

## Uneb 2012 Pastpapers For Ple

Nowadays, society is constantly changing, and new ways of life are being developed by due to nonstop technological advancements. This generates changes in family, schools, the media, etc. New technologies are creating virtual environments to manage learning and academic achievement, and this is a new challenge to approach formal and informal education. In the last few decades, teachers, families, and educational administrators had very well-defined fields of action and roles to play. Now, these roles are disfigured, and influences from all agents are arguable and more difficult to face. At this current stage, problems sometimes appear that require different forms of intervention. Some of the problems are violence towards people; child abuse; drug abuse at increasingly early ages; integration problems due to immigration; dropping out of school; and typical problems related to student development, personality, disabilities, social and psychical maladjustment, teenagers socioaffective relationships, etc. Research on school success and failure has a long history, but there is still no agreement concerning the prevalence of these variables to explain academic achievement, the relationship between those variables, and which other variables modulate their level of impact. For many years, cognitive psychology has emphasized cognitive function as the most relevant for learning in school. However, recent studies highlight the importance of motivational and affective functions in building consistent models to explain learning and academic achievement. This change of perspective, from the classical cognitive model to a self-regulated learning model, has implied a new orientation in the research of the factors involved in school success and failure. Self-regulated learning models try to integrate students cognitive, socioaffective, and behavioral aspects. These models describe the different components involved in successful learning at all school stages, explaining reciprocal relationships between those components and directly relating learning to personal achievement, motivation, volition, and emotions. With this new paradigm, students not only contribute to strengthening their intelligence, but also their motivational and emotional qualities, all related to achieving personal balance. This book presents studies, ideas, and recommendations to shed light on the complex educational world. Education has limits and difficulties, but it is also the only instrument that can develop students potential into personal success.

Presents a guide on how to use Windows PowerShell to script Windows administrative tasks and control Windows from the command line.

Mobile phones are the most ubiquitous communications technology in the world. Besides transforming the way in which we communicate, they can also be used as a powerful tool for conflict prevention and management. This book presents innovative uses of mobile technologies in the areas of early warning, disaster and humanitarian relief, governance, citizens' participation, etc. and cuts across different regions. The book brings together experts and practitioners from

different fields—mobile technologies, information systems, computer sciences, online dispute resolution, law, etc.—to reflect on present experiences and to explore new areas for research on conflict management and online dispute resolution (ODR). It also reflects on the transition from present ODR to future mobile Dispute Resolution and discusses key privacy issues. The book is addressed to anyone involved in conflict prevention and dispute management aiming to learn how mobile technologies can play a disruptive role in the way we deal with conflict.

This book is the outcome of a symposium where leading researchers, mainly in developmental psychology, came together to discuss the implications of the emerging developmental science and the holistic approach. In doing this, the authors wanted to honor a distinguished colleague, David Magnusson, and his career-long contributions to this field. The purpose of the book is to discuss the profound implications for developmental science of the holistic paradigm, especially with regard to the individual development within psychology. Against the background of their own empirical, theoretical, or methodological research, the authors have tried to identify what is needed for the developmental theory and methods within this paradigm and discuss possibilities and limitations in relation to conventional approaches.

This book supplies both empirical evidence and scholarly analysis that exemplify successful innovation in South America in the field of sustainability education. Examining the issues from a three-fold perspective, of national policy, regional planning and grassroots projects in schools and communities, the volume offers a comprehensive overview of the contemporary situation in Brazil, Chile, Bolivia, Argentina and Venezuela. It provides case studies as detailed illustrations of the recipe for success as well as to inform researchers and practitioners of the kinds of obstacles and challenges they might face in seeking to manifest sustainability. A good deal of the research and scholarly studies in the field of education for sustainability and sustainable development is underpinned by 'Western' norms and culture. This book draws on that literature, yet also teases out features in the case studies that are particular to the region. South America itself encompasses a rich variety of natural and cultural environments—within individual nations as much as continent-wide. This diversity is a recurring theme in the book. The volume's three sections provide first a general survey, enriched with material from studies conducted in a number of different polities. The second section covers developments in Brazil, South America's largest nation and one that exhibits many of the features of education for sustainability found across the continent. Part three sets out and explores future trends. As with other books in the Schooling for Sustainable Development series, this volume will add impetus to scholarly exchange as well as contributing insights on education policy and curriculum changes across South American communities that exist in an increasingly globalized world.

