



The GLOBE Academy

Board of Directors Meeting

Date and Time

Monday September 23, 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			7:00 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
<p>Vision: To develop globally minded citizens who have the knowledge, skills, and attitudes to effect positive change in our world.</p> <p>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.</p> <p>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.</p> <ul style="list-style-type: none"> • 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			7:05 PM
A. Public Comment	FYI	Sharon Camara	5 m
<p>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.</p>			

III. Consent Agenda			7:10 PM
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 August 26, 2019			
IV. Executive Session			7:20 PM
A. Executive Session	Discuss		10 m
To discuss a personnel matter.			
V. PTCC Report			7:30 PM
A. PTCC Report	FYI		5 m
VI. Administration and Committee Reports			7:35 PM
A. Executive Director's Report	Discuss	Christi Elliott-Earby	5 m
B. Academic Committee Report	Discuss	Ryan Hudak	5 m
C. Finance Committee Report	Discuss	Luis Pacheco	5 m
D. Facilities Committee Report	Discuss		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
J. Executive Director Evaluation and Support Committee Report	Vote	Ryan Hudak	5 m
VII. Old Business			
VIII. New Business			8:25 PM
A. Board Member Election - Drew Reynolds	Vote	Sharon Camara	5 m
At the previous Board meeting, Drew Reynolds was introduced and Sharon indicated the Board would hold a vote on adding Drew to the Board at the September meeting.			
B. Board Member Election - Johnny Garcia	Vote	Sharon Camara	5 m
C. Board Member Roles	Discuss	Sharon Camara	5 m
IX. Closing Items			8:40 PM
A. Adjourn Meeting	Vote	Sharon Camara	

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 26, 2019

APPROVED



The GLOBE Academy

Minutes

Board of Directors Meeting

Date and Time

Monday August 26, 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. Rogers, C. White, K. Monroe, L. Pacheco, M. Adams, M. Hudson, R. Hudak, S. Camara

Directors Absent

A. Patel, S. Moore, W. Acree

Directors Left Early

R. Hudak

Guests Present

A. Fields, Amanda Raizano, Aristotle Rabanaz, C. Elliott-Earby, Christina Steiner, Christina Wade, Cliff Chestnutt, Cutia Blunt, D. Reynolds, Darren Fagan, Elise Riley, J. Garcia, Joyce McDole, Judy Limor, K. Holder, Keesa Swaney, L. Hancock, Lisa Padron, Marsha Hewitt, Michael Kidd, Robert Brown, Robyn Brandman, Sorina Fant, Steven Wang, T. Barnes, Vilma Villalobos, Z. Funchess

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 26, 2019 @ 7:02 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 lack of communication regarding the school's strategic plan process and stressed the need for additional information about the process to be properly communicated to The GLOBE community.

III. Consent Agenda

A. Approve Agenda

The agenda and minutes were approved by consent without objection.

B. Approve Minutes

K. Monroe made a motion to approve minutes from the Board of Directors Meeting on 08-05-19.

L. Pacheco 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. Christina Wade provided the presentation to the Board.

V. Administration and Committee Reports

A. Executive Director's Report

A formal report was included in the agenda packet. After concluding her segment of the report, Christi introduced Judy to discuss information on the culminating trip to Concordia Language Villages in Minnesota. Judy indicated that the goal is for the school to cover the curriculum costs for the trip and parents bear responsibility of the cost for the round-trip flight and baggage fees. A video about Concordia Language Villages was shown. Christi then introduced Darren Fagan to give a presentation on the Master Site Plan for UC. Darren was accompanied by Michael Kidd of Root Design Studio. Finally, Zakia gave a presentation on the school's Milestones data. The presentation was included in the agenda packet.

Monique made a motion to forgo the normal bidding selection process for the LC Phase I project and allow for the vendor for the UC project to submit renderings for LC. Motion seconded by Chip. Motion approved by all present.

R. Hudak left early.

B. Academic Committee Report

There was no formal report this month. The committee did not meet this month. The plan is for Drew Reynolds to be added to the Board next month and assume the role as chair of the Academic Committee.

C. Finance Committee Report

There was no formal report this month. The committee met this month. The committee discussed the logistics of having more consistent finance meetings, getting the financials submitted for inclusion in the packets for each meeting and uploading them onto

BoardOnTrack. In addition, Christi noted submitting them to the county as well for their "whole new plan on financial accountability." The committee approved incorporating the \$30K each year into the budget to cover the curriculum costs of the 8th grade trip. The parents will be responsible for the out-of-pocket travel costs.

Chip made a motion to approve the contract to pay for the playground equipment for LC. Motion seconded by Meghann. Motion approved by all present.

Chip made a motion to elect Luis as treasurer for the Board. Monique seconded the motion. Motion approved by all present.

D. Facilities Committee Report

There was no formal report this month. The informal report was given during the Executive Director's Report earlier in the meeting.

E. Development Committee Report

A formal report was included in the agenda packet. The committee met on 8/20 and has established a regular meeting schedule for the entire school year that has been posted on BoardOnTrack and the school's calendar. Each meeting will be held via teleconference and the call-in info is included in the meeting notices on BoardOnTrack.

F. Communications Committee Report

There was no formal report this month.

G. Governance Committee Report

There was no formal report this month. Sharon asked Aba to take on a more prominent role in getting the committee re-engaged.

H. Strategic Planning Committee Report

A formal report was included in the agenda packet. Sharon asked Katie to have NorthStar facilitate a public forum in September for the benefit of the parents and other interested parties to get an update on the current status of the plan. Katie indicated the date and time would be communicated once the details are finalized.

I. Diversity Committee Report

There was no formal report this month. Monique stated that the committee is scheduled to meet on 8/28. The future meetings would revert back to the third Wednesday of each month and the meeting location will likely be Lower Campus. Monique also discussed the increased interest that she has received from those wanting to serve on the committee and said she has encouraged some to join other committees like the Academic Committee. Monique or a designee of the committee will be present for the interviews for the vendor for the DEI initiative.

J. Executive Director Evaluation and Support Committee Report

There was no formal report this month. Sharon indicated the committee has been working with Christi to close out the goals from last school year and working on the goals for the current school year. Sharon and Ryan will be meeting with Christi weekly.

VI. New Business

A. Bylaws Amendment

C. White made a motion to amend the Board's bylaws and expand the membership of the Board to 15.

A. Rogers seconded the motion.

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

VII. Closing Items

A. Adjourn Meeting

The next scheduled meeting will be held on Monday, September 23, 2019 at 7 p.m. at Upper Campus.

C. White made a motion to adjourn the meeting.

M. Hudson 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 8:50 PM.

Respectfully Submitted,

K. Holder

Cover Sheet

Executive Session

Section: IV. Executive Session
Item: A. Executive Session
Purpose: Discuss
Submitted by:
Related Material: Executive.Session.Affidavit.09232019.pdf



EXECUTIVE SESSION AFFIDAVIT

(In accordance with O.C.G.A. § 50-14-4(b))

The undersigned presiding Board Officer of the GLOBE Academy Board of Directors, under oath hereby states and certifies that at the Board meeting held on the 23rd day of September, 2019, the following:

1. The Board properly entered executive session as permitted by O.C.G.A. § 50-11-3. The only matters discussed during such executive session of its meeting as allowable under O.C.G.A. § 50-14-2 and 50-14-3 were as follows:
 - () To consult and meet with legal counsel pertaining to pending or potential litigation, settlement, claims, administrative proceedings or other judicial actions;
 - () To discuss tax matters which are confidential by state law;
 - () To authorize negotiations to purchase, dispose of, or lease property;
 - () To authorize the ordering of an appraisal related to the acquisition or disposal of real estate;
 - () To enter into a contract to purchase, dispose of or lease property, subject to approval in a subsequent public vote;
 - () To enter into an option to purchase, dispose of, or lease real estate, subject to approval in a subsequent public vote;
 - To discuss the appointment, employment, compensation, hiring, disciplinary action or dismissal or periodic evaluation or rating of a public officer or employee, but not when receiving evidence or hearing argument on charges filed to determine disciplinary action;
 - () To discuss records (or portions thereof) exempt from public inspection or disclosure pursuant to Article 4 of Chapter 18 of Title 50.
2. To the best knowledge and belief of the undersigned, no other matters than those of a purely personal and/or non-governmental nature were discussed during said executive session.
3. By executing this affidavit, the undersigned does hereby state that he/she in no way waives any rights granted under the Fifth Amendment to the United States Constitution.
4. This affidavit is executed solely for the purpose of compliance with the mandate of O.C.G.A. § 50-14-4(b) and shall serve no other purpose.

