



MILESTONE 6

SOLUTION SEEKERS



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MEET OUR MEMBERS



BRADLEY PIKE

FRONT END DEVELOPER &
CONTACT REPRESENTATIVE

Bradley Pike serves as our main point of contact between the client and our team. He is responsible for coordinating meetings, as well as building a strong client relationship.

Bradley.Pike@lethbridgecollege.ca



ROBEE LOU DIAZ

BACK END DEVELOPER LEAD

Robee Lou Diaz is responsible for the development of our system. He specializes in programming and coding. Robee guarantees our project concept comes to life.

Robee.Lou.Diaz@lethbridgecollege.ca



IRAH LORETO

HARDWARE SPECIALIST

Irah Lorteo specializes in hardware related tasks. He focuses on the technical side of the system ensuring everything runs smoothly.

Irah.Loreto@lethbridgecollege.ca



NATE LAPOINTE

TEAM LEAD

Nate Lapointe guides the team by ensuring that all members are on track with the client's goals. He is also first to resolve any team conflict.

Nathan.Lapointe@lethbridgecollege.ca



WANATDA PHENGPHONEKEO

DOCUMENTATION LEAD

Wanatda Phengphonekeo handles documentation. She is responsible for project reports, project updates, UX design, and documentation between the client.

Wanatda.Phengphonekeo@lethbridgecollege.ca

Stephen Graham is our client.

He is a long time instructor at the Lethbridge College who teaches courses for the Computer Information Technology program.

More specifically, he is in charge of managing the practicum program for his students in the CIT 2271 – Field Work course.

Stephen's Business involves connecting students with employers for co-op work experiences, managing agreement forms, timesheets, and self evaluations.

Our team, Solution Seekers, have been given the opportunity to work closely with Stephen to develop a practicum tracking system tailored to his business needs.



3000 College Dr. S, Lethbridge, AB T1K 1L6

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PHYSICAL ENTITY RELATIONSHIP DIAGRAM (ERD)

A Physical ERD displays a layout of database showing how different tables connect and what kind of data they store.

We have refined our Physical ERD to help our team with:

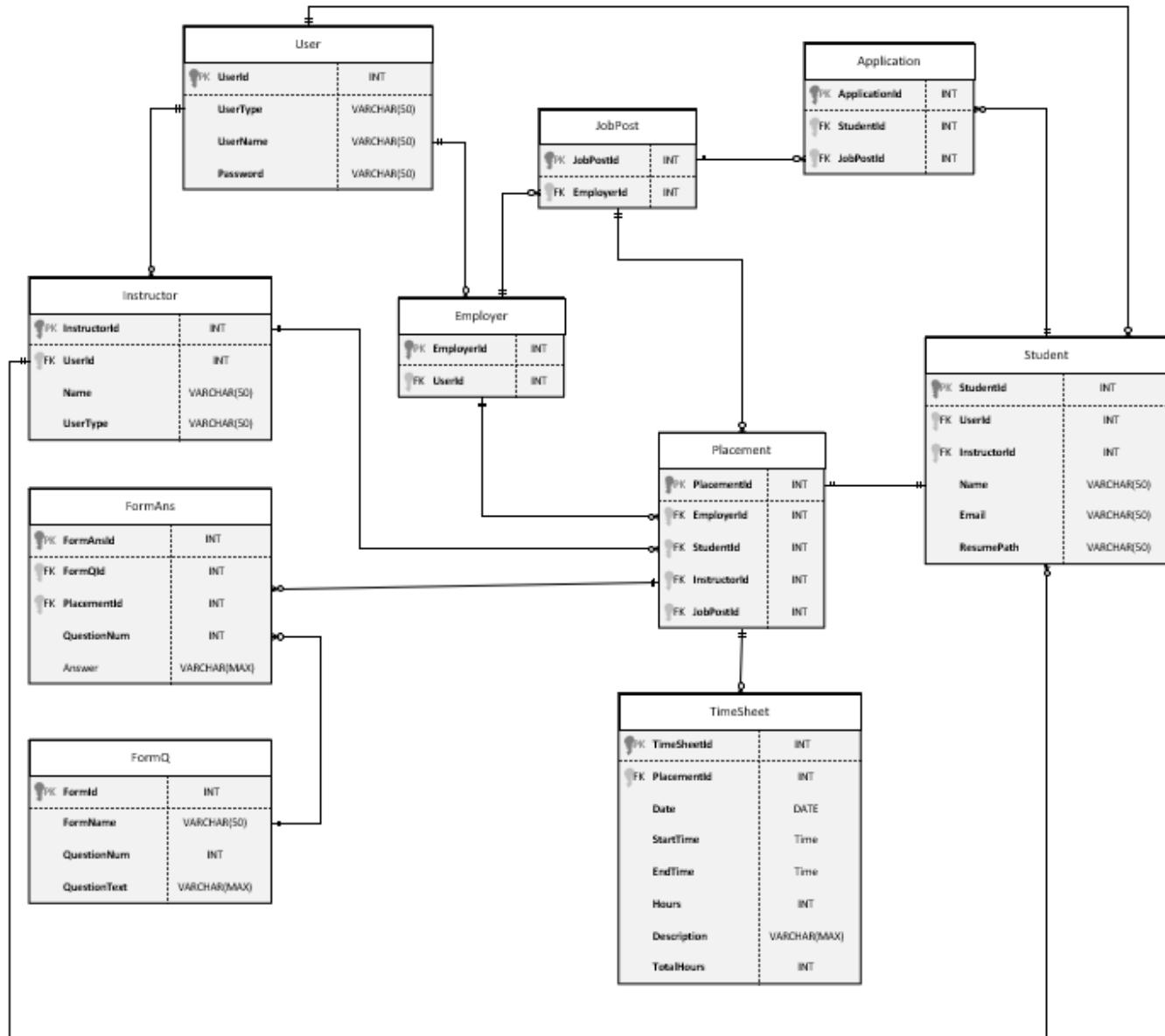
- Guidance in identifying the key attributes and primary relations.
- Understanding the database design and data storage.
- Blueprint layout for our database developer.



