SENATE AMENDMENTS

2nd Printing

By: Giddings, Guillen A BILL TO BE ENTITLED AN ACT relating to indicators of achievement under the public school accountability system. BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS: SECTION 1. Section 39.053(c), Education Code, is amended to read as follows: (c) School districts and campuses must be evaluated based on five domains of indicators of achievement adopted under this section that include: in the first domain, the results of: (1)(A) assessment instruments required Sections 39.023(a), (c), and (l), including the results of assessment instruments required for graduation retaken by a student, aggregated across grade levels by subject area, including: (i) for the performance standard determined by the commissioner under Section 39.0241(a), the percentage of performed satisfactorily on the assessment students who instruments, aggregated across grade levels by subject area; and (ii) for the college readiness performance standard as determined under Section 39.0241, the percentage of who performed satisfactorily on the assessment students instruments, aggregated across grade levels by subject area; and (B) assessment instruments required Section 39.023(b), aggregated across grade levels by subject area, 85R2200 SRS-F 1

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H.B. No. 1500

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1 including the percentage of students who performed satisfactorily 2 on the assessment instruments, as determined by the performance 3 standard adopted by the agency, aggregated across grade levels by 4 subject area;

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(2) in the second domain:

6 (A) for assessment instruments under Subdivision 7 (1)(A):

8 (i) for the performance standard determined 9 by the commissioner under Section 39.0241(a), the percentage of 10 students who met the standard for annual improvement on the 11 assessment instruments, as determined by the commissioner by rule 12 or by the method for measuring annual improvement under Section 13 39.034, aggregated across grade levels by subject area; and

(ii) for the college readiness performance standard as determined under Section 39.0241, the percentage of students who met the standard for annual improvement on the assessment instruments, as determined by the commissioner by rule or by the method for measuring annual improvement under Section 39.034, aggregated across grade levels by subject area; and

(B) for assessment instruments under Subdivision (1)(B), the percentage of students who met the standard for annual improvement on the assessment instruments, as determined by the commissioner by rule or by the method for measuring annual improvement under Section 39.034, aggregated across grade levels by subject area;

(3) in the third domain, the student academicachievement differentials among students from different racial and

1 ethnic groups and socioeconomic backgrounds; in the fourth domain: (4) 2 3 (A) for evaluating the performance of high school campuses and districts that include high school campuses: 4 5 (i) dropout rates, including dropout rates and district completion rates for grade levels 9 through 12, 6 computed in accordance with standards and definitions adopted by 7 8 the National Center for Education Statistics of the United States Department of Education; 9 10 (ii) high school graduation rates, computed in accordance with standards and definitions adopted in compliance 11 12 with the Every Student Succeeds Act [No Child Left Behind Act of 2001] (20 U.S.C. Section 6301 et seq.); 13 14 (iii) the percentage of students who 15 successfully completed the curriculum requirements for the distinguished level of achievement under the foundation high school 16 program; 17 (iv) the percentage 18 of students who 19 successfully completed the curriculum requirements for an endorsement under Section 28.025(c-1); 20 21 (v) the percentage of students who completed a coherent sequence of career and technical courses; 22 23 (vi) the percentage of students who satisfy 24 the Texas Success Initiative (TSI) college readiness benchmarks prescribed by the Texas Higher Education Coordinating Board under 25 26 Section 51.3062(f) on an assessment instrument in reading, writing, mathematics designated by the Higher 27 or Texas Education

1 Coordinating Board under Section 51.3062(c); (vii) the percentage of students who earn 2 3 at least 12 hours of postsecondary credit required for the foundation high school program under Section 28.025 or to earn an 4 5 endorsement under Section 28.025(c-1); 6 (viii) the percentage of students who have 7 completed an advanced placement course; 8 (ix) the percentage of students who enlist in the armed forces of the United States; [and] 9 10 (x) the percentage of students who earn an industry certification; and 11 12 (xi) the percentage of students who earn an 13 associate degree; 14 (B) for evaluating the performance of middle and 15 junior high school and elementary school campuses and districts that include those campuses: 16 17 (i) student attendance; and (ii) for middle and junior high school 18 19 campuses: 20 (a) dropout rates, computed in the manner described by Paragraph (A)(i); and 21 22 (b) the percentage of students in grades seven and eight who receive instruction in preparing for 23 24 high school, college, and a career that includes information regarding the creation of a high school personal graduation plan 25 26 under Section 28.02121, the distinguished level of achievement described by Section 28.025(b-15), each endorsement described by 27

