NSE AGENDA: 06/08/17 ITEM: d(3)



# Memorandum

TO: NEIGHBORHOOD SERVICES AND EDUCATION COMMITTEE FROM: Jill Bourne

SUBJECT: SCHOOLS/CITY COLLABORATIVE

**DATE:** May 22, 2017

**UPDATE** 

Approved

Date

**COUNCIL DISTRICT: Citywide** 

## RECOMMENDATION

It is recommended that the Neighborhood Services and Education Committee accept the update on the work of the Schools/City Collaborative ("S/CC").

## **OUTCOME**

The Neighborhood Services and Education (NSE) Committee will learn about the status of the S/CC, accomplishments resulting from the 2016-17 S/CC work plan, the proposed 2017-18 S/CC work plan, and related education and digital literacy initiatives.

## **BACKGROUND**

Active since 1997, the S/CC is comprised of school district superintendents, the Mayor, and City administration. The Collaborative meets quarterly to discuss efforts of mutual benefit to local school districts and the City of San José. As established by City Council Policy 0-30, the Collaborative is chaired by the Mayor and a Superintendent who is selected annually by his/her peers. The mission of the S/CC is to develop "sustaining partnerships to maximize resources to serve our children, families and the community" in order to support a high quality of life for San José residents and "the educational, development, and economic growth of our community."

On June 9, 2016, Mayor Liccardo issued a memorandum to the Rules and Open Government Committee, recommending that the City Manager be directed to "develop a citywide strategy for supporting education and digital literacy, in consultation with our schools, non-profit afterschool and summer service providers, foundations, the Santa Clara County Office of Education (SCCOE), and the community." On June 15, 2016, the Rules and Open Government Committee

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unanimously approved this recommendation. On September 1, 2016, the City Manager issued a memorandum designating the City Librarian as lead staff in coordinating the Education and Digital Literacy Initiative and the activities of the S/CC. On September 8, 2016, the NSE was provided with a summary of the accomplishments of the S/CC from the 2015-2016 school year and new work plan priorities for the 2016-2017 year.

The S/CC held four meetings during the 2016-17 school year, introducing the new work plan and coordinating projects across City departments and school districts to make significant progress. The Library worked closely with the Mayor's Office and City Manager's Office, as well as partner Departments in Parks, Recreation, and Neighborhood Services (PRNS) and the Department of Housing (Housing), to implement a new convening structure. In addition to quarterly meetings of the full S/CC membership, smaller "working groups," comprised of School District representatives who have expressed interest in a specific priority area, met with City Department staff to advance each work plan item.

A timeline of S/CC activities, meetings, working group sessions, and milestones is attached to this memorandum. (Attachment A: 2016-17 S/CC – Timeline)

## **ANALYSIS**

The 2016-17 S/CC work plan included four priority areas: joint use of facilities and open space; school district employee housing; digital inclusion; and efforts that support the *My Brother's Keeper* youth development initiative. The original stated priority language, current status, and year-end recommendations regarding each work plan item are detailed below:

## 1. Greenprint

<u>2016-17 Work Plan Priority</u>: Ensure that school districts are fully engaged in Greenprint, the City of San José's long-term strategic plan that will guide the future expansion of San José's parks, recreation facilities and community services, as well as opportunities for future joint-use projects.

Status: PRNS has managed the portfolio of Joint-Use projects that are now either completed or in-process, some with major decisions or resources pending. Working with the S/CC, potential future projects have also been identified, involving both PRNS and the Library.

<u>Recommendations</u>: 1) Staff recommends that the attached list of identified development projects be utilized as the FY2017-18 goals for Joint Use with the S/CC (**Attachment B: Joint Use Construction Projects – Completed and Current**); and 2) Following the completion of the Greenprint in 2018, staff will revisit the project priorities and ensure alignment with the geographic areas of the City in most need of open space access. At that time, new priorities may be added to the FY2018-19 S/CC work plan.

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## 2. Teacher Housing

<u>2016-17 Work Plan Priority</u>: Identify strategies for collaboration that can lead to an increase in the stock of affordable housing for teachers.

<u>Status</u>: Housing Department staff met several times with interested school district representatives, provided information regarding city supported programs that may be pursued, and developed a potential micro-grant option for districts to conduct feasibility studies of a project under consideration. To date, no projects have been pursued.

