

- 3. Recruit and retain highly qualified employees
 - 3.1 Develop a plan with the Employee Resource Group (ERG) to recruit, hire, and retain highly qualified, talented, and diverse employees, and review the plan with community members.
 - 3.2 Implement professional development focused on Diversity, Equity, and Inclusion.
- 4. Maintain efficient and effective operations
 - 4.1 Identify cost-saving opportunities, and develop a system or process to provide increased transparency about the financial and budget information.
 - 4.2 Continue construction/modernization projects according to the General Obligation Bond Implementation Plan (Measure S).
 - 4.3 Develop a long-term facilities maintenance plan to ensure our school facilities are and will be cared for appropriately.
 - 4.4 Develop a