



The GLOBE Academy

Board of Directors Meeting

Date and Time

Monday August 26, 2019 at 7:00 PM EDT

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			07:00 PM
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.
- Trust: We are committed to honesty, transparency, and respectfully sharing our thoughts and encouraging others to do the same.

II. Public Comment

07:05 PM

A. Public Comment	FYI	Sharon Camara	5 m
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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 07:10 PM

A. Approve Agenda	Vote	Sharon Camara	5 m
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B. Approve Minutes	Approve Minutes	Sharon Camara	5 m
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Approve minutes for Board of Directors Meeting on August 5, 2019

IV. PTCC Report 07:20 PM

A. PTCC Report	FYI		5 m
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V. Administration and Committee Reports 07:25 PM

A. Executive Director's Report	Discuss	Christi Elliott- Earby	5 m
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B. Academic Committee Report	Discuss	Ryan Hudak	5 m
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C. Finance Committee Report	Discuss	Chip White	5 m
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D. Facilities Committee Report	Discuss		5 m
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E. Development Committee Report	Discuss	Will Acree	5 m
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F. Communications Committee Report	Discuss	Anita Patel	5 m
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G. Governance Committee Report	Discuss	Stacey Moore	5 m
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H. Strategic Planning Committee Report	Discuss	Katie Monroe	5 m
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I. Diversity Committee Report	Discuss	Monique Hudson	5 m
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J. Executive Director Evaluation and Support Committee Report	Vote	Ryan Hudak	5 m
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VI. Old Business

VII. New Business 08:15 PM

A. Bylaws Amendment	Vote	Sharon Camara	5 m
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Vote to expand the membership of the Board to 15.

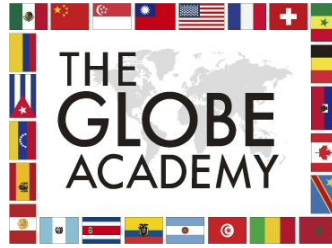
VIII. Closing Items 08:20 PM

A. Adjourn Meeting	Vote	Sharon Camara	
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Cover Sheet

Approve Minutes

Section: III. Consent Agenda
Item: B. Approve Minutes
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Board of Directors Meeting on August 5, 2019



The GLOBE Academy

Minutes

Board of Directors Meeting

Date and Time

Monday August 5, 2019 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, A. Rogers, C. White, J. Archila, K. Monroe, M. Adams, M. Hudson, R. Hudak, S. Camara

Directors Absent

S. Moore, W. Acree

Directors Arrived Late

A. Patel

Guests Present

C. Elliott-Earby, Christina Steiner, Cutia Blunt, David Thompson, J. Garcia, J. Limor, Jessica Varnell, K. Angel, K. Holder, Keisha Dudley, L. Pacheco, Laura Hancock, Olabisi Lane, Robyn Brandman, Sissi Jennings, Vilma Villalobos

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 August 5, 2019 @ 7:03 PM at 4105 Briarcliff Road NE, Atlanta, GA 30345.

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 email that was sent out regarding the house, noting that it gave very few details. She also noted that greater transparency is needed so that The GLOBE community knows how each dollar raised for the Annual Fund is spent. Finally, she said that an AHOS - LC is needed to ensure that Cutia is not set up for failure.

III. Consent Agenda

A. Approve Agenda

M. Hudson made a motion to amend the agenda to add Board Member Elections to New Business.

J. Archila seconded the motion.

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

B. Approve Minutes

J. Archila made a motion to approve minutes from the Board of Directors Meeting on 06-03-19.

M. Adams seconded the motion.

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

IV. Executive Session

A. Executive Session

Motion made by Chip to move to executive session to discuss a real estate matter. Motion seconded by Monique. Motion approved by all present. Moved to executive session at 7:14 p.m. Motion to leave executive session made by Juan. Motion seconded by Chip. Motion approved by all present. Returned from executive session and meeting called back to order at 7:30 p.m.

Juan made a motion to allow The GLOBE Academy, Inc. to continue negotiating a real estate transaction up to a contract per the terms discussed in executive session and pursue financing options. Motion seconded by Chip. Motion approved by all present.

A. Patel arrived late.

V. PTCC Report

A. PTCC Report

There was no report this month.

VI. Administration and Committee Reports

A. Executive Director's Report

A formal report was included in the agenda packet. Christi acknowledged Cutia and Judy, who were both present. Christi highlighted the current level of enrollment, which now makes The GLOBE one of the largest brick-and-mortar charter schools in Georgia. Christi stated that Zakia will be doing a presentation on the school's student data at the next Board meeting.

B. Academic Committee Report

There was no formal report this month. Ryan stated the committee did not meet over the summer.

C. Finance Committee Report

There was no formal report this month. Chip stated the committee finalized the amended FY18-19 budget, noting that there was about \$100K more in net income than the original budget. The variances highlighted on the budget, which was included in the agenda packet, were either 10 percent higher or lower, based on the expectations from the beginning of school year. There was about \$35K less in expected expenses and \$65K more in expected income. Chip spoke about the current financial policy that does not allow for wage or salary advances and said the committee would like to add language providing for an exception for new teachers, who could potentially not receive a paycheck for the first six weeks of employment. A discussion was held regarding the committee's proposal to include the exception. Ryan and Monique stated that practice of providing for partial paychecks for new employees is not technically an advance or loan but rather is a payroll exception. No formal vote was needed.

C. White made a motion to approve the amended FY18-19 budget.

R. Hudak seconded the motion.

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

D. Facilities Committee Report

A formal report was included in the agenda packet. Juan provided updates from the facility director which included Jerry hiring a new contractor to complete the work for stairs, retaining wall and landscape for the LC, railings that were repaired and blacktop that was replaced. For UC, the cross has been removed and the gym floor has been repaired, but has not been re-screened or varnished, which will occur around Fall break or Christmas. The UC parking lot will be getting re-stripped.

