

# Site Plan Document

Academy District 20



## District 20 Strategic Planning

### **District Mission**

The mission of Academy School District 20 is to educate every student in a safe and nurturing environment and to provide comprehensive, challenging curricular and extracurricular opportunities that meet the unique needs of every individual by expanding interests, enhancing abilities, and equipping every student with the knowledge, skills, and character essential to being a responsible citizen of our community, our nation, and the world.

### **WE BELIEVE:**

- An educated citizenry is the cornerstone of a democratic republic.
- Every individual has innate worth and is entitled to be treated with respect.
- Learning is a lifelong endeavor.
- Every individual can learn and does so in a variety of ways.
- The education of each student is a responsibility shared by students, families, schools, and communities.
- Parents have both the right and the responsibility to choose the school, curriculum, and program(s) that best meet the needs of their student(s).
- The development of virtuous character is equal in importance to academic growth and critical to developing responsible citizens of our community, our nation, and the world.
- Whether in the classroom or at home, students achieve best in a nurturing environment where physical, intellectual, and emotional health is emphasized and safety is assured.
- Students must be held to the highest standards of academic achievement while recognizing the true success of our academic program is measured by the success of each student relative to his or her unique potential and individual progress.
- Every graduate must be fully prepared for the post-graduation path of his or her choice.
- Every student, staff member, and volunteer is responsible for the effective and efficient use of supplies, facilities, and financial resources.

### **Background**

All schools and departments in the district complete site plans every 3-5 years. Through thoughtful, thorough planning now, we help create a future rather than wait for that future to happen to us. In rapidly changing and confusing times, it is essential to take time to reflect on who we are, what we are about, and where we are going. Research shows that organizations that do this are more effective in achieving their goals and generating more satisfaction among their members.

The site-planning document is the organization's roadmap to attain student achievement objectives. In order to do this, the site plan must be a living, breathing document. While the objectives and tactics are written to be long term and strategic, the action plans should be continuously updated to reflect the day-to-day work of the school.

### Site Plans include

- Site/Department Mission Statement
  - The mission statement is a declaration of the unique identity to which the organization aspires; its specific purpose; and the means by which it will achieve its purpose.
- Site/Department Objectives
  - Objectives are written as an uncompromising commitment to achieve specific, measurable, observable, and demonstrable results for ALL students that exceed the school's present capacity. The objectives are closely aligned to the School Board Ends policy statements.
- Site/Department Tactics
  - Tactics are bold resolutions that dedicate the organization's resources and energies toward the continuous creation of systems to achieve the extraordinary as expressed in the mission and objectives.
- Site/Department Action Plans
  - Action plans describe the detailed actions the school will take in a given year in order to achieve each tactic.
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**School:** Eagleview Middle School

**Site Plan Development** May 2017

**Date:**

**Principal:** John Jamison

**Site Plan Last Update Date:** February 2018

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| <b>Mission Statement:</b> | Eagleview Middle School, a Westside community of rigorous, innovative academies and vibrant exploratories, educates and empowers all students to reach their full potential and become positive contributors to society through a safe, inclusive environment of engaging learning experiences, integrating arts and technology. |
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| <b>Objectives:</b> | I. Every Eagleview student will actively engage as a responsible citizen of the highest personal character who positively contributes to our local and global community. |
|                    | II. Every Eagleview student will demonstrate the highest academic achievement relevant to his/her individual potential.  |
|                    | III. Every Eagleview student will demonstrate the requisite skills for success as a 21 <sup>st</sup> century learning and future ready global digital citizen.           |

