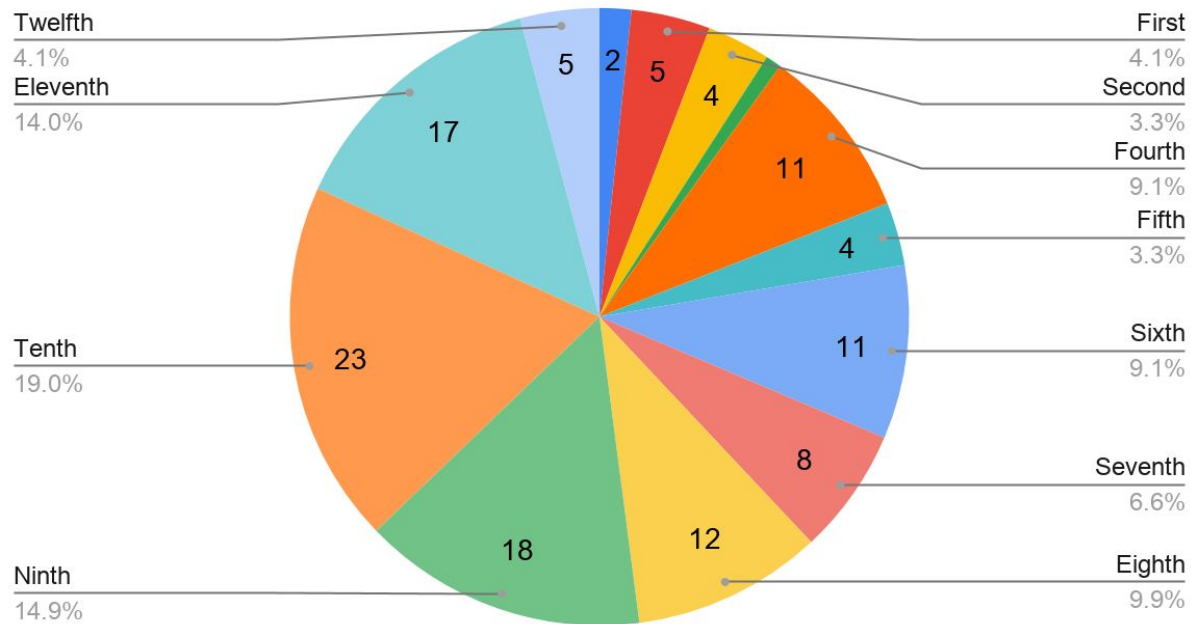


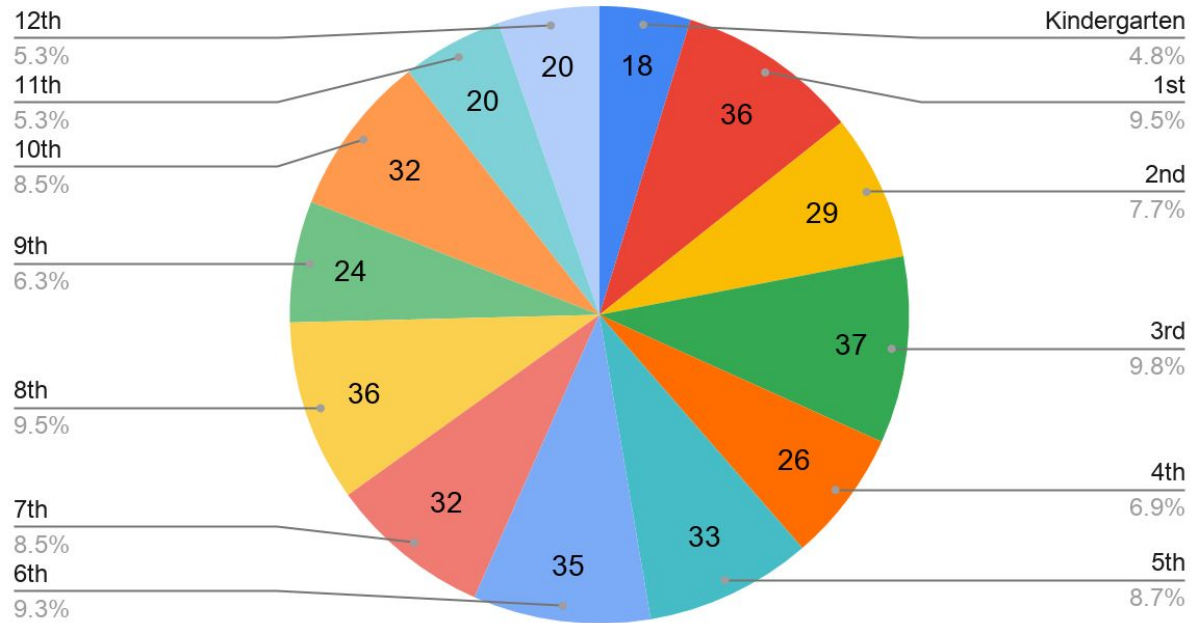
# Epping School District's Survey Data Summary- Reopening and Remote Learning

## Breakdown of Respondents

### Grade of Respondent

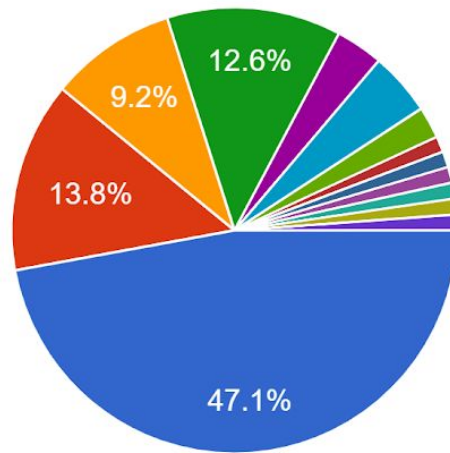


## Grade of Respondent's Student



Which of the following best describes your role?

87 responses

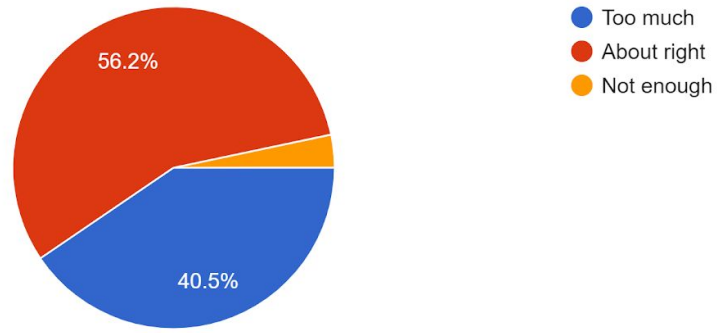


- Classroom teacher
  - Special Education teacher or service...
  - UA teacher
  - Paraprofessional
  - School counselor
  - Administrative assistant
  - Custodial staff
  - Food services staff
- ▲ 1/2 ▼

# Amount of work assigned

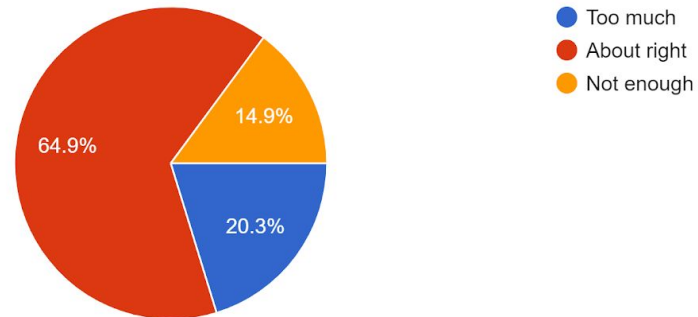
How do you feel about the amount of work assigned by your teacher(s) each day?

