



January Board Meeting
January 28, 2026 9:30 a.m. – 11:00 a.m.

1. Introductions and Instructions

Marsha Oliver, Board Chair

2. Public Comments

Public comments will be taken now for all items that will be voted on at the meeting. These comments should only be in reference to those action items below. A separate public comment time will be open at the end of the meeting for any general comments to be made by the public.

3. Staff Spotlight

4. Partner Presentation

Tim Rogers, Jacksonville Public Library
Mayor's Book Club Partnership

5. Approval of December Minutes

Marsha Oliver, Board Chair

6. OGC Update for Approval

Sean Granat, General Counsel

7. KHA Board Committee Updates

8. Community Needs and Gap Analysis Update

Katie Bakewell, NLP Logix

9. MYAWP RFP Update

Kenneth Darity, Chief Administration Officer

10. New Business

- a. Interim CEO for approval

11. CAO Report

Kenneth Darity, Chief Administrative Officer

12. Board Discussion

13. Adjourn



Jacksonville Public Library

Service Overview – Kid's Hope Alliance Board – January 27, 2026



**JACKSONVILLE
PUBLIC LIBRARY**

Library Profile



Mission: Enrich lives, build community and foster success by bringing people, information and ideas together.

- Main Library and 20 branches
- 460 staff members (full and part-time)
- Collection of more than 2 million items
- Serving all of Duval County – 1.1 million people
- More than 30,000 people per week use a library service

Five Core Services



Focus on Reading, Writing and Lifelong Learning through:

1. Broad collection of accessible materials and digital content.
2. Programs, activities and events that highlight the collection.
3. Public technology that extend lifelong learning opportunities.
4. Publicly spaces for study, meeting and engagement.
5. Staff expertise that actively facilitates lifelong enrichment.

Collaboration with KHA

Story Journeys – Summer Learning Programs



- Collaboration began in 2016
- Literacy enrichment programs
- KHA-funded summer camps
- 50 camps each summer
- 2,000 youth engaged per week
- More than 80% of campers meeting their daily reading goals to earn a prize book.

Collaboration with KHA

Celebrate Reading Week



- Initiated by KHA, the Library and READJAX collab in 2023
- Week-long reading-based activities
- Book review contest for students in grades K-12
- Reps from both organizations act as judges
- 1st place winners in 4 age categories receive a \$100 prize
- Culminates with Family Reading Day at the Main Library
- Multiple authors, presenters and organizations focused on reading and empowering families and children

