



**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, September 19th, 2019, 5:30pm

Proposed Minutes

1. Call to Order

Mr. Norris called the meeting to order at 5:31 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
Mr. Luke Norris

Absent:

Ms. Maria Salcedo
Mrs. Johna Sutton

Mr. Norris determined that with 4 of 6 Board Members present, a quorum is established for purposes of holding the meeting and voting.

3. Review & Consideration of Proposed Agenda

Mr. Littrell motioned to move the "Diversity-Equity-Inclusion Work Update" forward to Item #5; Mr. Meneses provided a second. The motion was unanimously approved with none abstaining.

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

4. Public Comments

Mr. Norris invited public comment. No public comment was made.

5. Diversity-Equity-Inclusion Work Update (Ms. Angela Cobb)

Dr. Droege introduced the school DEI Committee with the goal of sharing the work they have done and are planning to do throughout the year. Goal is to increase Board awareness and engage with the Board to be an active stakeholder.

Ms. Gibbs (Dean of Primary School) introduced herself and gave background on her involvement with the DEI Committee. She is focused on maintaining the integrity of the school's mission around DEI. Ms. Gibbs said that through 2018-2019, the Committee spent time clearly defining what diversity means to CWCKC, why it is important, and an overall commitment to uphold the DEI values.

Dr. Droege re-distributed the Definitions, Commitment Statement, and Vision.

Mr. Johnson (Director of Community Engagement) introduced himself. He gave an overview of the process that Ms. Cobb led (and engaged staff at multiple points) to result in the Definitions, Commitment Statement, and Vision. He shared the next process forward is to engage with our parent community – to find ways to take the statements our staff has created and enrich it by inviting parents to engage.

Dr. Droege also introduced Mrs. Betts, Mrs. Newberry-Wortham, and Ms. Adkins (all CWCKC staff) as committee members.

Mrs. Betts shared that one of the things that drew her to the school is the school's commitment to diversity; all students are afforded the opportunity to have a quality engagement. She believes we struggle with it in Kansas City and a school committed to making a difference is attractive. The statement explains and solidifies what the school is committed to – not only diversity, but also equality for all students.

Mrs. Newberry-Wortham affirmed that the commitment to diversity is what makes CWCKC unique. The work put in into the statement was worth it and she is looking forward to rolling it out to a broader community and have everyone moving forward together.

Ms. Adkins said she shares the excitement for rolling it out community wide. She believes CWCKC is a school to come to because of our commitment to DEI – it's the heart of our school.

Dr. Droege stated that this next year, there is a commitment to taking the past year's work and focusing in on clear initiatives to utilize this effectively. The challenge is to keep focused on what we are here to do and move forward in ways that leverage diverse viewpoints into a cohesive way forward.

Additionally, she would like to ensure:

- This DEI focus is brought together with the additional focus we have this year on supporting faculty in becoming experts in trauma informed care and conscious discipline.
- Along with embracing and partnering with the parent community, also reaching out to the Board to ensure the Board is an active part of the conversation – working alongside and guiding the Committee.

Dr. Droege then opened the floor for dialogue between the Board and DEI Committee.

Mr. Norris asked Mr. Johnson to speak to how parent engagement will align with this. Mr. Johnson responded that he is excited about Ms. Caldwell's role as the Director of Family Learning. She, Ms. Gibbs, and a few others went through a fellowship a few years ago that underscored that academic outcomes can go through the roof if there is a strong connection between the family and the school. Ms. Caldwell will lead activities centered around families and students learning how to learn together. She is skilled around creative play and excited to teach families how to do that at home.

Mr. Norris allowed a late-arriving parent an opportunity for public comment. A current parent shared that she also has an incoming Kindergartener in 2020-21 that needs a full-time medical professional on staff; she wanted to raise that need for Board awareness. Mr. Norris thanked her and asked Mr. Hile to follow up on the need.

Mr. Norris opened a conversation among the Board and member of the public in attendance, asking for input on if moving or rotating Board meeting locations would help support commitment to DEI and opportunity.

Mr. Norris moved that at least 4 times per year Board meetings will be held east of Troost, at a library, or at another suitable public location; Mr. Meneses provided a second. The motion was unanimously approved with none abstaining.

Another parent in attendance reflected that having parent and student input would have been beneficial on the DEI statement and also reflected that Board meetings may not be the best venue for parent dialogue. Dr. Droege responded that this statement is the starting point and is not meant to be etched in stone, but rather the beginning of a dynamic process.

6. Review & Consideration of minutes from the August 15th, 2019 regular meeting of the Board

The Board did not have any comments regarding the proposed minutes from the August 15th, 2019 Regular Meeting of the Board.

Mr. Littrell moved to approve the minutes as proposed and Mr. MacDonald provided a second. The motion was unanimously approved with none abstaining.