This 23rd day of September, 2019.



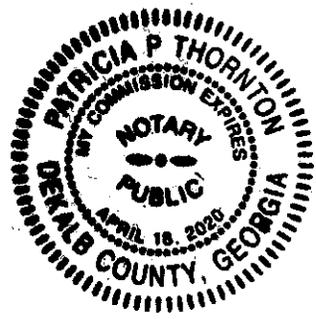
PRESIDING OFFICER

SUBSCRIBED AND SWORN TO
before me this 23 day of September, 2019.



Notary Public

My commission expires: 4/18/2020



Cover Sheet

PTCC Report

Section: V. PTCC Report
Item: A. PTCC Report
Purpose: FYI
Submitted by:
Related Material: 2019.09.23 PTCC Report.pdf



PTCC MONTHLY REPORT

SEPTEMBER 23, 2019

PAC News

FUN PAC

- Managed orders of and distributed over 800 village and spirit wear shirts.

PTCC Leadership Team Meeting

- Worked with individual PACS to finalize their budgets.
- PTCC Leadership Team voted and approved 2019/2020 budget to be distributed to the PTCC general members for the final vote.
- Voted to hold public PTCC meetings at the speaker series set for 12/05 and 04/16.
- Initiated the process to begin posting PTCC Mtg. Minutes to PTCC website.

PTCC Goals

- Increase PTCC Volunteerism
- Inspire new volunteers
- Build tech capacity of PTCC (PT Office/ Online Sales).
- Enhance accessibility of PTCC events for all GLOBE families.



MONTHLY OVERVIEW

Grow Your Roots at GLOBE

- Approx. 15 Volunteers
- **Upper Campus Projects:** Installed lost & found rack system/assembly of bookshelves/ assembly of cabinets/ installation of book bag hooks.
- **Lower Campus Projects:** Replaced all wood in park benches in park/ Built an outdoor blackboard as requested by Coach Corso. Weeded Butterfly Garden/Removed bark from tree stump seats as needed/Prepared new location for Climbing Dome (Dome could not be removed at this time because it has cement footings that must be removed first).

Screen on The Green

- BIGGEST turnout for Screen on The Green ever!
- We showed 'Inside Out.'
- PTCC provided free popcorn and arranged for food trucks for purchased food.
- PTCC, inspired by parent feedback from previous events, provided porta-potties.

Upcoming....

International Fest

- At Upper Campus, Saturday, September 28th 2-5 p.m.
- Middle schoolers are creating language- track based games and will be hosting booths for all attendees to experience.
- PTCC will provide a Henna Artist, Polynesian Dancers, Lion Dancers, and many more cultural performances and activity centers.

Upper Campus Book Fair

- Scheduled for September 30 through October 4, 2019.

Wonderful Wednesdays for Teachers & Staff

- Fourth Wednesday of each month PTCC will provide Teachers and Staff treats to show our appreciation.

Cover Sheet

Executive Director's Report

Section: VI. Administration and Committee Reports
Item: A. Executive Director's Report
Purpose: Discuss
Submitted by:
Related Material: 2019.09.23 Executive Director's Report.pdf
Lottery Policies 2020-21 The GLOBE Academy .pdf

HOS Report

9/23/19

Updates

International Fest - September 28th 2:00-5:00

Lottery policy changes attached.

This is the document for the updated lottery policies for 2020-21. Specifically the Post Open Enrollment and Waiting List section, the language in red reflects the need to make adjustments to placement for Heritage speakers placed from the waitlist.

Enrollment

Aug	Out/+	Aug	Sept
K: 144	144	144	144
1: 144	144	144	144
2: 145 -1	144	144	144
3: 137 -1	136+1	137	137
4: 116 -1	115	115	115
5: 57	57	57	57
6: 96	96	96	96
7: 93	93	93	93
8: 67 -2	65	65	65
Total: 999	994	995	

Waitlist
 K, #31/427
 1, #15/203
 2nd Spanish, 8 Ss
 2nd Mandarin, 1
 Ss
 6, #21/153

504's

K-3	13
4-5	17
6-8	45

RTI

Tier II	45
Tier III	26

PD & Strategic Plan

Readers Workshop training for English teachers K-5 with Lucy Caulkins the second week of September at ANCS.

Sending a LC teacher to Orten Gillingham training for reading instruction and another teacher to Teachers College to a Dyslexia workshop with Readers Workshop. 2 Teachers got into the Math endorsement program through Metro Resa.

Strategic Plan - staff work session 9/10

Community input for Profile of a Graduate, final feedback from board at October meeting.

Facilities - Master Planning for LC has begun. We can not go as in depth as UC due to us not owning the property or building.

The GLOBE Academy 2020-21 Lottery Process, Policy, and Procedures

Lottery Date: Friday, February 28, 2020 at Noon

Table of Contents

Policy Procedures

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- o Post Open Enrollment
- o Lottery Day
- o Preferences
- o Notification of Accepted Students
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Enrollment Policy

For the 2020-21 school year, The GLOBE Academy will accept applications for kindergarten through sixth grade. In accordance with guidelines set forth by the Georgia Department of Education (SBOE Rule 160-4-9-.05), 2nd - 5th grade applicants must meet proficiency standards in Spanish, French, or Mandarin Chinese (simplified) through the STAMP language assessment (see below).

If the number of timely applicants received by The GLOBE Academy exceeds the capacity of a program, class, grade level or building, The GLOBE Academy shall ensure that such applicants have an equal chance of being admitted through a random-selection lottery. To participate in the lottery, a student's application must be received during the Open Enrollment period and prior to the enrollment application deadline as established by the school's Board (5:00 p.m. on Monday, February 24, 2020). The lottery will take place on Friday, February 28 at noon. An unbiased third party will witness and certify the validity of the lottery.

The attendance zone for eligible applicants is any residence within the DeKalb County School District as determined by DeKalb County School District (DCSD). Class size is at the discretion of the Executive Director, with Board approval, as long as within legal limits.

PROCEDURES

Open Enrollment

During Open Enrollment (January 21 - February 24, 2020), parents may apply online via The GLOBE Academy website at www.theglobeacademy.org/apply. Students applying for 2nd - 5th grade must complete STAMP language assessment before applying. Contact Meg Brown at megan.brown@theglobeacademy.net for more information and to schedule the assessment. To be included in the 2020-21 lottery students must complete the STAMP assessment by Feb. 11 in order to apply.

Post Open Enrollment and Waiting List

Upon closing of each Open Enrollment period, if the number of qualified applications from applicants exceeds the number of available seats for any or all grade levels, a random selection (Lottery) will be conducted.

After all names have been drawn and placed, waiting lists will be adjusted to award sibling preference. Sibling preference applies only when the sibling is placed on the acceptance list, as opposed to placement on a waiting list. Student preference siblings will be moved up the waiting list based on their original order, bypassing singletons.

Applications received after the Open Enrollment period will be placed at the end of the waiting list after the lottery has concluded, in the order in which they were received. If a class is not at capacity at the end of the lottery, additional students will be added as qualified applications are received, in the order they are received. The STAMP assessment will continue to be offered throughout the spring and summer to 2nd-5th grade applicants to determine eligibility. If additional seats become available after the Lottery, they will be filled from the applicants, in order, on the waiting list.

Sibling preference will be applied to the waiting list only at the time of the lottery. The waiting list order will not be adjusted after the time of the lottery, even if one sibling gets accepted off the waiting list. Applications are only valid for one year. New applications for the following year will need to be submitted for the next year's consideration. The waiting list does not carry over from year to year. **Additionally, if heritage speakers in one of GLOBE's three target languages is initially offered a spot in a different language track, GLOBE reserves the right to change that student's placement to their heritage language within one year of enrollment.**

PREFERENCES

Pursuant to O.C.G.A. 20-2-2066, and The GLOBE Academy policies, enrollment preferences will be given in the following order to: 1) students with a parent or guardian who is a member of the governing board or is a full-time teacher, professional, or other employee of The GLOBE Academy and 2) siblings of students enrolled in the school.

Siblings and Sibling Preference

By definition, a sibling is a:

1. Biological (including ½ sibling)/adoptive sibling residing within the GLOBE attendance zone.
2. Step-siblings residing in the same household.
3. Foster children residing within the same household.

