

Kairos Academies 2025–2026 “Big 3” Strategic Priorities Overview

1. Student Persistence

Why This Is a Critical Priority

Student persistence is a direct measure of belief in the Kairos experience. It reflects a student’s sense of belonging, trust in the school community, and motivation to continue their learning journey with us. Improving persistence is not just about retaining students—it is foundational to our mission, our finances, and our academic outcomes.

From a financial standpoint, persistence drives enrollment stability, which directly impacts our funding model. Every student who remains with Kairos ensures that we can sustain and expand programming, staffing, and support services. When we lose students, we lose not only funding but also momentum toward our strategic goals.

Academically, persistence allows for stronger longitudinal student outcomes. Students who remain enrolled are more likely to benefit from sustained exposure to high-quality instruction, strong relationships, and the full arc of our model. It also enhances our ability to measure and improve student growth, since we are not restarting learning with new students or rebuilding culture from scratch.

Ultimately, improving persistence helps Kairos move closer to its North Star: ensuring that all students, regardless of background, are equipped to live free, choice-filled lives.

Metrics for Success

- Year-over-year **student re-enrollment rate** (goal: >70%)
 - **Mid-year withdrawal rate** (goal: <15%)
 - **Student satisfaction survey** results (Survey-based)
 - **Family NPS (Net Promoter Score)** and exit interview trends
 - **Student persistence rates** per cycle.

Three Key Strategies

1. **Personalized Advising & Mentoring Systems:** Regular check-ins, proactive engagement of at-risk students, and adult advocates.

an integrated community of self-directed learners, leaders, and citizens

2. **Early Warning Dashboards:** Integrated with Exponent to track attendance, behavior, and engagement in real time.
3. **Family Partnership Model:** Strategic communications, improved transparency, and increased parent engagement events.

Core Values Alignment

- **Love:** Centering students' experiences and voices
- **Agency:** Empowering students to shape their learning environment
- **Diversity:** Honoring each family's unique journey

2. Financial Management

Why This Is a Critical Priority

A sustainable and disciplined financial strategy ensures that Kairos can invest in what matters most: student learning, staff excellence, and long-term campus growth. When we manage public dollars with transparency and integrity, we build trust with our families, staff, board, and broader community—trust that we are responsible stewards of the resources given to us to serve students.

Strong fiscal health gives us the freedom to lead with both innovation and stability. It enables us to respond confidently to challenges, retain great talent, and reinvest in the learning environments our students and staff deserve. It also sends a clear message to our community: Kairos is here to stay—and we are accountable for delivering impact.

This priority strengthens our foundation, reinforces public confidence in our leadership, and ensures we can scale our model with integrity and long-term sustainability.

Metrics for Success

- **60+ Days cash**
 - **Monthly budget-to-actual variance** reports (goal: <3% variance)
 - **Board-approved budget adoption and quarterly updates**
 - **Timely vendor payments and contract compliance** (Net-30 standard)
 - **Fund balance growth and cash-on-hand benchmarks**



Two Key Strategies

1. **Monthly Financial Health Dashboard:** Shared with leaders and board to align priorities and spending behavior.
2. **School Business Manager Growth Plan:** Track deliverables for internal controls, forecasting, and vendor management.

Core Values Alignment

- **Excellence:** Stewarding resources responsibly and transparently
- **Agency:** Empowering leaders to manage budgets aligned to goals
- **Diversity:** Investing equitably in programs that serve all students

3. Middle School Cultural and Academic Improvement

Why This Is a Critical Priority

Middle school has long been identified as a critical inflection point for long-term student success at Kairos—yet despite ongoing effort, we have not seen improvement at the level we expect or need. This continued underperformance directly affects two of our most important outcomes: student persistence and high school enrollment. When middle school culture and academics fall short, students and families lose confidence in the full 5–12 journey at Kairos.

Our middle school students often enter with significant academic and behavioral gaps, especially in literacy, numeracy, and executive functioning. This is the time—not high school—when we must aggressively close those gaps through strong systems of instruction, relationship-building, and culturally responsive support.

Improving our middle school experience, particularly for students of color and those with special needs, ensures we are building the habits, skills, and confidence students need to persist through 8th grade and choose Kairos High School with belief and excitement.

If we get middle school right, we will see a stronger culture, higher academic performance, improved persistence, and greater retention into our high school—bringing us closer to our vision of preparing all students to live free, choice-filled lives.

Metrics for Success



- **50% of MS Students grow 1 grade levels or higher as measured by NWEA**
 - **MAP proficiency and growth scores** in ELA and Math (goal: >1.5 growth index)
 - **Suspension rates and Tier 2/3 interventions** (goal: <10% of students in Tier 3)
 - **Teacher coaching & observation cycles** completed via new GROW replacement
 - **Family and student satisfaction survey** growth from prior year

Three Key Strategies

1. **Instructional Coaching Overhaul:** Google-based evaluation system + weekly feedback with clear indicators and rubric-based walkthroughs.
2. **Restorative Culture Model Expansion:** Leverage deanslist + PD to build consistent Tier 1 classroom culture across all teams.
3. **Data-Driven Instruction Cycles:** Consistent MAP + NWEA data analysis and reteach planning with Middle School Instructional Leaders.

Core Values Alignment

- **Excellence:** Setting and maintaining rigorous standards in instruction and behavior
- **Love:** Creating affirming, culturally responsive spaces for early adolescents
- **Agency:** Building routines that allow students and staff to take ownership of their growth

KEY IDEA

By aligning these priorities to Kairos' **North Star** and **core values**, we are not just managing a school — we are building a sustainable, joyful, and results-driven institution that prepares our students to lead free and fulfilling lives.

