

REGULAR MEETING MINUTES – BOARD OF EDUCATION
Redford Union Schools
November 11, 2024

Regular Meeting
11/11/2024

A Regular meeting of the Redford Union Board of Education was held on November 11, 2024, at MacGowan School (District Meeting Room), 18255 Kinloch, Redford Twp., MI 48240, (Entrance on Curtis – Door #3)

Call to Order:

Call to Order

President Pridemore called the meeting to order at 5:33 PM.

Roll Call:

Roll Call

Present: Bailey, Martin, Miller, Osowski, Pridemore
and Student Representative Juzwik

Absent: Dean and McAfee

Pledge of Allegiance:

Pledge of Allegiance

The Pledge of Allegiance was recited.

President Remarks:

President's Remarks

President Pridemore asked that everyone please place their cell phones on silent.

President Pridemore addressed Board members issues with accessing their school district email due to two-step authentication and she advised the Board members to call the help desk.

Kim Crenshaw, Executive Director of Curriculum and Technology added that the Board members need to let the Help Desk representative know that they are not in the District. That they are a Board member not an employee.

The second remark President Pridemore made was that on election day, we had an unfortunate situation arise where Board Member McAfee went to vote and discovered that he lives in that tiny, little corner of Redford township that is Clarenceville Schools. Mr. McAfee is prepared to tender his resignation effective immediately.

The position will need to be posted, and the Board will need to figure out when they want to have a special meeting or a workshop to fill the position. The clock will begin ticking immediately, and Mr. McAfee will need to resign immediately. The Board will have 30 days to fill the position.

Adoption of Agenda:

**Adoption of
Agenda**

It was Moved by Member Osowski, Seconded by Member Bailey, to adopt the Agenda of the November 11, 2024, Regular Board Meeting.

Yes: 5 No: 0 Motion: Carried

Call to the Audience: Public Participation Regarding Agenda Items

**Call to the Audience:
Public Participation
Regarding Agenda Items**

None.

Presentations:

Presentations

Wayne RESA Parent Advisory Committee Update – *Tamaran Dillard, Executive Director of Student Services*

**Wayne RESA Parent
Advisory Committee
Update**

Tamaran Dillard mentioned that she reached out to the District’s PAC Representative Bethany Gomillion, but she was unable to attend tonight. Tamaran provided an update on the September 12, 2024, PAC meeting that she attended. She shared information on LRE (Least Restricted Environment). She explained the importance of LRE for students with disabilities and mentioned that non-PAC members can attend these meetings. LRE is for students with disabilities, making sure they are educated with their nondisabled peers to the largest extent possible. If they have a student who is in an ASD program, for example, who our teachers feel to be educated with their Gen Ed peers, somehow, some way, they really work toward that, and they are working toward it as a school district. At the meeting they also talked about member orientation and a refresher to start the school year off. They talked about member obligations of our PAC members for the county and what that looks like. They also had some new nominations to their executive board which went well.

She shared highlights from the PAC October 10, 2024, virtual meeting. They talked about what it means to be a representative, networking in your district through relationships. They mentioned that advocates can attend PAC meetings, but they do not represent any advocacy groups. They can come as an attendee, but they cannot represent their advocacy group in these meetings. They cannot do legal advice, nothing like that, with their parents. They gave a number of resources to the students who are voting age.

They also discussed topics of voting rights for students with disabilities, and who can vote. They spoke to guardians of students who can make their own legal decisions and how that would look for them. They discussed October being Department of Labor event on National Disability Employment Awareness Month. They gave a list of upcoming conferences. They talked about professional development for staff, and how LRE was a great presentation.

Tamaran also shared information on the professional development session for transportation staff and a partnership with Eastern Michigan for a master's program for special education teachers.

There were questions and answers.

Elementary Watch D.O.G.S. Program – Jill Burch, Principal, Hilbert Elementary School and Melissa Nickel, Principal, Beech Elementary School

Elementary Watch D.O.G.S. Program

Jill and Melissa introduced the Watch Dogs program, which aims to provide positive male role models for students and enhance school security and reduce bullying. The Watchdog Dads Program began in 1998 in a single school, and it has grown to be a nationally recognized program. It brought over a million fathers and father figures into the schools, classrooms, the hallways, and has positively impacted the educational process. The purpose is to have family and community engagement in our educational initiative, and the partnership is between the school and has good male role models from our families in our community. They explained the benefits of the program, including academic performance, self-esteem, and social behavior improvements for students. They outlined the roles of Watch Dogs, who are fathers, grandfathers, uncles, or other father figures who volunteer at least one day a year at the school. They also detailed the rollout plan, including meetings with interested parents, virtual training, and the selection of Watch Dogs teams.

