (brainstorming, sharing new knowledge) when....			
B. Next Steps	FYI	Rebecca Langrall	3 m
1. If not already done, please consider making a monthly donation to TLS via GiveButter .			
2. To promote enrollment and fundraising, if you haven't yet, please post this TLS promotional flyer on your social media and share within your personal networks.			
3. TLS Board Professional Development:			
<ul style="list-style-type: none"> • Professional Development Opportunities for Board Committees • Professional Development Tracker for TLS ED & Board Members 			
C. Adjourn Meeting	Vote	Rebecca Langrall	2 m

Coversheet

Approve 2.24.26 Board Meeting Minutes

Section: I. Opening Items
Item: D. Approve 2.24.26 Board Meeting Minutes
Purpose: Approve Minutes
Submitted by:
Related Material:
Minutes for Monthly Board Meeting for The Leadership School on February 24, 2026

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 February 24, 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, February 24, 2026 · 6:00 – 8:00pm

Join Zoom Meeting

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

Directors Present

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

Directors Absent

S. Jones, T. Curry

Guests Present

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

I. Opening Items

A. Call the Meeting to Order

R. Langrall called a meeting of the board of directors of The Leadership School to order on Tuesday Feb 24, 2026 at 6:00 PM.

B. Record Attendance

C. Public Comment Section

D. Approve Jan 27, 2026 Minutes

G. Stevenson made a motion to approve the minutes from January 27, 2026 Monthly Board Meeting for The Leadership School on 01-27-26.

A. Williams seconded the motion.

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

II. Board Chair Report

A. Updates

See Board Chair Report

On 2.24.26, we held the first Board/Community Coffee and reviewed the Executive Summary of the Midyear Board Report, focusing on our status relative to the 12 Charter Goals.

- We learned that parents want more options for how TLS sends out announcements of school events, including requests for survey feedback in order to get more voices.

- Also need to add remote attendance options for Family University and PTO meetings.

The MCSPA is sponsoring an "Innovation Exchange" that involves board chairs and other Board members from charter schools in MO (a think tank)

- Was initiated during the January Portfolio conference in KC.
- Courtney had an idea that we could work on gathering strategic information about how to grow student leadership, specifically locating real world mentors and opportunities for students to lead in the community
- Becky will represent TLS at this exchanges over the next six weeks to learn how we can build on this suggestion.

III. Committee Reports

A. Finance & Facilities Committee Report

Facilities & Finance Committee Action Items

Financial Status in January

- We ended the month with 65 Days of cash on hand, a gross margin of 5.3%, and a fund balance of 18%.

Check Register

The Finance and Facilities Committee reviews any checks that are above \$5,000 that need approval that are not previously budgeted for.

Vendor Payment

- The Committee is looking into see how long it took has been taking for vendors to get paid.
- TLS should add language to contracts that vendors have to submit payment within 90 days.

Quarterly Controls Questionnaire

- The next Quarterly Internal Controls Questionnaire will go out at the start of March
- Courtney and JB will give feedback on TLS practices.
- Gary will be available to answer any questions about the survey.

G. Stevenson made a motion to Add to a Board Policy that vendors must submit invoices within 90 days of a service or product provided in order to get paid or forfeit payment, unless otherwise agreed upon.

R. Langrall seconded the motion.

This is standard language found in many contracts.
The board **VOTED** to approve the motion.

B. School Performance Committee Report

School Performance Committee Action Item:

Goal 6 Language

- Need to change the language for Goal 6 to align with the way data are reported by the Wayfinder assessment, which is the basis for the goal.
- Change 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.**
- Change to: **By the end of the year, the average score of students in 3rd grade and above will be a 4 or higher on a 5-point scale that they 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.**

R. Langrall made a motion to change the language of Goal 6 to state that 'By the end of the year the average score of students grade 3 and above will be a 4 or higher on a 5-point scale that they 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.'

T. Montgomery seconded the motion.

Changes reflect the way the Wayfinder assessment data are reported.

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

C. Governance Committee Report

Annual Policy Review

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

Charter Renewal Timeline

- Need to approve the Letter of Intent to Apply for Charter Renewal
- Due Friday, 2.27.26

Board Conduct Protocol - tabled until the Governance Committee meeting on 3.10.26 when Shinita can lead the discussion.

IV. Executive Directors Monthly Report

A. Slide Deck

R. Langrall made a motion to accept the Letter of Intent to renew our Charter for another five years.

T. Montgomery seconded the motion.

- Examples Kent shared at the second retreat were from either the Board Chair or the Executive Director. Courtney has drafted ours.
- Due Friday, 2.27.26

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

V. Consent Agenda

A. Pending Previous Discussion:

R. Langrall made a motion to accept the Consent Agenda.

T. Montgomery seconded the motion.

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

VI. Closing Items

A. Board Member Meeting Reflection

- The meeting stayed focused on the agenda.
- A lot of our discussion was oriented toward the future.
- We have a lot to celebrate: Growth scores in the top 1% for the state, facilities expansion loan approval, MO Scholars program potentially bringing in out of district students to help us grow enrollment.

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 7:59 PM.

Respectfully Submitted,
L. Moody Seymour

Documents used during the meeting

- 2026_01_27_board_meeting_minutes.pdf
- TLS Board of Directors Midyear Report - Executive Summary-1.pdf
- February 24, 2026 Board Chair & Committee Reports .pdf
- 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
- 2.11.26 School Performance Committee Meeting Notes.pdf
- 2.18.26 Gov Comm Meeting Notes.pdf
- ED Board Report February 2026.pdf
- Culture Update 20260224.pdf
- Letter of Intent Charter Renewal .pdf

Coversheet

Approve 3.17.26 Meeting Minutes

Section: I. Opening Items
Item: E. Approve 3.17.26 Meeting Minutes
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Special Board Meeting on March 17, 2026

APPROVED



THE LEADERSHIP SCHOOL
EMPOWERING LITTLE LEARNERS TO BECOME LITTLE LEADERS

The Leadership School

Minutes

Special Board Meeting

Virtual

Date and Time

Tuesday March 17, 2026 at 6:00 PM

Location

Online

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=LCja057hzPsqfMUWZV2UYQtbll8pbb.1>

Meeting ID: 871 0873 5807

Passcode: 1Jm98i

One tap mobile

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

Directors Present

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

Directors Absent

S. Jones, S. Madlinger, T. Montgomery

Guests Present

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

I. Opening Items

A. Call the Meeting to Order

R. Langrall called a meeting of the board of directors of The Leadership School to order on Tuesday Mar 17, 2026 at 6:05 PM.