DATA DICTIONARY

As you know, we made data dictionaries in Milestone #4 and have made slight adjustments to them by changing the Data Type options to the ones in MSSQL for reference.

PHYSICAL RELATIONSHIP DIAGRAM



As shown in the ERD, at the top left corner you will notice the **Users** entity is central. Entities that are branched off of the User are: **Students** looking for a practicum, **Instructors** overseeing the practicum process, and **Employers** offering a practicum placement.

- **Users** sign in to the system, and based on their role, have access to their designated dashboard. This is the core entity for anyone who wants to access the system.
- **Job Posts** is connected to **Employers**, implying that employers can create multiple job postings.
- **Application** is where job posts are recorded, and where students can apply to the jobs they are interested in.
- Once a **Student** is accepted for a job, a **Placement** is created which connects the student, the employer, the instructor, and the job post together when an application successfully goes through.
- During their **Placement**, **Students** can track their practicum hours worked through the use of **Time Sheets**.
- **FormAns** and **FormQ** are connected to the forms and questions that the **Instructors** set up for the students to fill out. This is connected back to the students' **Placements**.

DATA DICTIONARY

User

Attribute Name	Description	Data Type	Format/Input Mask	Required (Y/N)	PK or FK	FK Ref Table	Length	Sample Data
UserID	User Unique Identifier	INT		Y	PK		5	1,2,3,4.....
UserType	Type of User	VARCHAR	Instructor, Employer, Student	Y			50	Student
UserName	Name of User	VARCHAR		Y			50	OngBob
Password	Authentication	VARCHAR	Must have 8 characters with a symbol, number, uppercase, and lower case letter.	Y			50	!88Analysis

Instructor

Attribute Name	Description	Data Type	Format/Inp ut Mask	Require d (Y/N)	PK or FK	FK Ref Table	Length	Sample Data
InstructorID	Instructor Unique Identifier	INT		Y	PK		5	1,2,3,4.....
UserID	User Unique Identifier	INT		Y	FK	User	5	1,2,3,4.....
Name	Instructor Name	VARCHAR		Y			50	Stephen Graham
UserType	Type of User	VARCHAR		Y			50	Instructor

DATA DICTIONARY

Employer

Attribute Name	Description	Data Type	Format/Input Mask	Required (Y/N)	PK or FK	FK Ref Table	Length	Sample Data
EmployerID	Employer Unique Identifier	INT		Y	PK		5	1,2,3,4.....
UserID	User Unique Identifier	INT		Y	FK	User	5	1,2,3,4....

Student

Attribute Name	Description	Data Type	Format/Input Mask	Required (Y/N)	PK or FK	FK Ref Table	Length	Sample Data
StudentID	Student Unique Identifier	INT		Y	PK		5	1,2,3,4....
UserID	User Unique Identifier	INT		Y	FK	User	5	1,2,3,4....
InstructorID	Instructor Unique Identifier	INT		Y	FK	Instructor	5	1,2,3,4....
Name	Student Name	VARCHAR		Y			50	John Doe
Email	Email Address	VARCHAR	username@domainname	Y			50	johndoe@lethbridgecollege.ca
Resume_Path	Resume Location	VARCHAR	drive\folder\filename	Y			50	C:\path\file.txt ,\\server\share\file.txt

DATA DICTIONARY

Job Post

Attribute Name	Description	Data Type	Format/Input Mask	Required (Y/N)	PK or FK	FK Ref Table	Length	Sample Data
JobPostID	JobPost Unique Identifier	INT		Y	PK		5	1,2,3,4.....
EmployerID	Employer Unique Identifier	INT		Y	FK	Employer	5	1,2,3,4....

