



PUBLIC NOTICE
Regular Meeting of the
Board of Directors of Citizens of the World Kansas City

Location: CWC Kansas City Primary Grades Campus
3435 Broadway Blvd
Kansas City, MO 64111

Date: Thursday, June 13th, 2019, 5:30pm

Proposed Agenda

1. Call to Order

Mr. Norris called the meeting to order at 5:38 p.m.

Mr. Norris welcomed the members of the public in attendance and gave an overview of the meeting order.

2. Roll Call by Board Chair

Mr. Norris proceeded with roll call.

Present:

Mr. Jacob Littrell
Mr. Jim MacDonald
Mr. Miguel Meneses (5:40pm)
Mr. Luke Norris
Ms. Maria Salcedo
Mr. Anthony Sealey
Mrs. Johna Sutton (via phone)
Dr. Joy Vann-Hamilton

Absent:

Mr. Norris determined that with 7 of 8 – later 8 of 8 - Board Members present, a quorum is established for purposes of holding the meeting and voting.

3. Review & Consideration of Proposed Agenda

Mr. Norris proposed a resequence of the agenda due to presenters' other time commitments this evening. Specifically, immediately following minute review, go into closed session to discuss personnel issues, then return to open session to discuss (in order), 2019-20 Budget, Finance Committee Report, and

Diversity-Equity-Inclusion, then return to closed session to discuss an additional personnel issue. Mr. Norris estimated the Board would return from the first closed session as close to 7:00pm as possible.

Ms. Salcedo moved to approve the modified agenda as proposed and Mr. Sealey provided a second to the motion. The motion was unanimously approved with none abstaining.

4. Public Comments

Mr. Norris invited public comment. Ms. Kate Essex from Charter Board Partners and Ms. Angela Cobb introduced themselves. No further public comment was made.

5. Review & Consideration of minutes from the May 9th, 2019 regular meeting of the Board

The Board did not have any comments regarding the proposed minutes from the May 9th, 2019 Regular Meeting of the Board.

Dr. Vann-Hamilton moved to approve the minutes as proposed and Mrs. Sutton provided a second. The motion was unanimously approved with none abstaining.

6. Closed Session

Pursuant to § 610.021 (3) RSMo, the Board of Directors of CWC Kansas City will enter into closed session to discuss matters related to personnel.

Mr. Norris invited Ms. Rodriguez, Mr. Brennan, & Dr. Droege to stay.

Ms. Salcedo moved to go into Closed Session and Mr. Littrell provided a second. The motion was unanimously approved with none abstaining.

7. Return from Closed Session; report on any action taken as required.

Mr. Norris reported that discussion related to 1) a personnel agreement between CWCS/CWCKC, and 2) personnel and hiring decisions in regard to Middle School was held. No action was taken that requires reporting.

8. Review & Consideration of 2019-2020 Budget

Mr. Greenwood provided background on the almost year-long budget process.

Looking at high-level metrics, the Finance Committee has targeted Net Income of +\$90k, Days of Cash >30 (currently projected at 20), and a Gross Margin of 2% (which is acceptable in order to increase cash on hand).

Mr. Greenwood gave an overview of the projected decline in state revenue, flat federal revenue, and resulting forced increase to local revenue (which will stay on the radar for the foreseeable future). He stated our staff salaries are in line with the sector norm, but our rent is 2% higher than average/median, which does have a budget impact.

He highlighted the underlying key assumption of the budget as follows: Target ADA increases from 260 to 412. While he confirmed enrollment position (at this time of year) is stronger than ever before, he also cautioned “wiggling out” of under-enrollment will be much more difficult this year.

Mr. Norris asked Mr. Greenwood to clarify the start of school enrollment number – the bullet points state 436, but the chart states 445. Mr. Greenwood confirmed 436 was a typo; 445 is the correct number.

Mr. Norris also asked Mr. Greenwood to confirm the budget is factoring for 15 students that do not show up on Day 1 and then an throughout-the-year attrition rate of 2%? Mr. Greenwood confirmed.

Mr. Norris asked Dr. Droege if she “felt good that there is enough wiggle room to allow for flexibility during month 1?” Dr. Droege replied that she “feels good that we’ve already set up this budget with enough cuts that support under-enrollment of 25 students, yes.”

