



The GLOBE Academy

Board of Directors Meeting

Date and Time

Monday December 13, 2021 at 7:00 PM EST

Location

To attend the meeting virtually, please click on the following link to register: https://us02w eb.zoom.us/webinar/register/WN_oXgmGkaYQQ6mVIGWFnzj1Q

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 October 25, 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	10 m
B. Strategic Planning Committee Report	FYI	Lillian Norton	15 m
C. DEI Committee Report	FYI	Monique Hudson	15 m
VI. Committee Updates - Written Reports Only			8:05 PM
A. Committee Reports	FYI		
VII. Old Business			
VIII. New Business			8:05 PM
A. Board Member Election - Tiki Barnes	Vote	Ryan Hudak	5 m
B. Scheduling of Whole Board Governance Training	Discuss	Ryan Hudak	5 m

	Purpose	Presenter	Time
IX. Executive Session			8:15 PM
A. To discuss personnel matters.	Discuss	Ryan Hudak	20 m
X. Closing Items			8:35 PM
A. Adjourn Meeting	Vote	Ryan Hudak	

Coversheet

Approve Minutes

Section:	III. Consent Agenda
Item:	B. Approve Minutes
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for Board of Directors Meeting on October 25, 2021

APPROVED



The GLOBE Academy

Minutes

Board of Directors Meeting

Date and Time

Monday October 25, 2021 at 7:00 PM

Location

To attend the meeting virtually, please click on the following link to

register: https://us02web.zoom.us/webinar/register/WN_bay1hQzhSdmYnxE0M6fdmQ

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. Clark (remote), L. Ferro Borges (remote), L. Long (remote), L. Norton (remote), L. Pacheco (remote), M. Adams (remote), M. Hudson (remote), R. Hudak (remote)

Directors Absent

None

Directors who arrived after the meeting opened

L. Ferro Borges

Guests Present

Amy Sue Morris (remote), Ashley Morris (remote), C. Blunt (remote), C. Elliott-Earby (remote), Christina Bowden (remote), Christina Steiner (remote), E Tangren (remote), Farah Chang (remote), K. Holder (remote), Katherine Cadena (remote), Katrina Hefner (remote), L. Clark (remote), L. Hancock (remote), L. Hertz (remote), M. Brown (remote), M. Huitt (remote), Michael Monroe (remote), Michelle Gibson (remote), Patricia Thornton

(remote), Robyn Brandman (remote), Stephanie Gumbis (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 Oct 25, 2021 at 7:02 PM.

C. Vision, Mission and Core Values

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

II. Public Comment

A. Public Comment

There were no public comments.

III. Consent Agenda

A. Approve Agenda

The agenda and minutes were approved by consent without objection.

B. Approve Minutes

J. Clark made a motion to approve the minutes from Board of Directors Meeting on 09-27-21.

L. Norton 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. Lower Campus HOS Report

Cutia reported the following items:

- Students worked in groups to complete a poster on regions of Georgia, which was a culminating project for 2nd graders
- The celebration of National Hispanic Heritage Month just wrapped up on October 15th
- GLOBE Trot was a successful and everyone had a great time, particularly the Kona Ice truck
- The theme for Peace Week, or Anti-bullying Week, this year is "One Kind Word Can Change Someone's Day!"

- The community project is decorating cardboard coffee sleeves, which will be distributed by Chocolate

L. Ferro Borges arrived.

B. Upper Campus HOS Report

Marsha reporting the following items:

- Progress reports have gone out for the 1st quarter; working with new system for elementary students
- Student work going up in hallways from writing in languages to one-pagers in 8th ELA
- 7th grade team building w/ Ms. Limor
- 6th grade team building field trip to Rock Eagle will now happen in November
- Music Informance was held last week
- A new play area will be opening
- Middle school soccer team made the playoffs
- Middle school volleyball won a tournament and barely missed the playoffs
- Cheerleading has two teams and are looking forward to basketball season
- Basketball tryouts have occurred for both the boys and girls

Lorena reported that \$133K has been raised so far from GLOBE Trot. She stated she looks forward to doing even more next year by targeting more sponsors and incorporating feedback from the staff and other attendees. Meghann thanked Lorena for jumping in and working so hard for making GLOBE Trot a success. Meghann said that the DEI angle will be implemented next year and there will be increased focus on pulling in more donors. Christi thanked Meghann and Lorena for their contributions with GLOBE Trot.

C. Charter Renewal Committee

A formal report was included in the agenda packet.

