



The GLOBE Academy

Minutes

September 23 Board Meeting

Date and Time

Monday September 23, 2024 at 7:00 PM

Notice of this meeting was posted at both campuses and on the GLOBE website in accordance with O.C.G.A. § 50-14-1.

Directors Present

A. Dahl, A. McMillon, B. Heidelberg, C. Schwenkler, D. Torre Gibney, F. Sun, H. Portier, L. Norton, M. Hayes, T. Williams

Directors Absent

L. Mason, O. Ababiya

I. Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

L. Norton called a meeting of the board of directors of The GLOBE Academy to order on Monday Sep 23, 2024 at 7:02 PM.

C.

Vision, Mission and Core Values

Vision, Mission and Core Values were read.

D. Safety Plans and Protocols

L. Norton discussed Board of Directors' commitment to safety protocols and safety plan review and discussed communication strategy review to ensure everything is in order. Community input welcome.

II. Public Comment

A. Public Comment

Ms. Ruth Cordova worked at Upper Campus last year and understands school leaders are reviewing safety protocols. She has not seen a specific protocol for gun violence. Felt it is important that GLOBE create a specific disciplinary strategy for gun violence threats. Also believes there should be an avenue for responding to warning signs of gun violence.

III. Consent Agenda

A. Approve Agenda

A. Dahl moved to approve agenda.
D. Gibney seconded.
Board approved agenda.

B. Approve Minutes

M. Hayes made a motion to approve the minutes from Aug 26, 2024 Board Meeting on 08-26-24.
A. McMillon seconded the motion.
The board **VOTED** unanimously to approve the motion.

IV. New campus update

A. New campus update

LDP held up. T. Johnson with Dekalb County has been assigned as our escalations manager; happy about this connection and hopeful that 2-3 weeks will result in final approval.
Overall, fall 2025 start time still feasible but may cost more (if don't have LDP in four weeks, may need mitigation plans with different subcontractors and overtime).
Next steps are submitting administrative variance for updates along Azalea Circle
D. Gibney asked about length of delay and whether we would have to push back entry to January. Norton and Elliot answered that worst case scenario is delayed move-in for

modulars (grades 3-5) while K-2 would remain on track. Still uncertainty around modular timing due to needing the LDP approved.

V. Academic Committee Spring reports

A. Academic Reporting

Reviewed academic committee's goals for 2023-2024

- Math - increase number of K-8 students in high growth quadrants by 5% measured by MAP growth
- Reading - decrease percentage of students scoring below the 60th percentile across race/ethnicity subgroups by 2% from Fall 23 to spring 24 as measured by MAP growth
- Partner languages - increase number of students in grades 2-8 as measured by STAMP
- Social - decrease absences

Math goal:

- Fell short with goal; 2nd grade and 8th grade met the goal but not met school wide for all grades
- Going to target school based professional development to make sure aligned to student needs
- Continue to monitor data to add instructional support; make sure teachers have access to data

Reading goal:

- Decreased students fell below 60th percentile by 2% across race/ethnicity subgroups
- Goal not met
- Next steps - working toward implementation of new reading assessments that are culturally responsive
- Professional development for structured literacy (statewide initiative for early intervention for students who are exhibiting signs of dyslexia)

Social/emotional:

- Goal: Decrease overall absences by 5%
- Attendance rate is very high, over 95%
- Increase student engagement in classrooms and ensuring that students feel part of greater community
- Goal not met

Partner language goal:

- Met goal
- Increase number of students in grades 2nd-8th who meet proficiency level by 2% on STAMP
- Reflection - continue very focused professional development for teachers and high quality resources in the language

2024 Trends

1st - 3rd - 45th percentile, below national growth median

Normal for DLI school; students are acquiring language skills; then we see huge increase in upper grades; data shows that nationwide DLI schools have same trends where lower percentiles while acquiring language and then increasing growth in upper grades

Grades 4- 7 - percentiles 60th - 69th percentile, which is above national median of 50th percentile. Students in these grades are performing at or above average on MAP assessment

Grade 8 - stands out with a much higher achievement percentile at the 81st percentile suggesting this grade is performing significantly above the national average.

Overall, school as a whole is performing above national average in terms of achievement.

Fall '23 - Fall '24; Math went from 68% to 69%; Reading 2023 74% and 2024 went to 71%

Language usage fall 2023 73rd and then down to 69th in 2024

Walked through data of MAP reading scores by race/ethnicity

- Tracked performance from 2020 - 2024
- Some groups are performing better than others
- 22-23 Black or African American went down to 48%
 - Looking for trends/gaps and trying to see how to close gaps
- Math race/students are scoring above national average but want to continue to work on data to encourage achievement in all groups
- Discussed new math curriculum and being more culturally responsive

Goals for 24-25

Math - increase percent of students who meet NWEA growth goal by 2%

Partner languages - increase STAMP by 2%

Social - reduce daily average absentee rate by 5%

Reading - increase percent of students who meet NWEA growth goal by 2%

Norton - asked if each student had different number growth goal. Daniel answered yes.

Gibney - asked if we could add a proficiency goal. No differences by race - all meeting growth goal within subgroups. Wants to make sure on track. Data coaches are looking very much at group performance.

Asked if MAP coffee chat addresses numbers and stats - it was about how to read scores, not present data

Schwenkler - discussed new MAP family report that would include growth goal and discussed all the data that is available and reasoning behind what is included on family report

Growth is based on students (looking at norms)

Norton - asked about addressing subgoals in strategic plan

Earby - answered focus on school wide goals and then may look at subgroups and assess as we look at more data

Next steps:

Bimonthly data analysis meetings with school staff

Enhanced professional development for teachers

Focus on planning and preparation for differentiated small group instruction

Assistant Head of School can assist with providing the more detailed MAP result report to parents

VI. Legislative/Governance

A. Governance changes

3 different tiers of education laws passed

SB 169 - student disciplinary tribunals extended from 10 days to 15 days; DCDS code will be updated

HB 1010 - paid parental leave

HB 395 and HB 874 - health related and medical policies/emergency cardiac plan requirements for schools; GLOBE compliant

HB1122 - charter school enrollment priorities, funding and governing boards

B. Open Meetings Review

Portier discussed open meeting law and compliance requirements

VII. Committee Structure

A. Vote regarding committee dissolution

L. Norton made a motion to Dissolve Executive Director Support and Evaluation Committee.

A. Dahl seconded the motion.

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

B. L. Norton made a motion to dissolve the Strategic Planning Committee

M. Hayes seconded motion.

The board voted to approve the motion.

C. Vote acceptance of resignation from Leslie Mason from Board

L. Norton made a motion to accept resignation of Leslie Mason from Board and as DEIBA Chair.

M. Hayes seconded the motion.

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

L. Norton made a motion to accept resignation of Obse Ababiya from Board and as Development Co-Chair.

A. Dahl seconded the motion.

discussion regarding development a big job and trying to bring in new development co-chair in spring; more time between starting and GLOBE Trot.

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

VIII. Executive Session

A. Vote to enter Executive Session

L. Norton made a motion to enter executive session.

D. Torre Gibney seconded the motion.

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

B. Confidential Discussion

HR related discussion and confidential safety plan discussion

C. Vote to exit Executive Session

L. Norton made a motion to exit executive session.

A. Dahl seconded the motion.

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

IX. 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 9:27 PM.

Respectfully Submitted,

L. Norton