Application

Attribute Name	Description	Data Type	Format/Input Mask	Required (Y/N)	PK or FK	FK Ref Table	Length	Sample Data
ApplicationID	Application Unique Identifier	INT		Y	PK		5	1,2,3,4....
StudentID	Student Unique Identifier	INT		Y	FK	Student	5	1,2,3,4....
JobPostID	Job Post Unique Identifier	INT		Y	FK	Job Post	5	1,2,3,4.....

DATA DICTIONARY

Placement

Attribute Name	Description	Data Type	Format/Input Mask	Required (Y/N)	PK or FK	FK Ref Table	Length	Sample Data
PlacementID	Placement Unique Identifier	INT		Y	PK		5	1,2,3,4....
EmployerID	Employer Unique Identifier	INT		Y	FK	Employer	5	1,2,3,4....
StudentID	Student Unique Identifier	INT		Y	FK	Student	5	1,2,3,4....
InstructorID	Instructor Unique Identifier	INT		Y	FK	Instructor	5	1,2,3,4....
JobPostID	JobPost Unique Identifier	INT		Y	FK	JobPost	5	1,2,3,4....

FormAns

Attribute Name	Description	Data Type	Format/Input Mask	Required (Y/N)	PK or FK	FK Ref Table	Length	Sample Data
FormAnsID	Form Answer Unique Identifier	INT		Y	PK		5	1,2,3,4....
FormQID	Form Question Unique Identifier	INT		Y	FK	FormQ	5	1,2,3,4....
PlacementID	Placement Unique Identifier	INT		Y	FK	Placement	5	1,2,3,4....
QuestionNum	Number assigned to each question in the form	INT		Y			10	1,2,3,4.....
Answer	Response to Question	VARCHAR		N			MAX	Yes, based on my experience...

DATA DICTIONARY

FormQ

Attribute Name	Description	Data Type	Format/Input Mask	Required (Y/N)	PK or FK	FK Ref Table	Length	Sample Data
FormQID	Placement Unique Identifier	INT		Y	PK		5	1,2,3,4....
FormName	Employer Unique Identifier	VARCHAR		Y			50	Evaluation Form
QuestionNum	Number assigned to each question in the form	INT					50	1,2,3,4.....
QuestionText	Text of question being asked on the form	VARCHAR					MAX	How was your experience with your Practicum Placement?

DATA DICTIONARY

TimeSheet

Attribute Name	Description	Data Type	Format/Input Mask	Required (Y/N)	PK or FK	FK Ref Table	Length	Sample Data
TimeSheetID	Time Sheet Unique Identifier	INT		Y	PK		5	1,2,3,4....
PlacementID	Placement Unique Identifier	INT		Y	FK	Placement	5	1,2,3,4....
Date	Date of Timesheet Entry	INT	MM/DD/YYYY	Y			10	02/15/2024
StartTime	Start of Shift	Time	HH:MM:SS	N			6	09:30:55 AM
EndTime	End of Shift	Time	HH:MM:SS	N			6	05:00:00 PM
Hours	Hours worked during the Shift	INT		Y			2	7
Description	Details of the Job	VARCHAR		N			MAX	Debugging of Form App
TotalHours	Total hours worked from the timesheets.	INT		N			3	50

DATA BACKUP

Data Backup will consider 4 of the following things:

- When Data Backup Should Be Done
- The Frequency of How Often
- Who Should be Trained to do the Procedure
- A Description of the Types of Hardware/Software that is Involved with the System.

01

Frequency

We are planning to incorporate daily backups. This is extremely crucial due to high data volume and activity. This ensures there is minimal data loss (max one day).

02

Timing

Backups are to be scheduled at 12:00 AM (Midnight). We have taken into consideration the standard work hours (9AM-5PM) and employer's likely availability. This provides a grace period for late submissions, ensuring all day's activities are backed up.

03

Training

Training will encompass both documentation and practical sessions strictly limited to our client and IT services.

DATA BACKUP

04

Training

Our main focus is for our client to efficiently handle and execute backup procedures, troubleshoot common issues, and understand the importance of timely data backup

05

Hardware

Plan on utilizing Lethbridge College's robust infrastructure, ensuring reliability and capacity for large-scale backups.