<u>Recommendation</u>: Superintendents who wish to explore or pursue the option of developing district workforce housing are aware that they are welcomed to contact the Housing Department to initiate a future project. This item is considered completed and has been removed from the work plan for the coming fiscal/school year.

## 3. Digital Learning and Inclusion

<u>2016-17 Work Plan Priority</u>: Address the growing digital divide in San José by expanding and more effectively using technology to improve student outcomes and parent participation.

Status: The City and school districts have a shared commitment to addressing the needs of students and their families for access to technologies/tools that provide inclusion in a digital world. During the 2016-17 school year, the City initiated a research phase to better understand these needs and collect data that will help shape efforts moving forward. On February 14, 2017, City Council adopted a resolution authorizing the City Manager to execute an agreement with Price Waterhouse Coopers (PWC) to provide digital inclusion and broadband strategy consulting services, including collaboration with the S/CC. Research and data-gathering activities included:

- · Interviews with community organizations;
- Focus groups with school district representatives, internet service providers, and non-profit partners;
- · PWC interviews with community members; and
- Street Surveys conducted in partnership with Great Nonprofits.

Data will continue to be gathered from the Street Surveys (75% completed) and PWC project (Phase 1) through June 2017. Results of the research phase will be shared with the S/CC; this data will inform the 2017-18 S/CC work plan and goals. In the meantime, a number of emerging trends have surfaced regarding digital inclusion barriers (such as cost and household literacy levels), leading to early recommendations for short term solutions (such as increased educational programming) while a broader strategy will be developed. A full list of emerging insights from the digital inclusion research is attached. (Attachment C: Digital Inclusion and Literacy Research Phase – Emerging Trends)

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Simultaneous to conducting the research phase, the City pursued or supported other opportunities for expanding digital inclusion and access for San José residents, in partnership with the S/CC. On May 5, 2017, the City and five high school districts received a notice of award for Sprint's 1M grant for 5,000 high school students to receive free devices and internet access for four years, with the potential of scaling to more than 10,000 high school students over the course of the five-year program.

In addition, the East Side Union High School District (ESUHSD) Community Wi-Fi pilot is in network design/deployment stage. In partnership with ESUHSD, this project will broaden digital access and services to underserved students by deploying a Wi-fi network that enables the students to access internet-based technology for class instruction at home and in City and District facilities. The first deployment will take place in the James Lick High School attendance area, scheduled to go live in the Fall of 2017.

#### Recommendations:

- The Digital Literacy and Inclusion work plan item will be bifurcated into two streams in the 2017/18 S/CC work plan: Digital Infrastructure and Digital Literacy Programs.
   Based on the results of the research phase, the S/CC will identify specific projects to be considered top priority for the new school year.
- Ideas generated during focus group sessions and interviews will be explored and implemented as the overall strategy is being created, such as:
  - Expanding the Library's digital literacy program to include a parent specific focus;
  - o Piloting programs to circulate more devices among students and families; and
  - Creating an idea sharing forum for working group participants to share resources, upcoming events, and new opportunities.

## 4. My Brother's Keeper (MBK)

<u>2016-17 Work Plan Priority</u>: Implement the portion of the MBK: SJ Action Plan that involves an MBK Subcommittee (including school district representatives) developing long-term goals and recommendations for action by the City to enhance its work and outcomes with the following two objectives: 1) MBK: SJ Subcommittee meets at least three times and presents policy recommendations to S/CC on all four priorities at the May 10, 2017, S/CC meeting; and 2) the MBK Action Committee supports at least 50% of the recommendations.

Status: The MBK: SJ Action Plan provided a framework for multiple stakeholders to engage around critical issues of youth development, education, and achievement. The resultant MBK: SJ Strategic Plan has been drafted and will be reviewed in June 2017. While program output projections still require definition, the plan will inform the design, implementation, and evaluation strategies for the City's education support programs, as follows:

- · Baseline current programs by gender and ethnicity, and set outcome goals;
- Design programs based on evidence-based practice;
- · Build-in quality frameworks for assessment, evaluation, and reporting; and

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- Implement the MBK: SJ values
  - o Identify and address instances of structural and racial bias,
  - o Elevate restorative justice over punitive strategies,
  - o Include undocumented youth,
  - o Leverage technology to improve outcomes,
  - O Use data and design for outcomes, scale, and sustainability, and
  - o Ensure cultural competency and community and family engagement.