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| <b>Tactics:</b> | 1. We will collaborate across all content areas as we utilize engaging, evidence-based academic practices to maximize individual student growth. |
|                 | 2. We will prepare students for success as a 21 <sup>st</sup> century learning and future-ready global digital citizen.                          |
|                 | 3. We will engage every student in the development of RULER strategies necessary to thrive.  |
|                 | 4. We will promote the positive character growth of each student.  |

| Action Plan                              |   |  |                   |                            |   |
|--|---|--|-------------------|----------------------------|---|
| <b>Tactic 1:</b>                         | We will collaborate across all content areas as we utilize engaging, evidence-based instructional practices to maximize individual student growth.              |  |                   |                            |   |
| <b>Action Plan 1:</b>                    | Departments and PLCs will focus on continued development of common assessments and progress monitoring of individual student's growth based on CAS standards.   |  |                   |                            |   |
| <b>Action Plan Owner(s):</b>             | Admin., depts and PLC's   |  |                   |                            |   |
| #  | Action Step   | Assigned To  | Start/Update Date | % Complete                 | Due/Completed Date  |
| 1  | Provide professional learning; create updated standardized curriculum maps using Google template, identify assessed materials to check for standards alignment. | Dept. PLC  | August 2017       | 90% transferred from Atlas | June 2018<br>Continue to update as standards are modified and as curriculum changes |
| <b>Issues/Updates:</b>                   |   |  |                   | <b>Next Steps:</b>         |   |
| <b>Narrative/Additional Information:</b> |   | Provide time to do this  |                   |                            |   |
| 2  | Provide professional learning for assessment  | Building admin., Learning services, and coaches  | August 2017       | 50%                        | Ongoing   |
| <b>Issues/Updates:</b>                   |   | <i>Focus on common assessment/progress monitoring</i>  |                   | <b>Next Steps:</b>         |   |
| <b>Narrative/Additional Information:</b> |   | <ul style="list-style-type: none"> <li>- Summative (use of validity and reliability tool)</li> <li>- Formative</li> <li>- STAR- normative</li> <li>- Benchmarking tools</li> </ul> |                   |                            |   |

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|  |  | - PARCC  |             |     |           |
| 3  | Research an assessment tool that allows teachers to measure their students' standards aligned learning progress. | Building admin., Learning services, and coaches  | August 2017 | 10% | June 2018 |
| <b>Issues/Updates:</b>                   |  | <b>Next Steps:</b>   |             |     |           |
| <b>Narrative/Additional Information:</b> |  | <ul style="list-style-type: none"> <li>- Mastery Manager or similar product</li> <li>- BYOD tools are at the ready</li> <li>- How do you use the data to improve student learning</li> </ul> |             |     |           |

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| <b>Tactic 1:</b>             | We will collaborate across all content areas as we utilize engaging, evidence-based instructional practices to maximize individual student growth. |
| <b>Action Plan 2:</b>        | Departments and PLCs will commit to ongoing development of engaging evidence based instructional strategies in all content areas.                  |
| <b>Action Plan Owner(s):</b> | Departments, PLC's, RULER team, and coaches  |

| # | Action Step   | Assigned To                                 | Start/Update Date | % Complete | Due/Completed Date |
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| 1 | Provide time during PL to research and apply current evidenced based instructional strategies | Departments, PLC's, RULER team, and coaches | August 2017       | 50%        | Ongoing            |

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| <b>Issues/Updates:</b>                   |  | <b>Next Steps:</b>  |  |  |  |
| <b>Narrative/Additional Information:</b> |  | <ul style="list-style-type: none"> <li>- Book study</li> <li>- Coaches</li> <li>- Peer observations</li> <li>- WAC &amp; Basic math</li> <li>- Current-Kagan</li> <li>- Inclusion</li> <li>- RULER</li> <li>-Block schedule strategies</li> </ul> |  |  |  |

