



REGIONAL EMPLOYMENT BOARD
OF HAMPDEN COUNTY, INC.

Your Connection to Workforce Development

**REB Strategic Plan
July 1, 2017-June 30, 2020
Summary Scoreboard**

**Quarterly Progress Report
Year 1, QTR 4 Progress
April 1, 2018 – June 30, 2018**

KPI Metric Key:



No Progress



Partially Implemented



Fully Implemented

KPI Metric Trend between Quarters:



- 1. Changing = Moved from One Level to Next**
- 2. Improving = Expanded Partially Implemented**
- 3. Continuing = No Major Change in KPI Metric**

REB Strategic Plan July 1, 2017-June 30, 2020 Summary Scoreboard Year 1, QTR 4 Progress

Strategic Priority	Key Performance Indicators (KPIs)		
	☒ Q1	☒ Q2	☒ Q3 ☒ Q4/Y1
ONE 5	Be the Leading Source of Regional Labor Market Information & Innovative Ideas for Advancing Workforce Development No Progress () Partially Implemented (4) Fully Implemented (1)		
TWO 8	Improve Education and Employability Skills of Adults for Quality Careers No Progress (1) Partially Implemented (5) Fully Implemented (2)		
THREE 7	Develop 21st Century Youth Education and Employability Skills for Quality Careers No Progress () Partially Implemented (5) Fully Implemented (2)		
FOUR 7	Be the Leading Advocate, Planner and Convener to Promote and Fund Regional Workforce Development No Progress (0) Partially Implemented (5) Fully Implemented (2)		
Total: <u>27</u>	YR1/ Qtr4 No Progress (1)	Partially Implemented (19)	Fully Implemented (7)
	YR2/ Qtr No Progress ()	Partially Implemented ()	Fully Implemented ()
	YR3/ Qtr No Progress ()	Partially Implemented ()	Fully Implemented ()

Strategic Priority 1

Be the Leading Source of Regional Labor Market Information and Innovative Ideas for Advancing Workforce Development

Goal/Strategy	Key Performance Indicators (KPI) <div style="display: flex; justify-content: space-around; align-items: center;"> ☒ Q1 ☒ Q2 ☒ Q3 ☑ Q4/Y1 </div>
Labor Market Data	<p>1. During all Plan years, and as part of WIOA Regional Planning, the REB will continue to identify key workforce development indicators from multiple data channels, analyze workforce data and trends, formulate projections and recommendations, and disseminate reports to a broad network of regional partners and collaborators.</p> <div style="text-align: right; margin-top: 20px;">  KPI METRIC TREND: 1. CHANGING </div> <div style="display: flex; justify-content: space-around; margin-top: 10px;"> No Progress Partially Implemented Fully Implemented </div> <div style="border: 1px solid black; background-color: #fff9c4; padding: 5px; margin-top: 10px;"> <p>Comments:</p> <ul style="list-style-type: none"> ⬇ REB Director of Employer Services and Engagement, as part of the Regional Planning Blueprint Implementation process, convened a Blueprint Data Team to develop a process to use real time data to inform implementation of Blueprint goals and strategies. ⬇ President & CEO in process of conducting biannual Manufacturing Survey. Response data and information has been collected and analyzed and Report being prepared for completion and distribution in FY 2019 Q-1. ⬇ Manager of Healthcare Workforce Initiatives surveying service providers and educational institutions to collect data on Nurse Practitioners. ⬇ REB Director of Employer Services and Engagement continued to facilitate convening of Data Team with OSCC Operators in support of implementation of <i>Charter Employer Engagement Framework</i>. ⬇ REB Director of Employer Services and Engagement continued to prepare Labor Market Reports and Occupational Outlook Briefs for selected partners, in particular regional school districts, to support grants making initiatives relative to new program development. </div> <p>2. During all Plan years, the REB will utilize its web site and other potential communication channels to provide electronic access to workforce related labor market information and workforce development research reports, promising practices and innovative programs.</p> <div style="text-align: right; margin-top: 20px;">  KPI METRIC TREND: 2. IMPROVING </div> <div style="display: flex; justify-content: space-around; margin-top: 10px;"> No Progress Partially Implemented Fully Implemented </div> <div style="border: 1px solid black; background-color: #fff9c4; padding: 5px; margin-top: 10px;"> <p>Comment:</p> <ul style="list-style-type: none"> ⬇ New labor market information on the Blueprint Pioneer Valley Regions priority industries and occupational groupings have been added to the REB web site for use by OSCC Operators, REB partners, and stakeholders. ⬇ Newly constituted Blueprint Data Team facilitated by REB Director of Employer Services and Engagement, exploring use of regional web sites to facilitate ease of data sharing across Pioneer Valley Region. Work will continue in FY 2019-Q1-2. </div>

