



The GLOBE Academy

Board of Directors Meeting

Date and Time

Monday November 26, 2018 at 7:00 PM EST

Location

4105 Briarcliff Road NE, Atlanta, GA 30345

Notice of this meeting was posted at both campuses and on the GLOBE website in accordance with O.C.G.A. § 50-14-1.

Agenda

	Purpose	Presenter	Time
I. Opening Items			7:00 PM
Opening Items			
A. Record Attendance and Guests	Discuss	Sharon Camara	
B. Call the Meeting to Order		Sharon Camara	
C. Vision, Mission and Core Values	Discuss		5 m

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.

- | | Purpose | Presenter | Time |
|--|---------|-----------|------|
| • Trust: We are committed to honesty, transparency, and respectfully sharing our thoughts and encouraging others to do the same. | | | |

II. Public Comment 7:05 PM

- | | | | |
|-------------------|-----|---------------|-----|
| A. Public Comment | FYI | Sharon Camara | 5 m |
|-------------------|-----|---------------|-----|

Please note: Each speaker may speak for up to two minutes. Speakers are cautioned from making comments that involve an individual staff member, a personnel action, a student disciplinary matter, a complaint about an individual student or any pending legal matter for which The GLOBE is engaged. Speakers are asked to state their remarks in a courteous manner. As a matter of protocol, Board members will not respond to public comments.

III. Consent Agenda 7:10 PM

Academic

- | | | | |
|--------------------|-----------------|---------------|-----|
| A. Approve Agenda | Vote | Sharon Camara | 5 m |
| B. Approve Minutes | Approve Minutes | Sharon Camara | 5 m |

Approve minutes for Board of Directors Meeting on October 29, 2018

IV. PTCC Report 7:20 PM

CEO Support And Eval

- | | | | |
|----------------|-----|--|-----|
| A. PTCC Report | FYI | | 5 m |
|----------------|-----|--|-----|

V. Administration and Committee Reports 7:25 PM

Charter Renewal

- | | | | |
|--|---------|-----------------------|-----|
| A. Head of School Report | Discuss | Christi Elliott-Earby | 5 m |
| B. Academic Committee Report | Discuss | Ryan Hudak | 5 m |
| C. Finance Committee Report | Discuss | Chip White | 5 m |
| D. Facilities Committee Report | Discuss | Juan Archila | 5 m |
| E. Development Committee Report | Discuss | Will Acree | 5 m |
| F. Communications Committee Report | Discuss | Anita Patel | 5 m |
| G. Governance Committee Report | Discuss | Stacey Moore | 5 m |
| H. Strategic Planning Committee Report | Discuss | Katie Monroe | 5 m |
| I. Diversity Committee Report | Discuss | Monique Hudson | 5 m |

	Purpose	Presenter	Time
J. Head of School Evaluation and Support Committee Report	Discuss	Ryan Hudak	5 m

VI. Old Business

VII. Closing Items

A. Adjourn Meeting	Vote	Sharon Camara	
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Coversheet

Approve Minutes

Section: III. Consent Agenda
Item: B. Approve Minutes
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Board of Directors Meeting on October 29, 2018

APPROVED



The GLOBE Academy

Minutes

Board of Directors Meeting

Date and Time

Monday October 29, 2018 at 7:00 PM

Location

4105 Briarcliff Road NE, Atlanta, GA 30345

Notice of this meeting was posted at both campuses and on the GLOBE website in accordance with O.C.G.A. § 50-14-1.

Directors Present

A. Patel, C. White, J. Archila, M. Hudson, S. Camara, S. Moore, W. Acree

Directors Absent

B. Williams, R. Hudak

Guests Present

A. Rogers, Azalia Boyd, Elisa Buckner, Hoda Mardon, J. Garcia, Jason Goldstein, Jason Korzan, K. Holder, K. Monroe, Kimberly Henshaw, Laura Hancock, Leda Lozier, Maney Mazloom, Robyn Brandman, S. Mellage, Shawn Chang, Stacey Stratigos, Stephanie Gumbis, T. Barnes, Vilma Villalobos, Zuriash Mekonnen

I. Opening Items

A. Record Attendance and Guests

B.

Call the Meeting to Order

S. Camara called a meeting of the board of directors of The GLOBE Academy to order on Monday Oct 29, 2018 at 7:04 PM.

C. Vision, Mission and Core Values

Vision, Mission and Core Values were read by board members

II. Public Comment

A. Public Comment

Robyn Brandman commented on the need for more transparency, for the school to establish a clear discipline policy and the formulation of a long-term space management plan. Hoda Mardon read a letter from the parents and teachers of the third grade French track students. A copy of the correspondence has been entered into minutes via inclusion in the agenda packet for this meeting. Elisa Buckner expressed her concerns about the CCRPI scores for black students. Laura Hancock spoke about the data presentation from the previous Board meeting and encouraged the Board not to "brush off" data points that deserve more attention.