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| 2 | Develop strategies for academic interventions and enrichments. | PLC's, building leaders, AVID team, Admin. | August 2017 | 20% | June 2018 |
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| <b>Issues/Updates:</b>                   |  | <b>Next Steps:</b>  |  |  |  |
| <b>Narrative/Additional Information:</b> |  | <ul style="list-style-type: none"> <li>- Development of Literacy Block materials through Team/PLCs</li> <li>-Collect a list of strategies that are being used during Literacy Block</li> <li>- Development of Eagle Time materials</li> <li>- AVID/Executive Functioning</li> <li>- Watchdogs</li> <li>- Peer Tutoring</li> <li>- Cadets</li> <li>- NJHS &amp; WEB</li> </ul> |  |  |  |

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| <b>Tactic 1:</b>             | We will collaborate across all content areas as we utilize engaging, evidence-based instructional practices to maximize individual student growth. |
| <b>Action Plan 3:</b>        | Eagleview staff will implement with fidelity the MTSS framework  |
| <b>Action Plan Owner(s):</b> | MTSS team, admin., team data leads   |

| # | Action Step | Assigned To | Start/Update Date | % Complete | Due/Completed Date |
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| 1  | Provide PL on the current MTSS procedures in place to ensure vertical articulation of student need | MTSS team, admin., team data leads   | August 2017 | 25% | June 2018 |
| <b>Issues/Updates:</b>                   |  | <b>Next Steps:</b>   |             |     |           |
| <b>Narrative/Additional Information:</b> |  | <ul style="list-style-type: none"> <li>- Formal Rtl plans in Infinite Campus</li> <li>- Research/Try One Note to house student information</li> <li>- Research other middle schools for best practices</li> <li>- New privacy laws/compliance</li> </ul> |             |     |           |

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| <b>Tactic 2:</b>             | We will prepare students for success as 21 <sup>st</sup> century learners and future-ready global digital citizens. |
| <b>Action Plan 1:</b>        | Eagleview staff will engage in professional learning to implement personalized learning for students                |
| <b>Action Plan Owner(s):</b> | Admin., Future Ready building committee   |

| #  | Action Step   | Assigned To  | Start/Update Date | % Complete | Due/Completed Date |
|--|---|--|-------------------|------------|--------------------|
| 1  | Develop and provide professional learning   | Digital learning coach, admin., Future Ready building committee  | August 2017       | 30%        | June 2019          |
| <b>Issues/Updates:</b>                   |   | <b>Next Steps:</b>   |                   |            |                    |
| <b>Narrative/Additional Information:</b> |   | <ul style="list-style-type: none"> <li>- Blended learning</li> <li>- Voice and Choice</li> <li>- Differentiation</li> <li>- Effective use of technology across all content areas</li> <li>- Tailored to individual strengths, needs and interests</li> </ul> |                   |            |                    |
| 2  | Seek and leverage community partnerships to enhance personalized learning experiences | Admin., Learning Services, and building level leaders  | August 2017       | 5%         | June 2019          |
| <b>Issues/Updates:</b>                   |   | <b>Next Steps:</b>   |                   |            |                    |
| <b>Narrative/Additional Information:</b> |   | <ul style="list-style-type: none"> <li>-Continue to pursue authentic opportunities to enhance personalized learning through local community connections</li> <li>-AFA Cadets</li> <li>-AAA Partnerships</li> </ul>   |                   |            |                    |
| <b>Issues/Updates:</b>                   |   | <b>Next Steps:</b>   |                   |            |                    |

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| <b>Tactic 2:</b>             | We will prepare students for success as 21 <sup>st</sup> century learners and future-ready global digital citizens.  |
| <b>Action Plan 2:</b>        | EMS will design flexible spaces, purchase multifunctional furniture for classrooms or communal spaces, and develop innovative schedules for personalized learning. |
| <b>Action Plan Owner(s):</b> | DLC, teacher leaders, admin.   |

| #                      | Action Step  | Assigned To                  | Start/Update Date | % Complete | Due/Completed Date |
|------------------------|--|------------------------------|-------------------|------------|--------------------|
| 1                      | Remodel LMTC and install flexible furniture for creative configurations. | DLC, teacher leaders, admin. | August 2017       | 5%         | June 2018          |
| <b>Issues/Updates:</b> |  | <b>Next Steps:</b>           |                   |            |                    |

