

STATE BOARD OF EDUCATION

Consent Item

January 17, 2018

SUBJECT: Amendment to contract between State Board of Education and SEED School of Miami, Inc.

PROPOSED BOARD ACTION

Approval of proposed amendment (#3) to contract between State Board of Education and SEED School of Miami, Inc.

AUTHORITY FOR STATE BOARD ACTION

Section 1002.3305(4), Florida Statutes

EXECUTIVE SUMMARY

This amendment is made pursuant to Section VIII of the contract. The amendment modifies Exhibit 1 of the agreement relating to the payment and deliverables schedule. The proposed amendment revises the third quarterly payment for the current year such that the payment is based upon actual enrollment in SEED School of Miami as of December 8, 2017. Due to damage sustained from Hurricane Irma, the School's residential facilities were closed. Therefore, the enrollment count conducted in October did not reflect the actual enrollment.

Supporting Documentation Included: Proposed Amendment #3; Revised Exhibit 1

Facilitators/Presenters: Adam Miller, Executive Director, Office of Independent Education and Parental Choice

FLORIDA DEPARTMENT OF EDUCATION
CONTRACT NO.: 14-821
AMENDMENT NO.: 3

This AMENDMENT to Contract Number 14-821 ("Contract") is entered into by and between The Miami Boarding School, Inc., d/b/a The Seed School of Miami., (the "Operator") and the State Board of Education of Florida, the agency head of the Florida Department of Education ("Department"), an agency of the State of Florida ("State Board"). Defined terms used herein shall have the meanings set forth in the Contract.

WHEREAS, on July 1, 2014, the Department entered into the Contract with the Operator to provide the service; and

WHEREAS, on July 1, 2015, the Department entered into Amendment No. 1 to the Contract; and

WHEREAS, on November 16, 2016, the Department entered in Amendment No. 2 to the Contract; and

WHEREAS, due to damage sustained from Hurricane Irma, the dormitory of the Operator was closed. Therefore, the enrollment count conducted as part of Survey 2 did not reflect the actual enrollment; and

WHEREAS, the Department desires to amend this Contract so that the third quarterly payment for year four is based upon actual enrollment as of December 8, 2017.

NOW, THEREFORE, in consideration of the mutual covenants and conditions hereinafter stated, the Department and the Contractor covenant and agree as follows:

1. The recitals are true and correct and are incorporated herein by reference.
2. Section V.B.3. of the Contract is hereby amended to reflect that the January 2018 quarterly payment will be based on the actual enrollment as of December 8, 2017. The remainder of the paragraph will remain in effect but conform to this change.
3. The Contract, Exhibit 1, "Payment and Deliverable Schedule," is hereby amended and replaced in its entirety with the attached "Revised Exhibit 1: Payments and Deliverable Schedule"
4. The effective date of the Amendment shall be upon execution.

All provisions in this Contract and any amendment thereto, in conflict with this Amendment shall be and are hereby changed to conform to this Amendment.

All provisions not in conflict with this Amendment are still in full force and effect and are to be performed at the level specified in the Contract.

IN WITNESS WHEREOF, the parties hereto have caused this one (1) page Amendment to be executed by their proper and duly authorized representatives.

State of Florida
State Board of Education

The Miami Boarding School, Inc.
d/b/a The SEED School of Miami

By: _____
Authorized Signature

By: 
Authorized Signature

Name: Marva Johnson
Typed

Name: Melanie Daman
Typed

Title: Chair, State Board of Education
Typed

Title: Chair, SEED School of Miami
Typed

Date: _____

Date: 12/27/17

Revised Exhibit 1: Payments and Deliverable Schedule
 The SEED School of Miami ("SEED Miami")
 Years 1-7 (Reflecting Changes to Payment in Year 4, Quarter 3)

Table 1: Quarterly Payment Per Student By Year

Contract Year	Quarterly Payment	# of Students Served
Year 1	\$6,250.00	60
Year 2	\$6,375.00	429
		78.43*
Year 3	\$6,502.50	180**
Year 4	\$6,632.55	240***
Year 5	\$6,765.20	300
Year 6 (Renewal)	\$6,900.50	360
Year 7 (Renewal)	\$7,038.51	400
Year 8 (Renewal)	\$7,179.28	400
Year 9 (Renewal)	\$7,322.87	400
Year 10 (Renewal)	\$7,469.33	400

* The annual State Appropriation for Year 2 is \$2,000,000.00, which is 35% less than the \$3,060,000.00 appropriation contemplated in the contract. The actual appropriation of \$2,000,000.00 equates to funding for 78.43 students for the FY2015-16 rather than the funding for the 120 students in the original agreement. However, in an effort to serve as many students as possible, SEED School has modified its budget by deferring one-time expenditures in order serve up to 95 students for the FY2015-16 School Year.

**The annual State Appropriation for Year 3 is \$4,600,000.00, which is less than the amount contemplated in the original contract. As indicated in Section V. B. Payment Terms and Schedule and as subject to each annual appropriation, SEED School will be paid based on the number of students served and proof of deliverables as set forth in this Exhibit 1, Amount paid will not exceed each annual appropriation.

***The annual State Appropriation for Year 4 is \$6,173,678.00, which is less than the amount contemplated in the original contract. As indicated in Section V. B. Payment Terms and Schedule and as subject to each annual appropriation, SEED School will be paid based on the number of students served and proof of deliverables as set forth in this Exhibit 1, Amount paid will not exceed each annual appropriation.

Table 2: Deliverables, Evidence of Completion, Due Dates, and Payments by Quarter