Sibling notes: Step-siblings living in different households are not considered for sibling preference. An applicant must have a currently enrolled sibling at GLOBE at the time of the lottery. A sibling of an alumnus of the school does not qualify as a sibling for entrance preference. Further, sibling preferences are only applicable for students who are eligible to enroll based on age.

Same-grade siblings (ex: twin or multiples) will be treated as multiple applicants. When one applicant unit is drawn in the lottery, the same-grade sibling(s) will be numerically ordered on the waiting list or conditionally accepted, dependent upon where in the lottery that applicant unit was drawn.

Students with a parent or guardian who is a member of the governing board or is a full-time teacher, professional, or other employee of The GLOBE Academy and siblings of current students must submit an application to the school during the open enrollment period to be considered for admission.

Additionally, beginning with the first year of GLOBE’s charter renewal (selecting students for the 2019-20 academic year), the school’s lottery will also include the option for a weighted lottery to provide an increased chance of admission to students who are economically disadvantaged, as defined by State Board Rule. The goal of this policy is to increase GLOBE’s percentage of newly enrolled students who are economically disadvantaged by 20% (4% during each year of the charter term) or until GLOBE’s total percentage of economically disadvantaged students is within 10% of the DeKalb County School District average.

To facilitate the weighted lottery, applicants can indicate their “economically disadvantaged” status on the admissions application and such status will be verified as part of the registration process, which shall include a sworn statement by the parent/guardian confirming accuracy. The weight for economically disadvantaged students shall be calculated annually as follows using Kindergarten as an example:

1. Identify the % of Kindergarten students for the current school year who are eligible for Free or Reduced Price Lunch (F/RL).
2. Identify the goal % of F/RL students for the upcoming school year by adding .04 to the current year’s percentage.
3. Identify the number of open spots available in Kindergarten for the upcoming lottery.
4. Multiply the number of available spots by the F/RL percentage identified above to determine the number of new F/RL students needed to meet the F/RL goal.
5. Identify the number of preference students in the upcoming lottery who will be given priority and who also qualify for F/RL.
6. Take next year’s goal number of new students and subtract the F/RL preference from “new admissions needed” to indicate the number of new F/RL lunch students needed to meet the goal. (**N**)
7. Identify the number of spots available in the upcoming lottery, after preferences. (**S**)
8. Calculate the total number of applications received that are non-preference. (**A**)
9. Within A, calculate the number of applications identified as F/RL. (**F**)
10. Calculate the percent of F/RL students that needs to be pulled from the available slots after preferences (N/S) (**P**)
11. Determine the percentage of F/RL non-preference applications that need to be pulled to meet the goal.

P	=	Percentage of F/RL applications needed to be pulled
W	=	Weight for Upcoming Lottery

$$W = \frac{P(A - F)}{F(1 - P)}$$

* Weight will applied across all grade levels with openings.

Formula Summary

- N = New F/RL lunch students needed
- S = Spots available after preferences
- A = Number of non-preference applications
- F = Number of non-preference F/RL applications
- P = Percent F/RL needed to be pulled to meet goal
- W = F/RL weight

Example

1. Current year Kindergarten % F/RL = .10
2. F/RL Goal for Upcoming year = .14
3. Number of open Kindergarten spots for upcoming year = 144
4. Number of spots times goal = 144 * .14 = 20
5. Siblings who qualify for F/RL = 8
6. New F/RL needed = 20 - 8 = 12 **N**
7. Spots after preference = 100 **S**
8. Total non-preference applications = 200 **A**
9. F/RL applications within A = 20 **F**
10. % Pulled needed to meet goal (N/S) - 12/100 = 12% **P**
11. Solve for W to determine Weight

$$W = \frac{P(A - F)}{F(1 - P)}$$

In this example, solving for W = 1.23

$$W = \frac{.12 * (200 - 20)}{20 * (1 - .12)}$$

$$W = 1.23$$

2nd - 5th Grade Enrollment Policies

In accordance with guidelines set forth by the Georgia Department of Education (SBOE Rule 160-4-9-.05), The GLOBE Academy can accept students for enrollment in 2nd through 5th grade who meet proficiency standards in Spanish, French, or Mandarin Chinese (simplified) through the STAMP language assessment.

The following STAMP proficiency scores are required for grade level application:

Grade Applied For	STAMP Score Required (Listening, Speaking, Reading, Writing)
2nd Grade	2 or above in Listening and 2 or above in one other section
3rd Grade	2 or above in 3 out of the 4 sections
4th Grade	3 or above in 3 out of the 4 sections
5th Grade	4 or above in 3 out of the 4 sections

Please contact Meg Brown, Admissions Director, at megan.brown@theglobeacademy.net or (404) 464-7040 to schedule an assessment date and time.

Results of the STAMP assessment are final and the assessment cannot be repeated for the current school year's application.

If the number of timely applicants received by The GLOBE Academy exceeds the capacity of a program, class, grade level or building, The GLOBE Academy shall ensure that such applicants have an equal chance of being admitted through a random-selection lottery. To be included in the 2020-21 Lottery, students applying for 2nd-5th grade must complete STAMP assessment by Wednesday, February 11, 2020. After the lottery, open seats will be filled by qualified applicants in the order they are received.

NOTIFICATION PROCESS

Parents/Guardians will be notified of acceptance by email immediately following the lottery. Lottery results will be posted on The GLOBE Academy website within 24 hours of the lottery.

ENROLLMENT PROCESS

Each parent/guardian of each student who has received a winning lottery number will receive notice of the winning drawing and an offer of acceptance. Parents/guardians will then have until 4:00 PM on the 10th business day from the date of sending such notice and offer of acceptance in which to either accept or decline the offer. The applicant will have until 3:00 PM on the 21st calendar day beginning on the day following an offer acceptance to return all completed registration materials. Failure to submit the enrollment forms and documents by the deadline may result in the student's spot being forfeited and given to the next student on the waiting list.

All requested documents are required as per DeKalb County Schools Student Registration requirements. If the student is found to be ineligible for enrollment due to age or if the student resides outside the DeKalb County School District attendance zone, the student's spot will be forfeited. If any preference (sibling status, governing board or employee child, low-income status) given to a student at the lottery cannot be verified at the time of enrollment, the student's spot will be forfeited and the student will be moved to the end of the waiting list.

At the time of enrollment, the parent/guardian must submit the following:

1. Completed enrollment forms
2. Original or state-certified birth certificate or other acceptable age verification document as defined by DeKalb County Schools Student Registration Policy. A photocopy will be made and the original document will be returned to the parent.
3. Parent/guardian photo identification - Parent identification will be verified with the birth certificate. Proof of custody or guardianship will be required if not the birth parent.
4. Social Security Card or Social Security Card waiver. A photocopy will be made and the card will be returned to the parent.
5. Proof of Residency

Documentation proving residency within the DeKalb County School District attendance zone are required. Proof of residency may be established with **1 and/or 2 of the following documents:**

- In the case of a **Lease**, provide the following:
 - (i) Current lease
 - (ii) Current utility bill – gas, water or electric ONLY
- Current mortgage statement
- Current utility bill (Gas, water, or electric only. We cannot accept phone or cable bills.)

Residency notes: Residency in the DeKalb County School District must be established as of the enrollment deadline and proper proof of residency must be submitted with enrollment paperwork. Residency must be with the primary or shared custodial parent(s) or legal guardian(s) -- not other relatives or friends. Residence must be student's primary home, not a rental property, place of business, etc. The residency document must show the name and service address of the parent/guardian. Ownership of property/land with stated intent to build and use as primary residence is insufficient. Parents or guardians who live in a residence but do not own or lease the residence will be required to complete a notarized Affidavit of Residence. The parent/guardian and the adult owner/lessee of the residence will both be required to complete the form, attesting that the person does indeed reside there. The parent/guardian will also need to provide evidence that they do live at the specified residence, as detailed on the affidavit. The parent/guardian and the adult owner/lessee of the residence must both present the Affidavit of Residence at the time of enrollment.

6. Certificate of Nutritional Screening and Eye, Ear, and Dental Examination (GA form 3300 – GA-DHR)
7. Certificate of Immunization (GA form 3231 – GA-DHR) or DPH affidavit of religious conflict

8. Sixth grade students must submit withdrawal paperwork from their previous school or a final 5th grade report card showing successful completion of 5th grade by July 15.