Collaboration with KHA

River City Readers Bookmobile



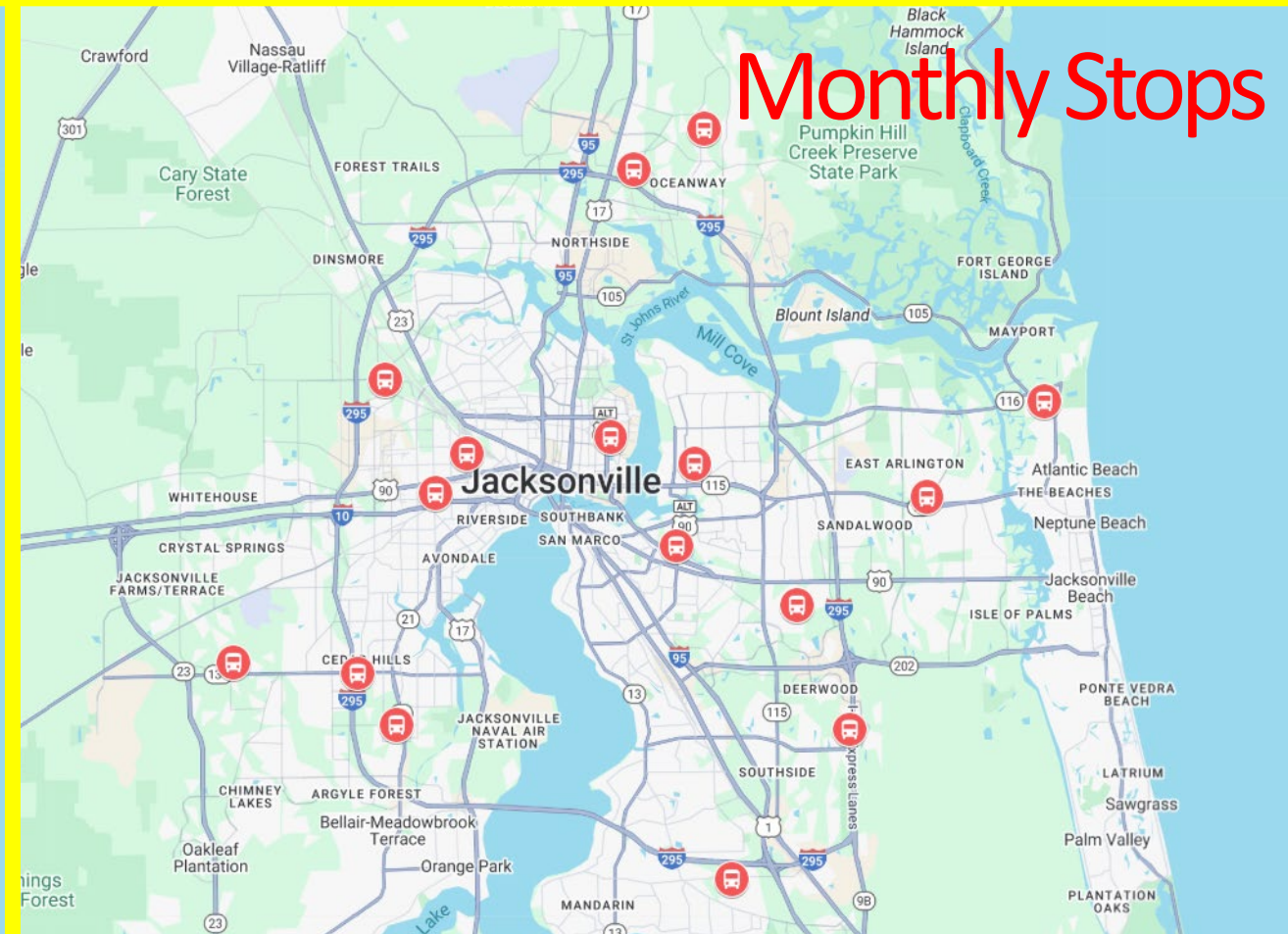
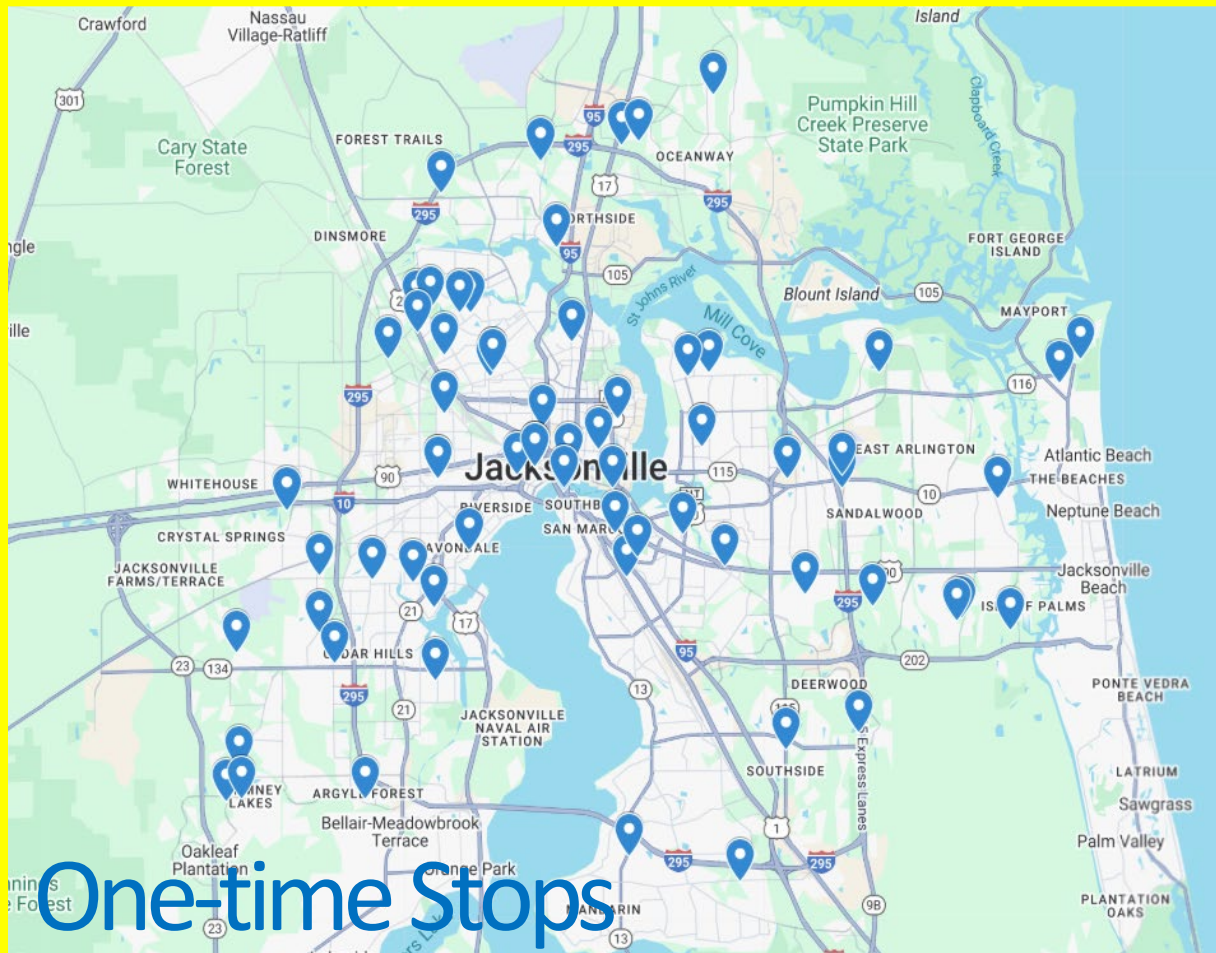
River City Readers Bookmobile

