DRAFT

The GLOBE Academy

Minutes

Board of Directors Meeting

Date and Time
Monday December 15, 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 (remote), B. Heidlberg, D. Torre Gibney, H. Portier, J. Tanaja, N. Cowan, P. Castro, S. Ellis, S. Yasyerli, T. Russell

Directors Absent
F. Sun

Guests Present
C. Elliott-Earby, Tamiko Walker-Jones

I. Opening Items

A. Call the Meeting to Order

A. McMillon called a meeting of the board of directors of The GLOBE Academy to order on Monday Dec 15, 2025 at 7:07 PM.

B.

Record Attendance and Guests

C. Vision, Mission and Core Values

Vision, Mission and Core Values read

II. Public Comment

A. Public Comment

Emily Cartwright was not present but did request to speak at the meeting. Will request her comment via email and administration will respond.

III. Consent Agenda

A. Approve Agenda

P. Castro made a motion to moved to approve agenda with no executive session.
D. Torre Gibney seconded the motion.
The board **VOTED** unanimously to approve the motion.

B. Approve Minutes

S. Yasyerli made a motion to Approve minutes from the October Board Meeting.
S. Ellis seconded the motion.
The board **VOTED** unanimously to approve the motion.

IV. Strategic Plan Update

A. Strategic Plan Update

C. Elliott presented:
5 strategies, each one has 3-4 sub-strategies
1A - Publish definition of ELM; Leadership working on publishing 3 levels of DLI
1B - Leadership working with teachers and coaches
1C - Looking at closing CCRPI gaps
2A - fundraising training attended, working on categorizing donors, creating database
2B - organizing committees; launching Capital
2C - solidify giving goals for remainder of the years, CFO working with Development
2D - unqualified audit
3A - working on documents to use and comms protocol; access on google drive
3B - staff training on comms
3C - new ideas for training and volunteering; PTTC still meeting monthly to engage more volunteers; leadership looking at events to bring students to school
4A - create database for data, staff working on testing; want everything in one place; Denise is testing a database

4B - leadership analyzing data and use it to drive instruction; collecting math and ELA data to put in same location as MAP, STAMP, Dibels so all is in one place
4C - leadership will present data in the spring on MAP and looking toward STAMP
5A - retaining staff; attend DLI conferences- send teams for both to hear experts on working together
5B - create mentorship program to mentor staff; hoping to have program fleshed out
5C - RACI model implementing
6A - transportation program, looking at shuttle from LC to UP and using staff children to test feasibility
6B - create strategy for UC improvements; Jen and N. Cowan toured campus to look into projects (exterior painting, checking equipment installed recently; look at terminal units, etc., future project list, storm watch review on back end of building)
fence mentioned but will be getting fixed
6C - working with Winter to create maintenance schedule

C. Elliott got school chosen for a program to review our strategic plan from organization that looks at schools across the country. Said we are in a good spot for growth. It looked at our strengths - commitment to DLI model, school community, organizational effectiveness, continuous improvement; weaknesses - DLI curriculum (may need to view curriculum separately for each track), adult culture, data informed student support (looking at data)

2 consultants looked at our Strategic Plan and provided feedback based upon our Plan goals and weaknesses. Growth opportunities - noted that with our waitlist we are wanted and want to support growth
D. Gibney asked about next steps and how to integrate it to staff. C. Elliott answered that the team is working to see what is realistic with staff as far as timing for integrating.

A. McMillion asked about communicating and feedback from community. A. McMillion asked about communication and is it to formalize procedures for certain communications and C. Elliott answered that is the plan.
C. Elliott said teacher culture testing results will come out soon and she will use that for the adult culture goal.

D. Gibney asked about if the Bellweather project was surprising. C. Elliott answered no but helpful and confirming.

A. McMillion asked about whether the assessment looked at financials. A consultant said we are in top 1% of financial stability for charter schools.

V. Admission Report and FTE Count

A.