Goal/Strategy	Key Performance Indicators (KPI) Q1 Q2 Q3 Q4/Y1
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Resource Alignment

1. During all Plan years, the REB will continue to use a Data Driven Decision Making (D@M) process to prioritize resource allocation for workforce development programs implementation and One Stop Career Center Operator services.

**KPI METRIC TREND:
2. IMPROVING**

No Progress
Partially Implemented
Fully Implemented

Comment:

- + REB's internal accountability and reporting systems continued to assist OSCC Operators in implementing allocations methodology.
- + REB directed WIOA OSCC Certification process and OSCC Monitoring process completed during Q-4 and will provide REB with additional guidance to improve (D@M) process to prioritize resource allocation for delivery of programs and services for business and job seekers by One Stop Career Center Operators.

Innovative Practices and Services

1. By Year 3, the REB will design and implement one (1) innovative practice/program that will improve the regional workforce development delivery system, and will prepare summary reports that document the development process.

KPI METRIC TREND: 1. CHANGING

No Progress
Partially Implemented
Fully Implemented

Comment:

- + REB- directed Charter implementation process of using WIOA Core Partners in the design and delivery of services to job seekers and businesses at the OSCC's beginning to streamline and strengthen practices that should, over time, begin to improve the regional workforce development delivery system. Additional progress anticipated throughout FY 2019

2. In Year 1, the REB will facilitate and manage the scale-up of one (1) innovative practice, program or service that will improve the workforce development system for employers, job seekers, and system users.

**KPI METRIC TREND:
2. IMPROVING**




No Progress
Partially Implemented
Fully Implemented








Comments:










- + Continuous improvement program for OSSC through Business Services Task Force continued to guide and support adoption and implementation of system-wide operational practices and work tasks.
- + REB continued to facilitate work of the representatives of the OSCC Operators Data Teams to support implementation of Charter *Employer Engagement Framework*. Addition of Burning Glass platform will add value.

Strategic Priority 2

Improve Education and Employability Skills of Adults for Quality Careers

Goal/ Strategy	Key Performance Indicators (KPI) <div style="display: flex; justify-content: space-around; align-items: center;"> ☒ Q1 ☒ Q2 ☒ Q3 ☑ Q4/Y1 </div>
Coordination & Program Capacity Building	<p>1. During all Plan years, the REB will be the focal point for codifying and disseminating innovative programs, practices and service delivery models that enhance the employability of adults for quality career pathways as outlined in the signed MOU between the OSCCs and WIOA Core Partners, effective July 1, 2017.</p> <div style="text-align: center;">  KPI METRIC TREND: 2. IMPROVING </div> <p style="text-align: center;"> No Progress Partially Implemented Fully Implemented </p> <div style="background-color: #ffff00; padding: 5px;"> <p>Comments:</p> <ul style="list-style-type: none"> ⬇ REB OSCC Operators and WIOA CORE Partners continued to meet to develop a framework of planned processes and customer flow for service delivery to shared customers, in particular for job seekers. ⬇ New MOU with WIOA CORE Partners executed on June 29, 2018. Infrastructure costs for WIOA Core Partners being utilized thereby providing structure and support for collaborative work to move forward. </div>
	<p>2. The REB will work with the literacy providers and their business partners to align resources and program operational schedules that will increase the service delivery capacity in Hampden County.</p> <div style="text-align: center;">  KPI METRIC TREND 3. CONTINUING </div> <p style="text-align: center;"> No Progress Partially Implemented Fully Implemented </p> <div style="background-color: #ffff00; padding: 5px;"> <p>Comment:</p> <ul style="list-style-type: none"> ⬇ MA DESE ACLS has identified literacy providers that will be included in the new 5 years' implementation cycle. </div>
	<p>3. During all Plan years, the REB will develop, implement, and document an integrated approach to linking OSCC services with DESE-ACLS funded programs to create pathway opportunities for program completers.</p> <div style="text-align: center;">  KPI METRIC TREND 3. CONTINUING </div> <p style="text-align: center;"> No Progress Partially Implemented Fully Implemented </p> <div style="background-color: #ffff00; padding: 5px;"> <p>Comment:</p> <ul style="list-style-type: none"> ⬇ MA DESE ACLS has identified literacy providers that will be included in the new 5-year implementation cycle. REB will now be able to support developing a process to link OSCC services with DESE-ACLS funded programs to create pathway opportunities for program completers </div>




















