



The GLOBE Academy

Board of Directors Meeting

Date and Time

Monday March 22, 2021 at 7:00 PM EDT

Location

To attend the meeting virtually, please click on the following link to register: https://us02web.zoom.us/webinar/register/WN_Zs5qSXVjTGKSz_CVfyNHBg

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.

	Purpose	Presenter	Time
<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
<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	Ryan Hudak	5 m
B. Approve Minutes	Approve Minutes	Ryan Hudak	5 m
Approve minutes for Board of Directors Meeting on February 22, 2021			
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	Vote	Christi Elliott-Earby	5 m
B. Academic Committee Report	FYI	Drew Reynolds	5 m
C. Diversity Committee Report	FYI	Monique Hudson	5 m
D. Finance Committee Report	Vote	Luis Pacheco	5 m
E. Development Committee Report	FYI	Meghann Adams	5 m
F. Communications Committee Report	FYI		5 m
G. Governance Committee Report	FYI	Aba Rogers	5 m
H. Strategic Planning Committee Report	FYI	Katie Monroe	5 m
I. Facilities Committee	FYI	Chip White	5 m
J. Executive Director Evaluation and Support Committee Report	FYI	Ryan Hudak	5 m

	Purpose	Presenter	Time
VI. Old Business			
VII. New Business			8:15 PM
A. Approval of SY 2021-22 Calendar	Vote	Christi Elliott-Earby	5 m
B. Board Recruiting	FYI	Ryan Hudak	5 m
VIII. Executive Session			8:25 PM
A. To discuss personnel and legal matters.	Discuss	Ryan Hudak	15 m
IX. Closing Items			8:40 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 February 22, 2021



The GLOBE Academy

Minutes

Board of Directors Meeting

Date and Time

Monday February 22, 2021 at 7:00 PM

Location

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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), D. Reynolds (remote), K. Monroe (remote), L. Pacheco (remote), M. Hudson (remote), R. Hudak (remote)

Directors Absent

C. White, M. Adams

Guests Present

A. Weakley (remote), Amberly Toole (remote), Ashley Morris (remote), C. Blunt (remote), C. Elliott-Earby (remote), Christina Steiner (remote), D. Clayton-Purvis (remote), Emily Dudkiewicz (remote), Florence Cannon (remote), J. Limor (remote), Jackie Craft (remote), Jason Goldstein (remote), Jennifer Gordon (remote), K. Holder (remote), K. Mines (remote), Kenya Gilmore (remote), L. Hancock (remote), L. Hertz (remote), L. Long (remote), Lauren Lindquist (remote), Megan Brown (remote), Melissa Levine (remote), Robyn Brandman (remote), S. Manns (remote), Tramaine Quarterman (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 Feb 22, 2021 at 7:04 PM.

C. Vision, Mission and Core Values

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

II. Public Comment

A. Public Comment

Robyn Brandman commented that while there have been improvements in transparency and communication, she requested that parents have the ability to submit their comments in full for inclusion in the meeting minutes.

Note: It has always been the practice to accept the text of public comments in full for inclusion in the minutes. For those wishing to do so, prior to the Board meeting for which you intend to provide a public comment, simply send the full text of your public comment, along with your initial request to be added to the list to make a public comment, to the following email address:
boardofdirectors@theglobeacademy.net.

Amberly Toole expressed her disappointment that questions that she has raised since last September have gone unanswered. She once again asked the following questions:

- 1) Why do we not support IEPs in students' target languages?
- 2) Why does GLOBE not offer tutoring to help students with their academics?
- 3) What is the process for going from teacher assistant to lead classroom teacher at GLOBE?

She indicated she did, through her own research, answer the following question:

- 4) Are our teachers highly qualified? By highly qualified, I'm referring to the state of Georgia's standards and what do those percentages look like?

She continued that 80 percent of the The GLOBE's teachers are not state certified. She asked, "How is The GLOBE ensuring that teachers are properly trained and able to provide a standard of instruction and content knowledge?" Finally, she asked, "Given the constraints of the pandemic, is there a plan for remediation for this summer or going into the next school?"

