

supervision and instructional leadership a developmental approach 7th edition

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Understanding effective supervision and instructional leadership is vital for fostering a positive and productive educational environment. The 7th edition of Supervision and Instructional Leadership: A Developmental Approach provides educators, administrators, and aspiring leaders with comprehensive insights into the principles and practices necessary to promote continuous improvement in schools. This book emphasizes a developmental perspective, recognizing that leadership is a dynamic process tailored to the evolving needs of teachers and students. In this article, we explore the core concepts, strategies, and applications presented in the 7th edition, highlighting how a developmental approach enhances instructional effectiveness and teacher growth.

Overview of Supervision and Instructional Leadership

Supervision and instructional leadership are foundational elements that directly influence teaching quality and student achievement. The 7th edition emphasizes that effective supervision is not merely oversight but a collaborative process aimed at professional development and instructional improvement.

Core Principles of the Developmental Approach

The developmental approach to supervision and leadership is grounded in several key principles:

- Growth-Oriented:** Focuses on fostering continuous professional development tailored to individual teachers' needs.
- Collaborative:** Encourages shared decision-making and mutual respect between supervisors and teachers.
- Contextualized:** Recognizes the unique environment, culture, and challenges of each school setting.
- Reflective:** Promotes self-assessment and critical reflection as tools for improvement.

This approach underscores that effective supervision adapts to the developmental stages of teachers, from novice to expert, ensuring targeted support and growth.

Developmental Levels of Teachers

A central concept in the 7th edition is understanding teachers' developmental stages to tailor supervision strategies effectively. The book delineates four primary levels:

- Novice Teachers** Require explicit guidance, structured feedback, and clear expectations. Benefit from modeling, coaching, and close supervision.
- Advanced Beginners** Start developing their own instructional style. Need opportunities for experimentation with ongoing feedback.
- Competent Teachers** Can plan and execute lessons independently. Benefit from collaborative problem-solving and leadership roles.
- Expert Teachers** Demonstrate deep understanding and innovative practices. Serve as mentors and leaders within their schools.

By recognizing these levels, supervisors can design developmental interventions that are appropriate, respectful, and effective.

Strategies for Effective Supervision and Instructional Leadership

The 7th edition offers a variety of strategies that align with the developmental approach to foster teacher growth and improve instruction.

- Observation and Feedback**
 - Conduct Structured Observations:** Use standardized protocols to gather consistent data.
 - Provide Constructive Feedback:** Focus on strengths and areas for growth, using specific examples.
- Encourage Self-Assessment:** Promote reflective practices for teachers to evaluate their own teaching.
- Collaborative Planning** Engage teachers in curriculum and lesson

planning. Use co-teaching and peer review to enhance instructional strategies. 3

3. Professional Development Opportunities Offer workshops tailored to developmental levels. 1. Encourage participation in professional learning communities (PLCs). 2. Support ongoing coaching and mentoring programs. 3. 4. Data-Driven Decision Making Utilize student performance data to inform instruction. Set measurable goals aligned with student needs. 5. Cultivating a Supportive School Culture Promote trust, respect, and open communication. Recognize achievements and provide encouragement. Address challenges collaboratively, fostering shared responsibility. These strategies foster an environment where teachers feel supported and empowered to improve their instructional practices.

The Role of the Supervisor as a Developmental Leader In the developmental approach, supervisors play a multifaceted role that extends beyond administrative oversight. The 7th edition emphasizes that effective instructional leaders:

- Act as Coaches: Providing ongoing, personalized support to teachers.
- 1. Facilitate Professional Growth: Creating opportunities for learning and 2. reflection.
- Build Trust and Rapport: Establishing respectful relationships to encourage open 3. dialogue.
- Model Best Practices: Demonstrating effective instructional techniques.
- 4. Manage Change: Guiding teachers through curriculum updates and educational 5. reforms.

By adopting these roles, supervisors become catalysts for sustainable improvement and foster a culture of continuous development.

Challenges and Solutions in Developmental Supervision Implementing a developmental approach is not without challenges. The 7th edition discusses common obstacles and strategies to overcome them.

