



The GLOBE Academy

Board of Directors Meeting

Date and Time

Monday September 21, 2020 at 7:00 PM EDT

Location

To join the meeting, please register at the following link: https://us02web.zoom.us/webinar/register/WN_oxcpOBSZTeyw5TdU5947aQ

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

Special note: This meeting was conducted remotely, due to the declared national and state public health emergencies in response to the novel coronavirus known as COVID-19.

Agenda

| | Purpose | Presenter | Time |
|--|---------|------------|----------------|
| I. Opening Items | | | 7:00 PM |
| Opening Items | | | |
| A. Record Attendance and Guests | Discuss | Ryan Hudak | |
| B. Call the Meeting to Order | | Ryan Hudak | |
| C. Vision, Mission and Core Values | Discuss | Ryan Hudak | 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. | | | |
| <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 | Ryan Hudak | 5 m |
| Please note: Each speaker may speak for up to two minutes. Speakers are cautioned from making comments that involve an individual staff member, a personnel action, a student disciplinary matter, a complaint about an individual student or any pending legal matter for which The GLOBE is engaged. Speakers are asked to state their remarks in a courteous manner. As a matter of protocol, Board members will not respond to public comments. | | | |
| III. Consent Agenda | | | 7:10 PM |
| A. Approve Agenda | Vote | Ryan Hudak | 5 m |
| B. Approve Minutes | Approve Minutes | Ryan Hudak | 5 m |
| Approve minutes for Board of Directors Meeting on August 31, 2020 | | | |
| IV. PTCC Report | | | 7:20 PM |
| A. PTCC Report | FYI | | 5 m |
| V. Administration and Committee Reports | | | 7:25 PM |
| A. Executive Director's Report | Discuss | Christi Elliott-Earby | 5 m |
| B. Academic Committee Report | Discuss | Drew Reynolds | 5 m |
| C. Diversity Committee Report | Discuss | Monique Hudson | 5 m |
| D. Finance Committee Report | Discuss | Luis Pacheco | 5 m |
| E. Development Committee Report | Discuss | Meghann Adams | 5 m |
| F. Communications Committee Report | Discuss | Jonathan Clues | 5 m |
| G. Governance Committee Report | Discuss | Aba Rogers | 5 m |
| H. Strategic Planning Committee Report | Discuss | Katie Monroe | 5 m |
| I. Facilities Committee Report | Discuss | Ryan Hudak | 5 m |
| J. Executive Director Evaluation and Support Committee Report | Discuss | Ryan Hudak | 5 m |
| VI. Old Business | | | 8:15 PM |
| A. Committee Rosters | FYI | Ryan Hudak | 5 m |
| B. Annual Fund Reminder | FYI | Ryan Hudak | 5 m |
| VII. New Business | | | 8:25 PM |
| A. Establishment of School Re-Opening Committee | Vote | Ryan Hudak | 5 m |
| B. Election of Facilities Committee | Vote | Ryan Hudak | 5 m |
| C. Election of Board Secretary | Vote | Ryan Hudak | 5 m |
| VIII. Executive Session | | | 8:40 PM |
| A. To discuss a personnel matter. | Discuss | Ryan Hudak | 30 m |
| IX. Closing Items | | | 9:10 PM |
| A. Adjourn Meeting | Vote | Ryan Hudak | |

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 31, 2020

DRAFT



The GLOBE Academy

Minutes

Board of Directors Meeting

Date and Time

Monday August 31, 2020 at 7:00 PM

Location

Register in advance for this webinar:

https://us02web.zoom.us/webinar/register/WN_BP0gpNfmR-G8Y-pKUXK5og

After registering, you will receive a confirmation email containing information about joining the webinar.

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

Special note: This meeting was conducted remotely, due to the declared national and state public health emergencies in response to the novel coronavirus known as COVID-19.

Directors Present

A. Rogers (remote), C. White (remote), D. Reynolds (remote), J. Clues (remote), K. Monroe (remote), L. Pacheco (remote), M. Adams (remote), M. Hudson (remote), R. Hudak (remote)

Directors Absent

None

Guests Present

A. Weakley (remote), Amberly Toole (remote), Amy Sue Mann (remote), C. Blunt (remote), C. Elliott-Earby (remote), C. STEVENS (remote), Christina Steiner (remote), Christine Kirouac (remote), D. Clayton-Purvis (remote), David Thompson (remote), J. Limor (remote), K. Holder (remote), K. Mines (remote), L. Hertz (remote), Lauren Lindquist (remote), M. Huitt (remote), Megan Brown (remote), Meghan Cottrell (remote), Melanie Marks (remote), Michelle Rios (remote), Robyn Brandman (remote), Vilma Villalobos (remote)

I. Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

R. Hudak called a meeting of the board of directors of The GLOBE Academy to order on Monday Aug 31, 2020 @ 7:03 PM at

Register in advance for this webinar:

https://us02web.zoom.us/webinar/register/WN_BP0gpNfmR-G8Y-pKUXK5og

After registering, you will receive a confirmation email containing information about joining the webinar.

C. Vision, Mission and Core Values

Vision, Mission and Core Values were read by board members.

II. Public Comment

A. Public Comment

Amberly Toole asked the following questions:

1. How are we setting ourselves up to achieve our goal of creating vibrant, dynamic, unique learning experiences that engage every student, stimulate their intellectual curiosity and facilitate academic excellence and achievement and what are the steps?
2. Are teachers highly qualified by the state of Georgia's standards?
3. Are they certified by the state? And what do the percentages look like of those who are certified versus those who are not?
4. What is the process to go from a teaching assistant to a lead classroom teacher?
5. Are we equipping our teachers with the tools to be able to engage every student?
6. Why do we not support IEPs in the target language of students?
7. What happens to the families who cannot afford the extra tutors to support their child's learning?
8. What is happening currently to address equity and diversity disparities?
9. How do we see COVID and virtual learning affecting our most vulnerable learners and what is currently in place to protect these learners?

Christine Kirouac stated she has two sons on the French track, one in first grade and one in fourth grade. She provided feedback because she is struggling to manage two virtual learning schedules and her own work schedule. She asked, "Is the schedule, as it is currently set up now, working for our children?" She stated that it is inefficient because there is a lot of waste in the days with the pleasantries, roll calls, etc. She noted that a choppy schedule does not harness the focus that is needed for learning.