B. Record Attendance

C. Public Comment Section

II. Motion to Close Meeting

A. Rebecca L made a motion to: Motion to Pursuant to 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." Gary S seconded

R. Langrall made a motion to Motion to Close Meeting Pursuant to 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.".

G. Stevenson seconded the motion.

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

III. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:27 PM.

Respectfully Submitted,
L. Moody Seymour

Coversheet

Updates

Section: II. Board Chair Report
Item: A. Updates
Purpose: FYI
Submitted by:
Related Material: March 31, 2026 Board Chair & Committee Reports -2.pdf



THE LEADERSHIP SCHOOL
EMPOWERING LITTLE LEARNERS TO BECOME LITTLE LEADERS

Board Chair Report & Committee Action Items

The Leadership School
Board of Directors
Meeting
March 31, 2026

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	2/24	3/17	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%	5/7 71%	4/7 57%	79%



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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	1/6			

Board Contributions (direct and indirect) Year To Date: \$2656

[TLS Whole School Events Calendar](#)



Board Action Items

Discussion:

- [MCPSC's Annual Report](#)
- [Draft AY 27 School Calendar](#)
- [Draft 2025 - 2027 Charter Goals](#)
- **Board Officer Slate for 2026 - 2027**

Board Action Items

- **Board Meetings**
 - **Discuss Pros and Cons for:**
 - **Remote vs In-Person**
 - **Expectations for remote attendees**
 - **Quarterly reflection?**
- **Board Task Management Tracker**



Board Action Items

- **Board Committees**

- **Require participation?**
- **Change meeting time?**
- **Consequences for chronic absence?**
- **Expectations for communicating availability?**
- **Quarterly reflection?**



Board Action Items

- **Student Leadership Development Planning for 2027 - 2032**
 - **Innovation Exchange**
 - **Kent's Guidance on the Board's Role**
 - **Board Groundwork**
 - **Dilemma for Consultancy Protocol - April 7**
- **Review Draft TLS AY 2027 Calendar**



Finance & Facilities Committee Action Items

- Review Monthly Financials

Next meeting: 4/23/26

Governance Committee Action Items

- Proposed Board Conduct Protocol



Next meeting: 4/14/26



Governance Committee Action Items

- Personnel Evaluations Policy (p.154)
 - **Proposed revision:**
Add a **minimum 6-month service** on the board requirement to participate in ED evaluations.



Governance Committee Action Items

Update: ED EOY Eval Revised Timeline

Timing of Data Collection	4/27 - 5/1
Evaluation Work Team Review	5/11
Special Board Meeting: Calibration Session	5/12
Share Memorandum w/ ED	5/22
Date of Board Review with ED - closed session	5/26
Share ppt presentation with ED	5/27



Governance Action Items



Policy Review

- *Drug-Free Schools Policy*
- *Drug-Free Workplace*
- *Will's Law (Epilepsy and Seisure Disorder Care Training)*



THE LEADERSHIP SCHOOL
EMPOWERING LITTLE LEARNERS TO BECOME LITTLE LEADERS

Annual Policy Review

Drug-Free Schools Policy Key Points:

- *The School shall provide age-appropriate, developmentally based drug and alcohol education and prevention programs to all students addressing legal, social, and health consequences and ways to resist peer pressure to use. **Certification of compliance is required.***
- *The school shall provide information about drug and alcohol counseling, rehabilitation and re-entry programs available to students and require participation to avoid suspension or expulsion.*
- *Parents shall receive a copy of this policy, which the school shall review bi-ennially.*

Annual Policy Review

Drug-Free Workplace Key Points:

- *The school may require applicants to be tested*
- *ADA permits post-employment alcohol testing*
- *Advance notice of testing policies is required*
- *Implementing a Drug-Free Workplace Program includes:*
 - *Written testing policy*
 - *Use of an eligible testing facility*
 - *Providing an EAP*
 - *Providing a semi-annual program on substance abuse*
 - *Conducting supervisor training*

Annual Policy Review

Drug-Free Workplace Key Points Continued:

- *Establishing a Program enables the school to receive a discount on its Workers Compensation Insurance.*
- *In total, the Program must meet 12 criteria (see p. 132)*

Drug-Free Workplace Policy

- *Possession, use or distribution of illicit drugs and alcohol on school premises or as a part of school activities is strictly prohibited.*
- *Employees may be tested with cause and subject to disciplinary action including termination and referral for prosecution.*

Annual Policy Review

Drug-Free Workplace Policy Continued:

- *Employees convicted of a drug offense while on duty must notify the School Leader within five (5) days.*
- *Within ten (10) days, the school leader must notify the Impact Aid Program, US Dept Ed or other appropriate government agency.*
- *The school must provide a Drug-Awareness Program that meets four (4) criteria (p. 133) and respond to any request from DESE or other agency that it has done so.*
- *This policy will be reviewed bi-ennially*

Annual Policy Review

Will's Law Policy (Epilepsy and Seizure Disorder Care Training) Policy - Key Points

- *If any parent of a student of the School seeks epilepsy or seizure disorder care, the School Nurse shall develop an individualized health care plan and an individualized emergency health care plan for the student.*
- *The parent shall provide annually written authorization for the provision of epilepsy and seizure disorder care as specified in the plan.*

Annual Policy Review

Will's Law Policy (Epilepsy and Seizure Disorder Care Training) Policy - Key Points Cont'd

- *Plans will be updated as needed and must include nine (9) criteria.*
- *The nurse or school leader will be authorized to share information in the plan with others on an as needed basis.*
- *Training will be provided every two (2) years on how to meet the provisions of the plan for all employees who work with the child within the school day and beyond.*

Coversheet

Finance & Facilities Committee Report

Section: III. Committee Reports
Item: A. Finance & Facilities Committee Report
Purpose: Discuss
Submitted by:
Related Material: 3.26.26 Finance and Facilities-NOTES.pdf



Finance and Facilities Committee Meeting Notes - 3.26.26

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: 3/26/26 @ 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, Becky, Whitney, Shanise, Gary</p>
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TLS 2024 - 2025 KPIs

