APPROVED

The GLOBE Academy

Minutes

Board Meeting

Date and Time
Monday August 25, 2025 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. McMillon, B. Heidlberg, D. Torre Gibney (remote), F. Sun, H. Portier, J. Tanaja, M. Hayes, P. Castro, S. Ellis, S. Yasyerli, T. Russell

Directors Absent
None

Guests Present
C. Blunt (remote), C. Elliott-Earby, D. Clayton-Purvis

I. Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

M. Hayes called a meeting of the board of directors of The GLOBE Academy to order on Monday Aug 25, 2025 at 7:04 PM.

C. Vision, Mission and Core Values

Vision, Mission and Values read

II. Public Comment

A. Public Comment

None

III. Consent Agenda

A. Approve Agenda

M. Hayes made a motion to Approve June meeting minutes.
A. McMillon seconded the motion.
The board **VOTED** unanimously to approve the motion.

B. Approve Minutes

M. Hayes made a motion to approve the minutes from special meeting in August Board of Directors Meeting on 08-11-25.
F. Sun seconded the motion.
The board **VOTED** unanimously to approve the motion.

IV. Heads of School Reports

A. Heads of School Update

LC update by Ms. Blunt
Orientation Day - 97% students attended
Sneak peek of gym floor
Adjustments made once school began - carpool plans released on July 23rd based on traffic impact study, iterations continued to have occurred, walker door implemented on August 9th, near future goals - promote before care, increase efficiency of K-2nd afternoon car riders pick up area, expanding bus zone
- tomorrow night is curriculum night
- agenda for curriculum night discussed
- pictures of learning
- staff diversity highlighted - map of birthplaces of staff from all over the world
- Early Intervention Program Teachers - recognition given for EIP Teachers, Mariah and Nikia, to immediately work on interventions

- pilot program called Humanizing Mathematics - problem based curriculum to immerse students in conversations and self-led learning experiences; using math to solve real world problems; pilot in K and 3rd grade
- Upcoming events - launch of student portfolios via toddle, Hispanic Heritage Month starts in 3 weeks, PIcture Day coming up, International Day Coffee Talks coming up (MAP, LIteracy, Language)

UC Update by Ms. Lofstrand
20 new students in 6th grade
6th grade team wanted to intentionally build community with 6th graders
Middle School Kick-Off Committee formed last school year
Survey 5th graders about concerns - afraid 6th grade would be too strict, using google classroom,
Survey results used to create curriculum
Lessons developed over summer using Responsive Classroom Middle School lessons and a variety of activities to help with teambuilding
Feedback from lessons - most was about group building, liked name game, fidgets, making friends and tie dying shirts; some concerns about music too loud at pep rally and hard to hear at closing circle and tie dye messy
Overall feedback was great and goal to make this regular occurrence

GA Milestones
Results released
Grades 3, 4, 6, 7 - English, Language Arts and Math
Grades 5 - test in ELA, Math and Science
Grade 8 test in ELA, Math, Science, and Social Studies

Proficient and Distinguised are Level 3 & 4
ranked 2, 3 or 4 for Milestones results in all areas
offer Algebra 1 in 8th grade

Key insights - 6th grade math, working to improve scores and dig into data
8th graders show strong preparation for HS with 71% average proficiency across areas

More data will be presented

F. Sun asked about why 6th grade math scores are low. 32.8% getting 3 and 4; we are still ranked 7 out of 29 middle schools; R. Lofstrand answered that 6th grade is a tough transitional year; looking at data and categories of test, what types of questions did students miss the most; only had the data for a week. D. Torre-Gibney-asked when this data will be available to Board for LC. C. Blunt answered that data will be studied soon but focus has been on other LC issues.

D. Torre-Gibney asked about the Toddle app - C. Blunt answered that focus was Ipad's updated for MAP testing but there will be student portfolio and hoping teachers will start using this week and ideally parent invitations will be rolled out before curriculum night.
C. Elliott further explained that impetus for app was to respond to parents concerns about not seeing student work.
S. Ellis asked about the human math and pilot program - C. Blunt answered that pilot was for K and 3rd to see how it goes. C. Elliott added that publisher found that children in the country do not see themselves as mathematicians and spent six years developing curriculum. C. Elliott further added that lessons represent diversity. Wanted to get feedback on two grade levels for now and then decide whether to move forward with curriculum.
M. Hayes asked about length of time to decide and how to determine whether changing curriculum will hurt students - D. Purvis answered that the curriculum is a different structure and apprentice program so different flow but similar enough. Pilot is 3 units.
C. Elliott answered curriculum has not changed too frequently for math. A. McMillion asked what happens when pilot is over. D. Purvis answered that teachers can continue to use it or go back to OUR.

