



The GLOBE Academy

Strategic Plan Implementation Committee

Preparation for December Board Meeting

Date and Time

Tuesday November 15, 2022 at 10:00 AM EST

Location

Zoom: <https://us02web.zoom.us/j/3792237450>

Vision, Mission and Core Values

Vision: To develop globally minded citizens who have the knowledge, skills, and attitudes to effect positive change in our world.

Mission: The GLOBE Academy fosters Global Learning Opportunities through Balanced Education for children of all backgrounds. With a focus on dual-language immersion, an experiential-learning model, and a constructivist approach, GLOBE inspires students to be high- performing lifelong learners equipped to make a positive impact in the world.

Core Values: The GLOBE Academy's core values are expressed in the acronym, CREST: Community, Respect, Empathy, Sustainability and Trust. These values are expected of the governing board, faculty, staff, parents, and students. They are woven into daily life at GLOBE and incorporated into the curriculum.

- Community: We are inclusive, and we nurture and support one another.
 - Respect: We treat ourselves and each other with kindness and dignity.
 - Empathy: We strive to understand and share the feelings of others.
 - Sustainability: We aim to conserve our resources for optimal use in the present and future.
 - Trust: We are committed to honesty, transparency, and respectfully sharing our thoughts and encouraging others to do the same.
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Agenda

	Purpose	Presenter	Time
I. Opening Items			10:00 AM
A. Record Attendance			1 m
B. Call the Meeting to Order			
II. Strategic Plan Implementation Committee (2018-2023)			10:01 AM
A. Objectives for Today			5 m
B. Next Steps for Dec. Board Meeting Update			5 m
III. Organizational Development			10:11 AM
1.1 Implement a 5-Yr Staffing Plan			
1.2 Clarify Roles & Responsibilities			
1.3 Implement Communications Strategy			
1.4 Implement Performance Mgt System for Teachers & Staff			
1.5 Strengthen Teacher Recruitment, Hiring, Onboarding			
1.6 Codify Organizational Operations, Processes, Procedures			
1.7 Implement Continuous Improvement System			
A. Initiative Leads Report Out			12 m
IV. Facilities			10:23 AM
2.1 Design and Implement a Plan for LC Facilities			
2.2 Improve UC Facilities			
2.3 Create Conditions for Excellent Facilities Management			
A. Initiative Leads Report Out			12 m
V. Core Instruction			10:35 AM
3.1 Develop BIC Academic & Immersion Model/Curriculum			
3.2 Define & Calibrate Excellent Teaching			
3.3 Implement Comprehensive Professional Development Strategy			
3.4 Support Student Development Into Global Citizens			
A. Initiative Leads Report Out			12 m
VI. DEI			10:47 AM
4.1 Create DEI Vision & Goals			
4.2 Strengthen & Build Capacity to Implement Student Behavior Plan			
4.3 Implement "Strong Start" School Culture Process			
4.4 Develop Staff DEI Competencies			
4.5 Strengthening Diversity in Advanced/Gifted Cohorts			
A. Initiative Leads Report Out			12 m
VII. Closing Items			10:59 AM
A. Adjourn Meeting	Vote		1 m