Collaboration with KHA

River City Readers Bookmobile



JACKSONVILLE
PUBLIC LIBRARY



Collaboration with KHA

River City Readers Bookmobile – Statistics & Customer Comments



The Bookmobile was amazing! The children were so excited to check out books by themselves!

Loved having you at Boone Park! Thanks for making Jax magical for our kids.

This is really awesome. I believe being able to have this resource will make a difference.

18,017

Number of children and adults who have visited the bookmobile

9,704

Number of free books distributed to children

4,840

Number of books checked out and read in classrooms

118

Number of stops visited

Collaboration with KHA

Mayor's Book Club



- Initiated through former Mayor Peyton and Mayor Deegan
- All 4-year-olds to receive free, high-quality books
- Funded through generous gifts from Gate Petroleum, Early Literacy Coalition of NE Florida, PNC Foundation, Florida Blue, and Library Foundation of Jacksonville, and through KHA
- KHA contract with First Readers to provide and deliver books
- Library Foundation collects donations
- Library works with KHA to pay for services

Collaboration with KHA

River City Readers Bookmobile



and



Tim Rogers
Chief Librarian / Director
Jacksonville Public Library
timrogers@coj.net
904-255-6080



December Special Board Meeting Minutes
December 10, 2025, 10:00 am – 11:00 am

1. Introductions

Marsha Oliver, Board Chair

Ms. Oliver began the meeting at 10:00a.m.

2. Public Comments

Public comments will be taken now for items which will be voted on at this meeting. These comments should only be in reference to this action item. A separate public comment time will be open at the end of the meeting for any general comments to be made by the public. There were no public comments.

3. Presentation: Summary & Synopsis

Leah Hayes, Employee Services

Reese Wilson, OGC

Ms. Hayes summarized her presentation on the Board's two options for hiring a new CEO. The first involved leveraging the city's Employee Services department for the recruitment process, which entails conducting a national search by posting the job internally and on various external platforms. The second option was to engage a recruiting firm, which would incur additional costs.