Year	Quarter	Deliverable Description and Minimum Performance Standards	Evidence of Completion	Due Date	Payment Amount	Payment Date
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	1		1	July 8, 2014	Quarterly payment per student from Table 1 enrolled as of July 1, 2014	July 15, 2014
1	<ul style="list-style-type: none"> SEED Miami Board of Trustees will adopt a budget for the FY 2014-2015 school year. SEED Miami will hire faculty and staff to offer program services under the contract to serve the scheduled enrollment capacity. SEED Miami will enroll eligible students within its scheduled enrollment capacity. 	<ol style="list-style-type: none"> Adopted program budget Faculty and staff roster by position and department Students FTE ("Full-Time Enrollment") as of July 1, 2014 	<ul style="list-style-type: none"> SEED Miami will enroll eligible students within its scheduled enrollment capacity. SEED Miami will perform a home visit for each student prior to the student's first day of school. SEED Miami Student Life faculty will work a minimum of 1,836 hours in quarter 1. SEED Miami will initiate a student incentive program that fosters and rewards positive behavior and promotes the school's Core Values (respect, responsibility, integrity, gratitude, self-discipline, compassion) that includes one SEED Note per student per day. Students collectively will complete in a minimum of 648 HALLS lessons. SEED Miami Student Support Services Faculty will work a minimum of 816 hours in quarter 1. SEED Miami will achieve a participate rate of 80 percent in initial family-engagement workshop SEED Miami Academic faculty will provide a minimum of 612 work-hours in quarter 1 to supplement charter-supported academic services and ensure small class sizes and adequate teacher planning for at-risk students. SEED Miami Administration staff will work a minimum of 1,632 work-hours in quarter 1. 	<ol style="list-style-type: none"> Student FTE as of second week of student attendance List of students including date of home visit Report of Student Life faculty work-hours Compilation registering a minimum of 1,620 Daily Social Skills Reports Copies of HALLS lesson plan template and completion report Report of Student Support Services faculty work-hours Family workshop participation report Report of Supplemental Academic faculty work-hours Report of Administrative staff work hours 	<p>Quarterly payment per student from Table 1 enrolled as of end of second week of student attendance</p>	<p>October 15, 2014</p>

1	3	<ul style="list-style-type: none"> SEED Miami will enroll eligible students within it scheduled enrollment capacity. Student Life faculty will work a minimum of 3,672 hours in quarter 2. SEED Miami will continue student incentive program that includes one SEED Note per student per day. Students collectively will complete in a minimum of 1,296 HALLS lessons. Student Support Services Faculty will work a minimum of 1,632 hours in quarter 2. Academic faculty will provide a minimum of 1,224 work-hours in quarter 2 to supplement charter-supported academic services and ensure small class sizes and adequate teacher planning for at-risk students. Administration staff will work a minimum of 1,632 work-hours in quarter 2. 	<ol style="list-style-type: none"> Student FTE as of Survey 2 (October) FTE Count Report of Student Life faculty work-hours Compilation registering a minimum of 2,970 Daily Social Skills Reports Copies of HALLS lesson plan template and completion report Report of Student Support Services faculty work-hours Report of Supplemental Academic faculty work-hours Report of Administrative staff work hours 	January 8, 2015	Quarterly payment per student from Table 1 enrolled as of Survey 2 (October) FTE Count	January 15, 2015
1	4	<ul style="list-style-type: none"> SEED Miami will enroll eligible students within it scheduled enrollment capacity. Student Life faculty will work a minimum of 3,672 hours in quarter 3. SEED Miami will continue student incentive program that includes one SEED Note per student per day. Students collectively will complete in a minimum of 1,296 HALLS lessons. Student Support Services Faculty will work a minimum of 1,632 hours in quarter 3. Academic faculty will provide a minimum of 1,224 work-hours in quarter 3 to supplement charter-supported academic services and ensure small class sizes and adequate teacher planning for at-risk students. Administration staff will work a minimum of 1,632 work-hours in quarter 3. 	<ul style="list-style-type: none"> Student FTE as of Survey 3 (February) FTE Count Report of Student Life faculty work-hours Compilation registering a minimum of 3,240 Daily Social Skills Reports Copies of HALLS lesson plan template and completion report Report of Student Support Services faculty work-hours Report of Supplemental Academic faculty work-hours Report of Administrative staff work hours 	April 8, 2015	Quarterly payment per student from Table 1 enrolled as of Survey 3 (February) FTE Count	April 15, 2015

2	1	<ul style="list-style-type: none"> SEED Miami Board of Trustees will adopt a budget for the FY 2015-2016 school year. SEED Miami will enroll eligible students within it scheduled enrollment capacity. SEED Miami will enroll eligible students within it scheduled enrollment capacity. Student Life faculty will work a minimum of 2,142 hours in quarter 4. SEED Miami will continue student incentive program that includes one SEED Note per student per day. Students will complete in a minimum of 756 HALLS lessons. Student Support Services Faculty will work a minimum of 952 hours in quarter 4. Academic faculty will provide a minimum of 714 work-hours in quarter 4 to supplement charter-supported academic services and ensure small class sizes and adequate teacher planning for at-risk students. Administration staff will work a minimum of 1,632 work-hours in quarter 4. 	<ol style="list-style-type: none"> Adopted program budget Students FTE as of July 1, 2015 Report of Student Life faculty work-hours Compilation registering a minimum of 1,890 Daily Social Skills Reports Copies of HALLS lesson plan template and completion report Report of Student Support Services faculty work-hours Report of Supplemental Academic faculty work-hours Report of Administrative staff work hours 	July 8, 2015	Quarterly payment per student from Table 1 enrolled as of July 1, 2015	July 15, 2015
2	2	<ul style="list-style-type: none"> SEED Miami will enroll eligible students within it scheduled enrollment capacity. Student Life faculty will work a minimum of 3,360 hours in quarter 1. SEED Miami will continue student incentive program that includes one Daily Social Skills Report per student per day. Students will complete a minimum of 840 minutes of HALLS lessons. Student Support Services Faculty will work a minimum of 1,120 hours in quarter 1. Academic faculty will provide a minimum of 2,688 work-hours in quarter 1 to supplement charter-supported academic services and ensure small class sizes and adequate teacher planning for at-risk students. Administration staff will work a minimum of 2,352 work-hours in quarter 1. 	<ol style="list-style-type: none"> Student FTE as of second week of student attendance Report of Student Life faculty work-hours Compilation registering a minimum of 3,040 Daily Social Skills Reports Copies of HALLS lesson plan template and completion report Report of Student Support Services faculty work-hours Report of Supplemental Academic faculty work-hours Report of Administrative staff work hours 	October 8, 2015	Quarterly payment per student from Table 1 enrolled as of end of second week of student attendance	October 15, 2015