7. Review & Consideration of appointing Mr. Derrick Nelson to the CWCKC Board of Directors

Mr. Norris provided context that the founding board operated for about 18 months as a founding board of 6. At that time, the Board saw an opportunity to expand their professional expertise and diversity, so expanded to 9 individuals in 2016. A few changes in board membership over the past few months has resulted in 3 current vacancies. These provide an opportunity to continue to strengthen the Board's ability to be supportive of the school and operate as strong fiduciary governors. As the board goes through the recruitment/appointing process, they are intentionally striving to attract diverse members and are leaning on partners to nominate people.

With two new nominees present, Mr. Norris asked the Board to introduce themselves, their history with the Board, and their professional expertise. Mr. Nelson and Ms. Gilbert also introduced themselves.

Mr. Meneses gave an overview of the Board member recruitment process and presented Mr. Nelson's background.

Mr. Meneses then moved to appoint Mr. Derrick Nelson to the Board of Directors of Citizens of the World Charter Schools – Kansas City; Mr. Littrell provided a second. The motion was unanimously approved with none abstaining. The Board welcomed Mr. Nelson.

8. Review & Consideration of appointing Ms. Tonia Gilbert to the CWCKC Board of Directors

Mr. Meneses presented Ms. Gilbert's background.

Mr. Meneses then moved to appoint Ms. Tonia Gilbert to the Board of Directors of Citizens of the World Charter Schools – Kansas City; Mr. Nelson provided a second. The motion was unanimously approved with none abstaining. The Board welcomed Ms. Gilbert.

Mr. Norris reiterated an overview of the process, sharing that the Board diversity committee meets with candidates, candidates submit written responses to the Board, then meet with both CWCS and Mr. Norris.

Mr. Norris also shared an email sent this morning from Ms. Salcedo who confirmed her support in absentia of appointing both candidates to the Board.

9. Board of Directors Membership

a. Schedule Board Training Retreat

Mr. Norris confirmed that the annual Board Training Retreat will be held across two days: Friday, November 15 (4:30 pm – 8:30 pm) and Saturday, November 16 (8:00 am – 1:00 pm).

b. Reschedule October BOD Meeting

Mr. Norris also confirmed that due to the Denver Broncos game on October 16th – and also due to the Board Training Retreat – the October meeting is cancelled.

Mr. Norris also shared that Mr. Meneses will be taking nominations for each Board officer position with the intention of voting at the retreat or during the regular November meeting.

10. Finance Committee Report (Mr. Paul Greenwood, EdOps)

Mr. Greenwood presented the Financial Report. The September the state payment incoming tomorrow is lower than budgeted (Kansas City wide) and will have an impact. Additionally, year-to-date expenses are above budget due to late-arriving FY19 transportation invoices and slightly higher-than-projected salary costs. Overall Net Income is reduced as a result.

He showed that cash flow is still above compliance, but there are areas of risk, specifically the timing of donations. Overall, \$650k/900k needed is committed – the school is focused on the \$250k uncommitted but also the timing of the \$650k. If donations do not come in the next 30 days, the school will have to draw on the available line of credit.

In regard to the state payment issue, Mr. Greenwood stated that percentage of charter WADA to the total pie has increased from 46.2% (June) to 47.7% (Sept). That 1.5% increase in WADA has broken down

the entire state payment mechanism. The state is supposed to distribute everyone state money, but because KCPS has so much local dollars, state aid has been declining steadily. DESE is now at a point where they do not have enough money to pay the charters the full state allotment. This is no one's fault – it is just an outdated, broken statute. Mr. Hile and Mr. Norris are a part of a committee with KCPS to discuss solutions.

Mr. Norris thanked Mr. Greenwood and also introduced him, and EdOps, to the new Board members.

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

Mr. Greenwood presented the July check register.

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

Mr. Greenwood presented the August check register.

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

11. Recruitment Report (Ms. Rachel Mills/Mr. Andrew Johnson)

a. Recap of 2019-2020 Recruitment/Enrollment Efforts & Preliminary Strategic Plan – 2020-2021 Recruitment

Ms. Mills introduced herself to the Board and shared that she and Mr. Johnson have drafted the 2020-21 Recruitment plan and she distributed that to the Board. She reviewed the landscape changes for this next year and gave an overview of the planned application funnel and numerical goals. She shared that the goals are quite similar and the key changes will be the tactics and actions.

Mr. Norris asked where re-enrollment fits in and also pointed out that the school will have 5th grade next year – which is a divergent point (students could exit out of our 4th grade and attend other school's [Kauffman, KCGPA, etc.] entry points. Mr. MacDonald also reminded there are some schools that cap at 4th [Gordon Parks, etc.] and those students will need seats for 5th grade.

Ms. Mills gave overview of planning activities to get done before SchoolApp opens on 11/9.

Dr. Droege gave feedback that many parents that “drop in” for information about the school are drawn in because of the building itself. We should leverage that by putting banners on the building that can change, etc.

12. Middle School Launch Update (Mrs. Alisha Gripp, Dean of Middle School)

Mr. Norris acknowledged that every interaction he has had raves about the Middle School and specifically Mrs. Gripp's leadership; he commended her on behalf of the Board.