Ms. Oliver asked Reese Wilson to address the hiring questions that they had previously discussed. Mr. Wilson shared that a shade meeting is not an option in this case because shade meetings are generally reserved for situations involving ongoing litigation. This means that interviews must be conducted in a public setting, where discussions about salaries and candidate evaluations occur openly.

Furthermore, he noted the council is not required to approve hiring decisions made by the Board. It is entirely up to Board members to determine whom they wish to employ, and there is no need for council confirmation in this matter.

4. **CEO Search Recommendations**

Meredith Chartrand, Committee Co-Chair

Lawrence Dennis, Committee Co-Chair

Ms. Chartrand-Frisch shared that the initial CEO Search Committee meeting occurred on December 3rd and included herself, Mr. Dennis, Mrs. Nixon, Mr. Tranquille and Ms. Oliver. Ms. Hayes and Ms. Johnson, Employee Services, revisited the presentation from the previous Board meeting regarding the advantages and disadvantages of utilizing an external firm versus Employee Services for the search.

The discussion centered on the definition of success, with the Finance Committee assigned the responsibility of creating a budget that encompasses travel expenses. While the CEO job description was reviewed, it remained unchanged. However, it was agreed that modifications to the supplemental questions would be forthcoming. Committee members highlighted the importance of leadership qualities, particularly the ability to make data-driven decisions, drawing on insights from the December Board Retreat. Employee Services will post the job advertisement for a duration of 60 days starting in January.

Additionally, the committee recommended including a salary range of \$160,000 to \$220,000 in the job listing and expressed their intention to review all qualified applicants.

Ultimately, all committee members voted in favor of proceeding with Employee Services to conduct a national search for a permanent CEO. The position is expected to be filled by June 1, 2026, with a final deadline of August 2026. Ms. Oliver asked for a motion for Employee Services to conduct a nationwide search.

Motion: Lawrence Dennis

Second: Carson Tranquille

Approve: 5-0

Ms. Chartrand-Frisch continued her report by highlighting the group's gratitude for Mr. Darity, who has been serving in dual capacities at KHA since mid-November. The discussion included the necessity of a salary adjustment for him during this interim period, with Employee Services proposing an increase to \$185,000. Ms. Oliver then requested a motion to raise Mr. Darity's salary while he fulfills the role of Interim CEO.

Motion: Cynthia Nixon

Second: Carson Tranquille

Approved: 5-0

Ms. Chartrand-Frisch elaborated that it is no longer feasible for Mr. Darity to simultaneously hold both positions. The committee discussed the appointment of an Interim CEO, who would be ineligible to apply for the permanent CEO role. This Interim CEO will oversee operations while the search for a permanent successor is conducted.

Ms. Oliver asked for a motion to allow Board Member Josh Martino to participate in the meeting.

Motion: Marsha Oliver

Second: Cynthia Nixon

Approve: 5-0

Next, Ms. Oliver asked for a motion to approve identifying an Interim CEO to assume the role until a permanent CEO could be found.

Motion: Cynthia Nixon

Second: Lawrence Dennis

Approve: 6-0

Ms. Nixon inquired about the process for selecting candidates for the Interim CEO role. Ms. Oliver proposed Dana Kriznar, former DCPS Interim Superintendent, as a fitting candidate. It was decided during the discussion that all recommendations for the Interim CEO will be submitted to Board members, who will then forward them to Employee Services by January 15, 2026. This timeline will allow the Board to select an Interim CEO during the next Board meeting scheduled for January 28, 2026.

5. **General Public Comments**

Josh Martino asked to confirm whether the termination process for former CEO, Dr. Saralyn Grass, has been finalized, particularly regarding severance pay. Ms. Hayes confirmed that Dr. Grass has been separated from the city, all leave has been paid and there is an official vacancy. In addition, Dr. Grass was also offered two weeks of administrative leave. Ms. Oliver asked if there were any additional public comments, there were none.

6. **Adjourn**

The meeting was adjourned by Ms. Oliver at 10:40 a.m.



NEEDS ASSESSMENT AND GAP ANALYSIS

2026 Interim
Update

Draft report to be
reviewed February 2026



DATA SOURCES

This is not the final compiled list, we still have a few more interviews

141

Data metrics
analyzed

1070

Community
Members Involved

183

Hours of Feedback in
Focus Groups

Selected Quotes

Feedback from our Community Participants

If you don't even have an ID, you can't get a job, you can't get housing, you can't get help. Something that seems so simple stops everything.