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| <b><u>Narrative/Additional Information:</u></b> |  | -Develop a plan for flexible furniture in classrooms and remodeled LMTC  |             |     |           |
| 2   | Design grade level innovative learning areas for tech skills and future-ready skills | LMS, DLC, teacher leaders, admin.  | August 2017 | 10% | June 2019 |
| <b><u>Issues/Updates:</u></b>                   |  | <b><u>Next Steps:</u></b>  |             |     |           |
| <b><u>Narrative/Additional Information:</u></b> |  | -Designate future common area for 7 <sup>th</sup> and 8 <sup>th</sup> grade. Innovative learning areas based on tours of other facilities.<br>-Teams brainstorming use of communal space, based on tours of other facilities |             |     |           |
| 3   | Provide professional learning around effective use of the new block schedule         | Admin., Learning coaches, Learning Services  | August 2017 | 20% | June 2018 |
| <b><u>Issues/Updates:</u></b>                   |  | <b><u>Next Steps:</u></b>  |             |     |           |
| <b><u>Narrative/Additional Information:</u></b> |  | -Partner with LS to create training opportunities<br>-Utilize teacher leaders for best practices   |             |     |           |

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| <b><u>Tactic 2:</u></b>             | We will prepare students for success as 21 <sup>st</sup> -century learners and future ready global digital citizens. |
| <b><u>Action Plan 3:</u></b>        | Supported by professional learning, EMS staff will implement and foster deeper and authentic learning for all staff  |
| <b><u>Action Plan Owner(s):</u></b> | Building learning coaches and staff, Learning Services   |

| #   | Action Step  | Assigned To  | Start/Update Date | % Complete | Due/Completed Date |
|---|--|--|-------------------|------------|--------------------|
| 1   | Actively implement strategies that incorporate critical thinking, collaboration, and creativity in all content areas | Building learning coaches and staff  | August 2017       | 10%        | June 2018          |
| <b><u>Issues/Updates:</u></b>                   |  | <b><u>Next Steps:</u></b>  |                   |            |                    |
| <b><u>Narrative/Additional Information:</u></b> |  | Collaborative efforts between staff and coaches  |                   |            |                    |
| 2   | Develop and implement grade level expectations   | Admin. building learning coaches   | August 2017       | 15%        | June 2018          |
| <b><u>Issues/Updates:</u></b>                   |  | <b><u>Next Steps:</u></b>  |                   |            |                    |
| <b><u>Narrative/Additional Information:</u></b> |  | - Information literacy<br>- Technology literacy<br>- Media literacy<br>- Digital citizenship |                   |            |                    |
| 3   | Utilize ET to purposefully teach executive functioning skills  | AVID team and Staff  | August 2017       | 20%        | June 2018          |
| <b><u>Issues/Updates:</u></b>                   |  | <b><u>Next Steps:</u></b>  |                   |            |                    |
| <b><u>Narrative/Additional Information:</u></b> |  | - AVID strategies<br>- Keyboarding   |                   |            |                    |
| 4   | Send staff representatives to personalized learning trainings  | Coaches and Admin.   | August 2017       | 30%        | June 2019          |
| <b><u>Issues/Updates:</u></b>                   |  | <b><u>Next Steps:</u></b>  |                   |            |                    |
| <b><u>Narrative/Additional Information:</u></b> |  | Research and find appropriate learning opportunities   |                   |            |                    |

