

DRAFT



# The GLOBE Academy

## Minutes

### October Strategic Planning Committee Meeting

Initiative Leads Check-in

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#### Date and Time

Wednesday October 13, 2021 at 8:30 AM

#### Location

Zoom Details:

Topic: Strategic Plan

Time: Oct 13, 2021 08:30 AM Eastern Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/85750660162?pwd=Wmc5RnFUa2hEdU1oTERxQ1orTkNpQT09>

Meeting ID: 857 5066 0162

Passcode: 657167

One tap mobile

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## 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.
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### **Committee Members Present**

C. Elliott-Earby (remote), J. Clark (remote), K. Henshaw (remote), L. Norton (remote)

### **Committee Members Absent**

C. Slaughter, C. White, J. Bitar, L. Sum, M. Akbashev, M. Hudson, R. Hudak, S. Beaty

### **Guests Present**

D. Clayton-Purvis (remote), L. Dibble (remote), Lynda Flynn (remote), M. Bollinger (remote), S. Daniel (remote), Seth Blue Star (remote), Simon Butler (remote), Tina Cat Catinella (remote), Z. Funchess (remote)

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## **I. Opening Items**

### **A. Record Attendance**

### **B. Call the Meeting to Order**

L. Norton called a meeting of the Strategic Planning Committee of The GLOBE Academy to order on Wednesday Oct 13, 2021 at 8:34 AM.

Minutes captured are intended to be supplemented by slides which capture the details of what was presented. These minutes capture additional information/context.

## **II. Strategic Planning**

### **A.**

### **Review Strategic Plan Implementation Roadmap from previous years**

Staff was unable to do many things in previous year and a half during COVID, therefore 5 year plan timeline may need to be adjusted as some of the initiatives may not be able to finish up by next school year.

## **III. Organizational Development**

### **A. Implement a 5-Yr Staffing Plan (1.1) Review PPT Updates**

Review of Accomplishments

Next Steps - Revisit org charts, will also have budget implications

Working on creating a strategy for TAs to become lead teachers

Target November 2022

### **B. 1.2 Clarify Roles & Responsibilities**

Review of Accomplishments

Next Steps

on PPT

### **C. 1.3 Implement Communication Strategy**

Updates to newsletter

Great feedback from stakeholders

Woo's Wondering video series underway

Social Media - all posts have branding

New look going out to external audiences have consistent branding and look

Branding and style guide to be completed soon, official logo available in single location to be easily found

### **D. 1.4 Implement Performance Mgt System for Teachers & Staff**

Connected with 3.2

Admin team to look outside for reviews

Design annual performance management calendar

Targeting 2023

### **E. 1.5 Strengthen Teacher Recruitment, Hiring, Onboarding**

Finalize recruitment strategy for hiring and onboarding

Going to leadership to review and finalize then work towards implementation

Targeting May 2023

Timeline or target completion identified for tasks, if not available, input what is applicable

Please send Monday.com platform feedback to Lillian, or if have questions

**F. 1.6 Codify Organizational Operations, Processes, Procedures**

Getting process together and organized in one area, identify repeating processes

Once collated, place in central location so it has easy access for those to find

Targeting June 2022

**G. 1.7 Implement Continuous Improvement System**

Dashboard complete, houses all the data

Review dashboard for practical application and assign owners, identify if any fields are missing and needs to be added

Targeting Dec 2023, multiyear plan in place to improve

**IV. Facilities**

**A. 2.1 Design & Implement a Plan for LC Facilities**

County not interested at the moment to sell due to COVID

Waiting to hear back from broker to establish a date for decision, if no pending sale, then how to implement changes needed to keep LC operational

Talks happened before COVID, close to possible deal but then pandemic hit

Lawsuit still ongoing and may be for a while (almost all Dekalb charter schools involved), so a sale is not likely until the lawsuit is resolved.