VI. Committee Updates - Written Reports Only

A. Committee Reports

The committee updates were included in the agenda packet.

VII. Old Business

A. BoardOnTrack

Ryan reported that The GLOBE Academy will continue to utilize BoardOnTrack as its meetings platform.

B. Board Training

Ryan reported that GCSA will continue to be utilized for training, as it was last year.

VIII. New Business

A. Board Member Resignation - Aba Rogers

Aba spoke about her exit from the Board. She stated that she enjoyed meeting and working with everyone. She noted that she hopes to come back to serve The GLOBE Academy community. Christi and Ryan lauded Aba for her work as the chair of the Governance Committee.

D. Reynolds made a motion to accept Aba Rogers's resignation from the Board, effective immediately.

L. Pacheco seconded the motion.

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

IX. Executive Session

A. To discuss legal and personnel matters.

Motion made by Luis to move to executive session to discuss personnel and legal matters. Motion seconded by Chip. **Motion approved by all present.** Moved to executive session at 8:07 p.m. Motion to leave executive session made by Luis. Motion seconded by Leigh. **Motion approved by all present.** Returned from executive session and meeting called back to order at 8:46 p.m.

X. Closing Items

A. Adjourn Meeting

The next scheduled meeting is set for December 13, 2021 at 7 p.m.

L. Pacheco 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 8:52 PM.

Respectfully Submitted,

K. Holder

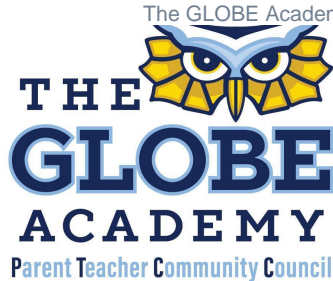
Documents used during the meeting

- 2021.10.25 PTCC Report.pdf
- 2021.10.25 Charter Renewal Committee Report.pptx
- Communications Minutes 101421.pdf
- 2021_10_22_pre_board_of_directors_finance_meeting_minutes.pdf
- 2021_10_15_academic_committee_meeting_minutes.pdf

Coversheet

PTCC Report

Section:	IV. PTCC Report
Item:	A. PTCC Report
Purpose:	FYI
Submitted by:	
Related Material:	2021.12.13 PTCC Report.pdf



PTCC MONTHLY REPORT

December 13, 2021

MONTHLY OVERVIEW

PTCC Goals

Increase PTCC Volunteerism

2021 - 2022 event planning in virtual/in-person 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 learning environment

Establish a collaborative effort with the GLOBE board

To share ideas & concerns:

ptccofficers.globeacademy@gmail.com

PTCC Open Meeting

Held a PTCC meeting inviting all within the GLOBE community on December 8 asking for suggestions, ideas as we continue virtual events and looking for volunteers. Many thanks to those that attended - please send any thoughts or concerns to ptccofficers.globeacademy@gmail.com. We would love to hear from you!

Thank you to GLOBE Staff!

PTCC held "Doughnuts and Dough" this afternoon at both campuses providing doughnuts, coffee and handing out cash to all staff members. Thank you for all that you do!

Spirit Nights

December 13 - Ponko Chicken

LC Lost & Found

Claim your missing items from the LC Lost and Found at 4pm on Thursday, December 16. A table will be set up in the LC parking lot.

Looking for GLOBE family owned businesses

Several in the community have asked for a list of GLOBE-owned businesses. If you own a business and would love to compile a list to share with our community!

Help Needed!

We have several areas in need of volunteer help:

- Members of the PTCC Communications Coordination team
- Party planner and team members to help organize the party for the auction
- Volunteers to ask companies for in-kind donations for the auction
- Volunteers to set up language enrichment opportunities through a sister school program and/or a mentoring program within GLOBE
- Volunteers to assist with the Lost & Found Claiming
- Volunteers to plan and plan a community garden
- Co-lead for our Community Support PAC

Coversheet

Strategic Planning Committee Report

Section: V. Administration and Committee Reports
Item: B. Strategic Planning Committee Report
Purpose: FYI
Submitted by:
Related Material: Dec 2021 Strategic Planning Update.pdf



GLOBE Board Meeting Strategic Planning Committee Update

December 13, 2021



Strategic Planning Update

- I. Where we've been & where we are
- II. Review of Strategic Planning initiatives & work
- III. Next steps