	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb
Days of Cash (< 45)	59	59	56	76	86	71	71	73	72	61	82
Gross Margin (> 5%)	13%	13%	10.7%	7%	10%	6%	7%	7%	7%	5%	9%
%Fund Balance @ Year's End (> 12%)	16%	16%	13.61%	21%	24%	20%	20%	21%	20%	18%	22.28%

<p>Charter Goal #11 - No material findings in annual audit report</p> <p>F & F Comm Goal #1: Monitor school financial progress and trends monthly</p> <p>F & F Comm Goal #2: Financial Policies Followed & Fund Balance over 12%</p> <ul style="list-style-type: none"> • EdOps Hub <p>Board Task Management Tracker</p>	<p>Review of the February Financials:</p> <ul style="list-style-type: none"> • Supplemental Report for February 2026 • Check Register for February • Accounts Payable Report for February • Divy Invoice Listing for February • Board Presentation for February <ul style="list-style-type: none"> ○ As of 2/28/2026, TLS is projected to operate at a 514k surplus, a positive change from January due to mortgage payment being less than rent forecast. ○ Year-end cash projection of 1.17M represents 82 days of cash on hand and a 22% fund balance. ○ The budgeting process for FY27 is well underway – we expect to have a draft to share in April. <p>Donations Tracker</p> <ul style="list-style-type: none"> • The 73K grant payment from TOT that was due in January arrived. • Follow up with JB re: updates to tracker. <ul style="list-style-type: none"> ○ JB will now track donations through Give Butter.- Becky will follow up
<p>F & F Comm Goal #2: Financial Policies are followed 100% of the time</p>	<ul style="list-style-type: none"> • Status of the 2026 - 2027 TLS Budget <ul style="list-style-type: none"> ○ Draft budget will be presented to the Committee and board in April ○ Paul's (EDOps) budget forecast for 2026 - 2027
<p>Charter Goal #11: No material findings in the Annual Audit</p>	<p>Annual Audit Follow Up</p> <ul style="list-style-type: none"> • Mason at EdOps located the information to share with Nathan at Marr. re: 990 info. • Quarter 3 Financial Controls Questionnaire . <ul style="list-style-type: none"> ○ Gary shared the responses from JB and reviewed the questions with Courtney. ○ Re: Q#3 - Are there any misalliances with board policy? <ul style="list-style-type: none"> ■ Gary and Becky will need to review financial policies again and bring any specific questions to Courtney and JB's attention for a response.

	<ul style="list-style-type: none"> ○ Re: Q#5 - In what ways can the Board better support financial planning and resource alignment? <ul style="list-style-type: none"> ■ Our big ticket items are transportation, food, and staffing. Not a lot of wiggle room. ■ Our current staffing model is conservative (ratio of adults to students). Plan to add one new administrator next year, a Principal in Residence (PIR) who can handle math PD. ○ Re Q #7: Have any vendors raised concerns re: cost, compliance, or performance? <ul style="list-style-type: none"> ■ Are moving away from Goodell.net to K12ITC for Technology (Network) Support
<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 as authorized to access the TLS bank account. <ul style="list-style-type: none"> ○ JB and Courtney went to the bank on Tuesday (3.24). ○ Felicia (banker) will allow Mason at Ed Ops to have access. <p>Invoicing Policy Status</p> <ul style="list-style-type: none"> ● Looking into new contracts for transportation. ● The new language adopted on 2/24/26 will be added to any new contracts re: 90 - day period to supply invoices. <p>Facilities - Status</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. ● Is TLS still awaiting a response re: whether the testing documentation has arrived from last year? - Becky will follow up with JB
<p>Previous/Upcoming</p>	<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. ○ Will return to this topic after new board members are added.

Coversheet

School Performance Committee Report

Section: III. Committee Reports
Item: B. School Performance Committee Report
Purpose: Discuss
Submitted by:
Related Material: 3.11.26 SP Committee Notes.pdf



School Performance Committee Meeting Notes - 3.11.26

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, the average score of students in 3rd grade and above will be a **4 or higher on a 5-point scale** that they **agree or strongly agree** that they are developing the following leadership skills: Understanding their emotions (self-awareness), making good choices (agency), and working well with others (collaboration) as measured by pre-post Wayfinder SEL assessment data. (rev. 2.24.26)

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. [Needs revision]

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](#)

Join Zoom Meeting

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

Meeting ID: 873 4949 7416

Passcode: Zhv84s

Date of this Meeting: 3/11/26 4:00 PM
[Monthly Board Calendar](#)

Present: Whitney, Courtney, Keisha, Becky, Stephanie, Rebecca, Shinita
Walk-through date? Wednesday, 4/1 @ 10:30 - Becky will contact Shanise.

SP Comm Goal 1: Effective Functioning of the Committee

[School Performance Committee Charter](#) - **Becky will add to the Consent Agenda for 3/31**

- Review updates (see highlights in yellow on p. 3)
- Committee agrees

Streamlining Academic Priorities

- Shinita and Rebecca will meet to prioritize actions to support student achievement. - Emailed; still need to schedule a time to meet. - **Rebecca will connect with Shinita on this.**

Charter Goals 2 & 4: Growth in Academic Performance

Kindergarten Status

- **MOY Data** - promising; good growth. Huge growth in school experience: Working with others, going to the carpet. Both leads will remain as will the aide who will work with this cohort as a Grade 1 ELA teacher. (Looping by design?)
 - [Math](#)
 - [Reading](#)

- **Related Field Trips**
 - Did the Kindergarten Team led by Desiree Buchannan visit Flynn Park to observe their kindergarten system and if so what was learned?
 - Two groups; take aways were helpful, e.g., hand signals for every letter sound. Would like to build out this system at TLS next year. Level up.
 - Also saw classroom management structures. (Transitions are tricky)
 - Our K teachers are newer; good to see more experienced examples
 - Second time a field trip for this team; next year try other teams to do visits.
 - Any schools on [Beating the Odds in Reading State/School Tracker](#) that TLS should visit/talk with? [Full article here](#).
 - Basis for calculating poverty in this tracker was the FRL% for the 2023 - 2024 school year.
 - Betty Wheeler Classical Junior (gifted?)
 - Rebecca will look into those schools nearby from this tracker with a similar SES profile and high reading proficiency (not many, one was Flynn, which TLS has already visited.)