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| <b>Tactic 3:</b>                         |  | We will engage every student in the development of social emotional strategies necessary to thrive.  |                   |                    |                    |
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| <b>Action Plan 1:</b>                    |  | By May 2018, Eagleview will fully implement social/emotional curriculum (RULER) for all students on a weekly basis   |                   |                    |                    |
| <b>Action Plan Owner(s):</b>             |  | RULER team   |                   |                    |                    |
| #  | Action Step  | Assigned To  | Start/Update Date | % Complete         | Due/Completed Date |
| 1  | Model, present and train in August and consistently throughout the 2017-18 school year | RULER team   | August 2017       | 40%                | May 2018           |
| <b>Issues/Updates:</b>                   |  |  |                   | <b>Next Steps:</b> |                    |
| <b>Narrative/Additional Information:</b> |  | RULER team created weekly curriculum<br>Training have been presented during PL days and during grade level PL's  |                   |                    |                    |
| 2  | Adapt RULER strategies to meet grade-level specific needs                              | RULER team and teacher leaders   | 2018 School Year  | 0%                 | May 2019           |
| <b>Issues/Updates:</b>                   |  |  |                   | <b>Next Steps:</b> |                    |
| <b>Narrative/Additional Information:</b> |  |  |                   |                    |                    |
| 3  | Present and make accessible to staff RULER resources and strategies                    | RULER team   | Aug. 2017         | 100%               | October 2017       |
| <b>Issues/Updates:</b>                   |  |  |                   | <b>Next Steps:</b> |                    |
| <b>Narrative/Additional Information:</b> |  |  |                   |                    |                    |
| 4  | Target at-risk subgroups   | Admin., SPED team, and counseling dept.  | August 2017       | 15%                | June 2018          |
| <b>Issues/Updates:</b>                   |  |  |                   | <b>Next Steps:</b> |                    |
| <b>Narrative/Additional Information:</b> |  | <ul style="list-style-type: none"> <li>-Continue data-based list of at risk students for teacher action</li> <li>-Boys book study</li> <li>-Co-Teaching, Cristi Kasa, January PL Day</li> <li>-SAFE Counselor</li> </ul> |                   |                    |                    |

| <b>Tactic 3:</b>                         |  | We will engage every student in the development of social emotional strategies necessary to thrive.   |                   |                    |                    |
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| <b>Action Plan 2:</b>                    |  | Throughout the school year, we will engage/support/inform/educate the community of students and families in social/emotional strategies   |                   |                    |                    |
| <b>Action Plan Owner(s):</b>             |  | Admin., RULER team, Counseling dept.  |                   |                    |                    |
| #  | Action Step  | Assigned To   | Start/Update Date | % Complete         | Due/Completed Date |
| 1  | Host parent information nights additional counselors w/parent talks (in the works) | Admin., RULER team, all staff   | August 2017       | 20%                | June 2018          |
| <b>Issues/Updates:</b>                   |  |   |                   | <b>Next Steps:</b> |                    |
| <b>Narrative/Additional Information:</b> |  | <ul style="list-style-type: none"> <li>- Online webinars with tracking visits feature</li> <li>- Have set dates for parent presentations three with set dates</li> <li>- Mindset/Character Ed resources</li> <li>- Teams put into newsletter and handed out at Back to School night</li> <li>- Distributed at Parent/Teacher Conferences</li> </ul> |                   |                    |                    |

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| 2  | Share E.I. resources via team newsletters, 20Alerts and posted videos | Admin., RULER team, Counseling dept.   | August 2017 | 40% | June 2018 |
| <b>Issues/Updates:</b>                   |   | <b>Next Steps:</b>   |             |     |           |
| <b>Narrative/Additional Information:</b> |   | <ul style="list-style-type: none"> <li>- RULER team share items/information to include in newsletter</li> <li>- 20 Alert RULER tid-bit from RULER team once a quarter</li> <li>- Add RULER to website</li> </ul> |             |     |           |