ITS has given us these specific requirements that our team must follow:

2 CPU Cores
4-8GB RAM
256GB Storage Capacity

06

Software

Emphasis on strong encryption tools to prevent unauthorized access, particularly user access off-campus. Schedule regular updates and monitoring to safeguard against vulnerabilities, aligning with the FOIP guidelines for protecting student information

ITS has given us these specific requirements that our team must follow in terms of software specification:

Microsoft SQL
Programming in: C#
Windows Server OS

*we able able to use approved off-the-shelf Microsoft approved products



ARCHIVING

What makes Data Archiving Important?

- It's important due to the relevance and accessibility, because over time some of the data will become less relevant and the new data that is retrieved will become important.
- The archived data can serve as a backup if the system fails or other events occur.
- More economical, as archiving is cheaper than storing all data as live, for large volumes.

What is the Relevance of Data and How Far Should we Back it Up?

- Past 3 years for relevance, not too complex of the amount of data.
- Keep for the last 3 years to insure the information is recent enough to be relevant, while also being manageable of storage and complexity.
- Keeping data for 3 years ensures that the information is recent enough to be useful and relevant, while also being manageable in terms of storage and compliance.

What Type of Data Should be Kept?

- Client information
- Student information
- Practicum Placement
- Application History
- Forms

How Will we Keep this Data Secure & Accessible?

- The data will be stored in a secured database
- Basic data types to be effective and handle the simple data
- Having regular backups for prevention of losing any of the data
- Train Stephen on the best way to keep the data secured

When Coding, We Need to:

- Ensure data encryption and secure access are in place
- Create Standard Operating Procedures to define how to handle, archive, delete, recover, and control access to data.
- Document the system's data management practices, including archiving, retention, and security. Ensure this documentation is clear for future maintenance and policy enforcement.

Why Would We Need to Remove Data?

- It can improve system performance. When data accumulates and the database gets fairly large it can slow the performance. By archiving can reduce the size of the database and speed up the system.

THANK YOU

January 29, 2024

Dear Mr. Stephen Graham,

On behalf of Solution Seekers, we thank you for choosing our team to represent you and your business needs.

We are so thrilled to embark on this 6 month long journey with you to transform this project into reality!

To acknowledge your understanding of the contents in this document, please sign below. We look forward to working closely with you to ensure a successful project.