121 responses



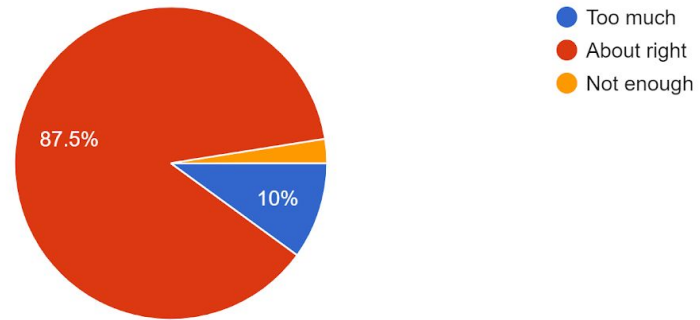
How do you feel about the amount of work assigned by your child's teacher(s) each day?

390 responses



How do you think your students felt about the amount of work you assigned each day?

80 responses



# Average Number of Daily Hours of Remote Work

## Students' Responses

<i>Please select the grade you were in for the 2019-2020 school year.</i>	1	2	3	4	5	6	7	8
1		61.54%			38.46%			
2		18.18%	81.82%					
3		100.00%						
4	3.33%	20.00%	10.00%	66.67%				
5		16.67%	50.00%	33.33%				
6		22.22%	25.00%	11.11%	41.67%			
7		6.45%	19.35%	38.71%	16.13%	19.35%		
8		8.00%	12.00%	32.00%	20.00%		28.00%	
9		5.80%	17.39%	28.99%	7.25%	8.70%	20.29%	11.59%
10	1.16%	13.95%	10.47%	23.26%	34.88%	6.98%		9.30%
11		11.76%	13.24%	29.41%	14.71%	8.82%	10.29%	11.76%
12		28.57%	42.86%	28.57%				
Kindergarten		100.00%						
<b>Grand Total</b>	<b>0.47%</b>	<b>15.49%</b>	<b>17.61%</b>	<b>28.17%</b>	<b>18.78%</b>	<b>5.63%</b>	<b>8.22%</b>	<b>5.63%</b>

## Parents' Responses

<i>My student is in grade:</i>	0	1	2	3	4	5	6	7	8	9	10	More than 10
1		22.22%	36.11%	13.89%	13.89%	11.11%	2.78%					
2	13.79%	17.24%	13.79%	17.24%	17.24%	13.79%	3.45%	3.45%				
3		2.70%	32.43%	43.24%	16.22%	5.41%						
4		11.54%	46.15%	23.08%	15.38%	3.85%						
5		6.06%	18.18%	42.42%	18.18%			3.03%	9.09%			3.03%
6		2.86%	22.86%	28.57%	11.43%	14.29%	17.14%	2.86%				
7		9.38%	15.63%	15.63%	21.88%	18.75%	9.38%	3.13%	3.13%	3.13%		
8		2.78%	22.22%	5.56%	27.78%	22.22%	16.67%		2.78%			
9		12.50%	8.33%	20.83%	25.00%	20.83%		4.17%			4.17%	4.17%
10	3.13%	6.25%	12.50%	25.00%	15.63%	12.50%	9.38%	9.38%	3.13%	3.13%		
11			20.00%	10.00%	20.00%	25.00%	5.00%		10.00%			10.00%
12	5.00%		25.00%	20.00%	20.00%	10.00%	20.00%					
Kindergarten		38.89%	22.22%	33.33%	5.56%							
Preschool	16.67%	58.33%	16.67%	8.33%								
<b>Grand Total</b>	<b>2.05%</b>	<b>11.03%</b>	<b>22.82%</b>	<b>22.82%</b>	<b>17.18%</b>	<b>11.79%</b>	<b>6.41%</b>	<b>2.05%</b>	<b>2.05%</b>	<b>0.51%</b>	<b>0.26%</b>	<b>1.03%</b>

## Staff Members' Responses

\*Some data hidden to protect confidentiality of single, unique positions

<i>Which of the following best describes your role?</i>											
	0	1	2	3	4	5	6	7	8	9	10
Administrative assistant	0.00%									100.00%	
Classroom teacher				0.93%		1.56%	7.48%	10.90%	39.88%	11.21%	28.04%
Food services staff						45.45%	54.55%				
Paraprofessional	0.00%	2.78%	5.56%	8.33%	11.11%	13.89%	16.67%	19.44%	22.22%		
School counselor								63.64%	36.36%		
School Nurse									100.00%		
Special Education teacher or service provider							12.12%	7.07%	24.24%	36.36%	20.20%
UA teacher		2.17%		6.52%		10.87%	13.04%	15.22%	52.17%		
<b>Grand Total</b>	<b>0.00%</b>	<b>0.35%</b>	<b>1.05%</b>	<b>1.57%</b>	<b>1.40%</b>	<b>3.50%</b>	<b>10.49%</b>	<b>13.46%</b>	<b>36.36%</b>	<b>12.59%</b>	<b>19.23%</b>



# Student Perceptions

## Amount of Remote Work vs. Amount of Typical Work

>[ZZāā Z↑1 VhVWdj i i] Z'hVb Z'Vb dj ci Wj i↑1idd' āzhhi' b Z'id'Xdb eāzi'WZXVj hZ'>Y'Y'c'di' VkZ'b j X] Y'hig/Xi 'dc#  
ā1 Vh'Vāidca'cZ1 ] X] 1 Vh'kZgn' VgY  
ā1 Vh'V'adi' b dg'z'i] Vc'1 ] Vi'ndj '1 dj ā'g'XZkZ'c'hX] dda#  
l ZVX] Zgh'1 dj ā'ā'kZ'[Zl ZgVcY'ZVh'Zg'l dg #  
>Xdj ā'Yd'↑Vi' b n'dl c'eVXZ'VcY'W'c'h] ZY1 ] ZcZkZg  
ā1 Vh'Y'f[Zg'ci [dgZkZgn'iZVX] Zg#, dg'hdb Z'↑1 Vh'1 Vn'b dg'z'i] Vc'1 Z'1 dj ā'g'XZkZ'c'hX] dda'VcY'di] Zgh'↑1 Vh'VWh'XVā'c'di] c'  
Xdb eVgZY'id'1 ] Vi'1 Z'1 dj ā'Yd'c'hX] dda#  
HiVgZY'd[[VWg'ā'Yd'c'ā'1 dg' Vh'>Vb 'iZgg'W'1 ↑] 'i' b Z' b VcV\Zb Zci'VcY'] VkZ'c'di'WZc'i'Vj \] i'i] dhZ'h' āh'VcY'i] Zc'hig \āY'Vi'i] Z'ZcY  
Vh'iZVX] Zgh'XgVb b ZY'c'1 dg' VcY'>] VY'id'XViX] j e'Wh' "(1 ZZ' h#