2018-2023 Strategic Plan






















Community, Respect, Empathy, Sustainability, Trust



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

















1) Organizational Development

1.1 Implement a 5-yr Staffing Plan			▶  12	Aug 23 - Nov 15	<div style="width: 25%; height: 15px; background-color: green;"></div>	Nov 15, 2022
1.2 Clarify Roles & Responsibilities			▶  7	Sep 1 - Dec 31	<div style="width: 25%; height: 15px; background-color: green;"></div>	Dec 31, 2022
1.3 Implement Communication Strategy			▶  7	Oct 12 - 1	<div style="width: 25%; height: 15px; background-color: green;"></div>	Oct 31, 2022
1.4 Implement Performance Mgt System for Teachers & Staff			▶  9	Aug 2 - 11	<div style="width: 0%; height: 15px; background-color: green;"></div>	Aug 4, 2023
1.5 Strengthen Teacher Recruitment, Hiring, Onboarding			▶  8	Jan 1 - Jul 29	<div style="width: 10%; height: 15px; background-color: green;"></div>	May 26, 2023
1.6 Codify Organizational Operations, Processes, Procedures			▶  4	Sep 1 - Aug 1	<div style="width: 0%; height: 15px; background-color: green;"></div>	Aug 1, 2022
1.7 Implement Continuous Improvement System			▶  5	Sep 1 - Dec 29	<div style="width: 10%; height: 15px; background-color: green;"></div>	Dec 29, 2023

Accomplishments

- Year by Year org charts
- Worked with staff to co-create key function descriptions for finance and ops positions
- New Newsletter format and platform to effectively communicate with parents
- Restarted defining Vision for Excellent Teaching (3.2)
- Created a recruitment strategy for hiring.
- Dashboard is complete

1.1 Implement a 5-yr Staffing Plan			▶ 12	Aug 23 - Nov 15	<div style="width: 25%; height: 10px; background-color: green;"></div>	Nov 15, 2022
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Next Steps

- Develop strategy for the path of TAs to become lead teachers (2022)
- Develop living pictorial representation of roles & responsibilities (12/2022)
- Finalize GLOBE Branding and Style Guide, roll out and communicate (3/2022)
- Design document management system for organizing standard operating procedures (SOPs) (6/2022)
- Communicate to staff and board how to access SOPs (8/2022)
- Assign owners to parts of the dashboard (9/2022)



2) Facilities

2.1 Design & Implement a Plan for LC Facilities			▶ 13	Oct 1 - Aug 31		-
2.2 Improve UC Facilities			▶ 10	Aug 9 - Jul 29		Mar 31, 2022
2.3 Create Conditions for Excellent Facilities Management			▶ 7	Jul 1 - May 27		Aug 1, 2022
2.4 Determine Plan for 3 New Properties near UC			13			

Accomplishments

- Field: house tear-down & security fence around playground complete for UC
- Implemented tracking/ticketing system for repairs/maintenance needs
- Purchased 3 new properties near UC, unlocking many options for growth
- UC Gym HVAC project underway

Next Steps

- Create sub committee and hire architect to develop the optimal use of this property - May 2022
- Facilities Committee to formulate plan for new properties w/ community input - SY22-23
- Lay out process for regular facilities audits, maintenance, and improvement procedures - May 2022



3) Core Instruction

Core Instruction	Subitems	Status	Target Finish Date
3.1 Develop BIC Academic & Immersion Model/Curriculum	16	SA	May 19, 2023
3.2 Define & Calibrate Excellent Teaching	5	SM	Apr 29, 2022
3.3 Implement Comprehensive Professional Development Strate...	8		-
3.4 Support Student Development Into Global Citizens	7	LD	May 13, 2023

Accomplishments

- Piloting new math standards - team working for full implementation next fall
- Grades 6-8 math curriculum revisions complete and implemented
- Calibration plan finished (filming restarted after COVID) to allow for work to progress on Vision of Teaching Excellence
- ID'ed sister schools for French & Spanish tracks to start virtual exchanges

Next Steps

- Complete Vision of Teaching Excellence (Q1 2022), needed to make “Profile of a GLOBE Graduate”(Q2 2022) and implement a Professional Development Strategy (Q3 2022)
- ID owner for Professional Development Strategy (Jan 2022)




4) Diversity, Equity & Inclusion

4.1 Create DEI Vision & Goals		ZF	▶ 8	Aug 6 - May 20		May 20, 2023
4.2 Strengthen & Build Capacity to Implement Student Behavior ...		LH	▶ 15	Aug 5 - 5		Jan 15, 2022
4.3 Implement "Strong Start" School Culture Process		DW	▶ 14	Sep 7 - Jul 29		-
4.4 Develop Staff DEI Competencies		CC	▶ 8	Aug 1 - May 19		May 19, 2023
4.5 Strengthening Diversity in Advanced/Gifted Cohorts		LH LF	▶ 9	Sep 28 - Oct 29		Oct 29, 2022