<p>SP Comm Goal 3 - Effective use of performance indicators Goals 1 & 3: Achievement</p> <p>Moschooldata (From TOT) Strategic Monitoring Framework (SMF) Organizational Health Dashboard (OHD) Midyear Charter Score Board Year Four</p>	<p>Calculating Accurate Performance based on Accurate Student Profile Data</p> <ul style="list-style-type: none"> Has the FRL number to accurately report our poverty level been identified? - We qualify for 100% because we are 72%. Fluctuates depending on enrollment based on last year. Word Mapping Project for Grades 3 - 5 <ul style="list-style-type: none"> Strategic lever for empowering vocabulary development/content knowledge development/spelling/comprehension/written expression Opportunity to meet with the author re: the curriculum (Gr. 5 teacher Sean Morrissey) to ask questions - Becky will set up a meeting with Rebecca and Sean to learn if this is something TLS would like to consider integrating.
<p>SP Comm Goal 3 - Effective use of performance indicators Goal 5: Attendance</p>	<p>Discussion:</p> <ul style="list-style-type: none"> Attendance team is incentivizing overcoming tardies not just attendance with an Attendance event. Info re: tardies needed by 3/25 for Courtney to put in the Board Report
<p>TLS - Charter Goal 6: Student Leadership</p>	<p>MCPSC Innovation Exchange Opportunity (supporting Goal 6 - Student Leadership)</p> <ul style="list-style-type: none"> On 3.2.26 Becky joined other board chairs and MCPSC consultants Kent Peterson and Tori Sombright to develop thinking around innovations in each charter school to address an identified need. Follow up meetings 3.16 and 4.7 After consulting with Courtney, I shared this idea. Becky will share committee input with the Innovation work group.
<p>SP Comm Goal 3 - Effective use of performance indicators Goal 6: Student Leadership</p> <p>Draft Goal 6 Dashboard Goal 6 Plan for Student Wellness and Leadership:</p> <ul style="list-style-type: none"> Goal 6 Assessments 1 Goal 6 Assessments 2 	<p>TLS Career Week: March 24th-26th - Becky will share with whole board via the Sunday Week Ahead Memo</p> <ul style="list-style-type: none"> Participants would speak in 3 - 4 classrooms: 10 min present/5 mins answer questions (1 hour) Rotate through classrooms Sign up here <p>Status of:</p>

- Community circles hard data - Keisha will collect and share on 3/31.
 - Currently every grade level is participating; some have it every day to start their morning and some twice or three times a week.
 - TLS Leaders will look into strengthening the featured skills tracked in Wayfinder: Agency, working well with others; managing emotions:
 - Reinforce awareness of these skills with all teachers and students beyond the WF lessons offered within PE classes. Also parents?
 - Collect anecdotal data organically from K - 5 teachers and leaders (and students, as developmentally appropriate - self-track, discuss in community circles?.
 - ID common language.
 - Link featured monthly character traits and school values to the three underlying skills addressed through the WF language to show connections and encourage transfer of skills.
 - Consider making these three underlying WF skills part of the charter renewal goals.
- Currently older students in community circles address questions/issues.
 - Were recently asked for their input on their school experience.
 - Mentioned wanting more options for electives...
 - Been a reflection time like how we do and don't talk about autism; and making the connection with school values
- Currently CCs in the earlier grades are being used to reinforce the schedule.
 - Could they be a time to share experiences? Feelings?
 - Address questions related to school and classroom culture?
- Wayfinder offers SEL lessons for K - 5 lessons; WF assessment data focuses just on Gr 3 - 5.
 - Kids enjoy; staff enjoys teaching....
 - Lessons usually occur early in the day or at the end.
 - Set up visits for the SP Comm - coordinate with Whitney's visit? Becky will work on this.
- Discipline Referral Data Tracking status
 - Keisha will pull these and provide to CM by Wednesday of the week before the Board Meeting to include in the ED Monthly Board Report (by 3.25 this month)

SP Comm Goal 3 - Effective use of performance indicators

Goal 7: Family Satisfaction

Goal 7 (Family Satisfaction/Engagement):

- Monthly newsletters posted on the [TLS website](#). Done!
 - Rebecca will ensure that Desiree writes and oversees distribution.
 - Courtney will ensure that JB posts on the website each month and shares the link with the Board.
- [Events Tracker](#)
 - chronological order would make this more user-friendly.
 - Can connect this with a google calendar. - Stephanie will set up a meeting with JB and Desiree to support.
- [Participation Tracker](#) - updates for next month. Will track both families and number of students served.
 - Keisha will ensure that Carmen keeps this updated.
 - Question #1: Should teachers' involvement also be tracked here?
 - Question #2: Should this tracker be combined with the Events Tracker? - CM supports this change.
- Number of TLS Families? - Keisha will supply for the 4/15 SP comm meeting.
- Parent Conference Prep:
 - All teachers have a sign up genius link; will connect virtually or by phone if not in person.
 - Share iReady, CKLA data and make recs based on strengths and gaps.
 - Academic focus unless there is also attendance.
 - Have created a more formalized process with a template and crucial points (notice of concern) for students re: gaps in academic/attendance, which took place throughout the year.
 - Big increase in checkpoints with parents this year.
 - Good news on Dojo and awards and bands....
 - Question: Could this be an opportunity to address/reinforce the SEL goals of agency, managing emotions, and working well with others? - Becky will add to the 4.15.26 SP meeting.

<p>SP Comm Goal 3 - Effective use of performance indicators</p> <p>Goal 8: Student Retention</p>	<p>Spring Enrollment - Status update</p> <ul style="list-style-type: none">● 94% of students have indicated that they are returning● New enrollments: K - 25, 1, 3(5), 5 (2)● Courtney will display current enrollment vs projections at upcoming Board and SP Committee meetings
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Goal 9: Teacher Satisfaction		
<i>Area</i>	<i>TLS</i>	<i>National Average</i>
School operations	3.1	Lower than national average
Peer collaboration	4.5	Slightly lower than national average
Family and community engagement	4.9	Close to the average
Academic opportunity	4.9	Close to the average
Career progression	5.0	Meets national average
Leadership	5.0	Meets national average
Staff evaluation	5.2	Slightly exceeds national average
Academic expectations	5.8	Slightly exceeds national average
Supportive environment	5.7	Slightly exceeds national average
Instructional planning for student growth	5.8	Slightly exceeds national average
Belonging	5.9	Slightly exceeds national average