## Amount of Engaging and Meaningful Work

“ā1 Vh'c'di'WZXVj hZ'>] VY'cd'dcZ'ej h] c'ā' b Z'id'Yd'↑1#  
NZh#>[Zā'ā'Z'↑1 Vh'i] Z'hij [[i] Vi'1 Z'1 dj ā'ine'XVā'ā'Yd'c'hX] dda'VcY'c'di'hdb Zi] c'ā'Y'f[Zg'ci#  
Cd#ā'hZZb ZY'ā'Z'↑1 Vh'b dg'z'j hi'Wj hnl dg' i] Zc'↑1 Vh'b ZVc'c'ā'j #L Z'cZkZg'ā'di'dcZ'dc'dcZ'i' b Z'1 ↑] 'dj g'iZVX] Zgh'hd'↑1 Vh'kZgn' VgY#  
ā1 [Zā'ā'Z'1 Z'1 Zg'z'ā'd'c'ā'i] g'j \] 'Vāid[i] h'hdb Zl ] Zg'z'VādcZ!A^Z'1 Z'] VY'id'iZVX] 'dj ghZakZh#  
>[dj cY'i] Z'1 dg' id'W'VWdj i Vh'ZcV\ā'c'ā'VcY'b ZVc'c'ā'j āVh'↑1 dj ā'W'c'g'z'ā' ā/g'hX] dda'Vā] dj \] i] Z' b di'kVi'c'id'Xdb eāzi'i] Z'1 dg'  
l Vh'c'di'Vh'higdc'ā'Vh'↑1 dj ā'W'c'hX] dda#  
NZh'WZXVj hZ'ZkZgn'Vhh'ā'cb Zci'1 Z'Y'Y'] ZāZY'idl Vg'h'i] Z'hj b b Vi'kZh'Wj i'c'g'z'ā' ā/g'hX] dda'ā' Z'ā'Zi'V'ādi'd[Vhh'ā'cb Zci'h'i] Vi'Ydc'i] Zā'  
idl Vg'h'i] Z'hj b b Vi'kZh'  
l ] Z'j c'f'ZY'Vg'h'Xā/hhZ'h' Zg'z'c'ā'ā'c'ā'Wj i'V'ādi'f'i] c'ā'h'1 Zg'z'c'ā' b ZVc'c'ā'j #  
: c'ā'ā'c'ā'>Xdj ā'ā'Zi'↑YdcZ'[Vhi'VcY'1 dg' Vi' b n'dl c'eVXZ

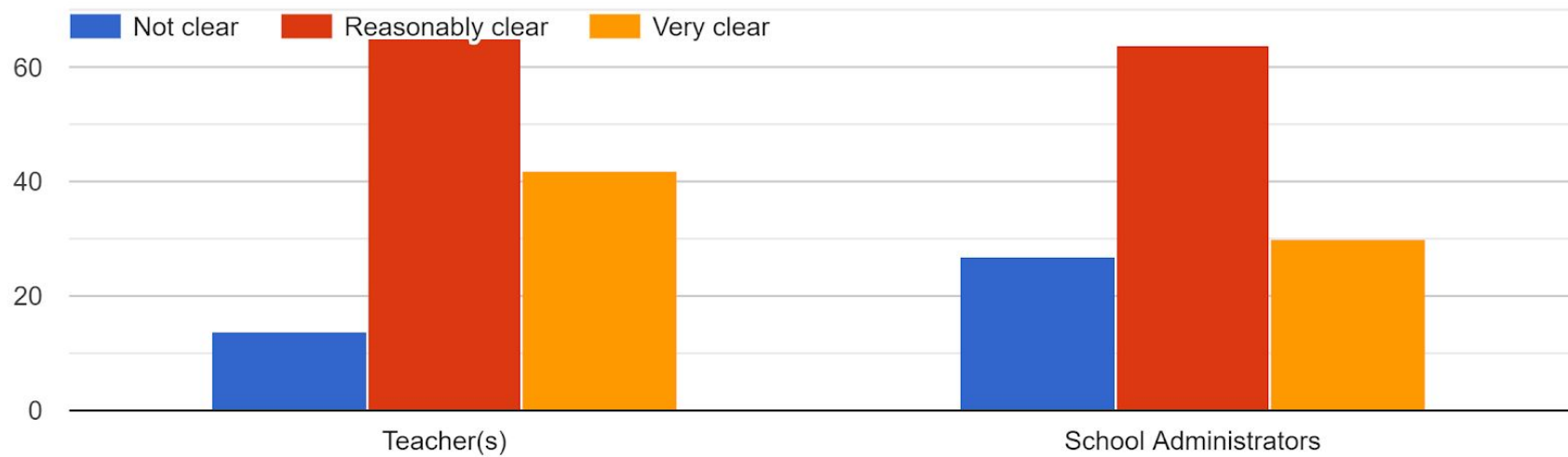
## Barriers to Engaging in Remote Learning

“>l h] hdb Z`d[`b n`iZVX] Zgh`j hZY`dd\`a`b ZZih`[dgg`j\j a/gXa/hh!`i dj a`r`] VkZ`b VYZ`b n`YVn`b dgz`hig Xij g`ZY`Vh`{`i Z`l Zg`z`c`hX] dda  
l ] Z`[VXi`i] Vi`^`l Vh`dca`cZ`VcY`l Z`Y`Yc`i`] VkZ`i] Vi`dcZ`dc`dcZ`i`b Z`l ^`] `dj giZVX] Zgh`VcY`l Z`l Zg`z`Zc`V\`V`c`#6cY`[dgi] dhZ`i] Vi`Vg`z`  
] VcYh`dc`a`zVgcZgh`^`l Vh`kZgn`] Vg`V`WZXVj hZ`l Z`l Zg`z`add` `c`\`Vi`V`hXg`Zc`[dgb Vcn`] dj gh`V`YVn`#  
`h`c`di`a`Z`a`zVgc`c`\`c`V`Xa`/hhg`db `l ] Zg`z`i] Z`iZVX] Zg`h`Zma`d`/c`c`\`ZkZgni] `c`\`id`b Z`#>] VY`id`eVn`b dgz`XadhZ`ViiZci`dc`id`i] Z`k`YZdh`VcY`  
^`h` `c`Y`d`[`dkZg ] Z`b `c`\`l ] Zc`>`g`XZ`kZY`a`Z` %`Zb V`h`^`c`i] Z`b dg`c`c`#`h`] Vg`i`d`^`Zi`ZnX`^`ZY`l ] Zc`i] Zg`z`h`j`hi`V`ahi`d`[`i] `c`\`h`ndj`] VkZ`id`  
Xdb e`a`ziZ`i] Vi`YVn`#  
?j hi`^`[`V`hij YZci`] VY`V`f`j Zhi`dc`l ] `a`z`Yd`c`\`l dg`i] Z`iZVX] Zg`l Vhc`i`Va` Vnh`VXXZhh`W`z`g`\] i`Vi` Vn`#  
Cdi] `c`\`W`h`YZh`e`Z`gd`c`Va`h`hj Zh  
: kZgni] `c`\`W`XVb Z`V`W`gg`Z`g`#Dca`c`Zi`a`X` `d`[`Xdb b`j`c`XVi`dc`!`dkZgd`VY`d`[`l dg`l`[`V`gh`i] Vi`h`] dj a`r`] VkZ`W`Zc`X] Vc`\ZY`id`c`Zi` `eg`d`Z`Xi`h`^`chiZVY`  
d`[`eg`ZiZcY`c`\`i] Vi`i] Z`h`^`j Vi`dc`l Vh`cd`gh` Va`ZiX  
NZh`>l Vh`a`zVgc`c`\`Vi`] db Z`l ^`] `dj i`Vcn`e`Zg`/cih`] db Z`#L ] `a`z`^` cdl `b dhi`d`[`b`n`[g`ZcYh`] VY`Vi`a`zVhi`dcZ`dgZkZc`W`di] `d`[`i] Z`ge`Zg`/cih`  
] db Z`id`] Z`a`i] Zb`dg` ZZe`i] Zb`dc`i`g`/X` #>V`hd`idd` `VcY`i`V` Z`V`a`c`\Zgi`b Z`i] Vc`b dhi`d`[`b`n`[g`ZcYh`id`Xdb e`a`zi`V`hh`^`cb`Zcih`hd`b`n`[g`ZcYh`  
l `a`\Zi`i] Zg`z`l dg`YdcZ`c`(`] dj gh`VcY`^`h`i`a`id`c`b`n`hZXdcY`Xa`hh`(`] dj gh`c`#