Goal/ Strategy	Key Performance Indicators (KPI)  Q1  Q2  Q3  Q4/Y1
Workplace Readiness Standards	<p>1. During all Plan years, the REB will assist the OSCCs in using assessment tools to ensure that comprehensive career plan development for OSCC customers is aligned with required business and industry competencies.</p>  <p style="text-align: right;">KPI METRIC TREND: 2. IMPROVING</p> <p style="text-align: center;">No Progress Partially Implemented Fully Implemented</p> <p>Comments:</p> <ul style="list-style-type: none"> ⚡ REB Director of Employer Services and Engagement continued to facilitate convening of Data Team with OSCC Operators in support of implementation of Charter <i>Employer Engagement Framework</i>. Addition of Burning Glass to the data platform will add value for both job seekers and employers moving forward. REB Director of Employer Services and Engagement facilitating training with OSCC on use of Burning Glass.
Adult Sector Based Career Pathways	<p>⚡ The REB will facilitate the implementation of an integrated sector-based career pathways framework to advance adults along a career continuum with multiple program options, expanded transition to work-based learning opportunities, and flexible points of entry and exit. This career pathway will be reinforced by a coordinated case management system of services and supports that enhance positive program and career pathway outcomes as outlined in the OSCC-WIOA Partner MOU, effective July 1, 2017.</p>  <p style="text-align: right;">KPI METRIC TREND: 2. IMPROVING</p> <p style="text-align: center;">No Progress Partially Implemented Fully Implemented</p> <p>Comments:</p> <ul style="list-style-type: none"> ⚡ REB OSCC Operators and WIOA CORE Partners continued to meet to develop a framework of planned processes and customer flow for services delivery to shared customers, in particular for job seekers. ⚡ New MOU with WIOA CORE Partners executed on June 29, 2018. Infrastructure costs for WIOA Core Partners being utilized thereby providing structure and support for collaborative work to move forward. <p>⚡ During each Plan year, the REB will identify two (2) innovative adult education/training practices/programs and will provide assistance and/or resources to support implementation and evaluation.</p>  <p style="text-align: right;">KPI METRIC TREND: 1. CHANGING</p> <p style="text-align: center;">No Progress Partially Implemented Fully Implemented</p> <p>Comments:</p> <ul style="list-style-type: none"> ⚡ Competency Based apprenticeship in <i>Pharmacy Technician Trainee Certified</i> at Baystate Medical Center (BMC) continued in Q-4 for six apprentices. RTI being conducted internally by BMC. ⚡ REB apprenticeship program with Smith & Wesson. RTI (150 hours) continuing at STCC. 16 incumbent apprentices continue to be enrolled in apprenticeship program. ⚡ REB implementing the NDWG Hurricane Response Disaster grant, has completed the procurement process for the delivery of ESOL services scheduled to begin in FY 2019-Q-1.

Goal/ Strategy	Key Performance Indicators (KPI)  Q1  Q2  Q3  Q4/Y1
Career Center Capacity Enhancement	<p>1. During all Plan years, the REB will work with the OSCCs to implement coordinated services to employers as outlined in the REB Employer Engagement Framework in the OSCC Operators Charters.</p> <div style="text-align: right;">  KPI METRIC TREND: 2. IMPROVING </div> <p style="text-align: center;"> No Progress Partially Implemented Fully Implemented </p> <div style="background-color: yellow; padding: 5px;"> Comments: <ul style="list-style-type: none">  The HC Business Services Task Force constituted by the REB to guide and support system-wide daily operational practices and work tasks continued to meet and identify areas and ways of aligning services and resources across both Operators.  REB Director of Employer Services and Engagement continued to facilitate convening of Data Team with OSCC Operators in support of implementation of Charter <i>Employer Engagement Framework</i>. </div> <p>2. In each Plan year, the REB will continue to conduct quarterly meetings of the OSCC Center directors, their Board chairs, REB OSCC Committee Chair, and a REB Vice President to discuss and assess the implementation of principles outlined in the OSCC Operator Charters.</p> <div style="text-align: right;">  KEY METRIC TREND: 1. CHANGING </div> <p style="text-align: center;"> No Progress Partially Implemented Fully Implemented </p> <div style="background-color: yellow; padding: 5px;"> Comment: <ul style="list-style-type: none">  The One Stop Career Center Operators Strategy Group met on June 8, 2018 to discuss high level, strategic opportunities that will strengthen the workforce delivery system in Hampden County. MASSHIRE implementation, <i>OSCC Certification process</i>, and <i>OSCC Monitoring</i> were discussed at the June meeting. </div>