Admissions and FTE Reports

Lottery data presented by T. Jones
Lottery was 2/28/25
Total of 700 applicants across grade levels. Highest numbers in K, 1st and 6th grade.
Had budgeted number of 1,138
First week of school, hitting projected numbers; confirmed max of 1,145; were above projected numbers
Maintained above projected numbers throughout school year as allocated by CFO
510 waitlist applicants after start of school year; filling those as seats became available
Enrollment Data (FTE) - maintained above budgeted seats; want to meet or be above the budgeted number for finance purposes
Have had some withdrawals with some families moving; for Middle School stop offering seats until start of school year
For Elementary School, can fill seats in January (all but one of the seven offered; will have six new students starting in January)
Numbers will go up as long as no more withdrawals
After January, no more offers for SY25-26
Will prepare for February Lottery for SY26-27

A. McMillion asked about track and seats available and T. Walker-Jones answered that 0 seats are available in Spanish for all grade levels.
Higher retention rate tracks for Spanish
T. Walker-Jones answered that is consistent
C. Elliott stated that Spanish is more able to fill than other language tracks due to STAMP requirements
S. Ellis asked if we could expand Spanish
C. Elliott says there is no room to expand - no physical space for additional classrooms
S. Ellis asked about enrollment numbers, 1140 students and asked about growth trends
T. Walker-Jones answered that past two years, able to add more students because of increasing sixth grade; adding an additional homeroom adds students/increase; last few years numbers tend to increase and Dekalb County changed its open enrollment dates from January to October
GLOBE does not change its lottery process and start looking at numbers and to see a dip in enrollment numbers; last year numbers were consistent with prior years even though county did lottery ahead of time
Numbers are consistent as far as applicants
S. Ellis asked about why our lottery is different than school choice
C. Elliott met with school choice office for Dekalb and it was disorganized; had siblings not put in the list. C. Elliott likes us having control over our lottery procedure.
D. Torey-Gibney asked about strategy for retaining French and Mandarin and withdrawal numbers. C. Elliott answered that there is not a strategy. C. Elliott further answered that some grades have more withdrawals than others. C. Elliott answered it is not language specific and harder to fill French and Mandarian than Spanish.

D. Gibney discussed more transportation options. C. Elliott answered that there are not a lot of native French or Mandarin speakers in Dekalb County.
D. Gibney asked about inter choice allowed and C. Elliott answered no.
Marketing:
- go to school choice expo, flyers, yard signage, local preschool visits, word of mouth, made sure families are aware of STAMP testing; re-communicates with families on waitlist about STAMP testing
Challenging to promote and fill seats in French and Mandarin
Comments about difficulty with being able to continue Mandarin beyond MS. Sandra is trying to convince High Schools to teach Mandarin.
D. Gibney asked about pre-K and C. Elliott answered that there is not the physical space and not sure if the State would approve an immersion pre-k.
T. Walker-Jones explained that she offered STAMP testing earlier in the year and majority of the 34 that passed are enrolled students at GLOBE.
Lottery acceptance timeline, give 7 days to confirm and provider paperwork after the lottery to move things along quicker

VI. Committee Reports

A. Development Update

GLOBE Trot stats - overall good feedback from parents and volunteers
Annual Fund - 59% of our goal; a number of parent contributors do 12 month contribution
GLOBE Trot - raised $116,000 but have about $2,000 plus to hit the books; had 62% student participation, 716 students had more than $5.00 raised; 4 homerooms with 100% participation, 25 homerooms with 60% and above
71 parent volunteers; had good volunteers
2 big conversations coming up to improve on next year
outreach to sponsors
Over $200,000 raised toward our $300,000 goal
A. McMillion suggested year end notification.

B. Cultural and Community Engagement Update

T. Russell explained that this committee took a different route.
In July IDI was administered. Debrief allowed for team to see where they are on continuum - IDI measures abilities to navigate across cultural difference. Initially, on the minimization scale but able to come up with common language regarding strengths about misconceptions
15 individual debrief with administrator - 45 minutes to an hour - walking participant through group and score
Individuals set goals to increase inter cultural competency.
Spent time to bolster leadership team to move to larger goals to create safety and belonging

Emerging themes - excitement with participants and request for resources
Aligns with strategic plan and cultural survey
Understand that parents and other people are missing from committee but working on getting data and goals first and then expansion

A. McMillion appreciated re-engaging GLOBE community to this committee and tactical asks for committee.
T. Russell commented that using this tool is very versatile.
D. Gibney asked about school climate survey. C. Elliott answered that was part of the teacher climate survey. still waiting on results.

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 8:29 PM.

Respectfully Submitted,
A. McMillon