III. Consent Agenda

A. Approve Agenda

The agenda and minutes were approved by consent without objection.

B. Approve Minutes

A. Rogers made a motion to approve the minutes from Board of Directors Meeting on 07-27-20.

K. Monroe 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. The oral report was given by Michelle Rios. Ryan shared that he, along with Christi, met with Laura and Michelle to learn more about the PTCC. He stated the goal is to promote better collaboration and increased volunteerism with the PTCC.

V. Administration and Committee Reports

A. Executive Director's Report

A formal report was included in the agenda packet. Marsha provided UC distance learning updates and Cutia provided LC distance learning updates.

B. Finance Committee Report

The proposed budget was included in the agenda packet. Luis stated this has been a challenging year to do a budget and noted that they are two months behind. Luis and Denise discussed the proposed budget.

Luis made a motion to approve the FY 2020-21 school budget. Motion seconded by Chip. **Motion approved by all present.**

C. Development Committee Report

A formal report was included in the agenda packet.

Meghann made a motion to approve the Fund Development Plan for FY 2020-21 (with amendment proposed by Ryan). Motion seconded by Drew. **Motion approved by all present.**

D. Academic Committee Report

A formal report and the accompanying presentation were included in the agenda packet.

E. Communications Committee Report

A formal report was included in the agenda packet.

F. Strategic Planning Committee Report

A formal report was included in the agenda packet.

G. Diversity Committee Report

There was no formal report this month. Monique reported that she has been in touch with Christi regarding the work of the DEI vendor. She stated they do anticipate setting up a meeting soon with the committee and Conscious Roots. The committee meetings will be moved to the 2nd Tuesdays of each month. Monique also indicated that she has been in communication with Katrice to provide information for the DEI grant.

H. Executive Director Evaluation and Support Committee Report

There was no formal report this month. Ryan stated that the committee has not had a formal meeting, however they do need to set one up. Ryan stated that the committee's makeup was added into the recently approved bylaws, by Monique's recommendation, and those members are the Board chair, Academic Committee chair and Diversity Committee chair. Ryan stated that a kick-off meeting for the committee will be set up within the next month.

I. Facilities Committee Report

There was no formal report this month. Ryan reported that the committee has gone into "hiatus" as there have not been any major projects that the staff has needed support on. Ryan stated that he has spoken to Darren and the committee will move to a cadence of meeting quarterly. Ryan also indicated that the search for a permanent committee chair is ongoing and once a new chair is identified, he will end his time as the interim chair.

J. Governance Committee Report

There was no formal report this month. Aba reported that the committee is set to continue work on the staff handbook. Aba stated that the committee is set to move its meetings to two Thursdays before the Board meeting.

VI. New Business

A. Tentative Calendars of Board and Committee Meetings

A discussion was held about the tentative Board meeting dates. The Board agreed on the following meeting dates for the year:

September 21, 2020
October 26, 2020
December 7, 2020
January 25, 2021
February 22, 2021
March 29, 2021
April 26, 2021
May 24, 2021
June 28, 2021

Ryan stated that the May meeting date will be re-visited in February.

A discussion was held about the cadence of committee meetings. The tentative cadence for the respective committees are as follows:

Diversity Committee - 2nd Tuesday of each month (evening)

Governance Committee - two Thursdays before the Board meeting (6 p.m.)

Academic Committee - sometime during the second week of each month (subject to change) (daytime)

Development Committee - 3rd Tuesday of the month. Note: Meghann that the meetings will likely move to the 2nd Tuesday of each month, beginning in October (7:30 p.m.)

Communications Committee - 3rd week of the month (Tuesday preference) (daytime)

Finance Committee - Wednesday before Board meeting (daytime)

Ryan stated that he will plug the committee meeting dates into a calendar in accordance with each committee's cadence to see how it looks. The goal is to have the committee meeting dates set through June.

VII. Closing Items

A. Adjourn Meeting

The next scheduled meeting is set for September 21, 2020 at 7 p.m.

C. White made a motion to adjourn the meeting.

M. Adams 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 9:07 PM.

Respectfully Submitted,
K. Holder

Documents used during the meeting

- 2020.08.31 PTCC Report.pdf
- 2020.08.31 Executive Director's Report.pdf
- FY2020-21 The GLOBE Academy Budget.xlsx
- 2020-2021 GLOBE Academy Development Plan.pdf
- 2020.08.18 DevelopmentCommittee Report.pdf
- 2020.08.31 Academic Committee Report.pdf
- AC - Board Presentation - 8.20.pptx
- 2020.08.31 Communications Committee Report.pdf
- 2020.08.31 Strategic Planning Committee Report.pdf

Cover Sheet

PTCC Report

Section: IV. PTCC Report
Item: A. PTCC Report
Purpose: FYI
Submitted by:
Related Material: 2020.09.21 PTCC Report.pdf



PTCC MONTHLY REPORT

September 21, 2020

MONTHLY OVERVIEW

PTCC Goals

Increase PTCC Volunteerism

2020-2021 event planning in virtual environment while continuing to create and support our community

Enhance accessibility of PTCC events for all GLOBE families.

Support teachers and admin for a successful distance learning environment

Establish a collaborative effort with the GLOBE board

Open Positions

Open co-lead positions: Fundraising (1) & GAP (1)
Spirit Night co-lead - Email: fundraising.globeacademy@gmail.com

PTCC Budget

Finalizing the budget, will be voted on by PTCC Leadership during our next meeting and then presented to school community for comments and approval. Meeting had to be postponed as it conflicted with this board meeting.

PTCC Speaker Series

Drew Reynolds - Sept 28th - "Practical tips for supporting your child in dual-language online learning"
Ashley Witeczek, Ashley Church, Scott Lawrence - October TBD - "Social and Emotional Challenges with COVID and Virtual Learning"
Sandra Daniel - November TBD - "Learning Language Virtually"

Upper Campus Scoreboard

Graphics were approved by Katrice and scoreboard is being ordered

Lower Campus Teacher Lounge Renovation

Facilities PAC has been coordinating with Jerry Ross for renovations.

International Fest

Virtual International Fest - asking for parents to submit 30-45 second videos and/or pictures of their heritage and favorite international experiences.