III. Consent Agenda

A. Approve Agenda

The agenda and minutes were approved by consent without objection.

B. Approve Minutes

C. White made a motion to approve minutes from the Board of Directors Meeting on 09-24-18 Board of Directors Meeting on 09-24-18.

S. Moore seconded the motion.

The board **VOTED** unanimously to approve the motion.

IV. PTCC Report

A. PTCC Report

A formal report was included in the agenda packet. Jason Korzan provided an oral report during the meeting.

V. Administration and Committee Reports

A. Head of School Report

There was no formal report given this month.

B.

Academic Committee Report

A formal report was included in the agenda packet.

C. Finance Committee Report

There was no formal report this month. The committee met on October 23rd. The audit was received on October 26th and there will be a couple of days to review it. An RFP will be published for a new auditor. As of now, there are four prospective auditors who are interested in submitting proposals. The school received the outstanding \$265K that was owed to it by DCSD from the previous fiscal year. The school was looking at Vibe to serve as its new payroll vendor because the company was small and would be able to devote more hands-on attention to the school, but Vibe was bought out by a larger company. As a result of the Vibe buyout, the school renewed conversations with ADP. ADP will only charge the school \$1K to enroll the school personnel. The committee developed a new stipend policy. The Governance Committee will review the stipend policy before it is put before the Board for final consideration.

Motion by Monique to approve ADP as the school's new payroll provider. Motion seconded by Stacey. Motion approved by all present.

The audit will be sent to Board members to review and submit any pertinent comments. Chip and Denise will also review it over the next couple of days and submit it to the state by the Thursday deadline.

Motion made by Monique to delegate the authority to Chip and Denise to approve the audit report and submit it by the deadline, upon comments from the Board to be received by Wednesday morning. Motion seconded by Anita. Motion approved by all present.

D. Facilities Committee Report

A formal report was included in the agenda packet.

E. Development Committee Report

There was no formal report this month. Committee did not meet this month. Annual Fund currently stands at \$31K. Meeting will be held this month with the CEO of Telemundo. Jason Goldstein stated there will be a grants update at the next meeting. Anita noted the efforts to leverage Grandparents' Day in the overall giving strategy. GLOBE Trot will be held on November 16th. Donations and fundraising formally begin on November 5th. Heather and Jamie are providing support once again.

F. Communications Committee Report

There was no formal report this month. Committee is focused on solidifying the contract for a brand management vendor (coming up for a final vote) and exit survey data (an updated report should be available next month).

G. Governance Committee Report

There was no formal report this month. Committee met prior to the Board meeting. The committee established a calendar of meeting dates, discussed reviewing and amending the bylaws and prioritizing the policies that will be updated.

H. Strategic Planning Committee Report

A formal report was included in the agenda packet.

I. Diversity Committee Report

A formal report was included in the agenda packet.

J. Head of School Evaluation and Support Committee Report

There was no formal report this month. Sharon stated that Ryan will send out future meeting dates for the committee to consider.

VI. New Business

A. Nomination and Election of New Board Member

C. White made a motion to elect Katie Monroe to the Board of Directors.

J. Archila seconded the motion.

The board **VOTED** unanimously to approve the motion.

Motion made by Chip to appoint Katie Monroe as the chair of the Strategic Planning Committee. Motion seconded by Juan. Motion approved by all present.

VII. Closing Items

A. Adjourn Meeting

S. Moore made a motion to adjourn the meeting.

J. Archila seconded the motion.

The board **VOTED** unanimously to approve the motion.

The next scheduled meeting will be held on November 26, 2018 at 7 p.m. at Upper Campus.

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:05 PM.

Respectfully Submitted,

K. Holder

Coversheet

Head of School Report

Section: V. Administration and Committee Reports
Item: A. Head of School Report
Purpose: Discuss
Submitted by:
Related Material: 2018.11.26 HOS CCRPI Presentation.pptx



CCRPI



The GLOBE Academy



About

<https://youtu.be/wjFO0AKwwis>

How do we rank in DeKalb

Elementary:

Kittredge	97.3
Vanderlin	95.0
Museum	93.7
Austin	92.7
Dunwoody	92.2
Ashford Park	91.6
Chestnut	90.4
GLOBE	90.1
Wynbrooke	89.1
Wadsworth	88.5

Middle:

Kittredge	99.9
Wadsworth	89.9
Leadership Prep	89.1
DeKalb School of the Arts	83.1 (8th grade)
DATE	82.4
GLOBE	79.3
Champion	78.1
Chamblee	77.4
DeKalb School of the Arts	76.1 (6-7th grades)
Druid Hills	75.1



Our Elementary Scores



WHAT IS CONTENT MASTERY?

Content Mastery addresses whether students are achieving at the level necessary to be prepared for the next grade, college, or career. This component includes achievement scores in English language arts, mathematics, science, and social studies.