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| <b>Tactic 4:</b>             | We will promote the positive character growth of each student.  |
| <b>Action Plan 1:</b>        | By May 2019, we will fully implement character development curriculum (which is consistent with district, school and board governance policies) for all students on a monthly basis |
| <b>Action Plan Owner(s):</b> | Admin., RULER team, Counseling dept.  |

| #  | Action Step   | Assigned To   | Start/Update Date | % Complete | Due/Completed Date |
|--|---|---|-------------------|------------|--------------------|
| 1  | Engage students in monthly activities focused on the designated monthly character trait | Admin., RULER team, Character Ed. team  | August 2017       | 30%        | May 2019           |
| <b>Issues/Updates:</b>                   |   | <b>Next Steps:</b>  |                   |            |                    |
| <b>Narrative/Additional Information:</b> |   | Team awards monthly (in lieu of SOAR star)<br>Teams will intentionally recognize students who have displayed positive examples of the monthly character trait.<br>Add Character Ed traits to 20Alerts or newsletters<br>August: Responsibility<br>September: Honesty<br>October: Hope<br>November: Compassion<br>December: Integrity<br>January: Perseverance<br>February: Courage<br>March: Respect<br>April: Citizenship<br>May: Excellence |                   |            |                    |

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| 2 | Target at-risk subgroups |  |  |  |  |
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| <b>Issues/Updates:</b> |  | <b>Next Steps:</b> |  |  |  |
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| <b>Narrative/Additional Information:</b> |  |  |  |  |  |
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| 3 | Integrate SOAR with monthly character focus | Admin., Character Ed. team, teacher leaders | August 2017 | 0% | June 2019 |
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| <b>Issues/Updates:</b> |  | <b>Next Steps:</b> |  |  |  |
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| <b>Narrative/Additional Information:</b> |  |  |  |  |  |
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| 4 | Staff models positive character traits through CKH; "Every student Every Day" | All staff | August 2017 | 75% | Ongoing |
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| <b>Issues/Updates:</b> |  | <b>Next Steps:</b> |  |  |  |
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| <b>Narrative/Additional Information:</b> |  | Continue to have all staffed training in CKH |  |  |  |
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| <b>Tactic 4:</b> | We will promote the positive character growth of each student. |
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| <b>Action Plan 1:</b>                    |   | Throughout the school year, we will engage, support, inform and educate the community of students and families in character development strategies  |                   |            |                    |
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| <b>Action Plan Owner(s):</b>             |   | Admin., Character Ed. team, teacher leaders   |                   |            |                    |
| #  | Action Step   | Assigned To   | Start/Update Date | % Complete | Due/Completed Date |
| 1  | Utilize available community resources that recognize and support the growth of positive character development | Admin., Character Ed. team, teacher leaders   | August 2017       | 0%         | June 2019          |
| <b>Issues/Updates:</b>                   |   | <b>Next Steps:</b>  |                   |            |                    |
| <b>Narrative/Additional Information:</b> |   | Teams will intentionally recognize students who have displayed positive examples of the monthly character trait.<br>August: Responsibility<br>September: Honesty<br>October: Hope<br>November: Compassion<br>December: Integrity<br>January: Perseverance<br>February: Courage<br>March: Respect<br>April: Citizenship<br>May: Excellence |                   |            |                    |
| 2  | Provide opportunities for students to engage in the community   | Admin., Character Ed. team, teacher leaders, NJHS   | August 2017       | 15%        | June 2019          |
| <b>Issues/Updates:</b>                   |   | <b>Next Steps:</b>  |                   |            |                    |
| <b>Narrative/Additional Information:</b> |   | Volunteering<br>Support organizations<br>Beautification days<br>Teen Leadership<br>WEB<br>Student Council   |                   |            |                    |
| 3  | Share mindset and character education resources via team newsletters, 20Alerts, posted videos                 | Admin., Character Ed. team, teacher leaders   | August 2017       | 0%         | June 2019          |
| <b>Issues/Updates:</b>                   |   | <b>Next Steps:</b>  |                   |            |                    |
| <b>Narrative/Additional Information:</b> |   |   |                   |            |                    |