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June 24, 2023

Dr. Khalil Graham
Chief Executive Officer
Kairos Academies
2315 Miami St.
St. Louis, MO 63118

Re: Louis Rosche

Dear Dr. Graham:

We are writing to express our gratitude and appreciation of your Director of Mentoring and Choice Louis Rosche. Although we hope we are only stating what you already know, the skills and dedications that Mr. Rosche possesses are so extraordinary that it is only fitting that we acknowledge what they mean to us, even if we are only restating the obvious. To us, Mr. Rosche is Kairos, and the careful attention and exceptional service afforded to us by Mr. Rosche have become the virtues that we associate with Kairos.

This is our first year at Kairos. Our daughter, Iris Hall, is in the seventh grade. We met Mr. Rosche on our first visit to Kairos to attend orientation. We came to Kairos reluctantly because Iris had been attending another area charter school (Lafayette Preparatory Academy) where our family had been active, including our role in founding the school and my wife's service on the board of that school for a nearly a decade. We were actively involved because our children's education is important to us, and we are also committed to living in this city even if that meant facing some challenges for schooling our children.

After Lafayette Prep proved to be an unsuitable match for our daughter's needs, we reluctantly explored the opportunities offered by Kairos and in the process met Mr. Rosche. From our very first meeting, their enthusiasm and commitment in truly partnering with students in their journeys was immediately evident, remarkable, and contagious. They never talk "down" by telling us what is or isn't best. Instead, communications with them are true conversations through compelling feedback and orienting perspective. Prior to that day, Iris had experienced bad situations in her recent schooling, and we feared that those bad experience might poison her view of school and thereby threatened her academic potential. From our first meeting at orientation, Mr. Rosche helped to make sure that did not happen.

When classes began, Mr. Rosche helped transition Iris into Kairos. Their gentle approach which involves careful communications and mutual commitments won Iris over and served to awaken her academic abilities and passion for school. Her prior interest in school was more akin to tolerance (as opposed to interest or commitment), but the experience facilitated by Mr. Rosche in accepting her as she is and in celebrating her abilities helped her to blossom, despite past experiences that could have doomed some of her potential. Iris went from a student with passing grades with a mere tolerance for school to a student with strong grades and an impassioned commitment to the process of learning and contributing.

All students are more than just students. Just like us non-students, students are people with real needs. Mr. Rosche recognizes this, and while they are committed to a student's academic success, they are also mindful that academic success depends upon a person's overall health and wellbeing. As we all do, Iris faced struggles to stay healthy, and sometimes those struggles have become difficult to manage. Mr. Rosche has never been content to simply usher a student to the schoolhouse door at the end of a day. Mr. Rosche has displayed an extraordinary and ongoing commitment to facilitating a more complete health that helps ensure scholastic health is enhanced by a healthy life outside of school.

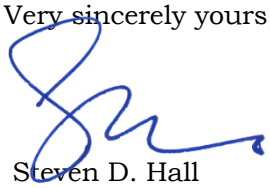
Recently, Iris entrusted Mr. Rosche with some of her darker feelings. Mr. Rosche was not content to risk how those darker feelings might manifest after Iris left school. After providing us with thorough notice and completing necessary documentation, Mr. Rosche set out to facilitate a process of help and healing even though the school day had ended. When others may have been justifiably content in letting their duties end upon reporting the concerns, Mr. Rosche was not. They spent hours after school with Iris working through some of her feelings by giving her enough space to express how she felt and why. When others would have been justifiably content in letting their duties end upon allowing a student to air their feelings, Mr. Rosche was not. They brought Iris home and then spent even more hours facilitating a healing environment where Iris could be heard in expressing some of those concerns to her family that had contributed to those darker feelings. It was late when they left our home but their efforts took a risky situation and turned it into something promising and brighter.

This is simply unheard of. In fact, so much so that I found myself trying to identify some angle or agenda that would prompt such an outpouring of service. I am now convinced that the only angle or agenda in play in simply Mr. Rosche's commitment to the wellbeing of their students. This is so special and extraordinary that makes it difficult to find ordinary words that justly depict it. It is difficult for me to reckon with the thoughts of where this situation could have gone but for Mr. Rosche. Iris and us are better and healthier because of Mr. Rosche. Their devotion to one student liberally expressed itself in a dedication to her family. The radiance that warmed Iris warmed everyone in our home in a way that has not been fleeting or momentary. Our relationships are healing and growing stronger, and we are thankful for the instigating role that Mr. Rosche played in facilitating our betterment.

We are deeply saddened to learn that Mr. Rosche and Kairos are parting ways. We cannot overstate the value and importance of Mr. Rosche to us and how they have enriched our experience at Kairos. We trust that Kairos has made every effort to retain the talent and extraordinary commitment of Mr. Rosche. Regardless of what the future holds, it is important for you to know

that Mr. Rosche changed the life of our daughter for the better, and in doing so, they changed our lives too. I don't like exaggeration, but it would be dishonest not to acknowledge that Mr. Rosche has proven to be one of those rare, if not once-in-a-lifetime, people who so selflessly gives of themselves that they inspire awe. We shudder at the thought of what our lives would be without them. Thank you for facilitating our contact with Mr. Rosche in making our lives better. They should be recognized and rewarded as the extraordinary educator and person they are. Kairos won't be the same without them.

Very sincerely yours,



Steven D. Hall

cc: Jack Krewson
Tambra Pendleton
Louis Rosche