



The GLOBE Academy

Board of Directors Meeting

Date and Time

Monday April 26, 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_D6eu6c-STuuqgOXEn7g4Mw

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
<p>Approve minutes for Board of Directors Meeting on March 22, 2021</p>			
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	FYI	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	Leigh Long	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

	Purpose	Presenter	Time
J. Executive Director Evaluation and Support Committee Report	FYI	Ryan Hudak	5 m
VI. Old Business			
VII. New Business			
VIII. Executive Session			8:15 PM
A. To discuss personnel and legal matters.	Discuss	Ryan Hudak	30 m
IX. Closing Items			8:45 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 March 22, 2021

APPROVED



The GLOBE Academy

Minutes

Board of Directors Meeting

Date and Time

Monday March 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), C. White (remote), D. Reynolds (remote), K. Monroe (remote), L. Long (remote), L. Pacheco (remote), M. Adams (remote), M. Hudson (remote), R. Hudak (remote)

Directors Absent

None

Guests Present

Amberly Toole (remote), Amy Sue Mann (remote), Andrew Reynolds (remote), C. Blunt (remote), C. Elliott-Earby (remote), Christina Steiner (remote), D. Clayton-Purvis (remote), Emily Dudkiewicz (remote), Florence Cannon (remote), J. Limor (remote), Jen Parker (remote), K. Holder (remote), L. Hancock (remote), L. Hertz (remote), Lillian Norton (remote), Lorena Ferro Borges (remote), M. Huit (remote), Meg Brown (remote), Micah Fisher (remote), Michelle Gibson (remote), Michelle Rios (remote), Robyn Brandman (remote), S. Schmidt (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 Mar 22, 2021 at 7:03 PM.

C. Vision, Mission and Core Values

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

II. Public Comment

A. Public Comment

Amberly Toole provided the following public comment:

I want to acknowledge that I met with Ryan and Christy to answer the questions I had posed to the Board starting in September 2020. But I still have some concerns.

I would ask that our Academic Committee looks into how we honor IEPs in the target language; as my question was particular/very specific incoming student was addressed, I would look to how students are served across the board.

We spoke of the tutoring. It was noted that some teachers offer to tutor students who feel they feel they are struggling; however, teachers at the globe are not contractually obligated to provide tutoring. How can he make up to three more equitable at Globe? Is Globe willing to put a system for tutoring for students Without the obligation of not meeting a certain threshold on that for milestones or MAP test, since are EIP & IEP services tied to those services? I ask this because what if a student overall is doing well but struggling in one particular learning objective? How can they ensure that they get the help they need outside of the classroom? How can we ensure equity in the offerings for students? I say this not to then have teachers stop tutoring because others do not wish to offer this and that way it is made equitable because no one is doing it.

I have also inquired status of certifications for our educational staff, specifically teachers at the lower campus where my child attends. I was provided some numbers where it said they're only 20 staff members were not certified. Still, I would ask that the information be broken down by how the numbers look by the administration and actual classroom teachers at each campus. I ask this because if there are only 20 members who are not certified, it skews heavily odd that all four of my child's teachers would not have any certification. It goes without saying, but I will reiterate it that certification does not make you a better teacher. Still, it lets one know that there is some background related to content knowledge and pedagogy. It also requires teachers to do ongoing professional development and continuous learning to ensure their certification. For transparency purposes, I would ask that globe let us know what type of professional development is being offered to the teachers, specifically those who do not have any certification, and how they are supported. Lastly, I will ask does being a charter school negate the need for all teacher to have clearance certifications?

Thank you.

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 02-22-21.

L. Long 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

The minutes from the committee's previous meeting were included in the agenda packet.

D. Finance Committee Report

There was no formal report this month. Luis reported that so far are \$600K under budget in Net Income due to \$1 million lower revenue than expected, which has been partially compensated by \$400K in lower costs. To bridge the gap the school is tracking the following federal and state funds - CARES, ARPA, etc. that flow to The GLOBE through the DCSD.