## Recommendations:

- The City of San José will adopt a coordinated, and city-wide educational preschool-to-career strategy to address the opportunity gap for all children. In partnership with the S/CC, the City will implement strategies that address the disparities in outcomes for San José's boys and young men of color with a vision of ensuring that all San José's children:
  - Enter school ready to learn;
  - o Read and perform math at grade level by third grade;
  - o Graduate from high school ready for college and career; and
  - Experience reductions in youth violence and access second chances.

In addition to accomplishments related to the 2016/17 work plan, the new collaborative structure resulted in greater and more frequent communication between the City and school districts. These relationships facilitated other collaborations in response to an immediate opportunity or need. When the City learned of an opportunity to work with Sprint to bring technology to high school students, the S/CC provided an ideal mechanism for sharing information and jointly developing and submitting a (successful) proposal. During the recent Coyote Creek flood event, when families staying at the Seven Trees Emergency Shelter needed transportation for their children to several local public schools, the City utilized our relationships with the districts through the S/CC to ensure that the schools were aware, connected to the caregivers, and had the information that they needed to provide daily rides to and from school, both during the shelter activation and through the transition to temporary and/or permanent housing.

## 2017-2018 Draft S/CC Work Plan

Based on the experience of the past year, City staff and school district superintendents have identified the following specific areas of focus for the 2017-18 S/CC work plan:

## 1. Joint Use/Greenprint

<u>Description</u>: Joint Use will remain on the S/CC work plan, utilizing the current list of development projects as goals for the 2017-18 year. When the Greenprint is completed in 2018, the S/CC will designate geographic "hotspots" where residents are most in need of open space.

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## 2. Digital Infrastructure

<u>Description</u>: Using results from the digital inclusion data gathering project, the S/CC will identify collaborative projects intended to increase WiFi and broadband access for students and their families in areas of greatest need.

## Sample Projects:

- ESUHSD Community Wifi/ARUSD School2Home programs
- · Sprint 1M program devices, described above
- · Library circulated Wifi hotspots

## 3. Digital Literacy

<u>Description:</u> Using results from the digital inclusion data gathering project, the S/CC will identify collaborative ways to increase educational programming for both students and families around safely and effectively using the Internet for learning.

## Sample Projects:

- · LightSail digital collection/literacy app pilot
- Coding Camps and STEAM Activities
- · Developing curriculum for parents regarding digital access, privacy, and safety

#### 4. Preschool

<u>Description</u>: Increase the availability of quality preschool opportunities for families in San José, with a goal of ensuring that every child enters kindergarten ready to learn.

## Sample Projects:

- · Library/PRNS partnership to expand current "Recreation Preschool" and "Smart Start"
- Develop preschool classes at interested school district and SCCOE sites
- Explore additional options for creating more preschool seats through partnerships

## 5. Extended Learning (Afterschool and Summer)

<u>Description</u>: Expand learning opportunities for students beyond the school day by focusing on providing quality programs during afterschool and summer hours. Programs that extend and build upon in-school learning will be identified, assessed, and proposed for expansion. Realignment of existing programs will be prioritized, in addition to piloting innovative new programs.

## Sample Projects:

- Summer Bridge Reading Program
- Kindergarten middle school after-school programs: SJ Learns, ASES, and R.O.C.K.
- Library Summer Reading Challenge and PRNS Summer Camp/Recreation Programs

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· Library and Community Center afterschool programs

## 6. College and Career Readiness

<u>Description</u>: Develop targeted programs that increase the rates of graduation, college admission, and workforce readiness for San José students. Where successful programs exist, build capacity to increase the number of students served.

## Sample Projects:

- SJ Promise college readiness, success and scholarship program
- Opportunity Youth Academy (OYA)/Career Online High School (COHS), high school diploma recovery programs
- SJ Works youth employment and career pathways program

## 7. Status Reports: Truancy and School Policing

<u>Description</u>: Each meeting will include a status report and opportunity for discussion of issues related to student truancy and productive relationships between school districts, school site staff, and related law enforcement agencies. This topic is being managed by the District Attorney's Office in partnership with SCCOE.