Programs exist—but if you don't have a ride, they don't exist for you.

We have programs for girls everywhere. But boys? They don't have anywhere to go.

Identified Needs

Note, this is a selection of the identified topics



Transportation



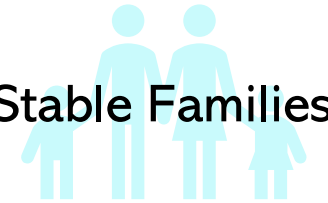
Dental Care



Places to Play



Nutrition



Stable Families



Community



Employment



School Help



Medical Care



Housing



Literacy



Parental Support



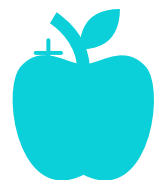
Love



Maternal Health



Special Needs



**How do needs align
with Existing KHA
Services and our
Mission?**

CREATING A NEEDS GROUPING

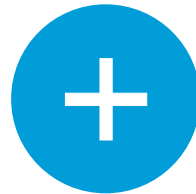
Identifying a manner in which we can group services into areas where KHA has direct programming, could incorporate help, or leverage a partner



KHA Direct

Services that KHA either already provides or could provide based on RFPs

I.E. Afterschool programming, respite care



Incorporate Service

Services where existing programs could incorporate or share information

I.E. Dental care (share) and transportation (incorporate)



Partnerships

Services that KHA can not fulfill but a community partner can

I.E. neighborhood safety, in-school bullying



- Wrap up interviews
- Create finalized provider inventory
- Create Excel sheet for all data
 - Highlight the chosen metrics in the report
- Finalized draft of recommendations for board review



THANK YOU

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**Kids Hope Alliance
CEO Hiring Timeline
January 30, 2026 – June 15, 2026**

- **January 30th:** Job posting opens.
- **March 30th:** Job posting closes.
- **April 1st:** Employee Services will provide the Board with a list of eligible employees grouped by qualification level (highly qualified, qualified, minimally qualified), with social media checks completed.
- **April 8th:** Deadline for board to confirm list or give any recommendations of qualification grouping changes.
- **April 13th - 24th:** Complete initial Teams/Zoom interviews and choose top candidates. Employee Services recommends the Board choose their top 3 to travel for in-person interviews. This number may vary based on the first round of interviews.
- **April 27th - 30th:** Employee Services to complete reference checks on top candidates.
- **May 1st:** Employee Services will call top candidates and schedule in person interviews, with presentation expectations.
- **May 18th:** Week of presentations/final interviews.
- **May 20th:** Final candidate selected and voted on by Board. Employee Services will have offer letters ready at final steps.
- **June 15th:** CEO hired (date flexible based on availability).

Integrated Reporting Tools



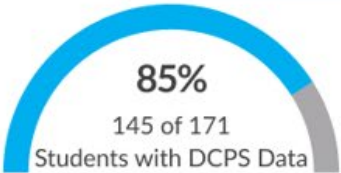
KHA Integrated Reporting Tools

- ***Program Performance Review (PPR) – v1 design***
 - RBA Performance Measures and Program Descriptions
 - All funded programs
- ***PPR Dashboard - New***
 - Interactive web solution
 - Detail data behind each program page
 - Data Transparency
- ***PPR Renewal Recommendations - New***
 - Downloadable report with funding recommendations
 - Time Saving Tool not a Rule
- ***Transparency Dashboard - New***
 - Strategic Tool to Support Data Informed Conversations
 - Where, What and How Services align with KHA Goals,
- ***Program Efficacy Report - Legacy***
 - Deliverable as per our DCPS Data Sharing Agreement
 - Formal research protocol with 3rd party Institutional Review Board (IRB) approval.
- ***Annual Report - Legacy***

How To Use This Analysis

Provider

How Much?



How Well?



These odometers show program performance.

Description

A description of the program, its mission, and its offerings.