2	3	<ul style="list-style-type: none"> SEED Miami will enroll eligible students within it scheduled enrollment capacity. Student Life faculty will work a minimum of 5,880 hours in quarter 2. SEED Miami will continue student incentive program that includes one Daily Social Skills Report per student per day. Students will complete in a minimum of 1,440 minutes of HALLS lessons. Student Support Services Faculty will work a minimum of 1,960 hours in quarter 2. Academic faculty will provide a minimum of 4704 work-hours in quarter 2 to supplement charter-supported academic services and ensure small class sizes and adequate teacher planning for at-risk students. Administration staff will work a minimum of 2,744 work-hours in quarter 2. 	<ol style="list-style-type: none"> 1. Student FTE as of Survey 2 (October) FTE Count 2. Report of Student Life faculty work-hours 3. Compilation registering a minimum of 7,695 Daily Social Skills Reports 4. Copies of HALLS lesson plan template and completion report 5. Report of Student Support Services faculty work-hours 6. Report of Supplemental Academic faculty work-hours 7. Report of Administrative staff work hours 	January 8, 2016	Quarterly payment per student from Table 1 enrolled as of Survey 2 (October) FTE Count	January 15, 2016
2	4	<ul style="list-style-type: none"> SEED Miami will enroll eligible students within it scheduled enrollment capacity. Student Life faculty will work a minimum of 6,600 hours in quarter 3. SEED Miami will continue student incentive program that includes one Daily Social Skills Report per student per day. Students will complete in a minimum of 1,200 minutes of HALLS lessons. Student Support Services Faculty will work a minimum of 2,200 hours in quarter 3. Academic faculty will provide a minimum of 5,280 work-hours in quarter 3 to supplement charter-supported academic services and ensure small class sizes and adequate teacher planning for at-risk students. Administration staff will work a minimum of 3,080 work-hours in quarter 3. 	<ol style="list-style-type: none"> 1. Student FTE as of Survey 3 (February) FTE Count 2. Report of Student Life faculty work-hours 3. Compilation registering a minimum of 12,920 Daily Social Skills Reports 4. Copies of HALLS lesson plan template and completion report 5. Report of Student Support Services faculty work-hours 6. Report of Supplemental Academic faculty work-hours 7. Report of Administrative staff work hours 	April 8, 2016	Quarterly payment per student from Table 1 enrolled as Survey 3 (February) FTE Count	April 15, 2016