To roll out the plan, they have introduced the program at both Beech and Hilbert. They have sent out communications to those who expressed interest. They have scheduled a meeting with them at 9:00 am on Friday at Hilbert, and then also a meeting on the following week on Thursday at Beech. They asked parents when they would be interested in attending in person, virtually before school, after school, and so they tried to give the three options that they were looking for. Meetings will be during the day at Hilbert and then after school, one at Beech. They will also add a virtual meeting at the same time.

They have about 24 dads or father figures already signed up to come to these meetings.

There were questions and answers.

Student Representative Communication:

Elisia Juzswik, Student Representative shared updates on various student activities, including a successful Dodgeball tournament win. Redford Jaycees hosted the tournament this past weekend. There were 11 of our high school students who showed up and then six of those 11 students won in the tournament. The National Honor study is starting their tutoring sessions tomorrow, November 2, and they are also working on a toy drive for children this Wednesday, November 13. Women of Tomorrow is starting their mentor sessions. Their yearbook is officially up for pre order. The Choir is having their winter performance on December 5. The Hope Squad was presented with the opportunity to go to a mental health conference in Northville on December 7.

There was a question about the band's performance schedule. Superintendent Witt directed the Board to the Calendar of Events which was coming up in the Superintendent's Communication section.

Superintendent Communication:

November 2024 Staff Member of the Month:

- Keeler Administration – (Winner) Jackie Warren, Executive Administrative Assistant to the Superintendent and Board of Education
- Beech Elementary School – (Winner) Cassidy Mertz, Speech Pathologist
- Hilbert Elementary School – (Winner) Gaeb Griese, 5th Grade Teacher
- Redford Union Junior High School – (Winner) Sarah Ackerman, Educational Assistant
- Redford Union High School – (Winner) Michael McCrea, Special Education Teacher
- Keeler ADT/EDT School – (Winner) Sara Harmon, Educational Assistant
- MacGowan School – (Winner) Katie Deegan, Audiologist, Deaf and Hard of Hearing (DHH)

November 2024 Board Brag Book

The Brag Book and Calendar of Events will be posted on the District's Facebook.

Beech Elementary School:

Focus on Safety The District SRO, Redford Township Fire Department, and our Durham transportation team led students through safety protocols/practices throughout the month.

Family University - Math and Literacy Night - Joint Effort and Post for Beech and Hilbert Beech and Hilbert families received pacing guides for their children's grade

Student Representative Communication**Superintendent Communication**

November 2024 Staff Member of the Month

November 2024 Board Brag Book

levels and were given resources that will help them while working with their children.

Hilbert Elementary School:

On October 31st, each child at Hilbert was gifted a brand-new winter coat, hat, and gloves of their choosing. Doreen Troia Polselli, a FedEx employee and alumna who fondly recalls her time at Hilbert, reached out to support our school. In collaboration with Operation Warm, FedEx sent 50 volunteers to assist our students with their "shopping" experience. It was truly heartwarming to witness the joy, gratitude, and pride radiating from our students as they received their new winter apparel. Despite the warm weather exceeding 70 degrees, many students were eager to wear their new coats.

Redford Union Junior High School:

This year we used some of our Title 1 funds to purchase a book vending machine for our students to promote school-wide literacy. The name of our vending machine is Inchy and yes, it talks to you when dispensing a book. The students love it and look forward to receiving the tokens as rewards for their PBIS, IXL and academic achievements.

The last week of October was Red Ribbon Week when students pledge to stay off drugs. Information was dispersed through announcements and students signed a pledge banner during lunch in the cafeteria. Other banners and information were also hung up around the school to remind students of this important commitment. To assist students with always keeping the keys to success at the forefront of their mind, the PBIS team put together a list of success and made this into locker magnets. Every student in the school has one of the magnets in their locker and each time they open their locker they are reminded of these ways to be successful. We have put some of them on the outside of the empty lockers as well.