Strategic Priority 3




Develop 21st Century Youth Education and Employability Skills for Quality Careers





Goal/Strategy	Key Performance Indicators (KPI) <div style="display: flex; justify-content: space-around; align-items: center;"> ☒ Q1 ☒ Q2 ☒ Q3 ☒ Q4/Y1 </div>
Employability Development Pathways and Systems	<p>1. The REB will continue to develop a common cross-sector career pathways framework that will advance youth along an integrated K-16 career pathway continuum with multiple program options, expanded work-based learning opportunities. This continuum will be reinforced by a coordinated case management system of services and supports that enhance positive program outcomes as outlined in the MOU between OSCCs and Youth Service Providers, effective July 1, 2017.</p> <div style="text-align: right; margin-top: 20px;"> <p>KPI METRIC TREND: 1. Changing</p> </div> <div style="display: flex; justify-content: space-around; margin-top: 10px;"> No Progress Partially Implemented Fully Implemented </div>
	<p>Comment:</p> <ul style="list-style-type: none"> ✦ Youth Council met on June 13, 2018 and continued to share best practices of youth programming. A new MOU, effective July 1, 2018 is being executed and thus Year 1 activities are complete.
	<p>2. During all Plan years, the REB will allocate funding to in-school and out-of-school programs that provide youth with expanded work-based learning opportunities, academic interventions, and support systems and networks that improve the graduation rate and result in successful transition to post-secondary education and/or career employment.</p> <div style="text-align: right; margin-top: 20px;"> <p>KPI METRIC TREND 1. CHANGING</p> </div> <div style="display: flex; justify-content: space-around; margin-top: 10px;"> No Progress Partially Implemented Fully Implemented </div>
	<p>Comments:</p> <ul style="list-style-type: none"> ✦ WIOA funded OSY and ISY programs for FY 2018 are on target as defined in each vendors Year 2 Scope of Work and budget. ✦ WIOA funded OSY and ISY program vendors approved for new funding cycle (July 1, 2018-June 30, 2019), with possible one-year extension.
<p>3. During all Plan years, the REB will act as the intermediary to accelerate the design and implementation of sector-based, high-quality career pathway programs that link middle school → secondary education → post-secondary education and employers in career pathways with currency in the labor market.</p> <div style="text-align: right; margin-top: 20px;"> <p>KPI METRIC TREND: 2. IMPROVING</p> </div> <div style="display: flex; justify-content: space-around; margin-top: 10px;"> No Progress Partially Implemented Fully Implemented </div>	
<p>Comments:</p> <ul style="list-style-type: none"> ✦ Pathways to Prosperity programs between STCC-WSHS and HCC-CCHS continue to progress well. P to P private sector led Leadership Advisory Committee meeting on a regular basis ✦ YCC grant through Jobs for the Future approved by U.S. DOL for 1 year no-cost extension through September 30, 2019. Sustainability planning to be conducted with YCC partners in FY 2019-Q-1. 	