Upcoming Events

Hopstix Spirit Night - September 22
Upper Campus Book Fair - September 28 - October 2
Matthew's Cafeteria Spirit Night - October TBD
International Fest - October 12-14th - pending school approval



Cover Sheet

Executive Director's Report

Section: V. Administration and Committee Reports
Item: A. Executive Director's Report
Purpose: Discuss
Submitted by:
Related Material: 2020.09.21 Executive Director's Report.pdf



Executive Director Report 9/21/20

Updates

Professional Learning: DEI training began this past week with our small group training that will be taking place now through March of 2021. The small groups are divided by grade level: K-2nd grade, 3rd-5th grade, and Middle School. This will allow the groups to speak about the age of the students they are teaching and developmentally how we make sure we are creating an inclusive and culturally responsive learning environment.

DCSD summary of their reopening plan - full plan can be read [here](#).

- There are 5 phases
- We are in phase 1 right now - all virtual
- DCSD will begin phase 2 **ONLY** after we have reached between under 6-100 cases for a **14 day period** per 100,000 people.
- Right now we are at 122 per 100,000 people
- Once DeKalb reaches the end of the 14 day period of under 100 cases per 100,000, there will be two weeks to get ready for students to be in the building one day a week.

GLOBE's Reopening Committee

- Over 46 Parents submitted their name to volunteer, thank you!
- Over 27 serve as a physician, in epidemiology, and/or infectious disease
- We chose 4 parents who live in North, Central and South DeKalb and with varying professional backgrounds related to reopening our school.

Board

Katie Monroe, Drew Reynolds, Christi Elliott-Earby, Anita Patel, CDC senior advisor for Pandemic Planning and Response

Staff

Jana Burrow, Maggie Sherwood, Kristin Rodgers, Tramaine Quarterman, Megan Tolbert

Parents

Nicole Peoples, Physician, creating safety measures in a clinical setting

Ivonne Castañeda, A team lead for opening a school at the end of August

Laura Gieraltowski, Epidemiologist, CDC's team developing guidance to schools

Lauren Christiansen-Lindquist, Epidemiologist/Assistant Professor, Emory University's

Operations Planning Team

Digital Learning

We are entering into our 5th week of school. There will be a survey going out to all parents around the time of conferences about virtual/digital learning. Thank you for jumping into this year with us as we begin to do school in this way.

Enrollment**Enrollment for 20/21 school year:**

| | | |
|--------------|-------------|---|
| K | 144 | # 68 on K list out of 435 |
| 1 | 143 | #21 on 1st waitlist out of 206 |
| 2 | 144 | #4 Spanish, #2 French, #1Mandarin) |
| 3 | 139 | #2 Spanish, end of list French, end of list Mandarin |
| 4 | 117 | |
| 5 | 105 | |
| 6 | 96 | #21 on 6th grade out of 119 |
| 7 | 93 | |
| 8 | 91 | |
| Total | 1072 | |

FTE count: October 6

2021 Enrollment

Open enrollment, January 25- February 19th

Lottery, Friday February 26

Cover Sheet

Academic Committee Report

Section: V. Administration and Committee Reports
Item: B. Academic Committee Report
Purpose: Discuss
Submitted by:
Related Material: 2020.09.21 Academic Committee Report.pdf



**The GLOBE Academy
Academic Committee Report
21 September 2020**

Committee Chair: Drew Reynolds, dreynolds@theglobeacademy.net

Report Type: Update

Updates from Committee Meeting

1. **Sharing GLOBE's story**

The committee discussed a number of data points that could be shared to help tell the story of GLOBE with public audiences. The discussion began reviewing public data available about GLOBE on state website: <https://schoolgrades.georgia.gov/globe-academy>

Committee members also identified areas for potential data gathering and sharing around dual-language immersion, cultural and linguistic diversity, and teacher experience.

It was suggested that the committee may consider working with other board committees to identify key messages and identifying data that could be used as evidence to support key messages.

2. **Discussion: Academic Factors to Consider in School Reopening**

The committee discussed factors to consider when exploring school opening decision-making that were specifically related to teaching and learning at GLOBE. The purpose of this conversation was to inform the reopening committee and board on academic considerations related to GLOBE reopening.

Items discussed included:

- Scheduling challenges in hybrid formats for dual-language immersion pedagogy
- Supporting students with unique circumstances (special education, language learning, medical needs)

- Supporting teachers, particularly in hybrid formats that may require teaching through multiple modalities
- Logistics (e.g. rooms, space, desk arrangement, dual-campus environment, class scheduling)

End of Report

Cover Sheet

Diversity Committee Report

Section: V. Administration and Committee Reports
Item: C. Diversity Committee Report
Purpose: Discuss
Submitted by:
Related Material: 2020.09.21 Diversity Committee Report.pdf



**The GLOBE Academy
Diversity Committee Report
21 September 2020**

Committee Chair: Monique Hudson

Report Type: Update

Updates:

- Meetings 2nd Tuesday at 6:30 virtually until further notice.
- No Sept. mtg held due to Labor Day holiday.
- Communication with Committee updates and membership info sent to nearly 30 stakeholders who previously expressed interest in the DEI Committee. (see the appended communication below)
- Committee Chair to meet with Executive Director week of 9/21 re: vendor work.
- Committee Chair to schedule meeting with Conscious Roots regarding Committee work and vendor work.
- 2020-2021 DEI Committee initiatives will be set at October meeting.

End of Report

Good evening GLOBE Academy community.

You are receiving this email because you have served on, or expressed an interest in, the GLOBE Academy Board of Directors Diversity, Equity & Inclusion Committee (Diversity Committee).

Request to confirm interest in committee membership (REQUIRED)

- For the 2020-2021 school year, the Diversity Committee will consist of 3 members from GLOBE leadership, 2 faculty members, 7 other stakeholders (parents or local community members), and the Board committee chair.
- All Board level committee meetings are open to the public and observers are welcome to attend the Diversity Committee meetings.
- Please confirm your desire to actively serve on the Diversity Committee for the 2020-2021 school year by email to: mHUDSON@theglobeacademy.net, by **September 25, 2020**.
 - Committee members will be required to attend meetings and participate in committee initiatives.
 - There is much to do and full engagement is requested.
 - If you do not confirm your membership, you will no longer receive committee level communication.
 - Even if you do not join the Diversity Committee, as a GLOBE community stakeholder your input is always welcomed.
 - In the event that more than 7 stakeholders express an interest in committee membership, they will receive a follow up communication regarding their level of commitment and interest.