E. Development Committee Report

A formal report was included in the agenda packet. Meghann provided a presentation on the renderings for the playground project. Meghann thanked Laura Hancock for all of her hard work and playing an instrumental role in the project. Anita stated the fundraising overview was sent out on 8/4. The goal being to provide parents with "all of the asks that will be coming their way." Annual Fund has officially kicked off. The Annual Fund cycle has traditionally been June 1st through May 31st. Anita and Chip will discuss that since it does not align with the budget cycle. Annual Fund total raised thus far is \$6K, but a number of donations have been received in the previous 36 hours. Christi and Anita met about the Donor Wall. Two years worth of donors will be added at LC on another wall. Working on the date for GLOBE Trot. Once again, Jamie Raymond and Heather Corso will be leads for GLOBE Trot. Anita stated there is a need for a team of three people interested in providing assistance for Annual Fund and GLOBE Trot.

F. Communications Committee Report

There was no formal report this month. Anita said the committee did not meet during the summer. Christi said that Heather created a communication document that was sent out to parents, which discussed all of the ways in which to get updates on the school.

G. Governance Committee Report

There was no formal report this month. Christi mentioned that Stacey texted her stating that she has laryngitis and the flu.

H. Strategic Planning Committee Report

A formal report was included in the agenda packet.

I. Diversity Committee Report

There was no formal report this month. Monique stated the committee did not meet during the summer. Monique noted that the committee's meeting cadence will be a standing meeting set for the third Wednesday of each month at 6:30 p.m. Monique will confirm with Tyler on the meeting space.

J. Head of School Evaluation and Support Committee Report

There was no formal report this month.

R. Hudak made a motion to rename the Head of School Evaluation and Support Committee to the Executive Director Evaluation and Support Committee.

K. Monroe seconded the motion.

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

VII. Old Business

A. Board Member Terms

R. Hudak made a motion to elect Chip White to a new three-year Board term, ending on June 30, 2022.

J. Archila seconded the motion.

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

Roll Call

C. White Abstain

W. Acree Absent

J. Archila Aye

A. Patel Aye

M. Adams Aye

R. Hudak Aye

M. Hudson Aye

S. Camara Aye

K. Monroe Aye

S. Moore Absent

A. Rogers Aye

B. Board Member Terms

Anita mentioned that she would like to have a discussion at a later time about her term, possibly being shortened.

C. White made a motion to elect Anita Patel to a new three-year Board term, ending on June 30, 2022.

M. Hudson seconded the motion.

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

Roll Call

A. Rogers Aye

S. Camara Aye

C. White Aye

S. Moore Absent

J. Archila Aye

R. Hudak Aye

K. Monroe Aye

M. Adams Aye

M. Hudson Aye

W. Acree Absent

A. Patel Abstain

VIII. New Business

A. Recognizing Juan Archila

Sharon and the Board recognized Juan for his contributions to The GLOBE and his years of service as a Board member. Christi presented Juan with a plaque recognizing his service and stated that the UC elevator will be dedicated in his honor.

B. Board Member Election

C. White made a motion to elect Luis Pacheco to a three-year term on the Board, effective immediately.

R. Hudak seconded the motion.

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

IX. Closing Items

A. Adjourn Meeting

The next scheduled meeting will be held on August 26, 2019 at 7 p.m. at Upper Campus.

C. White made a motion to adjourn the meeting.

J. Archila seconded the motion.

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

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:21 PM.

Respectfully Submitted,
K. Holder

Cover Sheet

PTCC Report

Section: IV. PTCC Report
Item: A. PTCC Report
Purpose: FYI
Submitted by:
Related Material: 2019.08.26 PTCC Report.pdf

PTCC MONTHLY REPORT

AUGUST 26, 2019

MONTHLY OVERVIEW

Orientation August 5th

PTCC sold used uniforms, and spirit wear at Orientation as well as assisted parents with volunteer sign-ups. The PTCC PayPal account was not accepting payments at times during orientation. We trouble shot that and the issue has now been fixed.

Spirit Night August 14th

Spirit Night was on August 14th at Uncle Maddios Pizza and Bubble Ice Cream. It was well-attended.

Ice Cream Social, August 23rd

Originally scheduled for August 9th, the Ice Cream Social was moved to August 23rd to change it from only a LC event to an event for both LC and UC. Oak Gove Market donated 8 tubs of ice cream, and staff served attending parents and students. PTCC noted that parking at LC was an issue this year. For the 2020/2021 school year, we will not rely solely on the newsletter to inform parents about parking - for example, we also plan to post parking signs at Echo Ridge Pool.

PTCC and PACS

PTCC and PACs are busy finalizing our budgets for the 2019/2020 school year. Events are largely going to be the same events as in prior years but with modifications. For instance, the PTCC will continue to host Spirit Nights but some of them will be outside of the GLOBE's immediate area and in other parts of DeKalb County as suggested by parents. The Maker's Market will be larger this year as we will have time to recruit and attract more vendors.

UPCOMING EVENTS

September 7–Grow Your Roots & Screen on The Green

September 28 – Inter'l Fest

August 30-September 4 – UC Book Fair

PTCC GOALS

- Increase parental engagement in volunteer activities
- Build technical capacity of PTCC (PTOffice, Online sales)
- Enhance accessibility of PTCC events for all Globe families

Cover Sheet

Executive Director's Report

Section: V. Administration and Committee Reports
Item: A. Executive Director's Report
Purpose: Discuss
Submitted by:
Related Material: 2019.08.26 Executive Director's Report.pdf
2019.08.26 GMAS Board Presentation.pptx

HOS Report

8/26/19

Updates

Marsha Huitt has joined the admin team at UC until the HOS position can be filled.

Culminating 8th grade trip. Concordia Language Villages in Minnesota.

Tuition for the camp to be part of our curriculum - \$30,000.00 per year

We will ask parents to cover travel costs.

Committee of staff and parents met to discuss.