# Communication

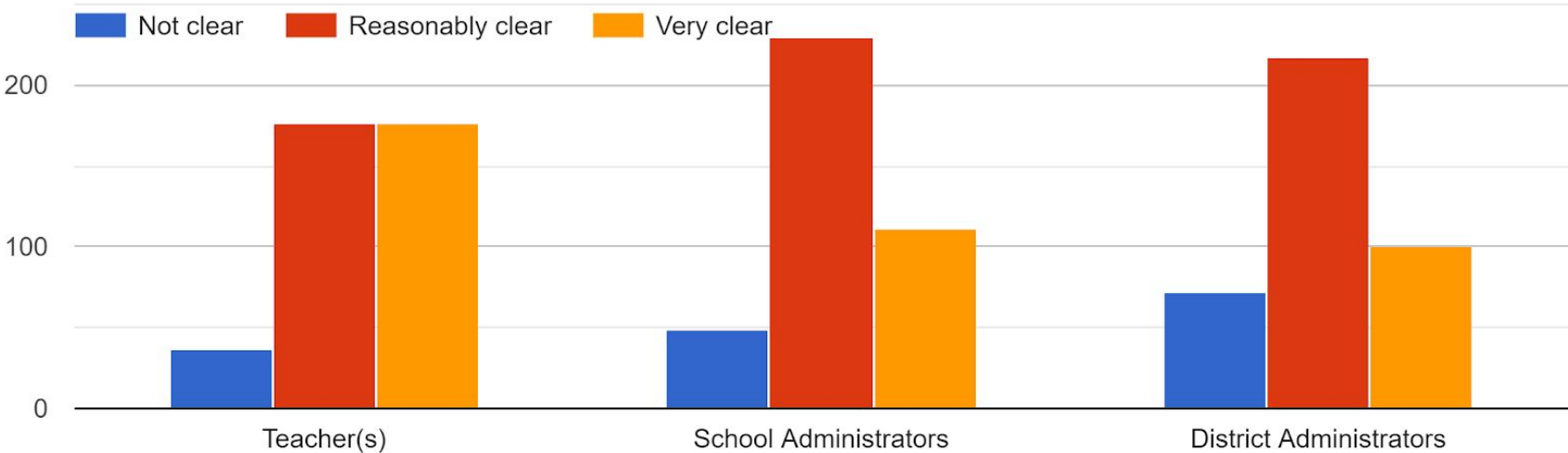
## Students

How clear was the communication from your school regarding remote learning?



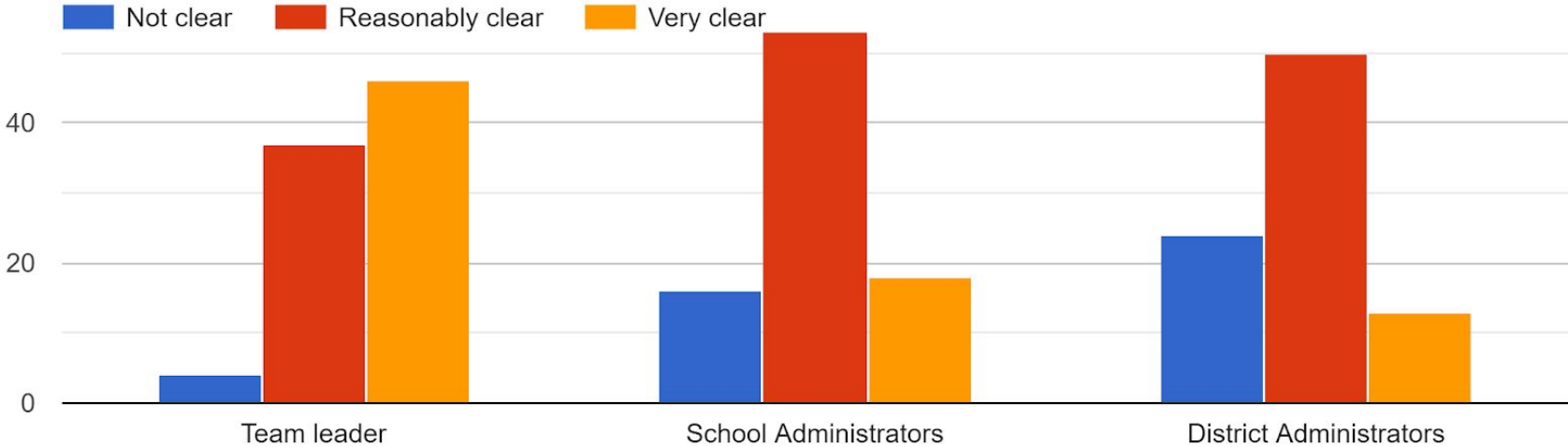
# Parents

How clear was the communication from your child's school regarding remote learning?



# Staff

How clear was the communication from your school leadership regarding remote learning?



# Learning Progress During Remote Learning

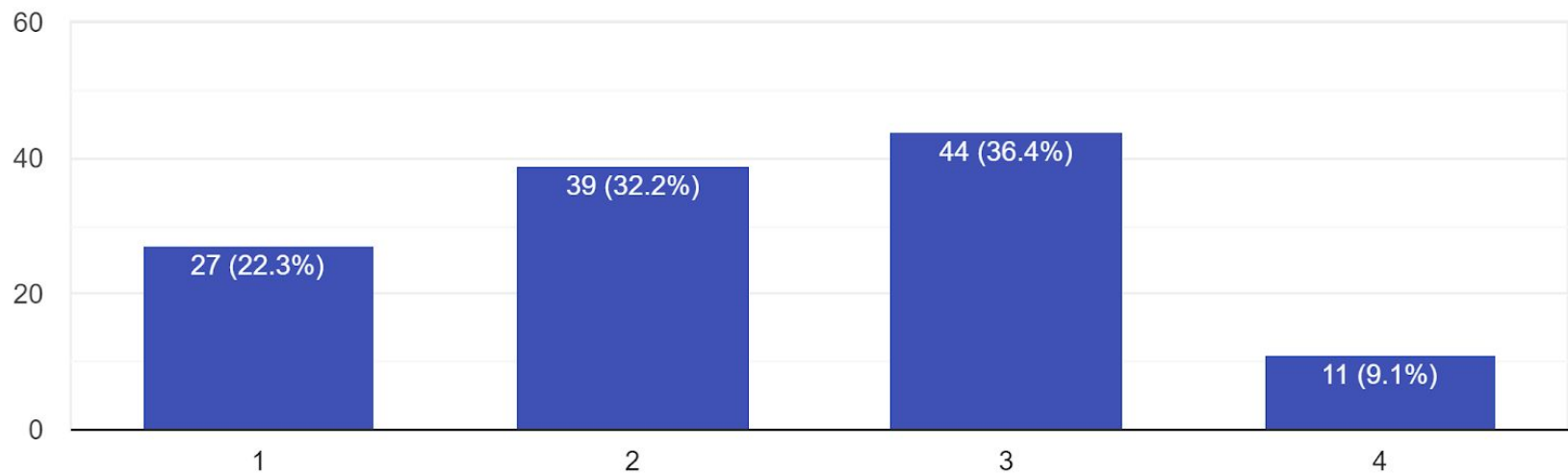
## Students

1= Not much progress

4= A lot of progress

How do you feel your learning progressed during remote learning?