Accomplishments

- Worked with Conscious Roots to start drafting DEI Vision & Goals
- DEI work sessions complete with staff
- Internally noticed inequities in gifted identification and have put together a work team to address perceived inequities and ID different measures for gifted assessment within the state's parameters

4.1 Create DEI Vision & Goals			▶  8	Aug 6 - May 20		May 20, 2023
4.2 Strengthen & Build Capacity to Implement Student Behavior ...			▶  15	Aug 5 - 5		Jan 15, 2022
4.3 Implement "Strong Start" School Culture Process			▶  14	Sep 7 - Jul 29		-
4.4 Develop Staff DEI Competencies			▶  8	Aug 1 - May 19		May 19, 2023
4.5 Strengthening Diversity in Advanced/Gifted Cohorts			▶  9	Sep 28 - Oct 29		Oct 29, 2022

Next Steps

- Get community input on DEI Vision & Goals via DEI Committee - Jan 2022
- Integrate DEI competencies/mindsets into Vision for Teaching Excellence - May 2022
- Create development plan for DEI competencies/mindsets - Dec 2022
- ID lead for Strong Start School Culture initiative - Q1 2022

Strategic Planning Committee

Next Steps



Next Steps:

- Complete implementation process for monday.com and train entire team on the platform - Q1 2022
- Bring as many initiatives as possible to closure this school year and next school year - playing the long game - we love 1st downs!
- Solidify process for kicking off the development of the next 5-yr Strategic Plan (during SY 2023-2024)

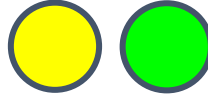


APPENDIX

1.1 Implement a 5-Yr Staffing Plan (Christi Elliott-Earby)



Target Timing: ☐ November 2022



Accomplishments

- Year by Year org charts
- Budget implications of updated org charts

Next Steps / Milestones

- Revisit org charts to include updates
- Document rationale and communication strategy for org chart changes
- Develop strategy for the path of TAs to become lead teachers



1.2 Clarify Roles & Responsibilities (Denise Clayton-Purvis)

Target Timing: ☐ Dec 2022



Accomplishments

- Designed job descriptions for key instructional roles - ED, HOS, AHOS, Coordinators
- Worked with staff to co-create key function descriptions for finance and ops positions
- Designed org chart showing managerial relationships

Next Steps / Milestones

- Work with ED on org chart optimization as necessary
- Develop living pictorial representation of roles & responsibilities
- Design communication materials



1.3 Implement Communication Strategy (Simon Butler)

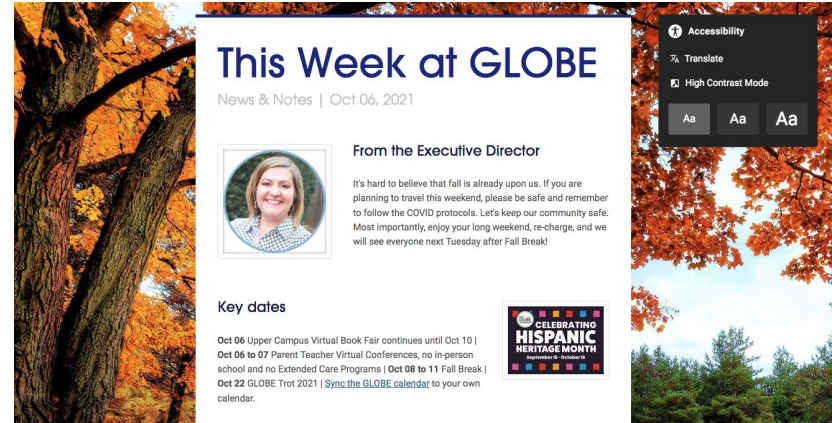
Target Timing: ☐ Spring 2022 & Ongoing 

Accomplishments

- New look weekly newsletter

Transferred newsletter over to the new Smore email marketing platform.

Cleaner look, less cluttered, with enhanced accessibility features (translator / text size / contrast options).



- Who's Wondering? logo / promo for upcoming video series

Christi and Ryan will answer a selection of community questions in the inaugural edition of a new video series, Who's Wondering?



1.3 Implement Communication Strategy

Accomplishments

- Introduced branding on all social media posts.
- New look 2021/22 Admissions brochure.



