



**Regular Meeting of the  
Board of Directors of Citizens of the World Kansas City**

**Location:** Westport Plexpod, Meeting Room #2-1  
300 E. 39<sup>th</sup> St.  
Kansas City, MO 64111

Online Link (Audio Only):  
[meet.google.com/aia-znus-mgy](https://meet.google.com/aia-znus-mgy)  
(252) 628-9173 | PIN: 178 892 761#

**Date:** Thursday, May 18<sup>th</sup>, 2023, 6:00pm

**Proposed Minutes**

**1. Call to Order**

Ms. Finocchario called the meeting to order at 6:01 p.m.

Ms. Finocchario welcomed the members of the public in attendance and gave an overview of the meeting order.

**2. Roll Call by Board Chair**

Ms. Finocchario called roll as follows:

Present:

Mrs. Lydia Butler (6:04 pm)  
Hon. Ardie Bland (6:35 pm)  
Ms. Brandi Finocchario  
Dr. Asia Foster  
Mrs. Angela DeWilde  
Dr. Sarah Hicks  
Mr. Jim MacDonald (6:04 pm)  
Ms. Selina Rios

Absent:

None

Ms. Finocchario determined that with 5 of 8 (later 7 of 8, then 8 of 8) Board Members present, a quorum is established for purposes of holding the meeting and voting.

### 3. Review & Consideration of Proposed Agenda *[Board Action]*

The Board did not have any comments regarding the proposed agenda.

*Dr. Foster moved to approve the agenda as modified and Ms. Rios provided a second to the motion. The motion was unanimously approved with none abstaining.*

### 4. Public Comments

Ms. Finocchario introduced herself, thanked the public, and provided an overview of the public comment process and guidelines. Ms. Finocchario then invited public comment; no public comment was made.

### 5. Consent Agenda *[Board Action]*

- a. Review & Consideration of minutes from the April 20<sup>th</sup>, 2023 regular meeting of the Board
- b. School Dashboard
- c. Strategic Plan Dashboard
- d. Board & Committee Calendar
- e. Staffing Report

Ms. Finocchario presented the Consent Agenda and asked the Board if any member wanted to remove an item from the Consent Agenda in order to further discuss and/or solely vote on that item; no member did.

*Mrs. DeWilde moved to approve the Consent Agenda as proposed and Dr. Hicks provided a second. The motion was unanimously approved with none abstaining.*

6:04 pm: Ms. Butler & Mr. MacDonald arrived.

### 6. Board Committee Business & Reports

- a. **Educational Equity Committee** (Ms. Selina Rios)
  - i. Review 2022-2023 Stakeholder Survey Results *[Information/Discussion]*

Ms. Rios asked Dr. Miles to report out the 2022-2023 Stakeholder survey results.

Dr. Miles presented an overview of the Stakeholder Surveys to the Board, showing that three stakeholder groups were surveyed: Families, Staff, and Students (3<sup>rd</sup> – 6<sup>th</sup> Grade). All surveys asked for responses on a five-point scale: Lowest/Low/Neutral/High/Highest.

Dr. Miles reported that 190 families engaged with the Family Survey and she detailed demographics. Highlights of the results included:

- Families feel diversity and family background is valued,
- Families agree that the school is realizing the CWC mission,
- Students are learning how to work with students that are different than them,
- The school provides a safe, healthy environment.
- Almost 75% would refer a friend to Citizens.

Noted improvements were:

- Providing a voice for families to be heard,
- The school does not handle conversations about “-isms” as well as desired.

Dr. Miles reported that 46 staff members engaged with the Staff Survey and she detailed demographics. Responses were grouped into focus areas as follows:

- Identity & Belonging: Staff feels like they belong, but again, being able to have difficult conversations about -isms is an area to improve.
- Culture: Staff feels that they contribute to a welcome, positive environment and optimistic the school continues to improve. However, staff also would like more Professional Development and the skills to help advance equity.
- Facilitating Conversations: This area was broken into skills/mindset/capacity with students/staff/families; Dr. Miles reviewed each.
- Core Values: Staff believes they does meaningful work, but feel the school can improve on community and authenticity.

