

KS Direct Connection

LEARNING  
FORWARD  
KANSAS

AUGUST 2013

AN AFFILIATE OF



## Time To Kick Off

# Start The School Year With Professional Learning

By Vicki Bechard  
LF KS Secretary

Learning Forward Kansas is sponsoring three opportunities for educators to learn more about the *Professional Learning Standards* during the fall season. *Regional Labs* are back, one during October and one in November – in new areas of



the state – plus a *Standards Pre-Conference Session* will be held prior to the KSDE Annual Conference in early

November. So get your team ready, tickets punched, and get ready to assemble a *Professional Learning* game plan so that all your teachers and students have the tools and skills to score!

**GAME PLAN:** Many changes are facing schools and educators this fall, and it is important to understand the most effective skills and strategies to create a playbook that will lead to sustained, systemic changes that transform teaching and learning.

**PLAYBOOK:** The *Professional Learning Standards*, approved by the Kansas State Board of Education in April 2012,

are the foundation of assembling the best game plan for implementing any  
*Continued on Page 2*

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### Join us in a Regional Learning Lab

*Transform Professional Learning To Improve Student Achievement*  
 Friday, October 11, 2013 - Community Elementary School, Coffeyville, KS  
 Wednesday, November 20, 2013 - SW Plains Regional Service Center, Sublette, KS  
 Further information on page 2 or on the [LF KS website](http://www.learningforward.org).



# Regional Labs, Pre-Conference Guide Participants In Building Game Plan For Transforming Professional Learning

Continued from Page 1  
change facing a school or district. Whether it's Common Core (Kansas College and Career Ready Standards), Educator Evaluations, Technology Initiatives, or something else, it all hinges on learning, planning, implementing and providing support. Each of these Fall 2013 learning opportunities will help participants examine the Professional Learning Standards, understand the change process, and provide ideas and strategies to create and implement a game plan.

### LEARNING EVENTS

These sessions are similar to a "coaching clinic" where participants will learn proven strategies and be able to talk with other colleagues to share ideas that can be taken back to utilize with your own team.

**REGIONAL LABS:** One-day sessions dedicated to engaging, collaborative learning about the Professional Learning Standards, the change process, and how this new knowledge can be used to implement school or district initiatives.

The theme for this year's labs is: *Transform Professional Learning to Improve Student Achievement.*

### Dates & Locations

Friday, October 11, 2013 - Community Elementary School, Coffeyville, KS

Wednesday, November 20, 2013 - Southwest Plains Regional Service Center, Sublette, KS

### Time (both locations)

8:30 a.m. - 3:30 p.m.; lunch included.

### Who Should Attend?

School or district leaders (administrators, teachers, instructional coaches, etc.) are encouraged to attend in **teams** to gain the most value from these sessions.

### Costs

\$125/person;

Teams of 3 = \$300;

Team of 6 = \$500

Learning Forward Kansas Membership included - a \$25 value!



2012 Professional Learning Standard Pre-Conference, sponsored by LF KS

\*\*\*\*\*

### PRE-CONFERENCE

#### for KSDE Conference:

A full day of learning and application, focused on delving into the Professional Learning Standards, and examining effective strategies to implement those standards, culminating in creating an initial plan to take back to your school or district. The theme for this year's Pre-Conference is:

*Transforming Professional Learning.*

### Date & Location

Monday, November 4, 2013 -

Hyatt Regency Birch Room, Wichita, KS

### Time

8:30 a.m. - 3:30 p.m.

### Who Should Attend?

School or district leaders (administrators, teachers, instructional coaches, etc.)

### Cost

\$125 per person (includes continental breakfast, lunch and resources)\*

\*Registration fees are separate from KSDE's Conference fees.



Dayna Richardson, LF KS Past President, shares a comment about change as a part of the 2012 LF KS Regional Learning Labs.

Find more information for the Regional Labs and the KSDE Pre-Conference, including online registration for all three events on the [Learning Forward Website](#).