## Sample Projects:

- Single MOU with School Districts to guide police officer engagement on school campuses
- Engagement with the Truancy Reform and Amnesty Program

These work plan priorities also directly reflect the emerging goals of the City's education and digital literacy initiative. The S/CC will continue to provide essential connections to the school districts in San José, allowing us to jointly develop, pilot, and implement projects that support our resident students and their families.

## EVALUATION AND FOLLOW-UP

This is an informational report to the Neighborhood Services and Education Committee. Further updates about the S/CC will be provided annually and upon request.

### PUBLIC OUTREACH

This memorandum will be posted on the City's website for the June 8, 2017 Neighborhood Services and Education Committee meeting.

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## COORDINATION

This memorandum was prepared in coordination with the Departments of Housing and Parks, Recreation and Neighborhood Services (PRNS) and the City Manager's Office.

## COMMISSION RECOMMENDATIONS/INPUT

The Library and Early Education (LEE) Commission received information on many elements in the S/CC work plan in reports/presentations regarding the Library's Early Education Initiative, Literacy and Education Programs, Technology and Innovation Services, and monthly updates from the Library Director. An update on the S/CC will be calendared to occur during the LEE Commission's 2017-18 work plan.

## **CEQA**

Not a Project. File No. PP 10-069 9 (a) Informational Memos.

/s/ JILL BOURNE City Librarian, Library Department

Attachments

For questions, please contact Samantha Cramer, Education Initiatives Manager, at (408) 808-2006.

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## ATTACHMENT A 2016-2017 SCHOOLS/CITY COLLABORATIVE – TIMELINE

9/8/16 Schools/City Collaborative (S/CC) work plan priorities discussed at NSE Committee.

10/12/16 S/CC Meeting

Review of new 2016-17 work plan priority areas and introduction of key staff.

11/18/16 Superintendent Working Group Session – District Employee Housing

- Six school district representatives attended.
  Shared a full review of options related to development of district employee housing.
- To eliminate barriers for school districts to pursue these projects, the Housing Department proposed a "project (including site and financing) analysis" micro-grant option of \$10K each. To qualify, the School District would need to identify potential land that is appropriate for this use.

12/9/16 Superintendent Working Group Session – My Brother's Keeper Initiative

- · Five school districts participated.
- Representatives met with City staff to develop an implementation timeline and goals.

#### 12/14/16 S/CC Meeting

- Joint Use conversation reframed and discussed within the Greenprint strategic plan, so that superintendents will be able to engage during development of the process.
  - Requested that superintendents self-identify if they want to participate in a Greenprint working group.
- Reported out on progress related to Employee Housing to date.
  - Requested that school districts confirm participation in next working group session to be scheduled in January.
- Introduced the City's framework for addressing Digital Inclusion and Literacy, and proposed plan for collecting data.
  - Data collection was projected to include street surveys, community organization interviews, and working group sessions with superintendents.
- A brief update on the ESUHSD WiFi project was provided.
- Presented MBK: SJ implementation timeline and distributed MBK: SJ Report and Action Plan.
- Presented priority City and SCCOE programs that would be incorporated into the MBK: SJ process.

## 1/12/17 Superintendent Working Group Session – District Employee Housing

- Four school district representatives attended.
- Two developers presented different approaches that school districts could use to build employee/teacher housing.
- Housing Department staff offered direct assistance and potential of micro-grants for predevelopment feasibility studies.

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1/17/17 Stakeholder Conference Call – My Brother's Keeper Initiative

 Stakeholders from community organizations, non-profits, City departments and private sector partners received an update on the status of work plan items, and shared out upcoming opportunities and events.

1/18/17 City Leadership Meeting – My Brother's Keeper Initiative

 City staff from PRNS, SJPL, City Manager's Office, and the Mayor's Office met to receive updates and review overall strategy.

1/19/17 ESUHSD Board Meeting

The ESUHD Board considered a proposal to enter into an ENA with a non-profit
housing developer (EDEN Housing) for the purposes of pursuing an employee
housing project. The Board did not support the superintendent's recommendation,
and voted to defer the request.

1/24/17 Superintendent/City Working Group Session – Digital Inclusion and Literacy (DIAL)

- Superintendents met with City staff to draft high level goals for the DIAL working group:
  - Ensure ubiquitous availability of broadband internet access, age appropriate devices, and digital skills learning for 100% of K-12 school-age children at school, and 90% of children at home.
  - Expand availability of broadband access, appropriate devices and digital skills learning at San José Libraries, Community Centers, and other public access learning centers.
- Superintendents identified six topics that would require closer study in focus group sessions.