All forms and documents must be submitted together at one time (except health/immunization forms and withdrawal paperwork for sixth grade which may have separate deadlines). No incomplete enrollment packages will be accepted.

Enrollment of Returning Students

The GLOBE Academy will publicize and announce enrollment procedures to the entire DCSD attendance zone, and each January will pre-enroll returning students. Any such student shall be permitted to be enrolled provided that: 1) the student meets age and residency requirements and his/her grade level is offered and 2) the student's re-enrollment form has been completed and returned to the school no later than 1:30 p.m. February 24, 2020. The GLOBE Academy may reserve up to 2 (two) spots in the kindergarten class for children of full-time teachers, professionals or other employees of The GLOBE Academy. If these spots are not needed, any open spots will be offered to the first applicant(s) on the waiting list. The child of a governing board member or full-time employee of The GLOBE Academy may also be placed as "the 25th child" in first or sixth grade at the discretion of the Executive Director. Residency requirements do not apply to children of full-time employees of The GLOBE Academy.

Cover Sheet

Finance Committee Report

Section: VI. Administration and Committee Reports
Item: C. Finance Committee Report
Purpose: Discuss
Submitted by:
Related Material: FY20_BS_through_201908_DRAFT.pdf
FY20_CF_through_201908_DRAFT.pdf
FY20_P&L_through_201908_DRAFT.pdf



The GLOBE Academy

BALANCE SHEET
As of August 31, 2019

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
10-1001 Operations - 198809196	3,272,461
10-1002 Nutrition - 25325895	1,000
10-1003 Fundraising - 198809238	346,532
10-1004 Aftercare Account - 198809279	849,784
10-1005 Field Trip Account - 733019163	1,815
10-1007 Clubs 3027459	4,813
10-1008 Paypal	8,190
10-1009 Money Market - 7179	852
10-1011 Operation Fund 87238	2,924
10-1012 After School 86622	231,256
10-1095 Staples Gift Card #6	25
10-1096 Staples Gift Card #7	25
10-1097 Staples Gift Card #8	25
10-1098 Staples Gift Card #9	25
10-1099 Staples Gift Card #10	25
Total Bank Accounts	\$4,719,752
Other Current Assets	
10-181 Prepaid Expense	59,945
Total Other Current Assets	\$59,945
Total Current Assets	\$4,779,697
Fixed Assets	
10-211 Land	144,700
10-221 Leasehold Improvement	715,797
10-222 Accumulated Depreciation	-206,783
10-231 Buildings Owned	4,631,142
10-241 Furniture and Equipment	136,887
10-242 Accumulated Depreciation- Equipment	-5,350
10-251 Construction in Progress	10,718
Total Fixed Assets	\$5,427,112
Other Assets	
10-0315 Deferred Outflow of Resources - District Contributions	711,177
10-0317 DEFERRED OUTFLOW OF RESOURCES - Pension/OPEB Plan	2,711,612
10-182 Security Deposits	12,300
10-232 ACCUMULATED DEPRECIATION - BUILDINGS (CREDIT)	-2,989
Total Other Assets	\$3,432,100

	TOTAL
TOTAL ASSETS	\$13,638,909
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
10-421 Accounts Payable	-545,172
10-4220 Salaries Payable - Net	1,463,471
10-471 FIT Payable	221,567
10-472 Georgia Income Tax Payable	-24,975
10-473 TRS Payable	491,487
10-474 PSERS Payable	40
10-475 Group Health Ins Payable	46,103
10-476 Other Group Insurance Payable	8,716
10-477 FICA Payable	-5,103
10-479 OTHER PAYROLL	370
WITHHOLDINGS PAYABLE	
100-479 Other Payroll Whlds	495
Total Accounts Payable	\$1,657,001
Other Current Liabilities	
10-422 Payroll Liabilities	65
10-4221 Salaries Payable	-257
10-491 Deposits Payable	8,210
Total Other Current Liabilities	\$8,018
Total Current Liabilities	\$1,665,019
Long-Term Liabilities	
10-0517 DEFERRED INFLOW OF RESOURCES - Pension/OPEB Plan	59,629
10-0592 PROPORTIONATE SHARE OF NET PENSION/OPEB LIABILITY	5,596,036
10-5211 Charter Loan 4105	3,002,487
10-5212 Charter LOC	492,465
Total Long-Term Liabilities	\$9,150,617
Total Liabilities	\$10,815,636
Equity	
10-0717 NET POSITION - Net Pension/OPEB Liability (Obligation)	187,855
10-700 Opening Balance Equity	-10
10-711 Invested in Capital Assets, net of related debt	298,500
10-740 Unrestricted Net Assets	2,033,108
Net Income	303,820
Total Equity	\$2,823,273
TOTAL LIABILITIES AND EQUITY	\$13,638,909

The GLOBE Academy

STATEMENT OF CASH FLOWS

July - August, 2019

	JUL 2019	AUG 2019	TOTAL
OPERATING ACTIVITIES			
Net Income	106,892	195,027	\$301,919
Adjustments to reconcile Net Income to Net Cash provided by operations:			\$0
10-181 Prepaid Expense	-3,230	-1,800	\$ -5,030
10-421 Accounts Payable	-201,227	-19,108	\$ -220,335
10-4220 Salaries Payable - Net	383,413	388,956	\$772,369
10-471 FIT Payable	75,801	80,170	\$155,970
10-473 TRS Payable	-1,341	25,748	\$24,407
10-474 PSERS Payable		10	\$10
10-475 Group Health Ins Payable	23,553	22,605	\$46,158
10-476 Other Group Insurance Payable	3,773	3,363	\$7,135
10-479 OTHER PAYROLL WITHHOLDINGS PAYABLE	182	144	\$326
Total Adjustments to reconcile Net Income to Net Cash provided by operations:	280,923	500,088	\$781,011
Net cash provided by operating activities	\$387,815	\$695,116	\$1,082,930
INVESTING ACTIVITIES			
10-2312 Buildings Owned:4105 & 4106 Briarcliff Road	-5,453	-400,836	\$ -406,289
10-241 Furniture and Equipment		-50,753	\$ -50,753
Net cash provided by investing activities	\$ -5,453	\$ -451,590	\$ -457,043
FINANCING ACTIVITIES			
10-5211 Charter Loan 4105	-5,319		\$ -5,319
10-5212 Charter LOC	-891	-894	\$ -1,786
Net cash provided by financing activities	\$ -6,210	\$ -894	\$ -7,104
NET CASH INCREASE FOR PERIOD	\$376,152	\$242,632	\$618,783



The GLOBE Academy

PROFIT AND LOSS

July - August, 2019

	JUL 2019	AUG 2019	TOTAL
Income			
10-000 Revenues	980,136	1,062,002	\$2,042,138
Total Income	\$980,136	\$1,062,002	\$2,042,138
GROSS PROFIT	\$980,136	\$1,062,002	\$2,042,138
Expenses			
10-1000 Instruction	570,007	533,700	\$1,103,707
10-2100 Pupil Services	21,442	25,571	\$47,013
10-2220 Educational Media Services	6,371	5,672	\$12,043
10-2300 General Administration	25,033	28,122	\$53,155
10-2400 School Administration	82,007	83,735	\$165,742
10-2500 Support Services-Business	24,454	21,235	\$45,688
10-2600 Maint & Oper-Plant Services	105,325	112,593	\$217,918
10-2900 Fundraising Activities-	95	95	\$190
10-3100 School Nutrition Program	2,342	11,176	\$13,519
10-3300 ASP Operations	22,639	43,175	\$65,814
10-5100 Debt Services	13,529		\$13,529
Total Expenses	\$873,244	\$865,074	\$1,738,318
NET OPERATING INCOME	\$106,892	\$196,928	\$303,820
NET INCOME	\$106,892	\$196,928	\$303,820

Cover Sheet

Development Committee Report

Section: VI. Administration and Committee Reports
Item: E. Development Committee Report
Purpose: Discuss
Submitted by:
Related Material: 2019.09.23 Development Committee Report.pdf



The GLOBE Academy

Development Committee Grants and Fundraising Subcommittee Report

23 September 2019

Committee Chair: Will Acree
Report Submitted By: Meghann Adams

Report Type: Update

Attendees: Meghann Adams, Keisha Dudley, Jason Goldstein, Laura Hancock, Bisi Lane

Meeting Date: 9/17

Updates:

School Needs Assessment Survey

- a. Sending out to educators and staff soon
- b. Approval process – committee to work directly with administration
- c. Some needs/interest identified
 - i. Science teachers – physical, earth and life science equipment, robotics
 - ii. Social Studies (Mr. Brantley)
 - iii. Math (Mr. Zsilavetz)
 - iv. PE/Sports (Mr. Tate-Greene)
 - v. Professional Development (Ms. Bingham)
- d. Barriers
 - i. Very low free and reduced lunch program numbers
 - ii. Funders with specific program/initiatives that may not fit GLOBE (girls in STEM)
 - iii. School lacks relationships with some prospects – will take time to develop

Upcoming Grant Proposals

- a. GaDOE Security Grant – Due September 20 - \$30,000 for security system updates to UC (security system, cameras and access control)
- b. Target Field Trip Grant – Due October 1 - Ms. Herron's Tellus Science Museum Field Trip
- c. Georgia-Pacific Foundation – Due October 31 – looking into program ideas – possibility science-related

LC Playground Project Update

- a. Equipment has been ordered
- b. Installation mid-October (specific dates still pending)

Next Steps for Committee

- a. Determine school needs through survey
- b. Research grant prospects based on those needs
- c. Update grant calendar for the year
- d. Apply for grants with upcoming deadlines given priority

END OF REPORT

Cover Sheet

Strategic Planning Committee Report

Section: VI. Administration and Committee Reports
Item: H. Strategic Planning Committee Report
Purpose: Discuss
Submitted by:
Related Material: 2019.09.23 Strategic Planning Committee Report.pdf
2020-2025 Strategic Plan.pdf
GLOBE_Phase_3_Contract - FINAL.pdf



The GLOBE Academy

Strategic Planning Committee Report

23 September 2019

Committee Chair: Katie Monroe

Report Type: Update

Updates:

1. Group work has continued in all areas of Strategic Plan:
 - Core Instruction: Teachers and staff have been working on a Profile of a GLOBE Graduate. Parents were sent an email on 9/17 asking for input and feedback on the draft. *Please respond!*
 - DEI: Interviews with vendors for support were held on 9/3 and 9/5.
 - Facilities Committee continues work on master plans for UC and LC.
2. An email communication about the Strategic Plan went out on 9/13 with a link to the full plan on the website.
3. 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.
4. Strategic Planning Committee meeting teleconference – September 25, 2019 at 7:00p.
Call-in information:
(605) 313-5111
Access code: 462038#

END OF REPORT



2020-2025 Strategic Plan

June 2020

What will be different for GLOBE students, staff and families if we implement this 5-year plan?

2

What will the student experience look like in 5 years?

Global Citizenship

Students learn about global issues, acquire skills to view, analyze, and shape these issues, and develop competencies to navigate and thrive in a quickly changing and increasingly complex world.

Global Experiences

Students grapple with rich global capstone experiences, engage deeply with sister language schools and are consistently exposed to diverse global learning experiences

Facilities

Students learn in modernized, joyful and highly functional schools that reflect GLOBE's values and diversity

Academic Equity

Students are challenged with rigorous and relevant content; academic achievement gaps are consistently tracked and closed

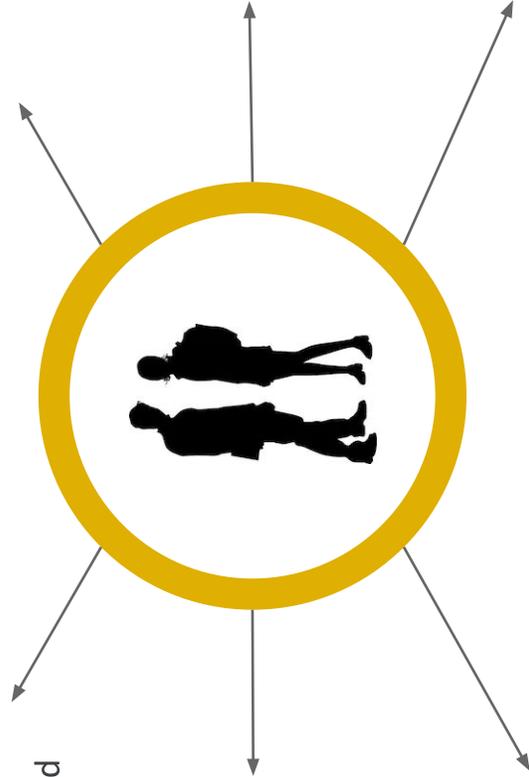
School Culture

Classrooms are consistently joyful, inclusive and well-managed places to learn; students' unique backgrounds, interests and cultures are an integral component of the learning experience

Language Immersion

Students master a second language as a result of GLOBE's implementation of a best-in-class language immersion model; implementation of integrated curriculum and instruction is led by highly-qualified teachers in every classroom

3



What will the staff experience look like in 5 years?

Staffing

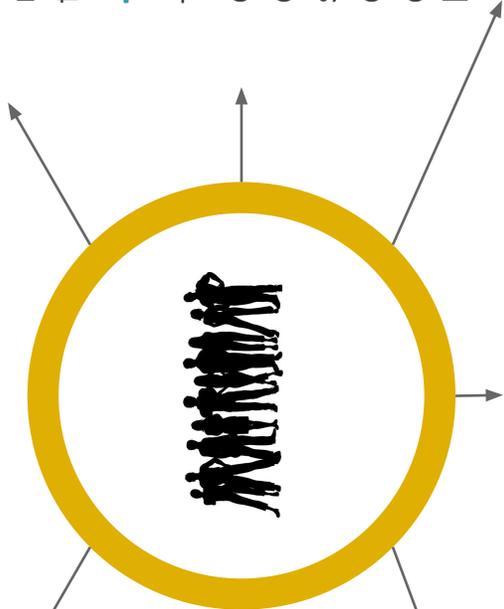
Staff are positioned for success due to optimized staffing models, clear job descriptions and well-articulated responsibilities and goals to clarify the vision for excellent performance

Performance Management

All staff work within clear management lines, receiving the on-going support, feedback and professional development needed to thrive in their roles

Hiring

New staff are hired from a deep, carefully cultivated hiring pool and participate in a rigorous screening process creating a high bar for joining the GLOBE team; on-boarding helps all staff get off to a “strong start”



Teacher Resources

Teachers have a full-suite of curriculum that are consistently vetted, integrated and refined by teams of GLOBE staff to ensure rigor, relevance and alignment; facilities support student learning

Teacher Development

Teachers receive frequent, content-specific coaching from content experts and participate in structured peer learning communities to unpack curriculum, analyze data and hone their practice

Teacher Support

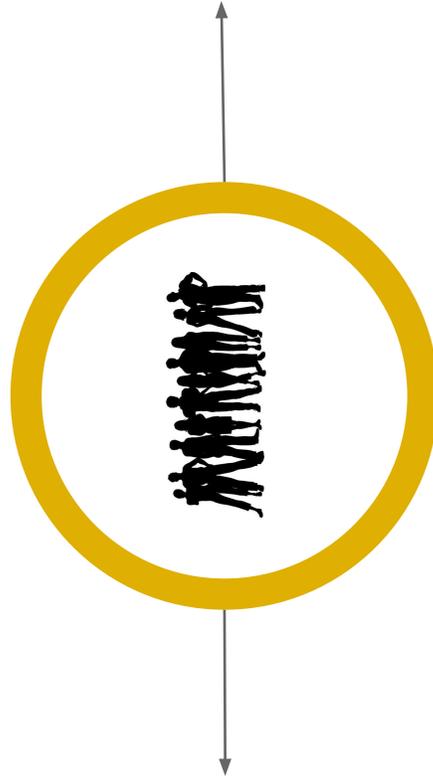
Teachers feel highly supported to implement the Responsive Classroom model and actualize GLOBE’s Diversity, Equity and Inclusion vision statement; teachers report feeling heard, supported and well informed of school events and progress

Staff Culture

Teachers are at their best at GLOBE as a result of a culture that is distinctly purposeful, joyful and collaborative; the school’s culture promotes teacher-leadership, staff empowerment and ownership over all aspects of the school



What will the family experience look like in 5 years?