Next Steps / Milestones

- Finalize GLOBE Branding and Style Guide. Roll out and communicate.
- Create a single shared location containing all official logos, branding and easy to use standardized templates for print and web applications.
- Promote the above to encourage brand consistency throughout, with particular focus on all external comms.
- Continue progress with current Communications Strategy objectives.

ADMISSIONS 2022-23

Global Learning Opportunities through Balanced Education

LANGUAGE IMMERSION

MISSION & VISION

IMPORTANT DATES

GLOBE Academy Highlights

VISION

About Us

GLOBE at a glance

School Hours

Location

1.4 Implement Performance Management System for Teachers & Staff (Christi Elliott-Earby)



Target Timing: ☐ August 2023 

Accomplishments

- Restarted defining vision for excellent teaching (3.2)

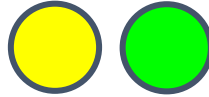
Next Steps / Milestones

- Look outside TKES system for administrative reviews
- Review examples of teacher and leader performance management systems and select design that aligns with GLOBE's goals
- Design annual performance management calendar



1.5 Strengthen Teacher Recruitment, Hiring, Onboarding (Christi Elliott-Earby)

Target Timing: ☐ May 2023



Accomplishments

- Created a recruitment strategy for hiring.
- Started onboarding strategy

Next Steps / Milestones

- Leadership to review both strategies to finalize.
- Implementation



1.6 Codify Organizational Operations, Processes, Procedures (Denise Clayton-Purvis)

Target Timing: ☐ Aug 2022



Accomplishments

- Identified most impactful/most often repeated operation, processes, and procedures
- Gathered existing documentation/codification of operations, processes, and procedures

Next Steps / Milestones

- Design document management system for organizing standard operating procedures (SOPs)
- Communicate to staff and board how to access SOPs
- Develop and publish SOPs on published timeline

1.7 Implement Continuous Improvement System

(Christi Elliott-Earby)



Target Timing: ☐ Dec 2023



Accomplishments

- Dashboard is complete

Next Steps / Milestones

- Review dashboard for practical implementation
- Assign owners to parts of the dashboard



2.1 Design & Implement Plan for LC Facilities

(Mark Bollinger)

Target Timing: Dependent on DCSD



Accomplishments

- Our broker spoke to the county regarding the sale of lower campus - likely on hold until pending legal action against DCSD is closed
- Plan designer is prepared to make changes once a sale has been established

Next Steps

- Continue to work through broker to speak with DCSD, but likely will not lead anywhere soon due to legal action
- Consider options for utilizing new properties to supplement or replace LC



2.2 Improve UC Facilities (Mark Bollinger)

Target Timing: ☐ Spring 2022



Accomplishments

- Received gym painting quotes
- Installed electronic door access in gym
- Trees pruned for building clearance in rear
- Demolition of house, grading, fence installation
- UC gym HVAC project kicked off

Next Steps / Milestones

- Complete install of A/C in gym
- Repair of grading around buildings to eliminate moisture



2.3 Create Conditions for Excellent Facilities Management (Meghan Cottrell)

Target Timing: ☐ Aug 2022



Accomplishments

- Identified Facilities team members across Board, School, and community groups
- Read *Planning Guide for Maintaining School Facilities* published by US Department of Education and ASBO (Assoc. of School Business Officials International)

Next Steps / Milestones

- Define key facilities systems that need to be maintained
- Identify SMEs for each system (contractor, custodian, architecture firm)

2.4 Determine Plan for 3 New Properties Near UC



(Owner TBD)

Target Timing: ☐ TBD



Accomplishments

- ...

Next Steps / Milestones

- ...



3.1 Develop BIC Academic & Immersion Model/ Curriculum (Sandra Daniel)

Target Timing: ☐ May 2023



Accomplishments

- Piloting new math standards, full implementation next fall
- Attempted to contact another team leader for ongoing GLOBE graduate expectations/definition - does not have the bandwidth this year

Next Steps / Milestones

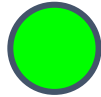
- ID team leader to work on GLOBE graduate expectations/definition
- Follow up with Christi/Marsha on next steps for UbD consultant
- 2022-2023: Evaluate/modify current math curriculum in regards to new standards. Implementation, school year 2023-2024.