Enrollment

Aug	Out/+	Aug	Waitlist #'s
K: 144	144	42/427	
1: 144	144	16/203	
2: 145 -1	144	4/9 Spanish, N/A Mandarin & French	
3: 137 -1	136	N/A Spanish, Mandarin & French	
4: 116 -1	115	N/A Spanish, Mandarin & French	
5: 57	57	N/A Spanish, Mandarin & French	
6: 96	96	22/153	
7: 93	93		
8: 67 -2	65		
Total: 999	994		

Through STAMP, we backfilled the following:

- 3 seats in 2nd grade Spanish
- 3 seats in 2nd grade Mandarin
- 1 seat in 2nd grade French

- 9 seats in 3rd grade Spanish
- 3 seats in 3rd grade French
- 2 seats in 3rd grade Mandarin

- 3 seats in 4th grade Spanish
- 4 seats in 4th grade French
- 1 seat in 4th grade Mandarin

- 8 seats in 5th grade Spanish

PD & Strategic Plan

GADII - Georgia Dual Immersion Institute - 8/24/19

12 staff attended

Strategic Plan -

Guiding Team for core Instruction met 8/15,
staff work session 8/27 & 9/10

DEI Guiding Team to conduct interviews for a vendor to guide our work.
Operations Guiding Team to meet in September

Milestones

Rankings in the County last meeting - now start to look at our data.
Zakia Funchess presentation

Facilities

Master Planning for UC and now working on a Phase 1 master plan for LC. Only Phase 1 because we do not own our LC building.
Darren Fagen presentation

GEORGIA MILESTONES: MOVEMENT ACROSS THE BANDS

Comparative Data Across Race and Subgroups

TEACHING AND LEARNING TARGETS

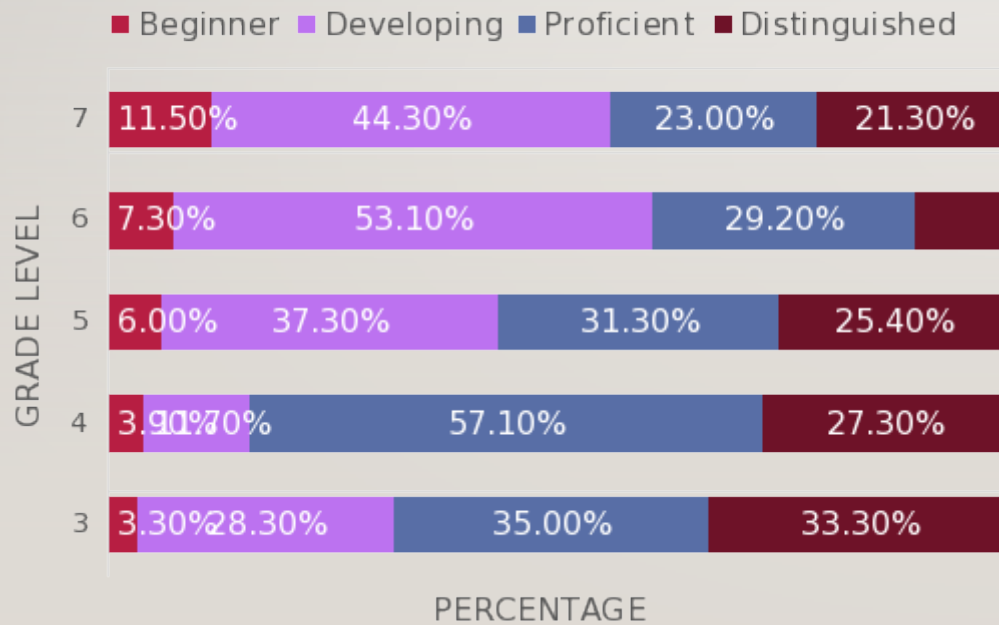
Teaching & Learning	3% of 4 th grade students who scored 2 on Math Milestones in SY17-18 will score 3 in SY18-19.
Teaching & Learning	3% of 5 th grade students who scored 2 on Math Milestones in SY17-18 will score 3 in SY18-19.
Teaching & Learning	3% of 6 th grade students who scored 2 on Math Milestones in SY17-18 will score 3 in SY18-19.
Teaching & Learning	3% of 7 th grade students who scored 2 on Math Milestones in SY17-18 will score 3 in SY18-19.
Teaching & Learning	3% of 8 th grade students who scored 2 on Math Milestones in SY17-18 will score 3 in SY18-19.
Teaching & Learning	3% of 4 th grade students who scored 2 on ELA Milestones in SY17-18 will score 3 in SY18-19.
Teaching & Learning	3% of 5 th grade students who scored 2 on ELA Milestones in SY17-18 will score 3 in SY18-19.
Teaching & Learning	3% of 6 th grade students who scored 2 on ELA Milestones in SY17-18 will score 3 in SY18-19.