Section 28.025(c-1), college readiness standards, and potential 1 career choices and the education needed to enter those careers; and 2 (C) any additional 3 indicators of student achievement not associated with performance on standardized 4 5 assessment instruments determined appropriate for consideration by the commissioner in consultation with educators, parents, business 6 7 and industry representatives, and employers; and

8 (5) in the fifth domain, three programs or specific 9 categories of performance related to community and student 10 engagement locally selected and evaluated as provided by Section 11 39.0546.

SECTION 2. This Act applies beginning with the 2017-2018 school year.

14 SECTION 3. This Act takes effect immediately if it receives 15 a vote of two-thirds of all the members elected to each house, as 16 provided by Section 39, Article III, Texas Constitution. If this 17 Act does not receive the vote necessary for immediate effect, this 18 Act takes effect September 1, 2017.



Bv: .B. No. 1500 : Substitute

<u>Н</u>.в. No. <u>(500</u>

C.S.<u>H</u>.B. No. (500

A BILL TO BE ENTITLED

1 AN ACT 2 relating to the public school accountability system. 3 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS: 4 SECTION 1. Section 39.053, Education Code, is amended by 5 amending Subsection (c) and adding Subsections (c-4) and (q-3) to read as follows: 6 7 (c) School districts and campuses must be evaluated based on 8 five domains of indicators of achievement adopted under this 9 section that include: 10 (1) in the first domain, the results of: (A) assessment instruments required under 11 12 Sections 39.023(a), (c), and (l), including the results of 13 assessment instruments required for graduation retaken by a 14 student, aggregated across grade levels by subject area, including: 15 (i) for the performance standard determined by the commissioner under Section 39.0241(a), the percentage of 16 17 students who performed satisfactorily on the assessment instruments, aggregated across grade levels by subject area; and 18 19 (ii) for the college readiness performance 20 standard as determined under Section 39.0241, the percentage of students who performed satisfactorily on the assessment 21 22 instruments, aggregated across grade levels by subject area; and (B) assessment instruments required under 23

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Section 39.023(b), aggregated across grade levels by subject area,

1 including the percentage of students who performed satisfactorily 2 on the assessment instruments, as determined by the performance 3 standard adopted by the agency, aggregated across grade levels by 4 subject area;

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(2) in the second domain:

6 (A) for assessment instruments under Subdivision7 (1)(A):

8 (i) for the performance standard determined 9 by the commissioner under Section 39.0241(a), the percentage of 10 students who met the standard for annual improvement on the 11 assessment instruments, as determined by the commissioner by rule 12 or by the method for measuring annual improvement under Section 13 39.034, aggregated across grade levels by subject area; and

(ii) for the college readiness performance standard as determined under Section 39.0241, the percentage of students who met the standard for annual improvement on the assessment instruments, as determined by the commissioner by rule or by the method for measuring annual improvement under Section 39.034, aggregated across grade levels by subject area; and

(B) for assessment instruments under Subdivision (1)(B), the percentage of students who met the standard for annual improvement on the assessment instruments, as determined by the commissioner by rule or by the method for measuring annual improvement under Section 39.034, aggregated across grade levels by subject area;

(3) in the third domain, the student academicachievement differentials among students from different racial and

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1 ethnic groups and socioeconomic backgrounds; 2 (4) in the fourth domain: 3 (A) for evaluating the performance of high school campuses and districts that include high school campuses: 4 5 (i) dropout rates, including dropout rates and district completion rates for grade levels 9 through 12, 6 7 computed in accordance with standards and definitions adopted by 8 the National Center for Education Statistics of the United States 9 Department of Education; 10 (ii) high school graduation rates, computed in accordance with standards and definitions adopted in compliance 11 with the Every Student Succeeds Act [No Child Left Behind Act of 12 2001] (20 U.S.C. Section 6301 et seq.); 13 14 (iii) the percentage of students who 15 successfully completed the curriculum requirements for the distinguished level of achievement under the foundation high school 16 17 program; 18 (iv) the percentage of students who 19 successfully completed the curriculum requirements for an 20 endorsement under Section 28.025(c-1); 21 (v) the percentage of students who completed a coherent sequence of career and technical courses; 22 23 (vi) the percentage of students who satisfy 24 the Texas Success Initiative (TSI) college readiness benchmarks 25 prescribed by the Texas Higher Education Coordinating Board under Section 51.3062(f) on an assessment instrument in reading, writing, 26 27 mathematics designated by the Texas Higher Education or