Continuing for the third year is our partnership with the wonderful ladies of the Tau Alpha Omega chapter of Alpha Kappa Alpha sorority. President Lynda Dandridge and Vice President Tammi Jenifer set up a hygiene presentation for all our female students that included a large contingency of their sorority sisters as well. An internal medicine doctor gave the presentation and acted as a role model for our students as she is a young Black female doctor. Students were encouraged to stay after to ask individual questions, and all young ladies received a make-up bag with hygiene products in it as they left the presentation.

Redford Union High School:

On October 23rd, Students from our Spanish classes had the opportunity to visit the Detroit Institute of Arts to enjoy a guided tour, courtesy of our Spanish teacher - Ms. Millward and our Best Practices Coach - Ms. Ureste, to learn about the Ofrendas: Celebrating El Día de Muertos exhibit.

In celebration of Dia de Muertos, the Day of the Dead is the time of the year to celebrate the lives of close relatives, friends or community members who have passed away. Objects important to lost loved ones, such as favorites foods, drinks, mementos, and pictures, are collected and incorporated into elaborate displays that include pan de muerto (bread of the dead), sugar skulls, candles, flowers, papel picado (paper cutouts) and other decorations.

The varsity football team finished the regular season with a hard fought 13-7 victory over a very talented and tough Allen Park High School team to finish the regular season with an 8-1 record and a 4th consecutive Western Wayne Athletic Conference championship.

Keeler Day Treatment Programs:

Every year elementary and middle school students of Keeler Center participate in a project based leaning activity by building a scarecrow. Alongside their classmates and staff, they gather the materials, build the frame, dress the scarecrow, stuff it, create a face and add the final touches. This project goes beyond just having fun. It is a great way to enhance social-emotional learning as children work together and share ideas. Gathering materials strengthens their connection to nature, while the creative process fosters critical thinking and self-expression.

Veritas Alternative Education Program:

We would like to recognize the hard work of Mrs. Perry and her science students at Veritas. Our 11th grade students created mouse trap race cars and competed to have the race car that went the furthest in their STEM class. Meanwhile, our seniors have been working on a fingerprinting project in Forensic Science where they had to analyze staff fingerprints to determine which "criminal" committed the crime. These projects were not only fun and engaging for our students but highlight the hard work and creativity of Mrs. Perry. Great job!

The Board of Education, Superintendent & District Administration:

To our staff, students, parents, and community,

We thank our students, devoted parents, hardworking staff, local partners, and the community for their outstanding accomplishments and steadfast commitment to our District.

Give Us Someone/Something To Brag About:

If you know of an individual, group, or business that merits recognition for their extraordinary contributions or service within our District, please send their **details along with** 1-2 pictures to your building principal or the Board Office at warrenj@redfordu.k12.mi.us (Title: Brag Book) for inclusion in our Board Brag Book.

Calendar of Events (November 12, 2024 – January 6, 2025)

**Calendar of Events
(November 12, 2024 –
January 6, 2025)**

Beech Elementary School:

November 2024:

11th - 15th: Book Fair
13th: PBIS Celebration
13th -14th: Parent Teacher Conferences
14th: Half-Day - PBIS Celebration
15th: Watch D.O.G.S. Meeting - Hosted at Hilbert
21st: Watch D.O.G.S. Meeting - Hosted at Beech and Virtually
27th - 29th: Thanksgiving Break - District Closed

December 2024:

2nd: School Resumes
12th: Family University - Family Movie Night
17th & 18th: PBIS Pancake Celebration
19th: 4th Grade Music Concert
23rd -31st: Christmas/Winter Break - District Closed

January 2025:

1st - 3rd: Christmas/Winter Break - District Closed
6th: School Resumes

Hilbert Elementary School:

November 2024:

11th - 15th: Book Fair
13th -14th: Parent Teacher Conferences
14th: Half-Day - PBIS Celebration
15th: Watch D.O.G.S. Meeting - Hosted at Hilbert
21st: Watch D.O.G.S. Meeting - Hosted at Beech and Virtually
22nd: Fall Picture Retakes/6th Grade Fieldtrip – The Henry Ford
27th – 29th: Thanksgiving Break - District Closed

December 2024:

2nd: School Resumes
3rd: 6th Grade Fieldtrip Toledo Walleyes
12th: Family University - Family Movie Night
17th & 18th: PBIS Pancake Breakfast
23rd -31st: Christmas/Winter Break - District Closed

January 2025:

1st - 3rd: Christmas/Winter Break - District Closed
6th: School Resumes

Redford Union Junior High School:

November 2024:

11th - 15th: Anti-bullying and Kindness Week
11th: School Resource Officer Presentation to students
15th: Anti-bullying Assembly - Point of Break
26th: Thanksgiving Breakfast
27th - 29th: Thanksgiving Break - District Closed

December 2024:

2nd: School Resumes

9th: Choir Concert
12th: Band Concert
13th: DIA field trip
23rd -31st: Christmas/Winter Break - District Closed
January 2025:
1st - 3rd: Christmas/Winter Break - District Closed
6th: School Resumes

Redford Union High School:

November 2024:
25th: Talent Show @ 7:00 PM
27th - 29th: Thanksgiving Break - District Closed
December 2024:
2nd: School Resumes
12th: Instrumental Music Christmas Concert @ 7:00 PM
18th: Vocal Music Christmas Concert @ 7:00 PM
23rd - 31st: Christmas/Winter Break - District Closed
January 2025:
1st - 3rd: Christmas/Winter Break - District Closed
6th: School Resumes

Keeler Day Treatment Programs:

November 2024:
27th - 29th: Thanksgiving Break - District Closed
December 2024:
2nd: School Resumes
23rd -31st: Christmas/Winter Break - District Closed
January 2025:
1st - 3rd: Christmas/Winter Break - District Closed
6th: School Resumes

Veritas Alternative Education Program:

November 2024:
26th: Thanksgiving Breakfast
27th - 29th: Thanksgiving Break - District Closed
December 2024:
2nd: School Resumes
23rd -31st: Christmas/Winter Break - District Closed
January 2025:
1st - 3rd: Christmas/Winter Break - District Closed
6th: School Resumes

Communication Received by the Board Secretary:

LaKeya Martin, Board Secretary mentioned that she and President Pridemore attended the Michigan Association of School Board (MASB) conference and the met some vendors. One of the vendors reached out to them and she read that

**Communication
Received by the
Board Secretary
LaKeya Martin**

letter aloud. The vendor was Chris Vincent, the Vice President of Business Development a family-owned food service management company based in Minnesota with nearly 400 years of experience. Mrs. Martin said she reached out to him to let him know she would be talking with the President. President Pridemore said she reached out to him as well. Mr. Vincent response was that he would reach out to the Superintendent.

Secretary Martin shared a second communication which was from the Redford Township Election Official Darian Byrd, the Deputy Clerk regarding Mr. McAfee's candidacy not being accepted due to residency requirements.

Secretary Martin also followed back up with Superintendent Witt about a letter that he was going to share with Mike Beltinck, Chief Financial Officer to review and the Board was going to discuss it this month.

Superintendent Witt stated that it was a tax collection issue that did not have anything to do with the District. The District is a party to the action, but there is nothing that the district has to do at this point.

Chief Financial Officer's Communications:

Mike Beltinck, CFO said that they just recently wrapped up our annual audit with Rehmann Audit Firm. The audit will be presented at the regular Board meeting on December 9. He will pull together a summary and commit to getting it to the Board at or around the November Workshop.

**Chief Financial Officer's
Communications,
Mike Beltinck**

Executive Director of Human Resources and Labor Relations Communication:

Judy Nachman, Executive Director of Human Resources and Labor Relations shared an update professional development. This year in an attempt to provide meaningful professional development to all of our district employees. They have done a lot of focus with our teachers, and we are trying to enhance what we offer educational assistance. And this year, Superintendent Witt made a suggestion for our secretary. The support staff from the Central Office are also part of the group. The group is having a book study, reading the book Be Our Guest, perfecting the art of customer service. The model that Disney uses in their training institute and how they provide training to their 150,000 employees, along with many businesses that go to the Disney Institute to receive training on effective customer service. They are reading this book together, and they are taking some of the suggestions and ideas and looking at how we can adapt them in our schools. The principals have been asked to find coverage for our secretaries for about an hour and a half when they meet, because they do think that the work here is important, and they want them to be engaged.

**Executive Director of
Human Resources and
Labor Relations
Communication,
Judy Nachman**

There were questions and answers.