- Per the **TLS Personnel Evaluation Policy**, Teacher and Staff Evaluation Rubrics require board approval. - **Action Item for 3.31 review.**
 - Send to the committee for review
- Patterns of Need in **MOY Teacher Evaluations**
 - Spring Focus #1: Continuing Content & Planning development
 - New teachers need continued support in Gr. 3 - 5 with EL; all K - 2 teachers need support with CKLA as this was a new curriculum this year; all teachers need support with Eureka Squared as this was a new curriculum this year.
 - Also zeroing in on responding to feedback in the moment; exit tickets; ID misconceptions in the moment.
 - Spring Focus #2: Rigorous instruction
 - The TLS Leadership Team will has started addressing this focus, which includes academic ownership, putting the thinking on students
 - Will continue after Spring Break (Mar 15 - 22).
- Follow up discussions with teachers re **TNTP Survey data**
 - Leaders receive steady feedback from internal surveys and conversations with staff.
 - Leadership is currently creating plans to support the areas of peer collaboration and operations.
 - Courtney will use part of the TLS retreat in early April to support the peer collaboration goal. Will also be part of summer work.
 - **Courtney will report on plans to address the peer collaboration goal at the 8.12.26 SP Committee meeting**
- **Staff involvement in TLS Events:**
 - Keisha will ensure the Participation Tracker is updated with all events and participation numbers to date by the SP Comm meeting on 4.15.26.
 - Keisha will ensure the Tracker is maintained monthly during the school year and report on the status at monthly SP Comm meetings going forward as a standing agenda item.
 - Upcoming Events:

Professional development	5.9	<i>Slightly exceeds national average</i>	<ul style="list-style-type: none"> ■ 4/4 Egg Hunt ■ 4/11 Open House, 10 am - 12 pm <ul style="list-style-type: none"> ● Becky will share with the Board via the <i>Week Ahead</i> Memo
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>	
SP Comm Goal 3 - Reporting Oversight Goal 12: Reporting Report Well			Reports due this month: <ul style="list-style-type: none"> ● 3.27. 26 ED Slide Deck for 3.31.26 Board Meeting is due
<u>Upcoming</u> Technology Integration (per SMF) <ul style="list-style-type: none"> ● Parent ProTech (MSCPA webinar) ● Resources 			<ul style="list-style-type: none"> ● Goals 2 & 4 Growth to Proficiency Indicator Needed <ul style="list-style-type: none"> ○ Courtney will take this into consideration when drafting the next set of Charter goals for renewal ○ Need to be ready for review by the Board at the 4.9.26 goals alignment meeting. ● Goals 1- 5 & 7 Digital Citizenship/Literacy Online Safety <ul style="list-style-type: none"> ○ Keisha and JB will work together in July on how to integrate digital literacy into students' computer curriculum for next year. <ul style="list-style-type: none"> ■ Don't currently have a computer curriculum ■ Stephanie will connect with Keisha and JB before July about offering support. ○ This year we have a Gr 4 ELA teacher who has taken on leading a FAM U session on digital citizenship/literacy.

- Rebecca will introduce Mr Rigmaiden and Stephanie for offering support.

- **Revise 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.
 - Could shift to something like: Teachers will meet or exceed the national average for all areas captured on the TNTP Insight Survey.
 - Keisha will offer replacement language for the SP Committee's consideration at the 7.14.26 SP Committee meeting unless this is part of the metrics associated with the charter renewal goals, in which case the language needs to be updated at the April TLS retreat and shared with the board at the goals alignment meeting on 4.9.26.

Coversheet

Governance Committee Report

Section: III. Committee Reports
Item: C. Governance Committee Report
Purpose: Discuss
Submitted by:
Related Material: 3.10.26 Gov Comm Meeting Notes.pdf



Governance Committee Meeting Notes - 3/10/26

[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: 3.10.26</p>	<p>Present: Courtney, Becky, Stephanie, Gary, Shinita</p>
<p>Gov Comm Goal 2: Onboarding new members</p>	<p>Prospective board members - Tabled</p> <ul style="list-style-type: none"> ● Dr. Shanise Terrell - resume ● Whitney Perry - resume ● Date of school tour? March 16 - 20 works for Shanise. <p>Adding a teacher representative as a non-voting advisor on board committees</p> <ul style="list-style-type: none"> ● Google Gemini on teachers serving on school board committees. <ul style="list-style-type: none"> ○ CM will reach out to other EDs on this ○ Will reach out to Ms. Bland over Spring Break re: we are in Initial conversations, doing more research ○ Becky will send an email response that we are in the midst of recruiting board members, building our foundation; send legislative updates info; mention that visitors/observers are welcome to attend. ● Visitors welcome; committee members should be board or parents for this committee <ul style="list-style-type: none"> ○ Gov comm work sessions on policy could be opened up to interested teachers ○ Could pursue an elected teacher rep for the School Performance Committee for the future ○ Possible teacher representation going forward could start in the fall for the School Performance Committee ○ Add to August Gov Comm agenda

<p>Gov Comm Goal 1: Ensure compliance with MCPSC expectations</p> <p><u>Notes from Retreat 2</u></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 ahead of the April 21 conversation so the board and school team feel tight and ready. 	<p>Charter Renewal:</p> <ul style="list-style-type: none"> • Courtney will meet with Gov Comm members on 4.9.26 for a goals alignment conversation after meeting with the TLS leadership team at a retreat earlier in the week (April 6 - 8). Time of 4.9 meeting needs to be determined. <ul style="list-style-type: none"> ○ <u>Current Goals</u> ○ <u>Proposed Goals</u> <ul style="list-style-type: none"> ■ 3.24.26 @ 5 PM Gov Comm works on refining the board's suggested goals (main and supporting goals) <ul style="list-style-type: none"> • Work through Google docs to clarify are we on the right path ahead of the meeting. ■ 4.9.26 @ 1 PM Meet with TLS re: goals alignment between board and TLS SMART goals • Need a Special Board Meeting on Tuesday, 4.14.26 to: <ul style="list-style-type: none"> ○ Review the calibration process between the Gov Comm and TLS Leadership on the goals and the outcome. ○ Obtain board approval for the agreed upon goals to share on 4/21 @ 1:00 PM with Martha, Laurel. • Meeting with Kairos ED Dr. Khalil Graham to participate in the alignment discussion between TLS and Board is currently set for 4.24 <ul style="list-style-type: none"> ○ Include him as an advisor on 4.9 if he has time ○ Share the goals ahead of time. • <u>Charter Renewal Narrative</u> - Timeline for completion? <ul style="list-style-type: none"> ○ CM will talk with Colby about the process of completion ○ Take original charter and update to our vision ○ Review a rough draft in July? <ul style="list-style-type: none"> ■ Chunk out a timeline for parts completion ■ CM will assign parts to Leadership Team (add April 14 gov comm agenda) ○ Confirm due date of the narrative. When in October? - Becky
<p>Gov Comm Goal 1: Ensure compliance with MCPSC expectations</p>	<p><u>Proposed Board Member Code of Conduct Protocol</u> - Shinita</p> <ul style="list-style-type: none"> • Action Item • Recommend for approval on 3.31 - <ul style="list-style-type: none"> ○ Add to <u>TLS Board Handbook</u> and <u>Board Member Agreement</u>.