**B. 2.2 Improve UC facilities**

Waiting to paint the gym to occur after HVAC installed, quotes received

Supply chain down, longer leads times, possible December install TBD

Will be able to rent gym out again in the future once repairs and landscaping done

Need to repair grading to combat moisture

**C. 2.3 Create Conditions for Excellent Facilities Management**

Identified facilities teams across all groups involved

Define key facilities systems as well as subject matter experts in each area to gather data, to create comprehensive calendar going forward

**V. Core Instruction**

**A. 3.1 Develop BIC Academic & Immersion Model/Curriculum**

Identify team leader for 6-8 math curriculum revisions, next step to establish formal team

Going back to IDing new leader to manage team and revisit what a GLOBE graduate looks like

Want to create units specific to GLOBE based on GA standards, following up with UbD consultant

**B. 3.2 Define & Calibrate Excellent Teaching**

Review of PPT updates available (Sabrina teaching)

New team for Core Instruction, revising teaching standard of excellence to be more streamlined

Share updated VTE with staff

Moving back into process of video taping teachers to align with VTE, looking for teacher volunteers

**C. 3.3 Define & Calibrate Excellent Teaching**

No lead identified at the moment

January 2022 person to be in place

**D. 3.4 Support Student Development Into Global Citizens**

Sister school definition defined

Capstone project defined, but due to COVID trip to Savannah instead

Global Citizenship experiences linked in PPT to review

Capstone to be revisited after COVID again

Teachers overwhelmed and haven't reached out to sister schools yet to discuss

Still in initial pilot phase

In Savannah, aligns with 8th grade social studies standards, in place of language camp at Concordia  
Hope to revisit and do something more comprehensive next year

## **VI. DEI**

### **A. 4.1 Create DEI Vision & Goals**

Identified team members and set meeting date  
Working with Conscious Roots on existing DEI vision statements/plans  
Set up future working sessions  
Work towards drafting vision statement and goals during first meeting 10/25, aim to integrate community feedback

### **B. 4.2 Strengthen & Build Capacity to Implement Student Behavior Plan**

Met for approval of small committee and areas to hone focus  
Current plans are posted in OMG!

Need to meet with Judy and Cat to get more Data  
Need to add one more team member

Following up about equity in discipline, and are consequences enforced uniformly  
Review data to look for possible answers, limited data during covid as well

Only suspensions are recorded at the moment in infinite campus, but new dashboard should include more data points, also LC uses google form for students who come to the office, but demographic details are not included

Need to create way in dashboard to pull data points needed and of use

### **C. 4.3 Implement "Strong Start" School Culture Process**

No PPT points available for review - Lead is a teacher who has been trying to get their classroom back up to speed after several quarantines, so that was the main priority.

### **D. 4.4 Develop Staff DEI Competencies**

Entire staff trained last year for DEI training, now leadership has monthly training as well

Aim to include the DEI competencies to existing VTE

Once vision is established, how do we create a development plan going forward to set up ongoing trainings,

Design and implement development plan end of this year and start of next

**E. 4.5 Strengthening Diversity in Advanced/Gifted Cohorts (New Addition)**

Target timing speaks to review of data specifically

Team going to get together to review the MAP data

Once students identified, aim to create mentor system for students

Are we able to change testing criteria within county restrictions? Moving forward

Focus on students progression, how do we identify students who are not as gifted based on testing but are able to be challenged and other identifying markers, achievement tests etc.

Advanced math side vs. gifted side, more flexibility on math side more than gifted at this time

We can teach them up, but may not have the distinction when they leave Globe

**VII. Next Steps**

**A. Update during Dec. 13 Board Meeting**

**B. Week of Nov. 15th Check ins with initiative leads**

Continue to use Google Slides in addition to Monday (Monday captures the details, slides help summarize for easier consumption by stakeholders)

Lillian to provide how-to links to share for leads to understand monday.com functionality

**C. Develop re-read packet week before meeting (Dec. 6th)**

**VIII. 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 9:34 AM.

Respectfully Submitted,  
C. Elliott-Earby