Dr. Miles gave an overview on the Student Surveys. Looking at 3<sup>rd</sup>-5<sup>th</sup> grade students, the highest-rated responses were “how well do teachers and staff in your school understand you as a person?” and “How much do you feel you matter to your teachers and staff at your school?” Conversely, the lowest-rated responses were “How often does your teacher have conversations about race and identity with students?” and “In the past few days, how challenging have your learning activities been?” She noted these responses were challenging and they supported the Principal's focus for next school year is academic rigor and life relatability (“I know that I can use what I am learning in my life.”).

Looking at 6<sup>th</sup>-8<sup>th</sup> grade students, the positive responses were similar. The lowest-rated responses reflected growth needed in: kindness and respect among students, feelings of favoritism, and an increase in academic rigor. Students notably celebrated teacher relationships, the playground opening, and the restructured First Friday events.

In conclusion, Dr. Miles summarized her next steps and considerations:

- Analyze the data at a deeper level
- Create structures and environments for parent communication and voice
- Provide professional development and opportunities for difficult conversations
- Increase instructional rigor
- Further refine First Fridays
- Embed Conscious Discipline practices deeper into school culture

Dr. Hicks asked from a parent involvement lens, how can the Board and School provide a bridge for parents into Board Committees? Dr. Miles affirmed that she has put requests and avenues in weekly newsletters and asked CCO; the most fruitful may be individual invitations. Dr. Hicks followed up by asking if would it help if 1-2 board members came to a CCO meeting to talk about committees? Dr. Miles agreed.

Dr. Foster asked how Citizens embeds itself within the larger community that exists? There are opportunities to do that, but also have it benefit and add value/support around these issues. It would bring real-world learning to students (how do I fit into the world/community) – not only about improving the school community, but the larger ecosystem.

Dr. Foster also asked if there is a conscious effort being made on the academic side for teachers to explain their pedagogical practice to students (not just "do what I say," but having conversations about building respect and class ownership) to improve equity issues among students. Dr. Miles agreed with this takeaway and said it should – and needs to be – addressed through the Conscious Discipline routines and practices. Further, this shows a need to focus on this training when developing our new teachers.

Ms. Rios led a conversation about responses showing disparate experiences among student subgroups (especially ethnicity) and encouraged the school to explicitly have time and expectations for teachers to facilitate conversations for students; she specifically referenced "Adaptive Schools".

Mrs. DeWilde asked if school leadership is using an existing model; is Dr. Miles getting help or is she creating this herself? Dr. Miles affirmed that she is soliciting external resources now and has also asked CWCS for assistance, but does need that by this summer. She agrees that it should not be her that leads the work. Ms. Rios agreed to help for resources.

Dr. Foster underscored that relationship building is key. She encouraged the school to create opportunities for families to be involved (not pre-scripted events) in the space and build relationships? This decreases angst and allows conversations to automatically happen.

Ms. Rios suggested defining, then educating on common Citizens language; publish it and refer to it.

Dr. Hicks also noted feedback to CWCS about inserting a "flipped question" to verify survey results, a place to provide common language definitions, demographic information broken down by question, and a way to determine if survey results are skewed by family and/or student experience.

6:35 pm: Judge Bland arrived.

**b. Finance & Operations Committee** (Mrs. Lydia Butler)

**i. Review & Consideration of Monthly Financials (April 2023), including Check Register** *[Board Action]*

Mrs. Butler presented the April Financial Report and stated that nothing was noted as out of order on the Check Register or Accounts Payable.

Page 6's Balance Sheet shows a current Cash balance of \$1.5m (85 days of cash), with a projected year-end balance of \$1.5m.

Page 7's Income Statement shows:

- Year-to-date revenue of \$5.9m, against a budget of \$5.4m
- Year-to-date expenses of \$5.3m, against a budget of \$5.3m.
- Net Income of \$600k, against a budget of \$25k.
- Forecasted year-end revenue of \$7.3m, against a budget of \$6.6m.
- Forecasted year-end expenses of \$6.6m, against a budget of \$6.4m.
- Forecasted year-end Net Income of \$670k against a budget of \$140k.

The full year forecast reflects the changes the Board discussed last month – a decreased forecast for grants/donations, and an allotment to make a third payment within the fiscal year to CWCS to bring the school fully current through FY23.

*Ms. Rios moved to approve April Financial Report and Check Register as proposed and Dr. Foster provided a second. The motion was unanimously approved with none abstaining.*

ii. Review & Consideration of 2023-2024 Budget & 5-Year Pro-Forma Budget [Board Action]

Mrs. Butler presented the 2023-2024 Budget for approval, alongside an informational presentation of the 5-year pro-forma.