L. Pacheco made a motion to approve the FY19-20 tax return.

C. White seconded the motion.

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

E. Development Committee Report

A formal report and minutes from the committee's previous meeting were included in the agenda packet.

F. Communications Committee Report

The minutes from the committee's previous meeting were included in the agenda packet. The next committee meeting will be held on April 2nd.

G. Governance Committee Report

There was no formal report this month. Aba commented that the next committee meeting will likely be held on April 15th. For "The GLOBE Bylaws Bite Series," Aba presented on Article II, Section 4 which deals with regular meetings. The Board is required to meet no less than quarterly and during Board meetings, provide separate reports from each standing committee and any appointed committee's at the request of the Board Chair.

H. Strategic Planning Committee Report

A formal report was included in the agenda packet. The next committee meeting will be held on April 14th at 6 p.m.

I. Facilities Committee

There was no formal report this month. Chip reported that the committee met on 3/15. The committee received an update from Mark regarding the plans for the house adjacent to UC. The committee also received a financial update from Denise. The next committee meeting will be held on April 5th at 6:30 p.m., however Chip did indicate that the date for the next meeting is likely to be moved to the following week, due to Spring Break.

J. Executive Director Evaluation and Support Committee Report

There was no formal report this month.

VI. New Business

A. Approval of SY 2021-22 Calendar

D. Reynolds made a motion to approve the 2021-22 school calendar.

M. Adams seconded the motion.

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

B. Board Recruiting

Ryan stated that he put out a message among The GLOBE community for those interested in back filling roles on Strategic Planning and Charter Renewal committees. Ryan said that he has been in contact with those who responded to his message. In addition, Ryan noted that he has been gauging interest from those among his personal network who are outside of The GLOBE community and he encouraged the other Board members to do the same. Finally, Ryan indicated that the Board recruitment process and Board onboarding process will be among the Board's top goals next year.

VII. Executive Session

A. To discuss personnel and legal matters.

Motion made by Katie to move to executive session to discuss personnel and legal matters. Motion seconded by Meghann. **Motion approved by all present.** Moved to executive session at 8:52 p.m. Motion to leave executive session made by Chip . Motion seconded by Luis . **Motion approved by all present.** Returned from executive session and meeting called back to order at 9:33 p.m.

VIII. Closing Items

A. Adjourn Meeting

The next scheduled meeting is set for April 26, 2021 at 7 p.m.

A. Rogers made a motion to adjourn the meeting.

C. White 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 9:34 PM.

Respectfully Submitted,

K. Holder

Cover Sheet

PTCC Report

Section:	IV. PTCC Report
Item:	A. PTCC Report
Purpose:	FYI
Submitted by:	
Related Material:	2021.04.26 PTCC Report.pdf



PTCC MONTHLY REPORT

April 26, 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)

Heritage Celebrations

Asian Americans and Pacific Islanders Month - May

Starting May 3 - Look for stories and information on and about AAPI leaders and GLOBE families on the Parents and Teachers FB page

Book Fair

Virtual Book fair event April 26 - 30. All purchases earn GLOBE 25% in rewards from Scholastic. .

Field Day

Supporting coaches with Field Day activities within PE classes by providing prizes on May 7.

Staff Appreciation Week

Help us let GLOBE teachers and staff know how much we appreciate them and all the work they have done this year! Staff Appreciation Week is May 3 - 7. PTCC will be giving gift cards and various food/gift deliveries throughout the week.

Spirit Night

April 28 - May 2 - Join us for a Spirit Night with Baby Love.

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

Got Sneakers

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

Cover Sheet

Executive Director's Report

Section: V. Administration and Committee Reports
Item: A. Executive Director's Report
Purpose: FYI
Submitted by:
Related Material: 2021.04.26 Executive Director's Report.pdf



Executive Director Report 04/26/21

Updates

We are continuing with our Strategic Plan. The strategic planning committee report will have details for our path forward.