Ryan stated that the first two questions that were raised have been covered in the Academic Committee meetings, as that is a part of the committee's focus and encouraged her to attend the committee's meetings, if possible, and viewed the committee's minutes, which are public. Ryan also indicated that she has previously requested a meeting with him and he would work with her to get that scheduled.

III. Consent Agenda

A. Approve Agenda

The agenda and minutes were approved by consent without objection.

B. Approve Minutes

D. Reynolds made a motion to approve the minutes from Board of Directors Meeting on 01-25-21.

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.

V. Administration and Committee Reports

A. Executive Director's Report

A formal report was included in the agenda packet.

B. Academic Committee Report

A formal report was included in the agenda packet.

C. Diversity Committee Report

There was no formal report this month.

D. Finance Committee Report

There was no formal report this month. Denise reported the following developments:

CARES I - DCSD told the school they would be receiving \$340K, but that was adjusted down to \$56K. That has been approved.

PPP loan - The GLOBE applied for \$1.3 million and received it. They have applied for their forgiveness and the bank has approved it on January 5th. The Small Business Administration has 90 days to confirm the bank's approval.

CARES II - This new round of funding has "gone down" to the state and counties. DCSD has not yet informed The GLOBE what they will receive. Christi and Denise are "pushing" on this. The estimate is that it should four times more than CARES I, which would be around \$250K, however it is a decision that is totally up to DCSD.

CSP Grant - The state has been given permission to reallocate this grant. This grant is received by brand new charter schools to acquire their computers, desks, etc. The federal government allowed the states to reallocate these grants among all of its current charter schools. The GLOBE received \$192K.

Budget - Governor Kemp made a mid-term budget adjustment, adding back 60 percent of the cuts that were implemented this year. Denise has inquired with DCSD about how much The GLOBE would receive. She estimates the school will receive \$250-300K. There has been no word on the FY 21-22 budget.

Denise mentioned that the money she referenced are related to grants that must be used for very specific purposes within a specified timeframe.

While the 2020 Tax Return was included in the packet as a late item, it will be put before the Board for consideration in order to allow the Board the opportunity to review it prior to voting on it.

E. Development Committee Report

A formal report was included in the agenda packet.

F. Communications Committee Report

There was no formal report this month. Ryan reported that, as a result of Jonathan's recent resignation, the committee currently does not have a committee chair. Christi, Katrice and Leigh Long have continued work on the Communications Strategic Plan.

G. Governance Committee Report

A formal report was included in the agenda packet. A discussion was held regarding the proposed choices for the Board's vision statement. Ryan added that he has been in touch with the GCSA about the three-hour Board governance training that will be scheduled for a Saturday afternoon. Ryan also indicated that BoardOnTrack provides for assigning tasks to Board members, which count toward the annual training requirement since BoardOnTrack is an approved vendor.

H. Strategic Planning Committee Report

A formal report was included in the agenda packet.

I. Facilities Committee

There was no formal report this month. The committee's next meeting is scheduled for March 1st.

J. Executive Director Evaluation and Support Committee Report

There was no formal report this month. Ryan reported that Christi completed her self-assessment and the committee will get together this month to provide Christi with feedback.

VI. New Business

A. Board Job Descriptions

Drew suggested adding language in the Board member job description that highlights the responsibility of advancing the mission of dual language immersion and incorporate it in the work of the respective Board committees. Drew also suggested including language related to CREST.

A. Rogers made a motion to approve the Board job descriptions, as amended during this meeting.

L. Pacheco seconded the motion.

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

B. Board Member Election: Leigh Long

L. Pacheco made a motion to elect Leigh Long to Board of Directors, effective immediately.

M. Hudson seconded the motion.

Ryan noted that Leigh will fill Jonathan's term.

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

VII. Closing Items

A. Adjourn Meeting

The next scheduled meeting is set for March 22, 2021 at 7 p.m.

L. Pacheco made a motion to adjourn the meeting.

A. Rogers 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 8:48 PM.

Respectfully Submitted,

K. Holder

Cover Sheet

PTCC Report

Section: IV. PTCC Report
Item: A. PTCC Report
Purpose: FYI
Submitted by:
Related Material: 2021.03.22 PTCC Report.pdf



PTCC MONTHLY REPORT

March 22, 2021

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

April - Elections for 2 Officer Positions and 4 PAC Co-Lead Positions: GAP PAC (1); FunPac (2); FacPAC (1)

PTCC Speaker Series

February Lisa Dibble - had technical difficulty getting talk onto FB. Will be posted this week.