HOW DID THE SCHOOL PERFORM ON CONTENT MASTERY?

92.3

HOW DID THE SCHOOL PERFORM COMPARED TO THE DISTRICT AND STATE?

SCHOOL SCORE	92.3
DISTRICT SCORE	53.5
STATE SCORE	65.7

HOW DID THE SCHOOL PERFORM ON EACH CONTENT AREA?

ENGLISH LANGUAGE ARTS 100.00% Participation Rate	100.00+
MATHEMATICS 100.00% Participation Rate	97.31
SCIENCE 100.00% Participation Rate	73.89
SOCIAL STUDIES 100.00% Participation Rate	72.40

ENGLISH LANGUAGE ARTS

MATHEMATICS

SCIENCE

SOCIAL STUDIES

	Beginning Learner	Developing Learner	Proficient Learner	Distinguis Learne
ALL STUDENTS 100.00% Participation Rate	4.90%	20.59%	42.65%	31.86%
AMERICAN INDIAN / ALASKAN NATIVE N/A Participation Rate	N/A	N/A	N/A	N/A
ASIAN / PACIFIC ISLANDER Too Few Students Participation Rate	Too Few Students	Too Few Students	Too Few Students	Too Few Students
BLACK 100.00% Participation Rate	7.84%	35.29%	43.14%	13.73%
HISPANIC 100.00% Participation Rate	3.23%	22.58%	51.61%	22.58%
MULTI-RACIAL 100.00% Participation Rate	5.56%	22.22%	38.89%	33.33%
WHITE 100.00% Participation Rate	4.08%	13.27%	37.76%	44.90%
ECONOMICALLY DISADVANTAGED 100.00% Participation Rate	17.65%	41.18%	35.29%	5.88%
ENGLISH LEARNERS Too Few Students Participation Rate	Too Few Students	Too Few Students	Too Few Students	Too Few Students
STUDENTS WITH DISABILITY 100.00% Participation Rate	28.57%	23.81%	47.62%	0.00%

		Beginning Learner	Developing Learner	Proficient Learner	Distinguis Learne
ENGLISH LANGUAGE ARTS					
MATHEMATICS	ALL STUDENTS 100.00% Participation Rate	4.41%	25.00%	42.16%	28.43%
	AMERICAN INDIAN / ALASKAN NATIVE N/A Participation Rate	N/A	N/A	N/A	N/A
SCIENCE					
	ASIAN / PACIFIC ISLANDER Too Few Students Participation Rate	Too Few Students	Too Few Students	Too Few Students	Too Few Students
	BLACK 100.00% Participation Rate	13.73%	45.10%	33.33%	7.84%
	HISPANIC 100.00% Participation Rate	3.23%	29.03%	41.94%	25.81%
	MULTI-RACIAL 100.00% Participation Rate	0.00%	11.11%	61.11%	27.78%
	WHITE 100.00% Participation Rate	1.02%	17.35%	40.82%	40.82%
	ECONOMICALLY DISADVANTAGED 100.00% Participation Rate	11.76%	64.71%	17.65%	5.88%
	ENGLISH LEARNERS Too Few Students Participation Rate	Too Few Students	Too Few Students	Too Few Students	Too Few Students
SOCIAL STUDIES					
	STUDENTS WITH DISABILITY 100.00% Participation Rate	28.57%	33.33%	23.81%	14.29%



WHAT IS PROGRESS?

Progress measures how much growth students demonstrate in English language arts and mathematics and how well English learners are progressing towards English language proficiency. The English language arts and mathematics indicators utilize Student Growth Percentiles (SGPs) to measure how much growth students demonstrated relative to academically-similar students. English Language Proficiency measures whether students are improving within a performance band or moving up to another performance band, thus moving towards English language proficiency.

HOW DID THE SCHOOL PERFORM ON PROGRESS?

92.0

HOW DID THE SCHOOL PERFORM COMPARED TO THE DISTRICT AND STATE?

SCHOOL SCORE	92.0
DISTRICT SCORE	82.2
STATE SCORE	84.4

HOW DID THE SCHOOL PERFORM ON EACH INDICATOR?

ENGLISH LANGUAGE ARTS	100.00+
MATHEMATICS	83.93
PROGRESS TOWARDS ENGLISH LANGUAGE PROFICIENCY	Too Few Students

HOW DID STUDENT GROUPS IN THE SCHOOL PERFORM?