"This book is about the threats to education quality in the developing world that

cannot be explained by lack of resources. It reviews the observed phenomenon of service delivery failures in public education: cases where programs and policies increase the inputs to education but do not produce effective services where it counts - in schools and classrooms. It documents what we know about the extent and costs of such failures across low and middle-income countries. And it further develops the conceptual model posited in the World Development Report 2004: that a root cause of low-quality and inequitable public services - not only in education - is the weak accountability of providers to both their supervisors and clients. The central focus of the book, however, is a new story. It is that developing countries are increasingly adopting innovative strategies to attack these problems. Drawing on new evidence from 22 rigorous impact evaluations across 11 developing countries, this book examines how three key strategies to strengthen accountability relationships in developing country school systems have affected school enrollment, completion and student learning. The book reviews the motivation and global context for education reforms aimed at strengthening provider accountability. It provides the rationale and synthesizes the evidence on the impacts of three key lines of reform: (1) policies that use the power of information to strengthen the ability of clients of education services (students and their parents) to hold providers accountable for results; (2) policies that promote school-based management—that is increase schools' autonomy to make key decisions and control resources, often empowering parents to play a larger role; (3) teacher incentives reforms that specifically aim at making teachers more accountable for results, either by making contract tenure dependent on performance, or offering performance-linked pay. The book summarizes the lessons learned, draws cautious conclusions about possible complementarities across different types of accountability-focused reforms if they are implemented in tandem, considers issues related to scaling up reform efforts and the political economy of reform, and suggests directions for future work."

These collections of the official past papers of the GCE O Level Examinations from the University of Cambridge International Examinations has been developed for students of GCE O level. These books will act as tools for preparation and revision for students. These books have an edited Answer Guide for each paper based on the marks scheme written by CIE Principal

The book offers an overview of international examples, studies, and guidelines on how to create successful partnerships in education. PPPs can facilitate service delivery and lead to additional financing for the education sector as well as expanding equitable access and improving learning outcomes.

This edited volume examines inclusive education and disability in the global South. Presenting four qualitative research studies conducted in Malaysia, Bhutan, Philippines and Belize, the authors examine the implementation of inclusive education and disabled children's participation in the education system: contexts on which very little is known. Thus, this book provides a unique opportunity to access rare context-specific information concerning this region of the world; and to reflect on the particular

challenges some countries face in the realization of full participation of all children within education. Authored by researchers who are also teaching professionals with experience and understanding of the complexities of the real world, this book reminds us that researchers and policy makers must listen to all voices and perspectives: especially those that have remained silenced and ignored.

What role does history play in contemporary society? Has the frenetic pace of today's world led people to lose contact with the past? A high-profile team of researchers from across Canada sought to answer these questions by launching an ambitious investigation into how Canadians engage with history in their everyday lives. The results of their survey form the basis of this eye-opening book. *Canadians and Their Pasts* reports on the findings of interviews with 3,419 Canadians from a variety of cultural and linguistic communities. Along with yielding rich qualitative data, the surveys generated revealing quantitative data that allows for comparisons based on gender, ethnicity, migration histories, region, age, income, and educational background. The book also brings Canada into international conversation with similar studies undertaken earlier in the United States, Australia, and Europe. *Canadians and Their Pasts* confirms that, for most Canadians, the past is not dead. Rather, it reveals that our histories continue to shape the present in many powerful ways.

Most kids hate to study, and homework is always a chore—but this book teaches kids how to transform drudgery into interesting and productive projects. The author offers suggestions for group learning and study projects, creating a stimulating study environment, and knowing the different ways to read different kinds of books, from math to literature. He also advises on organizing ideas for writing assignments, and seeking extra help for especially difficult subjects.

Archives, museums, and libraries are pivotal to the management and preservation of any society's heritage. Heritage assets should be systematically managed by putting in place proper policies, maintenance procedures, security and risks measures, and retrieval and preservation plans. *The Handbook of Research on Heritage Management and Preservation* is a critical scholarly resource that examines different aspects of heritage management and preservation ranging from theories that underline the field, areas of convergence and divergence in the field, infrastructure and the policy framework that governs the field, and the influence of the changing landscape on practice. Featuring coverage on a broad range of topics, such as community involvement, records legislation, and collection development, this book is geared towards academicians, researchers, and students seeking current research on heritage management and preservation.