GLOBE DEMOGRAPHICS

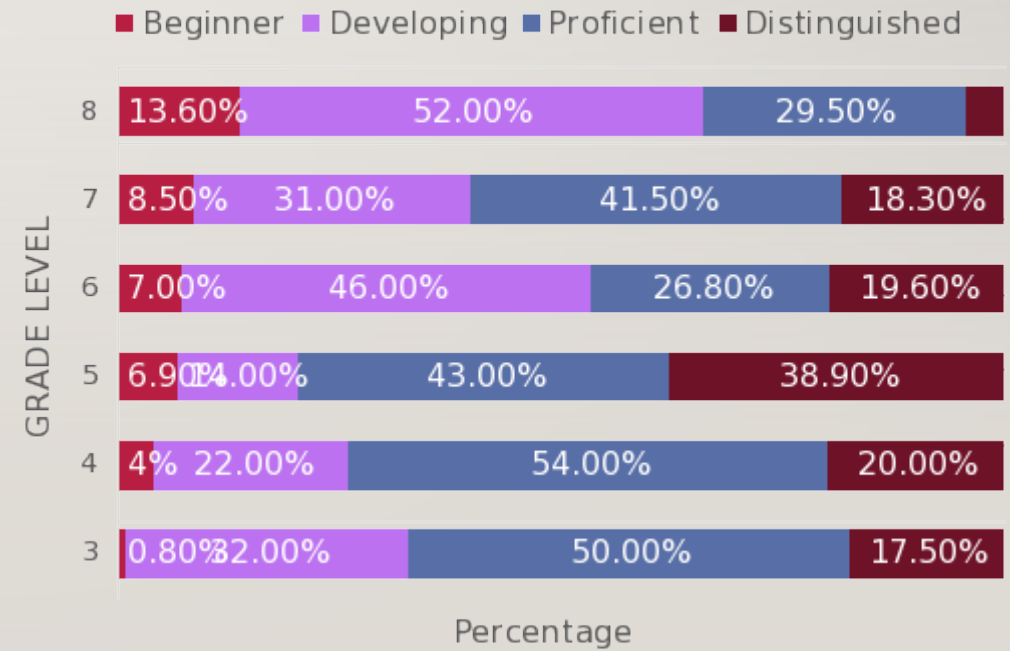
School Year	Total Enrollment	Male %	Female %	Econo DisAd %	Asian %	Black %	Hispanic %	Amer. Indian %	Multiracial %	White %	SWD %
2017-18	783	50	50	11.24%	4.0%	28.0%	12.0%	<1	9.0%	48.0%	~10%
2018-19	903	49	51	12.85%	4.0%	26.0%	10.30%	<1	8.0%	48.0%	11%