Join us for a season of Professional Learning that takes us all the way to the play-offs! DC

## President's Message

## Transforming Professional Learning

by Jill Lachenmayr  
LF KS President

It's a new school year, full of possibilities and new opportunities for learning. As an educator, I'm excited about how we will transform professional learning to meet the rising demands of preparing students for college and career. Our responsibilities are large, but we are absolutely capable of meeting the challenge. And we have help.

Have you heard about the amazing (free) resources available to us? In this article, I'd like to highlight four units Learning Forward has developed for schools and districts to use on their journey of transforming professional learning, regardless of the content focus. The units may be found with the [LF Common Core resources](#) and include:

- Managing Change,
- Facilitating Learning Teams,
- Learning Designs, and
- Standards for Professional Learning

What makes these units fantastic? The units are helpful because they provide all you might need to begin the conversation within your organization. Each unit contains: background reading material to help build a strong foundation for understanding, agendas, handouts, protocols, structures and presentation slides with facilitators' notes. The units are flexible in nature and can be used with multiple stakeholder groups. Who in your school or organization might benefit from the learning found within these units?

As colleagues, we know that effective professional learning is critical to success and well worth the investment. It makes an impact on the educator and ultimately student learning. Thank you for the work you do daily to help transform professional learning as we continually increase educator effectiveness and student learning.

I wish you a successful start to the year!  
DC

## SAVE THE DATE for the 2014 LF KS Learning Conference



**Rigor>>Relevance>>Relationships>>Respect>>Rapport**

April 8-9

Topeka, KS

**Educators used to talk about the 3 R's of education;** the 2014 LF KS Learning Conference takes an in-depth look at the 5 R's that equip students to be *college and career ready* and how the Kansas-adopted Professional Learning Standards can help in integrating those 5 R's into instruction. Watch your e-mail inbox and the [LF KS website](#) for further details. **See page 10** to submit a proposal to present at the conference.

## Calendar Countdown



### Board Fall Followup

Wed., Sept. 25, 2013  
Andover, KS

### Fall Board Meeting

Mon., Nov. 4, 2013  
Wichita, KS

### Learning Forward Annual Conference

December 7-11, 2013  
Gaylord Texan Resort  
Grapevine, TX

### Surf on over...

to the **LF KS Facebook** page.  
"Like" us to stay updated  
on news 24/7.

Link up at

[www.learningforwardkansas.org](http://www.learningforwardkansas.org)



### Sticky Standards...

Professional Learning  
That Sticks

A [website](#) that includes podcasts and other great resources on professional learning. Read more about Sticky Standards on page 9.

# Transforming Professional Learning

## To Support Implementation of Common Core

By Jill Bergerhofer  
Rep B East of Hwy 281

An article in the May issue of *Direct Connection*, focused on the first part of Frederick Brown's keynote address which kicked off the LF KS annual Leadership conference, held in April in Wichita, KS. Brown, the Director of Strategy and Development for Learning Forward (LF), focused his remarks on "Transforming Professional Learning to Prepare College-and Career- Ready Students: Implementing the Common Core (TPL I)". This article summarizes the second half of Dr. Brown's address which highlighted the key actions Learning Forward is working on through a collaboration with the Council of Chief State School Officers (CCSSO).

Learning Forward and the Council of Chief State School Officers (CCSSO) "will work with six states to transform professional learning and create a statewide, comprehensive professional learning system that supports deep implementation of Common Core State Standards (CCSS) and forthcoming new assessment," according to Dr. Frederick Brown.

"The framework will include a vision for professional learning and methods for evaluating it," Brown added.

The purpose of this framework is to help states support school systems as they lead the transition to the CCSS and "deliver on the promise...that all students leave high school ready for college and careers".

