DRAFT

The GLOBE Academy

Minutes

Board of Directors Meeting

Date and Time
Monday September 29, 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, F. Sun, H. Portier, J. Tanaja (remote), M. Hayes, P. Castro, S. Ellis, S. Yasyerli, T. Russell

Directors Absent
None

Guests Present
C. Blunt, Chiamaka Osegbu, Christina Bowden, J. Parker, M. Tolbert, R. Lofstrand, S. Manns, Shari Shabbazz, Thalia Bruen

I. Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

A. McMillon called a meeting of the board of directors of The GLOBE Academy to order on Monday Sep 29, 2025 at 7:06 PM.

C. Vision, Mission and Core Values

vision, mission and core values read

II. Public Comment

A. Public Comment

Bailey Douque' made two comments, 1 was about lack of safety measures at Globe campus. Concern expressed about access to campus on street and around church buildings and fact that students are moving between buildings. Concern about unknown person causing violence. Door was left ajar of Respect Building at after school. She requested additional steps regarding making campus more secure like locking doors, higher fence, security cameras, safety officer. At previous campus, two playgrounds existed. Concern was expressed about smaller playground and no blacktop for sports.

Lucas Ferreri presented a comment. Parent of 2nd grader on Spanish track. A substitute teacher addressed students in an aggressive manner and parents received some communication but lacked details about prevention in the future. Asked about protocol for a class wide incident for notifying families. Sent an email about outcomes of investigation and steps to support students. Believes transparency is lacking.

III. Consent Agenda

A. Approve Agenda

Motion to Amend Agenda made by F. Sun regarding to include board composition and officer changes. 2nd by T. Russell. Unanimously approved.

B. Approve Minutes

M. Hayes made a motion to approve the minutes from Board Meeting on 08-25-25.
S. Ellis seconded the motion.
The board **VOTED** unanimously to approve the motion.

IV. Academic Report

A. MAP results

SY24-25 MAP results
- school wide goal of Math and Reading increase % of students who meet NWEA goal by 2%
- increased goal in K-2 but did not meet goal from 3-8 for Math
-difficulty pulling subgroup data

- same goal for Reading
-increased in K-2, 3-5 was same so no improvement, 6-8 exceeded
- did not meet growth goals, but students are performing above grade level in Math
- do have some students performing below 50th percentile (below grade level)
- performing above grade level for reading
Keys for K-5 Data:
K-2 exceeded schoolwide goal - happy about new curriculum OUR
K-5 did not meet reading goal
Overall findings - reading increases for DLI model for K-5 in upper grades; have baseline achievement levels which is difficult in showing growth
Keys for 6-8 Data:
high baseline achievement so difficult to show growth, middle school math requires additional support esp. foundational skills

Plan for SY25-26
New goals w/changes to strategic plan
K-5 English Teachers and TAs and language teachers chose to do extensive on structured literacy, teachers spent time about new GA LA standards, adopted and trained teachers on new curriculum, Amplify and uses science of reading, teachers are excited about curriculum

Piloting Humanizing in K and 3rd grade, made by OUR but some differences
-problems broken down and extra for ones who are struggling and more advanced work for gifted

Student Support LC
Support team is renewing focus and interventions
Proactive family communication regarding student support
tier meetings occur at intervals
phasing out re-active interventions and trying to be proactive
stop inconsistent communications with preplanned communication schedule

Student Support UC
Using Dibbles for reading assessments to access specific interventions to meet students where they are with curriculum
Have vertical PLCs - Professional Learning Center and so every two weeks to come together as department about classroom practices and grading practices
Shift in middle school with 60 new students vs 20 students
Need to work on building community and trust
Continuing to use OUR curriculum for math with additional support
Continuing MyPath which is a learning program which is individualized based on where student is starting on MAP scores
Continuing with Winblock (30 min block for "what I need"; students work on homework or go work with teachers on extra tutoring and using that time for intervention)

Continuing 1:1 with teachers and training
Looking at Dibbles reports to provide support - data coaching on 1:1 and also looking at data from each grade level
Looking at enrichment areas
Recognizing that MAP EOY was on heels of Milestones and working on testing exhaustion and anxiety
P. Castro asked about pulling averages instead of medians. C. Elliott answered MAP is not Statewide and it is how MAP reports. M. Tolbert answered that MAP presents data in averages and percentages.
F. Sun asked about MAP scores and whether that was only barometer. T. Bruen answered that not just looking at MAP scores, also looking at student as a whole. Also looking at progression within classroom and work and Milestones. Looking at different data points.
S. Mann answered for LC that they are doing the same thing as far as looking at different data points. C. Osegbu answered different points allow teachers to bring everything as a whole. Stated that Dibbles really helps hone in on literacy. F. Sun recommended looking at each program and benefits. S. Ellis asked about 2% growth targets and asked how we compare to other DLI schools. C. Blunt answered that growth progression matches research of DLI schools and right around 5th-6th grade plateau and then increase. S. Ellis asked about AP courses for high achievers. R. Lofstrand answered that advanced courses are offered and AP foreign language and AP exam offered to 8th graders. And able to get 4 high school credits in language.
A. McMillion asked about MAP data where parents can view it. C. Elliott said no website where you can compare our MAP scores to other schools. A. McMillion asked about pre-planned parent communication. S. Shabbazz answered that parents of all students who receive support are ahead of communication for parents to ask questions about EIP and IEP process and interventions. C. Blunt requires a parent meeting if a parent declines support. A.McMillion asked about parents having same access to Dibble and other processes other than MAP. S. Manns answered yes access will be there. A. McMillion asked about growth percentages with high achievement and low growth and C. Blunt answered harder. T. Bruen answered that because the test is adaptive then not going to grow if very scores. R. Lofstrand answered that getting gifted teachers involved. A. McMillion asked about how high achievers that aren't gifted are being challenged.
Working with coaches to integrate and push learning. A. McMillion said could be helpful to understand what parents are doing outside of the school playing a part in high achievement that could help inform. C. Blunt said it's helpful when parents forward the newsletters and jumpstart to tutors. M. Tolbert commented that gifted does not always translate to high achieving test scores. There are other ways to assess gifted learners.
There are twice exceptional students as well.