ENGLISH LANGUAGE ARTS

ENGLISH LANGUAGE ARTS

MATHEMATICS

PROGRESS TOWARDS ENGLISH LANGUAGE PROFICIENCY

	PROGRESS LEVELS		SCORES	
	1-29	30-40	41-65	66-99
ALL STUDENTS	10.49%	7.69%	29.37%	52.45%
AMERICAN INDIAN / ALASKAN NATIVE	N/A	N/A	N/A	N/A
ASIAN / PACIFIC ISLANDER	Too Few Students	Too Few Students	Too Few Students	Too Few Students
BLACK	12.50%	0.00%	46.88%	40.63%
HISPANIC	4.35%	13.04%	34.78%	47.83%
MULTI-RACIAL	Too Few Students	Too Few Students	Too Few Students	Too Few Students
WHITE	13.04%	7.25%	21.74%	57.97%
ECONOMICALLY DISADVANTAGED	Too Few Students	Too Few Students	Too Few Students	Too Few Students
ENGLISH LEARNERS	Too Few Students	Too Few Students	Too Few Students	Too Few Students
STUDENTS WITH DISABILITY	Too Few Students	Too Few Students	Too Few Students	Too Few Students

HOW DID STUDENT GROUPS IN THE SCHOOL PERFORM?

ENGLISH LANGUAGE ARTS

MATHEMATICS

PROGRESS TOWARDS ENGLISH LANGUAGE PROFICIENCY

	PROGRESS LEVELS		SCORES	
	1-29	30-40	41-65	66-99
ALL STUDENTS	26.57%	9.79%	32.87%	30.77%
AMERICAN INDIAN / ALASKAN NATIVE	N/A	N/A	N/A	N/A
ASIAN / PACIFIC ISLANDER	Too Few Students	Too Few Students	Too Few Students	Too Few Students
BLACK	43.75%	9.38%	31.25%	15.63%
HISPANIC	17.39%	13.04%	30.43%	39.13%
MULTI-RACIAL	Too Few Students	Too Few Students	Too Few Students	Too Few Students
WHITE	18.84%	10.14%	39.13%	31.88%
ECONOMICALLY DISADVANTAGED	Too Few Students	Too Few Students	Too Few Students	Too Few Students
ENGLISH LEARNERS	Too Few Students	Too Few Students	Too Few Students	Too Few Students
STUDENTS WITH DISABILITY	Too Few Students	Too Few Students	Too Few Students	Too Few Students

Closing Gaps



WHAT IS CLOSING GAPS?

Closing Gaps sets the expectation that all students and all student subgroups make improvements in achievement rates. This component is based on CCRPI improvement targets for academic achievement, which are represented by improvement flags, and it provides an opportunity for schools to demonstrate the progress made in improving student performance among all student subgroups.

HOW DID THE SCHOOL
PERFORM ON CLOSING GAPS?

77.8

HOW DID THE SCHOOL
PERFORM COMPARED TO THE
DISTRICT AND STATE?

SCHOOL SCORE
DISTRICT SCORE
STATE SCORE

77.8
78.8
85.0

HOW WELL DID STUDENT GROUPS IN THE SCHOOL MEET IMPROVEMENT TARGETS?

SUMMARY OF FLAGS

ENGLISH LANGUAGE ARTS

MATHEMATICS

SCIENCE

SOCIAL STUDIES

	English Language Arts	Mathematics	Science	Social Studies
ALL STUDENTS				
AMERICAN INDIAN / ALASKAN NATIVE				
ASIAN / PACIFIC ISLANDER				
BLACK				
HISPANIC				
MULTI-RACIAL				
WHITE				
ECONOMICALLY DISADVANTAGED				
ENGLISH LEARNERS				
STUDENTS WITH DISABILITY				

LEGEND

- Subgroup met 6% improvement target*
- Subgroup met improvement target
- Subgroup made progress, but did not meet improvement target
- Subgroup did not make progress and did not meet improvement target

*This flag is only available for Economically Disadvantaged, English Learners, and Students with Disability subgroups.



The GLOBE Academy - Board of Directors Meeting - Agenda - Monday November 26, 2018 at 7:00 PM

WHAT IS CONTENT MASTERY? at the level necessary to be prepared for the next grade, college, or career. This component includes achievement scores in English language arts, mathematics, science, and social studies.

HOW DID THE SCHOOL PERFORM ON CONTENT MASTERY?

77.8

HOW DID THE SCHOOL PERFORM COMPARED TO THE DISTRICT AND STATE?

SCHOOL SCORE	77.8
DISTRICT SCORE	51.1
STATE SCORE	65.1

HOW DID THE SCHOOL PERFORM ON EACH CONTENT AREA?