This collaborative effort will be based on the lessons learned through a previous collaboration between LF, the CCSSO, and Kentucky. This team analyzed the comprehensive learning system in Kentucky based on the six key components of a Professional Learning System. As a result of the study, the team presented a set of policy and guidance recommendations to Kentucky for developing a comprehensive learning system for Kentucky educators. A set of innovation configuration maps based on Kentucky's four pillars were also developed to support implementation of Common Core, and to help them assess their efforts. Those pillars were: Core Academic Standards, Assessment Literacy, Leadership, and Characteristics of Highly Effective Teaching & Learning were also developed.

Dr. Brown also showed a new resource available on the Learning Forward website under the Common Core link titled *Professional Learning Policy Review: A Workbook for States and Districts*. This free workbook is "complete with a detailed process and several tools...helps states and districts understand if their professional learning policies are strengthening practices". Two other free resources available from Learning Forward are *Establishing Time: For Professional Learning* and *Meet the Promise of Content Standards: Tapping Technology to Enhance Professional Learning*.

More information on "Transforming Professional Learning to Prepare

College-and  
Career- Ready  
Students:

Implementing the Common Core (TPL I)" collaboration is available on the [Learning Forward website](#). DC



Dr. Frederick Brown

## Learning Forward Beliefs, Mission, and Standards

### Learning Forward Beliefs

- Effective professional learning is fundamental to student learning.
- All educators have an obligation to improve their practice.
- More students achieve when educators assume collective responsibility for student learning.
- Successful leaders create and sustain a culture of learning.
- Improving student learning and professional practice requires ongoing systemic and organizational change.

### Learning Forward Mission

Learning Forward advances educator effectiveness and student results through standards-based professional learning.

### Learning Forward Standards for Professional Learning

Learning Communities  
Leadership  
Resources  
Data  
Learning Designs  
Implementation  
Outcomes

Check [Learning Forward website](#) for further information.



# Creating The Un-Classroom:

## Should a classroom look like a Broadway musical? a Twitter feed?

By Sheri Thomas  
LF KS Past President

Curtis Chandler, Kansas Teacher of the Year 2012, posed two questions as a part of his breakout session at the LF KS 2013 Leadership Conference.

- "How can we move beyond the traditional classroom?" and
- "What can we glean from other models of learning?"

Chandler started to learn more about these models of teaching and learning as he was watching his children (his "education consultants") play and learn. He also broadened his understanding through travels to various districts around the state.

In his travels, Chandler found a teacher who used music, movement, and student creativity to improve vocabulary mastery.

Students in this classroom created word wall songs with movement or their own artwork to explore vocabulary. Another teacher designed his classroom around the "Angry Birds" app – designing content to be mastered and re-mastered with students earning points for each module they completed. Still another teacher made learning more experiential and participatory by surrounding the students in his classroom with actual artifacts of the topic being explored much like a museum atmosphere.

### The big question: What should a class look like?

For some, classroom instruction means a lecture. However, *Lecture* can mean different things:

- Lecture is widely used.
- Lecture places learners in a passive role.
- Lecture can be effective, but is often not.
- Lecture can be enhanced by multi-modality and novelty.
- Lecture is often perceived negatively by learners... but not always.

Play research takes a different view.

Play research says:

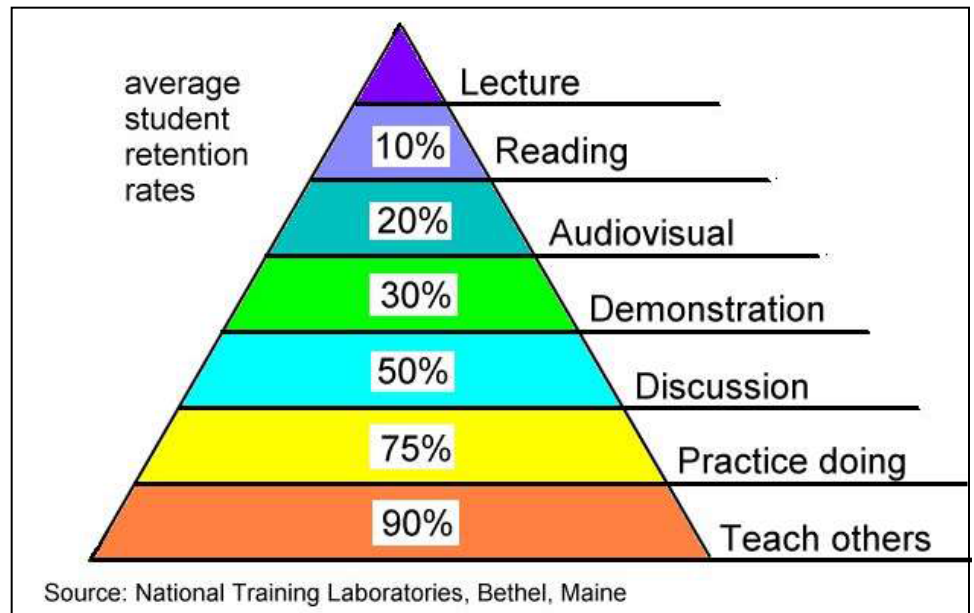
- Play is as old as man.
- Play has a long history of enhancing achievement.
- Play leads to improved performance on outcomes.
- Play provides cognitive-linguistic benefits.
- Play provides affective-social benefits.
- Play leads to divergent thinking/creativity.

As the chart above shows, moving beyond lecture and into play and student-centered instruction also leads to increased retention. Additionally, adding effectively-used audiovisual in the classroom can support attention and motivation. Use a video clip to start a lesson. Add humor – who doesn't love an "I Love Lucy" episode. Illustrate a concept in a real life manner by showing a TV commercial or use a mnemonic device for easy recall of information. *Just remember – not more video in the classroom, but better use of video in the classroom.*

### Again, the big question: What should a class look like?

- A Broadway musical
- Angry Birds
- A museum
- A video game
- A simulation
- A twitter feed

Maybe it's anything but the traditional classroom if students are to be engaged and retain learning! DC



## LF KS Leadership Conference Breakout Sessions

### *iPads Apps Promote Common Core Learning*

By Ben Smith  
Rep A East of Hwy 281

As the Common Core grows to become a major part of what we teach in school, it makes sense to utilize available technology to ensure that students have the necessary tools in the classroom. As a part of a breakout session at the 2013 LF KS Leadership Conference, participants were introduced to several iPad apps that can help promote growth in the following areas: Information Literacy, Media Literacy, Network Literacy, Global Literacy, Creative and Critical thinking, communication, and collaboration.



Participants then put together a mini-lesson, based on one of the College and Career Ready standards which utilized an app of their choosing. Small groups presented to the large group, illustrating how the use of an app could take students beyond the initial information-gathering level of learning. By teaching the process to the group, it became more clear how students, when allowed to interact with a specific learning app, can manipulate information in such a way as to demonstrate higher order thinking and processing skills. DC

### *Game Dynamics Improves Student Achievement*

By Ben Smith  
Rep A East of Hwy 281

Utilizing game play concepts helps draw students into classroom material, according to Former Kansas Teacher of the Year Curtis Chandler. Statistics show 97% of boys and 94% of girls play video games. Given that, Chandler says by following the ways in which game developers create environments where students with severe ADHD and ADD can be engaged for hours, teachers can engage students like never before.

Chandler shared the concepts used by game developers as a part of a breakout session at the 2013 LF KS Leadership Conference. The outline of this game design mindset is as follows:

1. Provide narrative context
2. Explicit interconnectedness
3. Well-ordered problems
4. Control and Choice
5. Customization and co-design

According to Chandler, following even one of these concepts can help create a compelling lesson that will keep students hooked. He added that it is important to remember that "more game play is not the key - better game play is". DC



## Beliefs of Learning Forward Kansas

The ultimate purpose of staff development is to improve student learning.

A staff developer is anyone who systematically enables others to change their professional behavior.

Effective staff developers use a research base to continually define and refine best practices.

Collaboration strengthens staff development.

Effective organizational development is required if all students are to learn.

Organizational development requires individual change.