Heritage Celebrations

Asian Americans and Pacific Islanders Month - May

Look for stories and information on and about AAPI leaders and GLOBE families on the Parents and Teachers FB page

Got Sneakers

Ongoing with good participation - Donate your used sneakers and GLOBE gets a donation. See weekly reminders for drop off locations around Dekalb

Science Night and Spirit Week

March 1 - 7 - Thank you for participating with us!

GLOBE Auction

May 15 - 16, 2021

Looking for donations to auction/raffle

- Getaways
- Children's Corner
- Wine Wall
- Class Collaborative Baskets
- Experiences and Entertainment
- Health and Beauty
- Teacher Treasures

Cover Sheet

Executive Director's Report

Section: V. Administration and Committee Reports
Item: A. Executive Director's Report
Purpose: Vote
Submitted by:
Related Material: 2021.03.22 Executive Director's Report.pdf



Executive Director Report 03/22/21

Updates

We are continuing with our Strategic Plan initiative for DEI (diversity, equity, and inclusion) through training for our entire staff. Next year this will move to training for our leadership team on how we continue to grow and move forward.

There have been questions about our certified teachers here at GLOBE. We as a charter school waive the requirement for all teachers to be certified by the state of GA. Below is what GLOBE currently has for certification:

83 certified positions over both campuses,
63 of these positions are filled with a PSC certified teacher,
20 are filled with a non-certified teacher

Reopening

We are open in a face to face 2 day hybrid model. It was been so wonderful to see our students in person and on the screen. The reopening committee will continue to meet to follow guidelines and data to see how we move through these last few months of the school year. We are discussing the possibility of another entry point to join face to face and/or moving to a 4 day hybrid model.

Cutia Blunt and Marsha Huitt - presentation

Enrollment

Meg Brown - presentation

Cover Sheet

Academic Committee Report

Section: V. Administration and Committee Reports
Item: B. Academic Committee Report
Purpose: FYI
Submitted by:
Related Material: 2021.03.22 Academic Committee Report.pdf



**The GLOBE Academy
Academic Committee Report
22 March 2021**

Committee Chair: Drew Ferguson - dreynolds@theglobeacademy.net

Report Type: Update

Updates:

1. Setting Goals

By August, the committee will:

- Report regularly on academic progress, including Milestones, MAP, and STAMP testing and offer guidance to the board
- Develop a plan to support target-language learning in AY 2021-2022
- Develop recommendations for approaching race-conscious instruction through curricula and other learning activities

2. Monthly Meeting

- A. Committee: Additional Support for Target-Language Learning
- a. Karen, Lauren, and Cat will continue to meet on Thursdays
 - b. Leadership Team will meet to discuss and offer guidance on next steps
- B. GLOBE efforts on race-conscious curricula We discussed:
- a. We summarized the work of Conscious Roots in the professional development training with school staff.
 - b. We identified areas of focus:
 - i. In the curriculum
 - ii. In the community
 - c. We also discussed how we think about race-conscious education alongside other areas where power and privilege are inequitably distributed - e.g. across gender, class, sexual orientation, ability, age, and other areas.
 - d. We also discussed potential programs and activities that might promote this work
 - e. Next steps:

- i. We have identified that there are areas where we can continue to grow in making our community more inclusive.
- ii. Next meeting: Will discuss change processes/structures that could guide our community in this effort.

End of Report

Cover Sheet

Diversity Committee Report

Section: V. Administration and Committee Reports
Item: C. Diversity Committee Report
Purpose: FYI
Submitted by:
Related Material: 2021_03_16_diversity_committee_meeting_minutes.pdf

DRAFT



The GLOBE Academy

Minutes

Diversity Committee Meeting

Date and Time

Tuesday March 16, 2021 at 6:30 PM

Location

Virtual via Zoom

The Diversity Committee adopted a definition of diversity that represents 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 DEI Committee will continue to make recommendations to the GLOBE Board of Directors and leadership on governance and policy issues involving matters of DEI.