DEI (diversity, equity, and inclusion) - We have three all staff trainings left for this year. Next year, we will continue training with our leadership team to continue the work we have started.

GLOBE 101 - Thank you to Meg Brown, our teachers and administrators that made this event a success as we welcomed our new families to GLOBE. Thank you to Meghann Adams for representing the board and community opportunities to volunteer and give.

There are many events happening in May - Teacher Appreciation Week, Auction, Field Day, and Graduation. This will be our first graduating class of DLI. This group started in 1st grade.

Reopening

Another BIG thank you to the reopening committee. They graciously engaged each week to make sure that we kept safety and what is best for our DLI school at the forefront.

We will welcome our K-5 students in groups A/B together next week. There will be some slight changes to the schedule due to the power outages today and the Milestones testing schedule. Please keep an eye out for communication with the changes.

It is our expectation that we open 5 days a week next school year in person. We assume that we will still all be in masks until the vaccine is rolled out to children and or new guidance is received from CDC.

Enrollment

		Beginnning Enrollment	Total SY20-21		
			+	-	Ending Enrollment
Kinder	French	48	2	2	48
	Spanish	48	2	2	48
	Mandari	48	4	5	47

	n				
	Total	144	8	9	143
1st	French	48	0	4	44
	Spanish	48	3	4	47
	Mandari n	48	3	1	50
	Total	144	6	9	141
2nd	French	48	0	1	47
	Spanish	48	1	1	48
	Mandari n	48	0	0	48
	Total	144	1	2	143
3rd	French	48	3	5	46
	Spanish	48	2	2	48
	Mandari n	47	2	3	46
	Total	143	7	10	140
4th	French	34	0	2	32
	Spanish	45	0	4	41
	Mandari n	40	0	4	36
	Total	119	0	10	109
5th	French	32	0	0	32
	Spanish	33	0	1	32
	Mandari n	40	0	0	40
	Total	105	0	1	104
6th	French	16	2	1	17
	Spanish	44	1	3	42
	Mandari n	36	1	0	37
	Total	96	4	4	96
7th	French	23	0	1	22

7th

	Spanish	40	0	1	39
	Mandarin	30	0	0	30
	Total	93	0	2	91
8th	French	19	0	0	19
	Spanish	72	0	4	68
	Mandarin	0	0	0	0
	Total	91	0	4	87
Total	French	316	7	16	307
	Spanish	426	9	22	413
	Mandarin	337	10	13	334
	Total	1079	26	51	1054

For the 2019/2020 School Year

	French	300	2	10	292
	Spanish	405	4	8	401
	Mandarin	287	2	3	286
Total	Total	992	8	21	979

Cover Sheet

Academic Committee Report

Section: V. Administration and Committee Reports
Item: B. Academic Committee Report
Purpose: FYI
Submitted by:
Related Material: 2021.04.26 Academic Committee Report.pdf



The GLOBE Academy Academic Committee Report

25 April 2021

Committee Chair: Drew Reynolds, dreynolds@theglobeacademy.net

Report Type: Update

Updates from Committee Meeting

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. School leadership discussed tangible strategies to take place this year to advance target language learning support
 - i. Additional staff training on DLI, including teachers who are not target language teachers
 - ii. Developing graphic to explain progression of students in DLI curriculum to share with parents/community
- b. School leadership also committed to plan for AY 21-22. Potential areas include:
 - i. ECP programming
 - ii. Partnership with external stakeholders, including university researchers / student educators
- c. Next step: Plan in writing for Fall 2021

B. GLOBE efforts on race-conscious curricula:

- a. Members of Academic Committee met with Diversity Committee to share work across committees

- b. Academic Committee discussed doing data collection, including conducting a survey of teachers, to capture current efforts in race-conscious curricula already underway and where teachers and staff may see areas for improvement. Sabrina Manns volunteered to draft survey for review in May Academic Committee Meeting.
- c. Aim is to engage in concrete data collection, listening, and planning between now and Fall 2021 to prepare committee to continue to make race-conscious curricula a high-priority effort in next school year.