ENGLISH LANGUAGE ARTS 100.00% Participation Rate	81.82
MATHEMATICS 100.00% Participation Rate	73.71
SCIENCE N/A Participation Rate	N/A
SOCIAL STUDIES N/A Participation Rate	N/A

ENGLISH LANGUAGE ARTS

MATHEMATICS

SCIENCE

SOCIAL STUDIES

	Learner	Learner	Learner	Learner
ALL STUDENTS 100.00% Participation Rate	9.74%	30.52%	46.10%	13.64%
AMERICAN INDIAN / ALASKAN NATIVE Too Few Students Participation Rate	Too Few Students	Too Few Students	Too Few Students	Too Few Students
ASIAN / PACIFIC ISLANDER Too Few Students Participation Rate	Too Few Students	Too Few Students	Too Few Students	Too Few Students
BLACK 100.00% Participation Rate	16.33%	42.86%	34.69%	6.12%
HISPANIC 100.00% Participation Rate	11.11%	27.78%	33.33%	27.78%
MULTI-RACIAL Too Few Students Participation Rate	Too Few Students	Too Few Students	Too Few Students	Too Few Students
WHITE 100.00% Participation Rate	6.58%	25.00%	56.58%	11.84%
ECONOMICALLY DISADVANTAGED 100.00% Participation Rate	33.33%	38.89%	16.67%	11.11%
ENGLISH LEARNERS Too Few Students Participation Rate	Too Few Students	Too Few Students	Too Few Students	Too Few Students
STUDENTS WITH DISABILITY 100.00% Participation Rate	33.33%	40.74%	22.22%	3.70%

ENGLISH LANGUAGE ARTS

MATHEMATICS

SCIENCE

SOCIAL STUDIES

	Beginning Learner	Developing Learner	Proficient Learner	Distinguis Learne
ALL STUDENTS 100.00% Participation Rate	9.09%	49.35%	26.62%	14.94%
AMERICAN INDIAN / ALASKAN NATIVE Too Few Students Participation Rate	Too Few Students	Too Few Students	Too Few Students	Too Few Students
ASIAN / PACIFIC ISLANDER Too Few Students Participation Rate	Too Few Students	Too Few Students	Too Few Students	Too Few Students
BLACK 100.00% Participation Rate	16.33%	71.43%	10.20%	2.04%
HISPANIC 100.00% Participation Rate	11.11%	38.89%	33.33%	16.67%
MULTI-RACIAL Too Few Students Participation Rate	Too Few Students	Too Few Students	Too Few Students	Too Few Students
WHITE 100.00% Participation Rate	5.26%	40.79%	34.21%	19.74%
ECONOMICALLY DISADVANTAGED 100.00% Participation Rate	22.22%	61.11%	11.11%	5.56%
ENGLISH LEARNERS Too Few Students Participation Rate	Too Few Students	Too Few Students	Too Few Students	Too Few Students
STUDENTS WITH DISABILITY 100.00% Participation Rate	25.93%	48.15%	22.22%	3.70%



WHAT IS PROGRESS?

Progress measures how much growth students demonstrate in English language arts and mathematics and how well English learners are progressing towards English language proficiency. The English language arts and mathematics indicators utilize Student Growth Percentiles (SGPs) to measure how much growth students demonstrated relative to academically-similar students. English Language Proficiency measures whether students are improving within a performance band or moving up to another performance band, thus moving towards English language proficiency.

HOW DID THE SCHOOL PERFORM ON PROGRESS?

72.7

HOW DID THE SCHOOL PERFORM COMPARED TO THE DISTRICT AND STATE?

SCHOOL SCORE	72.7
DISTRICT SCORE	77.8
STATE SCORE	81.0

HOW DID THE SCHOOL PERFORM ON EACH INDICATOR?

ENGLISH LANGUAGE ARTS	75.34
MATHEMATICS	70.01
PROGRESS TOWARDS ENGLISH LANGUAGE PROFICIENCY	Too Few Students

HOW DID STUDENT GROUPS IN THE SCHOOL PERFORM?

ENGLISH LANGUAGE ARTS

MATHEMATICS

PROGRESS TOWARDS ENGLISH LANGUAGE PROFICIENCY

PROGRESS LEVELS

SCORES

	1-29	30-40	41-65	66-99
ALL STUDENTS	33.33%	10.67%	28.00%	28.00%
AMERICAN INDIAN / ALASKAN NATIVE	Too Few Students	Too Few Students	Too Few Students	Too Few Students
ASIAN / PACIFIC ISLANDER	Too Few Students	Too Few Students	Too Few Students	Too Few Students
BLACK	35.42%	10.42%	29.17%	25.00%
HISPANIC	47.06%	5.88%	23.53%	23.53%
MULTI-RACIAL	Too Few Students	Too Few Students	Too Few Students	Too Few Students
WHITE	31.08%	13.51%	28.38%	27.03%
ECONOMICALLY DISADVANTAGED	47.06%	11.76%	29.41%	11.76%
ENGLISH LEARNERS	Too Few Students	Too Few Students	Too Few Students	Too Few Students
STUDENTS WITH DISABILITY	25.93%	3.70%	40.74%	29.63%

HOW WELL DID STUDENT GROUPS IN THE SCHOOL MEET IMPROVEMENT TARGETS?

SUMMARY OF FLAGS





ENGLISH LANGUAGE ARTS

MATHEMATICS







SCIENCE

SOCIAL STUDIES

LEGEND

-  Subgroup met 6% improvement target*
-  Subgroup met improvement target
-  Subgroup made progress, but did not meet improvement target
-  Subgroup did not make progress and did not meet improvement target

*This flag is only available for Economically Disadvantaged, English Learners, and Students with Disability subgroups.

