



2020-2025 Strategic Plan

June 2020

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

What will the student experience look like in 5 years?

Global Citizenship

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

Global Experiences

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

Facilities

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

Academic Equity

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

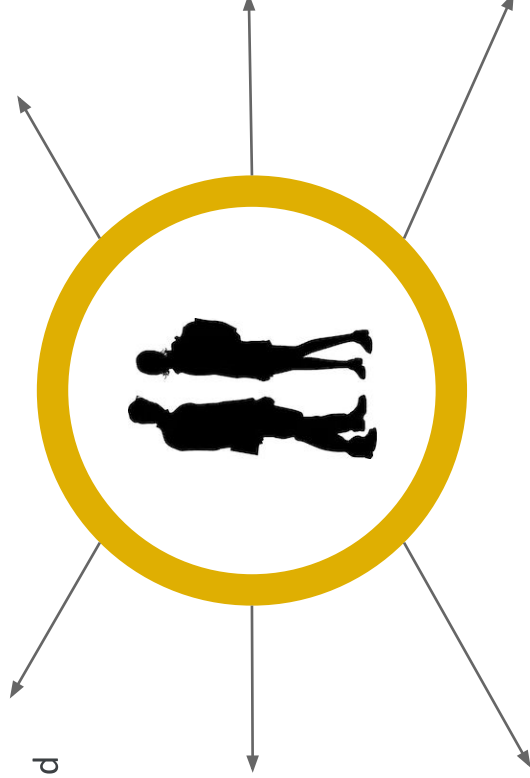
School Culture

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

Language Immersion

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

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What will the staff experience look like in 5 years?

Staffing

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

Performance Management

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

Hiring

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

Teacher Resources

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

Teacher Development

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

Staff Culture

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

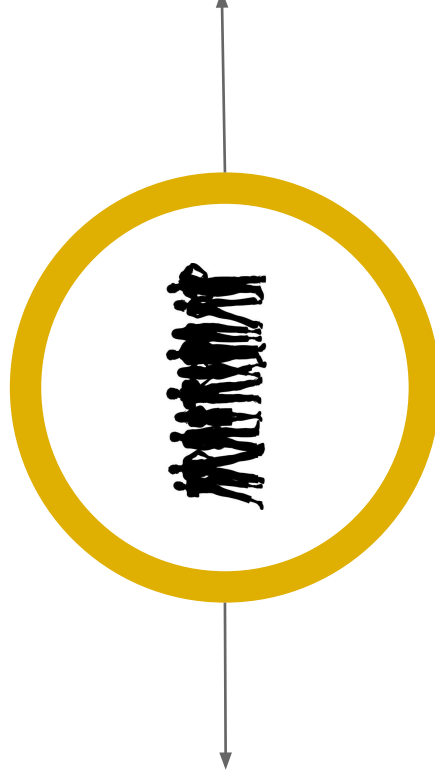
Teacher Support

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

What will the family experience look like in 5 years?