4 Challenges

- Resistance to Feedback: Teachers may feel defensive or undervalue supervision.
- Time Constraints: Limited time for observations, coaching, and collaboration.
- Varied Developmental Levels: Differentiating support for diverse teachers can be complex.
- Institutional Resistance: Organizational policies may favor traditional supervision models.

Solutions

- Build trust through consistent, respectful communication.
- 1. Prioritize professional development as a core school value.
- 2. Employ flexible supervision models that adapt to teachers' developmental stages.
- 3. Advocate for policies that support ongoing teacher growth and collaborative 4. supervision.

Addressing these challenges is essential for creating an environment where developmental supervision can thrive.

Conclusion Supervision and Instructional Leadership: A Developmental Approach (7th Edition) offers a comprehensive framework for fostering professional growth and instructional excellence. Its emphasis on understanding teachers' developmental stages, employing collaborative strategies, and cultivating supportive leadership creates a foundation for sustainable school improvement. By integrating these principles, educational leaders can build resilient, reflective, and innovative teaching communities that ultimately enhance student learning outcomes. Embracing a developmental perspective ensures that supervision is not merely evaluative but transformative, empowering teachers to reach their full potential and fostering a culture of continuous growth within schools.

Question Answer What are the key principles of supervision and instructional leadership outlined in the 7th edition of 'A Developmental Approach'? The 7th edition emphasizes collaborative, reflective, and growth-oriented principles, focusing on developing teachers' capacities through supportive supervision, fostering professional development, and aligning instructional practices with student learning needs. How does the developmental approach in supervision differ from traditional models? The developmental approach emphasizes personalized support, recognizing teachers' varying skill levels and growth stages, and promotes ongoing

professional development through mentorship and reflective practices, unlike traditional models that often focus on evaluation and compliance. 5 What strategies are recommended for effective instructional leadership in the developmental framework? Strategies include establishing a shared vision, providing constructive feedback, coaching, facilitating collaborative learning communities, and engaging in continuous professional growth to improve instructional quality. How can supervisors foster a culture of continuous improvement according to the 7th edition? Supervisors can foster continuous improvement by setting clear goals, encouraging reflective practice, supporting experimentation with new teaching methods, and creating a safe environment for professional dialogue and feedback. What role does data play in developmental supervision and instructional leadership? Data is used to inform instructional decisions, identify areas for growth, monitor progress, and tailor support to teachers' developmental needs, thereby promoting evidence-based practices. How does the 7th edition address the challenges of supervising experienced teachers? It advocates for differentiated supervision strategies that respect teachers' expertise, promotes peer collaboration, and emphasizes facilitating reflective dialogue to support ongoing professional growth among experienced educators. In what ways does the developmental approach support teacher retention and job satisfaction? By providing personalized support, recognizing teachers' strengths, fostering professional growth, and creating a collaborative environment, the developmental approach enhances teacher motivation, job satisfaction, and retention. Supervision and Instructional Leadership: A Developmental Approach 7th Edition offers a comprehensive framework for understanding how supervisors and instructional leaders can foster effective teaching and learning environments. This seminal work emphasizes the importance of a developmental perspective—viewing leadership not just as a set of skills but as a dynamic process that evolves alongside educators and organizational needs. In this guide, we will explore the core concepts, practical applications, and critical insights from the 7th edition, helping educators and administrators leverage supervision and instructional leadership to promote continuous improvement and student success. --- Understanding Supervision and Instructional Leadership Supervision and instructional leadership are foundational elements within educational organizations, influencing teacher performance, student outcomes, and overall school culture. While often used interchangeably, they encompass distinct yet interconnected roles. Defining Supervision Supervision traditionally refers to the process of overseeing teachers' work to ensure instructional quality and adherence to educational standards. It involves monitoring, evaluating, and providing feedback to improve teaching practices. Defining Instructional Leadership Instructional leadership extends beyond supervision, emphasizing a proactive approach where leaders influence curriculum design, professional development, and school climate. Instructional leaders shape the educational vision and foster an environment conducive to learning. --- The Developmental Approach: A Paradigm Shift The developmental approach to supervision and instructional leadership recognizes that effective leadership is not static but evolves through stages aligned with teachers' readiness, skills, and confidence levels. This perspective encourages leaders to tailor their strategies to meet teachers where they are in their professional growth. Core Principles of the Developmental Approach - Growth-Oriented: Focuses on fostering continuous development rather than merely evaluating performance. -