Committee Updates

- For the 2020-2021 school year, Diversity Committee meetings will be held on the 2nd Tuesday of every month, unless otherwise communicated.
- There was no Diversity Committee meeting on September 8, 2020, due to the Labor Day holiday.

- The first Diversity Committee meeting of the 2020-2021 school year will be held virtually on **October 13, 2020 at 6:30pm**. The meeting link will be distributed to committee members and added to Board on Track prior to the meeting.
- GLOBE proudly touts a community that is diverse racially, ethnically, religiously, in sexual orientation, and economically. As such, the Board of Directors understands that in order to best serve GLOBE's diverse community, it must adhere to sound diversity, equity, and inclusion (DEI) practices in education, organizational development, and staffing.

GLOBE has devoted the 2020-2021 school year to developing a strategic plan that is informed by sound DEI principles. To that end, GLOBE engaged Conscious Roots, a consultant with solid experience in education and DEI design, facilitation and programming, to assist in the creation and implantation of DEI centered policies and practices. Conscious Roots is expected to accomplish its transformative work through landscape survey analysis; leadership, staff, and faculty workshops and retreats; ongoing DEI coaching and consulting for leadership; and review of systems, practices, and policies. The Diversity Committee will remain available to assist Conscious Roots as it guides the GLOBE leadership in creating an intentionally inclusive school environment at all levels.

- The Diversity Committee has identified “ensuring equitable access to materials and other financial obligations” as a matter for examination and recommendation.

Call to Action

In 2018, the Diversity Committee adopted a definition of diversity that represented GLOBE's actual and aspirational values. At GLOBE we recognize that:

The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique, and recognizing our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical and learning abilities, religious beliefs, political beliefs, or other ideologies. It is the exploration of these differences in a safe, positive, and nurturing environment. It is about understanding each other and moving beyond simple tolerance to embracing and celebrating the rich dimensions of diversity contained within each individual.

Source: <http://www.qcc.cuny.edu/diversity/definition.html> (edited to include “learning” abilities). It is in the spirit of this definition that the Diversity Committee will continue to make recommendations to the GLOBE Board of Directors and leadership on governance and policy issues involving matters of DEI.

Please share your thoughts on DEI related initiatives, concerns, and recommendations at the next Diversity Committee meeting or by email at anytime to: mHUDSON@theglobeacademy.net.

Thank you for your prior, current, and/or future service to the GLOBE Academy Board of Directors Diversity, Equity, & Inclusion Committee. I look forward to serving the GLOBE community and governing with a strong and sincere DEI lens.

In service. With C.R.E.S.T.,

Monique Wright Hudson, Esq.

Board Member, The GLOBE Academy
Diversity Equity & Inclusion Committee Chair

MHudson@theglobeacademy.net

<https://www.theglobeacademy.org/>

<https://www.linkedin.com/in/moniquewhudson>

Cover Sheet

Finance Committee Report

Section: V. Administration and Committee Reports
Item: D. Finance Committee Report
Purpose: Discuss
Submitted by:
Related Material: Balance Sheet (as of August 31, 2020).pdf
Profit and Loss Report - August 2020.pdf
Statement of Cash Flows (January 2020 - August 2020).pdf

The GLOBE Academy

BALANCE SHEET As of August 31, 2020

| | TOTAL |
|--|-----------------------|
| ASSETS | |
| Current Assets | |
| Bank Accounts | |
| 10-1001 Operations - 198809196 | 4,761,472.46 |
| 10-1002 Nutrition - 25325895 | 398.35 |
| 10-1003 Fundraising - 198809238 | 624,974.19 |
| 10-1004 Aftercare Account - 198809279 | 1,230,197.91 |
| 10-1005 Field Trip Account - 733019163 | 44,904.12 |
| 10-1007 Clubs 3027459 | 7,616.38 |
| 10-1008 Paypal | 6,618.66 |
| 10-1009 Money Market - 7179 | 0.00 |
| 10-1010 PayPal Lunch | 237.52 |
| 10-1011 Operation Fund 87238 | 0.00 |
| 10-1012 After School 86622 | 0.00 |
| 10-1099 Staples Gift Cards | 125.00 |
| Total Bank Accounts | \$6,676,544.59 |
| Accounts Receivable | |
| 10-153 Accounts Receivable | 0.00 |
| Total Accounts Receivable | \$0.00 |
| Other Current Assets | |
| 10-142 Federal Grant Receivable | 4,895.76 |
| 10-143 Intergovernmental Accounts Receivable - Local | 14,141.84 |
| 10-181 Prepaid Expense | 69,435.06 |
| Inventory Asset | 0.00 |
| Undeposited Funds | 0.00 |
| Total Other Current Assets | \$88,472.66 |
| Total Current Assets | \$6,765,017.25 |

The GLOBE Academy

BALANCE SHEET As of August 31, 2020

| | TOTAL |
|--|------------------------|
| Fixed Assets | |
| 10-211 Land | 788,200.00 |
| 10-221 Leasehold Improvement | 213,622.72 |
| 10-2211 Winter Construction | 337,559.00 |
| 10-2212 Leasehold Improvements - BUMC | 378,238.27 |
| Total 10-221 Leasehold Improvement | 929,419.99 |
| 10-222 Accumulated Depreciation | -261,337.85 |
| 10-231 Buildings Owned | |
| 10-2311 Buildings - 4096 | 164,320.58 |
| 10-2312 4105 & 4106 Briarcliff Road | 3,568,161.64 |
| Total 10-231 Buildings Owned | 3,732,482.22 |
| 10-240 Inventory | 0.00 |
| 10-241 Furniture and Equipment | 136,886.73 |
| 10-242 Accumulated Depreciation-Equipment | -8,087.00 |
| 10-251 Construction in Progress | 486,218.05 |
| Total Fixed Assets | \$5,803,782.14 |
| Other Assets | |
| 10-0315 Deferred Outflow of Resources - District Contributions | 1,055,704.16 |
| 10-0317 DEFERRED OUTFLOW OF RESOURCES - Pension/OPEB Plan | 2,627,674.00 |
| 10-182 Security Deposits | 12,300.00 |
| 10-232 ACCUMULATED DEPRECIATION - BUILDINGS (CREDIT) | -82,351.00 |
| Total Other Assets | \$3,613,327.16 |
| TOTAL ASSETS | \$16,182,126.55 |