3	1	<ul style="list-style-type: none"> SEED Miami Board of Trustees will adopt a budget for the FY 2016-2017 school year. SEED Miami will enroll eligible students within its scheduled enrollment capacity. Student Life faculty will work a minimum of 5,760 hours in quarter 4. SEED Miami will continue student incentive program that includes one Daily Social Skills Report per student per day. Students will complete in a minimum of 960 minutes of HALLS lessons. Student Support Services Faculty will work a minimum of 1,920 hours in quarter 4. Academic faculty will provide a minimum of 4608 work-hours in quarter 4 to supplement charter-supported academic services and ensure small class sizes and adequate teacher planning for at-risk students. Administration staff will work a minimum of 3,416 work-hours in quarter 4. 	<ol style="list-style-type: none"> Adopted program budget Students FTE as of July 1, 2016 Report of Student Life faculty work-hours Compilation registering a minimum of 17,480 Daily Social Skills Reports Copies of HALLS lesson plan template and completion report Report of Student Support Services faculty work-hours Report of Supplemental Academic faculty work-hours Report of Administrative staff work hours 	July 8, 2016	Quarterly payment per student from Table 1 or number of students enrolled as of July 1, 2016, whichever is lower	July 15, 2016
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3	2	<ul style="list-style-type: none"> SEED Miami will enroll eligible students within its scheduled enrollment capacity. <u>Full-time Student Life faculty will each work a minimum of 40 5-100-hours/week in quarter 1.</u> SEED Miami will continue student incentive program that includes one Daily Social Skills Report per student per day. <u>Each student collectively will complete a minimum of 90 minutes of 1,944 HALLS lessons each week.</u> <u>Full-time Student Support Services Faculty will each work a minimum of 40 4-428 hours/week in quarter 1.</u> <u>Full-time Academic faculty will provide a minimum of 40 work-hours/week in quarter 1 to supplement charter-supported academic services and ensure small class sizes and adequate teacher planning for at-risk students.</u> <u>Full-time Administration staff will work a minimum of 40 2-866 work-hours/week in quarter 1.</u> <u>SEED Miami will provide Student Life/residential services during each week when school is in session.</u> 	<ol style="list-style-type: none"> 1. Student FTE as of second week of student attendance 2. Report of Student Life faculty work-hours 3. Compilation registering a minimum of one 4-866 Daily Social Skills Report per <u>student per day.</u> 4. Copies of HALLS lesson plan template and completion report 5. Report of Student Support Services faculty work-hours 6. Report of Supplemental Academic faculty work-hours 7. Report of Administrative staff work hours 8. <u>SEED Miami master calendar showing days students in residence</u> 	October 8, 2016	Quarterly payment per student from Table 1 or number of students enrolled, whichever is lower	October 15, 2016
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3	3	<ul style="list-style-type: none"> SEED Miami will enroll eligible students within its scheduled enrollment capacity. <u>Full-time Student Life faculty will work a minimum of 409-359 hours/week in quarter 2.</u> SEED Miami will continue student incentive program that includes one Daily Social Skills Report per student per day. Each student collectively will complete a minimum of <u>90 minutes of 3-564-HALLS lessons per week.</u> <u>Full-time Student Support Services Faculty will work a minimum of 402-618 hours/week in quarter 2.</u> <u>Full-time Academic faculty will provide a minimum of 402-244 work-hours/week in quarter 2 to supplement charter-supported academic services and ensure small class sizes and adequate teacher planning for at-risk students.</u> <u>Full-time Administration staff will work a minimum of 402-618 work-hours/week in quarter 2.</u> <u>SEED Miami will provide Student Life/residential services during each week when school is in session.</u> 	<ol style="list-style-type: none"> Student FTE as of Survey 2 (October) FTE Count Report of Student Life faculty work-hours Compilation registering a minimum of <u>one 8-940-Daily Social Skills Report per student per day.</u> Copies of HALLS lesson plan template and completion report Report of Student Support Services faculty work-hours Report of Supplemental Academic faculty work-hours Report of Administrative staff work hours <u>SEED Miami master calendar showing days students in residence</u> 	January 8, 2017	Quarterly payment per student from Table 1 or number of students enrolled as of Survey 2 (October) FTE Count, whichever is lower	January 15, 2017
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3	4	<ul style="list-style-type: none"> SEED Miami will enroll eligible students within its scheduled enrollment capacity. <u>Full-time Student Life faculty will work a minimum of 40-200 hours/week</u> in quarter 3. SEED Miami will continue student incentive program that includes one Daily Social Skills Report per student per day. <u>Each student collectively will complete a minimum of 90 minutes 3-888 of HALLS lessons per week.</u> Full-time Student Support Services Faculty will work a minimum of <u>402-856 hours/week</u> in quarter 3. Full-time Academic faculty will provide a minimum of <u>40 2,448 work-hours/week</u> in quarter 3 to supplement charter-supported academic services and ensure small class sizes and adequate teacher planning for at-risk students. <u>Full-time Administration staff will work a minimum of 40 2-856 work-hours/week</u> in quarter 3. <u>SEED Miami will provide Student Life/residential services during each week when school is in session.</u> 	<ol style="list-style-type: none"> Student FTE as of Survey 3 (February) FTE Count Report of Student Life faculty work-hours Compilation registering a minimum of one 9-720 Daily Social Skills Report per <u>student per day.</u> Copies of HALLS lesson plan template and completion report Report of Student Support Services faculty work-hours Report of Supplemental Academic faculty work-hours Report of Administrative staff work hours <u>SEED Miami master calendar showing days students in residence</u> 	<p>April 8, 2017</p> <p>Quarterly payment per student from Table 1 or number of students enrolled as Survey 3 (February) FTE Count, whichever is lower</p> <p>April 15, 2017</p>
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4	1	<ul style="list-style-type: none"> SEED Miami Board of Trustees will adopt a budget for the FY 2017-2018 school year. SEED Miami will enroll eligible students within its scheduled enrollment capacity. SEED Miami will enroll eligible students within its scheduled enrollment capacity. Full-time Student Life faculty will work a minimum of 405-950 405-950 hours/week in quarter 4. SEED Miami will continue student incentive program that includes one Daily Social Skills Report per student per day. Each student collectively will complete a minimum of 90 minutes of 2,268 HALLS lessons each week. Full-time Student Support Services Faculty will work a minimum of 404-666 404-666 hours/week in quarter 4. Full-time Academic faculty will provide a minimum of 40-1,428 40-1,428 work-hours/week in quarter 4 to supplement charter-supported academic services and ensure small class sizes and adequate teacher planning for at-risk students. Full-time Administration staff will work a minimum of 402-268 402-268 work-hours/week in quarter 4. SEED Miami will provide Student Life/residential services during each week when school is in session. 	<ol style="list-style-type: none"> Adopted program budget Students FTE as of July 1, 2017 Report of Student Life faculty work-hours Compilation registering a minimum of one 5-670 Daily Social Skills Report per student per day. Copies of HALLS lesson plan template and completion report Report of Student Support Services faculty work-hours Report of Supplemental Academic faculty work-hours Report of Administrative staff work hours SEED Miami master calendar showing days students in residence 	<p>July 8, 2017</p> <p>Quarterly payment per student from Table 1 enrolled as of July 1, 2017</p> <p>July 15, 2017</p>
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4	2	<ul style="list-style-type: none"> SEED Miami will enroll eligible students within its scheduled enrollment capacity. Full-time Student Life faculty will work a minimum of 406-420 hours/week in quarter 1. SEED Miami will continue student incentive program that includes one Daily Social Skills Report per middle-school student and one Core-Value-Card per grade-nine student per day. Each student collectively will complete a minimum of 90 2-592minutes HALLS lessons each week. Full-time Student Support Services Faculty will work a minimum of 404-632 hours/week in quarter 1. Full-time Academic faculty will provide a minimum of 40 4-836 work-hours/week in quarter 1 to supplement charter-supported academic services and ensure small class sizes and adequate teacher planning for at-risk students. Full-time Administration staff will work a minimum of 40 3-264 work-hours/week in quarter 1. SEED Miami will provide Student Life/residential services during each week when school is in session. 	<ol style="list-style-type: none"> Student FTE as of second week of student attendance Report of Student Life faculty work-hours Compilation registering a minimum of one 30 Daily Social Skills Report for each middle-school per student per day and 30 Core-Value Cards for each grade-9 student per day Copies of HALLS lesson plan template and completion report Report of Student Support Services faculty work-hours Report of Supplemental Academic faculty work-hours Report of Administrative staff work hours SEED Miami master calendar showing days students in residence 	<p>Quarterly payment per student from Table 1 enrolled as of end of second week of student attendance</p>	<p>October 8, 2017</p>	<p>October 15, 2017</p>
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4	3	<ul style="list-style-type: none"> SEED Miami will enroll eligible students within its scheduled enrollment capacity. <u>Full-time Student Life faculty will work a minimum of 44-220 40 hours/week in quarter 2.</u> SEED Miami will continue student incentive program that includes one Daily Social Skills Report per middle-school student and one Cere-Value-Care per grade-nine student per day. Each student collectively will complete a minimum of <u>90 minutes of HALLS lessons each week.</u> <u>Full-time Student Support Services Faculty will work a minimum of 40 2-992 hours/week in quarter 2.</u> <u>Full-time Academic faculty will provide a minimum of 40 3-366 work-hours/week in quarter 2 to supplement charter-supported academic services and ensure small class sizes and adequate teacher planning for at-risk students.</u> <u>Full-time Administration staff will work a minimum of 402-992 work-hours/week in quarter 2.</u> <u>SEED Miami will provide Student Life/residential services during each week when school is in session.</u> 	<p>AMENDMENT #3 Student FTE as of December 8, 2017</p> <ol style="list-style-type: none"> Report of Student Life faculty work-hours Compilation registering a minimum of one Daily Social Skills Report for each middle school per student per day and 55 Cere-Value-Cards for each grade-9 student Copies of HALLS lesson plan template and completion report Report of Student Support Services faculty work-hours Report of Supplemental Academic faculty work-hours Report of Administrative staff work hours <u>SEED Miami master calendar showing days students in residence</u> 	<p>Quarterly payment per student from Table 1 enrolled as of December 8, 2017</p>	<p>January 22, 2018</p>
			<p>January 15, 2018</p>		