She noted that budgeted revenue would be \$7.5m against budgeted expenses of \$6.7m, and the budget also includes:

- A revenue increase due to expected receipt of Employee Retention Credit funds,
- An additional \$3k baseline increase to salary schedule. This is in addition to the \$1k increase in January, making a \$4k difference from this time last year.
- New positions as follows: Social Worker (grant-funded), Math Interventionist/Coach, 4<sup>th</sup> Electives Teacher (Spanish/STEM), and a potential Executive Administrative Assistant,
- Additional Restorative Practices and Conscious Discipline support.

Mrs. Butler noted that the budget \$795k Net Income results in an estimated \$2.3m cash balance. This cash balance is intended to hold the school through losses during years 2-3 of the 5-year pro-forma as the school re-expands to two locations.

*Dr. Hicks moved to approve the 2023-2024 Budget and 5-Year Pro-Forma Budget as proposed and Dr. Foster provided a second. The motion was unanimously approved with none abstaining.*

Mrs. Butler also gave appreciation for Mrs. Berry at EdOps as well as to Mr. Brennan for their long work in preparing this budget and the projections. She also noted that “100% of budgets are wrong – we just need to work so that they are wrong in the right way!”

c. **Executive Committee** (Ms. Brandi Finocchario)

i. Review & Consideration of 2023-2024 Academic Calendar [Board Action]

Dr. Miles presented the proposed 2023-2024 Academic Calendar. She highlighted a new approach to Professional Development – the creation of “Early Release Wednesdays,” to be offset by only two Friday no-school Professional Development days (specifically for faculty to prepare for conferences).

Dr. Miles brought Juneteenth up for discussion and Board agreed to add that holiday to the calendar and offset it by pushing the final Summer School Professional Development day to July 1<sup>st</sup>.

Ms. Rios also noted an incorrectly labeled date and suggested a revision.

*Dr. Hicks moved to approve the 2023-2024 calendar as modified and Mrs. Butler provided a second. The motion was unanimously approved with none abstaining.*

ii. Board Candidate Presentation – Mr. Roosevelt Lyons, Quality Schools Coalition  
*[Information/Discussion]*

Dr. Miles reported that she connected with Mr. Lyons, referred to us by Dean & Tricia Johnson (founding ED at Crossroads / founder at SMKC). He is currently the Vice President of Advocacy and Engagement at the Quality Schools Coalition and was formerly the COO of KIPP Kansas City. His expertise is in Board Management, Financial Oversight, Government Relations, Community Needs, and an Understanding of the K-12 educational landscape in Missouri. His key strengths are strategic decision making and systems thinking and is also familiar with Special Education programs and educational law.

Dr. Miles reported that he is aligned with the school's mission and vision and recommended him for appointment. Ms. Finocchario said she would connect with him as well. There was general Board excitement and Judge Bland has also met him a few times.

iii. Discussion on Scheduling Board Retreat *[Information/Discussion]*

Ms. Finocchario led a Board discussion on retreat availability; the Board gained consensus on a date of July 15<sup>th</sup>. Ms. Finocchario will work with Dr. Hicks and Dr. Miles on agenda planning.

iv. Discussion on Executive Director Annual Evaluation *[Information/Discussion]*

Dr. Hicks reminded the Board that the Charter Renewal outlined a process for the Executive Director's evaluation process. She also reminded the Board this is the first time that the Board (instead of CWCS) will complete this evaluation.

Dr. Hicks met with Kent Peterson (consultant with SSKC) to frame the evaluation. She pulled the school performance goals (comprising 70% of the evaluation), and added a qualitative aspect (comprising 30% of the evaluation and resulting from a soft-skills and values survey of the Board, select staff, and select parents). A self-evaluation from Dr. Miles will also be incorporated into the process.

Dr. Foster asked if are there metrics in the qualitative section? Dr. Hicks affirmed that it is a Likert scale based on the language in the questions. Dr. Foster noted a slight concern that the results will be subjective and asked where results would be documented? Dr. Hicks replied that Dr. Miles' documentation would be via her self-assessment and Board members would have a space after their scoring to supplement written evidence; the benefit would be Dr. Miles could extrapolate outside of the assessment for her growth and evidence.

Dr. Miles asked a question about noted "2021-2022 data;" is she evaluated on data from 2021-22 when she was not Executive Director? The school's 2022-23 data will not come in until August. Mrs. DeWilde said that 2021-22 needs to be documented as a baseline to show growth, not as an evaluation metric.