Communication

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



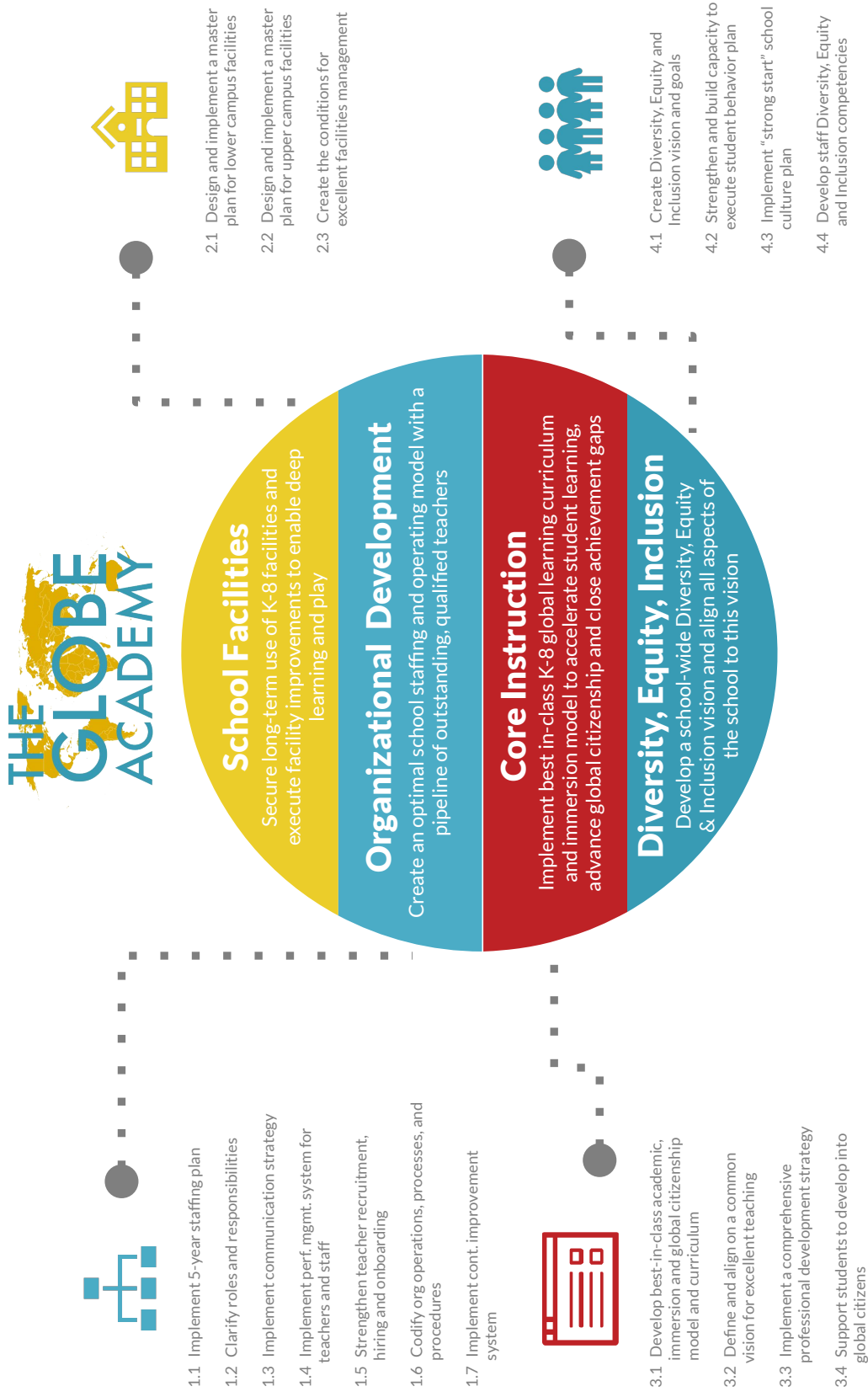
Engagement

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

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The Globe Academy 2020 – 2025 Strategic Plan

Community, Respect, Empathy, Sustainability, Trust



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

Implementation Roadmap



1. Organizational Development (Ryan, Christi, Denise, Amy)

Year 0 SY2018-19	Year 1 SY2019-20	Year 2* SY2020-21
1.2- Design clear job descriptions for priority positions 1.3 - Address immediate communication gaps w/staff and parents 1.6 - Design school dashboard of KPIs for all functions & data review process	Semester 1 1.2 - Design clear job descriptions, management relationships and roles and responsibilities for all positions 1.3 - Expand communication strategy to drive inclusion and consistency Semester 2 1.1 - Create staffing vision, year-by-year org chart and budget implications 1.5 - Design and implement recruitment strategy, hiring process and certification requirements; strengthen onboarding process 1.6 - Streamline and codify organizational processes and procedures (HRIS, hiring, student data, etc.) 1.7 - Design and implement continuous improvement school review cycle	Semester 1 1.4 - Design performance management system for staff 1.5 - Implement standardized teacher on-boarding process 1.6 - Refine organizational processes and procedures Semester 2 1.4 - Implement performance management system with staff 1.7 - Expand continuous improvement school review cycle to include annual school strategic planning cycle
2.1 - Plan for lower campus location	2.1 - Develop long-term facility plan; complete master plan for lower campus and implement prioritized renovations 2.2 - Complete master plan for upper campus; implement planned renovations to upper campus 2.3 - Establish regular facility and audit procedures	2.1 - Continue to implement master plan for lower campus 2.2 - Continue to implement master plan for upper campus
3.1 - Fully adopt phonics program for English in K-2; Common Math curriculum for K-5 and 6-8; Full implementation of Readers and Writers workshop	Semester 1 3.1 - Define profile of a graduate; Launch taskforce to research global learning curriculum and K-8 immersion model 3.2 - Define vision for excellent teaching with teachers and staff Semester 2 3.1 - Develop implementation plan for global learning curriculum and K-8 immersion model 3.2 - Calibrate on vision for excellent teaching 3.3 - Design comprehensive professional development system aligned to vision for excellent teaching 3.4 - Launch capstone experiences and sister schools	3.1 - Implement global curriculum and K-8 immersion model (in phases) 3.3 - Launch redesigned PLC model and coaching 3.4 - Align academic systems, learning/enrichment opportunities to graduate profile
4.2 - Hold responsive classroom trainings and incorporate updating student behavior plan	4.1 - Design DEI vision statement 4.2 - Implement student behavior vision and plan 4.3 - Design "strong start" school culture plan 4.4 - Develop staff DEI competencies	4.3 - Implement "strong start" school culture plan 4.4 - Continue to develop staff DEI competencies



2. School Facilities (TBD, Megan, Jerry)



3. Core Instruction (Katie, Judy, Sabrina, Cutia)



4. Diversity, Equity & Inclusion (Monique, Fatimah, Zakia)

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