4	4	<ul style="list-style-type: none"> SEED Miami will enroll eligible students within its scheduled enrollment capacity. <u>Full-time Student Life faculty will work a minimum of 42-240 40 hours/week</u> in quarter 3. SEED Miami will continue student incentive program that includes one Daily Social Skills Report per middle school student and one Core-Value-Card-per-grade-nine-student per day. Each student collectively will complete in a minimum of 90 minutes 5,184 HALLS lessons each week. <u>Full-time Student Support Services Faculty will work a minimum of 40 2-992 hours/week</u> in quarter 3. <u>Full-time Academic faculty will provide a minimum of 40 3-366 work-hours/week</u> in quarter 3 to supplement charter-supported academic services and ensure small class sizes and adequate teacher planning for at-risk students. <u>Full-time Administration staff will work a minimum of 40 3-264 work-hours/week</u> in quarter 3. SEED Miami will provide Student Life/residential services during each week when school is in session. 	<ol style="list-style-type: none"> Student FTE as of Survey 3 (February) FTE Count Report of Student Life faculty work-hours Compilation registering a minimum of one 60 Daily Social Skills Report for each middle-school-student per student per day and 60 Core Value-Cards for each-grade-9 student Copies of HALLS lesson plan template and completion report Report of Student Support Services faculty work-hours Report of Supplemental Academic faculty work-hours Report of Administrative staff work hours <u>SEED Miami master calendar showing days students in residence</u> 	<p>Quarterly payment per student from Table 1 enrolled as Survey 3 (February) FTE Count</p>	<p>April 8, 2018</p>	<p>April 15, 2018</p>
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5	1	<ul style="list-style-type: none"> SEED Miami Board of Trustees will adopt a budget for the FY 2018-2019 school year. SEED Miami will enroll eligible students within its scheduled enrollment capacity. SEED Miami will enroll eligible students within its scheduled enrollment capacity. Full-time Student Life faculty will work a minimum of <u>407-140</u> hours/week in quarter 4. SEED Miami will continue student incentive program that includes one Daily Social Skills Report per middle-school student and one Core-Value Card per grade-nine student per day. Each student collectively will complete a minimum of <u>90 minutes</u> 3,024 HALLS lessons each week. Full-time Student Support Services Faculty will work a minimum of <u>1-004</u> 40 hours/week in quarter 4. Full-time Academic faculty will provide a minimum of <u>40</u> 2,142 work-hours/week in quarter 4 to supplement charter-supported academic services and ensure small class sizes and adequate teacher planning for at-risk students. Full-time Administration staff will work a minimum of <u>40</u> 3,264 work-hours/week in quarter 4. SEED Miami will provide Student Life/residential services during each week when school is in session. 	July 8, 2018	Quarterly payment per student from Table 1 enrolled as of July 1, 2018	July 15, 2018
		<ol style="list-style-type: none"> Adopted program budget Students FTE as of July 1, 2018 Report of Student Life faculty work-hours Compilation registering a minimum of <u>one</u> 35 Daily Social Skills Report for each middle-school per student per day and <u>35</u> Core-Value Cards for each grade-9 student Copies of HALLS lesson plan template and completion report Report of Student Support Services faculty work-hours Report of Supplemental Academic faculty work-hours Report of Administrative staff work hours <u>SEED Miami master calendar showing days students in residence</u> 			