Communication

Families receive consistent communication from teachers and leaders on their child's progress, school events and opportunities to engage more deeply; communications meet the needs and communication preferences of all families and have a consistent look and feel

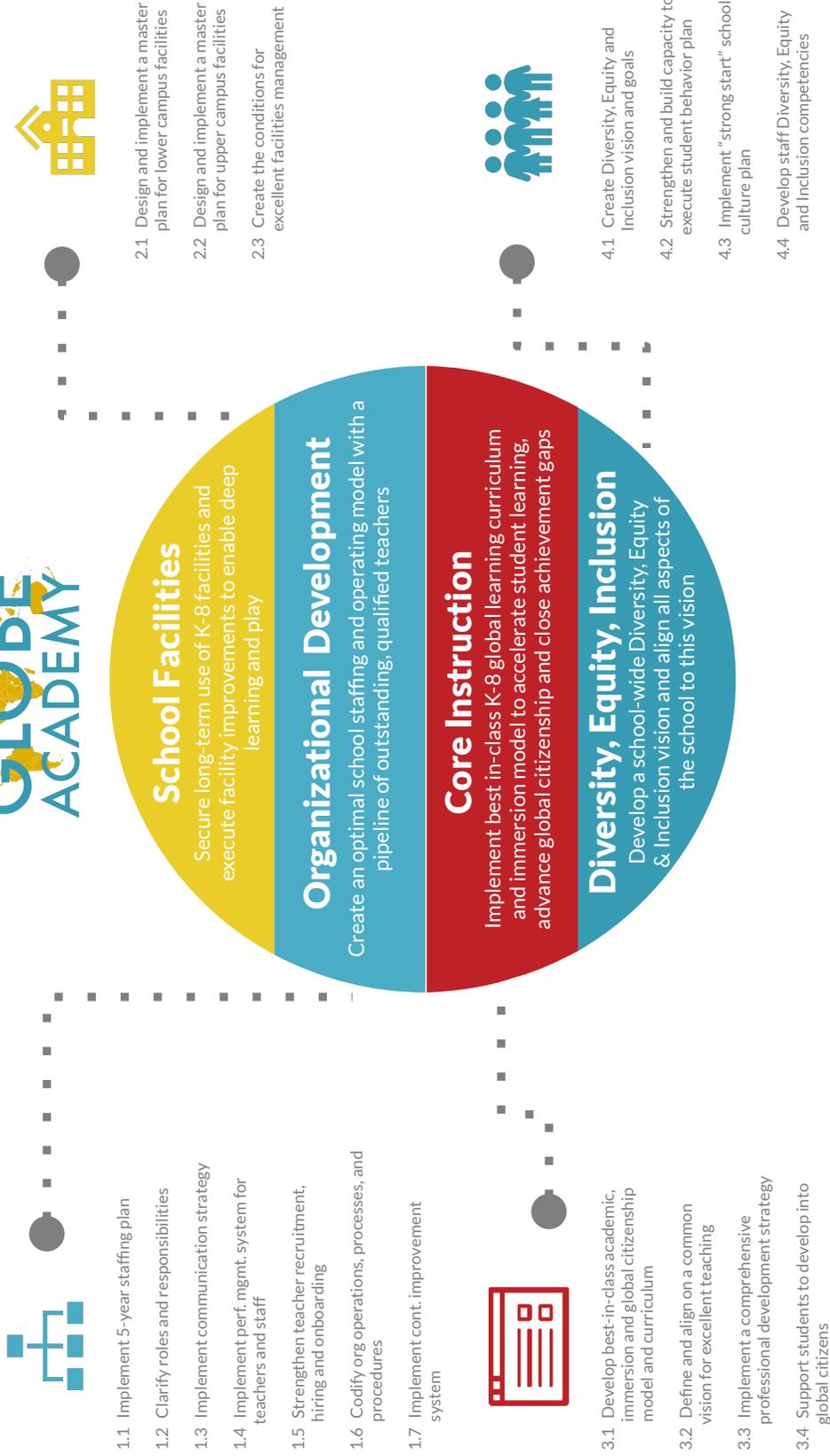
Engagement

Families are on-boarded to GLOBE through a holistic and welcoming process that supports deep understanding of GLOBE's model and shared ownership for GLOBE's success; families and students have multiple shared experiences that support student learning and GLOBE's mission

2020-2025 Strategic Plan

The Globe Academy 2020 - 2025 Strategic Plan

Community, Respect, Empathy, Sustainability, Trust



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.

Implementation Roadmap

	Year 0 SY2018-19	Year 1 SY2019-20	Year 2* SY2020-21
1. Organizational Development (Ryan, Christi, Denise, Amy)	<ul style="list-style-type: none"> 1.2- Design clear job descriptions for priority positions 1.3 - Address immediate communication gaps w/staff and parents 1.6 - Design school dashboard of KPIs for all functions & data review process 	<p>Semester 1</p> <ul style="list-style-type: none"> 1.2 - Design clear job descriptions, management relationships and roles and responsibilities for all positions 1.3 - Expand communication strategy to drive inclusion and consistency <p>Semester 2</p> <ul style="list-style-type: none"> 1.1 - Create staffing vision, year-by-year org chart and budget implications 1.5 - Design and implement recruitment strategy, hiring process and certification requirements; strengthen onboarding process 1.6 - Streamline and codify organizational processes and procedures (HRIS, hiring, student data, etc.) 1.7 - Design and implement continuous improvement school review cycle 	<p>Semester 1</p> <ul style="list-style-type: none"> 1.4 - Design performance management system for staff 1.5 - Implement standardized teacher on-boarding process 1.6 - Refine organizational processes and procedures <p>Semester 2</p> <ul style="list-style-type: none"> 1.4 - Implement performance management system with staff 1.7 - Expand continuous improvement school review cycle to include annual school strategic planning cycle
2. School Facilities (TBD, Megan, Jerry)	<ul style="list-style-type: none"> 2.1 - Plan for lower campus location 	<ul style="list-style-type: none"> 2.1 - Develop long-term facility plan; complete master plan for lower campus and implement prioritized renovations 2.2 - Complete master plan for upper campus; implement planned renovations to upper campus 2.3 - Establish regular facility and audit procedures 	<ul style="list-style-type: none"> 2.1 - Continue to implement master plan for lower campus 2.2 - Continue to implement master plan for upper campus
3. Core Instruction (Katie, Judy, Sabrina, Cutia)	<ul style="list-style-type: none"> 3.1 - Fully adopt phonics program for English in K-2; Common Math curriculum for K-5 and 6-8; Full implementation of Readers and Writers workshop 	<p>Semester 1</p> <ul style="list-style-type: none"> 3.1 - Define profile of a graduate; Launch taskforce to research global learning curriculum and K-8 immersion model 3.2 - Define vision for excellent teaching with teachers and staff <p>Semester 2</p> <ul style="list-style-type: none"> 3.1 - Develop implementation plan for global learning curriculum and K-8 immersion model 3.2 - Calibrate on vision for excellent teaching 3.3 - Design comprehensive professional development system aligned to vision for excellent teaching 3.4 - Launch capstone experiences and sister schools 	<ul style="list-style-type: none"> 3.1 - Implement global curriculum and K-8 immersion model (in phases) 3.3 - Launch redesigned PLC model and coaching 3.4 - Align academic systems, learning/enrichment opportunities to graduate profile
4. Diversity, Equity & Inclusion (Monique, Fatimah, Zakia)	<ul style="list-style-type: none"> 4.2 - Hold responsive classroom trainings and incorporate updating student behavior plan 	<ul style="list-style-type: none"> 4.1 - Design DEI vision statement 4.2 - Implement student behavior vision and plan 4.3 - Design "strong start" school culture plan 4.4 - Develop staff DEI competencies 	<ul style="list-style-type: none"> 4.3 - Implement "strong start" school culture plan 4.4 - Continue to develop staff DEI competencies

* Years 3-5 - Implement Annual Planning Cycle to develop annual goals, priorities and action plans



Execution

**SERVICES
AGREEMENT BY AND
BETWEEN
The G.L.O.B.E.
Academy AND
NorthStar Education Partners, LLC**

THIS SERVICES AGREEMENT (“Agreement”) is made by and between NorthStar Education Partners LLC, with its principal offices at 324 Fayetteville Road, Decatur, GA, 30030 (“NorthStar”), and The GLOBE Academy (the “Client”, “GLOBE”), with its principal office at 4105 Briarcliff Rd NE, Atlanta, GA 30345. This Agreement shall be effective as of August 19, 2019 (the “Effective Date”).