The GLOBE Academy

BALANCE SHEET As of August 31, 2020

| | TOTAL |
|---|------------------------|
| LIABILITIES AND EQUITY | |
| Liabilities | |
| Current Liabilities | |
| Accounts Payable | |
| 10-421 Accounts Payable | -302,269.06 |
| 10-4220 Salaries Payable - Net | 373,402.53 |
| 10-455 Interest Payable | 2,555.49 |
| 10-471 FIT Payable | 31,911.20 |
| 10-472 Georgia Income Tax Payable | -44,339.24 |
| 10-473 TRS Payable | 476,612.05 |
| 10-474 PSERS Payable | 100.00 |
| 10-475 Group Health Ins Payable | 149,812.13 |
| 10-476 Other Group Insurance Payable | 49,459.25 |
| 10-477 FICA Payable | -27,033.40 |
| 10-479 Other Payroll Whlds | -164.50 |
| 10-479 OTHER PAYROLL WITHHOLDINGS PAYABLE | -3,388.23 |
| Total Accounts Payable | \$706,658.22 |
| Credit Cards | |
| 10-1013 American Express | -14,248.44 |
| Total Credit Cards | \$ -14,248.44 |
| Other Current Liabilities | |
| 10-422 Payroll Liabilities | 0.00 |
| 10-4221 Salaries Payable | 0.00 |
| 10-451 Resurgens - Grant LOC | 0.00 |
| 10-452 Resurgens - BUMC Construction Loan | 0.00 |
| 10-491 Deposits Payable | 2,870.00 |
| 10-499 Other Current Liabilities | 0.00 |
| 100-473 Teacher Retirement Payable | 0.00 |
| Total Other Current Liabilities | \$2,870.00 |
| Total Current Liabilities | \$695,279.78 |
| Long-Term Liabilities | |
| 10-0517 DEFERRED INFLOW OF RESOURCES - Pension/OPEB Plan | 191,291.00 |
| 10-0592 PROPORTIONATE SHARE OF NET PENSION/OPEB LIABILITY | 6,505,845.00 |
| 10-433 LT-Winter Construction | 0.00 |
| 10-5211 Charter Loan 4105 | 2,900,187.37 |
| 10-5212 Charter LOC | 486,922.45 |
| 10-5213 CARES Act PPP Loan | 1,324,985.00 |
| Total Long-Term Liabilities | \$11,409,230.82 |
| Total Liabilities | \$12,104,510.60 |

The GLOBE Academy

BALANCE SHEET As of August 31, 2020

| | TOTAL |
|--|------------------------|
| Equity | |
| 10-0717 NET POSITION - Net Pension/OPEB Liability (Obligation) | 187,855.00 |
| 10-700 Opening Balance Equity | -10.00 |
| 10-711 Invested in Capital Assets, net of related debt | 298,500.31 |
| 10-740 Unrestricted Net Assets | 3,585,544.32 |
| Net Income | 5,726.32 |
| Total Equity | \$4,077,615.95 |
| TOTAL LIABILITIES AND EQUITY | \$16,182,126.55 |

The GLOBE Academy

PROFIT AND LOSS

January - August, 2020

| | TOTAL |
|--|-----------------------|
| Income | |
| 10-000 Revenues | |
| 1215 Club Dues | 230.00 |
| 1220 Donations | 11,838.05 |
| 1225 Fund raising/Misc. Sales | 73,446.22 |
| 1340 After School Program Revenue | 171,790.05 |
| 1611 Lunch Payments | 19,236.80 |
| 1700 Student Activities | 1,586.00 |
| 1701 Field Trip | 26,041.73 |
| 1910 Rental Income | 10,050.00 |
| 3120 Total Quality Basic Education F | 7,931,155.05 |
| 4300 Categorical Grants - Direct from Federal Government | 12,123.12 |
| 4510 Child Nutrition Program Service Grant | 46,643.00 |
| 4520 DOE Grant Income | 83,805.47 |
| Total 10-000 Revenues | 8,387,945.49 |
| Total Income | \$8,387,945.49 |
| GROSS PROFIT | \$8,387,945.49 |
| Expenses | |
| 10-1000 Instruction | |
| 100-110 Inst-Teachers | 2,708,131.26 |
| 100-114 Inst-Subs (Non-Certified) | 48,732.60 |
| 100-140 Inst-Aids and Parapro | 565,068.69 |
| 100-200 Inst- Emp Ins Benefits | 214,576.56 |
| 100-220 Inst-Payroll Tax | 58,063.89 |
| 100-230 Inst-TRS | 650,275.33 |
| 100-580 Travel | 15,476.00 |
| 100-609 Inst-Curriculum Material | 17,912.94 |
| 609.1 Inst-Curr Material - English Lang | 2,719.21 |
| 609.3 Inst-Curr Material - Mandarin Language | 303.14 |
| 609.6 Inst-Curriculum Material - Band | 1,330.83 |
| 609.7 Inst-Curriculum Material - Orchestra | 1,196.99 |
| Total 100-609 Inst-Curriculum Material | 23,463.11 |
| 100-610 Inst-Supplies | 51,261.28 |
| 100-611 Supplies Technology | 108,155.72 |
| 100-612 Inst-Software | 3,621.85 |
| 100-615 Inst-Expendable Equip | 18,047.84 |
| 100-616 Inst-Expendable Computer Equip | 38,607.70 |
| Total 10-1000 Instruction | 4,503,481.83 |