In 1956, when La Leche League was founded, if a new mother chose to breastfeed rather than bottlefeed her child, she could by no means expect universal support for her decision. Though physicians of the era admitted that breastfeeding was the best method

An anthology designed for the enjoyment and instruction of students from junior-secondary school onwards. The poems focus on aspects central to African life and culture: lover, identity, death, village life, separation, power and freedom. Guidance for teachers is included.

The Anthropocene has become a field of studies in which the influence of human activity on the Earth System and nature is both the main threat and the potential

solution. Social Representations Theory has been evolving since the 1960s. It links knowledge and practice in everyday life and is an effective way to deal with systemic crises based on common sense. This book assembles key contributions by Latin American scholars working with social representations in the social sciences that are of conceptual relevance to the study of the Anthropocene and that investigate the societal consequences of complex interrelations between common sense and topics of global relevance, such as the contradictions of sustainable development, the construction of risks beyond risk-perception, health, negotiation and governance in the field of education, gender equality, the usefulness of longitudinal and systemic ethnography and case studies, and agency and the link between inequality, crises and risk society in the context of COVID-19, presenting theoretical and methodological innovations from Spanish, Portuguese and French research that have rarely been available in English. • This is the first book to address the relevance of Social Representations Theory for the Anthropocene as a societal era • It presents the multidisciplinary scope of Social Representations • This book covers emerging research contributions in Social Representations Theory from Latin America • This book presents innovative research and commentaries by established researchers in the field • This multidisciplinary book should be in the libraries of many disciplines in the social sciences and humanities

Environmental Science Class XII

The economic and social challenges confronting the nation today demand that all citizens acquire and learn to use complex reasoning and thinking skills.

Education and Learning to Think confronts the issues facing our schools as they take on this mission. This volume reviews previous research, highlights successful learning strategies, and makes specific recommendations about problems and directions requiring further study. Among the topics covered are the nature of thinking and learning, the possibilities of teaching general reasoning, the attempts to improve intelligence, thinking skills in academic disciplines, methods of cultivating the disposition toward higher order thinking and learning, and the integral role motivation plays in these activities.

Despite the recent expansion of higher education in Uganda, there is still much cause for concern. Enrolment levels lag behind those of much of the rest of the continent; enrolment in technical universities is only one percent; there is no government science and technology policy for higher education despite an identified social need; the new universities are broadly imitating the old colonial models; and there has been little curriculum reform. This study addresses the state of tertiary education in Uganda and proposes reforms in the following areas: university management; how to manage the current two-tier system of public and private universities; institutional capacity; financing and coping with decreasing resources; curricula design which is appropriate to African development needs; how to correct the imbalance of arts/humanities and science students and shortages of academic staff; access to tertiary education; quality of education; and institutional and academic autonomy. The author is Professor of History and Vice-Rector of the Islamic University of Uganda at Mbali. He has published widely on a range of subjects including secondary and tertiary

education, Islam in Uganda and social violence.

This report is based on a study prompted by the need for improved effectiveness in the use of education resources in Uganda. Uganda's problem with increasing resource constraints for education is common in many developing countries and the lessons learned in this study may be of broad interest. Currently, Uganda allocates over 31 percent of its discretionary recurrent expenditure to education and 67 percent of this is allocated to primary education. Given increasing pressures on the budgets, there is need to implement strategies focusing on those inputs most likely to improve student learning. A major impediment to rational decision making in this area is lack of knowledge about what interventions work best and under what circumstances. Without this knowledge, Government may continue spending scarce resources on inputs that may not directly contribute to student learning achievement.

A high level of literacy in both print and digital media is required for negotiating most aspects of 21st-century life, including supporting a family, education, health, civic participation, and competitiveness in the global economy. Yet, more than 90 million U.S. adults lack adequate literacy. Furthermore, only 38 percent of U.S. 12th graders are at or above proficient in reading. Improving Adult Literacy Instruction synthesizes the research on literacy and learning to improve literacy instruction in the United States and to recommend a more systemic approach to research, practice, and policy. The book focuses on individuals ages 16 and older who are not in K-12 education. It identifies factors that affect literacy development in adolescence and adulthood in general, and examines their implications for strengthening literacy instruction for this population. It also discusses technologies for learning that can assist with multiple aspects of teaching, assessment, and accommodations for learning. There is inadequate knowledge about effective instructional practices and a need for better assessment and ongoing monitoring of adult students' proficiencies, weaknesses, instructional environments, and progress, which might guide instructional planning. Improving Adult Literacy Instruction recommends a program of research and innovation to validate, identify the boundaries of, and extend current knowledge to improve instruction for adults and adolescents outside school. The book is a valuable resource for curriculum developers, federal agencies such as the Department of Education, administrators, educators, and funding agencies.