STATEMENT OF PURPOSE: NorthStar will provide contract services to GLOBE to support the implementation of initiatives outlined in “year 1” of GLOBE’s Strategic Plan.

NOW, THEREFORE, the parties hereto agree as follows:

Section 1. Term and Services.

For the period commencing on the Effective Date until May 28, 2020 (the “Term”), NorthStar will do for the Client what is specified in Schedule A (“Services”), attached to and incorporated in this Agreement. NorthStar may subcontract the services; provided however that prior written consent must be obtained from the Client prior to entering into a subcontracted agreement. Any work or services subcontracted hereunder shall be specified by written contract or agreement and shall be subject to each provision of this Agreement.

Section 2. Client Responsibilities. To facilitate NorthStar’s Services, the Client will:

- a. Provide NorthStar with facilities required to conduct workshops, meetings, trainings and printing deemed necessary to complete Services.
- b. Cooperate with, and ensure that Client personnel cooperate with NorthStar in order to facilitate the performance of NorthStar’s Services.

Section 3. Acknowledgements. The Client agrees that

- a. NorthStar is a vendor to the Client, and as such NorthStar has no obligation to do any financial reporting related to this Agreement to any federal, state, or local government agency or to any private funder; any such reporting obligation related to this Agreement will solely remain with the Client.

Section 4. Payment.

The Client shall pay NorthStar an amount not to exceed \$73,098 (the “Client Fee”) unless confirmed with the client.

Section 5. Invoicing.

NorthStar shall invoice the Client monthly according to the following schedule:

Execution

Invoice Date	Invoice Amount
October 28th	\$8,122
November 28th	\$8,122
December 28th	\$8,122
January 28th	\$8,122
February 28th	\$8,122
March 28th	\$8,122
April 28th	\$8,122
May 28th	\$8,122
Total	\$64,976

NorthStar's failure to timely invoice will not constitute a waiver of any of NorthStar's rights hereunder or constitute a breach by NorthStar of this Agreement. Payment of invoices submitted by NorthStar shall be paid by the Client within thirty (30) business days of its receipt of such invoice. The Client will make all reasonable efforts to pay NorthStar through Electronic Funds Transfer or Wire and shall provide NorthStar on the date of this Agreement with all necessary documents to facilitate the same. If there are disputed amounts on any invoice, the balance of such invoice, after deducting any disputed amounts, shall be paid in full when due and payable, and the disputed amounts shall be presented to NorthStar for resolution as soon as such disputed amounts have been determined by the Client. The Client shall not be obligated to compensate NorthStar for, and NorthStar shall not be obligated to provide, services to be performed after termination of this Agreement.

Section 6. Termination.

If at any time either of the parties believes that the other party has materially breached its obligations hereunder, written notice shall be given setting forth the asserted breach and providing an opportunity to cure the same within thirty (30) days after such written notice. If the asserted breach shall not have been cured to the reasonable satisfaction of the party providing the written notice, but reasonable attempts to cure are documented in writing by the party to whom the written notice of asserted breach was given, said party will have an additional opportunity to cure for a period of thirty (30) days following the expiration of the initial thirty (30) day cure period. If the asserted breach shall not have been cured to the satisfaction of the party providing written notice of asserted breach, that party may elect to terminate this Agreement upon written notice to the breaching party. If this Agreement is terminated, the rights and obligations of each party hereunder will terminate, provided, however, that such termination will not terminate the rights and obligations of the parties that expressly survive the termination of this Agreement, including, without limitation, the obligation of the Client to pay NorthStar for expenses incurred and for all services provided pursuant to this Agreement prior to the effective date of such termination. In the event of termination by Client, NorthStar shall be compensated only for work performed up to the date of notice of breach unless the parties mutually agree otherwise in writing.

Execution

Section 7. Representations and Warranties. Each party agrees that it:

- a. has the full right, power, legal capacity and authority to enter into this Agreement and to carry out its obligations hereunder;
- b. will comply in all material respects with all applicable federal, state, and local laws, ordinances, codes, and regulations in performing its services hereunder; and
- c. is not subject to and will not enter into any agreement or arrangements which preclude compliance with the provisions of this Agreement.

Section 8. Indemnification.

- a. By NorthStar. NorthStar releases and holds harmless Client and any individual officer, employee, agent or representative in connection with any claims, demands, lawsuits, damages, penalties, and/or expenses (including attorneys' fees, expert witness fees and cost of defense) NorthStar may suffer arising out of the Services provided for herein except as set forth herein. NorthStar further agrees that, to the extent loss or damage is caused, in whole or in part, by NorthStar's actions arising out of or relating in any way to this Agreement, NorthStar shall indemnify Client and its officers, agents, and representatives against any claims, demands, lawsuits, damages, penalties, and/or expenses (including attorneys' fees, expert witness fees and cost of defense) suffered by Client.
- b. By the Client. The Client agrees that it will indemnify, save and hold harmless NorthStar from and against any and all damages, losses, claims, liabilities, demands, charges, suits, penalties, costs and expenses (including attorneys' fees, expert witness fees and cost of defense) NorthStar may sustain, arising out of any negligent acts or omissions or willful misconduct of the Client or any of its agents, employees or representatives.
- c. Survival. The terms of this Section 8 shall survive the termination of this Agreement.

Section 9. Relationship of the Parties.

The Client and NorthStar intend that an independent NorthStar relationship be created by this Agreement, and nothing herein will be construed as creating an employer/employee relationship, partnership, joint venture or other business group or concerted action. The Client will have no responsibility with respect to NorthStar personnel to comply with federal, state and city withholding requirements pertaining to taxes, workers' compensation, social security, unemployment compensation, disability and other insurance requirements and obligations imposed on an employer of personnel and will not withhold monies from the payments made to NorthStar with respect to the same. The Client will not cover NorthStar's personnel under any pension or other fringe benefit offered to Client employees. The Client will have no responsibility for incidents of employment or other actions or inactions by NorthStar.

Throughout the term of this Agreement, Client and NorthStar agree that Client shall not provide insurance of any sort for NorthStar and that NorthStar's actions or property will not be covered by any insurance policy of Client.

Section 10. Intellectual Property Rights

Execution

- a. Ownership. Ownership of the Service Work and all copyrights, trademarks, patents and other proprietary rights in the Service Work shall be owned exclusively by Client. Client shall be the owner of and have all common law, statutory, and other reserved rights in all representations, in any medium of expression now known or later developed, of the tangible and intangible creative work performed by any Additional Service Provider under any applicable professional services agreements, including, without limitation, studies, surveys, models, sketches, drawings, specifications, and other similar materials. The term "Service Work" includes creative writings, research data and reports, writings, sound recordings, pictorial reproductions, drawings, film and video recordings, and other graphical representations, software, business methods, inventions, improvements, and discoveries, and works of any similar nature (whether or not eligible for copyright, trademark, patent or other proprietary rights), which are to be prepared for Client and delivered under this Agreement.
- b. Ownership by the Client. As between the Client and NorthStar, the Client owns data incorporated in the Work. The Client agrees that NorthStar may use such data to perform its obligations hereunder (including the incorporation thereof into the Work) and may use such data on an anonymous, aggregated basis for its other legitimate business purposes, including, without limitation, for purposes of publication/presentation by NorthStar. NorthStar must obtain Client's consent before using data externally in accordance with this section 10(b). The Client acknowledges that, for such purposes, NorthStar may identify the Client as the source from which the data originated.
- c. Promotional Materials. The Client and NorthStar agree that either party may use descriptions of NorthStar's Services in future promotional materials and client lists, and that NorthStar may explicitly identify the Client as a client of NorthStar with the client's permission.
- d. Survival. The terms of this Section 10 shall survive the termination of this Agreement.

Section 11. Limitation of Liability

Except for a party's indemnification obligations under this Agreement: (i) in no event shall either party be liable for any indirect, consequential, special, incidental or punitive damages arising from or relating to performance under this Agreement, and (ii) in no event shall either party's liability for any and all claims arising out of or relating to its performance under this Agreement exceed the amounts paid by or payable by the Client hereunder.

Section 12. Nondiscrimination

During the performance of this contract, NorthStar shall not discriminate against any student, family member, employee or applicant for employment because of race, religion, sex, color or national origin. NorthStar will further fully comply with all provisions of the Civil Rights Act of 1964, as amended, the Age Discrimination Act of 1975, as amended, Executive Order 11246, as amended, and each and every other federal and state employment law, and regulations and orders issued pursuant thereto to the extent the same are applicable to its performance hereunder.