X

Stephen Graham

13/10/23

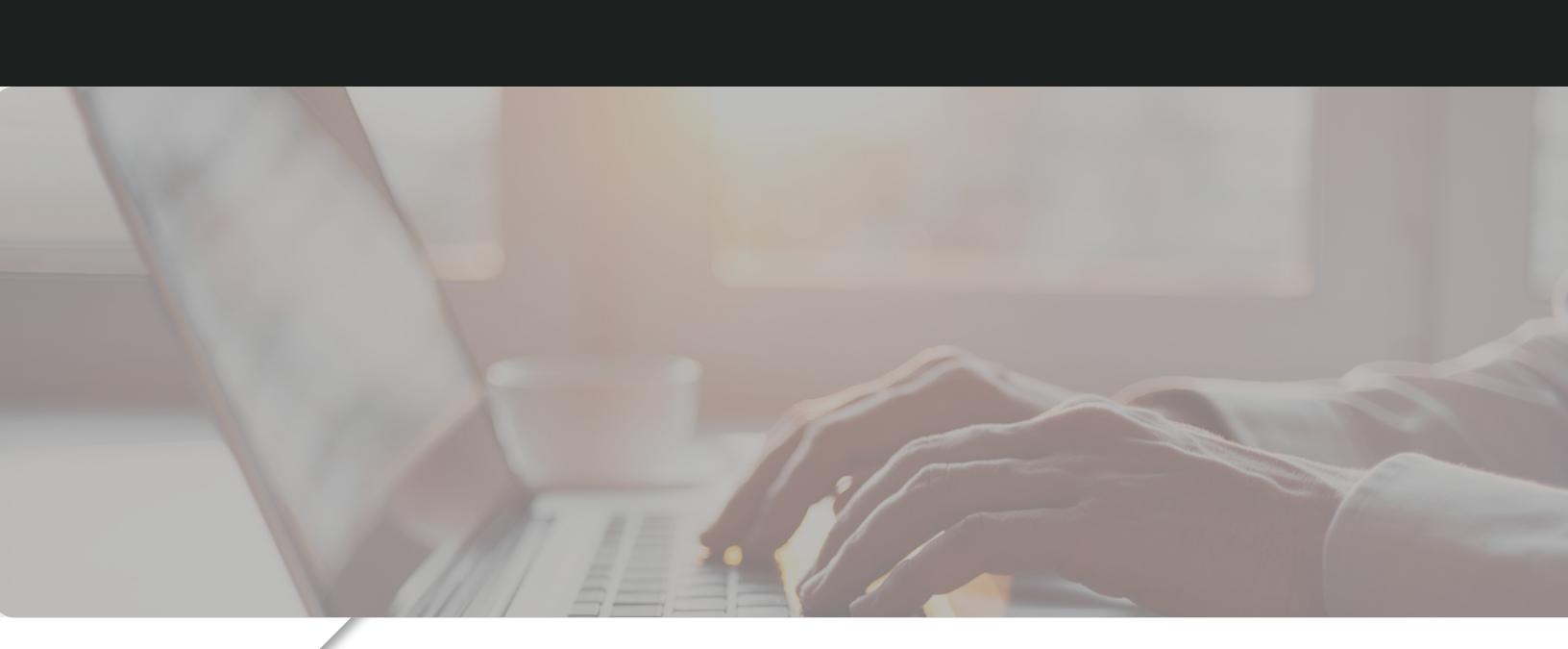
SOLUTION SEEKERS

LESSONS LEARNED

SOLUTION SEEKERS 

PREPARED BY

Wanatda Phengphonekeo, Robee Lou Diaz,
Bradley Pike, Nate Lapointe, Irah Loreto



INTRODUCTION

CANVA

For our documentation we have chosen to use Canva to record all of our Lessons Learned.

Each member will be sent a shared link, from there they will be able to contribute to the document.

Every team member is encouraged to participate.

