THE LEADERSHIP SCHOOL
EMPOWERING LITTLE LEARNERS TO BECOME LITTLE LEADERS

The Leadership School

Minutes

Governance Committee Meeting

Date and Time
Wednesday September 2, 2026 at 6:00 PM

Location
Virtual

Committee Members Present
G. Stevenson (remote), R. Langrall (remote), S. Jones (remote), S. Madlinger (remote), W. Perry (remote)

Committee Members Absent
S. Lake

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

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

R. Langrall called a meeting of the Governance Committee of The Leadership School to order on Wednesday Sep 2, 2026 at 6:02 PM.

II. Gov. Comm Goal #1: 100% compliance with TLS Charter and Missouri Public School Expectations.

A.

Pulse Dashboard Review

Reviewed 15 items in the Pulse Dashboard in the following three areas:
Focus Area 1 Board Development: 1 item - on track

Focus Area 2 ED Management/ ED and Board Partnership: 4 items - all on track
Focus Area 3 Policy & Compliance: 6 items on track; 2 off-track (dates set for safety drills and assignment of owners in Reportwell. Will circle back at the ED Check-In on 9.10.

B. Focus Area 1: Board Development

1. TLS will register interested Board members and TLS Staff for the 9.26.26 ResearchED conference in Maplewood, MO.
2. Coffee with TLS Community to discuss the Annual Board Report - looks like 9.17 is the preferred morning based on the survey.
3 Board will have a table on 9.22 for Fam U to share the report as well.
4. We will continue work on the **SPARK Playbook** **to assist with board transition planning.**

C. Focus Area 2: Executive Oversight/ ED and Board Partnership

1. Reviewed suggested language additions to the Board Communication protocol approved in August of 2025 to strengthen shared understandings of the status of ongoing work.
2. The Board will review the ED contract at the 9.29.26 Board meeting.
3. The first work team meeting related to the ED Evaluation for 2026 - 2027 will take place this month.
4. Discussion of Charter Renewal timeline and how to organize the board tasks.

D. Focus Area 3 - Compliance

1. To be reviewed at the 9/29/26 Board meeting per annual policy compliance review:

- Physical Restraint Procedures (Part of Seclusion, Restraint and Corporal Punishment Policy)
- Parental Involvement Policy (Title I, Part A)

2. Reviewed and revised the Objectives associated with **Goal 10 - Board Engagement** in the Strategic Monitoring Framework.

3. Reviewed recommended updates to the proposed ED Succession Plan.

- The Committee recommends its adoption via the Consent Agenda for 9.29

4. Reviewed proposed updates to the Bylaws in the areas of Article III. Directors, Article V. Officers, and Article VI. Executive Director.

- Agreed on language change to Article III. Need to add content to Articles V and VI.

5. Staff and Family Grievances and Complaints Protocols - tabled

- Will work on aligning timelines with school-based documents

6. P/T HR person

- Discussed the feasibility of hiring a P/T HR consultant
- Discussed obtaining support from an HR Consultant to support the Board
- Reviewed the plans for HR Overview by two board members for the rest of the Board and TLS staff who supervise others.

7. Proposed HR Policy additions - Tabled

8. Reviewed progress on aligning Staff, Caregiver and Culture Handbooks with TLS Board Policy.

- Board members will collaborate with TLS Staff on completing the alignment next week.

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 7:43 PM.

Respectfully Submitted,
R. Langrall