Mrs. Gripp shared that she is seeing extremely high student/parent satisfaction. There is a strong culture developing alongside an age-appropriate culture transition from Primary. The faculty is skilled and strong, the signature Learning Fellowship is off to a strong start, and she is seeing a great start to Mindfulness and Peer Coaching.

She also shared that she does have some concerns that, as a whole, students are coming in academically low. She asked for Board support by remembering to focus on growth rather than achievement. Additionally, she reinforced that transportation is still a barrier to enrollment.

Dr. Droege also shared that during the last faculty meeting, the 3rd and 4th grade teams joined the 6th grade team at the Middle School to begin conversations about vertical articulation (mathematics, integrated projects) and faculty partnerships.

13. Update from Citizens of the World Charter Schools (Ms. Laura Furlong, CWCS)

Mrs. Furlong introduced herself and gave context on the CWCS/CWCES relationship for the new Board members. She also distributed two handouts, and specifically presented on the listed 2019-2020 priorities.

14. Executive Director's Report (Mr. Jon Hile)

a. Diversity – Enrollment Dashboard

Mr. Hile shared that the school is supporting 429 enrolled students. He also shared the waitlist has been exhausted in Kindergarten and 3rd grade while a waitlist still exists at 1st, 2nd, and 4th grade.

Mr. Hile gave a brief demographic overview, sharing the school is split 56/44 toward male students and reviewed ethnicity/race percentages.

Mr. Norris requested that gender label is reflective of student self-identification.

Mr. Hile noted the reported FRL is not yet fully reflective of the entire school and Mr. Brennan elaborated on the ongoing process.

Mr. Norris asked about the Schoolwide classification; Mr. Brennan answered.

Mr. Hile shared attendance and Special Education percentages. Dr. Droege shared that the Special Education percentage appears low and noted there are a number of students that are in the evaluation process and she expects that number to rise.

b. Understanding

Parking

Mr. Hile initiated a discussion around facility parking. During first week of school, staff recognized that we had a significantly higher number of additional students, it created a higher-than-expected system stress on the drop-off/pickup line and the number of parking lot spaces. The school reached out to KCPD (speeding on Broadway and traffic) and public works (adjusting traffic light timing, signage) for assistance. Mr. Hile hosted a fantastic meeting with public works that resulted in additional signage on Central Ave and Broadway, and an adjustment to the timing of Broadway's traffic lights). On the other hand, KCPD's response was to send traffic enforcement out with no warning and begin issuing tickets. Mr. Hile discussed a specific incident

between a parent and the traffic control. In the weeks since, he engaged with the parent community and worked hard on finding the appropriate KCPD contact. At this point, the school has not able to reach an agreement with KCPD – they continue to ticket several days per week. Additionally, they are beginning to issue tickets via photo, then mail. However, he has finally secured a meeting with the Major in charge of Central Patrol next Monday (with a Board member and parent member). Mr. Hile stated that he will 1) ask them again to stop enforcement and work with us to improve in alignment with our values and 2) ask them to consider a waiver/dismissal of all tickets.

Mr. Littrell asked about the communication of this issue. Mr. Norris replied that, at each turn, he believes we have talked to the right person who turns out to be the wrong person. He wants to be cautious that the school is not setting an expectation for parents that does not turn out to be achievable. To date, he does not feel the appropriate level of resolution has been achieved to communicate out.

Mr. Norris also shared that the school has initiated two Freedom of Information requests from KCPD relating to parking tickets and speeding in the areas around the school.

Mr. Norris, Mr. Hile, and Ms. Gilbert will update the Board after next Monday's meeting.

Mr. MacDonald suggested that the Board issue a statement to our parent community.

Funding

Mr. Hile reminded the Board that budget calls for \$900k in local fund-raising. The school currently has secured \$695k in commitments, leaving \$205k left. However, the school will probably need to adjust that number up, based on the earlier-noted low state payments and actual enrollment.

There is a group of charter leaders working with KCPS to work on the "funding equity piece." Two Fridays ago, a fantastic meeting was held between charter leaders and KCPS in which everyone came together and agreed on a number (\$1100/student). That was a major first step. Draft legislation will be reviewed tomorrow; if approved, the group will collaboratively go to Jefferson City to hopefully move that to equitable law.

Mr. Norris confirmed that this is great news, but it doesn't mean anything – it requires state legislative change. Representatives must hear from us. This is a benefit to the community, to students, and to schools. Our elected representatives fail to understand and recognize that 50% of the students they represent are enrolled in charter schools – they always hear from district families/lobbyists. We will be supporting opportunities for our families to get involved.

15. Closed Session

Pursuant to § 610.021 (3) and (6) RSMo, the Board of Directors of CWC Kansas City will enter into closed session to discuss matters related to personnel and individual test/examination results.

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

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

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

Mr. Norris reported that discussion related to personnel and individual test/examination results. No actions were taken that require reporting.

17. Adjourn

Ms. Gilbert moved to adjourn and Mr. Nelson provided a second. The motion was unanimously approved with none abstaining. The meeting was adjourned at 8:49 pm.

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