Each educator has a moral responsibility to improve professional effectiveness through lifelong learning.

Reinforcement and support systems are critical to the transfer of learning into practice.

Ongoing assessment is critical for effective staff development decisions.



Learning Forward Kansas  
is an affiliate member of Learning Forward  
[learningforward.org](http://learningforward.org)

*Every educator engages in effective professional learning  
every day so every student achieves.*



LF KS Leadership Conference Breakout Session

## Coaching Tips Focus On Making Difficult Conversations Doable

By Pam Irwin  
Central Office Rep

*"Helping others  
uncover their brilliance".*

Joan Hearne and Gina Marx shared this statement as a part of their breakout session at the 2013 LF KS Leadership Conference. I feel that this statement embodies the true intent of Instructional Coaching. How do we help educators (teachers, administrators, etc.) uncover their brilliance?

Coaching conversations make it possible and doable to "uncover brilliance". These conversations must focus on the facts and the data, according to Marx and Hearne. So starting a coaching relationship by agreeing on the standards/goals both coach and educator would like to address moves the conversation from being personal to either the coach or the educator. Once the target is established, conversations can occur around whether the actions do or do not align to the goal or standard.

Marx and Hearne noted that it is also important to approach all conversations with a positive intent. Reflective conversations done in this manner assume that the person has already thought it, done it or is planning to do it. By approaching the conversation in this manner, coaches are not providing advice, but rather the

means for the educator to think deeper about their actions. For example, instead of asking someone, "Do you have any goals?", rephrase the statement in this manner, "What goals have you set?" This simple change puts the thinking back in the hands of the educator, yet provides people the opportunity to "uncover their brilliance".

Below are a few examples of both negative intent and positive intent stems.

### **Negative Intent Stems**

*Avoid using these stems:*

Did you...  
Do you...  
Are you...  
Can you...  
Have you thought about...  
You NEED to...

### **Positive Intent Stems**

*Consider using these stems:*

What...  
Where...  
Which...  
How...  
As you...  
Knowing that...

As Marx and Hearne advised, coaches never want to shut down the thinking of others, instead they can focus on changing the conversation. Truly make the focus about "uncovering the brilliance" of others! **DC**

## KLFA Highlights Standards On Social, Emotional Character Development

Kansas Learning First Alliance (KLFA) met in May, 2013. As a continuation of highlighting KSDE initiatives, the Social and Emotional Character Development standards were the focus.

The meeting also included a legislative summary, a report on the annual Learning First Alliance conference in Washington, D.C., and a review of a recent meeting of literacy professionals focusing on the KSDE Kansas Guide to Learning: Literacy. Karen Godfrey (KNEA) was elected Chair Elect for KLFA.

Highlights of the meeting were the presentations on the recent decisions regarding assessment transitions next year and the SBAC field tests results by Tom Foster (KSDE), and then on KSDE's Social and Emotional Character Development (SECD) standards by Sue Kidd, Coordinator of Kansas Character Education Initiative, & Mark Hyatt, Executive Director of Character Education Partnership. As Sue Kidd shared, these standards are implemented in very practical ways via the Kansas College and Career Ready Standards (KCCRS) which incorporate 21<sup>st</sup> Century skills and character education. In small collaborative teams, the groups shared that to incorporate today's presentations they would need a better understanding of KCCRS, effective professional learning, educator evaluations, and strategies to advocate with a consistent, clear message to do meaningful work. They also provided input on the future structure of meetings to include the possibility of an earlier spring meeting, guest speakers on hot topics.