Mr. MacDonald asked for details on the \$900k in private grants on income statement (namely if they are already identified)? Dr. Droege confirmed that all but \$250k has already been committed; the remainder will be new development needed. Mr. Sealey asked if we plan to continue contracting grant writing services; Dr. Droege recommended doing so.

Dr. Vann-Hamilton asked for the worst-case scenario; what if we are unsustainably under-enrolled? Dr. Droege replied that any recommendation to move this budget forward must be couched with maintaining our relationship with SchoolSmart KC. Should there be a shortcoming, we need to stand by that partnership. Mr. Norris added that we would also need to keep cutting costs as well as increase fundraising.

Mr. Sealey asked if the budget reflects a fully funded ED position; Dr. Droege confirmed it does. He also asked if it reflects a fully funded English-Language Arts 6th grade teacher; Dr. Droege confirmed that it does not. She agreed that a fully-funded role would be ideal, but does not recommend it.

Mr. Norris asked how this budget aligns with the pro-forma (especially the EOY net income)? Mr. Greenwood replied that the original pro-forma had FY19 being flat (vs. current projection +\$35k-50k surplus). There is still enough time over the next years to adjust to that reality. This is a watershed year – students in seats will make this budget and future budgets work. There is a small impact on cash position presented initially, but also time in out years to adjust to that – it is not an insurmountable obstacle.

Mr. Norris asked the Board if there is a motion to approve the budget now? Or after the Board re-enters closed session to discuss the second personnel issue? The Board decided after. The budget discussion was tabled.

9. Finance Committee Report (Mr. Paul Greenwood)

a. Review & Consideration of Monthly Financials (May 2019), including Check Register

Mr. Greenwood presented the May 2019 financials as distributed.

Mr. Greenwood presented the May check register.

Mr. Littrell moved to approve the May register as proposed and Ms. Salcedo provided a second. The motion was unanimously approved with none abstaining.

10. Diversity-Equity-Inclusion Update (Ms. Angela Cobb, FirstGen Partners)

Ms. Cobb shared her background and connection to the DEI work ongoing at CWCKC. She has been in DEI-related work for ~25 years, spanning both the corporate sector and non-profit space. Education is a focus and a passion.

CWCKC's DEI Steering Committee will present in the fall; including definitions, commitment statement, and 2019-20 priorities/plans. DEI Steering Committee was a self-nominated process: Ms. Maile Wortham, Ms. Jamesetta Adkins, Dr. Kristin Droege, Ms. Dominique McGirt, Mr. Andrew Johnson, Ms. Erika Gibbs, and Mr. Ridley Thomas (all CWCKC staff) served on the committee as a strong combination of teachers, administrators, and support staff.

Ms. Cobb provided background on her engagement with CWCS and CWCLA (since 2017) which gave a strong background and jumping-off point for work that began with CWCKC. CWCKC's work started in April 2018, where she hosted individual and group listening sessions.

Ms. Cobbs shared the following key learning points during those sessions:

- Anyone who is not identifying as white heterosexual experiences this place differently.
- In the listening session with people of color, there is a sense of a lack of appreciation of the history/context of this city and specifically this neighborhood.
- Perspective of the lack of diversity at the leadership level
- Not enough time/space for professional development, especially capacity building relating to DEI.
- Ensuring there is a place for having difficult DEI conversations – there is a huge value placed on "harmony" across the staff, which can lead to stifling cognitive and productive dissonance.

She took the learning points and pivoted to creating the steering committee. All members of staff were able to comment and provide feedback on the draft statements over 3 iterations. The Committee used that commitment language to develop a strategy moving forward (to 2019-20); work beyond that is work to be done.

Mr. Sealey asked "from where we started the work – in terms of empowerment and authenticity – where have you seen growth?" Ms. Cobb responded with a story of when the steering committee was at the final draft, they said "this doesn't feel right." They took ownership of revisions – the step into ownership and agency was important. Change has to be owned internally – not imposed from the outside. She was grateful and excited for that moment; they are not seeing it as "Angela's project" – they're seeing at as theirs.

Dr. Droege also shared her perspective on the faculty meeting regarding 1) a family's comment to a Facebook post and 2) initial student grade-repeats submission discussion. While they were just starting points, it was a powerful moment that underscored the school's commitment and intention to walking out DEI.