3. Academic Testing

GLOBE will be conducting Milestones testing in April and May (currently underway) and will conduct MAP/STAMP testing. AC will provide an update on these efforts at our June BOD meeting.

4. Next Meeting

May 14th at 1:30pm.

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: 2021.04.13 Diversity Committee Meeting Minutes.pdf

DRAFT



The GLOBE Academy

Minutes

Diversity Committee Meeting

Date and Time

Tuesday April 13, 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), 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, C. Elliott-Earby, R. Hudak

Guests Present

Tramaine Quarterman

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 Apr 13, 2021 at 6:36 PM.

II. Diversity Equity & Inclusion

A. Examining Equitable Access

- No new status on responses to Board mtg public comments around DEI issues. Committee still recommends.
- Unaware of any issues regarding access to F2F.
- Free lunch provided for everyone.

B. UPDATE on DEI Vendor (if any)

- Additional training provided to staff.
- Admin training set.

C. Admissions Director Updates (if any)

D. Representation

- Committee member agreed that survey on how to celebrate cultures can be taken up with the PTCC and GAP.
 - Discussed non GLOBE employee committee member potentially joining the GAP.
- Committee member requested to discuss agenda item re: culturally relevant curriculum
 - Robust discussion around:
 - Inclusion of influential Asians in the context of American History
 - Whether our mission to educate "global citizens" is being addressed. Shouldn't our students have deeper knowledge of the cultures around the globe, especially those that speak the language of our tracks. This may be happening on some tracks but committee discussed whether knowledge should be limited to their own language track.

E. New Business

- Updates and due outs
 - DEI committee members (who are not GLOBE employees) will regularly attend:
 - Strategic planning committee meetings
 - Academic committee meetings
 - This is important because DEI should touch everything.

- Next DEI meeting 5/11 at 6:30pm

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 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:	2021.04.26 Development Committee Report.pdf 2021.04.13 Development Committee Meeting Minutes.pdf

DRAFT



The GLOBE Academy

Minutes

Development Committee Meeting

Date and Time

Tuesday April 13, 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

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- 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), E. Dudkiewicz (remote), L. Clark (remote), L. Ferro Borges (remote), M. Adams (remote)

Committee Members Absent

F. Courtney, K. Mines, L. Hancock, R. Hudak

Guests Present

Jabari Clark (remote), L. Long (remote), Lauren Hise (remote), Lillian Norton (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 Apr 13, 2021 at 6:02 PM.

C. Approve Minutes from 3/9/2021

D. Robb made a motion to approve the minutes from Development Committee Meeting on 03-09-21.

E. Dudkiewicz seconded the motion.

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

D. Fundraising Update

M. Adams shared the most recent fundraising results through 2/28/2021, which had also been shared at the last Board of Directors meeting.

II. Development Committee Restructure Discussion

A. Propose to Change Committee Leadership to Co-Chair Board Members

M. Adams proposed restructure the committee's leadership to co-chair board members. M. Adams will oversee the grants and Annual Fund subcommittees and will also help with the fundraising events subcommittee until a new board member has been put in place. M. Adams is currently in her second year of her first 3-year term. The new board member will oversee the school-led fundraising events, including GLOBE Trot, GLOBE Rocks and Square 1 Art, as well as manage donor prospect/ recognition events. The new co-chair position will ideally begin at the start of the new school year. M. Adams will bring up this proposal to the Board at the April meeting to get their approval and answer any questions/concerns. The committee supported this proposal and agreed to bring it to the board.

