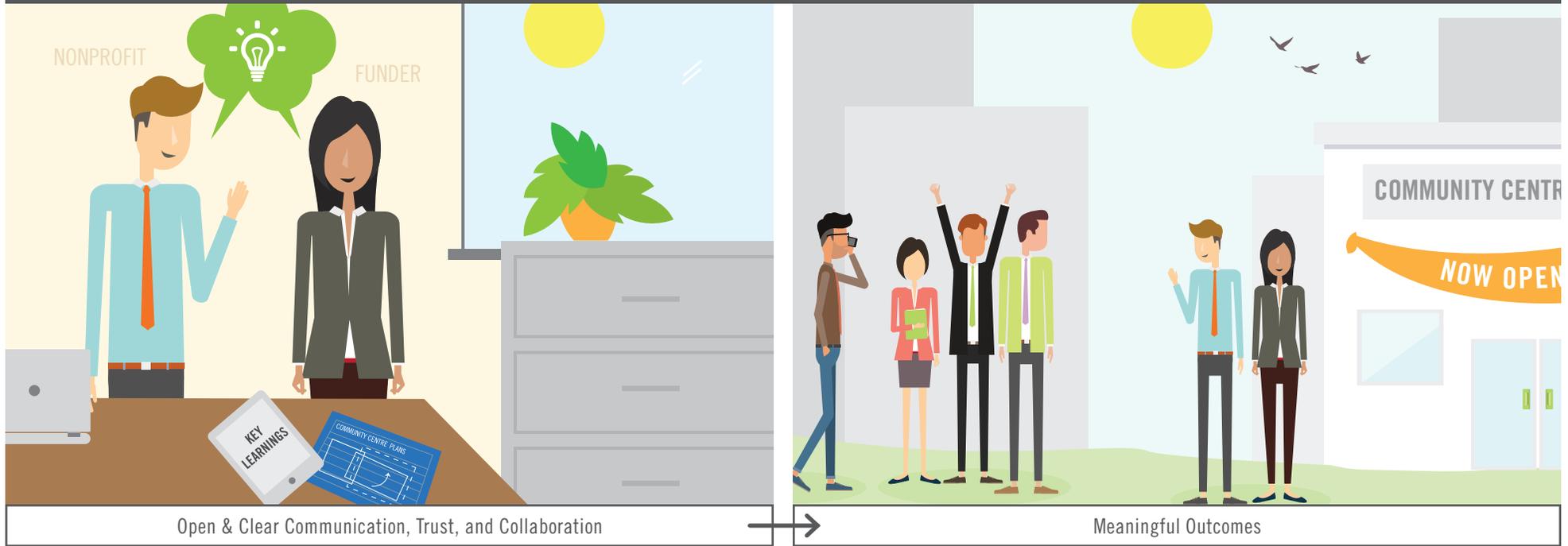


WHEN EVALUATION IS FOCUSED ON LEARNING



WHEN EVALUATION IS FOCUSED SOLELY ON ACCOUNTABILITY