Committee Members Present

C. Catinella (remote), C. Elliott-Earby (remote), J. Limor (remote), M. Hudson (remote), M. Konomos (remote), M. Rodi (remote), S. Schmidt (remote), T. Barnes (remote)

Committee Members Absent

A. Rogers, C. Blunt, R. Hudak

Guests Present

Tramaine Quarterman (remote), megan.brown@theglobeacademy.net (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

M. Hudson called a meeting of the Diversity Committee of The GLOBE Academy to order on Tuesday Mar 16, 2021 at 6:33 PM.

II. Diversity Equity & Inclusion

A. Examining Equitable Access

- Discussed repeat questions being raised at public comment; specifically concerning DEI/access issues.
 - Inquiry as to why answers cannot be shared with community in a repository, newsletter, Board section of the website etc.
 - CEE noted a plan to answer some previously raised questions during the next BOD mtg.
- Any issues with access regarding F2F?
 - School has provided water bottles with straws for those returning F2F and families that cannot/have not provided water bottles.
 - Free lunch for everyone
- Aftercare
 - Still spots available
 - Almost at capacity for virtual in-person care
 - Inquiry regarding availability for virtual enrichment for virtual after-care?
 - CEE will discuss with ACP director
- No communication has been received by staff that clearly indicates families' decisions regarding hybrid/virtual being made due to personal choice versus barriers to returning that may be "equity driven".
 - Waitlist for individuals interested in returning.
 - Suggestion: when equity issues "may" be at play, allow the committee to help develop solutions.
 - DEI committee to reach out to GAP pac regarding avenues for assisting families that may have barriers to returning unrelated to personal choice.

B. UPDATE on DEI Vendor (if any)

- Update
 - Training completed includes:
 - 2 4-hour retreats
 - 3 trainings with smaller groups
 - Future plans include leadership team training on how to keep the transformative work going
- Question: how do you get parents behind the thought process?
 - Parent talks next year to share path we are on and the commitments we have made. Then parents can decide if they want to travel this road with us.
- Comments from DEI committee members that are staff/facility regarding the training:

- Great training. Groups are not left out, disability, gender, race, etc. have been touched upon.
- Great prompts that help think about how they teach and shifts that need to be made.
- Groups are random and some are intentional. It has been a great opportunity for groups that may not otherwise come naturally.
- Curious how our non-native speakers and those other cultures are receiving the training as much of it is taught from a historically American POC.
- Future discussion and implementation for next year
- Helped even marginalized people see the areas of their lives where they have privilege not previously recognized.
- How is the training implemented/practice/in action
 - Deliberate instruction to start from where you are and move forward.
- Connection teachers are using connections to expand their curriculum to include diversity in real time.
 - suggestion Meg B.: implement a DEI focused activity to GLOBE 101

C. Admissions Director Updates (if any)

- Lottery 2/26/21 at 12pm
 - 141 seats 24.8 for economically disadvantaged
- Result demographics not in yet. Accepting and declining still going.
- Concerns or comments re: recruitment
 - Very intentional regarding representation
 - Having virtual tour during evening allowed for additional access
- GLOBE 101 happening in April. Hoping to have families feel welcome.
- Opportunity for improvement
 - Continue to recruit diverse ambassadors
 - race, special needs, culture, etc.

D. Representation

- No follow up necessary on incorporating commemorative months on GLOBE calendar and communications

E. New Business

III. Closing Items

A. Next meeting scheduled for 6pm April 13, 2021

B. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:00 PM.

Respectfully Submitted,
M. Hudson

Cover Sheet

Development Committee Report

Section: V. Administration and Committee Reports
Item: E. Development Committee Report
Purpose: FYI
Submitted by:
Related Material: 2021.03.22 Development Committee Report.pdf
2021.03.09 Development Committee Meeting Minutes.pdf

DRAFT



The GLOBE Academy

Minutes

Development Committee Meeting

Date and Time

Tuesday March 9, 2021 at 6:00 PM

Location

Join Zoom Meeting

<https://us02web.zoom.us/j/5572643765?pwd=ak1NMWtaeCszcnE0SXBGbGcxdkhIQT09>

Meeting ID: 557 264 3765

Passcode: 9i9bph

Vision, Mission and Core Values

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

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

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- 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.
-