The GLOBE Academy

PROFIT AND LOSS

January - August, 2020

| | TOTAL |
|--|-------------------|
| 10-2100 Pupil Services | |
| 210-163 Pupil Services - Nurse | 58,393.18 |
| 210-172 PS-Counselor | 63,736.00 |
| 210-173 PS - Counselor Middle Grades | 44,397.28 |
| 210-200 PS - Employee Benefits | 13,406.40 |
| 210-220 Pupil Services - Payroll Tax | 3,372.26 |
| 210-230 Pupil Services - TRS | 31,086.60 |
| 210-300 PS-Purchased Professional Services | 34,703.25 |
| 210-610 PS-Supplies | 878.92 |
| Total 10-2100 Pupil Services | 249,973.89 |
| 10-2210 Improvement of Instruct Service | |
| 221-300 IIS-Purchased Prof. Services | 505.32 |
| Total 10-2210 Improvement of Instruct Service | 505.32 |
| 10-2213 Instructional Staff Training | |
| 213-300 Professional Development | 10,201.00 |
| 213-580 Travel | 1,516.46 |
| Total 10-2213 Instructional Staff Training | 11,717.46 |
| 10-2220 Educational Media Services | |
| 222-165 EMS-Media Specialist | 34,688.40 |
| 222-200 EMS-Employee Benefits | 4,386.40 |
| 222-220 EMS-FICA | 464.24 |
| 222-230 EMS Media - TRS | 7,259.03 |
| 222-610 EMS-Supplies | 57.70 |
| 222-612 EMS-Computer Software | 5,903.98 |
| Total 10-2220 Educational Media Services | 52,759.75 |
| 10-2300 General Administration | |
| 230-120 GA - Executive Director | 83,333.28 |
| 230-141 230-141 GA Admin Assistant | 10,000.00 |
| 230-190 SA - Comm/Dev Director | 40,330.84 |
| 230-200 GA - Employee Benefits | 2,500.16 |
| 230-220 GA - Payroll Tax | 1,771.52 |
| 230-230 GA - TRS | 25,876.18 |
| 230-300 GA-Purchased Professional & Tech Services | 66,353.41 |
| 230-332 GA-Background Check & Drug Test | 289.75 |
| 230-340 GA-Legal Fees | 22,478.50 |
| 230-520 GA-Insurance (Other than benefits) | 47,147.73 |
| 230-532 GA-Commu-Internet | 640.00 |
| 230-810 GA-Dues & Fees | 1,088.65 |
| 230-890 OTHER EXPENDITURES | 327.76 |
| Total 10-2300 General Administration | 302,137.78 |

The GLOBE Academy

PROFIT AND LOSS

January - August, 2020

| | TOTAL |
|--|-------------------|
| 10-2400 School Administration | |
| 240-130 SA-Director | 136,279.36 |
| 240-131 SA-Assistant Principal | 209,255.42 |
| 240-141 SA - Front Office | 108,800.31 |
| 240-200 SA-Employee Benefits | 24,091.04 |
| 240-220 SA-FICA | 8,233.71 |
| 240-230 SA-TRS | 82,087.64 |
| 240-300 SA-Purchases Prof. & Tech Svcs. | 98,893.44 |
| 240-580 SA - Staff Travel | 442.00 |
| 240-595 SA-Other Purchased Services | 19.95 |
| 240-610 SA-Supplies | 3,767.49 |
| 240-615 SA-Expendable Equip | 863.72 |
| 240-810 SA-Dues and Fees | 1,358.00 |
| 240-890 SA - Staff Relations | 979.20 |
| Total 10-2400 School Administration | 675,071.28 |
| 10-2500 Support Services-Business | |
| 250-142 Support Services - Clerical | 85,369.00 |
| 250-148 SSB-Accountant | 57,613.00 |
| 250-200 SSB-Employee Benefits | 7,123.52 |
| 250-230 Support Services - TRS | 30,213.42 |
| 250-250 SS - ER UI Benefits | 2,046.32 |
| 250-300 SSB-Purch. Prof & Tech Svcs. | 50.00 |
| 250-580 Support Services Travel | 12.00 |
| 250-810 Support Services - Dues and Fees | 19,489.01 |
| Total 10-2500 Support Services-Business | 201,916.27 |
| 10-2600 Maint & Oper-Plant Services | |
| 260-186 MOPS-Custodial | 136,498.61 |
| 260-190 MOPS - Facilities Director | 43,800.00 |
| 260-200 MOPS-Employee Benefits | 7,365.92 |
| 260-220 MOPS - Payroll Tax | 11,916.29 |
| 260-230 MOPS - TRS | 10,089.24 |
| 260-300 MOPS-Purch. Prof. & Tech Svcs | 116,750.04 |
| 260-410 MOPS-Water, Sewer, Cleaning | 11,805.92 |
| 260-430 MOPS-Repair and Maint. SVcs | 180,262.84 |
| 260-431 MOPS-R&M-Ground | 15,141.00 |
| 260-441 MOPS - Rental Expense | 70,571.60 |
| 260-490 MOPS-Other Purchased Property Services | 3,782.14 |
| 260-530 MOPS-Communications | 47,957.32 |
| 260-610 MOPS-Supplies | 29,771.91 |
| 260-615 MOPS-Expendable Equip | 2,070.84 |
| 260-620 MOPS-Energy | 62,468.98 |
| 260-810 MOPS-Dues and Fees | 1,104.60 |

The GLOBE Academy

PROFIT AND LOSS

January - August, 2020

| | TOTAL |
|---|-----------------------|
| 260-990 MOPs Allocation to ECP | -27,424.00 |
| Total 10-2600 Maint & Oper-Plant Services | 723,933.25 |
| 10-2900 Fundraising Activities- | |
| 290-300 FD-Purchased Professional & Tech Service | 3,264.00 |
| 290-610 FD - Supplies | 191.96 |
| Total 10-2900 Fundraising Activities- | 3,455.96 |
| 10-3100 School Nutrition Program | |
| 310-190 SNP - School Nutrition Director | 16,892.64 |
| 310-220 SNP - Payroll Tax | 1,325.12 |
| 310-300 SNP - Purchased Professional & Technical Services | 210.00 |
| 310-630 Purchased Food | 46,325.60 |
| 310-810 Dues and Fees | 6.33 |
| Total 10-3100 School Nutrition Program | 64,759.69 |
| 10-3300 ASP Operations | |
| 330-190 ECP - Manager/Admin | 24,069.92 |
| 330-191 ECP - PT Staff | 88,155.67 |
| 330-200 ASP-ER Ins Benefits | 2,776.80 |
| 330-220 ASP - FICA | 8,825.41 |
| 330-300 Enrichments | 2,135.00 |
| 330-301 ASP - Other Purchased Services | 5,462.47 |
| 330-610 ASP - Supplies | 7,448.37 |
| 330-810 Community Services Operations - Dues and Fees | 4,060.21 |
| 330-990 ASP Operations-Other | 27,424.00 |
| Total 10-3300 ASP Operations | 170,357.85 |
| 10-5100 Debt Services | |
| 510-830 DS-Interest | 97,592.76 |
| Total 10-5100 Debt Services | 97,592.76 |
| Purchases | 95,565.00 |
| Total Expenses | \$7,153,228.09 |
| NET OPERATING INCOME | \$1,234,717.40 |
| Other Expenses | |
| Reconciliation Discrepancies | -0.01 |
| Total Other Expenses | \$ -0.01 |
| NET OTHER INCOME | \$0.01 |
| NET INCOME | \$1,234,717.41 |