COMPARING THE NUMBERS ACROSS GRADE LEVELS

2018 MATH

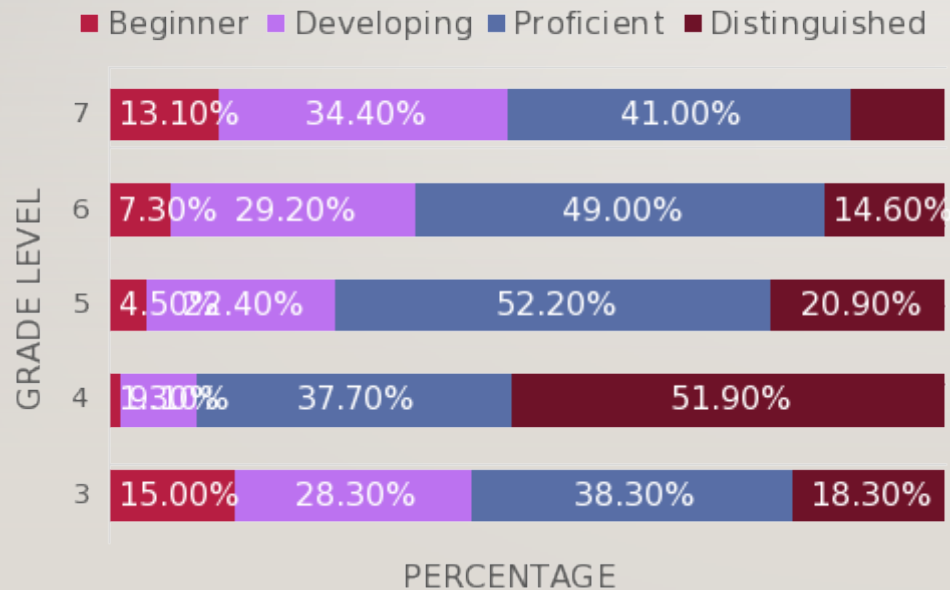


2019 Math

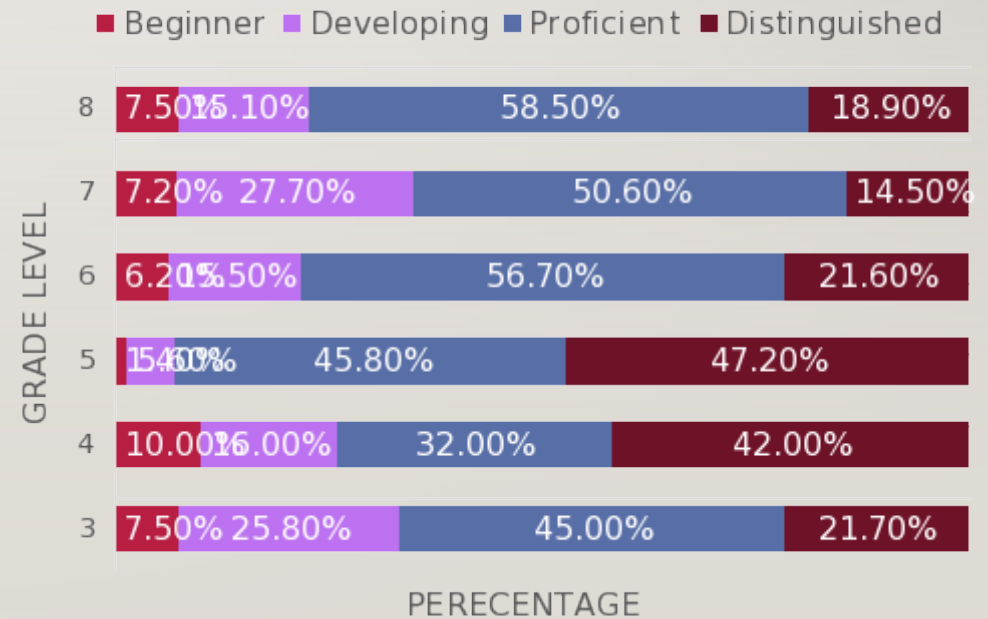


COMPARING THE NUMBERS ACROSS GRADE LEVELS

2018 ELA



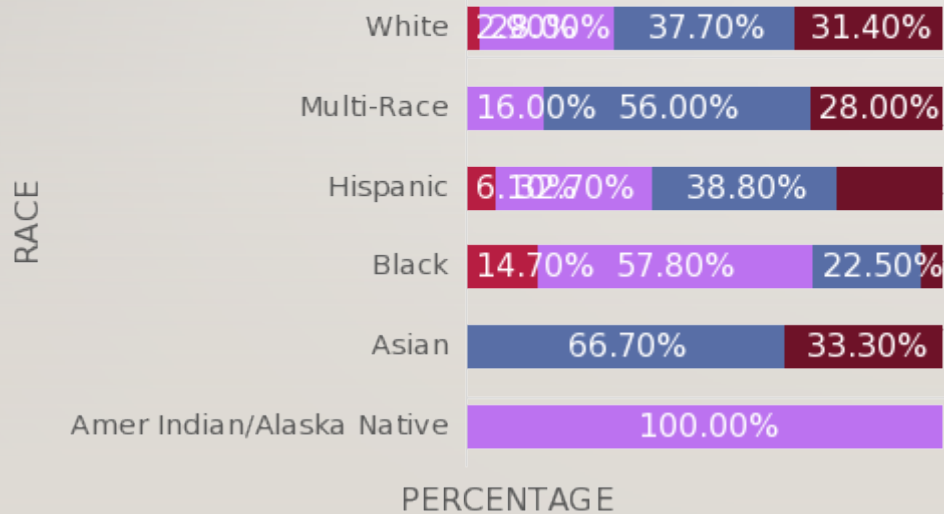
2019 ELA



COMPARING NUMBERS ACROSS RACE

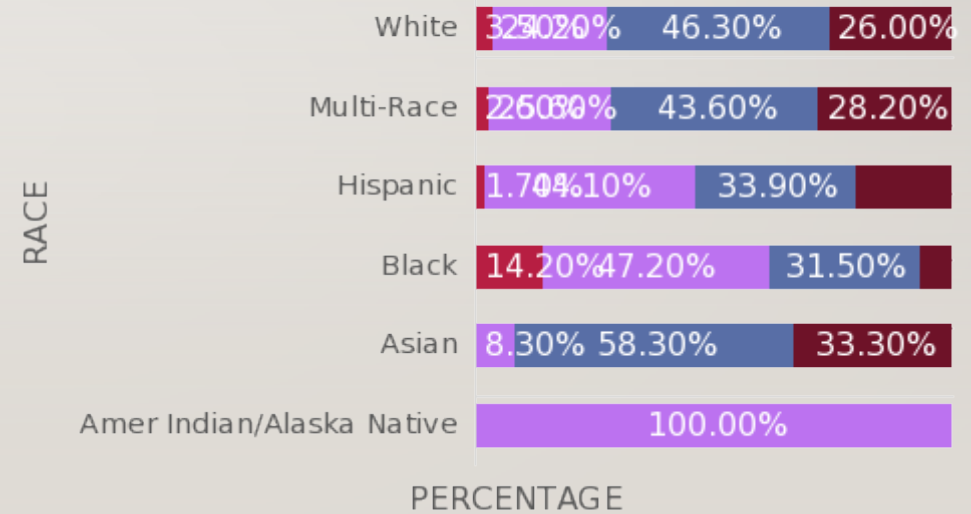