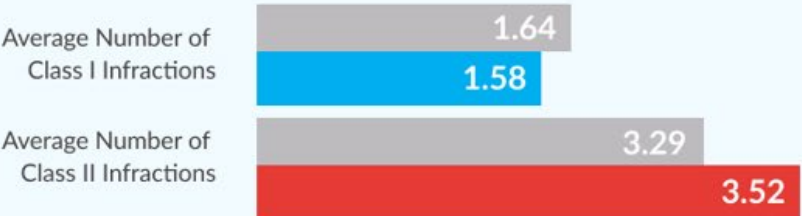
Data Sources: This report reflects the data of participants in KHA funded programs from SAMIS and the Duval County Public Schools as well as disaggregated data of DCPS students not participating in KHA funded programs for comparative analysis.

Are Participants Better Off?

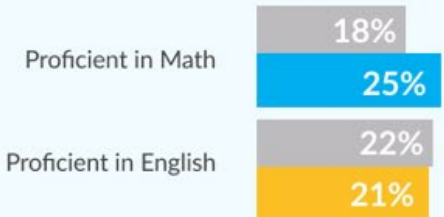
School Attendance (Higher is Better)



Behavioral Issues (Lower is Better)

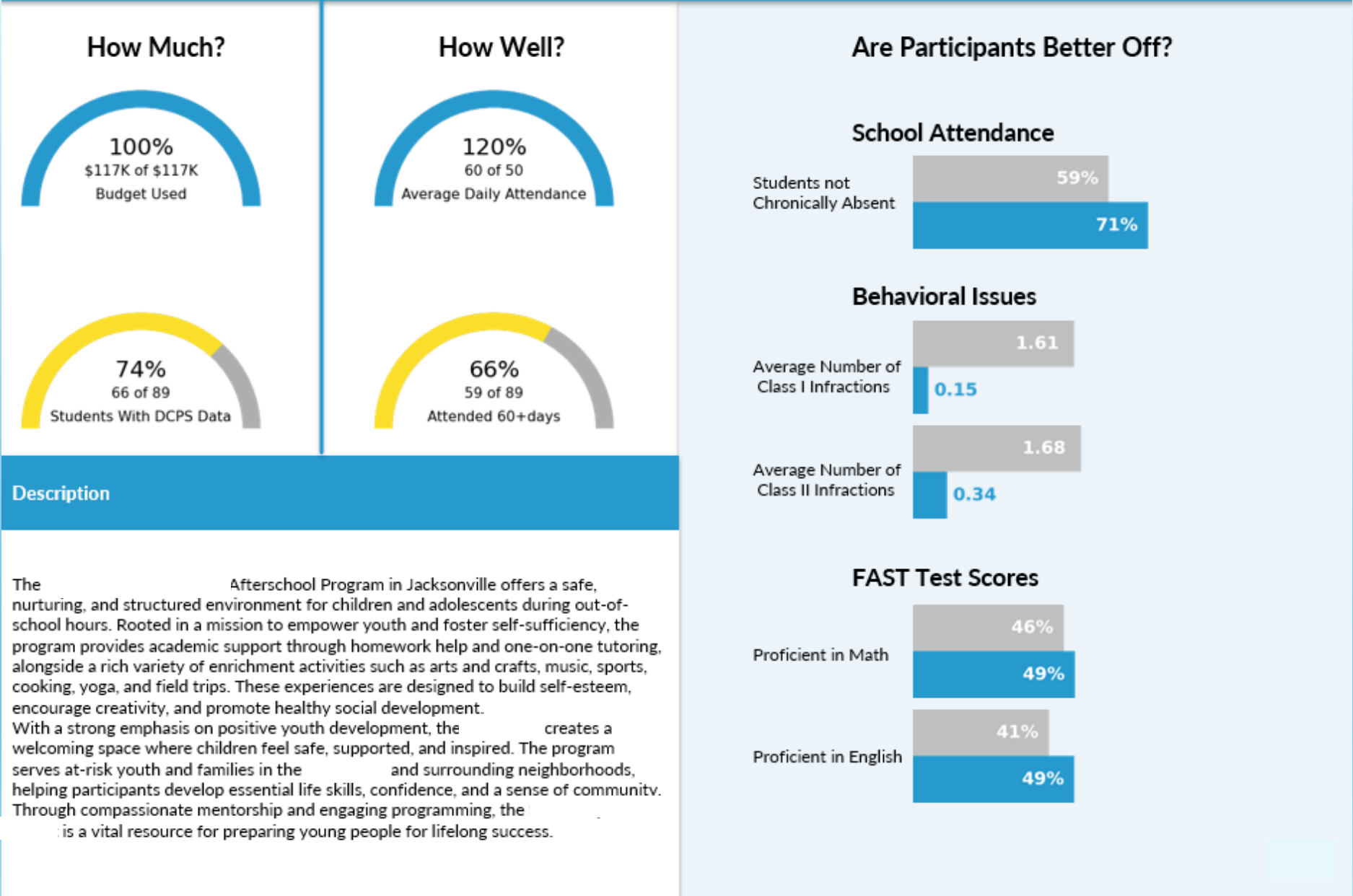