Section 13. Confidential Information

NorthStar acknowledges that during the Services, s/he might have access to, or be exposed to, confidential information of Client which may include, but not be limited to: social security numbers, addresses, telephone numbers, files, correspondence, health or personal information. Generally speaking, all information that is not publicly available or in the public domain is considered "confidential." NorthStar acknowledges that disclosure of such Confidential Information could cause irreparable harm or damage to Client or its students and expose Client to penalties under state or federal law, including but not limited to the Family Educational Rights and Privacy Act, 20 U.S.C. § 1232g and the Protection of Pupil Rights Amendment, 20 U.S.C. §1232h. NorthStar agrees to keep confidential and not disclose any information acquired from Client during the Services.

Execution

Upon expiration, termination, or cancellation of this Agreement, NorthStar shall deliver to Client, or certify as destroyed, all of the Confidential Information that was reduced to writing.

Section 12. Miscellaneous

- a. Notices. All notices required by this Agreement will be in writing and either personally delivered or mailed by regular mail, postage prepaid, to such party at its address specified on the first page of this Agreement or to such other address as such party may designate by notice given in accordance herewith. If to NorthStar, the notice will be to the attention of Shyam Kumar. If to the Client, the notice will be to the attention of the Director of Talent Pathways.
- b. Governing Law. This Agreement will be interpreted and construed under and governed and enforced by the laws of the State of Georgia without reference to choice of law rules. The Parties agree and consent to the jurisdiction of and venue in the state or federal courts in DeKalb County, Georgia in all disputes arising out of or relating to this Agreement.
- c. Modifications. Neither this Agreement nor any provision hereof may be modified, amended, supplemented, waived, discharged, or terminated except in a writing signed by the parties. No failure or delay in exercising any right or remedy hereunder shall constitute a waiver of such, any other, right or remedy.
- d. Entire Agreement. This Agreement constitutes the entire agreement between the parties and supersedes all prior negotiations, understandings, representations and agreements, if any, with respect to the subject matter hereof.
- e. Counterparts. This Agreement may be executed in one or more counterparts, each of which will be deemed an original and all of which together will constitute one and the same instrument.
For purposes hereof, a facsimile, portable document format (pdf) signature, or signature from an online e-signature platform, will be considered an original signature.
- f. Assignability. Neither party may assign this Agreement or any of the rights or obligations hereunder, in whole or in part, without the prior written consent of the other party.

[Signature Page Follows]

Execution

IN WITNESS WHEREOF, the parties, on the dates indicated below, have caused their duly authorized representatives to execute this Agreement, which shall be effective as of the Effective Date.

The GLOBE Academy

By:
Date:
Name (print):
Title:

NorthStar Education Partners, LLC

By: 
Date: 8/21/19
Name (print): Shyam Kumar
Title: Founder, NorthStar Education Partners

Execution

Schedule A - Services

Option	Cost	Overview
Project Management	\$7,200	<ul style="list-style-type: none"> Develop strategic initiatives dashboard and process to monitor all strategic initiatives (1.5, 1 time) Facilitate monthly 90-minute meeting of initiative leaders to ensure initiatives are “on track” (2 hrs/month) 30-minute 1x1 check-in calls with initiative leaders prior to each meeting in (Develop strategic initiative update materials (PowerPoint slides) for board, parents, and staff
1.1 - Implement a 5-year staffing plan	\$1,400	<ul style="list-style-type: none"> Facilitate board and key staff to design a 5-year staffing plan aligned to the strategic plan Create/revise job descriptions Ensure alignment of staffing plan with 5-year strategic plan
1.2 - Clarify roles and responsibilities	\$3,300	<ul style="list-style-type: none"> Facilitate admin and board team to develop clear roles & responsibility matrix, job descriptions, roles/responsibilities, management lines Create clear visuals (door signs, 1-pagers, infographics, etc.) to communicate roles & responsibilities to staff, parents and stakeholders
1.3 - Implement communication strategy	\$1,500	<ul style="list-style-type: none"> Facilitate admin and teacher team to develop a clear communication strategy Facilitate off-site retreat to address immediate gaps
1.4 - Implement perf. mgmt. system for teachers and staff	\$12,500	<ul style="list-style-type: none"> Bring forth examples of national best practices for performance management Facilitate the design of a performance management system with admin, teachers and board that aligns with the vision of teaching excellence and staff roles and responsibilities (1.2) Create performance management tools and processes Create and co-lead training for new performance management system
1.5 - Strengthen teacher recruitment, hiring and onboarding	\$8,500	<ul style="list-style-type: none"> Bring forth examples of national best practices for teacher recruiting, hiring and onboarding Facilitate the design of recruitment, hiring and on-boarding systems with admin, teachers and board that aligns with the vision of teaching excellence Create recruitment, hiring and on-boarding tools and processes Create and co-lead training for new systems
1.6 - Implement cont. Improvement system	\$3,500	<ul style="list-style-type: none"> Facilitate a team of admin and teachers to design a school data dashboard and develop data systems required to regularly populate the dashboard Develop an annual cycle to review, analyze and respond to data

Execution

<p>2.1 - Acquire and improve lower campus facilities</p>	<p><i>Not aligned with NorthStar's skillset</i></p>
<p>2.2 - Improve upper campus facilities</p>	<p><i>Not aligned with NorthStar's skillset</i></p>
<p>2.3 - Create the conditions for excellent facilities management</p>	<p><i>Not aligned with NorthStar's skillset</i></p>

Execution

3.1 - Strengthen academic model and curricular resources	<i>Not aligned with NorthStar's skillset - Matt Rega from Minnetonka has a recommendation for a consultant</i>	
3.2 - Define and align on a common vision for excellent teaching	\$16,500	<ul style="list-style-type: none"> Facilitate a team of admin and teachers to design a vision of teaching excellence aligned to GLOBE Develop a process for calibrating teachers on vision for excellence (gathering footage, leading PD with teachers, etc.)
3.3 - Implement a comprehensive professional development strategy	\$14,500	<ul style="list-style-type: none"> Facilitate a team of admin and teachers to design a comprehensive professional development system Design tools (PLC protocols, coaching protocols, etc.) to support the professional development system
3.4 - Support students to develop into global citizens	<i>Not aligned with NorthStar's skillset</i>	
4.1 - Create DEI vision and goals	\$0	<ul style="list-style-type: none"> Not Included in Scope of Work
4.2 - Strengthen and build capacity to execute student behavior plan	<i>Not aligned with NorthStar's skillset</i>	
4.3 - Implement "strong start" school culture plan	\$4,200	<ul style="list-style-type: none"> Facilitate a team of admin and teachers to design a "strong start" school culture plan and monitoring systems aligned to GLOBE's vision of excellence Design tools (monitoring tools, rubrics, coaching plans, etc.) to track and coach teachers towards school culture plan
4.4 - Develop staff DEI competencies	<i>Not aligned with NorthStar's skillset</i>	
Total Cost	\$64,976	1

Cover Sheet

Diversity Committee Report

Section: VI. Administration and Committee Reports
Item: I. Diversity Committee Report
Purpose: Discuss
Submitted by:
Related Material: 2019.09.23 Diversity Committee Report.pdf



The GLOBE Academy
Diversity Committee Report
23 September 2019

Committee Chair: Monique Hudson

Report Type: Update

Updates:

1. Vendor has been selected: NorthStar. Vendor will possibly assist with the definition of diversity as it related to “special needs.” The committee will table the discussions with those charged with researching an appropriate definition
2. Tiki Barnes served on the selection committee for the vendor. There were three vendors that were interviewed as a part of the process.
3. Christi is awaiting approval to execute the contracts with the vendor. Likely to occur at the Board meeting on 9/23.
4. The leadership team met regarding “Columbus Day.” Historically accurate information needs to be taught, yet also there needs to be a determination as to what it will be called on the school’s calendar.
5. The committee held a discussion regarding transportation. Christi indicated the school’s attorney stated that there is a certain amount of liability associated with the GLOBE developing a form of transportation. Long-term transportation plans needs to be a discussion that rests with the Board. Leadership will determine how to explore how liable the school would be if a point-person is designated for transportation information. Liability will be researched by Christi and Monique for the next committee meeting.
6. **Next meeting:** Wednesday, October 16th at 6:30 p.m. – Upper Campus

End of Report