2018 MATH

■ Beginner ■ Developing ■ Proficient ■ Distinguished



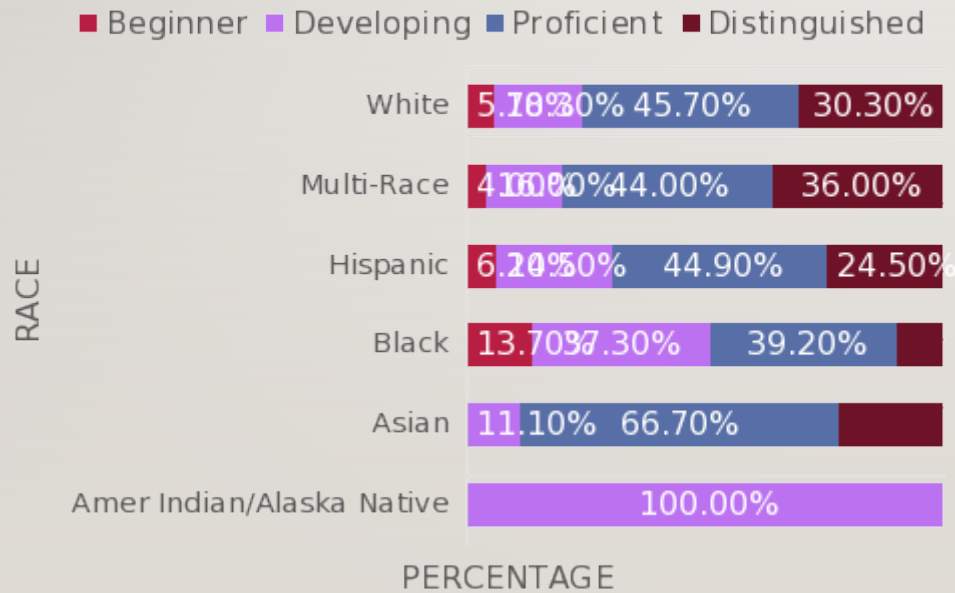
2019 MATH

■ Beginner ■ Developing ■ Proficient ■ Distinguished

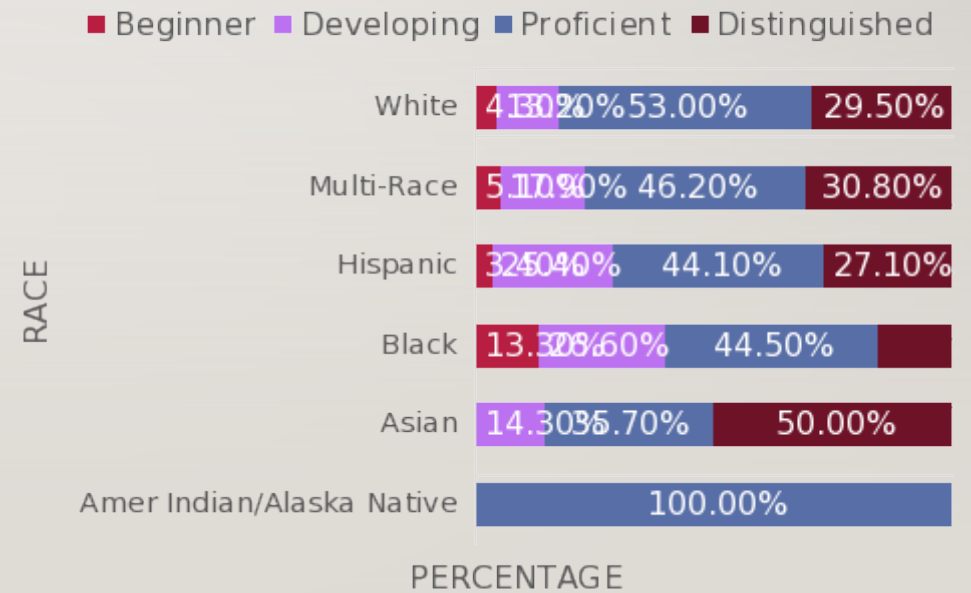


COMPARING NUMBERS ACROSS RACE

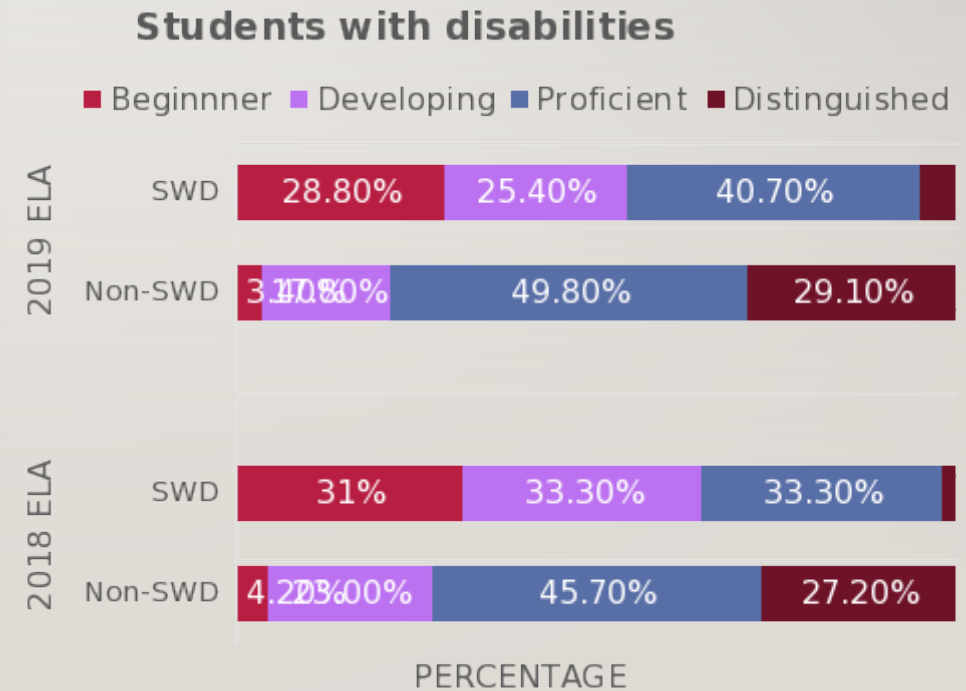
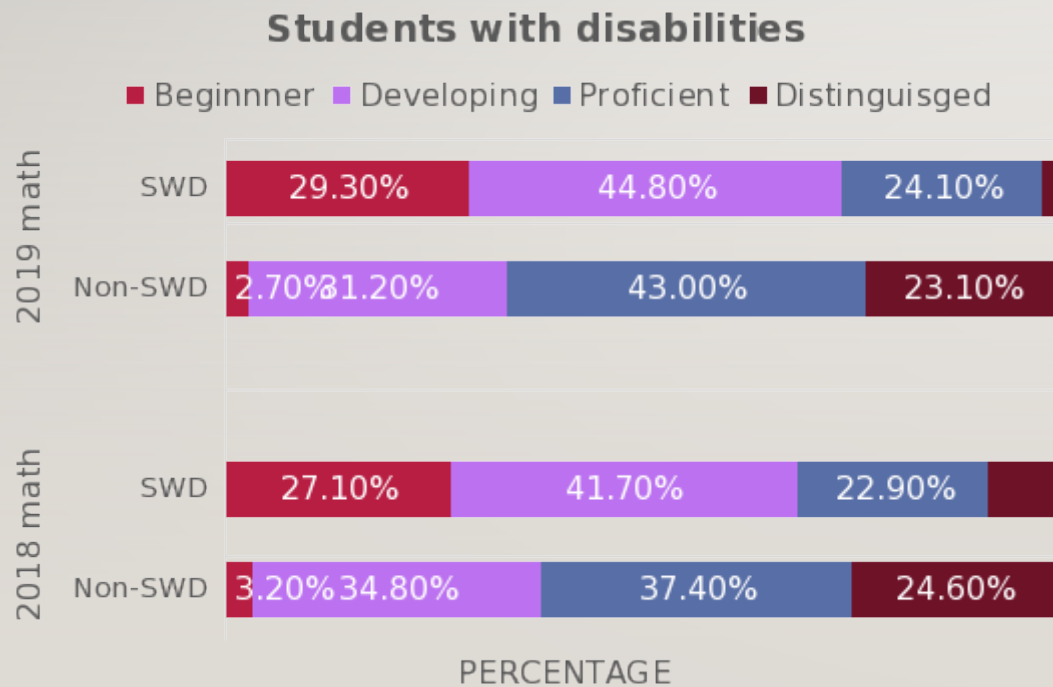
2018 ELA