V. Operations Report

A. Operations Report

Ridership Program:

LC - 56 students
UC - 44 students
Current challenges - We have one bus driver and are looking for an additional driver
Had to limit students due to one driver and not been able to accommodate so did offer free before and after care; hope to be up and running with both buses

Crossing Guards:
Plan - Crossing guards stationed at each campus in morning and afternoon
Interviews - had slow start but now many interviews
Training - Dekalb County Public Safety Department will be doing training; have 2 days of full training

Safety:
Safety talk next week October 8th
LC Safety Measures: updated cameras throughout campus, updated access control throughout campus that integrates with camera system, door intercom at each building accessible from parking lot, fully enclosed campus once students enter buildings
UC Safety Measures: Has cameras and access control, updating systems, new intercom system installed over fall break
Both campuses - Tino Kersaint - assisting with traffic control

Centegix:
wearable badge that linked and all staff members wear and can push button to alert of assistance of admin or puts everything on lockdown; all staff will wear. implemented in Dekalb. Installation at GLOBE this week and then training.

P. Castro asked about police precincts to do training. J. Parker says we partner with Dekalb Public Safety about intruder training and Centegix will go directly to them. F. Sun mentioned communicating this to the parents.
S. Yasyerli asked whether students would be trained of sounds and J. Parker answered yes.

Facilities:
HVAC replacement at UC is occurring.
LC - leak above stairwell in Community Building, asphalt repair at Clairmont entrance, monitoring humidity in Community Building, pricing on additional items to address at a later date
Heritage Drive LC - lease ends 9/30 and building will be returned to DCSD, including Charles McDaniel Park

No changes to walker door. D. Gibney is concerned about safety on GLOBE side of Clairmont and walker area. Crossing guards will help. J. Parker answered that parts of the sidewalk are not our property. Discussed signage on Clairmont. Clairmont is a state road. Limited by property ownership and fencing. Parents who continue to park in

incorrect areas at church across the street will jeopardize walker door. J. Tanaja asked about flashing light. Commissioners said that DOT does not do school flashing lights any longer as far as new ones.

VI. Governance Report

A. Vote - By-Laws

D. Torre Gibney made a motion to amend bylaws,.
F. Sun seconded the motion.
We added the vision to bylaws, adding language
dissolving strategic planning committee, Updates to committee names and responsibility of the Cultural and Community Engagement, clarification on responsibilities committees and special committees for the Operations in the Facilities, Transportation Committee, removing language providing you do not have to be State of GA resident to serve on the BOD, added additional protected classes to Nondiscrimination Article.
The board **VOTED** unanimously to approve the motion.

B. Georgia Legislature Update

P. Castor updated legislation regarding new legislation about school safety and suicide prevention. We are already providing training on the safety. GLOBE is in compliance.

C. Board Training Requirements

reminder about board training requirements for SY
need to make sure we can login to canvas
Polly will reach out to Lisa about training software

VII. Vote - Board Composition

A. Vote - Ex-Officio Member

H. Portier made a motion to terminate L. Norton's ex officio status.
M. Hayes seconded the motion.
The board **VOTED** unanimously to approve the motion.

B. Vote - New Board Member

P. Castro made a motion to appoint Nathan Cowan as at large for intial term of 2025-2028.
D. Torre Gibney seconded the motion.
The board **VOTED** unanimously to approve the motion.

C. Vote - Completion of Role and Term

F. Sun made a motion to complete Michelle Hayes term Board Chair.

S. Yasyerli seconded the motion.
The board **VOTED** unanimously to approve the motion.
D. Torre Gibney made a motion to complete the term of M. Hayes as board member.
S. Yasyerli seconded the motion.
The board **VOTED** unanimously to approve the motion.

D. Vote - Officer Nominations and Vote

D. Torre Gibney made a motion to complete A. McMillion's term as vice chair.
S. Yasyerli seconded the motion.
The board **VOTED** unanimously to approve the motion.
D. Torre Gibney made a motion to appoint A. McMillion as Chair.
S. Yasyerli seconded the motion.
The board **VOTED** unanimously to approve the motion.
A. McMillon made a motion to accept completion of communication chair of Feifei Sun.
T. Russell seconded the motion.
The board **VOTED** unanimously to approve the motion.
H. Portier made a motion to appoint Feifei Sun as vice chair.
D. Torre Gibney seconded the motion.
The board **VOTED** unanimously to approve the motion.
Looking for Communications Chair
Asked for self-nominations for vice chair but no one was interested

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 10:34 PM.

Respectfully Submitted,
A. McMillon