V. ED Report

A. ED Report

Special Education Report/Insight:
C. Elliott wanted to present that the school had option to use special education funds and keep it or to let Dekalb County keep the money and provide support. GLOBE opted for Dekalb to provide support. Dekalb County provides - school psychologist, lead teacher of Special Ed, speech language pathologist, occupational therapist, physical therapist, orthopedic impairment teacher, visual impairment teacher and audiology services
Dekalb helps with compliance and services in IEPs. Providers conduct evaluations of students to ensure compliance with regulations
GLOBE special ed staff go to trainings conducted by Dekalb
Dekalb rep attends IEP meetings

D. Torre-Gibney asked about a speech language pathologist and how are we compliant - C. Elliott answered that Dekalb met with each family and asked if they were using private tutors or what they were doing; GLOBE was not involved with this because it is up to Dekalb. D. Torre-Gibney - asked if there were public reports about compliance and C. Elliott answered that GLOBE is compliant. Part of a state report.

M. Hayes asked about the team being physically on campus - C. Elliott answered that the whole team is physically present.

J. Tanaja asked about testing and how that works. C. Elliott answered that if teachers see a problem, then there is tiered support and there is a process to understand needs.

Then after testing the support levels then they move into a meeting about extra testing to see if that's why tier 2 and 3 interventions not working.
A. McMillion asked about dual immersion and balance between speech services and a foreign language. C. Elliott answered that it depends on how much speech services are needed and testing is different. Most of the time it's 2 30 min sessions and pulled from English class. A. McMillion asked about 1 speech teacher being enough and C. Elliott answered yes. If we needed more, Dekalb would provide. S. Ellis asked how the team is employed by GLOBE vs Dekalb. D. Purvis answered that Dekalb keeps the money and provides services.

B. Car pool/transportation

Discussed in LC report

VI. 504/Special Education Compliance

A. Discipline Reports

Special Education compliance addressed in ED's report

VII. Committee Updates

A. Development Committee Update

Annual Fund launched and live
Popsicle Challenge; getting traffic
As of yesterday, raised almost $19,000
Goal is to raise $150,000 with 100% participation
Suggested donation per student is $400
top 3 classes with highest participation will get a King of Pop's popsicle party

GLOBE Trot will be Friday November 14th
Goal is $150,000
Hoping 100% participation
Updating GLOBE Trot website and banners should be going up

Committee meeting occurred, 13 committee members
Energetic and exciting meeting

B. Governance Update

Bylaws revisions

adding vision

revision to bylaws to reflect DEIBA committee change to cultural engagement

revision to remove Strategic Planning Committee as a committee

adding operational committee to list of committees

motion to revise tabled until legal counsel consulted

C. SIP Initiative

D. Torre Gibney made a motion to change strategic plan wording 1C.
A. McMillon seconded the motion.
Strategy 1C
measurements by increasing school's overall closing the gap score to 100 each year vs school's overall CCRPI progress score by at least two points each year
Idea is about reducing achievement gaps and focusing on students who are struggling; Closing the Gap is calulated on weighted sum of how many subgroups reach certain goals by state; based on proficiency with subgroup and growth goals; can look okay on closing the gap but can hide problems

Want all subgroups to grow by at least 3% each year on Milestones test

CCRPI aren't transparent and can hide some variations

A. McMillion asked if 100% closing the gap was feasible. C. Elliott answered yes that it does and is achieveable.
100 means all subgroups made the expected 3% growth as far as state's standards (not that all students are scoring at 3 or 4)

F. Sun asked about potentials to funding about implications - D. Torre-Gibney answered that it is acheievable and treats all subgroups the same.
The board **VOTED** unanimously to approve the motion.

D. Finance

Amended FY24-25 budget - process is annual where looking at actual vs budget and account for differences

Required to stay within 10% of last board approved budget

Budget expenses are categorized based on State's requirements

Budget amended in December

Generally, revenues were offset by expenses. 20M in bonds was earning interest - earned over 1M dollars in interest. This is what changed the numbers from December.

Lunch payments were higher

Investment income - $81,000 over

Upward revision of QBE funding - March funding increase
Total revenue up $560,000 (roughly)

Fundraising - capital campaign; can allocate some staff expenses to fundraising activities

Debt services - paid some principal off

Expenses were up $419,000

Have 10M in cash

Bond covenants - require that annual debt service 1.1 and we are at 2.0 so very good days cash on hand - with cash in bank, we could operate 235 (requirement is 60)
S. Ellis made a motion to approve amended FY24-25 budget.
A. McMillon seconded the motion.
S. Ellis asked about bond - D. Purvis answered that bonds will go away for building
P. Castor asked about staff salaries. A. McMillion answered you can't see the offset for the fundraising salaries.
The board **VOTED** unanimously to approve the motion.

VIII. Executive Session

A. Vote to enter executive session; HR matters M. Hayes voted to enter, A. McMillion seconded Executive session entered into at 8:34 p.m.

H. Portier made a motion to exit ES at 9:34.
M. Hayes seconded the motion.
The board **VOTED** unanimously to approve the motion.
M. Hayes made a motion to re-enter general.
F. Sun seconded the motion.
The board **VOTED** unanimously 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 9:36 PM.

Respectfully Submitted,
M. Hayes