High-stakes public examinations exert a dominant influence in most education systems. They affect both teacher and student behavior, especially at the middle and upper levels of secondary education. The content of past examinations tends to dictate what is taught and how it is taught and, more important, what is learned and how it is learned. By changing aspects of these examinations, especially their content and format, education systems can have a strong positive impact on teacher behavior and student learning, help raise student achievement levels, and better prepare students for tertiary-level education and for employment.

Examination agencies, many of which have followed the same procedures over decades, can learn from the successes and failures of other systems. This book addresses current issues related to the development, administration, scoring, and usage of these high-stakes public examinations, identifying key issues and problems related to examinations in many emerging market economies as well as in advanced economies. The book's primary audience consists of public examination officials on national, regional, and state examination boards, but the book should also be of interest to senior education policy makers concerned with certification and learning achievement standards, to academics and researchers interested in educational assessment, to governmental and education agencies responsible for student selection, and to professionals at development organizations. "This extremely well-written and comprehensive book offers a timely review of the diversity of public examination practices worldwide; of the tensions between examinations and learning; and of the technical expertise involved in the creation of valid, reliable, and fair assessments. It reminds us that as "the diploma disease" takes hold with an ever-greater intensity at every stage of education worldwide, and the commercial business of testing flourishes, those concerned with educational quality and meaningful learning must be on guard to prevent the assessment tail wagging the educational dog." Angela W. Little, Professor Emerita, Institute of Education, University College London "This book is very well structured and written and draws on the authors' remarkable global knowledge across countries and histories. It will be a great asset both to administrators responsible for examinations and to academics and other professionals who seek to understand the nature and impact of examinations of different types and in different settings." Mark Bray, UNESCO Chair Professor of Comparative Education, University of Hong Kong; and former Director, UNESCO International Institute for Educational Planning "I am sure that Public Examinations Examined, which thoroughly analyzes the practice of public examinations in different countries and makes profound and well-grounded conclusions, will arouse very great interest and will serve to further improve public examinations." Victor Bolotov, Distinguished Professor, Higher School of Economics, National Research University, Moscow; member, Russian Academy of Education; and former Deputy Minister of Education, Russian Federation

This World Bank report is a rich compilation of information on teaching learning materials (TLM) in Africa based on the extensive and multi-faceted experience of the author's work in the education sector in Africa. The study examines a wide range of issues around TLM provision including curriculum, literacy and numeracy, language of instruction policy, procurement and distribution challenges, TLM development and production and their availability, management and usage in schools. It also looks at the role of information and communication technology (ICT) based TLMs and their availability. The study recognizes that improved TLM system management is a critical component in achieving affordable and sustainable TLM provision for all students. This study, which

draws from more than 40 Anglophone, Francophone, Lusophone, and Arabic-speaking countries will be particularly useful for policymakers, development partners, and other stakeholders attempting to understand the wide range of issues surrounding the complexity of textbook provision in Sub Saharan Africa. Derek Neal writes that economists must analyze public education policy in the same way they analyze other procurement problems. He shows how standard tools from economics research speak directly to issues in education. For mastering the models and tools that economists of education should use in their work, there is no better resource available.--

Adult education has been practised in Uganda in various forms, perhaps since humans first inhabited the land; but very little has been written about it. It is therefore difficult to find relevant materials to use in the study of education in Uganda. Makerere University has been engaged in adult education since 1953, and so celebrated fifty years of its existence and service in 2003. This book is published in commemoration of this achievement. Its objectives are to document the development of adult education in Uganda, establish a base for further specialised study on adult education, provide a teaching resource for the study of adult and community education and pave the way for future adult education work. As a critical review and reflection on salient aspects and issues of adult education, including on the relative merits and disadvantages of indigenous and colonial languages as media for adult education, it is the first publication of its kind in Uganda.