3.2 Define & Calibrate Excellent Teaching

(Sabrina Manns)

Target Timing: □ April 2022



Accomplishments

- New GLOBE Vision of Teaching Excellence (VTE) documents are complete (virtual teaching)
- Calibration Protocol professional development sessions have been scheduled for February and March
- Three teachers have agreed to have their teaching practice filmed for Calibration Protocol

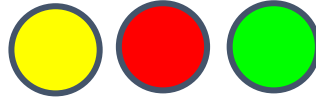
Next Steps / Milestones

- Share updated VTE documents with staff in January
- Film GLOBE teachers using practices on VTE
- Instructional staff will participate in two Calibration Protocols in which we watch footage of GLOBE teachers in their classrooms and discuss alignment with the VTE (purpose: coming to a shared understanding of what excellent teaching looks like at GLOBE)



3.3 Implement Comprehensive Professional Development Strategy (Initiative Lead ID'ed by Jan 2022)

Target Timing: ☐ TBD



Accomplishments

- ...
- ...
- ...

Next Steps / Milestones

- ...
- ...
- ...



3.4 Support Student Development Into Global Citizens (Lisa Dibble)

Target Timing: ☐ May 2023



Accomplishments

- Capstone project for 2021/2022 School year - trip to Savannah
- Sister school Definition - a sister school partnership is a planned collaboration between schools that offers mutual benefits. They are often best expressed as [joint projects](#). While they can be implemented throughout a whole school, GLOBE has chosen a class to class experience.
- Sister school relationships already initiated by Sandra Daniel with Colegio Azaraque in Alhama de Murcia, Murcia, Spain, and [Collège René Cassin](#) in Chanteloup les Vignes, France.
- cerns. Sandra has applied to participate with [Virtual Exchange Academy](#). In February 2022.
- Global Citizenship experiences based on the [17 Global Goals](#)

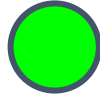
Next Steps / Milestones

- Due to price increase, capstone project will need to be revisited after Covid concerns lessen.
- Classroom teachers have initiated contact and are currently working on getting parent permission for a class video to begin classroom exchanges.
- We have not have had success partnering with a school in China. Most schools have cited cybersecurity concerns.



4.1 Create DEI Vision & Goals (Zakia Funchess)

Target Timing: ☐ May 2023



Accomplishments

- Identified Guiding Team members and set a meeting date
- Checked with Conscious Roots on existing DEI vision statements and/or plans that we could get inspiration from (10/18)
- Set up working sessions to progress DEI Vision & Plan (CEE ID'd 1 Monday a month to meet for Strategic Planning)

Next Steps

- Work with School Counselors to capture input from students (January)
- Work with Monique Hudson (Board chair of the DEI committee) to capture input from parents and other stakeholders (January)
- Draft DEI vision statement and goals with stakeholder input (2/28)



4.2 Strengthen & Build Capacity to Implement Student Behavior Plan (Lois Hertz)

Target Timing: ☐ June 2023



Accomplishments

- Met with Christi for approval of small committee and honing of focus
- Current behavior plans are now posted on OMG!
- Currently, only ISS and OSS are recorded in retrievable form, and that data does not include specific information about the student.

Next Steps / Milestones

- 1/2022: Based on DEI and administration, determine statistics can be gathered
- 3/2022: Create and implement mechanism to gather data.
- 3/2022 - 3/2023: Gather data
- 3/2023-6/2023: Analyze data to answer question - Is discipline meted out equitably? (racially, by gender, Special ed status? etc.)
- Report to administration: Are consequences enforced uniformly?
- Proposed, school year, 2023-2024 Powered by BoardOnTrack al development



4.3 Implement "Strong Start" School Culture Process (TBD)

Target Timing: Delayed, need to reassess



Accomplishments

- Difficult to make progress given quarantines and needing to play catch-up in the classroom at the moment - will re-engage as bandwidth allows

Next Steps / Milestones

- ID team and schedule working sessions to define what strong classroom culture looks like



4.4 Develop Staff DEI Competencies

(Christina Catinella)

Target Timing: ☐ May 2023



Accomplishments

- Met with Core Instruction Guiding Team
- Currently beginning work on revising existing Vision of Teaching Excellence to include DEI competencies
- DEI work sessions complete for staff

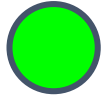
Next Steps / Milestones

- Schedule working session for creating development plan- not sure if this work should be done internally or with Conscious Roots as a guide
- Design a development plan for competencies/mindsets (aligned to 3.3), hopes of completing by the end of this school year (21-22)
- Implement development plan (22-23)



4.5 Strengthen Diversity in Advanced/Gifted Cohorts (Linda Flynn)

Target Timing: ☐ Fall 2023



Accomplishments

- Met with CEE to gain approval for strategic placement of students who show high growth but not 90% RIT on MAP
- Combed through MAP data and identified students who show high growth in reading and/or math (current 1st graders)

