

DRAFT



# The GLOBE Academy

## Minutes

### Strategic Plan Implementation Committee Meeting

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#### **Date and Time**

Friday May 6, 2022 at 1:00 PM

#### **Location**

Zoom Details:

Topic: Strategic Plan

Time: May 6, 2022 01:00 PM Eastern Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/5797593925>

Meeting ID: 579 759 3925

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. Catinella (remote), D. Clayton-Purvis (remote), K. Henshaw (remote), L. Hertz (remote), L. Norton (remote), M. Bollinger (remote), S. Butler (remote), S. Daniel (remote), S. Manns (remote), T. Barnes (remote), Z. Funchess (remote)

## Committee Members Absent

C. Elliott-Earby, C. Schwenkler, C. White, D. Reynolds, J. Clark, L. Dibble, L. Flynn, M. Cottrell

## Guests Present

A. Patel (remote)

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## I. Opening Items

### A. Record Attendance

### B. Call the Meeting to Order

K. Henshaw called a meeting of the Strategic Plan Implementation Committee (2018-2023) Committee of The GLOBE Academy to order on Friday May 6, 2022 at 1:01 PM.

## II. Strategic Plan Implementation Committee (2018-2023)

### A. Objectives for Today

- Review latest updates for each initiative from initiative leads based on meetings held in March & April
- Review next steps leading up to June Board Meeting
- Additional Updates:
  - All Board Members have been invited to Monday.com as viewers. They will be able to see any updates entered. Will be especially useful for Academics, DEI, and Facilities committees.
  - Potential of Monday.com for use in other areas of school ops
  - Committee split into 2 parts (Implementation & Development)

## **B. Next Steps for June Board Meeting Update**

- Continue progressing initiatives as much as possible before Summer Break
- Initiative Leads complete additional updates within Monday.com in preparation for Strategic Planning Board Update (May 9th - June 6th) (Email Kimberly for assistance)
- Kimberly & Christi - Develop packet and slide-deck for meeting by June 13th and send to Kevin by June 14th (one week in advance of meeting)

## **III. Organizational Development**

### **A. Initiative Leads Report Out**

- 1.1 Implement a 5-Yr Staffing Plan (To Be Reviewed Later)
- 1.2 Clarify Roles & Responsibilities (TB Reviewed Later)
- 1.3 Implement Communications Strategy
  - Simon confirmed updates written as accurate
- 1.4 Implement Performance Mgt System for Teachers & Staff (TB Reviewed Later)
- 1.5 Strengthen Teacher Recruitment, Hiring, Onboarding (TB Reviewed Later)
- 1.6 Codify Organizational Operations, Processes, Procedures (TB Reviewed Later)
- 1.7 Implement Continuous Improvement System (TB Reviewed Later)

## **IV. Facilities**

### **A. Initiative Leads Report Out**

- 2.1 Design and Implement a Plan for LC Facilities
  - Mark confirmed updates written as accurate
- 2.2 Improve UC Facilities
  - Mark confirmed updates written as accurate
- 2.3 Create Conditions for Excellent Facilities Management (TB Reviewed Later)
- 2.4 Determine Plan for 3 New Properties Near UC (TB Reviewed Later)

Additional Notes: Initial RFP completed and sent out for bids. Hope to receive back by summer for 3 vendors to move forward with a Master Facilities Plan for all campuses and properties.

## **V. Core Instruction**

### **A. Initiative Leads Report Out**

3.1 Develop BIC Academic & Immersion Model/Curriculum

- Sandra confirmed updates written as accurate. (+) Open Resources and Illustrative Math chosen for Middle and K-5 standards. Consultants being interviewed for immersion model work to begin in 2023-2024. Profile of a GLOBE graduate will begin next year.

3.2 Define & Calibrate Excellent Teaching

- Sabrina confirmed updates written as accurate. (+) Calibration video available to share at June board meeting if desired. Final step is communication and distribution of VTE.

3.3 Implement Comprehensive Professional Development Strategy (TB Reviewed Later)

3.4 Support Student Development Into Global Citizens (TB Reviewed Later)

## **VI. DEI**

### **A. Initiative Leads Report Out**

4.1 Create DEI Vision & Goals

- Zakia confirmed updates written as correct.

4.2 Strengthen & Build Capacity to Implement Student Behavior Plan

- Lois confirmed updates written as correct. (+) Will be shifting and refocusing towards development of toolkit and PD for teachers in the classroom, calibration of, and in collaboration with how data and information is collected prior to Infinite Classroom being utilized. Follow up with Jabari as it pertains to Charter Renewal.

4.3 Implement "Strong Start" School Culture Process (TB Reviewed Later)

4.4 Develop Staff DEI Competencies

- Cat confirmed updated written as correct. Waiting for 4.1 to be completed before able to move forward. Looking for new initiative lead to oversee.

4.5 Strengthening Diversity in Advanced/Gifted Cohorts

- Discussion of two separate issues as it relates to the initiative. Identifying where the discrepancy and issue takes place first, and also how to open and allow all students with opportunities for higher-achieving math topics regardless of Gifted/MAP testing.

## **VII. 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 2:08 PM.

Respectfully Submitted,  
K. Henshaw