This text is the first component in the MEI Structured Mathematics series. It is designed to be both an access course for those who wish to proceed to AS or A-Level, but are not yet ready to do so, and also to be a first mathematics unit with Advanced GNVQ's. The content covers the requirements of the Application of Number core skills for advanced GNVQ courses. It applies mathematics in a variety of contexts from industry and medicine to sport and show business, and includes carefully-structured exercises and investigations.

In *Gender and Practice: Insights from the Field*, twelve chapters contribute to the creation of an accessible body of knowledge that looks to provide gender practitioners with examples of what works, and what doesn't, in the attainment of gender equality.

This book documents the rapid development of the importance of early years education from the late 90s into this millennium, providing a unique contribution to the importance of pre-school.

The Exam Skills Handbook provides an easy-to-follow set of strategies and techniques that build to a plan for achieving your best possible exam performance. It provides practical step-by-step guidance in long-term planning for optimal performance through to last minute revision strategies. As well as its original series of 'ready-made' revision sessions, it provides checklists, structured reflections, and a hallmark page-by-page design that helps you work quickly and easily. You can take charge of your preparation and approach exams with calm



and confidence, expertise and enjoyment.

No More Failures challenges the assumption that there will always be failures and dropouts, those who can't or won't make it in school. It provides ten concrete policy measures for reducing school failure and dropout rates.

Master's Thesis from the year 2014 in the subject Sociology - Law, Delinquency, Abnormal Behavior, grade: 40.0 credits, University College Cork (School of Applied Social Studies), course: Master of Social Sciences (Social Policy), language: English, abstract: This research focused on the nature of rehabilitation provided to prisoners in correctional facilities in Uganda as offered by the Uganda Prisons Service (UPS). The specific objectives of the research were to: map the kind of rehabilitation programs provided to prisoners; clarify who provides them and how they are organised; and, to critically analyse the rehabilitation programs from the point of view of a human rights framework that is underpinned by basic standards for treatment of prisoners. It was premised on the fact that the UPS is currently shifting its approach from a purely penal role to become a correctional institution that upholds offenders' human rights. The overall finding was that indeed the UPS (attempts to) provide rehabilitation to prisoners. The types of rehabilitation programs are of varying degrees of efficiency. Particularly, programs in the UPS were undermined by prison overcrowding, poor resourcing, and understaffing. They mostly include functional adult literacy for those without prior academic education, and formal education at primary, secondary, and tertiary levels. They also include vocational and skills training, and limited psychosocial interventions. Psychosocial interventions were largely conducted on an informal basis by prison staff and social work volunteers and often took the form of group sensitisation programs. A key observation was that the rehabilitation programs that are being offered by the UPS lacked therapeutic integrity. In other words, they are not well conceived and do not rely on sound academic / criminological theory; they have no standardised curriculum; and they used staff (instructors) who were mostly unqualified and not adequately trained. \*THIS BOOK WILL SOON BE AVAILABLE AS OPEN ACCESS BOOK\* This book is a valuable resource for policymakers and practitioners as it brings insights mainly from developing countries where relatively less research activity takes place. It is also a valuable resource for courses in mathematics education in the teacher education colleges, and departments of education in the sub-Saharan Africa region. In the increasingly global and technological world mathematics is seen as a significant gatekeeper of opportunities for social and economic advancement and mobility. Hence, countries and development agencies in the broader sub-Saharan Africa region are looking towards increasing access to relevant and high-quality secondary education as a lever towards economic development. Policy makers and other key decision makers in education look towards improvement in mathematics teaching and learning as a key focus in education reform. In the East Africa region also a number of initiatives have been taken at the national level in the respective countries to

improve the quality of mathematics education. This book provides an in-depth comparative analysis of the developments and issues in mathematics education in Kenya, Tanzania, Rwanda and Uganda, and advances our understanding of the state of secondary mathematics education in East Africa.