Next Steps / Milestones

- Continue MAP data collection
- Get agreement on my findings with other math teachers
- Meet with team to develop a mentoring system for these students
- Meet with Jana to figure out how we may be able to change gifted testing criteria within county restrictions

Coversheet

Committee Reports

Section: VI. Committee Updates - Written Reports Only
Item: A. Committee Reports
Purpose: FYI
Submitted by:
Related Material: 2021.12.13 Development Committee Report.pdf
2021.10.21 Development Committee Meeting Minutes.pdf
2021.12.13 Charter Renewal Committee Report.pdf
2021.12.08 Finance Committee Meeting Minutes.pdf
2021.12.13 Communications Committee Report.pdf



The GLOBE Academy

Development Committee Report

13 December 2021

Committee Chairs: Meghann Adams & Lorena Ferro Borges

Report Type: Update

Updates:

A. Fundraising Update

2021-2022 Unrestricted Fundraising Goal: \$300,000			
As of 10/31/2021	Goal	Raised	%
Annual Fund	\$ 150,000	\$ 130,069	87%
Major Gifts/Individuals	\$ 50,000	\$ 46,493	93%
Board Giving	\$ 5,000	\$ 3,882	78%
One-Time Donations	\$ 32,000	\$ 59,510	186%
Recurring Donations	\$ 30,000	\$ 11,928	40%
Corporate Giving/Sponsorships	\$ 25,000	\$ 8,021	32%
General Operating Support Grants	\$ 5,000	\$ -	0%
Miscellaneous Donations/Income	\$ 3,000	\$ 235	8%
School-led Fundraising Events	\$ 150,000	\$ 131,900	88%
GLOBE Trot	\$ 140,000	\$ 131,900	94%
Square 1 Art	\$ 4,000	\$ -	0%
GLOBE Rocks	\$ 6,500	\$ -	0%
OVERALL GROSS		\$ 261,969	87%
Fundraising Expenses		\$ 2,789	1%
OVERALL NET	As of 10/31/2021	\$ 259,180	86%

B. Fundraising Events Subcommittee – L. Ferro Borges to hold GLOBE Trot wrap meeting and is currently reconciling donations. The school will be pursuing a new vendor next year.

C. Grants Subcommittee – Committee has reconvened to start researching grant prospects to pursue in 2022.

D. Annual Fund Subcommittee – M. Adams to send out one last appeal via email and the school's newsletter asking for Annual Fund donation before the end of the calendar year.

E. Next Development Committee Meeting: Thursday, January 20, at 12 pm via Zoom
End of Report

DRAFT



The GLOBE Academy

Minutes

Development Committee Meeting

Date and Time

Thursday October 21, 2021 at 12:00 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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- 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), J. Raymond (remote), L. Ferro Borges (remote), L. Hise (remote), L. Norton (remote), M. Adams (remote), M. Brown (remote)

Committee Members Absent

D. Clayton-Purvis, L. Clark, L. Long, M. Hayes, R. Hudak

Guests Present

Michelle Gibson (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 Thursday Oct 21, 2021 at 12:00 PM.

C. Approve Minutes from 9/16/21

L. Ferro Borges made a motion to approve the minutes from Development Committee Meeting on 09-16-21.

L. Norton seconded the motion.

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

D. Fundraising Update

M. Adams shared the most recent fundraising results through 9/30/2021. The school has raised \$118,502 or 79% percent of the goal for Annual Fund. There is also \$865 that came in for GLOBE Trot. Overall, the school has raised \$119,367 or 3640% of the total fundraising goal of \$300,000 for the school year.

II. General Development Committee Priorities

A. GLOBE Trot

The committee discussed plans for the GLOBE Trot event that is tomorrow. The topics that were discussed included the total raised and participation rate to date, a budget update, the event schedule, volunteer logistics, prizes and issues with Dojiggy. The group also discussed how we can make improvements next year to keep DEI concerns in mind and still achieve our goal and focus on participation vs. amount raised. L. Norton and M. Gibson suggested that we ask donors to donate to a pool to the class and then those donations go towards each child in the class to support participation while keeping the anonymity of students and families who are not able to directly give to the fundraiser. L. Ferro said we will have a post event meeting and some surveys to review these ideas and make changes for next year. M. Brown asked about how we can differentiate students who are on the no photo list.