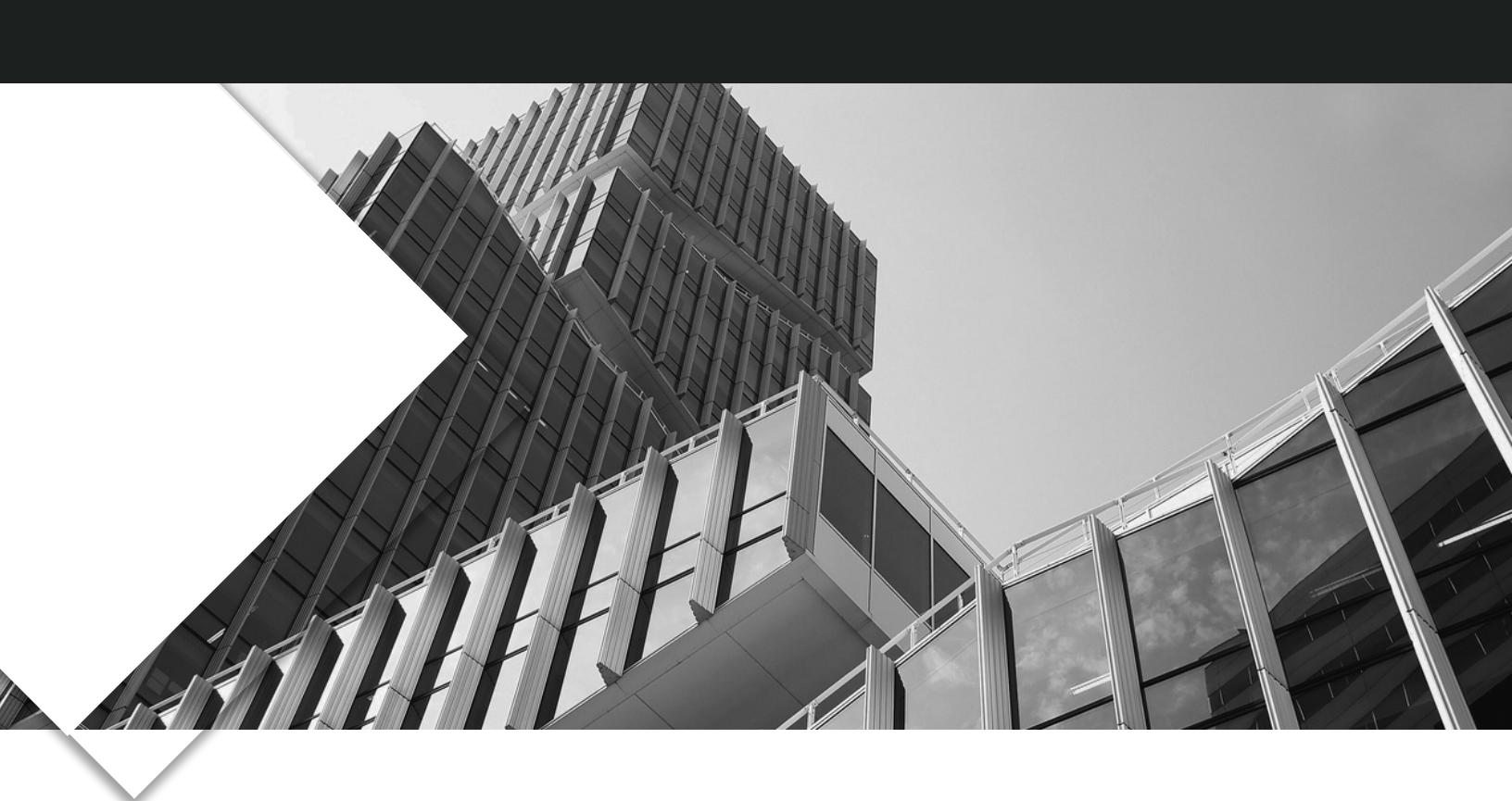


WELCOME

At Solution Seekers, we invite you to view our Lessons Learned document. This document is a reflection of our team's experiences throughout the semester.

Lessons Learned will allow us to identify what went well, and what challenges we faced throughout our project. Ideally we want to avoid repeating mistakes, identify successful practices, as well as improve our overall team work skills.

We realize it's important to collectively learn from our successes and mistakes to ensure a healthy teamwork environment, and serve as a self reflection.



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TEAM MEMBERS 2023

STAFF



1

Wanatda Phengphonekeo

Documentation Lead
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2

Robee Lou Diaz

Programming Specialist
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3

Bradley Pike

Front End Developer
Contact Representation Lead
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4

Nate Lapointe

Team Lead
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5

Irah Loreto

Hardware Specialist
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KEY TAKEAWAYS

**For reference, below is a brief and visual description of what the Lessons Learned document will consist of.*



DATE

Each member must enter the date starting in order from DD/MM/YY



ENTERED BY

Enter the name of the group member submitting their Lesson.



MILESTONE

Indicate the Milestone number that the Lesson centres around.



LESSON

Include a brief description of the lesson that was learned in that specific Milestone

KEY TAKEAWAYS

LESSON TYPE



Imply whether the lesson was an academic, personal, or technical issue. Be sure to keep it short and concise when deciding on the lesson type.

IMPACT



Discuss the impact of the Lesson that was submitted. What was the impact on your team? How has it impacted your personal experience? Feel free to elaborate.



RECOMMENDATION / COMMENTS

Record any key areas that may need to be improved on. Express any growth or achievements. Or perhaps suggest any changes that need to be addressed.

Date DDMMYYYY	Entered By:	Milestone	Lesson	Lesson Type	Impact	Recommendation / Comments
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* Template for reference



AVOID REPEATED EXPERIENCES

When a team member describes their experience, here are a few topics to consider to help avoid repetition. Each lesson should be a unique experience of itself.

- Communication
- Time Management
- Client Needs
- Quality Assurance
- Decision-Making
- Adaptability

IMPROVE TEAM PERFORMANCE

As a team, we are committed to incorporating all experiences into our project. This is an ongoing learning experience, and we plan to improve our team performance using methods such as:

- Additional Training: Spending the time to improve any skills in areas that our team needs.
- Time Management: Understanding the importance of deadlines and work contribution.
- Problem-Solving: Addressing concerns in our project early on in order to resolve solutions quickly.
- Effective Communication: Each member showing up and participating with frequent check-ins.



CONCLUSION

Each Milestone will have all team members contributing to the Lessons Learned document.

It's important to follow the template layout for proper procedure. Everyone's experience must be unique, and not a repeat of previous lessons.

Milestones will have new experiences that members may not be familiar with. These could be learning new software, coding languages, or working with unfamiliar charts and graphs.

Altogether we plan to review our lessons and share solutions on issues that need improvement, or achievements that deserve recognition.

We welcome you to follow along on our Lessons Learned journey!



LESSONS LEARNED

Date	Entered By:	Milestone	Lesson	Lesson Type	Impact	Recommendation / Comments
01/29/2024	Wanatda	6	I learned that I didn't dedicate enough time into understanding the material associated with this Milestone.	Academic	Felt like my lack of understanding was impactful during our presentation on Friday.	Going to put more time and preparation for our next in-class presentation.
0/29/2024	Bradley	6	I learnt that we need to have meetings more regularly with our team so we're on the same page.	Academic	It reflected in our presentation grade and our overall knowledge of the project.	