Goal/Strategy	Key Performance Indicators (KPI)  Q1  Q2  Q3  Q4/Y1
Youth Service Delivery Capacity Building and Alignment	<p>  The REB will continue to facilitate initiatives and interventions that will result in increased coordination and alignment between agencies serving out-of-school youth and the One Stop Career Centers to ensure that youth, including youth with disabilities, successfully transition to the next level in their career pathway as outlined in the MOU, effective July 1, 2017. </p> <div style="text-align: right;">  KPI METRIC TREND: 2. IMPROVING </div> <p style="text-align: center;"> No Progress Partially Implemented Fully Implemented </p>
	<p>Comments:</p> <ul style="list-style-type: none">  Charter between the REB and OSCC Operators focused on developing specific interventions to better serve out-of-school youth. REB and Operators began to develop specific actions during FY18- Q-4.  Youth Council met on June 13, 2018 and continued to share best practices of youth programming. A new MOU, effective July 1, 2018 is being executed and thus Year 1 activities are complete.  The REB and the OSCC Operators continued to operate the Disability Employment Initiative (DEI VII) to serve youth ages 16-24 to develop and access Career Pathways.
	<p>  The REB will continue to work with existing community-based partnerships to deepen and broaden the scope of its school time and out-of-school time programs and services to elementary and middle school age students. </p> <div style="text-align: right;">  KPI METRIC TREND: 2. IMPROVING </div> <p style="text-align: center;"> No Progress Partially Implemented Fully Implemented </p> <p>Comments:</p> <ul style="list-style-type: none">  REB application to Funders Collaborative for Reading Success approved for \$100,000. Implementation began in June and will continue in FY 2019-Q-1. Mt. Holyoke College students partnering in grant implementation in Q-1.  CLASP programing for summer 2018 developed in Q-4.
Employer Engagement	<p> 1. The REB will continue to work with each REB funded out-of-school youth agency to assist in expanding work-based learning and employability readiness supports and services for participating youth. </p> <div style="text-align: right;">  KPI METRIC TREND: 2. IMPROVING </div> <p style="text-align: center;"> No Progress Partially Implemented Fully Implemented </p>
	<p>Comment:</p> <ul style="list-style-type: none">  REB participated in 1st planning meeting to implement Signaling Success work readiness training for its WIOA youth vendors. Implementation will occur in the Fall of FY19.
	<p> 2. The REB will develop business champions to hire youth interns/employees from its programs, particularly, although not exclusively, in STEM high quality career pathways. </p> <div style="text-align: right;">  KPI METRIC TREND: 2. IMPROVING </div> <p style="text-align: center;"> No Progress Partially Implemented Fully Implemented </p> <p>Comments:</p> <ul style="list-style-type: none">  REB STEM Intern Program met grant goals for FY 2018 and continued grant programming for FY 2019 pending. Decision pending for FY 2019 late Q1.  STEM Intern Leadership Steering Committee constituted and second meeting conducted on June 12, 2018 and NEW FY19 MOU between the REB and STEM Intern Coalition to be signed.  REB selected by MA DESE to receive funding to conduct Teacher Externship program for summer 2018.

Strategic Priority 4

Be the Leading Advocate, Planner and Convener to Promote and Fund Regional Workforce Development

Goal/Strategy	Key Performance Indicators (KPI) ☒ Q1 ☒ Q2 ☒ Q3 ☒ Q4/Y1
Communicating the REB's Mission	<p>1. The REB will develop and execute a communication plan that specifically targets entities identified from the REB's Stakeholder Analysis as needing "high priority engagement" to inform them of REB accomplishments as documented through the Strategic Plan Scoreboard and KPIs.</p> <div style="display: flex; align-items: center; justify-content: space-between;">  <div style="text-align: right;"> <p>KPI METRIC TREND: 2. IMPROVING</p> </div> </div> <div style="display: flex; justify-content: space-around; margin-top: 5px;"> No Progress Partially Implemented Fully Implemented </div>
	<p>Comments:</p> <ul style="list-style-type: none"> + Selection of Board members to serve on the REB Ad-Hoc Committee on Communications completed. Initial planning session to be conducted in July 2018. + MASSHIRE Branding initiative on-going. Trainings to REB staff, OSCC Operators, and REB Board completed in Q-4. + REB Brand Ambassador developed and coordinated MASSHIRE HC Implementation Plan and coordinating all activities with State DCS Branding team.
	<p>2. During all Plan years, the REB will inform key stakeholders on issues that impact the workforce development eco-system and create opportunities for accelerating regional partnership development and deployment and improving workforce development program alignment and expansion.</p> <div style="display: flex; align-items: center; justify-content: space-between;">  <div style="text-align: right;"> <p>KPI METRIC TREND: 3. CONTINUING</p> </div> </div> <div style="display: flex; justify-content: space-around; margin-top: 5px;"> No Progress Partially Implemented Fully Implemented </div>
	<p>Comment:</p> <ul style="list-style-type: none"> + REB continues informal information sharing on programs and activities. REB quarterly Newsletter continues to update stakeholders on general REB initiatives and programs.
<p>+ The REB will meet with local mayors, other locally elected officials, and the local State legislative delegation to discuss workforce development issues and opportunities that impact job creation and regional economic development and expansion in Hampden County.</p> <div style="display: flex; align-items: center; justify-content: space-between;">  <div style="text-align: right;"> <p>KPI METRIC TREND 2. IMPROVING</p> </div> </div> <div style="display: flex; justify-content: space-around; margin-top: 5px;"> No Progress Partially Implemented Fully Implemented </div>	
<p>Comment:</p> <ul style="list-style-type: none"> + REB President & CEO has talked and met with selected members of the local state legislative delegation to discuss specific workforce related issues impacted by select line items in FY19 State Budget. 	