B. Propose to Create/Reinstate Subcommittees

M. Adams proposed to the committee to reinstate/create three subcommittees including school-led fundraising events, grants and Annual Fund. The committee discussed the purpose and function of each subcommittee. Fundraising events subcommittee leads the planning and execution of school-led fundraising events including GLOBE Trot, Square 1 Art, and GLOBE Rocks in addition to any donor prospect/recognition events. The grants subcommittee leads the efforts in research, writing, submission of grant proposals, and grant report management for GLOBE to bring in general operating funds as well as grant funds for identified restricted projects. The Annual Fund subcommittee leads the efforts in targeted appeals, sponsorships, and donor management and communications related to GLOBE's Annual Fund. The committee supported this proposal.

M. Adams also proposed to change the monthly Development Committee meetings from the second Tuesday of the month at 6 pm to the third Thursday of the month at 12 pm. The reason for the change is because the committee meetings were taking place before the finance department was able to provide M. Adams with the fundraising results from the month prior. Evening meetings were also difficult for many active committee members in addition to school staff, which is why the meetings will be moved to afternoons. The next committee meeting will be on Thursday, May 20 at 12 pm.

III. Fund Development Plan/Donor Database

A. Review Fund Development Plan

M. Adams discussed the progress/next steps this school year including training/set up for Bloomerang, transferring over current recurring donors (GLOBE will continue with Aplos for now), updating website and links to donation form, sending out the end of year thank yous/donation summaries, and updating the donor recognition platforms. Some changes for next school year that were discussed included adding the subcommittees' purpose/focus into the development plan, updating the fundraising calendar (add sponsorship outreach for GLOBE Trot in summer), discussing how to support DEI initiative while not missing opportunities with donors who do have capacity to give (more targeted appeals, recognition, communications), discussing how to better clarify goals/strategies for Annual Fund vs. GLOBE Trot, revisiting/updating the donor recognition/benefits/levels, considering more stewardship for GLOBE Trot donors (specific results per class/grade/campus), and having more of a presence at orientation and in family materials/packets and the GLOBE 101 presentation that is taking place in late April. M. Adams discussed some initial steps for each subcommittee and the committee discussed ways to move forward.

B. New Donor Database/Access to Files

M. Adams gave a brief overview of the new Bloomerang donor database that launched during Spring Break. There's still some setup required that will take some time and the committee discussed the best plan to get current recurring donors to switch over from Aplos to Bloomerang once the new donation form was available on GLOBE's website. M. Adams also discussed how each subcommittee has a Google Drive folder to work from and members will gain access to those folders once they sign the non-disclosure agreement. She mentioned Board on Track and explained what to find there and how to become a volunteer on the Development Committee's roster.

IV. Closing Items

A. Quick Updates

L. Long reviewed a draft of the Sponsorship Packet layout and the committee provided feedback. She will make some edits and then circulate to committee to review and finalize. M. Adams gave a brief overview of the outstanding grant proposals that were submitted this spring for general operating support and to support the school's DEI initiative.

B. Committee Next Steps

The committee agreed on the following next steps:

1. Committee members will identify the subcommittee(s) to join and complete the non-disclosure agreement to receive access to confidential donor information and development files.

2. M. Adams to send introduction emails for each subcommittee to give access to the files and discuss immediate next steps.
3. L. Long to send out the draft of the Sponsorship Packet for committee to review and finalize.
4. M. Adams to work with M. Brown to see about getting more exposure during the GLOBE 101 night for Kindergarten parents.

C. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:23 PM.

Respectfully Submitted,
M. Adams



The GLOBE Academy

Development Committee Report

13 April 2021

Committee Chair: Meghann Adams

Report Type: Update

Updates:

A. Fundraising Update

2020-2021 Unrestricted Fundraising Goal: \$300,000			
As of 3/31/2021	Goal	Raised	%
Annual Fund	\$ 158,500	\$ 97,440	61%
Major Gifts/Individuals	\$ 26,000	\$ 33,593	129%
Board Giving	\$ 3,000	\$ 3,419	114%
One-Time Donations	\$ 50,000	\$ 23,593	47%
Recurring Donations	\$ 45,000	\$ 23,088	51%
Corporate Giving/Sponsorships	\$ 20,000	\$ 11,201	56%
General Operating Support Grants	\$ 8,500	\$ 500	6%
Miscellaneous Donations/Income	\$ 6,000	\$ 2,046	34%
School-led Fundraising Events	\$ 141,500	\$ 107,114	76%
GLOBE Trot	\$ 130,000	\$ 104,546	80%
Square 1 Art	\$ 4,000	\$ 2,568	64%
GLOBE Rocks	\$ 6,500	\$ -	0%
OVERALL GROSS		\$ 204,554	68%
Fundraising Expenses		\$ 7,748	4%
OVERALL NET	As of 3/31/2021	\$ 196,806	66%

B. Proposing to Change Committee Leadership to Co-Chair Board Members

1. School-led Fundraising Events Co-Chair (TBD): GLOBE Trot, Square 1 Art, GLOBE Rocks events and donor prospect/recognition events
2. Annual Fund/Grants Co-Chair (Meghann Adams)

C. Created/Reinstated Subcommittees

1. **Fundraising Events:** Leads planning and execution of school-led fundraising events including GLOBE Trot, Square 1 Art, and GLOBE Rocks in addition to any donor prospect/recognition events.

2. **Grants:** Leads efforts in research, writing, submission of grant proposals, and grant report management for GLOBE to bring in general operating funds as well as grant funds for identified restricted projects.
3. **Annual Fund:** Leads efforts in appeals, sponsorships, and donor management and communication related to GLOBE's Annual Fund.

D. Changed Recurring Development Committee Meetings

1. Third Thursday of the month at 12 pm
2. Next meeting is Thursday, May 20 at 12 pm

E. New Donor Database Bloomerang launched during Spring Break

1. Completing training sessions and setting up back end
2. Create new online donation form and update website
3. Transfer recurring donors over to new donation form

F. Sponsorship packet – finalizing sponsorship packet thanks to Leigh's efforts

G. Grants Update

1. Received two small Sam's Club/Walmart grants to support the DEI initiative
2. Send fundraising needs to Development Committee for next school 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: 2021.04.26 Communications Committee Report.pdf



The GLOBE Academy

Communications Committee Report

26 April 2021

Committee Chair: Leigh Long - llong@theglobeacademy.com

Report Type: Update

Updates:

- Partnership Packet
 - Working with the Development Committee to produce a GLOBE partnership packet, which will be used to solicit sponsors of Annual Fund and special events.
 - Pending Development feedback and approval of outstanding quotes, packet will be ready for digital circulation in May.
 - Packet will be updated at the end of the academic year to reflect 2020–2021 academic points of distinction.
- Communications Strategic Plan
 - Advancing communications strategic plan for 2021–2022 school year.
 - Goals focus on driving ease of content consumption and promoting transparency.
- Social Media
 - Conversations underway about the most effective way to use GLOBE's social media accounts, including the recently revamped GLOBE Community page.
- Developing Committee
 - A few parents have reached out with interest in Communications Committee. Continuing to meet with them to identify ways they can best participate.

End of Report

Cover Sheet

Governance Committee Report

Section:	V. Administration and Committee Reports
Item:	G. Governance Committee Report
Purpose:	FYI
Submitted by:	
Related Material:	2021.04.26 Governance Committee Report.pdf Globe Bite Size-Authorization for Expenditures (1).pptx



The GLOBE Academy

Governance Committee Report

26 April 2021

Committee Chair: Aba Rogers

Report Type: Update

Updates:

Governance Committee meeting on February 18th.

- We uploaded BOT training options for each Board Member, located on BOT tasks.
- Meeting no objections, we have approved the Board Vision Statement, intended to convey how we engage with and our viewed by our stakeholders. The Vision Statement is: "A diverse and effective Board of Directors, fostering the trust of the GLOBE community by serving with transparency and integrity."
- Work to resolve some grievance policy inconsistencies in the employee/parents handbook vs. the staff handbook and Globe website.