Executive Director of Curriculum & Technology Communications:

**Executive Director of
Curriculum &
Technology,
Kim Crenshaw**

Kim Crenshaw, Executive Director of Curriculum & Technology shared that last week, we had two professional development days for the rest of our staff. As Tamaran Dilliard commented earlier, quite a few of our SEL staff went to a mental health conference. Our Educational Assistants were at a conference that was specifically created for them and some of the things that they deal with on a regular basis. Our teachers spent time looking at data last week. They are excited to meet again as an administrative team to talk through what each building saw. They will be presenting that probably at the December Board meeting or as soon as they have a chance to get everybody back together, because those discussions have just kind of been a taking place over the last few weeks. A lot of our MTSS discussions are based on all of our data, so they need to make sure that all of our teachers are taking the time to look at it and all the data from our students. It was a really beneficial time for all of our teachers. Along with our planning of our best day of school ever, she received a lot of great feedback from staff on one of the surveys and they all seem to really enjoy that planning time that they were able to have on Tuesday of last week.

Consent Agenda:**Consent Agenda**

It was Moved by Member Osowski, Seconded by Member Miller, to approve the consent agenda items as presented below:

Waived the reading and approved October 14, 2024, Regular Meeting Minutes of Redford Union Board of Education as presented.

**October 14, 2024,
Regular Meeting
Minutes**

Waived the reading and approved October 29, 2024, Workshop Meeting Minutes of Redford Union Board of Education as presented.

**October 29, 2024,
Workshop Minutes**

Approved the recommend payment of \$1,693,255.07 for checks dated 10/1/2024 – 10/31/2024.

**Check Register
10/1/2024 –10/31/2024**

Approved the electronic transfers for the month of October 2024 in the amount of \$10,108,075.84.

**Electronic Transfers
for the month of
October 2024**

Approved **NEW HIRES: Non-Certified** as listed below:

1. Arkell Clark/Education Assistant/RUJHS/Effective 10/28/2024

**New Hires: Certified
Arkell Clark
Separations
Suzanne Ledda
Donna Wahlers
Judith Moore**

Approved **SEPARATIONS** as listed below:

1. Suzanne Ledda/ 2nd Grade Teacher/Hilbert Elementary/Resignation/10/25/2024

2. Donna Wahlers/Foods/Keeler ADT & EDT/Retirement/Effective 10/11/2024

3. Judith Moore/Teacher/RUHS/Resignation/Effective 11/12/2024

Yes: 5 No: 0 Motion: Carried

Action Items:

Special Consideration Non-Consent Agenda Action Item(s):

Purchase of Storage for Redford Union Junior High (RUJH) & Redford Union High School (RUHS) Instrumental Music Program:

It was Moved by Member Bailey, Seconded by Member Martin, that the Board of Education at the recommendation of Jasen Witt, Superintendent and Miles Tomasaitis, Director of Buildings, Grounds, Transportation and Security approve the purchase of secure storage units for the RUJHS and RUHS Instrumental Music Program in the total amount of \$38,453.00 which also includes the installation.

Roll Call:

J. Bailey: Yes, L. Dean: ABS, L. Martin: Yes, L. Miller: Yes,
J. Osowski: Yes, E. Pridemore: Yes

Yes: 5 No: 0 Motion: Carried

Superintendent's 2024/2025 School Year Goals:

It was Moved by Member Bailey, Seconded by Member Miller, that the Board of Education at the recommendation of Jasen Witt, Superintendent approve the Superintendent's 2024/2025 School Year Goals as presented.

The Board had a discussion. There were questions and answers.

Secretary Martin asked what is our current process for the MTSS?

Superintendent Witt explained that until last year, we really did not have a cohesive structure and plan in place when it came to MTSS. Last year, he had a goal that was related to developing the plan, and they initially implemented that plan, but this is for the ongoing implementation of that plan and making sure that he is supporting work that is going on at the building levels to make sure that they are putting a consistent, cohesive plan in place when it comes to multi-tiered systems of support, both on the academic side and the social, emotional learning side.

President Pridemore suggested that when the time comes for the Superintendent's evaluation, he could list the dates of the presentations that were provided to the Board in the artifacts section on his self-evaluation, as a reminder or reference.

Trustee Bailey expressed his disagreement with the Superintendent's goals because he believed they lacked measurability.