Supportive: Provides resources, mentorship, and guidance tailored to individual needs. - Collaborative: Encourages shared decision-making and reflective practice. - Flexible: Adapts supervisory and leadership strategies as teachers' competence increases. --- Key Components of Supervision and Instructional Leadership (7th Edition) The 7th edition delineates several critical components that underpin effective supervision and instructional leadership within a developmental framework. 1. Clinical Supervision This model emphasizes a collaborative, reflective process where supervisors work closely with teachers to analyze instructional practices and student learning outcomes. It involves cycles of planning, observation, analysis, and feedback. 2. Professional Development Aligning supervision with ongoing professional learning ensures teachers acquire new skills and refine existing ones. The developmental approach advocates for differentiated professional development that matches teachers' developmental stages. 3. Data-Informed Decision Making Effective leaders utilize data from classroom observations, student assessments, and other sources to inform instructional practices and identify areas for growth. 4. Building a Collaborative Culture Supervisors and leaders should cultivate an environment where teachers feel valued, supported, and motivated to improve collaboratively. 5. Reflective Practice Encouraging teachers to critically analyze their teaching strategies fosters self-awareness and professional growth. --- Practical Strategies for Supervisors and Instructional Leaders Applying a developmental approach requires intentional strategies tailored to teachers' evolving needs. Below are some practical methods derived from the 7th edition. Differentiated Supervision - Novice Teachers: Offer frequent, structured feedback, mentoring, and modeling. - Experienced Teachers: Provide autonomy, opportunities for collaborative planning, and leadership roles. - Highly Experienced Teachers: Focus on innovation, peer coaching, and contributing to school-wide initiatives. Coaching and Mentoring - Engage in joint lesson planning and classroom observations. - Use open-ended questions to promote reflection. - Set achievable goals aligned with teachers' developmental stages. Modeling and Demonstration - Demonstrate effective teaching strategies. - Offer resources and materials to support practice. Professional Learning Communities (PLCs) - Facilitate regular meetings focused on shared inquiry, data analysis, and best practices. - Promote peer feedback and collective problem-solving. Feedback and Reflection - Provide timely, specific, and constructive feedback. - Encourage teachers to reflect on their practice regularly. --- Challenges and Solutions in Implementing a Supervision And Instructional Leadership A Developmental Approach 7th Edition 7 Developmental Approach While the developmental approach offers numerous benefits, it also presents challenges that leaders must navigate. Common Challenges - Resistance to change or evaluation anxiety among teachers. - Balancing accountability with support. - Time constraints for meaningful supervision. - Ensuring consistency across different developmental stages. Potential Solutions - Foster a trustful, non-judgmental environment. - Clarify the purpose and benefits of developmental supervision. - Allocate dedicated time for observation and coaching. - Provide ongoing training for supervisors to adapt their strategies. --- Measuring Success in Developmental Supervision and Leadership Evaluation is essential to ensure that supervisory and leadership practices effectively support teacher growth and student achievement. Indicators of Success - Improved instructional practices. - Increased teacher confidence and autonomy. - Enhanced student engagement and learning outcomes. - Stronger collaborative culture among staff. - Growth in professional competencies over time. Tools and Methods -

Classroom observation checklists aligned with developmental stages. - Teacher self- assessment surveys. - Student performance data analysis. - Feedback from teachers regarding supervision processes. --- The Impact of a Developmental Approach on School Culture Implementing supervision and instructional leadership through a developmental lens can significantly transform school culture. - Promotes Trust and Openness: Teachers are more receptive to feedback when they perceive leadership as supportive. - Encourages Risk-Taking: A growth-oriented environment fosters innovation and experimentation. - Builds Capacity: Teachers develop self-efficacy and leadership skills. - Supports Equity: Differentiated strategies ensure that all teachers, regardless of experience, receive appropriate support. --- Conclusion: Moving Toward Effective, Developmental Leadership Supervision and Instructional Leadership: A Developmental Approach 7th Edition underscores the importance of adaptive, growth-centered leadership practices. By recognizing teachers' developmental stages and providing tailored support, leaders can cultivate a vibrant, effective educational environment. Embracing this approach requires patience, flexibility, and a commitment to continuous learning—both for teachers and leaders. As schools strive for excellence, a developmental perspective ensures that supervision and leadership remain responsive, empowering educators to achieve their full potential and, ultimately, improve student success. --- In summary, effective supervision and instructional leadership hinge on understanding the developmental needs of teachers and adopting strategies that nurture growth. This approach not only enhances instructional quality but also fosters a positive, collaborative school culture that benefits everyone involved. supervision, instructional leadership, developmental approach, educational leadership, teacher development, classroom management, leadership strategies, professional development, school administration, educational supervision