<p>- Action Steps from MOY</p>	<ul style="list-style-type: none"> ● Add language to Section 1.1 of the Personnel Evaluations Policy to say that the ED shall be evaluated by board members who have served a minimum of six months prior to the evaluation period? ● Per Sections 1.2 and 1.3, review the evaluation rubrics for all certified and classified staff respectively. Discussion on 4/14. Approve at April 28 Board meeting. <p>MOY Staff Evaluations Followup</p> <ul style="list-style-type: none"> ● Feedback meetings from ED to direct reports were planned for 3/2, discussing changes needed to align time use with job descriptions, each leader’s legacy goals, and midyear evaluation foci. - CM is working on roles for next year. <ul style="list-style-type: none"> ○ Skill sets (core competencies/rubric) needed for each leadership role, e.g. for Operations: Data management, systems thinking, technology platform knowledge, knowledge of reporting expectations - Courtney will add these to the job descriptions ● Status of supervision by direct reports of their direct reports? ● Status of second round of evaluations? <ul style="list-style-type: none"> ○ Start in April <p>Consistent Communication Cadence</p> <ul style="list-style-type: none"> ● Director to Board <ul style="list-style-type: none"> ○ 10.3.25 Quarter 1 Community Newsletter (also shared with community? Yes) ○ 12.2.25 Memo to the Board - The Story of TLS on website? - April. Confirm Noah’s report is on website. ○ 2.10.26: State of TLS Presentation (Fam U - Spring Coffee? Set date; add to Events Calendar) - Check if put on website as an archive communication ○ 3.2.26 Community Update (also shared with community?) Website? Check with JB ○ Consider a data dashboard for the community to see? ● School to Community - needed <ul style="list-style-type: none"> ○ Purpose: Unify the community with a shared set of information, reinforce values, increase engagement and shared understandings <ul style="list-style-type: none"> ■ Highlight upcoming school events ■ Include links for virtual options to Fam U and PTO ■ Clarify/emphasize information related to policies ■ Promote survey feedback in April/May
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	<ul style="list-style-type: none"> ■ Feature sections of the Family Handbook ■ Introduce classified staff? ■ Hand out recognitions.... ○ Cadence ○ Point people <p>Delegation of Leadership Responsibilities</p> <ul style="list-style-type: none"> ● Any new delegations? <p>Consistent Hiring Protocol</p> <ul style="list-style-type: none"> ● Offer made, letter sent, letter signed, background check, references, certifications, confirmation of hire. - Move to tomorrow’s meeting ● Courtney will share updates to the Hiring Protocol spreadsheet throughout the spring to confirm that these steps have been followed at the 4/14 Gov Comm meeting. 						
<p>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="737 773 1997 1182"> <tr> <td data-bbox="737 773 947 906">Mar. 31</td> <td data-bbox="947 773 1997 906"> <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="737 906 947 1045">Apr. 24</td> <td data-bbox="947 906 1997 1045"> <ul style="list-style-type: none"> ● Student Fees Policy ● Solicitations of Staff and Students Policy ● Capital Assets Accounting Policy </td> </tr> <tr> <td data-bbox="737 1045 947 1182">May 26</td> <td data-bbox="947 1045 1997 1182"> <ul style="list-style-type: none"> ● Human Sexuality and Sexually Transmitted Diseases Instruction Policy ● Students with Diabetes (Individualized Plan) ● Title IX Sexual Harassment Policy </td> </tr> </table>	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 	May 26	<ul style="list-style-type: none"> ● Human Sexuality and Sexually Transmitted Diseases Instruction Policy ● Students with Diabetes (Individualized Plan) ● Title IX Sexual Harassment Policy
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<p>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>Board Engagement Tracker</p> <ul style="list-style-type: none"> ● Shinita and Becky attended the State of the School presentation by Courtney on 2.10.26 ● Stephanie, TC and Becky attended the Board/Community coffee on 2.24.26 ● Next PTO meeting: 3.10.26 @ 5:30 PM 						

<p>Internal Charter Goal #10: Board Engagement</p> <p>December 2025 - Self-Evaluation</p> <ul style="list-style-type: none"> ● Growth areas: Committee attendance, partnership with ED, researching best practices in areas of governance/school performance ● Board / ED Compact - Approved 1/27 ● Notes from Retreat 1 	<p>Committee Attendance by Board Members in February</p> <table border="1" data-bbox="737 277 1982 444"> <thead> <tr> <th>Governance (3 board members)</th> <th>School Performance (3 board members)</th> <th>Finance & Facilities (3 board members)</th> </tr> </thead> <tbody> <tr> <td>Becky</td> <td>Becky</td> <td>Gary, Tanisha, Becky</td> </tr> </tbody> </table> <ul style="list-style-type: none"> ● Invited Aaron and TC to join Finance & Facilities, now that Dev Comm has been folded into the other three committees. <p>Discussion:</p> <ul style="list-style-type: none"> ● Should inconsistent involvement be addressed? ● Quarterly reviews, self-reflection, chair has a conversation if pattern persists ● Is 4 PM too hard for some board members' schedules? - ACTION ITEM 	Governance (3 board members)	School Performance (3 board members)	Finance & Facilities (3 board members)	Becky	Becky	Gary, Tanisha, Becky
Governance (3 board members)	School Performance (3 board members)	Finance & Facilities (3 board members)					
Becky	Becky	Gary, Tanisha, Becky					
<p>Gov Comm Goal #2: Lifecycle Planning</p> <p>TLS Board Professional Development Tracker</p> <ul style="list-style-type: none"> ● ED Succession Planning folder ● 9.25.25 convo with Consultant John Tarvin ● Other ED Succession Planning Services 	<p>Board Recruitment - Stephanie and Shinita</p> <ul style="list-style-type: none"> ● Share draft plan at April 14 Governance Committee meeting ● Invitation from TOT for regional chairs to meet with current board member trainees as potential board members on 4.20.26. - Shinita and Becky will attend <ul style="list-style-type: none"> ○ We could benefit from legal, PR, HR, development needed. <p>Board Succession Planning - Need a work team to focus on this - Action Item for Gov</p> <ul style="list-style-type: none"> ● Board Succession Planning Folder ● Board Succession Plan (draft) ● Succession Planning Services (Board) <p>Emergency ED Succession Planning -</p> <ul style="list-style-type: none"> ● Tanisha has drafted a proposal for both ED Emergency & Regular Succession Planning ● Discuss at 3.31 board meeting? - Action Item for May 14 Gov Comm Meeting: CM, TM, AW, SM 						
<p>Upcoming</p>	<p>April Board Meeting -</p> <ul style="list-style-type: none"> ● Approve evaluation rubrics ● Courtney to share with Gov Comm by 3/31 <p>Annual Meeting: June 30</p>						