Committee Members Present

D. Robb (remote), K. Mines (remote), M. Adams (remote)

Committee Members Absent

F. Courtney, L. Hancock

Guests Present

Emily Dudkiewicz (remote), L. Long (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

M. Adams called a meeting of the Development Committee of The GLOBE Academy to order on Tuesday Mar 9, 2021 @ 6:04 PM.

C. Approve Minutes from 2/9/2021

D. Robb made a motion to approve the minutes from Development Committee Meeting on 02-09-21.

K. Mines seconded the motion.

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

D. Fundraising Update

M. Adams shared the most recent fundraising results through 12/31/2020, which had also been shared at the last Board of Directors meeting.

II. Development Projects

A. Sponsorships

L. Long joined the committee to discuss ways the Communications Committee can work together with the Development Committee. The Committee reviewed the current draft of the Partnership Packet and discussed different options for the layout. K. Mines mentioned that her contact said to try hotjar.com to create a heatmap for the packet for free. L. Long agreed to help with the layout using the Committee's content and will have a first draft by the next Committee meeting. The Committee brainstormed some sponsor prospects for Annual Fund and GLOBE Trot and added them to the prospect list.

B. General Operating Support Grants

M. Adams reviewed the status of the general operating support grants. K. Mines agreed to take over the Publix grant application, since it has still not been submitted. The Georgia Power Foundation and Regions Bank applications have been submitted. K. Mines has been checking the Teaching Tolerance website to see when GLOBE and apply and she said they have changed their name to Learning for Justice and have noted on their website that they are not awarding grants indefinitely while they figure out their priorities. M. Adams submitted 14 grant applications to local Walmart and Sam's Club stores and the Sam's Club near GLOBE on Clairmont Rd. awarded the school with a \$500 grant to support the DEI initiative.

C. Bloomerang Donor Database

M. Adams shared that she and D. Clayton-Purvis meet weekly with GLOBE's Bloomerang rep and are currently in Phase 3 of the donor database project, which is the review and revise stage. Bloomerang had some delays on their end that has pushed back the launch date to April 20. Phase 4 will begin on April 13, which is when all the data will be uploaded into the new database and it will go live. M.

Adams asked for help from the committee to capture contact information for some of the companies and foundations who give so their data record will be more complete prior to the upload. D. Robb and E. Duakiewicz agreed to help with that task.

D. Annual Fund Spring Push

M. Adams mentioned that the Auction has been moved back to May and that GLOBE Rocks that was supposed to happen in April was cancelled this school year. Square 1 Art and GLOBE Trot also did not do as well and fell short of the goal. Annual Fund is lagging, so the Committee brainstormed ideas for a spring Annual Fund push before the Auction marketing kicked in. The Committee discussed a "back to school" or "we're all in this together" theme or possibly tie in the appeal to student's artwork to create "GLOBE grams" or have an art contest. M. Adams discussed the best timing around Spring Break and the group agreed the appeal will go out on Tuesday, March 30. Given the short turnaround time, the appeal will likely need to be more simple, but M. Adams said these great ideas can be flushed out more for future appeals.

III. Closing Items

A. Committee Next Steps

M. Adams discussed with the Committee about possibly creating Co-Chairs for the Development Committee because the workload is too much for one person and E. Duakiewicz expressed interest. M. Adams reminded the Committee that to be considered for the Board, individuals need to be active participants on a committee for at least six months. The Committee also talked about possibly merging the Development and Communications Committees, as they both can help support one another to further the Board's fundraising and communications efforts.

The committee's next steps are as follows:

- 1) Sponsorships - M. Adams to send L. Long the sponsorship packet content and she will create a draft by the next Development Committee Meeting. The Committee will continue to add names to the prospect list.
- 2) Grants - K. Mines to draft and submit the Publix grant proposal focusing on the school's DEI efforts. The Committee will continue to research other grant opportunities.
- 3) Bloomerang - M. Adams to continue working with Bloomerang on the data conversion project and will meet weekly with the Bloomerang rep to keep the process moving forward. D. Robb and E. Duakiewicz will help to capture contact information for organization donors with no individual contact.
- 4) Spring Annual Fund Appeal - M. Adams to draft and send out another appeal on 3/30 to help boost Annual Fund prior to the Auction marketing efforts.

B. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:03 PM.

Respectfully Submitted,
M. Adams



The GLOBE Academy

Development Committee Report

9 March 2021

Committee Chair: Meghann Adams

Report Type: Update

Updates:

A. Fundraising Update

2020-2021 Unrestricted Fundraising Goal: \$300,000			
As of 1/31/2021	Goal	Raised	%
Annual Fund	\$ 158,500	\$ 88,006	56%
Major Gifts/Individuals	\$ 26,000	\$ 32,393	125%
Board Giving	\$ 3,000	\$ 3,157	105%
One-Time Donations	\$ 50,000	\$ 21,121	42%
Recurring Donations	\$ 45,000	\$ 19,802	44%
Corporate Giving/Sponsorships	\$ 20,000	\$ 9,567	48%
General Operating Support Grants	\$ 8,500	\$ -	\$ -
Miscellaneous Donations/Income	\$ 6,000	\$ 1,966	33%
School-led Fundraising Events	\$ 141,500	\$ 107,074	76%
GLOBE Trot	\$ 130,000	\$ 104,506	80%
Square 1 Art	\$ 4,000	\$ 2,568	64%
GLOBE Rocks	\$ 6,500	\$ -	0%
OVERALL GROSS		\$ 195,080	65%
Fundraising Expenses		\$ 7,659	4%
OVERALL NET	As of 1/31/2021	\$ 187,421	62%

B. Sponsorship Outreach

- Leigh taking the lead on the layout
- Seeking ties to businesses (parents, staff, board)
- Reviewing list of school's vendors to see what giving opportunities are available

C. General Operating Support Grants

- Katrice drafting and submitting Publix DEI grant
- Sam's Club #6643 (Clairemont) awarded \$500 DEI grant

D. Bloomerang Donor Database Conversion

- a. Currently in Phase 3 – Review and Revise
- b. Meeting with vendor weekly to clean up and make adjustments
- c. Launch has been delayed a month to April 20
- d. Convert recurring donors over to new system

E. Spring Push for Annual Fund

- a. Email appeal to parents on 3/30
- b. Focus on specific items the school needs: HEPA filters and Hybrid Tech Setup
- c. Try to fill the gap for GLOBE Trot and having to cancel GLOBE Rocks this year

End of Report

Cover Sheet

Communications Committee Report

Section: V. Administration and Committee Reports
Item: F. Communications Committee Report
Purpose: FYI
Submitted by:
Related Material: 2021.03.05 Communications Committee Meeting Minutes.pdf

DRAFT



The GLOBE Academy

Minutes

Communications Committee Meeting

Date and Time

Friday March 5, 2021 at 12:00 PM

Location

Please use the following link to access the meeting: meet.google.com/dhu-tswq-xga

Vision, Mission and Core Values

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

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

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

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

Committee Members Present

L. Long (remote)

Committee Members Absent

R. Hudak

Guests Present

C. Elliott-Earby (remote), K. Mines (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

L. Long called a meeting of the Communications Committee of The GLOBE Academy to order on Friday Mar 5, 2021 @ 2:03 PM.

II. Communications

A. Communications Strategic Plan

- L. Long indicated that the communications strategic plan is moving forward, but we need to define the current communications' strengths and weaknesses—and most notably, the strategic priorities and objectives moving forward.
- K. Mines reported that engagement numbers are very high across channels, especially on social media this year. (She clarified that this is about the official GLOBE page, not the Parent and Teacher group.) She said data indicates that content from newsletters and website is reaching its target audience, too, with the website serving its role as the main information portal.
- C. Elliott-Earby agreed that the content is being communicated thoroughly. She suggested introducing a pop-up on website, to ensure top stories/time-sensitive alerts are immediately visible.
- L. Long suggested we explore ways to streamline the high volume of content, looking for ways to make it easier to consume. For example, are there other ways to organize the content in the newsletter so it's not quite so long? K. Mines indicated that the way to do that is time-prohibitive but said she would look to see if there are alternative options for optimizing the content distribution.
- C. Elliott-Earby and K. Mines agreed to work together to define goals over the next two weeks.