LESSONS LEARNED

Date DD/MM/YYYY	Entered By:	Milestone	Lesson	Lesson Type	Impact	Recommendation / Comments
07/12/2023	Wanatda	5	I know we lightly dived into feasibility in Milestone 1, but Milestone 5 felt pretty comprehensive. There was lots of information that needed to be considered when coming up with the details. I feel like I have a good enough understanding of feasibility than what I did beforehand. But with our project being a college one, it was difficult to navigate what our organizational & economic feasibility consists of.	Academic	Deeper understanding of the system in terms of getting our hosting situated and learning about our software and hardware, security, and long term sustainability with the project.	
8/12/2023	Nate	5	In milestone 5 I learned a little more about build vs buy comparisons. Feasibility is also something I learnt a little more of, really breaking down our own project doing it for ourselves helped me understand a lot more.	Academic	Having an idea of feasibility and build vs buy gives me a better understanding on our own project.	
8/12/2023	Irah	5	In milestone 5 I have learned and improved my power point presentation skills a lot. I always used Canva, learned how to do power point animations and really learned how to use small features and mechanics. In regards of work load I've really learned to spread work delegations more suited for my load of productivity.	Academic	I learned a more of how our system will work and what features, programs we will use on our project in order to work. Learned about what scope we will be working in as its mostly going to be ran internally and used internally after we manage to finish the project. Basically understanding the build of our project and things that will be implemented in order for it to work and be used for futures endeavours.	
8/12/2023	Robee	5	I learned a lot with comparing the differences of acquiring the system. Researching about off-the-shelf and outsourcing options, how to calculate which one is the best based on values and Weighted Alternative Matrix. Finally, creating recommendation based on these findings to propose the best solution.	Academic	It is definitely a must-know in developing system request. Reminded me that there are other options to build the system, based on time, resources and budget.	
08/12/2023	Bradley	5	In milestone 5 I was working on the budgeting part of the deliverable. Talking with ITS made me realize we missed some details like server costs and web certificate costs. Even things like licensing and consulting fees were costs I had to compare, which I have never done. Our project is limited to using Microsoft licensed software so that was something I had to work around.	Academic	I learned how challenging it can be when you have limitations to only use certain software and hardware. It felt like a real job situation having to deal with specific rules and limits. This project really impacted me and showed me how to manage these kinds of real-world challenges.	

LESSONS LEARNED

Date DD/MM/YYYY	Entered By:	Milestone	Lesson	Lesson Type	Impact	Recommendation / Comments
14/11/2023	Wanatda	4	Wednesday after class I talked to Tim about our ERD. Initially I had created one, and just wanted his input on it. But after talking with Tim, we worked together to improve the ERD for our system. We ended up restructuring the ERD completely, and in the end I had a better understanding of our improved ERD than I had going in. This was so helpful because throughout this Milestone I really struggled with this.	Academic	I feel like our improved ERD is more fluid. The diagram is 10x easier to explain to others, and you can follow it very smoothly. If I had not gone to Tim for advice on our ERD, I think it would have impacted our understanding of our client's ERD.	
20/11/2023	Nate	4	I learnt a lot more about the business' rules, looking at the ERD and figuring out the business' rules defiantly took time and hearing what Tim had to say about them after the presentation helped a lot	Academic	Made a lot more sense with the whole project figuring all that out, with time explaining everything as well gave me a better understanding of everything	
20/11/2023	Bradley	4	Since the last milestone I'm staying a lot more accountable for my own work and making sure I'm prepared for the presentations.	Accountability	I've made a major improvement on clarity and general understanding of the project	
20/11/2023	Irah	4	I learned more on how to become design things better on PowerPoints and become more creative. Learned about ERD more in depth's through my group members and others as well. I became more consistent in my work and have improved my skill as well to benefit the group projects.	Academic	Our new chart is way easier to explain now. Thanks to Tim's advice, it's much clearer, and you can understand it way better. Plus, this taught me that getting feedback from others is important. I'm also trying to get better at making PowerPoint slides so I can explain things even more clearly in the future. Improving my skills for sure and will have better results creating and designing for the group.	
20/11/2023	Robee	4	The most notable lesson that I had on this milestone is creating a Data Dictionary. I tried creating a database before but I learned that having a well-organized and planned Data Dictionary makes the task a lot easier. I also discovered on how to improve wordings for Business rules that will match the Entities involved.	Academic	This will serve as our cornerstone for creating the application and database since we have an idea of information that we need and the metadata and limitations for each attribute.	