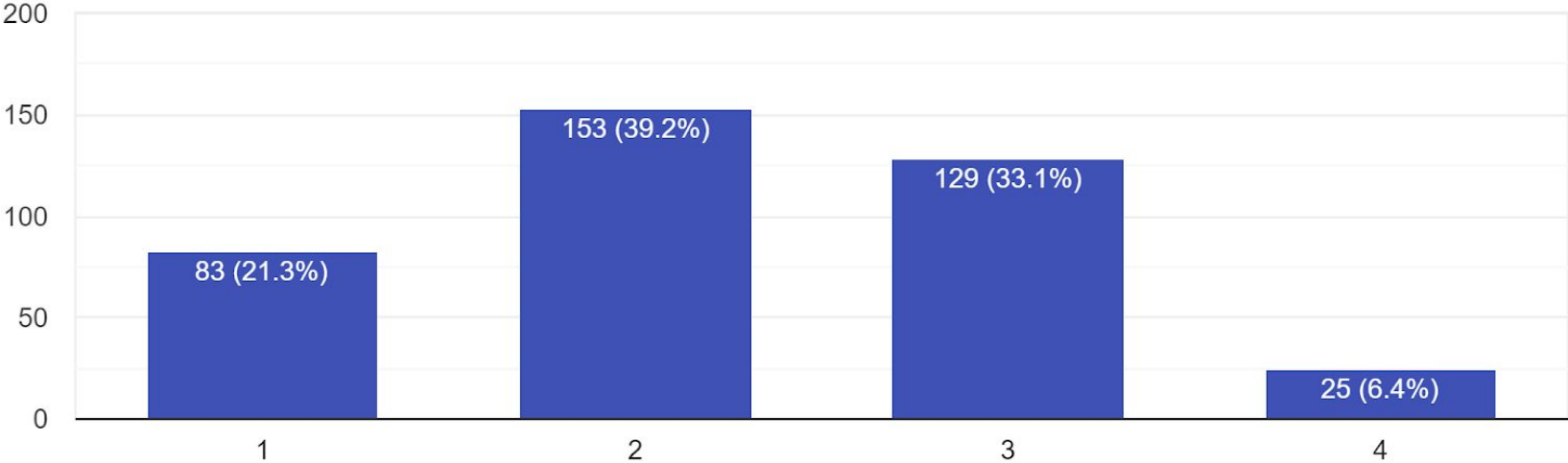
121 responses



# Parents

How do you feel your child's learning progressed during remote learning?

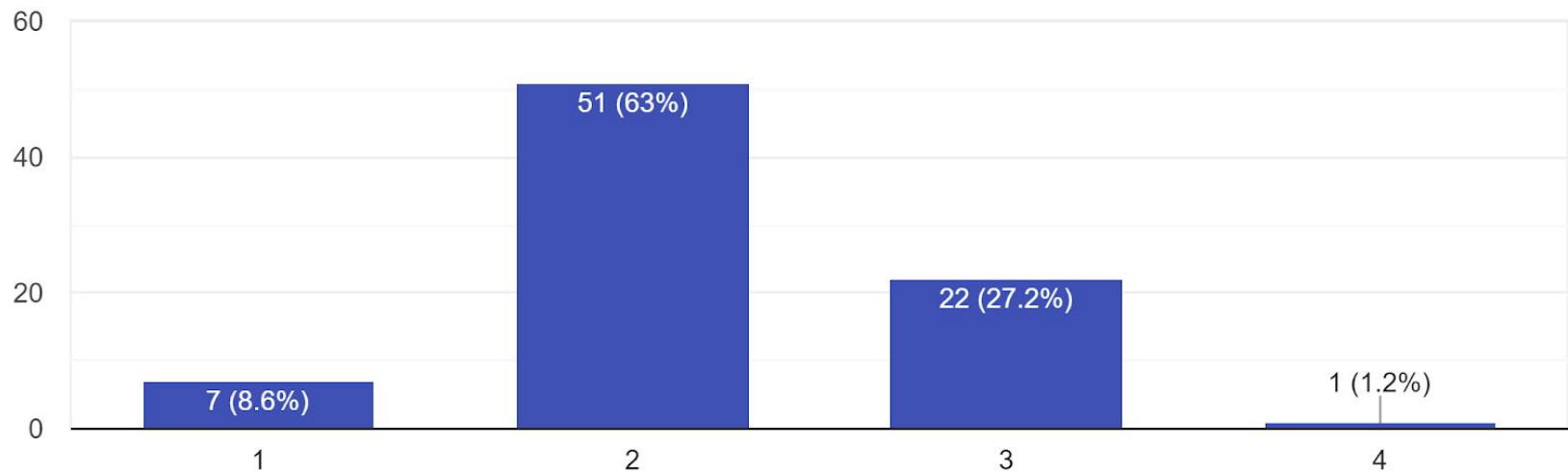
390 responses



## Staff

How do you feel student learning progressed during remote learning?

81 responses



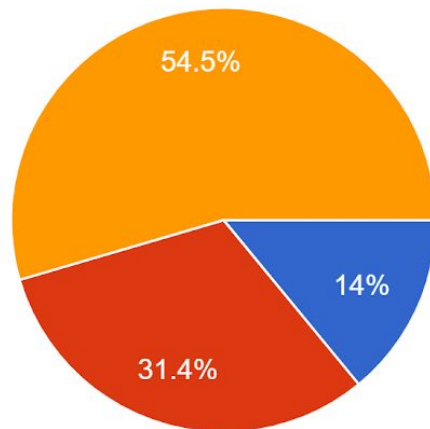


# Reopening Preferences

## Students

The Epping School District is committed to following the most up-to-date state and federal guidelines for safely reopening school. Assuming tho...with returning to the school building in the fall?

121 responses

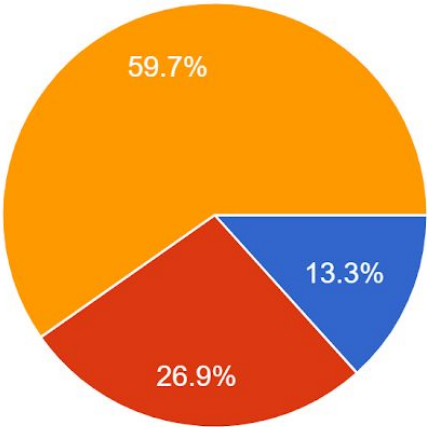


- I would feel more comfortable if I stayed at home and participated in remote learning.
- I would be more comfortable with a limited schedule (shorter days, alternating days, alternating weeks, fewer people in the building, etc.) to limit social interactions and provide more time for cleaning.
- I would be comfortable with returning to school full time.

# Parents

The Epping School District is committed to following the most up-to-date state and federal guidelines for safely reopening school. Assuming th...ldren returning to the school building in the fall?