5	2	<ul style="list-style-type: none"> SEED Miami will enroll eligible students within its scheduled enrollment capacity. <u>Full-time Student Life faculty will work a minimum of 406-528 hours/week in quarter 1.</u> SEED Miami will continue student incentive program that includes one Daily Social Skills Report per middle-school student and one Core-Value-Card per-grade-nine-student per day. <u>Each student collectively will complete a minimum of 90 minutes 3,240 HALLS lessons each week.</u> <u>Full-time Student Support Services Faculty will work a minimum of 2,040 40 hours/week in quarter 1.</u> <u>Full-time Academic faculty will provide a minimum of 402-244 work-hours/week in quarter 1 to supplement charter-supported academic services and ensure small class sizes and adequate teacher planning for at-risk students.</u> <u>Full-time Administration staff will work a minimum of 40 3,672 work-hours in quarter 1.</u> <u>SEED Miami will provide Student Life/residential services during each week when school is in session.</u> 	<ol style="list-style-type: none"> 1. Student FTE as of second week of student attendance 2. Report of Student Life faculty work-hours 3. Compilation registering a minimum of one Daily Social Skills Report for each middle-school-per student per day and 30 Core-Value-Cards for each-grade-9 student 4. Copies of HALLS lesson plan template and completion report 5. Report of Student Support Services faculty work-hours 6. Report of Supplemental Academic faculty work-hours 7. Report of Administrative staff work hours 8. <u>SEED Miami master calendar showing days students in residence</u> 	October 8, 2018	Quarterly payment per student from Table 1 enrolled as of end of second week of student attendance	October 15, 2018
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5	3	<ul style="list-style-type: none"> SEED Miami will enroll eligible students within its scheduled enrollment capacity. <u>Full-time Student Life faculty will work a minimum of 40-11-968 hours/week in quarter 2.</u> SEED Miami will continue student incentive program that includes one Daily Social Skills Report per middle-school student and one Core-Value-Card per grade-nine student per day. Each student collectively will complete a minimum of <u>90 minutes 5-940-HALLS lessons each week.</u> <u>Full-time Student Support Services Faculty will work a minimum of 40-3-740 hours/week in quarter 2.</u> <u>Full-time Academic faculty will provide a minimum of 40-4-144 work-hours/week in quarter 2 to supplement charter-supported academic services and ensure small class sizes and adequate teacher planning for at-risk students.</u> <u>Full-time Administration staff will work a minimum of 40-3-366 work-hours/week in quarter 2.</u> <u>SEED Miami will provide Student Life/residential services during each week when school is in session.</u> 	<ol style="list-style-type: none"> 1. Student FTE as of Survey 2 (October) FTE Count 2. Report of Student Life faculty work-hours 3. Compilation registering a minimum of <u>one 55 Daily Social Skills Report per each middle-school student per day and 55 Core-Value-Cards per each grade-9 student</u> 4. Copies of HALLS lesson plan template and completion report 5. Report of Student Support Services faculty work-hours 6. Report of Supplemental Academic faculty work-hours 7. Report of Administrative staff work hours 8. <u>SEED Miami master calendar showing days students in residence</u> 	<p>January 8, 2019</p>	<p>Quarterly payment per student from Table 1 enrolled as of Survey 2 (October) FTE Count</p>	<p>January 15, 2019</p>
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5	4	<ul style="list-style-type: none"> SEED Miami will enroll eligible students within its scheduled enrollment capacity. <u>Full-time Student Life faculty will work a minimum of 40-43-066 hours/week in quarter 3.</u> SEED Miami will continue student incentive program that includes one Daily Social Skills Report per middle-school student and one Core-Value-Card per-grade-nine student per day. Each student collectively will complete a minimum of <u>90 minutes 6,480 HALLS lessons each week.</u> <u>Full-time Student Support Services Faculty will work a minimum of 40 4,080 hours/week in quarter 3.</u> <u>Full-time Academic faculty will provide a minimum of 40 4,488 work-hours/week in quarter 3 to supplement charter-supported academic services and ensure small class sizes and adequate teacher planning for at-risk students.</u> <u>Full-time Administration staff will work a minimum of 40 3,672 work-hours/week in quarter 3.</u> <u>SEED Miami will provide Student Life/residential services during each week when school is in session.</u> 	<ol style="list-style-type: none"> Student FTE as of Survey 3 (February) FTE Count Report of Student Life faculty work-hours Compilation registering a minimum of one Daily Social Skills Report for each middle-school per student per day and 60 Core-Value-Cards for each grade-9 student Copies of HALLS lesson plan template and completion report Report of Student Support Services faculty work-hours Report of Supplemental Academic faculty work-hours Report of Administrative staff work hours <u>SEED Miami master calendar showing days students in residence</u> 	<p>April 8, 2019</p>	<p>Quarterly payment per student from Table 1 enrolled as Survey 3 (February) FTE Count</p>	<p>April 15, 2019</p>
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6	1	<ul style="list-style-type: none"> SEED Miami Board of Trustees will adopt a budget for the FY 2019-2020 school year. SEED Miami will enroll eligible students within its scheduled enrollment capacity. SEED Miami will enroll eligible students within its scheduled enrollment capacity. Full-time Student Life faculty will work a minimum of <u>40 7-616</u> hours/week in quarter 4. SEED Miami will continue student incentive program that includes one Daily Social Skills Report per middle-school student and one Cere-Value Card per grade-nine student per day. Each student collectively will complete a minimum of 90 minutes 3-780 HALLS lessons each week. Full-time Student Support Services Faculty will work a minimum of <u>402-380</u> hours/week in quarter 4. Full-time Academic faculty will provide a minimum of <u>40 2-618</u> work-hours/week in quarter 4 to supplement charter-supported academic services and ensure small class sizes and adequate teacher planning for at-risk students. Full-time Administration staff will work a minimum of <u>40 3-672</u> work-hours/week in quarter 4. SEED Miami will provide Student Life/residential services during each week when school is in session. 	<ol style="list-style-type: none"> Adopted program budget Students FTE as of July 1, 2019 Report of Student Life faculty work-hours Compilation registering a minimum of <u>one</u> Daily Social Skills Report for each middle school per student per day and <u>35</u> Cere-Value Cards for each grade-9 student Copies of HALLS lesson plan template and completion report Report of Student Support Services faculty work-hours Report of Supplemental Academic faculty work-hours Report of Administrative staff work hours <u>SEED Miami master calendar showing days students in residence</u> 	July 8, 2019	Quarterly payment per student from Table 1 enrolled as of July 1, 2019	July 15, 2019
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6	2	<ul style="list-style-type: none"> SEED Miami will enroll eligible students within its scheduled enrollment capacity. Full-time Student Life faculty will work a minimum of <u>407-140</u> hours/week in quarter 1. SEED Miami will continue student incentive program that includes one Daily Social Skills Report per middle-school student and one Core-Value-Card per grade-nine-student per day. Each student collectively will complete a minimum of <u>90 minutes 3-888</u> HALLS lessons each week. Full-time Student Support Services Faculty will work a minimum of <u>40 2-244</u> hours/week in quarter 1. Full-time Academic faculty will provide a minimum of <u>2-856 40</u> work-hours/week in quarter 1 to supplement charter-supported academic services and ensure small class sizes and adequate teacher planning for at-risk students. Full-time Administration staff will work a minimum of <u>40 3-672</u> work-hours/week in quarter 1. SEED Miami will provide Student Life/residential services during each week when school is in session. 	<ol style="list-style-type: none"> Student FTE as of second week of student attendance Report of Student Life faculty work-hours Compilation registering a minimum of <u>one</u> Daily Social Skills Report for each middle-school per student per day and <u>65 Core-Value-Cards</u> for each grade-9 student Copies of HALLS lesson plan template and completion report Report of Student Support Services faculty work-hours Report of Supplemental Academic faculty work-hours Report of Administrative staff work hours SEED Miami master calendar <u>showing days students in residence</u> 	October 8, 2019	Quarterly payment per student from Table 1 enrolled as of end of second week of student attendance	October 15, 2019
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6	3	<ul style="list-style-type: none"> SEED Miami will enroll eligible students within its scheduled enrollment capacity. Full-time Student Life faculty will work a minimum of <u>40-43,000</u> hours/week in quarter 2. SEED Miami will continue student incentive program that includes one Daily Social Skills Report per middle school student and one Core-Value-Card-per-grade-nine-student per day. Each student collectively will complete a minimum of <u>90</u> minutes HALLS lessons. Full-time Student Support Services Faculty will work a minimum of <u>40-444</u> hours/week in quarter 2. Full-time Academic faculty will provide a minimum of <u>5,236-40</u> work-hours/week in quarter 2 to supplement charter-supported academic services and ensure small class sizes and adequate teacher planning for at-risk students. Full-time Administration staff will work a minimum of <u>40-2,376</u> work-hours/week in quarter 2. SEED Miami will provide Student Life/residential services during each week when school is in session. 	<ol style="list-style-type: none"> Student FTE as of Survey 2 (October) FTE Count Report of Student Life faculty work-hours Compilation registering a minimum of one \$5 Daily Social Skills Report for each middle school student per day and 55 Core-Value Cards for each grade 9 student Copies of HALLS lesson plan template and completion report Report of Student Support Services faculty work-hours Report of Supplemental Academic faculty work-hours Report of Administrative staff work hours SEED Miami master calendar showing days students in residence 	<p>Quarterly payment per student from Table 1 enrolled as of Survey 2 (October) FTE Count</p>	<p>January 15, 2020</p>
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6	4	<ul style="list-style-type: none"> SEED Miami will enroll eligible students within its scheduled enrollment capacity. Full-time Student Life faculty will work a minimum of <u>40-44,280</u> hours/week in quarter 3. SEED Miami will continue student incentive program that includes one Daily Social Skills Report per middle-school student and one Core-Value-Card per grade-nine student per day. Each student collectively will complete a minimum of <u>90 minutes 7,776</u> HALLS lessons each week. Full-time Student Support Services Faculty will work a minimum of <u>404,488</u> hours/week in quarter 3. Full-time Academic faculty will provide a minimum of <u>5,742 40</u> work-hours/week in quarter 3 to supplement charter-supported academic services and ensure small class sizes and adequate teacher planning for at-risk students. Full-time Administration staff will work a minimum of <u>3,672 40</u> work-hours/week in quarter 3. SEED Miami will provide Student Life/residential services during each week when school is in session. 	<ol style="list-style-type: none"> Student FTE as of Survey 3 (February) FTE Count Report of Student Life faculty work-hours Compilation registering a minimum of one <u>one</u> Daily Social Skills Report for each middle-school per student per day and 50 <u>Core-Value-Cards</u> for each grade-9 student Copies of HALLS lesson plan template and completion report Report of Student Support Services faculty work-hours Report of Supplemental Academic faculty work-hours Report of Administrative staff work hours SEED Miami master calendar showing days students in residence 	<p>Quarterly payment per student from Table 1 enrolled as Survey 3 (February) FTE Count</p>	<p>April 8, 2020</p>	<p>April 15, 2020</p>
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7	1	<ul style="list-style-type: none"> SEED Miami Board of Trustees will adopt a budget for the FY 2020-2021 school year. SEED Miami will enroll eligible students within its scheduled enrollment capacity. SEED Miami will enroll eligible students within its scheduled enrollment capacity. Full-time Student Life faculty will work a minimum of <u>40 8-330</u> hours/week in quarter 4. SEED Miami will continue student incentive program that includes one Daily Social Skills Report per middle school student and one Core-Value-Care-per-grade-nine-student per day. Each student collectively will complete a minimum of <u>90 minutes 4-536</u> HALLS lessons each week. Full-time Student Support Services Faculty will work a minimum of <u>40 2-618</u> hours/week in quarter 4. Full-time Academic faculty will provide a minimum of <u>3-332 40</u> work-hours/week in quarter 4 to supplement charter-supported academic services and ensure small class sizes and adequate teacher planning for at-risk students. Full-time Administration staff will work a minimum of <u>40 3-672</u> work-hours/week in quarter 4. SEED Miami will provide Student Life/residential services during each week when school is in session. 	<ol style="list-style-type: none"> Adopted program budget Students FTE as of July 1, 2020 Report of Student Life faculty work-hours Compilation registering a minimum of <u>one35</u> Daily Social Skills Report for each middle school per student per day and <u>35 Core-Value-Care</u>s for each grade-9-student Copies of HALLS lesson plan template and completion report Report of Student Support Services faculty work-hours Report of Supplemental Academic faculty work-hours Report of Administrative staff work hours SEED Miami master calendar showing days students in residence 	<p>Quarterly payment per student from Table 1 enrolled as of July 1, 2020</p>	<p>July 15, 2020</p>
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7	2	<ul style="list-style-type: none"> SEED Miami Board of Trustees will adopt a budget for the FY 2015-2016 school year. SEED Miami will enroll eligible students within its scheduled enrollment capacity. SEED Miami will enroll eligible students within its scheduled enrollment capacity. Full-time Student Life faculty will work a minimum of <u>40 & 160</u> hours/week in quarter 4. SEED Miami will continue student incentive program that includes one Daily Social Skills Report per middle-school student and one Core-Value Card per grade-nine student per day. Each student collectively will complete a minimum of 90 minutes 4-320 HALLS lessons each week. Full-time Student Support Services Faculty will work a minimum of <u>40 2,448</u> hours/week in quarter 4. Full-time Academic faculty will provide a minimum of <u>40 3,264</u> work-hours/week in quarter 4 to supplement charter-supported academic services and ensure small class sizes and adequate teacher planning for at-risk students. Full-time Administration staff will work a minimum of <u>40 4,080</u> work-hours/week in quarter 4. SEED Miami will provide Student Life/residential services during each week when school is in session. 	<ol style="list-style-type: none"> Adopted program budget Students FTE as of July 1, 2015 Report of Student Life faculty work-hours Compilation registering a minimum of one <u>30</u> Daily Social Skills Report for each middle-school <u>per student</u> per day and 30 Core-Value Cards for each grade-9 student Copies of HALLS lesson plan template and completion report Report of Student Support Services faculty work-hours Report of Supplemental Academic faculty work-hours Report of Administrative staff work hours SEED Miami master calendar showing days students in residence 	<p>October 8, 2020</p>	<p>Quarterly payment per student from Table 1 enrolled as of end of second week of student attendance</p>	<p>October 15, 2020</p>
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7	3	<ul style="list-style-type: none"> SEED Miami will enroll eligible students within its scheduled enrollment capacity. Full-time Student Life faculty will work a minimum of <u>40-14,960</u> hours/week in quarter 1. SEED Miami will continue student incentive program that includes one Daily Social Skills Report per middle-school student and one Core-Value-Card-per-grade-nine-student per day. Each student collectively will complete a minimum of <u>90 minutes, 7,020</u> HALLS lessons each week. Full-time Student Support Services Faculty will work a minimum of <u>40 4,488</u> hours/week in quarter 1. Full-time Academic faculty will provide a minimum of <u>3,740 40</u> work-hours/week in quarter 1 to supplement charter-supported academic services and ensure small class sizes and adequate teacher planning for at-risk students. Full-time Administration staff will work a minimum of <u>403,740</u> work-hours/week in quarter 1. SEED Miami will provide Student Life/residential services during each week when school is in session. 	<ol style="list-style-type: none"> Student FTE as of second week of student attendance Report of Student Life faculty work-hours Compilation registering a minimum of one <u>55</u> Daily Social Skills Report for each middle-school per student per day and 55 <u>Core-Value-Cards</u> for each-grade-9-student Copies of HALLS lesson plan template and completion report Report of Student Support Services faculty work-hours Report of Supplemental Academic faculty work-hours Report of Administrative staff work hours SEED Miami master calendar showing days students in residence 	<p>January 8, 2021</p>	<p>Quarterly payment per student from Table 1 enrolled as of Survey 2 (October) FTE Count</p>	<p>January 15, 2021</p>
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7	4	<ul style="list-style-type: none"> SEED Miami will enroll eligible students within its scheduled enrollment capacity. Full-time Student Life faculty will work a minimum of <u>40-46-320</u> hours/week in quarter 2. SEED Miami will continue student incentive program that includes one Daily Social Skills Report per middle school student and one Core-Value-Card per grade-nine student per day. Each student collectively will complete a minimum of <u>90 minutes 8-640</u> HALLS lessons each week. Full-time Student Support Services Faculty will work a minimum of <u>40-4-886</u> hours/week in quarter 2. Full-time Academic faculty will provide a minimum of <u>40 6-528</u> work-hours/week in quarter 2 to supplement charter-supported academic services and ensure small class sizes and adequate teacher planning for at-risk students. Full-time Administration staff will work a minimum of <u>40 4-080</u> work-hours/week in quarter 2. SEED Miami will provide Student Life/residential services during each week when school is in session. 	<ol style="list-style-type: none"> Student FTE as of Survey 2 (October) FTE Count Report of Student Life faculty work-hours Compilation registering a minimum of <u>one60</u> Daily Social Skills Reports for each middle school per student per day and <u>60 Core-Value-Cards</u> for each grade-9 student Copies of HALLS lesson plan template and completion report Report of Student Support Services faculty work-hours Report of Supplemental Academic faculty work-hours Report of Administrative staff work hours SEED Miami master calendar showing days students in residence 	<p>April 8, 2021</p> <p>Quarterly payment per student from Table 1 enrolled as Survey 3 (February) FTE Count</p> <p>April 15, 2021</p>
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Defined Terms