Instructional LeadershipInstructional LeadershipInstructional Leadership for School ImprovementSuperVision and Instructional LeadershipInstructional LeadershipInstructional LeadershipThe Instructional Leadership ToolboxInstructional LeadershipInstructional Leadership in the Content AreasInstructional LeadershipLeadership in InstructionFinding the Time for Instructional LeadershipHow Leadership WorksInstructional LeadershipKeeping the Leadership in Instructional LeadershipLeading for Powerful LearningThe Principal's Playbook on Instructional Leadership:Trust as the Core of Instructional LeadershipLearning-Focused Leadership in ActionInstructional Leadership Anita Woolfolk Hoy Peter M. DeWitt Sally J. Zepeda Carl D. Glickman Creating Change Anita Woolfolk Hoy Sandra Lee Gup-ton Anita Woolfolk Jo Beth Jimerson Wilma F. Smith National Education Association of the United States. Department of Supervisors and Directors of Instruction. Commission on Instructional Leadership John C. Leonard Cathy Lassiter William Greenfield Linda L. Carrier Kevin Fahey Josh McLaurin Ed. D. NBCT Delia E. Racines Michael S. Knapp Samuel E. Krug Instructional Leadership Instructional Leadership Instructional Leadership for School Improvement SuperVision and Instructional Leadership Instructional Leadership Instructional Leadership The Instructional Leadership Toolbox Instructional Leadership Instructional Leadership in the Content Areas Instructional Leadership Leadership in Instruction Finding the Time for Instructional Leadership How Leadership Works Instructional Leadership Keeping the Leadership in Instructional Leadership Leading for Powerful

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this text goes beyond traditional leadership or supervision books and assumes that teachers and principals must work as colleagues to improve teaching and learning in schools this is the first text of its kind written for principals and other instructional leaders to help them understand current theories of teaching and learning as well as the practical curriculum applications of these perspectives the greatest strength of the woolfolk hoy text is the focus on instruction and developing leaders devoted to nurturing learner centered campuses and classrooms dr steve jenkins university of texas of the permian basin this text provides my students with a base of knowledge regarding exemplary instructional strategies as well as an illustration of what constitutes good teaching robert j supku rider university new to this edition new feature a principal s perspective describes the experiences of an actual principal in dealing with a problem of practice related to the ideas and concepts of that particular chapter new point counterpoints have been added to each chapter to illustrate the complexity of the issues facing instructional leaders new research over 200 new studies and analyses enrich the examination of the crucial topics in this text new coverage of nclb the impact of recent legislation is discussed throughout the text new standards matrix connects chapter content with the isllc standards for easy reference please visit our educational leadership supersite at ablongman.com/edleadership for additional course materials

bridge the gap between good intentions and real results instructional leadership is one of the most researched and discussed leadership practices but most school leaders don t know where to begin or how to balance this role with all of their other responsibilities peter dewitt s instructional leadership provides practical tools for delivering lasting improvement through small manageable changes over time this step by step how to guide presents the six driving forces of instructional leadership implementation focus on learning student engagement instructional strategies efficacy and evaluation of impact within an easy to follow multi stage implementation model it also includes practical strategies grounded in research entry point sections highlighting the best places to start help working with plcs faculty meetings teacher observations and walkthroughs study questions as a leader you are the guide for your teachers staff and students let this book guide you to a vision of instructional leadership that really works

this book explores the principal s role in meeting high expectations for student achievement it provides detailed tips and strategies to show you what principals need to do to assess and promote a culture and climate for school improvement build teams and support the work their work create the conditions so that teacher leaders can emerge and monitor school improvement efforts