2019 ELA

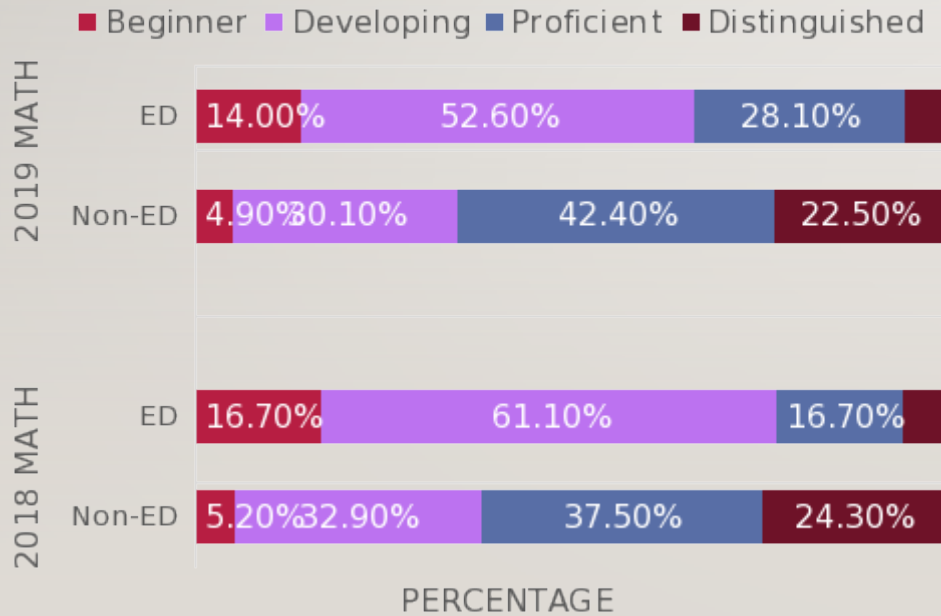


COMPARING NUMBERS ACROSS SUBGROUPS

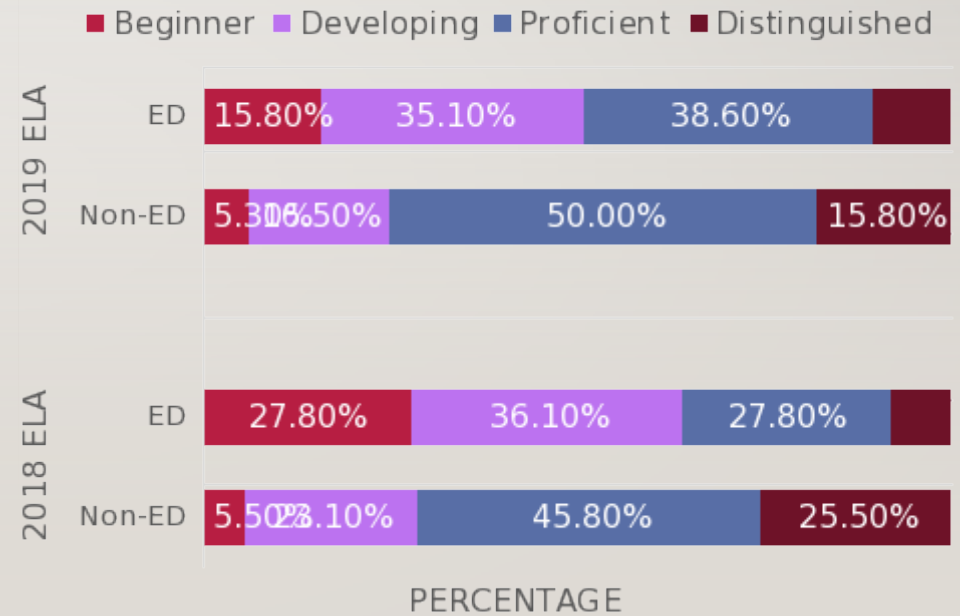


COMPARING NUMBERS ACROSS SUBGROUPS

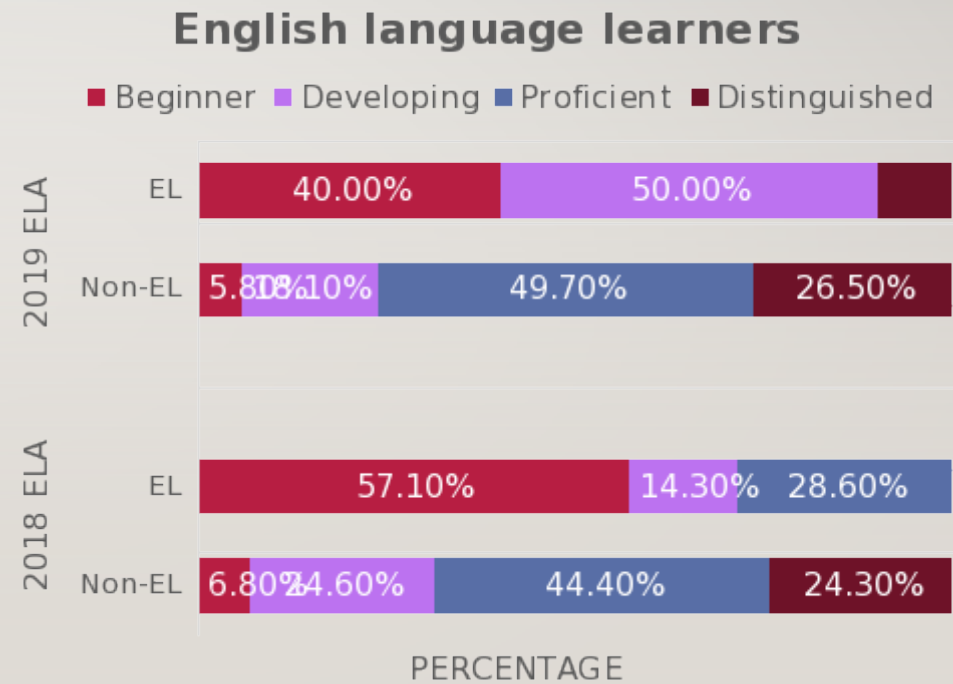
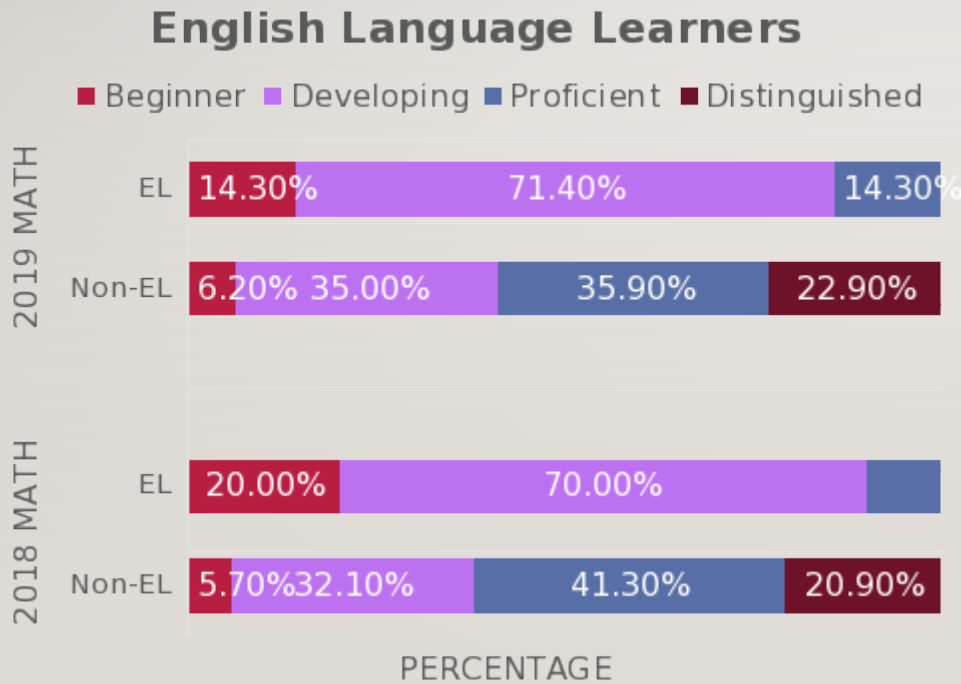
Economically disadvantaged