- **Academic Faculty:** Academic faculty provide the academic instructional program focused on a rigorous college preparatory curriculum for all students. Positions may include teachers, academic affairs coordinator, and a library/media specialist. *More information regarding SEED Miami's Academic faculty can be found in pages 27-34 of SEED's response to DOE's RFP 2012-11, College-Preparatory Boarding Academy Pilot Program.*
- **Student Life Faculty:** Student Life faculty work with students after school in the dormitories and in other after-school settings. The Student Life faculty is responsible for ensuring the safety and security of the boarding program while providing instruction in life skills and character development. Positions may include the student affairs coordinator, resident assistants, night boarding manager, and life skills counselors. *More information regarding SEED Miami's Student Life faculty can be found in pages 34-38 of SEED's response to DOE's RFP 2012-11, College-Preparatory Boarding Academy Pilot Program.*
- **Student Support Services Faculty:** Student Support Services faculty deliver preventative and intervention services related to physical and mental health, academic enrichment, and special needs to students in a personalized and seamless manner. Positions may include nurses, psychologists, counselors/therapists, social worker, speech and language therapist, external opportunities coordinator, athletics coordinator, ELL specialists, and exceptional student education specialists. *More information regarding SEED Miami's Student Support Services can be found in pages 39-49 of SEED's response to DOE's RFP 2012-11, College-Preparatory Boarding Academy Pilot Program.*
- **Administrative Faculty:** Administrative faculty oversee and assume responsibility for the implementation of a rigorous and successful SEED program and its operations. Positions include the head of school/principal, executive assistant, president, director of admissions, director of student support services, operations director, finance director, and director of college and career services. *More information regarding SEED Miami's Administrative faculty can be found in pages 10-12 of SEED's response to DOE's RFP 2012-11, College-Preparatory Boarding Academy Pilot Program.*
- **Supplemental Academic Faculty:** Supplemental Academic Faculty are members of the academic faculty whose salaries are not funded with per-pupil dollars from Miami-Dade County Public Schools. These positions may include teachers, and a dean of students.
- **Home Visit:** Home visits are designed as the first step in cultivating the SEED- student and family relationship. As part of the admissions process, SEED staff conduct home visits with each prospective SEED student and the student's family. Home visits are informal in nature and are designed to give prospective families the "home court advantage" allowing them to ask questions about the SEED program, mission, and staff. Home visits also allow SEED staff to verify a student's eligibility for the program, to assist the family with the admissions application, and to learn about the prospective student's interests, strengths, growth areas, and other family dynamics. Home visits continue throughout the school year as needed.
- **Daily Social Skills Reports SEED-Note:** The Daily Social Skills Report tracks student social skill development through daily online behavior reports (previously called the SEED Note). Daily Social Skills Reports SEED-Notes are a component of SEED's motivation system that is designed to complement the Model of Care teaching process by encouraging youth to be accountable for their behavior and by enhancing skill acquisition. The ultimate goal is to move from extrinsic to intrinsic motivation as students mature. In grades 6-8¹², students will receive a Daily Social Skills Report SEED-Note each day and the Daily Social Skills Report SEED-Note will allow students to earn points (both positive and negative) throughout the course of a 24-hour day. Positive consequences (positive points) for appropriate behavior and negative consequences (negative points) for inappropriate behavior are awarded. Points can be exchanged for privileges (e.g. purchases at the SEED store, or participation in off-campus outings).
- ~~**Core Value Cards:** Ninth-grade students receive Core Value Cards, which is another component of SEED's motivation system that is designed to complement the Model of Care teaching process by encouraging youth to be accountable for their behavior and by enhancing~~