B. Re-Opening Materials for Staff

- C. Elliott-Earby indicated that Committee support will no longer be needed for this item.

C. Style Guide

- L. Long suggested re-circulating the style guide to ensure its consistent use. K. Mines indicated she will begin sending it out quarterly, to keep it top of mind.
- L. Long proposed expanding the style guide to promote a shared vocabulary. K. Mines indicated that no expansion is needed at this time.

D. Procedures for Content Distribution

- K. Mines said website content should be emailed to her with 5–7 days' notice.

- Newsletter content should be submitted via a Google Doc that K. Mines sends out Thursday and is due Monday at 3 p.m.

E. Identifying Priorities

- L. Long invited C. Elliott-Earby and K. Mines to share what they would like to see as priorities for the communications committee moving forward.
- C. Elliott-Earby suggested getting more people on the committee. L. Long said she has spoken to multiple people with some interest in joining and wants to be able to help them understand what will be how they will be used. K. Mines said the best way for people to help is to be ambassadors, e.g., on social media. C. Elliott-Earby proposed creating a summary of the semester's work. The committee agreed this conversation will continue.
- The committee also discussed supporting the development committee. K. Mines indicated there may be a need for help with grant writing or other projects. L. Long is talking with Meghann Adams about helping with the sponsorship prospectus and will ask about what other ways support would be useful.

III. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 3:06 PM.

Respectfully Submitted,
L. Long

Cover Sheet

Strategic Planning Committee Report

Section: V. Administration and Committee Reports
Item: H. Strategic Planning Committee Report
Purpose: FYI
Submitted by:
Related Material: 2021.03.22 Strategic Planning Committee Report.pdf

The GLOBE Academy Strategic Planning Report March 22, 2021

Committee Chair: Katie Monroe

Initiative prioritization process for SY21-22

Prioritize

- Ensuring the safety for all students and staff
- Communicating with families to inform re-opening
- Meeting academic and social-emotional needs of all students
- Providing Diversity, Equity and inclusion training for all staff
- Delivering effective virtual instruction

Re-Prioritize

- Long-term organizational development (e.g., job descriptions for all positions, standardizing teacher on-boarding)
- Broad changes to immersion model, curriculum design, and enrichment
- Non-essential facilities improvements

- Committee structure regrouping
- Succession planning and discussion next steps with Board Chair

Next meeting: April 14, 2021 at 6p

END OF REPORT

Cover Sheet

Approval of SY 2021-22 Calendar

Section:	VII. New Business
Item:	A. Approval of SY 2021-22 Calendar
Purpose:	Vote
Submitted by:	
Related Material:	2021-2022 GLOBE Calendar PBA.pdf

The GLOBE Academy | 2021-2022 CALENDAR

- 5 Holiday/ Offices closed
- 12 AHOS report
- 19 Coordinators Report
- 26 Instructional Staff Report
- 26-30 Preplanning Days

JULY '21						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

JANUARY '22						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

- 3 Teacher Workday
- 4 First day of 2nd Semester
- 17 Dr. M. L. King JR. Day

- 2-3 Pre-Planning Days
- 4 First Day of School

AUGUST '21						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

FEBRUARY '22						
S	M	T	W	Th	F	S
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6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28					

- 21-22 February Break

- 6 Labor Day

SEPTEMBER '21						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

MARCH '22						
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13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

- 11 Teacher Workday

- 6-7 Conference Days
- 8-11 Fall Break

OCTOBER '21						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

APRIL '22						
S	M	T	W	Th	F	S
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17	18	19	20	21	22	23
24	25	26	27	28	29	30

- 4-8 Spring Break

- 2 Teacher Workday
- 22-26 Thanksgiving Break

NOVEMBER '21						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

MAY '22						
S	M	T	W	Th	F	S
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8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

- 20 Last day of School (Early Release Day)
- 23 Post Planning Day/ Instructional Staff Last Day
- 27 Coordinators Last day
- 30 Holiday/ Offices Closed

- 17 Last day of 1st Semester (Early Release Day)
- 20-31 Winter Break

DECEMBER '22						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

JUNE '22						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

- 6 AHOS Last Day

1st & Last day of Semester
Teacher Workday
School Closed

87 Instructional Days

90 Instructional Days