	English Language Arts	Mathematics	Science	Social Studies
ALL STUDENTS				
AMERICAN INDIAN / ALASKAN NATIVE				
ASIAN / PACIFIC ISLANDER				
BLACK				
HISPANIC				
MULTI-RACIAL				
WHITE				
ECONOMICALLY DISADVANTAGED				
ENGLISH LEARNERS				
STUDENTS WITH DISABILITY				

How are we looking at this data?

We will be looking at this data as a whole school. Where do we see trends? In what areas do we need to address in closing the gaps?

Equity audit is looking at this data to include in their report.

Strategic Planning committee will take this data to help guide our goals for our school and students.

What does this mean for our students?



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Overall



Our overall scores look good. We now have the data to dig deep and create goals for all of our students. We want to not only outperform overall school scores, but we want to outperform subgroup targets. We want to close our gaps.

Coversheet

Facilities Committee Report

Section: V. Administration and Committee Reports
Item: D. Facilities Committee Report
Purpose: Discuss
Submitted by:
Related Material: 2018.11.26 Facilities Committee Report.pdf



The GLOBE Academy

Facilities Committee Report

November 26, 2018

Committee Chair: Juan Archila

Report Type: Report. No Board Action Required.

Committee Meeting Dates: October 30

***See attached meeting notes emailed to the committee previously.**

I. Task List Review

A. Lower Campus Fall 2018 Modulars:

1. At the time of this writing, Georgia Power still has not been rescheduled. There had been discussions between the contractor and our Georgia Power representative about coming once the wet weather passed, then we ran into Thanksgiving.
2. I continue to empathize with everyone affected by this delay and continue to stay on top of the contractor to do everything he can to complete work that doesn't depend on them. We have been having inspections and by today should have site approval from the site development department. There is a plumbing issue that caused plumbing inspection failure but should be fixed by the time of the meeting. There was a delay in getting the fire alarm vendor started but we should have that permit this week and installation complete by early next week.

B. Upper Campus:

1. I walked through the Upper Campus on Friday, 11/16 with Stevens & Wilkinson (pro bono architecture firm) to confirm scope items for the interior renovation. They are putting together "bridging documents" for a Design/Build team to advance into a set of Construction Documents.
2. RFQs have been posted to the GLOBE website for both a Design/Build team and for a Program Manager on 11/9 and 11/12, respectively, for the renovations needed for Fall 2019, including the elevator retrofit. These are two separate postings, but qualifications are due for both this week and we have a selection committee that will short list and solicit proposals from qualified teams. We are aiming to have both teams on board by the end of the calendar year.
3. We are maintaining a list of commercial contractors as well as a list of program managers that are prospective respondents to the RFQs. Members of our committee have established contact with most on the list and have updated on their status. Several firms are too busy to take this project on but we do have interest and have received several questions from multiple firms.
4. We have two quotes for removing the cross/steeple at the front of the property (above the bells) and should have a third one this week.

Next Meeting: Tuesday, November 27, 2018 at 6:30pm in the Upper Campus AHOS Office

End of Report

cc: Jason Bitar, Denise Clayton-Purvis, Christi Elliott-Earby, Darren Fagan, Johnny Garcia, Tyler Goforth, Josh Gregory, Ryan Hudak, Brad Jones, James Minderhout, Elizabeth Oliver, Amy Stone, Dana Stone, Jen Parker, Denise Procida, Chip White, Mira Williams, Anna Witte, Delilah Wynn-Brown

DRAFT



Juan Archila <juanarchila@theglobeacademy.net>

GLOBE Committee Meeting Notes, 10/30/18

Juan Archila <juanarchila@theglobeacademy.net>

Sun, Nov 11, 2018 at 9:46 PM

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A meeting was held in the Assistant Head of School's office at the Upper Campus on the above date. The following reflects the memory of the writer with regard to issues discussed, decisions made and direction given. Any corrections and/or additions should be forwarded to Juan Archila within seven (7) days.

Attendees: Juan Archila, Meghan Cotrell, Christi Elliott-Earby, Darren Fagan, Johnny Garcia, Kevin Holder, Brad Jones, Judy Limor

Meeting called to order at 6:36pm

1. Updates for the Group:

A. Lower campus and Georgia Power: Georgia Power has not been onsite to perform the work as yet. They were confirmed for 10/12 but had to cancel due to Hurricane Michael. There is other work ongoing including inspections (permit has been posted and box with permitted plans), building letters, low voltage, final grading/dressing/straw on upper portion (complete), handrails (completed the following Monday), fire alarm.

B. Stevens & Wilkinson (Pro bono architectural planning services): Not present but were to send an updated Design / Build RFQ for our review (completed last week).