FAST Test Scores (Higher is Better)



Legend

- Better than comparison group
- Worse than comparison group
- No significant difference
- Performance for non-participant comparison group



REDACTED

How Much?

443

Children participated in the program

How Well?

82%

Children demonstrated age-appropriate developmental progress or improved school readiness skills

Is Anyone Better Off?

90%

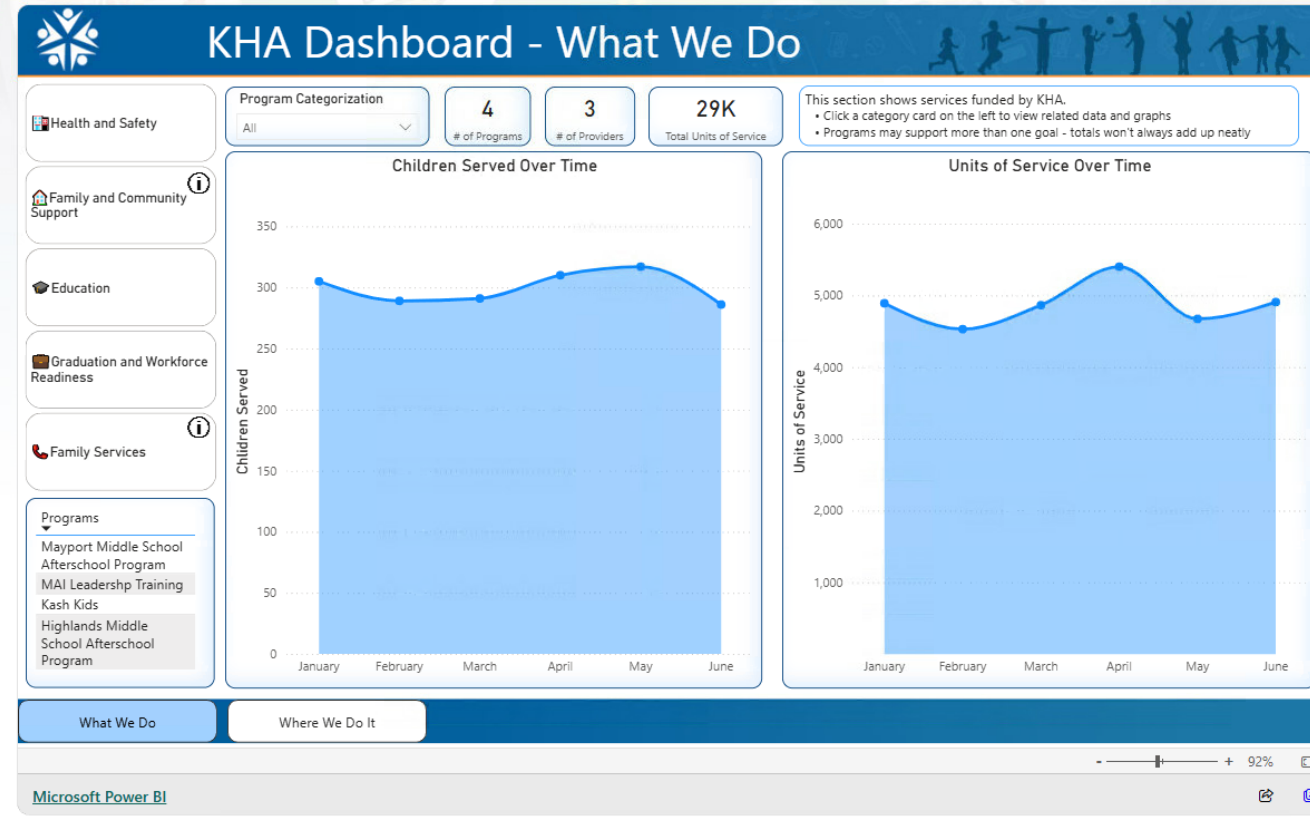
Children demonstrated improved behavior in classroom