390 responses

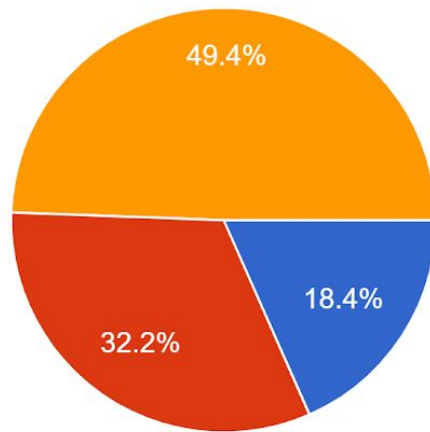


- I would feel more comfortable if my child stayed at home and participated in remote learning.
- I would be more comfortable with a limited schedule (shorter days, alternating days, alternating weeks, fewer people in the building, etc.) to limit social interactions and provide more ti...
- I would be comfortable with my child returning to school full time with reasonable safety precautions in place.

## Staff

The Epping School District is committed to following the most up-to-date state and federal guidelines for safely reopening school. Assuming tho...with returning to the school building in the fall?

87 responses



- I would feel more comfortable if I stayed at home and participated in remote learning.
- I would be more comfortable with a limited schedule (shorter days, alternating days, alternating weeks, fewer people in the building at one time, etc.) to limit social interactions and pr...
- I would be comfortable returning to school full time with reasonable safety precautions in place.

# Other Questions and Concerns

## Students

>l Vci'id'l dg 'Vi'b n'dl c'eVXZ'i] gdl \ 'iZVX] 'YVn!Wj i'hi 'æi] VkZ'YZVYa'cZh'[dgVhh^cb Zcih#6âd!>l Vci'id'] VkZ'\dd\æ'b ZZih'VkV'â/Wæ'f  
cZZYZY'a' Z'a'hi'nZVg'Wj i'[dgi] Zb 'id'Wæ'dei'dcVa  
E æVhZ'æi'i] Z'iZVX] Zgh' cdl ' ] dl 'b j X] 'l Z'Veeg'X'ViZ'i] Zb  
>cZZY'id'\d'WX' 'id'hX] ddæ#>'>Ydc i'>l 'æi'adhZ'b n'b 'cY#>XVccdi 'Yd'Vcdi] ZgnZVgd['gZb diZ'æVgc'c\`  
>j hi'l Vci'id'hVn'i] Vc' ndj '[dgVæi] Z'l dg 'VcY'Z[[dg'ZkZgn'dc'd[ndj '\j nh'] VkZ'ej i'c'id'i] h'[dgj h'id'ign'VcY'b V' Z'i] 'c\h'ZVh'Zg'VcY'b dgZ  
Xdb [dgVWæ#>gZVan'Veeg'X'ViZ'ndj '\j nh#l ] Vc' ndj '[dgZkZgni] 'c\ndj 'Yd'VcY'hiVcY'[dg#  
' ; gYVnh'h] dj æ'Wæ'Xdc i'c j ZY'id'Wæ'Vc d[['YVn#Hij YZcih'\Zi'Wj gZYZ'dj i'[Vhi'l '↑] 'æc\ 'YVnh'dgi ZZ' h'd[l ZZ' 'Vi'] db Z#  
Hd'>' cdl 'i] Vi'>Vb 'V' 'Y'Wj i'>Vb 'kZgn'XVgZ[j aVWdj i'b 'cZ'VcY'b n'[Vb 'ænh'hV[Zin'si] 'c' i] Vi' 'Yh'h] dj æ'] VkZ'b Vh' h'dc'Vi'Væi'b Zh'j cæzhh  
'c'V'gddb 'Wh'i] Zb 'hZæZh#>Vâd'i] 'c' i'ZVX] 'c\ndj i'hYZ'hdb Z'd[i] Z'i'b Zh'l dj æ'] Zæ'l '↑] 'V'g[æd 'VcY'l 'æhide' 'Yh'[gdb '] Vk'c\ 'V'æi'd[  
Xdc iVXi'l '↑] i] Z'g'Wg'Vi] '>l dj æ'YZ[Zciæ'] VkZ'i] Z'+[ZZi'Vi Vn'g æ'hi'æej i'c'ea'XZ'VcY'YZ[ZcZi'æ'] VkZ' 'Yh'l ] d'W'c\ 'dYd'Wc!'AnhdaVcY  
di] Zg'cdi'] Vg [j aY'h'c[ZciZcih'c'hX] ddæ#  
'æb 'XdcXZg'cZY'i] Vi'i] Z'a'X' 'd[hij YZci'c'kdæZb Zci'c'gZb diZ'æVgc'c\` ] Vh'XVj hZY'j h'id'[VæWæ] 'cY#  
>l Vci'hedgh'iZVb 'id'gZ'Xdb b ZcXZ#L Z'Ydcfil] VkZ'id'ea'n'V\V'chi'di] ZgiZVb h!Wj i'>l dj æ'ækZ'id'ea'n'hdXXZgi '↑] 'b niZVb 'i] h'nZVg#  
E] nh'XVâZnZg'hZ'] Zæh'hij YZcih'b ZciVan'VcY'e] nh'XVan#>'l 'æi] Zæ'hij YZcih'egdyj XZ'WæiiZgi dg 'Wh'gZæZk'c\`i] Z'g'higZhh#

## Parents

">[ZZæi] Z'iZVX] Zgh'l Zg'j cWæ'id['c'h] i] Z'g'Xdb eZiZcXn'j c'h[dgi] Z'gnZVg#B dgZ'hij YZcih'h] dj æ'Wæ'] Zæ'VXXdj ciWæ'[dg\Zii'c\`i] Z'g  
l dg 'c'hd'i] Zn'Xdj æ'VXXdb eah] i] h#l ] Zg' b j hi'Wæ'V'l Vn'id'gZVX] i] ZhZ'hij YZcih'hd'i] Zn'Ydcfil'ej æi] Z'hij YZcih'i] Vi'VgZ'Xdb b 'iZY'id  
æVgc'c\`Ydl c#

>[ZZaa^ Z^b n^X] ^\`l Vh^dc^] Zg^X] g^b Z^W^d^` i^d^b^ Vcn^] dj gh^V^Y^Vn^#l dd^b^ j^ X] ^h^Xg^Zc^i^b^ Z^[dg^V^X] ^\`#8db eaziZan^Xj i^cid^[Vb ^ani^b Z^VcY Yd^e^i] ^e^h^W^i^i^Zg^[dgi] Z^b ZciVal Zaa^W^e^l^d^[b n^X] ^\`#

l ] Z^i] dj ^\ ] i^d^[] V^k^e^l^i^d^Yd^b dg^g^z^b diZ^a^Vgc^e^l^h^Xdb eaziZan^dkZg ] Zdb ^e^#L Z^W^h^X^V^an^l^V^k^Z^j^ e^h] dg^an^V^i^Zg^f^hi^Vg^ZY^W^X^V] hZ^f^l Vh Xdb eaziZan^c^Z^V^h^W^Z^[dgj h^#L Z^W^di] l dg^[]j ^ai^b Z^[g^b^ ] db Z^VcY^i^gn^e^l^i^d^Yd^hd^l f^] dg^g^ Yh^c^Z^Z^Y^e^l^j h^Z^k^Z^gn^Zl^ b^ e^j i^Z^h^h ^b edhh^W^Z^#6i^i] Z^h^Vb Z^i^b Z^!^>Xdb eaziZan^j cYZghiVcY^hV[Zin^h^Vc^h^hj Zl^hd^>g^V^an^Ydc i^` cdl^ l ] Vi^i^d^h^j ^\^Zhi^#L Z^V^hd^] V^k^Z^V^cdi] Zg^X] ^\` hi^Vg^e^l^@^e^Y^Zg^Vg^Zc^c^Zm^i^n^Z^Vg^VcY^>b ^HD^c^Zg^kj h^[dg] ^b^ i^d^[] V^k^Z^i^d^hi^Vg^] ^h^l ] d^a^ g^V^ah^X] dda^Zm^e^Zg^Zc^X^Z^g^z^b diZan^#=dl^ l ^ai] Vi^ZkZc l dg^4l ] ^h^l ] d^a^h^tj Vi^dc^h^V^b Zhh^#> cdl^ i] Z^VYb ^e^hig^i^dc^h^Yd^e^l^V^ai] Zn^X^Vc^VcY^>Veeg^X^Vi^Z^i] Vi^!>j^hi^Ydc i^] V^k^Z^V^adi^d^[dei^b^ ^hb [dgi] Z^[V^a^#