Economically disadvantaged



COMPARING NUMBERS ACROSS SUBGROUPS



PLAN OF ACTION

- Collaborate with the Academic Committee to set SMART teaching and learning targets
- Continue to identify ways to close the achievement gaps
 - MAP Growth and Projection Data
 - Pre/Post Test Assessments
 - Fountas and Pinnell
- Keep a pulse on newly enrolled 2nd through 5th graders

Cover Sheet

Development Committee Report

Section: V. Administration and Committee Reports
Item: E. Development Committee Report
Purpose: Discuss
Submitted by:
Related Material: 2019.08.26 Development Committee Report.pdf



The GLOBE Academy

**Development Committee
Grants and Fundraising Subcommittee Report**

26 August 2019

Committee Chair: Will Acree
Report Submitted By: Meghann Adams

Report Type: Update

Attendees: Meghann Adams, Keisha Dudley, Laura Hancock, Bisi Lane, Anna Woodbury

Meeting Date: 8/20

Updates:

- I. School Needs, Grant Prospects, Grant Calendar**
 - a. Pulling together teacher and staff survey to determine school/teacher needs
 - b. Based on needs, research grant prospects
 - c. Adding out blurb to parents in weekly newsletter asking about grant connections
 - d. Develop 2019-2020 grant calendar

- II. LC Playground Project Update**
 - a. Timeline for installation has been bumped up to possibly October, still pending vendor's availability and time to special order equipment
 - b. Lowe's and Publix Grant reports submitted to close out Phase I grants
 - c. American Academy of Dermatology Shade Structure grant – Following-up with Coach Corso and school nurses regarding required curriculum. Possibly apply summer 2020.

- III. Target Field Trip Grant**
 - a. Due October 1
 - b. Looking for interested teachers to apply
 - c. Committee members can help the teacher draft and submit application

- IV. Science Program Grants (Earth and Life Sciences)**
 - a. Conducting new needs assessment
 - b. Drafting VWR Foundation proposal for earth sciences
 - c. Life sciences prospects – Honda, Toshiba

V. Educator Professional Development Grants

- a. Need more lead time to be successful for grants (6 months to a year)
- b. Possibly PTCC funds available

VI. GaDOE Security Grant - \$30,000 for the entire school

Next meeting: September 17, 2019 at 7:30 p.m. – via teleconference

End of Report

Cover Sheet

Strategic Planning Committee Report

Section: V. Administration and Committee Reports
Item: H. Strategic Planning Committee Report
Purpose: Discuss
Submitted by:
Related Material: 2019.08.26 Strategic Planning Committee Report.pdf



The GLOBE Academy

Strategic Planning Committee Report

26 August 2019

Committee Chair: Katie Monroe

Report Type: Update

Updates:

- I. Guiding Team held its first meeting of the Academic Year on 8/15
- II. Moving forward in each area of Strategic Plan:
- III. NorthStar Partners will be (if contract approved) providing external support for Core Instruction & Organizational Development
 - a. Instructional Guiding Team (focused on Core Instruction initiative) will meet monthly
 - b. Organizational Development Guiding Team will convene in parallel.
 - c. Roles, responsibilities, and job descriptions are being clarified. Organizational Chart is nearly complete.
- IV. Several vendors have responded to RFP seeking external support for DEI Initiative – interviews are being scheduled
- V. Facilities team has been working on the master plan for UC and plan to start on Phase I of LC soon.
- VI. By design, faculty and staff are doing much of the “heavy lifting.” Board and senior leaders will share input and feedback and approve decisions. GLOBE community will be asked to share input and feedback as well.
- VII. Presentations/updates to the Board will be made 3 times this Academic Year by NorthStar. Information will be sent in advance of those sessions so that board members have time to read and reflect on the documents and meeting time can be optimally utilized for discussion and feedback.
- VIII. Strategic Planning Committee meeting will be scheduled in September – date and time TBD.

End of Report