C. Program Management for Upper Campus Projects: I mentioned that I would work on an RFQ later in the week (done, with draft sent to the committee on 11/10). A part-time facilities person, who focuses solely on construction projects, may also be hired next year and able to assist and be the in house point of contact.

2. Updates from the Group / Discussion:

A. Upper Campus Exterior Projects: We have received one quote for removal of cross and steeple. It looks to be in the ballpark so Dana get two more quotes.

B. Lower Campus Exterior Projects: Brad to meet with arborist to determine health of some trees. Laura Hancock has contacted Brad and myself for advice on playground replacement, as GLOBE has applied for a Kaboom grant. We agreed that demolition of the playground should occur only when we are ready to build the new one immediately thereafter, and a contractor should oversee it. Meghan brought up ideas for improvements for PE, including the feasibility of a gym building. It is a major challenge, at this time, to embark on a construction project at Lower Campus while we do not own it.

C. Upper Campus Interior Work Brainstorming: The group discussed the proposed scope of interior renovations to include in the RFP for Design/Build and for Program Management. Some small items, that historically have been done by the PTCC such as backpack hooks, built-in storage, etc. should be included in the Design/Builder's scope if possible just so there is one point of contact and to not lean heavily on parent volunteers.

Meeting adjourned at 8:03pm

Coversheet

Governance Committee Report

Section: V. Administration and Committee Reports
Item: G. Governance Committee Report
Purpose: Discuss
Submitted by:
Related Material: 2018.11.26 Governance Committee Report.pdf



The GLOBE Academy

Governance Committee Report

November 26, 2018

Committee Chair: Stacey Moore

Report Type: Report. No Board Action Required.

Updates:

1. The committee has started a thorough review of the bylaws. Aba Rogers is conducting the initial review and once completed, her findings will be presented to the committee. The committee will produce a complete set of recommendations and will be presenting them to the Board at a future date.
2. Karen Angel and Caylee Noggle have taken the lead on reviews of the handbooks and financial policies. Their findings will be presented at the next committee meeting. The committee will have discussions with the school's administration and the Board before presenting the final products to the Board for consideration.
3. Sharon is working on a Global Digital Citizens initiative. Next steps include identifying two to three Saturday mornings in February/March to hold workshops, sending out a communication about the initiative and requesting participation of 7th and 8th grade students, parents and teachers.

Next meeting: Monday, December 17, 2018 at 6:00 p.m. in the Upper Campus cafeteria.

END OF REPORT

Coversheet

Strategic Planning Committee Report

Section: V. Administration and Committee Reports
Item: H. Strategic Planning Committee Report
Purpose: Discuss
Submitted by:
Related Material: 2018.11.26 Strategic Planning Committee Report.pdf
2018.11.26 Strategic Plan Stakeholder Update.pptx



The GLOBE Academy

Strategic Planning Committee Report

November 26, 2018

Committee Chair: Katie Monroe

Report Type: Report. No Board Action Required.

Update:

1. Initial Guiding Team Kick-off meeting was held on November 6th with NorthStar Education Partners, who was selected as our strategic plan vendor.
2. All of the members of the Guiding Team have been identified and have been added to BoardOnTrack. Each of the respective Design Workshops (January 15th, February 9th and March 12th) have been posted on BoardOnTrack and the school's calendar.
3. NorthStar has been working with Christi, Sharon and Katie on communications for families, Board members, staff and the guiding team. In addition, there has been work completed on the parent and staff surveys.
4. The pertinent upcoming dates are as follows:
 - **November 26** – Presentation to board about strategic planning
 - **December 20** – Data collection complete
 - **January 15, 2-5:30** Design Workshop #1 with Guiding Team (Draft strategic plan)
 - **January 28** Presentation of draft strategic plan to board and community members + listening groups
 - **February 9, 9-1** Design Workshop #2 with Guiding Team (Finalize strategic plan)
 - **March 12, 2-5:30** Design Workshop #3 with Guiding Team (Implementation plan)
 - **March 31** – Strategic plan and implementation plan finalized

END OF REPORT

2019-2024 Strategic Plan

The GLOBE Academy

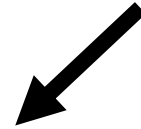


What is strategic planning?

No
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2024



Components of the Strategic Planning Process

- *What are you trying to accomplish? For whom?*

Intended Impact



Theory of Change

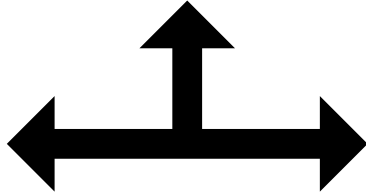
- *How do you make impact happen?*



Instruction, Culture, Inclusion, Talent, Etc.