1/27/17 Superintendent Working Group Session – My Brother's Keeper Initiative

 Representatives from five school districts met with City staff to review progress on current projects and give feedback.

2/14/17 Report on Request for Proposal to Provide Digital Inclusion and Broadband Strategy Consulting Services

- City Council adopted a resolution authorizing the City Manager to negotiate and execute an Agreement with Price Waterhouse Coopers (PWC) to provide digital inclusion and broadband strategy consulting services from February 15, 2017 to December 31, 2017.
- The City will contract with PWC to collect and analyze digital literacy and broadband data, informing the S/CC work plan and DIAL initiatives.

2/15/17 S/CC Meeting

- Updated superintendents on City Council discussions regarding the Greenprint.
- Requested that interested districts follow up with Housing Department staff so that
  the City may provide direct support and guidance for navigating options for specific
  district employee housing projects.

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- Provided an update on current progress with DIAL efforts, as well as a tentative schedule of future working group sessions and focus groups.
- The SpeedUp San José app and Sprint 1M opportunities were also presented.
- Presented on a study conducted with SCCOE exploring the status of school policing, best practice recommendations, and updates regarding efforts to decrease youth violence in the juvenile justice system.
- Reported on the creation of a single MOU that would guide policing on school campuses throughout the city, regardless of district.
- A side by side comparison of SCCOE's Online Youth Academy and the Library's Career Online High School programs was reviewed, with the goal of better understanding the demographics being served, and partnering to expand capacity.
- SJPL offered a partnership opportunity to Districts to pilot the summer LightSail literacy app.

## 2/20/17 DIAL Community Organization Interviews

Staff from SJPL, City Manager's Office, and the Mayor's Office began conducting
interviews with schools, non-profit organizations, corporate partners, and service
providers to learn more about the barriers, existing programs, and potential
opportunities tied to Digital Inclusion and Literacy.

## 3/1/17 DIAL Focus Group: At Home Broadband Service

- School district representatives, internet service providers, non-profit partners and
  City staff attended a brainstorming session to identify the top barriers to low income
  families achieving full digital inclusion at home.
- Professional facilitator David Viotti led the group in brainstorming 10 recommendations for addressing these issues, both in the long and short term.
- CMO and SJPL staff gathered the data and recommendations in order to incorporate it into the overall strategy.

## 3/3/17 Superintendent Working Group Session – Joint Use and Greenprint

- · Four school district representatives attended.
- General open space access for school districts requires additional funding for maintenance given impact of residents/users in off school hours.
- With limited resources, schools must choose between focusing on classrooms product versus outdoor facilities.
- Engaging community on "adopting" school grounds could assist in ensuring no damage during non-school hours.
- Outreach needed to sports leagues for more formal partnerships to activate school grounds during off hours which would allow more access.

#### 3/6/17 PWC Data Gathering Began

- PWC began conducting interviews and collecting data to further understand San José's current connectivity status.
- This data will be analyzed and recommendations will be made in Summer 2017.

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### 3/7/17 Sprint 1M Project

- Application was submitted by City and several high school districts to Sprint to secure 5,000 mobile devices for low-income high school students.
- Notification received on 5/5/17 that application was successful for 4,965 lines.

### 4/17/17 DIAL Street Survey Began

- In partnership with Great Nonprofits, City staff worked to create an SMS survey to collect data from key demographics on both inclusion and literacy.
- The survey was translated into Vietnamese, Spanish and Chinese.
- The survey is ongoing through June 2017.

## 4/26/17 DIAL Focus Group - Family Digital Literacy

- District representatives, employees from Sprint and ATT, and City staff met to discuss a topic that emerged during the At Home Broadband Focus group- digital literacy training for the families of K-12 students.
- This topic was further explored, and identified as a gap in existing digital literacy programming through schools, non-profits, and City departments.
- Recommendations for new classes/programs, or expansions for existing programs were submitted to the Digital Inclusion working group.

## 4/28/17 Community Dialogue

- In partnership with SCCOE, the Mayor's Office held a community forum attended by City staff, District representatives, community college representatives and educational nonprofit organizations in order to report out on MBK progress and solicit feedback on three topics:
  - o Preschool
  - o On campus policing/single MOU
  - San Jose College Promise

#### 5/10/17 S/CC Meeting

- Reviewed status and annual accomplishments associated with each work plan item.
- Discussed recommended next steps for inclusion in 2017-18 S/CC work plan.