For more information about KLFA, visit their [website](#). **DC**

## LF KS Leadership Conference Breakout Sessions

# Teaching Academic Vocabulary Must Be Intentional, Useable, Personal

By Jill Bergerhofer  
Rep B East of Hwy 281

What's in a word? During their breakout session at the 2013 LF KS Leadership Conference, Dr. Melissa Reed of Emporia State University and Dr. Ashlee Jack of Wichita State University shared their insights on how each of their

teacher preparation programs spotlight the importance of intentionally teaching academic vocabulary in content areas. The presenters stressed that "teaching vocabulary must be intentional, transparent, useable, personal, and a priority". An interesting fact shared during this session was that polysemic words, those with multiple meanings,

are most often overlooked when teaching and yet they cause the most problems for students. Two suggestions for improving the teaching of academic vocabulary were:

- to increase the students' word consciousness by providing plenty of opportunities to use and respond to the words through a variety of options for oral and written practice; and
- to match the strategy used to teach the word with how the word will be used in context of the domain/content-specific subject.

A couple of great online resources used during this session were:

- [Engage NY](#), which houses video discussion of teaching vocabulary; and

- [TeachingChannel](#), which has a collection of videos of teachers modeling the teaching of the Common Core shifts. [DC](#)

## The #1 Factor That Affects Student Learning

By Ben Smith  
Rep A East of Hwy 281

A variety of tools that are available to teachers who join the PD360 education community were shared as a part of a student learning breakout session at the LF KS 2013 Leadership Conference. The presenters showed emotional connections and visual representations help to enhance student learning, and how these ideas can be supported through PD360. The website itself, besides hosting a large repertoire of educational videos, allows for professional networking through a social media framework. The developers of the website have spent thousands of hours filming instruction at all grade levels and across the country, to create a collection of support videos that help show teachers what truly effective instruction looks like.

Visit the [PD360 website](#) to arrange for a free trial. [DC](#)



**Gain access to the most up-to-date information on professional learning**

Grow professionally • Grow as a leader  
**Network with professionals from around the state**



**Join Learning Forward Kansas**

Encourage a colleague to join

Print and mail the [membership form](#) posted on our website or [pay online via PayPal](#)





# CHANGE

## Ready Or Not: Here It Comes!

By Dayna Richardson  
 LF KS Past President  
 Current KLFA Chair

*Change = Learning.  
 Learning = Change.*

I'm excited to share my latest adventure with all of you, my LF KS colleagues. Creating a website and hosting podcasts are both **new** learnings for me, but I love a challenge...and making a difference. This has been a collaborative adventure. My heartfelt appreciation to my friends ...cheering me the entire way. You make my heart smile!

For the last eight months I've been



**Learning.** It includes podcasts on professional learning and on each of the seven standards, plus background, resources, quotes and comments on professional learning and each of the standards. You can listen to the podcasts **any time, any place!**

Recent Sticky Standards guests include Stephanie Hirsh, Executive Director of Learning Forward, Joellen Killion, Learning Forward Senior Advisor, and Shirley Hord, Scholar Laureate for Learning Forward, a master educator and an inspiration for many, including me! Check out their podcasts on the [website](#).

Educational change is complex. As educators across our country implement Common Core (Kansas College and Career Ready Standards), new evaluation systems, new accreditation models, and 2.0 tools, it is about **learning** for the adults in schools.

**Our goal is to increase teacher effectiveness and results for all students.** As a dear friend once shared with me, "Life is change. Growth is optional. Choose wisely."

These Professional Learning Standards are the **foundation** for change, like the foundation of a house. After a beautiful house becomes our home, we can barely see the foundation....unless the foundation was not built well. If there are cracks in the foundation, watch out!! It is the same with the Professional Learning standards. Visitors to Sticky Standards will gain a deeper understanding of the Professional Learning Standards and make connections with any initiative/upcoming change within their team, building, district, and/or state.

THANX to both ESSDACK (where the podcasts are recorded) and Learning Forward for their support!! *Happy Learning and Leading.....Our Journey Continues.* DC

## LF KS Extends Free Membership To First Year Teachers

By Jo McFadden  
 Membership Chair

**Do you have a new teacher in your school this year? Are you in contact with pre-service educators who are beginning a time of student teaching?** If so, LF KS has an important offer for you to pass along. For the second year, LF KS is providing a year of LF KS membership free to any student teacher or first-year of career teacher.