Hij YZcih^dc^an^c^Z^Z^Y^i^d^W^g^z^b ^e^Y^Z^Y^i^d^l Vh] ] VcYh^#l ] Zn^l dcfil^c^Z^Z^Y^b Vh^ h^# L Z^c^Z^Z^Y^i^d^g^z^h^j b Z^dj g^cdg^b V^ah^X] dd^ag^dj i^e^Z^#l ] Z^k^g^h^h^c^di^d^e^l^V^cni ] Zg^!^b^ j^ X] ^a^ Z^i] Z^[]j^!^cdg^k^g^h^!^Zi^X^#cdl^ i] Vi^f^h^] Zg^!^f^h^ egd^W^W^an^] Zg^i^d^hi^Vn^#L Z^X^V^ccdi^h] j^i^Ydl^ c^dj g^ak^Zh^[dg^z^k^Zg^W^X^Vj hZ^d^[]V^k^g^h^i] Vi^l ^aieg^l^W^W^an^c^Zk^Zg^a^V^k^Z^#^l ^a^W^e^Vg^d^[]a^f^Z^cdl^ #L Z c^Z^Z^Y^i^d^g^z^h^j b Z^a^f^Z^V^h^] hj Va^#GZij g^c^dj g^X] ^\`g^z^c^i^d^i] Z^X^a^/h^hg^db ^^^

6cY^e^a^V^h^Z^g^z^b Zb WZgi] Vi^i] Zg^Vg^hi^Vi^Z^a^l h^!^VcY^W^h^l h^! ] X] ^c^Z^Z^Y^i^d^W^X^dch^Y^Zg^Y^l ] Zc^i] ^e^ ^e^l^d^[]g^z^hig^Xi^dc^h^# @Yh^c^Z^Z^Y^hdb Z^hig^ Xij g^VcY^Z^Yj XVi^dc^#L Z^Vg^Z^hh^Zci^Va^Zb eadn^Z^h^VcY^hig^ ^\^a^Y^l f^] ^b Vc^V^e^l^ dg^VcY^] db Z\$ZVX] ^e^#^@Yh^Vg^ \d^e^l^i^d^] V^k^Z^b b ZchZ^b ZciVa] ZVa] \$VYj hib Zci^VcY^Y^Zk^Z^deb ZciVa^X] Va^z^c^Z^h^V^h^V^g^z^h^j a^d^[]dc^l^d^e^l^h^da^i^dc

B n^X] ^\`Y^Y^ZkZgn^Vhh^cb Zci^!^ZkZgn^h^e^a^Y^Vn^#l ] Zg^h^c^di] ^e^l^i^d^h] dl^ []dg^f^#Cd^l^g^Y^Zh^!^cd^g^edg^X^Vg^#L ] Zc^l^ ^ai] ^h^W^V^Y^Yg^Z^hh^Z^Y^4 Cdi^h^Vn^e^l^c^di^i^d^] V^k^Z^eg^Z^X^Vj i^dc^h^!^W^j^i^l Z^V^hd^c^Z^Z^Y^i^d^W^X^Vg^z^j ^c^di^i^d^W^] Zae^e^l^Xg^Z^i^Z^V^hd^X^Zin^d^[]Yh^i] Vi^] V^k^Z^k^Zgn^l ZV^ ^b b j^c^Z hnhiZb h^#Hd^] Vg^i^d^` cdl^ l ] Vi^Vg^g^z^V^hdc^W^W^e^g^Z^X^Vj i^dc^h^VcY^l ] Vi^Vg^c^di^#

>Vb ^kZgn^Xdc^XZg^Z^Y^V^W^d^j^i^h] dgZg^VcY^Va^Zg^Vi^e^l^Y^Vnh\$ Z^Z^h^VcY^] dl^ ^l^ dj ^b^ V^Z^i] Vi^l dg^Vh^V^e^Vg^Zci^#6ad^!^f^b dhi^[]Vb ^Zh^Vg^e^c^i] Z^h^Vb Z^eg^Z^Y^X^Vb Zci^VcY^c^Z^Z^Y^X] ^\`X^Vg^z^i] Zc^i] Zn^b Vn^W^[]dg^Z^Y^i^d^h^Zc^Y^i] Z^g^X] ^\`i^d^X] ^\`X^Vg^e^c^l ] X] ^X^Vh^Z^` Yh^h] dj ^f^j^hi^d^i^d^ h^X] dd^#

>g^V^an^] deZ^e^Vg^Zci^h^Vg^Z^Vi^a^Vhi^d^[[Zg^Z^Y^Y^hi^Vc^X^Z^a^Vgc^e^l^f^f^h^c^fil^i] Z^dc^an^dei^dc^#

>[ZZaVh'i] dj \ ] 'dj giZVX] Zgh' ] VkZ'YdcZ'i] Z'kZgn'WZhi'i] Zn'Xdj a'1 1] i] Z'gZhdj gXZh'VkV'a'WZ'id'i] Zb #l ] Zn'1 ZgZ'VWZ'id'e'kdi'kZgn'fj 'X' an VcY'Va Vnh'h] dl ZY'j e'edh'f'kZan!'Zc'\V\ZY'VcY'ckZhiZY'c'Vaa'ciZg'Xi'dch#>VeegZ'X'ViZ'i] Z'1 dg 'i] Vi'i] Zn'] VkZ'YdcZ'VcY'1 Vci'id'Zchj gZ i] Vi'i] Zn'] VkZ'VYY'f'dcVahj eedg'b dk'c'\[dg Vg'Vh'>' cdl 'i] h'ig'Vch'f'dc'1 Vh'cdi'ZVhn'dc'VcndcZ'

## Staff

">1 dj a'c'i'b cY'j hi'hiV[('c'i] Z'W'Y a'c'\VcY'b VnW'Z'VX] c'\i] Vi'1 Vn'1 1] dj i'hij YZcih'f'cdi'i] Zc'W'c'\] db Z'1 dj a'W'Z'b n'X] d'XZ#>Ydc i [ZZaa' Z'b V' c'\Vc'dj i'WZ'V' Vi'hX] dda'l dj a'W'V'\gZ'Vi'X] d'XZ#

=dl 'Yd'1 Z'hj eedg'iZVX] Zgh'1 ] d'b ^] i'W'Z'b b j cZ'Xdb egdb hZY'dgYdc i'[ZZahV[Z4