~~skill acquisition. Similar to SEED Notes-Daily Social Skills Reports, accumulation of a designated number of Cards is exchanged in the same manner for privileges and purchases as during the middle-school years.~~

- **HALLS Curriculum:** Each day after school, the Student Life program takes the lead in implementing the HALLS (Habits for Achieving Life Long Success) curriculum to students and in providing guidance on how to develop these vital habits. Students' development of HALLS is an integral part of the SEED experience, instilling in students characteristics that prepare them both academically and socially for success in college. HALLS is represented by four habits ("Social Intelligence", "Endurance", "Exploration", and "Deliberation") that are practiced both explicitly and implicitly across the 24-hour program. These four broad categories incorporate a series of actions (outlined in the table below) that guide SEED students toward success in attaining college, career, and life goals while providing the SEED schools with a common vocabulary for this important part of the school culture. *More information regarding SEED's HALLS curriculum can be found in pages 74-77 and in Appendix F of SEED's response to DOE's RFP 2012-11, College-Preparatory Boarding Academy Pilot Program.*

HALLS Habits and Corresponding Actions

Social Intelligence	Endurance	Exploration	Deliberation
<ul style="list-style-type: none"> • Cooperation • association • group dynamics • teamwork • communication • collaboration • compassion • empathy • respect • tolerance 	<ul style="list-style-type: none"> • persistence • tenacity • grit • perseverance • responsibility • effort • design 	<ul style="list-style-type: none"> • intellectual curiosity • critical and creative thinking • problem solving • intellectual integrity • inquisitiveness • symphony (big picture thinking) 	<ul style="list-style-type: none"> • mindfulness • metacognition • reflection • mindset • self-discipline • self-determination • courage • integrity