APPROVED

The Leadership School

Minutes

Monthly Board Meeting for The Leadership School

Date and Time
Tuesday April 29, 2025 at 6:00 PM

Location
The Leadership School
1785 Pennsylvania Ave
Pagedale MO 63133

In Person:
The Leadership School Board Meeting (In Person)
Tuesday, April 29, 2025 · 6:00 – 8:00pm
Time zone: America/Chicago

Join Zoom Meeting
https://us06web.zoom.us/j/86311120593?pwd=1ruPDrKcffin7yPP6pKVDwQL0UcGab.1

Meeting ID: 863 1112 0593
Passcode: 9kvS5R

Directors Present

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

Directors Absent
G. Stevenson, T. Curry

Guests Present
C. Moulder, L. Moody Seymour

I. Opening Items

A. Call the Meeting to Order

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

B. Record Attendance

C. Public Comment Section

No comments

II. Review Minutes

A. March 25, 2025 Meeting Minutes

B. Vote to Approve Minutes

C. Page made a motion to approve the minutes from.
R. Langrall seconded the motion.
The board **VOTED** to approve the motion.
C. Page made a motion to approve the minutes from Monthly Board Meeting for The Leadership School on 03-25-25.
R. Langrall seconded the motion.
The board **VOTED** to approve the motion.

III. Board Chair Report

A. Status of Charter Goal #10 - Board Engagement

Becky reported about Reflection meetings with ED's in March.
Asking for feedback on the Strategic Plan template before the May 7 Board Retreat
Final reminder about completing the MO Ethics Commission.

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

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

Goal 10: Board Engagement

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

IV. Committee Reports

A. Finance Committee Report

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

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

B. Development Committee Report

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

C. Governance Committee

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

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

May 7 Retreat

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

D. School Performance Committee Report

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

V. Executive Directors Monthly Report

A. Charter Goals Status

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

Update on Charter Goal 2 (Growth in reading based on iReady data):
K-2 benchmark data show progress in reading performance from Fall 2024 to Spring 2025:

- Kdg was at11% on grade level in fall and is now at 53%
- 1st grade was at 8% on grade level in fall and is now at 56%
- 2nd grade was at 17% on grade level in fall and is now 46%
- Students scoring below grade level in 1st grade reading: Fall 23% dropped to 4% in the spring (target = 50% reduction: met)
- Students scoring below grade level in 2nd grade reading: Fall 40% dropped to 26% in the spring (target = 50% reduction: almost met)

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

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

Updates on Charter Goal 3 (Achievement in reading and math based on the NWEA):
Reading
Grade 1: in Spring 2024 performed at the 29th percentile (compared to all Grade 1 students nationally who take the NWEA) and moved to 38th in Spring 2025 (Current Goal 60%: not met)
Grade 2: 15th to 38th (Current Goal 60%: not met)
Grade 3: 5th to 13th (Current Goal 60%: not met)
Grade 4: 24th to 35th (Current Goal 60%: not met)

Math
Grade 1: 43rd percentile to 29th (Current Goal 60%; not met)
Grade 2: 22nd to 26th (Current Goal 60%: not met)
Grade 3: 9th to 11% (Current Goal 60%: not met)
Grade 4: 6th to 14th (Current Goal 60%: not met)

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

Staffing updates:

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

Proposed organization chart:

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

Charter Goal 5 - Attendance

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

Charter Goal 6 - Student Leadership

- Keisha will propose revised language in June.

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

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

Charter Goal 8 - Student Retention (Goal 85%)

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

Goal 9 - Staff Satisfaction and Retention

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

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

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

VI. Consent Agenda

A. Pending Previous Discussion:

C. Page made a motion to Approve Consent Agenda.
T. Montgomery seconded the motion.
The board **VOTED** to approve the motion.

VII. Closed Session

A. Becky moved to closed session

C. Page made a motion to Go into closed session.
A. Williams seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

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

VIII. Closing Items

A. Self Assessment

B. Next Steps

C. Adjourn Meeting

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

Respectfully Submitted,

S. Madlinger