note this is the bound book only and does not include access to the enhanced

pearson etext to order the enhanced pearson etext packaged with a bound book use isbn 0133388506 this leading text s emphasis on school culture teachers as adult learners developmental leadership democratic education and collegial supervision has helped redefine the meaning of supervision and instructional leadership for both scholars and practitioners the ninth edition maintains its comprehensive approach to supervision and instructional leadership and presents new and engaging material throughout chapters on knowledge interpersonal skills technical skills technical tasks and cultural tasks for successful supervision and instructional leadership are included and the authors emphasize the importance of collegiality understanding adult learning and development reflective inquiry democracy addressing diversity the change process and community building this is a resource that students purchase use in class and reference throughout their careers as educational leaders the enhanced pearson etext features embedded video improve mastery and retention with the enhanced pearson etext the enhanced pearson etext provides a rich interactive learning environment designed to improve student mastery of content the enhanced pearson etext is engaging the new interactive multimedia learning features were developed by the authors and other subject matter experts to deepen and enrich the learning experience convenient enjoy instant online access from your computer or download the pearson etext app to read on or offline on your ipad and android tablet affordable the enhanced pearson etext may be purchased stand alone or with a loose leaf version of the text for 40 65 less than a print bound book the enhanced etext features are only available in the pearson etext format they are not available in third party etexts or downloads the pearson etext app is available on google play and in the app store it requires android os 3 1 4 a 7 or 10 tablet or ipad ios 5 0 or later

this text goes beyond traditional supervision books and assumes that teachers and principals must work as colleagues to improve teaching and learning in schools traditional supervision in which the principal rates the effectiveness of teachers is an outmoded concept this is the first text of its kind written for principals and other instructional leaders to help them understand current theories of teaching and learning as well as the practical curriculum applications of these perspectives this text uses a learning centered approach that emphasizes making decisions that support student learning the authors address the critical aspects of the teaching learning process student differences learning student motivation teaching classroom management assessing student learning and assessing and changing school climate and culture each chapter is grounded in the latest research and theory in that area and provides specific suggestions for applying that knowledge to practice

this updated resource provides principals and other school administrators with the tools needed to become effective instructional leaders build teamwork and boost student achievement

this is the ebook of the printed book and may not include any media website access codes or print supplements that may come packaged with the bound book this first of its kind resource offers principals and other instructional leaders up to date knowledge and theories of teaching and learning plus practical curriculum applications of those perspectives reaching beyond the traditional concept of supervision in which principals were responsible for rating teachers effectiveness instructional leadership 4 e asserts that teachers and principals must work as colleagues to improve teaching and learning in schools

using a learning centered approach that emphasizes making decisions that support student learning the authors address issues critical to the teaching and learning process student differences learning student motivation teaching classroom management assessing student learning and assessing and changing school climate and culture

co published with university council for educational administration ucea this textbook prepares aspiring educational leaders for the important and challenging task of supporting instruction in their schools instructional leadership in the content areas equips leaders who might not have content backgrounds that align with those of the teachers they supervise with research based practices and knowledge specific to a range of subject areas presenting over 20 problems based cases at the elementary middle and high school levels and across seven areas of content this book deepens knowledge of exemplary instruction improves feedback dialogues and helps leaders work effectively alongside teachers and instructional specialists rich with activities resources and discussion questions this casebook provides a broad overview of instructional leadership and the tools for school leaders to improve and support classroom practices across all content areas in intentional ways that support career long professional growth case facilitation notes are available here routledge.com/9781138578845

discusses four key qualities of instructional leaders resource provider instructional resource communicator and visible presence

finding the time for instructional leadership is centered on the principalship and is designed to offer busy school leaders time management strategies for finding the time to be genuine instructional leaders leonard provides a set of tactics called keys that will guide readers reflection on the issue of instructional management these seven keys offer principals suggestions for overcoming the daily barrage of secondary responsibilities that redirect valuable time and energy away from academics the keys offered are not in a prioritized must do list nor are they intended to be an all or none approach principals searching for time solutions are encouraged to consider each of the keys and adopt adapt or reject the suggestion to fit their personal leadership circumstances