	<ul style="list-style-type: none">● ED Report<ul style="list-style-type: none">○ TLS Bylaws, Article VI: “The Executive Director shall cause to be prepared and shall submit to the board for its approval an annual budget and all supplements thereto for each fiscal year. The Executive Director shall submit to the board of directors at its annual meeting a report summarizing the operations and affairs of this corporation and its activities during the preceding year and setting forth the plans, programs or projects for future development, with such suggestions and recommendations as such officer shall deem appropriate. The Executive Director shall also make such reports to the board of directors as may be appropriate, or which may be required by these bylaws, or by the board.”○ Rough Draft for the budget @ F & F for 3/26/26.● Election of Officers● Approval of Budget
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Coversheet

Slide Deck

Section: IV. Executive Directors Monthly Report
Item: A. Slide Deck
Purpose: Discuss
Submitted by:
Related Material: ED Board Report March 31, 2026.pdf

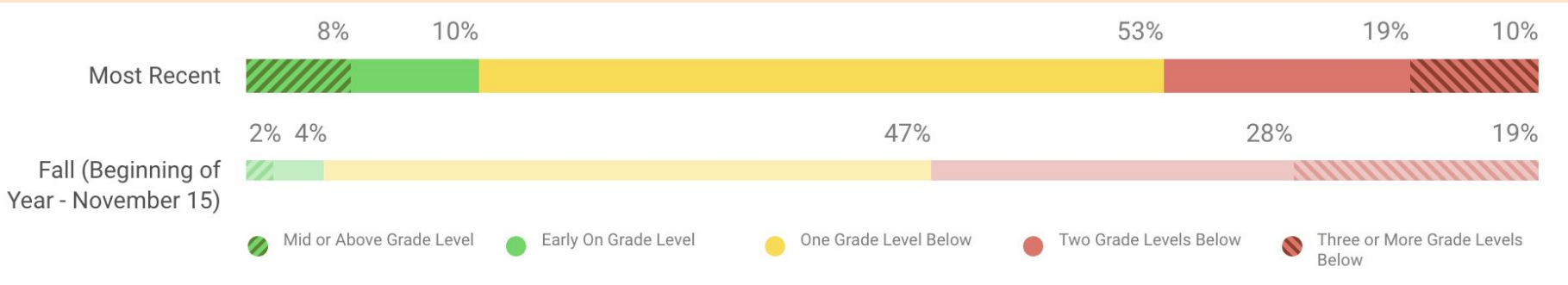
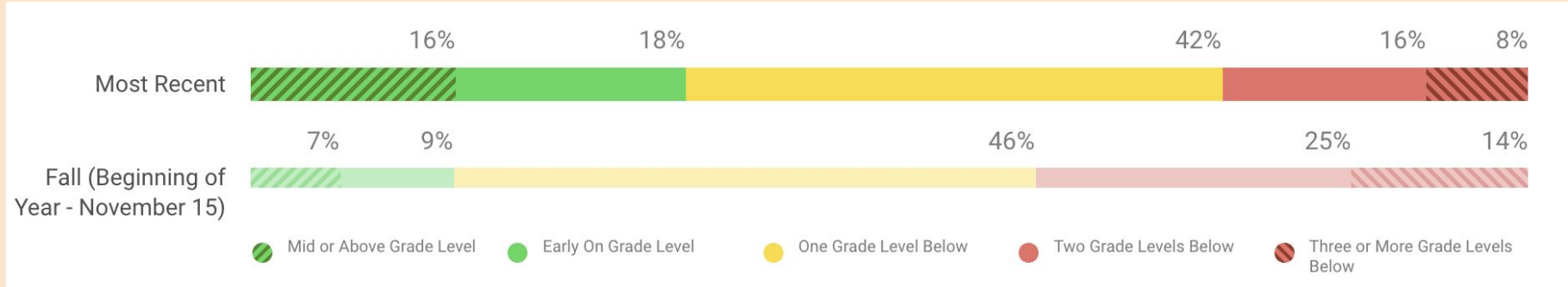


THE LEADERSHIP SCHOOL
EMPOWERING LITTLE LEARNERS TO BECOME LITTLE LEADERS

Executive Director Monthly Board Report

**The Leadership School
Board of Directors Meeting
March 31, 2026**

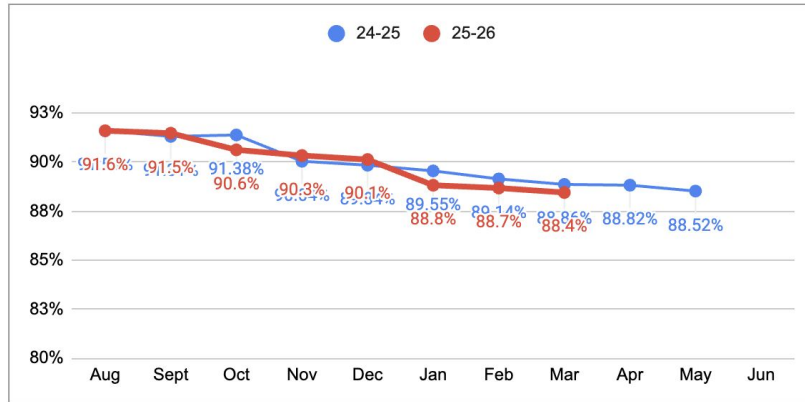
Goal 3: iReady BOY to MOY Achievement Data