Goal/Strategy	Key Performance Indicators (KPI) 
Align Regional Workforce and Economic Development Strategic Goals	<p>1. During all Plan years, the REB will work with the economic development entities and educational institutions in Hampden County to align their strategic goals with specific strategic priorities contained in the REB's Strategic Plan.</p>  <p style="text-align: right;">KPI METRIC TREND: 2. IMPROVING</p> <p style="text-align: center;"> No Progress Partially Implemented Fully Implemented </p>
	<p>Comments:</p> <ul style="list-style-type: none"> + Pioneer Valley Labor Market Blueprint with input from regional economic and educational entities approved by MA Workforce Skills Cabinet. + REB held an initial meeting of Regional Planning Team, with representation from economic and educational institutions and reviewed Blueprint in context of its impact on economic development moving into 2022.
	<p>2. The REB will continue to convene required meetings for the WIOA Regional Planning process to align strategic plans and protocols that will result in a coordinated and integrated regional workforce development strategy.</p>  <p style="text-align: right;">KPI METRIC TREND: 1. CHANGING</p> <p style="text-align: center;"> No Progress Partially Implemented Fully Implemented </p>
	<p>Comments:</p> <ul style="list-style-type: none"> + Pioneer Valley Labor Market Blueprint approved by MA Workforce Skills Cabinet. + REB held an initial meeting of Regional Planning Team on May 24, 2018 to begin work on the implementation of the Pioneer Valley Labor Market Blueprint. + REB held an initial meeting of Blueprint Employer Advisory Committee on June 15, 2018 to discuss issues impacting economic development and role of educational institutions in the implementation of selected Blueprint Goals and Strategies. + New REB coordinated PV Region Data Team met to analyze data and information during the Blueprint Implementation phase
<p>3. The REB will continue to convene and facilitate meetings between the REB and the WIOA Core Partners to discuss the delivery of business and job seeker workforce development services at the OSCCs, pursuant to the MOU, effective July 1, 2017, to ensure alignment with the region's workforce and economic development goals and strategies.</p>  <p style="text-align: right;">KPI METRIC TREND: 2. IMPROVING</p> <p style="text-align: center;"> No Progress Partially Implemented Fully Implemented </p>	
<p>Comments:</p> <ul style="list-style-type: none"> + REB OSCC Operators and WIOA CORE Partners continued to meet and are developing a framework of planned processes and customer flow for services delivery to shared customers, in particular for job seekers. + New MOU with WIOA CORE Partners executed on June 29, 2018. + Infrastructure costs for WIOA Core Partners being utilized thereby providing structure and support for collaborative work moving forward. 	

Goal/Strategy	Key Performance Indicators (KPI) <input type="checkbox"/> Q1 <input type="checkbox"/> Q2 <input type="checkbox"/> Q3 <input checked="" type="checkbox"/> Q4/Y1
Secure Public and Private Funding	<p>1. During all Plan years, the REB will develop and implement a Funding Strategy that is aligned with its Mission that will result in a 10% annual increase in new revenue derived from new and/or additional public and private funding sources.</p> <div style="text-align: center;">  <p>KPI METRIC TREND: 1. CHANGING</p> </div> <p style="text-align: center;"> No Progress Partially Implemented Fully Implemented </p> <div style="border: 1px solid black; background-color: #ffff00; padding: 5px;"> <p>Comments:</p> <ul style="list-style-type: none"> + REB received \$4,800 from MA DESE to conduct Teacher externship program in summer 2018. + REB selected and awaiting notification by EOLWD/DCS to participate in new apprenticeship Continuation grant. Budget will be finalized in FY 2019-Q-4. + REB has been awarded a two-year total grant of \$100,000 from the Funders Collaborative for Reading Success to support work of CLASP. </div>