Action Items:

Purchase of Storage for Redford Union Junior High (RUJH) & Redford Union High School (RUHS) Instrumental Music Program

Superintendent's 2024/2025 School Year Goals

Per Superintendent Witt as he stated previously when he presented the Portrait of a Graduate, he believes that it will set the foundation for the Board to go forward with the Strategic Planning by the following school year. This particular school year, between now and the end of June, it is going to be everything they can do to pull in different stakeholder groups to develop that Portrait of a Graduate.

Roll Call:

J. Bailey: No, L. Dean: ABS, L. Martin: Yes, L. Miller: Yes,
J. Osowski: Yes, E. Pridemore: Yes

Yes: 4 No: 0 Motion: Carried

Items Removed from the Consent Agenda:

None.

**Items Removed
from the Consent
Agenda:**

Call to the Audience: Public Participation Regarding Non-Agenda Items:

None.

**Call to the Audience:
Public Participation
Regarding Non-Agenda
Items:**

Superintendent's Remark:

Superintendent Witt acknowledged the veterans in our community, in our school community and the like, and thanked them all for their service, as well as their families,

Superintendent Witt shared information about a staff Sock Drive event that is going on in each building. The Sock Drive is from November 8 through December 6. The building staff that donates the most socks will receive lunch in January 2025. The Board members are welcome to participate.

**Superintendent's
Remark:**

Board of Education Communication/Discussion:

President Pridemore shared information from Wayne County Association of School Boards. Every year, Wayne County Association of School Boards sets aside some funds to help offset the cost of board members who want to travel to Washington, DC for the National School Board Association. She mentioned that if that is something that a member would be interested in to respond as soon as possible. They will need to know how many people are interested. The deadline to respond is December 6, 2024.

**Board of Education
Communication/
Discussion**

President Pridemore shared that she also was in Lansing for the MASB conference, and she would like for the Board to take some time at a Board Workshop in the near future, for the board members that were able to go to Lansing to share what they saw, what they heard, and what they learned.

Trustee Osowski thanked everyone who participated in the Truck or Treat.

Secretary Martin shared her concerns about what happened with our appointee and that we should vet people prior to their appointment. She asked what will happen to their votes. Is that voice, that vote being stricken?

President Pridemore shared that she spoke with Brad Banasik, Legal Counsel from MASB as soon as she became aware of this matter. He did send her a statute and the statute does say that as a district, we are not required, even in the case of an appointee, to vet candidates. She said it was a mistake. It is literally one block. The difference is one block. Mr. McAfee really did not know. She said she is not sure how many people who live in this township know that there is a little tiny corner that is Clarenceville schools. She was more concerned that it took the Wayne County Clerk this long to discover it.

Superintendent Witt stated that the concerns were noted, and the next time, there is a position to be appointed, there is a process we can go through as a district.

Secretary Martin suggested that the Board make a motion on a different day, possibly at our study session, and talk about this matter further and about putting an actual process in place.

President Pridemore suggested putting a policy in place. She also encouraged the Board to reach out to John McAfee to say thank you for his service on the Board. She also thanked Trustee Bailey for his service to this country as a veteran.

The Board thanked Dr. Bridget Lindsey for her service to this country.

Trustee Bailey shared some historical information on how Clarenceville came to be.

The Board agreed to have the Board vacancy posted this week and hold interviews at the regular board meeting on December 9.

Future Meeting Dates:

**Future Meeting
Dates**

Tuesday, November 19, 2024, Board Workshop – 5:30 PM
MacGowan School (District Meeting Room), 18255 Kinloch, Redford Twp., MI 48240,
(Door #3)

Monday, December 9, 2024, Regular Meeting – 5:30 PM
MacGowan School (District Meeting Room), 18255 Kinloch, Redford Twp., MI 48240,
(Door #3)

Monday, January 13, 2025, Regular Meeting – 5:30 PM
MacGowan School (District Meeting Room), 18255 Kinloch, Redford Twp., MI 48240,
(Door #3)

Adjournment:

Adjournment

It was Moved by Member Osowski , Seconded by Member Martin, to adjourn
the meeting at 7:00 PM.

Yes: 5 No: 0 Motion: Carried

Respectfully Submitted

LaKeya Martin
Secretary
Redford Union Schools
Board of Education