Revised Charter Goal 5: *Attendance*

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

YTD Attendance Comparison vs. Previous Year



YTD Attendance	
88.4%	
Since beginning of year	▼ 3.1%
Since last month	▼ .23%



Revised Charter Goal 5: *Attendance*

- By year five, we will have at least a **90%** average daily **attendance** rate.
 - Tardies for February 15 - March 15: **358** representing **137** students

Revised Charter Goal 6: *Student Leadership*

- Understands emotions, works well with others, sense of agency.
 - Discipline Referrals for March 1 - March 27: **17 Referrals**



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	# of Discipline Referrals 24-25	# of Discipline Referrals 25-26
October	68 Referrals	22 Referrals
November	103 Referrals	31 Referrals
December	42 Referrals	32 Referrals
January	20 Referrals	12 Referrals
February		
Total	Referrals	Referrals

Note that we have 80 more students in the 25-26 school year than we did in the 24-25 school year.

Charter Goal 8: *Student Retention*

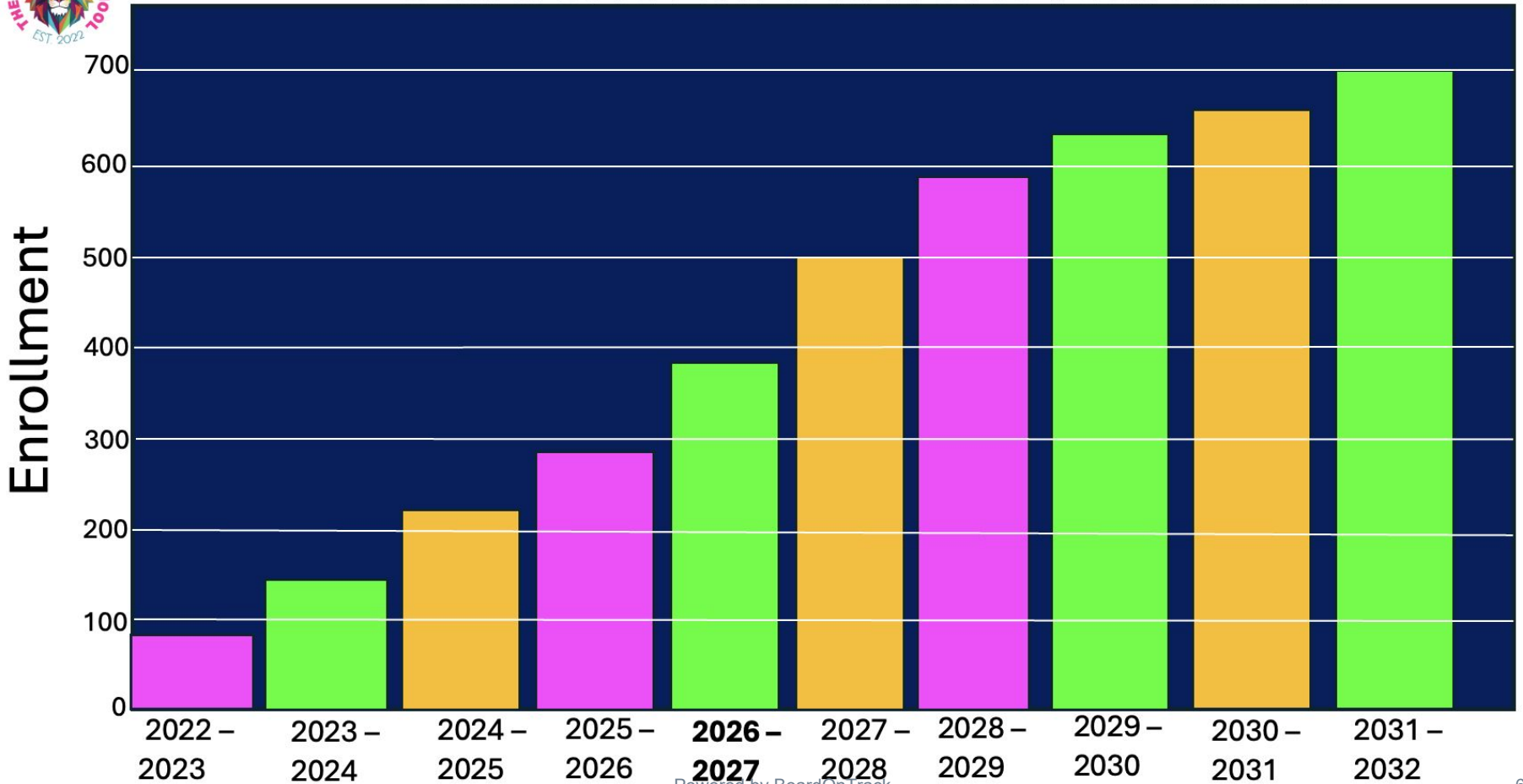
- At least **85%** of **students enrolled on October 1** will be **re-enrolled** the following year, as measured by the percent of students who leave the school for reasons other than moving out of the enrollment zone.

Grade-Level	Returning/Total Students	Re-Enrollment Rate
1st Grade	47/50 Returning Students	94% Return Rate
2nd Grade	45/50 Returning Students	90% Return Rate
3rd Grade	46/50 Returning Students	92% Return Rate
4th Grade	40/44 Returning Students	91% Return Rate
5th Grade	40/46 Returning Students	87% Return Rate
6th Grade	45/50 Returning Students	90% Return Rate

Enrollment by Grade 2026 - 2027

	Budgeted Enroll	Returners	Applicants
KG	63 Students	N/A	25
1st	84 Students	47 Students	2
2nd	48 Students	45 Students	0
3rd	48 Students	45 Students	5
4th	48 Students	42 Students	0
5th	48 Students	42 Students	2
6th	48 Students	45 Students	0

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	$37/41 = 90\%$	$23/24 = 96\%$



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	Sept	October	Dec	Jan	Feb
Days of Cash (< 60)	76	86	71	71	72	61	82
Gross Margin (> 5%)	7%	10%	6%	7%	7%	5%	9%
% Fund Balance @ Year's End (> 12%)	21%	24%	20%	20%	20%	17%	22%

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**.