The GLOBE Academy

STATEMENT OF CASH FLOWS

January - August, 2020

| | TOTAL |
|--|-----------------------|
| OPERATING ACTIVITIES | |
| Net Income | 1,234,717.41 |
| Adjustments to reconcile Net Income to Net Cash provided by operations: | |
| 10-153 Accounts Receivable | 110,775.52 |
| 10-142 Federal Grant Receivable | -4,895.76 |
| 10-143 Intergovernmental Accounts Receivable - Local | 26,334.35 |
| 10-181 Prepaid Expense | 9,201.00 |
| 10-421 Accounts Payable | -313,224.23 |
| 10-4220 Salaries Payable - Net | -189,689.97 |
| 10-471 FIT Payable | 12,770.20 |
| 10-472 Georgia Income Tax Payable | -44,339.24 |
| 10-473 TRS Payable | 242,225.63 |
| 10-474 PSERS Payable | 40.00 |
| 10-475 Group Health Ins Payable | 122,132.65 |
| 10-476 Other Group Insurance Payable | 28,698.24 |
| 10-477 FICA Payable | -27,033.40 |
| 10-479 Other Payroll Whlds | -164.50 |
| 10-479 OTHER PAYROLL WITHHOLDINGS PAYABLE | -3,415.00 |
| 10-1013 American Express | -19,729.90 |
| Total Adjustments to reconcile Net Income to Net Cash provided by operations: | -50,314.41 |
| Net cash provided by operating activities | \$1,184,403.00 |
| INVESTING ACTIVITIES | |
| 10-2312 Buildings Owned:4105 & 4106 Briarcliff Road | -31,406.16 |
| Net cash provided by investing activities | \$ -31,406.16 |
| FINANCING ACTIVITIES | |
| 10-5211 Charter Loan 4105 | -73,568.65 |
| 10-5212 Charter LOC | -912.39 |
| 10-5213 CARES Act PPP Loan | 1,324,985.00 |
| Net cash provided by financing activities | \$1,250,503.96 |
| NET CASH INCREASE FOR PERIOD | \$2,403,500.80 |
| Cash at beginning of period | 4,273,043.79 |
| CASH AT END OF PERIOD | \$6,676,544.59 |

Cover Sheet

Development Committee Report

Section: V. Administration and Committee Reports
Item: E. Development Committee Report
Purpose: Discuss
Submitted by:
Related Material: 2020.09.21 Development Committee Report.pdf



The GLOBE Academy

Development Committee Report

15 September 2020

Committee Chair: Meghann Adams

Report Type: Update

Updates:

1) Fundraising Update

2020-2021 Unrestricted Fundraising Goal: \$300,000

As of 8/31/2020

| | Goal | Raised | % |
|--------------------------------------|------------------------|-----------------|-----------|
| Annual Fund | \$ 158,500 | \$ 9,439 | 6% |
| Major Gifts/Individuals | \$ 26,000 | \$ 2,042 | 8% |
| Board Giving | \$ 3,000 | \$ - | 0% |
| One-Time Donations | \$ 50,000 | \$ 1,412 | 3% |
| Recurring Donations | \$ 45,000 | \$ 5,335 | 12% |
| Corporate Giving/Sponsorships | \$ 20,000 | \$ 515 | 3% |
| General Operating Support Grants | \$ 8,500 | \$ - | 0% |
| Miscellaneous Donations/Income | \$ 6,000 | \$ 135 | 2% |
| School-led Fundraising Events | \$ 141,500 | \$ - | 0% |
| GLOBE Trot | \$ 130,000 | \$ - | 0% |
| Square 1 Art | \$ 4,000 | \$ - | 0% |
| GLOBE Rocks | \$ 6,500 | \$ - | 0% |
| OVERALL GROSS | | \$ 9,439 | 3% |
| Fundraising Expenses | | \$ 268 | |
| OVERALL NET | As of 8/31/2020 | \$ 9,171 | 3% |

Starting in August, WePay deposits from Aplos are moving to monthly, deposited on the first of the month. This change meant several August donations were deposited on September 1 and will be counted in September. Donations are counted as funds are deposited into the school's account.

2) Partnership Packet

- a. Digital and printed tool to solicit sponsorships for Annual Fund
- b. Gathering data from Academic Committee and other sources
- c. Goal is to complete packet by 10/31
- d. Pull together prospect list in October

3) Grants

- a. DEI Teach Diversity grant closed due to budget limitations (opens in November)
- b. Still awaiting reimbursement for last year's security grant
- c. Facilities Grants – around \$25K per campus; may use FRSL or FTE numbers
- d. Applying to five corporate foundation general operating support grants by 10/31:
 - i. Publix Super Markets Charities
 - ii. Georgia Power Foundation
 - iii. Georgia-Pacific Foundation
 - iv. Regions Bank
 - v. State Farm

4) GLOBE Trot – November 6, 2020

- a. Renewed contract with Dojiggy platform – last year of flat subscription cost option
- b. Prizes and fundraising tracking – Discussion around just tracking class totals vs. individual student totals
- c. GLOBE Trot vs. Annual Fund questions
- d. Next planning meeting Tues., 9/22 at 7:30pm

5) Next Development Committee Meeting via Zoom: Tuesday, October 13, 2020 @ 6 pm

End of Report

Cover Sheet

Communications Committee Report

Section: V. Administration and Committee Reports
Item: F. Communications Committee Report
Purpose: Discuss
Submitted by:
Related Material: 2020.09.21 Communications Committee Report.pdf



**The GLOBE Academy
Communications Committee Report
21 September 2020**

Committee Chair: Jonathan Clues

Report Type: Meeting Summary and Updates

Summary and Updates:

The Communications Committee met via Zoom on Wednesday, September 16th 2020.