This volume examines the assessment of higher order thinking skills from the perspectives of applied cognitive psychology and measurement theory. The volume considers a variety of higher order thinking skills, including problem solving, critical thinking, argumentation, decision making, creativity, metacognition, and self-regulation. Fourteen chapters by experts in learning and measurement comprise four sections which address conceptual approaches to understanding higher order thinking skills, cognitively oriented assessment models, thinking in the content domains, and practical assessment issues. The volume discusses models of thinking skills, as well as applied issues related to the construction, validation, administration and scoring of performancebased, selected-response, and constructed-response assessments. The goal of the volume is to promote a better theoretical understanding of higher order thinking in order to facilitate instruction and assessment of those skills among students in all K-12 content domains, as well as professional licensure and certification settings. School life, now more than ever, can seem like an endless stream of examinations, tests, and assessments. *Wise Guides: Exam Skills* is the key to staying stress-free during the exam and revision period. This helpful guide tackles the subject of exams head-on with advice on how to compile a revision plan, identify the best ways to revise, find the best time and place for revision, and how to stay calm during the exam itself. Full of practical advice, this book is essential for every young person who has to cope with exam pressure. *Wise Guides* help young people deal with whatever life throws at them.

As teachers we often tend to expect other countries to teach chemistry in much the same way as we do, but educational systems differ widely. At Bielefeld University we started a project to analyse the approach to chemical education in different countries from all over the world: *Teaching Chemistry around the World*. 25 countries have participated in the project. The resulting country studies are presented in this book. This book may be seen as a contribution to make the structure of chemistry teaching in numerous countries more transparent and to facilitate communication between these countries. Especially in the case of the school subject chemistry, which is very unpopular on the one hand and occupies an exceptional position on the other hand – due to its relevance to jobs and everyday life and most notably due to its importance for innovation capacity and problem solving – we have to learn from each others' educational systems. The high demand for advanced metallic materials raises the need for an extensive recycling of metals and such a sustainable use of raw materials. *"Sustainable Utilization of Metals - Processing, Recovery and Recycling"* comprises the latest scientific achievements in efficient production of metals and such addresses sustainable resource use as part of the circular economy

strategy. This policy drives the present contributions, aiming on the recirculation of EoL-streams such as Waste Electric and Electronic Equipment (WEEE), multi-metal alloys or composite materials back into metal production. This needs a holistic approach, resulting in the maximal avoidance of waste. Considering both aspects, circular economy and material design, recovery and use of minor metals play an essential role, since their importance for technological applications often goes along with a lack of supply on the world market. Additionally, their ignoble character and low concentration in recycling materials cause an insufficient recycling rate of these metals, awarding them the status of “critical metals”. In order to minimize losses and energy consumption, this issue explores concepts for the optimization concerning the interface between mechanical and thermal pre-treatment and metallurgical processes. Such new approaches in material design, structural engineering and substitution are provided in the chapters. The Early Grade Reading Assessment (EGRA) measures students' progress towards reading. EGRA gauges early literacy skills through a 15-minute individual oral assessment of five fundamental reading skills. RTI worked with education experts to develop the EGRA in 2006, and it has been piloted and implemented in more than 40 countries. This volume aims to take stock of the substantial amount of information and experience generated through the use of EGRA, and to share this knowledge with practitioners, policymakers, and international donors. Chapters cover not only particular applications of the instrument but also put EGRA in the context of broader issues and developments in literacy and education.

Vermeersch and Kremer examine the effects of subsidized school meals on school participation, educational achievement, and school finance in a developing country setting. They use data from a program that was implemented in 25 randomly chosen preschools in a pool of 50. Children's school participation was 30 percent higher in the treatment group than in the comparison group. The meals program led to higher curriculum test scores, but only in schools where the teacher was relatively experienced prior to the program. The school meals displaced teaching time and led to larger class sizes. Despite improved incentives, teacher absenteeism remained at a high level of 30 percent. Treatment schools raised their fees, and comparison schools close to treatment schools decreased their fees. Some of the price effects are caused by a combination of capacity constraints and pupil transfers that would not happen if the school meals were ordered in all schools. The intention-to-treat estimator of the effect of the randomized program incorporates those price effects, and therefore it should be considered a lower bound on the effect of generalized school meals. This insight on price effects generalizes to other randomized program evaluations. This paper--a product of the Poverty Reduction and Economic Management 2, Africa Technical Families--is part of a larger effort in the region to increase our understanding of the impact of programs aimed at reaching the Millennium Development Goals.

"This should be required reading by every school administrator, every teacher, every board member and all university faculty involved in the training of teachers. There is no doubt that we need to squeeze all blame, all coercion and all criticism out of any people-related business. Not until we realize that schools are in a people business will we ever be able to make meaningful changes." --Dr. Albert Mamary, former superintendent of schools, Johnson City, New York

[Copyright: 955e408b0728d80825173a62630153e6](#)