- *What strategic initiatives are needed to achieve the intended impact ?*

Organization



Finances

- *What is the financial model to deliver the strategy?*

Performance metrics

- *How do you know you're achieving the desired results?*

- *What skills, staffing, systems, and structure are needed?*

Data Collection Plan

Overview: The Strategic Planning Process will be heavily data-driven, and informed by rigorous data collection. Initial data collection will focus on collecting, organizing and summarizing existing data. Focus groups, surveys and other efforts will follow

Data Collection Focus Areas

1. Teaching & Learning
2. Talent Management
3. School Culture
4. Student Enrollment & Retention
5. Diversity, Equity & Inclusion
6. Parent & Community Engagement
7. School Operations
8. Financial Sustainability
9. Governance

Strategic Planning Guiding Team

Board

Sharon Camara
Katie Monroe
Ryan Hudak
Juan Archila

Staff

Christi Elliott-Earby
Denise Clayton-Purvis
Judy Limor
Talia Dow
Zakia Funchess
Sandra Daniel
Lisa Dibble
Susan Mellage

Teachers

Lois Hertz
Gelen Tarazona
Christina Catinella
Jessica Morgan
Kristin Mitchell
Sabrina Manns

Parents

April Fields
Kady Weingart

We want to hear from you!

1. Staff survey
2. Strategic planning feedback form
3. Staff meeting, TBD (Upper Campus?)



Coversheet

Diversity Committee Report

Section: V. Administration and Committee Reports
Item: I. Diversity Committee Report
Purpose: Discuss
Submitted by:
Related Material: 2018.11.26 Diversity Committee Report.pdf



The GLOBE Academy
Diversity Committee Report
26 November 2018

Committee Chair: Monique Hudson

Report Type: Update

Meeting Date: 10/24

Updates:

- A. Equity Audit
 - a. Committee Chair, Board Chair, HOS, and UC Asst. HOS met with CommunityBuild Ventures regarding School Culture, Climate, and Equity Assessment (SCCEA) logistics on October 31, 2018.
 - b. SCCEA survey went live on November 16th. Negotiated an extended period to NOW close on November 27th. High response rate is **vital** to the process.
 - c. As of 11/26/18 less than 100 surveys have been completed (students not included).
 - d. HOS and staff working with CommunityBuild Ventures on site visit logistics.

- B. Other Business
 - a. PTCC is working on Black History Month program. Diversity Committee is committed to providing whatever assistance they need.

Next meeting: December 3, 2018 at 6 p.m. – Upper Campus

End of Report

Coversheet

Head of School Evaluation and Support Committee Report

Section: V. Administration and Committee Reports
Item: J. Head of School Evaluation and Support Committee Report
Purpose: Discuss
Submitted by:
Related Material: 2018.11.26 HOS Evaluation and Support Committee Report.pdf



The GLOBE Academy
Head of Schools Evaluation and Support Committee Report
November 25, 2018

Committee Chair: Ryan Hudak

Meeting Date: November 2, 2018

Attendees: Ryan Hudak, Sharon Camara, Monique Hudson

Update:

1. The committee discussed the Head of Schools evaluation cycle and agreed to the following general timeline:
 - a. Set goals in June-July for the upcoming school year
 - b. Conduct a mid-year evaluation in January of current school year
 - c. Conduct an end-of-year summative evaluation in June following the school year
2. The committee decided to modify the timeline for the current year. We will set goals in December and January and conduct a summative evaluation at the end of the school year.
3. The committee brainstormed a list of goals to discuss with the Head of Schools including:
 - a. MAP score targets
 - b. Milestones targets
 - c. STAMP targets
 - d. Teacher and student retention
 - e. Staff, student, and family satisfaction
 - f. Financial sustainability metrics
 - g. Improving communication with staff and families
 - h. Developing leadership team
4. Next steps:
 - a. Set up time to discuss goals with Head of Schools
 - b. Ask Head of Schools to develop a list of goals for discussion

Meeting Date: November 15, 2018

Attendees: Ryan Hudak, Sharon Camara, Monique Hudson, Christi Elliott-Earby

Update:

1. Christi proposed ideas for goals including:
 - a. Setting a clear vision for a multi-year org structure
 - b. Defining the middle school model



- c. Head of School Professional development
 - d. Leadership development
 - e. Healthy work-life balance
 - f. Communication
2. After a very productive discussion the committee agreed to establish two domains for the Head of Schools Performance Assessment:
 - a. Performance Goals
 - b. Leadership Competencies
3. We agreed to set targets for the following Performance Goals:
 - a. Student Achievement
 - i. MAP scores
 - ii. Milestones scores
 - iii. STAMP scores
 - b. Stakeholder Satisfaction
 - i. Staff satisfaction
 - ii. Student satisfaction
 - iii. Family satisfaction
 - c. Financial Sustainability
 - d. Strategic Plan Metrics
4. We agreed to research different leadership competency models to discuss at our next meeting.
5. The Head of Schools agree to draft targets for the performance goals to discuss at our next meeting.

End of Report