Present were:

- Christi Elliott-Earby
- Katrice Mines
- Ryan Hudak
- Leigh Long
- Jonathan Clues

Absent was James Bratton.

Referring back to the Committee's "Kanban Board", we discussed the following topics:

Updated Committee "Org Charts"

Jonathan commented that he had sent an email to Kevin Holder requesting the more recent committee submission. Since the meeting, Kevin has replied letting us know he had received update committee member lists from:

- Academic Committee
- Communications Committee
- Development Committee
- Executive Director Evaluation and Support Committee
- Strategic Planning Committee
- Finance Committee

No updated lists had been received from:

- Diversity Committee
- Facilities Committee
- Governance Committee

Update: Ryan has confirmed that the Governance Committee is correct in Board on Track.

Communication Flow

Katrice sent a link to the proposed communication flow, showing what communications would go directly, which would require approval from the Executive Director and which would require approval from a Board Member. This was created following the recent events where messages were being sent from many people, approved by different people, and with no timeline or formal approval. We also discussed an anticipated percentage on the type of communication.

- Communications Director Messaging (80% of activity):
 - Daily announcements, reminders, events and general school news
- Communications messaging requiring Executive Director approval (17%):
 - Official policy and protocol announcements to staff and community.
- Communications messaging requiring Comms Committee/A Board member approval (3%):
 - District- and school-wide announcements and news related to any and all operational protocols, changes and developments.

Brand consistency

The committee discussed the issues with many different treatments (logos, colors, fonts) of the GLOBE brand, found across an array of communications (email, website, social media, board docs, etc..)

Currently there is a Word Document, that has issues of version control. There is also old logos on there as well as 'unsafe fonts'. Unsafe fonts are fonts that are not part of the standard/preloaded font package on computers, requiring the user to download a font in order to use in publishing platforms (Word, Excel, PowerPoint etc..). Also, unsafe fonts may not show up correctly in web browsers.

Jonathan suggested Frontify, a free online resource that is designed specifically to help users understand the brand guidelines and always use the latest version. Katrice confirmed that she will look to set this up.

Board presentations

Ryan brought up a comment about the individual brand presentations and suggested a change to the flow, whereby short Google Slides are sent to Kevin in a central folder, so everyone can see what has been turned into Kevin. Ryan also commented that he wanted less content on the slides, so they were more like a presentation vs. reading the committee reports.

Update: Ryan has since sent a link to the BOD.

Website

We discussed the central repository and Katrice pointed out that this was all done, and also that the archived Newsletters are now showing in reverse date order. She also explained that she is now happy with the structure/design of the site, and that the site just requires constant content updates.

Ryan raised a concern about compliance on the BOD page, and we must update ASAP. Unfortunately, the previous version (which was compliant) was lost in the transition. Katrice is going to work with Kevin.

Activity Reporting

Jonathan and Katrice confirm that we are going to report in full calendar months, up to the prior month. We will be ready to show that at the October board meeting.

Outbound Communications

We spoke about Ryan's and Christi's welcome video email, which was really good.

Leigh brought up the conversion on additional communication touch points, while being sensitive to over communicating. In particular, a recognition message providing a little cheerleading. Well done teachers, staff, parents, students etc..

Christi said we are doing a survey to parents. Near conferences in about 2-3 weeks

Possible idea for a video from Christi, less formal than an email – montage video of multiple people?

Helping Other Committees

We discussed how we could now turn our attention to helping other committees. Unfortunately James was unable to attend, so we did not get a run down of the prior evening's Development Committee needs.

Leigh again offered any help with content writing, but Katrice confirmed she did not need help right now. We discussed the idea of Leigh helping Megan Brown with an orientation/virtual tour video she wanted to create. Jonathan made an introduction, saying he had already sent Megan some storyboard examples so she could think what the key messages were.

Next Meeting

With no other business, we set the date and time for the next meeting. That will be at 10:30am on Friday October 16th via Zoom. All welcome to join.

End of Report

Cover Sheet

Governance Committee Report

Section: V. Administration and Committee Reports
Item: G. Governance Committee Report
Purpose: Discuss
Submitted by:
Related Material: 2020.09.21 Governance Committee Report.pdf



**The GLOBE Academy
Governance Committee Report
21 September 2020**

Committee Chair: Aba Rogers

Report Type: Meeting Summary and Updates

Summary and Updates:

The Governance Committee met via Zoom on Thursday, September 10th 2020.

Present were:

- Shawn Chang
- Christi Elliott-Earby
- Ryan Hudak
- Aba Rogers
- Adam Weakley

Absent was Karen Angel.

The following topics were discussed:

Bylaws Update and Next Steps

Aba to extract the new processes and governance procedures for the committee members (e.g. process for adding members) to review, followed by dissemination to the Board for their information. Possible amendment to bylaws. Ryan asked about the three-year terms for directors. BoT recommends three one-year renewable terms for Board officers: Board Chair, Vice Chair, Secretary and Treasurer.

Staff Handbook and Policies

Adam and Aba to make a list of outstanding questions with our proposed answers back to Christi. Adam will discuss with Karen and Adam who will lead next steps. Adams will also review for gender neutral incorporation, as well as for the first -, second - and third-party changes to be made upon final review/editing.

Future Project – Governance Committee Vision Statement

Adam to work on the vision statement for the Governance Committee to consider.

Governance Committee – Best Practice

Shawn to do a general search, including searching BoT, for Board best practices and what is customarily handled by the Governance Committee.

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: 2020.09.21 Strategic Planning Committee Report.pdf



**The GLOBE Academy
Strategic Planning Committee Report
21 September 2020**

Committee Chair: Katie Monroe

Report Type: Update

- Katie and Christi had a check-in meeting on 9/11/2020
- Workgroup meeting held with key staff to recalibrate Vision of Teaching Excellence to virtual learning
- Small groups (K-2, 3-5, & 6-8) met with Conscious Roots (DEI Initiative)
- Christi and Katie are preparing for meeting with NorthStar to realign Strategic Plan timeline.

End of Report