LESSONS LEARNED

Date DD/MM/YYYY	Entered By:	Milest one	Lesson	Lesson Type	Impact	Recommendation / Comments
27/10/2023	Wanatda	3	I learned how to make use cases! This was pretty simple to learn in class when we did examples, but when it came to actually integrating them into our project it took me awhile to figure out. Mostly because you have to go through every single step and determine "is it a feature? or is it a valid use case? what is considered pre/post condition?"	Academic	Understanding how to make Use Cases is really important for our team because I had to take into consideration stuff that I might not have accounted for. Not only for documentation sake, but also for when we start coding.	Spending the time to understand what the client wants before making a use case. Also ask for help.
29/10/2023	Robee	3	Review format of documents properly. Be more mindful on the details of deliverables. Communicate better with the team.	Personal	Missed out some specific formatting and properties of data flow diagram. Initiate team discussion for deliverables made for current milestone.	
30/10/2023	Bradley	3	Become more engaged with the project and get clarification when needed. I found myself less engaged due to a busy schedule however when I had free time I found myself focused on the wrong things. I found that creating the deliverables I didn't have a great understanding of the project and should've asked for clarification before the presentation.	Engagement	I found myself not being able to have as much perceived knowledge on the project as I stumbled on words and generally didn't have a great understanding of my portion of the presentation	Ask for help when needed
30/10/2023	Nate	3	During milestone 3 i learnt how taxing this whole process really is. There is a lot of work still ahead and i found having to remind myself to get my work done and to be on track with everything. Also learnt that asking questions to get out the right information and to do the work correct the first time.	Personal	The impact of having to remind myself to get my work done is big because that's time that i could have spent making the project better or brainstorming new ideas, things like that.	Understand the importance of everyday that we work on the project.
30/10/2023	Irah	3	I was in charge of working on the informal presentation. About a half our into it, my computer crashed and I forgot to save my progress. This really sucked because I had most of the slides done with animations and themes sorted out.	Technical	Lost a good portion of our groups presentation. Thankfully I was working on it a couple days before it was due, so I was able to recover most of it. All in all it just delayed me for a couple hours from completing it.	Always save your progress, or at least turn on the auto-save function.

LESSONS LEARNED

Date DD/MM/YYYY	Entered By:	Milestones	Lesson	Lesson Type	Impact	Recommendation / Comments
08/10/2023	Wanatda	2	During the 1st Milestone I felt very rushed into completing all the deliverables. But since going into this 2nd one, I've been slowly adapting to the pace of the milestones. I have been trying to get deliverables done as far in advance and I can, but surprisingly I have not been feeling rushed like I did in the 1st Milestone.	Personal Achievement	I realize it's all about time management, which is something I am not necessarily bad at, but when it comes to GROUP time management, I've found ways to manage it a little bit better so that I'm not stressed. It's different when it's a group project and you have to rely on others for their part, as well as deliver yours in a timely matter.	Adopting better time management skills. Staying on track of Milestone deadlines.
10/10/2023	Brad	2	Throughout milestone one I found it very valuable to schedule group meetings all the time and just get working. It doesn't matter how much time your group mates have, as long as the work is getting done and we all understand the material that's all that matters. Work just needs to get done and I'd much rather be ahead of other groups then waiting for everyone to be available.	Delegation & Meeting Length	Within our 4th meeting we did double the work completed in the 3 meetings prior. This was a result of delegating tasks and meeting for longer periods of time and having group members come and go.	
10/10/2023	Robee	2	For milestone 2, I learned how to use MS Project for managing tasks and deliverables. Additional effort was needed to read the documentation and search the web on how to navigate and use it properly. Before, I thought Agile is just Scrum and Kanban but understanding other Agile methodologies to decide which one to use for our project was essential.	Technical	I am optimistic that our team can make improved recommendations. Become more organized individually and as a team with our project management with these tools and knowledge at hand.	Read documentations. Spend time to learn how to navigate new tools.
10/10/2023	Nate	2	During milestone one i shortly realized that having a schedule and organized plan with everyone in the group was a must and it made it a lot easier to keep track of everything and know what everyone is working on and completed.	Technical	Having a clear schedule and plan helps the group work better together and get things done faster. It also makes sure everyone knows their job and does it well.	Have a calendar and a list for to dos and priorities list for tasks.
10/10/2023	Irah	2	Lesson learned for Milestone 2 on what I have learned is that scheduling my working times to finish projects and assignments is very important. Same goes for Milestone 1. There was some days cramming in work for 10 hours made it easier if I just spread it out and did some things at better times. As well I got to understand more in depth on what my group is good at and what I can contribute to continuing our work.	Technical & Planning	The importance of effective time management and spreading out work over time to reduce stress and improve productivity. Additionally, gaining a better understanding of individual strengths within the group has enhanced collaboration and project contributions.	