[Download a flyer](#) about this offer at the LF KS website, [www.learningforwardkansas.org](http://www.learningforwardkansas.org).

Membership fees for all other members, due Oct. 1, remain at the same rate as last year.

- Individual membership: \$25.00
- Agency membership: \$50 (with additional buildings added for \$25.00 each to a maximum of \$250 per agency for 10 buildings or more)
- Individual building membership: \$50.00

To join or renew for the 2013-2014 school year, [apply online using Paypal](#) or [print the membership form](#) and send your payment by postal mail. DC



developing a website that focuses on the new Professional Learning Standards created by Learning Forward and adopted by KSDE. The purpose of this website, [Sticky Standards: Professional Learning that Sticks](#), is **Professional**

Kansas  
**Learning First Alliance**  
 "Making Kansas first in the nation in teaching and learning"  
[www.klfa.org](http://www.klfa.org)

# moving forward with learning forward Kansas

## 2014 Learning Conference

### Submit a PROPOSAL

for the Learning Forward Kansas Learning Conference



### Proposal Strands

\* Rigor \* Relevance \* Relationships \* Respect \* Rapport \* Professional Learning Standards

**Title of Presentation** (as you wish it to appear in the program.)

| Lead Presenter | Position/Title | Affiliation |
|----------------|----------------|-------------|
|----------------|----------------|-------------|

**Work or Home Contact Address**

| Work Phone (area code) | Fax | Email |
|------------------------|-----|-------|
|------------------------|-----|-------|

**Proposal Strand** (Check the **one** your presentation best addresses.)

Rigor    
  Relevance    
  Relationships    
  Respect    
  Rapport  
 Professional Learning Standards

Circle standard/s to be addressed: Learning Communities, Leadership, Resources, Data, Learning Designs, Implementation, Outcomes

**Target Audience** (Check those that apply.)

District Administration    
  College Instructors    
  Principals  
 Teachers    
  Classified

**Presentation Options** (Check one length and one type.)

1 hour and 15 minute session    
  2 hour and 45 minute session  
 Informational    
  Interactive

**Program Description** (Please attach the following:) Your presentation description of no more than 40 words, as you wish it to appear in the program. Include participant outcomes – what will participants know and be able to do as a result of participation in the session.

List the following information for **Additional Presenters**: Presenter, Position/Title, Affiliation, Work or Home Contact Address, Work Phone (area code), and Email.

**Audio Visual Needs** (Presenters must provide their own computers and projectors for Power Point and Internet presentations). The hotel has wireless internet capabilities.

Screen    
  Small AV cart for my equipment that I bring

**Verification**

On behalf of the presenters listed in this proposal, I understand that I (we) must register for the conference and be responsible for all conference registration fees and other expenditures. I understand that it will be my responsibility to notify each of my co-presenter(s) regarding the status of the proposal, the date, time and location of the presentation should it be accepted. **(Note: Lead Presenter registration discount applicable to only ONE Lead Presenter per presentation.)**

|                            |             |
|----------------------------|-------------|
| <b>Submitter Signature</b> | <b>Date</b> |
|----------------------------|-------------|

Please submit Proposal On-Line by **Wednesday, October 30, 2013** at: [www.learningforwardkansas.org](http://www.learningforwardkansas.org) or mail hard copy to: Jo McFadden, Graber Elementary USD 308, 1600 N. Cleveland, Hutchinson, KS 67501.

*All breakout sessions will be held Tuesday and Wednesday, April 8 & 9, 2014.*

## 2013-14 LF KS Board

### Elected Officers

#### President

Jill Lachenmayr  
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#### President-Elect

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#### Past President

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#### Secretary (2014)

Vicki Bechard  
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### Board Members

#### Teacher A (2015)

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#### Teacher B (2014)

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#### Principal (2014)

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#### Classified Rep. (2015)

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#### Higher Education Rep. (2015)

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**KSDE Representative (2014)**  
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#### Service Center Rep. (2014)

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**Central Office Rep. (2015)**

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