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Coordinating Board under Section 51.3062(c); 1 2 (vii) the percentage of students who earn at least 12 hours of postsecondary credit required for the 3 foundation high school program under Section 28.025 or to earn an 4 5 endorsement under Section 28.025(c-1); 6 (viii) the percentage of students who have 7 completed an advanced placement or international baccalaureate 8 course; 9 (ix) the percentage of students who enlist 10 in the armed forces of the United States; [and] 11 (x) the percentage of students who earn an 12 industry certification; 13 (xi) the percentage of students who successfully completed an OnRamps dual enrollment course; 14 15 (xii) the percentage of students who have received credit by examination; 16 17 (xiii) the percentage of students who have been promoted to higher grade levels than the grade levels to which 18 19 the students would ordinarily be assigned; 20 (xiv) the percentage of students who have earned a diploma after not more than three years of high school 21 attendance; and 22 23 (xv) the percentage of students who earn an 24 associate degree; 25 (B) for evaluating the performance of middle and 26 junior high school and elementary school campuses and districts 27 that include those campuses:

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1 (i) student attendance; [and] 2 (ii) for middle and junior high school 3 campuses: 4 (a) dropout rates, computed in the manner described by Paragraph (A)(i); [and] 5 6 (b) the percentage of students in grades seven and eight who receive instruction in preparing for 7 8 high school, college, and a career that includes information 9 regarding the creation of a high school personal graduation plan 10 under Section 28.02121, the distinguished level of achievement 11 described by Section 28.025(b-15), each endorsement described by Section 28.025(c-1), college readiness standards, and potential 12 career choices and the education needed to enter those careers; and 13 14 (c) the percentage of students in 15 grades seven and eight who complete a pre-advanced placement course 16 or pre-international baccalaureate course; and 17 (iii) the percentage of students who participate in a University Interscholastic League A+ academic 18 19 event; and 20 (C) any additional indicators of student achievement not associated with performance on standardized 21 22 assessment instruments determined appropriate for consideration by 23 the commissioner in consultation with educators, parents, business 24 and industry representatives, and employers; and 25 (5) in the fifth domain, three programs or specific 26 categories of performance related to community and student engagement locally selected and evaluated as provided by Section 27

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1 39.0546.

2 (c-4) For purposes of evaluating the performance of a
3 district or campus under Subsection (c), the commissioner shall
4 determine a method by which the performance of a student is
5 attributed greater weight for each school year a student has been
6 continuously enrolled in the school district or at the campus, as
7 applicable.
8 (g-3) The commissioner shall adopt rules for computing the

8 <u>(g-3) The commissioner shall adopt rules for computing the</u> 9 percentage of students participating in a University 10 <u>Interscholastic League A+ academic event under Subsection</u> 11 <u>(c)(4)(B)(iii).</u>

SECTION 2. Section 39.107, Education Code, is amended by adding Subsections (b-10), (b-11), and (b-12) to read as follows:

14 (b-10) Not later than June 15 of each year, the commissioner 15 shall, in writing, either approve or reject any campus turnaround 16 plan prepared and submitted to the commissioner by a district. If 17 the commissioner rejects a campus turnaround plan, the commissioner 18 must also send the district an outline of the specific concerns 19 regarding the turnaround plan that resulted in the rejection.

20 (b-11) If the commissioner rejects a campus turnaround 21 plan, the district must create a modified plan with assistance from 22 agency staff and submit the modified plan to the commissioner for 23 approval not later than August 15. The commissioner shall notify 24 the district in writing of the commissioner's decision regarding 25 the modified plan not later than September 1.

