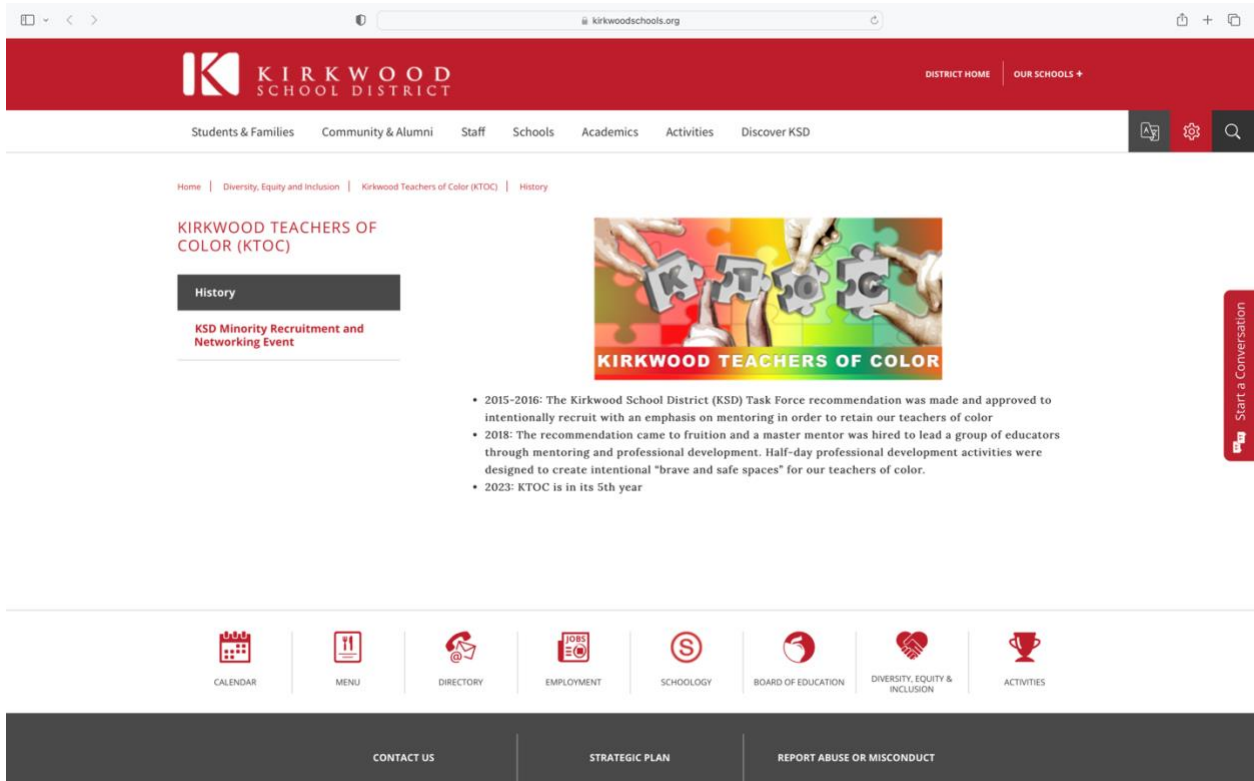




## Exhibit A



The screenshot shows a web browser window with the URL [kirkwoodschooals.org](http://kirkwoodschooals.org). The page header features the Kirkwood School District logo and navigation links: DISTRICT HOME and OUR SCHOOLS +. A secondary navigation bar includes: Students & Families, Community & Alumni, Staff, Schools, Academics, Activities, and Discover KSD. The main content area is titled "KIRKWOOD TEACHERS OF COLOR (KTOC)" and includes a "History" section with a sub-heading "KSD Minority Recruitment and Networking Event". A central image shows hands assembling puzzle pieces with the letters K, T, O, C. Below the image is a list of key events:

- 2015-2016: The Kirkwood School District (KSD) Task Force recommendation was made and approved to intentionally recruit with an emphasis on mentoring in order to retain our teachers of color
- 2018: The recommendation came to fruition and a master mentor was hired to lead a group of educators through mentoring and professional development. Half-day professional development activities were designed to create intentional "brave and safe spaces" for our teachers of color.
- 2023: KTOC is in its 5th year

The footer contains icons for: CALENDAR, MENU, DIRECTORY, EMPLOYMENT, SCHOOLOGY, BOARD OF EDUCATION, DIVERSITY, EQUITY & INCLUSION, and ACTIVITIES. A dark grey bar at the bottom contains links for CONTACT US, STRATEGIC PLAN, and REPORT ABUSE OR MISCONDUCT. A vertical red button on the right side says "Start a Conversation".