sharpen your instructional leadership skills and guide your school toward equity and excellence for all just think about how great schools could be if every instructional leader exercised their influence to create change maximizing the efforts of others and mobilizing those efforts to work toward a shared goal how leadership works a playbook for instructional leaders walks educators through the processes of clarifying articulating and actualizing instructional leadership goals with the aim of delivering on the promise of equity and excellence for all grounded in visible learning research the exercises in this easy to use playbook illuminate the essential mindframes necessary for effective instructional leadership and prompt veteran new and aspiring educators to identify challenges and determine next steps it includes ten essential mindframes for leaders together with the leadership practices that illustrate each mindframe in action teaching practices such as teacher clarity or student engagement in learning that support teachers in delivering quality instruction along with tools to document the impact of those practices on learning strategies for leading learning including establishing school culture utilizing feedback and supporting professional learning communities as a pathway to building collective teacher

efficacy tools for applying the principles of change conducting an initiative inventory and implementing and de implementing initiatives exercise by exercise educators and front office staff will deepen their knowledge frame their priorities and practices and gain new tools for supporting the instructional focus and initiatives designed to support learning at your school

in a high stakes and testing focused school climate principals strive to develop and refine the skills that will make them effective instructional leaders this book discusses how a narrow focus on day to day operations and management can limit the potential for effective instructional leadership by drawing attention away from the behaviors and interpersonal skills that enable school administrators to succeed building on stories from experienced principals in school districts across the country author linda l carrier offers practical tips and strategies for restoring the human dynamic of instructional leadership keeping the leadership in instructional leadership developing your practice is designed to facilitate personal reflection and conversation about leadership practice and its advice will empower principals and administrators to transform their schools into highly engaged communities of learners

supporting teacher learning is a complicated and challenging task this much awaited book offers a practical research based framework for thinking about instructional leadership along with the necessary resources and tools for improving practice the authors identify specific structures formats and strategies that an instructional leader can use to support new and veteran principals and teacher leaders they then discuss ways to think about which structures are most appropriate for particular settings offering suggestions on the most effective way to work with these structures this unique book combines theory with best practices to create a vision of how 21st century instructional leaders can improve education for all students

every principal and instructional leader no matter what level needs a playbook for instructional excellence josh mclaurin an instructional and educational leader with decades of experience at various levels explains how instructional leadership impacts student learning in this handbook for instructional excellence learn how to increase student achievement execute a turnaround at a struggling school teach the right things in the right ways change teaching methods based on learning styles the author also highlights how to teach children in a virtual environment which has become increasingly important amid covid 19 ways to motivate unmotivated students and tips on hiring and retaining great teachers other topics include working with instructional leadership teams increasing student engagement and making constant improvement a priority great coaches have a playbook that details every play in the offense or defense the principal s playbook on instructional leadership 23 things that matter most for improving student achievement provides the playbook for instructional excellence

be visible and approachable unpack necessary conversations with care build capacity based on strengths author delia e racines offers these powerful protocols and more to support instructional leaders in building a community of trust in which positive change can occur all current and aspiring instructional leaders ready to work collaboratively to improve teaching and learning will value this book instructional leaders will use this essential guide to understand the importance of fostering trust and competence across all relationships within

their school utilize a wide variety of reproducibles for both team building and personal reflection dive into educator spotlights that provide unique perspectives on chapter tools strategize for effective goal setting and achievement become more intentionally present as leaders contents introduction chapter 1 be visible and approachable chapter 2 listen closely to the complaint for a request chapter 3 invite all voices chapter 4 use a strengths based approach toward building instructional leadership capacity chapter 5 unpack necessary conversations with care conclusion references and resources index

in an educational context where school and district performance is of increasing focus it s essential for leaders at all levels of the educational system to focus on improving student performance this volume zeros in on a promising set of strategies and practices for all leaders to motivate support and sustain learning in contemporary schools learning focused leadership in action explores what it means for educational leadership to be learning focused what this looks like in practice at both the school and district level and how such leadership changes can be set in motion drawing on extensive case study research in schools and districts that are making progress on learning improvement this volume explores how leaders at all levels of the educational system can productively seek to improve the quality of learning opportunities and student performance no matter how challenging the circumstances

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Conclusion

In summary, free ebook sites offer an incredible opportunity to access a wide range of books without the financial burden. They are invaluable resources for readers of all ages and interests, providing educational materials, entertainment, and

accessibility features. So why not explore these sites and discover the wealth of knowledge they offer?

FAQs

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