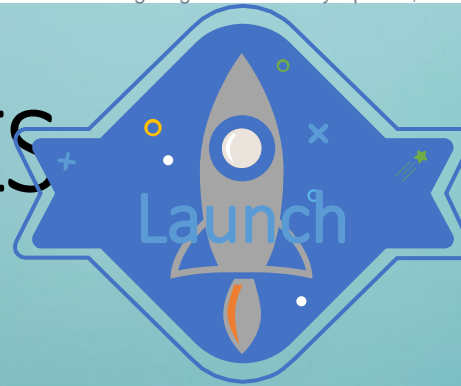
Governance Committee meeting on April 15th.

- Primarily focused on the Governance Committee's role in recruiting new members to the board and building pipeline. Ideas include an annual open house, newsletter solicitation to parents. The Governance committee to connect with counterparts at local Georgia Charter schools for recruitment and onboarding best practices.
- Still missing resumes. I only have 3 (including mine) so far.

End of Report

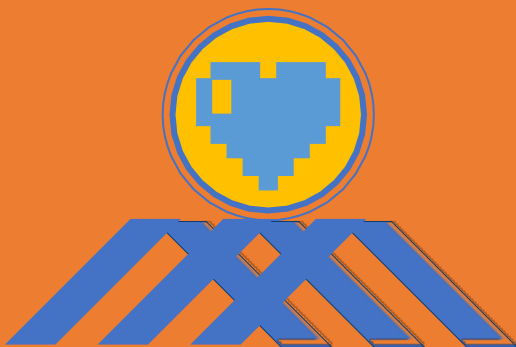
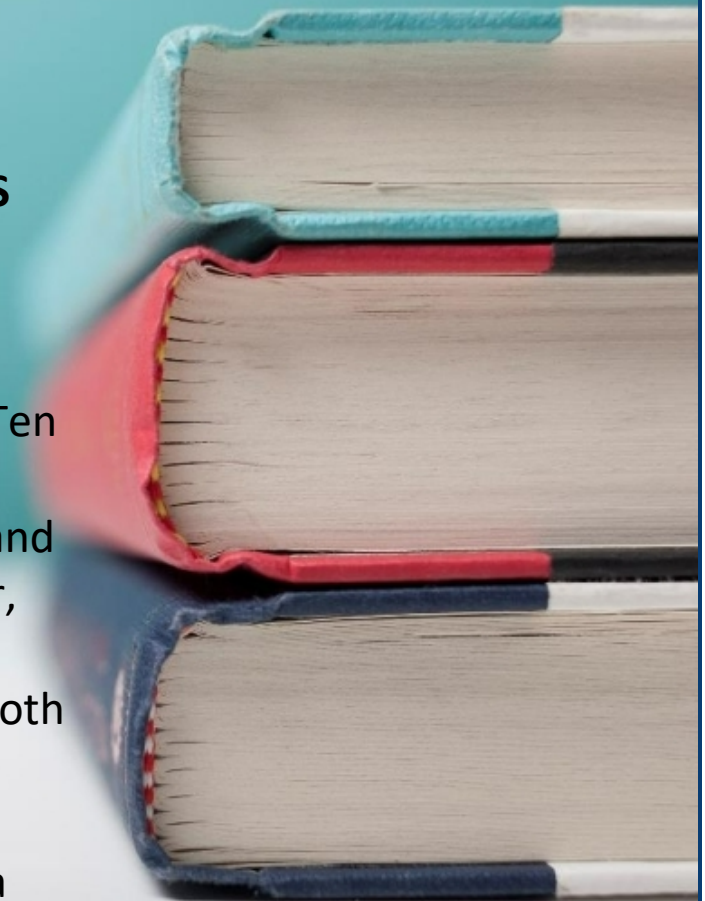
GLOBE BYLAWS BITE SERIES

2020-2021



AUTHORIZATION FOR EXPENDITURES ARTICLE VIII, SECTION 3.