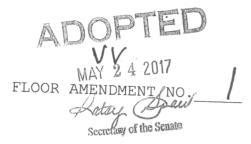
26 (b-12) If the agency assists or offers assistance to a 27 district in modifying a campus turnaround plan following a

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1	rejection under Subsection (b-10), the agency may not recommend or
2	require participation by the district in any of the following:
3	(1) general workshops for the board of trustees of the
4	district;
5	(2) the use of fidelity instruments as part of the
6	campus turnaround plan; or
7	(3) any other initiative that does not directly relate
8	to a concern raised in regard to the rejected campus turnaround plan
9	that was identified by the commissioner under Subsection (b-10).
10	SECTION 3. This Act applies beginning with the 2017-2018
11	school year.
12	SECTION 4. This Act takes effect immediately if it receives
13	a vote of two-thirds of all the members elected to each house, as
14	provided by Section 39, Article III, Texas Constitution. If this

15 Act does not receive the vote necessary for immediate effect, this 16 Act takes effect September 1, 2017.

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Amend C.S.H.B. No. 1500 (senate committee printing) by 1 striking SECTION 2 of the bill, amending Section 39.107, 2 Education Code (page 3, lines 36-60) and substituting the 3 4 following: 5 SECTION 2. Section 39.107, Education Code, is amended by adding Subsections (b-10) and (b-11) to read as follows: 6 7 (b-10) Not later than June 15 of each year, the commissioner shall, in writing, either approve or reject any 8 campus turnaround plan prepared and submitted to 9 the commissioner by a district. If the commissioner rejects a campus 10 turnaround plan, the commissioner must also send the district an 11 outline of the specific concerns regarding the turnaround plan 12 that resulted in the rejection. 13 14 (b-11) If the commissioner rejects a campus turnaround plan, the district must create a modified plan with assistance 15 from agency staff and submit the modified plan to the 16 commissioner for approval not later than the 60th day after the 17 date the commissioner rejects the campus turnaround plan. The 18 commissioner shall notify the district in writing of the 19 commissioner's decision regarding the modified plan not later 20 than the 15th day after the date the commissioner receives the 21 22 modified plan.



Amend C.S.H.B. No. 1500 (senate committee report) in SECTION 1 of the bill, in amended Section 39.053(c), Education Code (page 2, 3 line 34), between "technical" and "courses", by inserting "<u>or fine</u> 4 <u>arts</u>".

ADOPTED

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FLOOR AMENDMENT NO.

Amend H.B. 1500 (senate committee printing) by adding the following appropriately numbered SECTIONS to the bill and renumbering SECTIONS of the bill accordingly:

SECTION ____. Sections 39.053(b), Education Code, is amended to read as follows:

(b) Performance on the achievement indicators adopted under Subsections (c)(1)-(4) shall be compared to state-established standards. <u>To the extent feasible, the</u> [The] indicators <u>should</u> <u>allow for disaggregation</u> [must be based on information that is <u>disaggregated</u>] by race, ethnicity, and socioeconomic status.

SECTION _____. Sections 39.054(a), (a-1), and (a-3), Education Code, as effective September 1, 2017, are amended to read as follows:

(a) The commissioner shall adopt rules to evaluate school district and campus performance and assign each district and campus an overall performance rating of A, B, C, D, or F. In addition to the overall performance rating, the commissioner shall assign each district and campus a separate domain performance rating of A, B, C, D, or F for each <u>applicable</u> domain under Sections 39.053(c)(1)-(4). An overall or domain performance rating of A reflects exemplary performance. An overall or domain performance rating of B reflects recognized performance. An overall or domain performance at a needs improvement. An overall or domain performance rating of $[\Theta r]$ F reflects unacceptable performance. A district may not receive an overall or domain performance rating of A district may not receive an overall or domain performance rating of A district includes

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any campus with a corresponding overall or domain performance rating of [D or] F. A reference in law to an acceptable rating or acceptable performance includes an overall or domain performance rating of A, B, [or] C, or D or performance that is exemplary, recognized, or acceptable <u>or needs</u> improvement [performance].