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## ATTACHMENT B JOINT USE CONSTRUCTION PROJECTS – COMPLETED AND CURRENT

Project	CC Dist	Project Partner(s)	Project Description	Next Steps (or completion date)
Completed Project	ts			
Leland Sports Fields	10	San Jose USD	Leland High School - 3 soccer fields	Opened in 2008
Patty O'Malley Sports Fields	10	San Jose USD	Patty O'Malley - Steinbeck school - 2 soccer fields	Opened in 2014
Sheppard Sports Fields	5	Alum Rock SD	Sheppard School - one soccer field/track	Opened in 2012
Ocala Sports Fields	8	Alum Rock SD, NVIDIA	Ocala school - 4 little league softball fields	Opened in 2014
Berryessa Youth Center	4	Berryessa SD	Construction of a gym @ Morrill	Opened in 2005
Edenvale Youth Center	2	Oak Grove SD	Construction of a community center and gym @ Davis	Opened in 2010
Alum Rock Youth Center	5	Alum Rock SD	Construction of a youth center adjacent to James Lick	Opened in 2004
Los Paseos Youth Center	2	Morgan Hill SD	Construction of a youth center @ Los Paseos	Opened in 2003
Mise Park Sports Field	i	Mitty High School	Mise Park - 1 comb soccer/softball field	Opened in 2013
Current Projects				
Agnews Joint Development	4	Santa Clara USD	Development of three schools, park and potential joint use library on 80+ acre Agnews site	Draft deal point parameters by Fall 2017
Pioneer School	10	San Jose USD	Discuss potential for sports field partnership	Agreement on project plan and scope prior to late August 2017
César Chavez Bridge Library	5	Alum Rock SD	Development of Bridge Branch Library for community on campus of the César Chavez Elementary School	ARUSD and Library working to draft MOU; goal of review/potential approval by May 2017; "build-out" timeline in development
East Side HSD Regional Facility	4	East Side USD, County Parks	Potential development of school and regional sports complex	Draft deal point parameters by June 2017
SJSU Track - Public Access	3	San Jose State University	Coordination on track redevelopment to monitor community access	Continue conversations with university

<sup>\*</sup>note, this list only includes projects with significant construction partnerships, and does not include several joint construction projects that PRNS is working on with other entities or agencies.

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## ATTACHMENT C DIGITAL INCLUSION AND LITERACY (DIAL) RESEARCH PHASE – EMERGING TRENDS

<b>Emerging Barriers</b>	<b>Emerging Recommendations</b>	Comments
Home Internet Access Price	Free or reduced cost wireless services provided by community and city.	Most residents indicated that they can afford \$10-\$15/month for in home broadband.
Device Price	Public-private partnership to refurbish used laptops and tablets and distribute to underserved	In May 2017, Sprint approved 5K devices to go out to high school students across 5 SJ school districts.
Family Literacy	Library and school programs to educate parents and children on the relevance of internet access. Sign- up support provided at library and schools.	Existing programs are mainly in high schools but the highest degree of parental engagement is in elementary school. Need to engage and educate sooner.
Concerns About Internet Security	Library and school programs to educate parents and children on the relevance of internet access.	Third highest barrier next to cost from street survey results to date.
School Device Availability	Public-private partnership to provide 365 school laptop availability and technical support.	Most high schools have 1:1 device ratio but students can't keep them over summer. Elementary and middle school have not yet achieved 1:1 device ratio.
Smartphone As The Only Device In The Home	Increase access to laptops/tablets through City facilities and schools.	Smartphones are not ideal for homework assignments- some software is not compatible, and students cannot practice typing.
Process Gets In The Way	Public- private partnership to facilitate the process of getting home internet access.	The need to sign a contract, provide identification, provide a credit card, and language get in the way of home internet access.
Lack Of Awareness & Leadership	Library provides leadership and capacity building for a San José Digital Inclusion Collective Impact organization.	Very little awareness of the impact and opportunity especially within the private sector. Largely isolated impact across schools, city, private sector, and nonprofits.

\*Note: Research phase conducted by PWC is anticipated to conclude in June 2017.