The Board Chair or the Treasurer may authorize expenditures of no more than Ten Thousand Dollars (\$10,000) for each expense. Each expenditure of Ten Thousand Dollars and one cent (\$10,000.01) or over, but less than Twenty Thousand Dollars (\$20,000) must be jointly authorized by both the Board Chair and the Treasurer. Each expenditure of Twenty Thousand Dollars (\$20,000) or more must be approved by a majority of the Board in attendance at the applicable meeting.



Cover Sheet

Strategic Planning Committee Report

Section: V. Administration and Committee Reports
Item: H. Strategic Planning Committee Report
Purpose: FYI
Submitted by:
Related Material: 2021.04.26 Strategic Planning Committee Report.pdf



The GLOBE Academy

Strategic Planning Committee Report

26 April 2021

Committee Chair: Katie Monroe

Report Type: Update

Updates:

- Meetings with interested individuals
Committee met April 14. Attendees included:
 - o Jason Bitar (Facilities Committee)
 - o Jabari Clark o Christi Elliott-Earby
 - o Ryan Hudak
 - o Monique Hudson (DEI Committee)
 - o Lillian Norton
 - o Laura Sum (Academic Committee)
- Meeting recap
 - o Discussed how existing strategic plan was created, what work has been done, the current state of the plan, and where it is going. Answered questions about staff and committee roles/responsibilities and tools for tracking.
 - o Discussed plans for a working session on June 10th from 11:30a-1p.
 - o Preparation meeting for June 10 meeting scheduled for May 7 11:30a-1p
- Other housekeeping
 - o Individuals who have expressed interest in the Strategic Planning Committee have been added to the roster and will receive updates via BoardOnTrack

End of Report

Cover Sheet

Facilities Committee

Section: V. Administration and Committee Reports
Item: I. Facilities Committee
Purpose: FYI
Submitted by:
Related Material: 2021.04.12 Facilities Committee Meeting Minutes.pdf

DRAFT



The GLOBE Academy

Minutes

Facilities Committe Meeting

1st Monday of every month

Date and Time

Monday April 12, 2021 at 6:30 PM

Location

Chip White is inviting you to a scheduled Zoom meeting.

Topic: Chip White's Zoom Meeting

Time: Apr 12, 2021 06:30 PM Eastern Time (US and Canada)

Join Zoom Meeting

[https://raymondjames.zoom.us/j/99561151614?](https://raymondjames.zoom.us/j/99561151614?pwd=U1ZEOEJzTjJVUVhMUTRhNFFrenNkZz09)

[pwd=U1ZEOEJzTjJVUVhMUTRhNFFrenNkZz09](https://raymondjames.zoom.us/j/99561151614?pwd=U1ZEOEJzTjJVUVhMUTRhNFFrenNkZz09)

Password: 398298

One tap mobile

+16468769923,,99561151614# US (New York)

8778535247,,99561151614# US Toll-free

Dial by your location

+1 646 876 9923 US (New York)

877 853 5247 US Toll-free

888 788 0099 US Toll-free

Meeting ID: 995 6115 1614

Find your local number: <https://raymondjames.zoom.us/u/abb4MxPNEJ>

Join by SIP

99561151614@zoomcrc.com

Join by H.323

162.255.37.11 (US)

Meeting ID: 995 6115 1614

Password: 398298

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

C. Elliott-Earby (remote), C. White (remote), E. Oliver (remote), J. Bitar (remote), J. Limor (remote), M. Bollinger (remote)

Committee Members Absent

C. STEVENS, D. Clayton-Purvis, J. Minderhout, R. Hudak

Guests Present

Christine Kirouac (remote), Michael Kidd (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

C. White called a meeting of the Facilities Committee of The GLOBE Academy to order on Monday Apr 12, 2021 at 6:30 PM.

II. 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 7:30 PM.

Respectfully Submitted,
C. White