(a-1) <u>In</u> [For purposes of] assigning [an overall] performance ratings [rating] under Subsection (a), the commissioner may adjust the overall performance rating of a district or campus if the performance of the district or campus under the indicators described by Section 39.053(c), based on information disaggregated by race, ethnicity, socioeconomic status, or other factors, does not meet standards established by the commissioner. The <u>commissioner</u> shall attribute:

[(1) 55 percent of the performance evaluation to the achievement indicators for the first, second, and third domains under Sections 39.053(c)(1)-(3);

[(2) for middle and junior—high school and elementary campuses and districts that include only those campuses, 35 percent of the performance evaluation to the applicable achievement indicators for the fourth domain under Section 39.053(c)(4);

[(3) for high school campuses and districts that include those campuses:

[(A) 10 percent of the performance evaluation to the high school graduation rate achievement indicator described by Section 39.053(c)(4)(A)(ii); and

[(B) 25 percent to the remaining applicable achievement indicators for the fourth domain under Section 39.053(c)(4); and

[(4) 10 percent of the performance evaluation to the

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locally selected and evaluated achievement indicators provided for under the fifth domain under Section 39.053(c)(5)].

(a-3) Not later than August 15 of each year, the performance ratings of each district and campus shall be made publicly available as provided by rules adopted under this section. [If a district or campus received an overall or domain performance rating of D or F for the preceding school year, the commissioner shall notify the district of a subsequent such designation on or before June 15.]

(2) SECTION ____. Section 39.054(a-1)(1), Education Code, is amended to read as follows:

(1) an overall performance rating for a district or campus under Subsection (a), the commissioner shall:

(A) consider either the district's or campus's performance rating under the student achievement domain under Section 39.053(c)(1) or the school performance domain under Section 39.053(c)(2), whichever performance rating is higher, unless the district or campus received a performance rating of F in either domain, in which case the district or campus may not be assigned an overall performance rating higher than a B; and

(B) attribute not less than 20 percent of the performance rating to the school climate domain under Section 39.053(c)(3) if the district or campus has received a performance rating of C or higher for the other two domains; and

(3) Add the following appropriately numbered SECTIONS to the bill and renumber subsequent SECTIONS of the bill accordingly:

SECTION ____. Section 12A.001(b), Education Code, is amended to read as follows:

(b) A school district is eligible for designation as a

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district of innovation only if the district's most recent <u>overall</u> performance rating under Section 39.054 <u>is exemplary, recognized,</u> <u>or acceptable as reflected by an overall</u> [reflects at least acceptable] performance <u>rating of A, B, or C</u>.

SECTION _____. Section 12A.001(b), Education Code, as amended by this Act, applies only to a school district designated as a district of innovation on or after the effective date of this Act.

SECTION _____. Subchapter E, Chapter 39, Education Code, is amended by adding Section 39.101 to read as follows:

Sec. 39.101. NEEDS IMPROVEMENT RATING. (a) Notwithstanding any other law, if a school district or campus is assigned an overall or domain performance rating of D:

(1) the commissioner shall order the district or campus to develop and implement a targeted improvement plan approved by the board of trustees of the district; and

(2) the interventions and sanctions provided by this subchapter based on failure to satisfy performance standards under Section 39.054(e) apply to the district or campus only as provided by this section.

(b) The interventions and sanctions provided by this subchapter based on failure to satisfy performance standards under Section 39.054(e) apply to a district or campus ordered to develop and implement a targeted improvement plan under Subsection (a) only if the district or campus is assigned an overall or domain performance rating of F, including the assignment of a performance rating of F in the manner provided by Subsection (c) or (d).

(c) If a school district or campus is assigned an overall performance rating of D for two consecutive school years after the district or campus is ordered to develop and implement a targeted improvement plan under Subsection (a), the commissioner shall assign that district or campus an overall performance rating of F for the following school year unless, based on the performance of the district or campus in that following school year, the commissioner determines that the district or campus should be assigned a performance rating of C or higher.

(d) If a district or campus is assigned a domain performance rating of D for the same domain for two consecutive school years after the district or campus is ordered to develop and implement a targeted improvement plan under Subsection (a), the commissioner shall assign that district or campus a domain performance rating of F for that domain for the following school year unless, based on the performance of the district or campus in that following school year, the commissioner determines the district or campus should be assigned a performance rating of C or higher in that domain.

(e) The commissioner shall adopt rules as necessary to implement this section.

FISCAL NOTE, 85TH LEGISLATIVE REGULAR SESSION

May 25, 2017

TO: Honorable Joe Straus, Speaker of the House, House of Representatives

FROM: Ursula Parks, Director, Legislative Budget Board

IN RE: HB1500 by Giddings (Relating to the public school accountability system.), As Passed 2nd House

No significant fiscal implication to the State is anticipated.

The bill would expand the components of Domain 4 of the Texas public school accountability system.