>i] c' i] Vi'dj giZVX] Zgh'1 dg ZY'id'i] Z'WZhi'd[i] Z'g'VWaf'n'id'XgZ'ViZ'V'zVg'c'\Zck'g'cb Zci'[dghij YZcih'1 1] 'afi'z'id'cd'ig/c'c'\#>[ZZai] ZgZ l Vh'V'Xdch'h'Zci'b ZhhV\Z'd[ig hi'c'\iZVX] Zgh'id'b V' Z'i] Z'WZhi'YZX'h'dch'[dgi] Zb hZakZ'h'eZghdcVaa'VcY'egl[Zhh'dcVaa'#6i'i] Z'Z'z'b ZciVgn a'kZ'd'b Vcn'hij YZcih'Xdj a'dcan'W'Vh'hj XXZhh[j aVh'i] Z'eVgZ'ciVahj eedg'Vi' ] db Z#Hdb Z'eVgZ'cih'b VYZ'hb Vaa'b c'^Xa/hhg'ddb h'VcY XdcYj XiZY'z'hhdch'[dgi] Z'g'X] a'gZ'c'l ] a'z'di] Zghij YZcih'1 dg ZY'Vad'c'h'YZ'i] Z'geVgZ'cih'Vh'i] Zn'1 dg ZY'[gdb ' ] db Z'VcY'di] Zgh'1 ZgZ'dc i] Z'gd' c'z'Vg'c'\eVi] WZ'XVj hZ'eVgZ'cih'1 ZgZ'1 dg c'\#>i] c' i] ZVX] Zg' cdl aZY\Z'VcY'Zc'\V\Zb Zci'Vah'd'kVgZY'WWhZY'dc'iZX] cda'd'n Xdb [dg!'VY'Ve'i'c'\c'Xa/hh'z'hhdch'gZ'b diZan'VcY'Waa'cX'c'\eZghdcVa[Vb 'an'cZZYh#l ] Z'gZ[aXi'dch'hiViZY'VgZ'cdi'Xg'f'X'hb h!'W'Y'i] deZ'[dg deedgj c'f'Zh'[dg'\gd' i] 'VcY'j cYZgh'iVcY'c'\#

B dk'c'\[dg Vg'f'1 a'f'W'edhh'WZ'[dgeVg'Ve'g[Zhh'dcVah'id'] VkZ'Vc'VXi'kZ'gd'z'hj eedg'c'\hij YZcih'4

E a'VhZ'b V' Z'i] h'hj hiV'c'WZ'[dgiZVX] Zgh'hij YZcih'VcY'eVgZ'cih'#

{'eVgZ'cih'YZX'YZ'id' ZZe'i] Z'g'X] a'f' ] db Z'ZkZc'1 ] Zc'hX] dda'h'VgZ'gZ'deZcZY!' ] dl '1 a'f'>b VcV\Z'c'Xa/hh'iZVX] c'\1 1] gZ'b diZ'iZVX] c'\ Yj g'c'\b n'Xdcig'XiZY'1 dg 'YVn'4'=dl '1 a'f'>VXXj g'ViZan'VcY'Veegleg'ViZan'VhhZhh'hij YZcih'Yj g'c'\gZ'b diZ'z'Vg'c'\4

>1 Vci'id'gZ'ij g'c'id'hX] dda'W'Y'i'>Vb 'kZgn'XdcXZg'ZY'VWdj i'heZcY'c'\b n'i'b Z'1 dgg'c'\VWdj i'b dc'f'dg'c'\hij YZci'Y'hiVcXZ'VcY' ] VcY'1 Vh] c'\ c'hiZVY'd[VXij VaiZVX] c'\#

L ] Zc'l] dl !l ] d'l a'W'z'ghedch'WZ'[dghVc'f'c'\Xa/hhg'ddb h!'j g'c'f'gZ'hj eeaZ'h'b ViZg'Vah'ZiX'c'dj g'Xa/hhg'ddb h'f'1 Z'Yd'\d'WX' id'c'eZghdc'z'Vg'c'\4

hZZb h`cZk1VWZ'i] Vi'i] Zg'i 1 aVW`Vc`dj iWgZV` VcY'i ZfaW`[dgZY`WX` `cid`gZb diZ`aVgc`c\`Vi`hdb Z`ed`ci`Yj g`c\`i] Z`[VahZb ZhiZg[dgVi  
aVhi`hdb Z`i`b Z`i] Zg`h] dj a`W`Xdcic`ZcXne`a/ch`c`ea/XZ`Vi`i] Z`hiVg`d[i] Z`nZVgid`hj eedg`i] h`ig/ch`a`dc`hd`i Z`XVc`Vkd`Y`hdb Z`d[i] Z  
Xdc[j h`dc`i] Vi`i Z`ZmeZgZcXZY`c`B VgX] #

I ] Z`a`hi`fj Zhi`dc`YdZhcfl`gZvan` VkZ`Vc`dei`dc`[dgb Z`#>1 a`gZij g`id`hX] dda`c`i] Z`[Vaf`] dl ZkZg>VWhdaj iZan`Yd`CDI`1 Vci`id`i ZVgV`b Vh`  
dg] VkZ`i] Z` Yh`i ZVgb Vh`h#>Ydcfl`i Vci`id`[daadl `eglidXda`i] Vi`Yd`cdi`b V` Z`ad`XVahZchZ`dgb V` Z`hZchZ`[dg` Yh`hj X] Vh` ZZe`c`i] Zb  
+fVeVg`#B Vh`h`VgZ`j hZa`hh`i ] Zc`i Z`VgZ`Vaf`c`i] Z`Xa`hhgldb `id`Zi] ZgVaf`YVn`c`b n`de`c`dc`#>1 dj a`g`i] Zg`hiVn`] db Z`VcY`Yd`gZb diZ  
aVgc`c`\`[i Z`] VkZ`id`Yd`i] c`h`i] Vi`VgZ`i] dj \] i`d`[id`WZ`gZVhdcVWZ`hV[Zin`egZ`XVj i`dch`Wj i`VXij Van`VgZcfl`hXZci`[XVan`egdkZc`id`WZ`j hi  
i] Vi`#

B n`W`Zhi`hig` \ `a`i` 1] `gZb diZ`aVgc`c`\`i Vh`i] Z`c`VWaf`n`id`XViX] `hij YZcihf`b `hiV` Zh`Vh`i] Zn`i dg ZY`#I ] Zn`[`ghi`] VY`id`Xdb eaz`iZ`Vc  
Vhh`^cb Zci`! V`[dg`b Z`id`d`gYZ`a`VcY`^kZ`[ZZY`WX`!`i] Zc`d`d`WX` VcY`gZ`ad` V`i`i] Z`[ZZY`WX`!`gZk`hZ`VcY`gZ`hj Wb` 1#Hdb Z`hij YZcih`Y`Y  
i] ZhZ`hiZeh`VcY`i dj a`gZk`hZ`VcY`gZ`hj Wb` 1 dg`!W`i`b Vcn`d`[i] Zb` Y`Y`cdi`!VcY`i] j h`Xdcic`j ZY`b V` c`\`i] Z`hVb Z`b `hiV` Zh`dkZgVcY`dkZg  
V`V`c`!`cdi`gZhedcY`c`\`id`b n`dj igZ`VX] `ViiZb eih`#I ] `h`i Vh`c`XgZ`Y`W`h`[g`hig`i`c`\`[dgb Z`Vh`V`iZVX] Zg`#