Description

- students and their families who require mental health services.
- The partnership enables both agencies to collaborate in strengthening systems that identify and provide support for eligible children.
- Through increased contact and coordination, the partners aim to maximize resources, enhance communication, and streamline planning and service delivery.

Promoting Transparency Across the City

To promote transparency throughout the City, these dashboards have been produced to give insight into the services provided by Kids Hope Alliance to children, youth, families, and the providers who serve them. The dashboards include focuses on funding & utilization, service locations, and community goals.



KHA - Dashboard



A Brief Review of Outcomes

SY 2024-2025 OST Programs

Kids Hope alliance evaluates the efficacy of the out-of-school-time programming it funds on an annual basis. Data sources for this evaluation include program data collected in SAMIS and academic data provided by the Duval County Public Schools (DCPS).

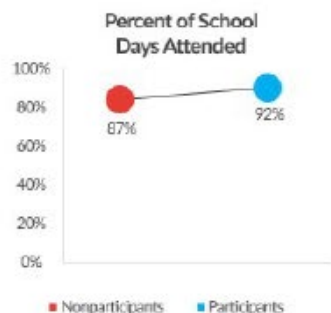
95
Afterschool
Programs

7,657
Total
Participants

OST Participation Makes a Difference

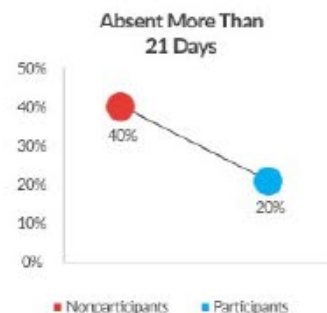
Improved Attendance

Engaged Participants in KHA-funded OST programs attended significantly more days of school than their peers ($p < 0.001$).



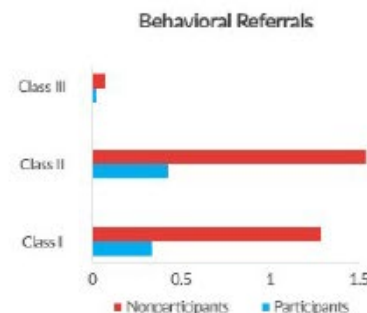
Reduced Absenteeism

Engaged Participants in KHA-funded OST programs were significantly less likely to be chronically absent than their peers ($p < 0.001$).



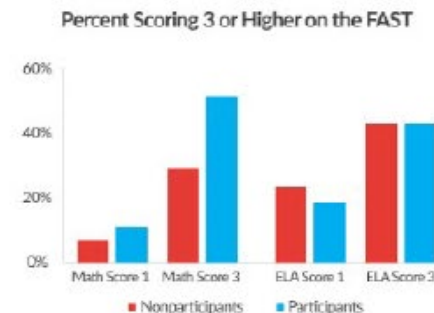
Positive Behavior

Engaged Participants in KHA-funded OST programs had fewer behavioral referrals, but the relationship is not statistically significant.



Participants Achievement

Participants in KHA-funded OST programs had statistically significant improvements in both ELA and math FAST performance over the course of the year.



Note: The analyses above compare the outcomes for **engaged OST participants** (attending 60+ days of programming) and non-participants in the same schools.

Helping Kids *Thrive* After School



73%
of participants were
eligible for Free or
Reduced Lunch



20%
of participants are in
Exceptional Student
Education



4%
of participants were
English Language
Learners



23%
of participants had an
individualized
education plan