The bill also would require the Commissioner of Education to approve or reject any campus turnaround plan in writing. If the plan is rejected, the commissioner would be required to send the district an outline of the specific concerns regarding the turnaround plan that resulted in the rejection. A district receiving a rejected plan would have to create a modified plan with assistance from TEA staff.

The bill requires a district or campus that receives a performance rating of D to implement a targeted improvement plan.

The bill would take effect September 1, 2017, or immediately if passed with the necessary voting margins, and would apply beginning with school year 2017-18.

The Texas Education Agency reports that the bill can be implemented with existing resources.

Local Government Impact

Districts would need to create an administrative process to collect data on the new components. The costs associated with this requirement would vary by district.

TEA estimates a minimal local impact to implement the campus turnaround plan requirements, as districts are currently required to take action to address campus improvement plans. This bill would limit or eliminate interventions at some districts.

Source Agencies: 701 Texas Education Agency, 781 Higher Education Coordinating Board **LBB Staff:** UP, SL, THo, AM, AW

FISCAL NOTE, 85TH LEGISLATIVE REGULAR SESSION

May 23, 2017

TO: Honorable Larry Taylor, Chair, Senate Committee on Education

FROM: Ursula Parks, Director, Legislative Budget Board

IN RE: HB1500 by Giddings (Relating to the public school accountability system.), Committee Report 2nd House, Substituted

No significant fiscal implication to the State is anticipated.

The bill would expand the components of Domain 4 of the Texas public school accountability system.

The bill also would require the Commissioner of Education to approve or reject any campus turnaround plan in writing. If the plan is rejected, the commissioner would be required to send the district an outline of the specific concerns regarding the turnaround plan that resulted in the rejection. A district receiving a rejected plan would have to create a modified plan with assistance from TEA staff.

The bill would take effect September 1, 2017, or immediately if passed with the necessary voting margins, and would apply beginning with school year 2017-18.

The Texas Education Agency reports that the bill can be implemented with existing resources.

Local Government Impact

Districts would need to create an administrative process to collect data on the new components. The costs associated with this requirement would vary by district.

TEA estimates a minimal local impact to implement the campus turnaround plan requirements, as districts are currently required to take action to address campus improvement plans. This bill would limit or eliminate interventions at some districts.

Source Agencies: 701 Texas Education Agency, 781 Higher Education Coordinating Board **LBB Staff:** UP, SL, THo, AM, AW

FISCAL NOTE, 85TH LEGISLATIVE REGULAR SESSION

May 9, 2017

TO: Honorable Larry Taylor, Chair, Senate Committee on Education

FROM: Ursula Parks, Director, Legislative Budget Board

IN RE: HB1500 by Giddings (Relating to indicators of achievement under the public school accountability system.), **As Engrossed**

No significant fiscal implication to the State is anticipated.

The bill's provisions would expand the components of Domain 4 of the Texas public school accountability system to include the percentage of students who earn an associate degree.

The bill would take effect September 1, 2017, or immediately if passed with the necessary voting margins, and would apply beginning with school year 2017-18.

Local Government Impact

Districts would need to create an administrative process to work with local colleges to collect and report data on students who earn an associate degree. The costs associated with this requirement would vary by district.

Source Agencies: 701 Texas Education Agency, 781 Higher Education Coordinating Board **LBB Staff:** UP, THo, AM, SL, AW

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FISCAL NOTE, 85TH LEGISLATIVE REGULAR SESSION

March 18, 2017

TO: Honorable Dan Huberty, Chair, House Committee on Public Education

FROM: Ursula Parks, Director, Legislative Budget Board

IN RE: HB1500 by Giddings (Relating to indicators of achievement under the public school accountability system.), **As Introduced**

No significant fiscal implication to the State is anticipated.

The bill's provisions would expand the components of Domain 4 of the Texas public school accountability system to include the percentage of students who earn an associate degree.

The bill would take effect September 1, 2017, or immediately if passed with the necessary voting margins, and would apply beginning with school year 2017-18.

Local Government Impact

. . . .

Districts would need to create an administrative process to work with local colleges to collect and report data on students who earn an associate degree. The costs associated with this requirement would vary by district.

Source Agencies: 701 Texas Education Agency, 781 Higher Education Coordinating Board **LBB Staff:** UP, THo, AM, SL, AW