B. Sponsorship Packet

M. Adams to work with L. Long to finalize the sponsorship packet.

III. Subcommittee Discussions

A. Fundraising Events Subcommittee

L. Ferro to reach out to M. Cottrell to see how the committee can support the Square One Art fundraiser in November. She will send out surveys to the

volunteers and staff to receive feedback regarding GLOBE Trot and will meet with J. Raymond to discuss event logistics.

B. Grants Subcommittee

M. Adams discussed that there are facilities/security grants coming down the pipeline. There was a parent who reached out about Cox Enterprises grants that can be used for operations and Target has a proposal to receive gift cards. D. Robb is taking the lead on looking at the grant list to see if there are any decent prospects and the subcommittee will reconvene in January.

C. Annual Fund Subcommittee

M. Adams will send out an email blast to the school at the end of the calendar year to push for Annual Fund donations for those looking for tax write offs.

IV. Closing Items

A. Committee Next Steps

M. Adams proposed that the Development Committee go on hiatus from formally meeting the next two months and will meet again on January 20, 2022. The chairs will still send out update emails and ask for help from the committee for any needs during the next two months. The GLOBE Trot recap meeting will be held outside of the normal Development Committee meeting. The committee will focus on supporting Square One Art as needed and post GLOBE Trot tasks until the next meeting.

B. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 12:52 PM.

Respectfully Submitted,
M. Adams



The GLOBE Academy

Charter Renewal Committee Report

13 December 2021

Committee Chair: Jabari Clark

Report Type: Update

Update:

- Met on December 7, 2021
- Established three sub-committees to aggregate data for renewal application. Each subcommittee will meet on its own cadence with support from Christi, Jabari, and Briana
 - Governance
 - Financial
 - Academic
- Created a matrix of the 2018 Renewal Goals
 - This allows us to do a thorough check to confirm if we met our goals and identify areas of improvement or mitigation on areas we need to address within our report
- Committee will create its own executive summary of the renewal application
- DCSD has communicated the application and expected due dates
- Upcoming Dates
 - Week of Dec 13th: Christi, Jabari, and Briana will meet with subcommittees to answer any questions and provide further guidance
 - Jan 7: Letter of Intent due to DCSD
 - Letter has been drafted and is being reviewed by committee
 - Letter will be provided to Board Chair for signature before Dec 17th
 - Letter will be submitted to DCSD on Jan 4
 - Jan 21: Subcommittees will complete their goal matrices
 - Jan 25: Tentative next meeting

End of Report

DRAFT



The GLOBE Academy

Minutes

Pre Board of Directors Finance Meeting

Date and Time

Wednesday December 8, 2021 at 9:00 AM

Location

<https://zoom.us/j/96084172464?pwd=Q0RiRy83dEJOMktDL1VSSnZxdWY1dz09>

Meeting ID: 960 8417 2464 Passcode: a7ZghZ

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 - 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. Clayton-Purvis, L. Li, L. Pacheco, M. Williams

Committee Members Absent

A. Haas, C. Elliott-Earby, R. Hudak

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

L. Pacheco called a meeting of the Finance Committee of The GLOBE Academy to order on Wednesday Dec 8, 2021 at 9:00 AM.

II. Finance

A. FY2022 Financials

- Potential budget amendment in February due to lower enrollment than budgeted. The QBE revenue might be lower than the 10% decline threshold. However, the impact on Net Income is minimal considering that the expenses are scaled back accordingly.
- Use of ~1M in Cash for property purchase that was reviewed and approved by the board.

B. Expenses that Need Board Approval

Nothing extraordinary this month that needs board's attention

III. Other Business

A. Student Transportation funded by GLOBE

Waiting for the holiday break to kickstart the project

IV. 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 9:30 AM.

Respectfully Submitted,
L. Pacheco



**The GLOBE Academy
Communications Committee Report
13 December 2021**

Committee Chair: Leigh Long - llong@theglobeacademy.net

Report Type: Update

Updates:

- Website Management
 - New website navigation has been completed by developers, with oversight from Justin Stubbs. Just a few tweaks remain.
 - Next up: The content owners need to update their content, after which the communications committee will review for brand consistency.
- Newsletter
 - New format has been well received by community members, who have reached out to comment on it being much easier to read.
 - Continuing to work to get content written in a consistent voice.
- Brand Standards
 - Evolving brand guide to be a brand and style guide. Updated guide will be distributed and presented in January.
 - Still need greater support in eliminating flag logo from informal signage on campuses, but we're making significant progress on consistency.
 - Carrie will update GLOBE Trot logo to align with overall branding.

End of Report