Mr. Norris asked, "how does the Board demonstrate support for this?" Ms. Cobb replied three-fold: 1) being diverse yourself and mirroring your desired diverse community, 2) developing related skills; being thoughtful and applying a DEI lens to decisions that have a wide-ranging impact, and 3) providing resources to support DEI in practice.

Dr. Vann-Hamilton asked Ms. Cobb what her feelings are on a "Dean of Culture"-type role? Ms. Cobb replied that a "Chief Equity Officer (etc.)" for an organization this size, may not make sense; it distributes ownership without a head, which leads to a lot of aimless work. Steering committee can become the "accountability body" to have ownership. Dr. Vann-Hamilton then asked if need can override and dictate? Ms. Cobb replied, "Does that become a sole job or a component of a job? I would push on whether that is a singular focus – there is a whole bunch of stuff at play – performance feedback, hiring, etc. I would instead focusing on training up managers (to strengthen feedback-giving, etc.) and just getting experience under their belts, then monitoring those feedback results."

Ms. Cobb also shared that a lot of this work gets imbedded in the instructional national model; DEI is one of the three strands.

Mr. Norris asked how families engage in this process. Ms. Cobb responded by encouraging the Board to look at events – who is participating, who has access, and varying those avenues. Look specifically at family engagement. How do we get families to engage/participate? How do we get that group to be diverse? Mr. Norris asked, "specifically family inter-connectedness, not just outreach/inreach, though?" Ms. Cobb said that aspect is not part of her plan at that level of intentionality; she is more landscape evaluation right now.

Ms. Cobb concluded by challenging the Board – "What is your role in modeling this? In setting the tone? If Board is not being named in feedback, are you being invisible? Or is staff so concerned with their locus of control that Board doesn't fall in that? Focus instead on pushing personal perspectives and how to lean in. How are you including everyone (on the Board)'s voice? Do you have the right people at the table? Those reflections then shape the actions the Board take." Mr. Sealey affirmed that the Board is trying to figure that out as we grow out of our infancy.

11. Review & Consideration of Pre-K Memorandum of Understanding

Dr. Droege provided a synopsis of past few weeks in regard to the development of a Pre-K program. An MOU has been approved by DESE, which includes assurance that the LEA will actually run the Pre-K program. The Board attorney has reviewed it, Mr. MacDonald has reviewed it, and Dr. Droege and Mr. Brennan walked through it with St. Mark's. This has been developed on the timeline that the collaborative proposed.

Dr. Droege confirmed that we are in the midst of opening applications and preparing for the lottery. However, we need Board approval before we extend offers. We have received 7 enrollment requests thus far and St. Mark's has an existing waitlist and can fill what we don't. Additionally, as the school continues to grow, our funding allotment for seats will grow.

Dr. Droege strongly recommends approval and moving forward.

Mr. Littrell moved to approve the Pre-K Memorandum of Understanding as proposed and Ms. Salcedo provided a second. The motion was unanimously approved with none abstaining.

12. Closed Session

Pursuant to § 610.021(3) RSMo, the Board of Directors of CWC Kansas City will enter into closed session to discuss matters related to personnel.

Mr. Norris invited Ms. Essex, Ms. Rodriguez, Ms. Dragon, Mr. Brennan, & Dr. Droege to stay.

Mr. Sealey moved to go back into Closed Session and Mr. Meneses provided a second. The motion was unanimously approved with none abstaining.

13. Return from Closed Session; report on any action taken as required.

Mr. Norris reported that discussion related to personnel issues related to the proposed 2019-2020 budget. One action was taken that requires reporting.

Mr. Norris reported that he received as motion (Ms. Sutton / Mr. Meneses seconded) to approve the 2019-2020 Annual Budget as presented earlier by Mr. Greenwood, with a roll call vote as follows:

Mr. Jacob Littrell	Aye
Mr. Jim MacDonald	Aye
Mr. Miguel Meneses	Aye
Mr. Luke Norris	Aye
Ms. Maria Salcedo	Abstain
Mr. Anthony Sealey	Aye
Mrs. Johna Sutton	Aye
Dr. Joy Vann-Hamilton	Aye

The motion was approved.

14. Adjourn

Ms. Salcedo moved to adjourn and Mr. Littrell provided a second. The motion was unanimously approved with none abstaining. The meeting was adjourned at 9:23 pm.

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