Mrs. DeWilde flagged that, as written, the "period of performance will be June 1 to May 30;" MAP data will not be received in that window, but the Board should know that and take that data into account. There was Board discussion and agreement to revise that performance period to make sure MAP data would be included. Suggested wording was that a "Preliminary review and

completion of the evaluation be complete review/completion by June board meeting" and then add 6<sup>th</sup> step to the process: Final review in September to be inclusive of MAP data.

Mrs. DeWilde also asked if there are financial/compensation considerations tied to the evaluation? She led a Board discussion with consensus that for planning, budgets should have a "maximum allotment," then adjust as needed. There was also initial Board discussion about a multi-year agreement for the Executive Director position.

## **7. Executive Director's Report** (Dr. Danielle Miles) *[Information/Discussion]*

### a. Update on 8<sup>th</sup> Grade Graduation

Dr. Miles shared that the 8<sup>th</sup> grade graduation event will be held Monday morning, highlighted by a "Clap-Out Celebration" from the K-7<sup>th</sup> grade students, then a field trip to Main Event.

Dr. Foster asked Dr. Miles if, for next academic year, can she provide the Board with a "master list of events" that would be good for the Board to be at, in order to increase Board visibility and connection.

### b. Update on Final Friday / Fun Day (Last Day of School)

Dr. Miles reported that plans are being finalized for the "Final Friday/Fun Day" that will take place Thursday May 25<sup>th</sup> and Friday May 26<sup>th</sup>; she invited the Board to attend.

### c. Update on Summer School

Dr. Miles revealed that 145 students are registered for Summer School (135 in regular classes and 10 in Extended School Year) and 9 teachers are in place to lead classes, some of which are multi-grade level sections. The Director, Mrs. Betts has worked hard on activities and partnerships, including: Circle of Sisterhood, The POD (for STEM activities), Zoomobile, KC Public Library, KC Community Garden. Activities will include iFly, rock climbing, water park, and Kona Ice. Additionally, there will be daily 90 minutes each of ELA, Math, and Projects. She is really excited – it will be educational and fun for both students and teachers.

### d. Update on Student Recruitment (Ms. Katy Lineberry)

Mrs. Lineberry reported that the school is currently full in 2<sup>nd</sup>, 4<sup>th</sup>, 5<sup>th</sup>, 6<sup>th</sup>, and 8<sup>th</sup> grades, with open seats still in Kindergarten and 1<sup>st</sup> (due to growing from 2 sections to 3) and 7<sup>th</sup> (the school pivoted from having 2 sections of 6<sup>th</sup> to now having 2 sections of 7<sup>th</sup>). There is specific reach-out ongoing to area schools that end in 6<sup>th</sup>.

Pre-Kindergarten is also clearly full and we are supporting a robust waitlist; the school is very excited about partnering with Operation Breakthrough.

The recruitment focus remains on Kindergarten and 1<sup>st</sup> grade, especially for long-term growth. Mrs. Lineberry provided an overview of outreach strategies.

Ms. Rios asked for swag that the Board could wear; Mrs. Lineberry said she would happily work on that!

**8. Closed Session**

Pursuant to § 610.021 (2) and (6) RSMo, the Board Committee will enter into closed session to discuss matters related to (2) Real Estate, and (6) Scholastic probation, expulsion, or graduation of identifiable individuals.

a. Roll Call Vote to Enter *[Board Action]*

*Ms. Finocchario moved to enter Closed Session and Dr. Hicks provided a second. The motion was unanimously approved via roll call, as follows:*

Mrs. Lydia Butler	Aye
Hon. Ardie Bland	Aye
Ms. Brandi Finocchario	Aye
Dr. Asia Foster	Aye
Mrs. Angela DeWilde	Aye
Dr. Sarah Hicks	Aye
Mr. Jim MacDonald	Aye
Ms. Selina Rios	Aye

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

Dr. Hicks welcomed members of the public back into Open Session and reported that discussion related to (2) Real Estate, and (6) Scholastic probation, expulsion, or graduation of identifiable individuals. No action was taken that requires reporting.

**10. Adjourn** *[Board Action]*

*Dr. Hicks moved to adjourn and Ms. Rios provided a second. The motion was unanimously approved with none abstaining. The meeting was adjourned at 8:09 pm.*

*[/rb]*