

Rubric Librarian (ED)

B Ua Y.
>cV'H]hY.

5i hcf.
8UHY.
GWcc.

G\UFY. Cb

Implementation Support for School Librarians

Standard I: Curriculum, Planning, and Assessment

H\Y fYUWYf dfca cHYg hY YUfb]b['UbX [fck h' cZU'' gh XYbng Vmdfcj]X]b['\][\!ei U']mUbX V\YfYbh]bgfhi V]cbz'UbU'nm]b[gh XYbh\][\!ei U']mUbX V\YfYbh]bgfhi V]cbz'XYg] b]b['UbX Uxa]b]ghYf]b['Ui h Ybh]VUobX'a YUb]b[z '' gh XYbhUggYgga Ybhgz UbU'nm]b['gh XYbhdYfZcfa UbW' UbX' [fck h' XUfUz' i g]b['h'g'XUfU'rc]a dfcj Y']bgfhi V]cbz'dfcj]X]b['gh XYbng k]h' V\cbgfhi V]j Y ZYXVUW' cb'Ub'cb[c]b['VUg]gz'UbX V\cb]bi ci g'mfYz]b]b[''YUfb]b['cV'YV]j Yg"

Indicator I-A. Curriculum and Planning:

? bck g'hY'gi V'YV]a UHYf'k Y'z'Ug'U' [ccX' [fUgd'cZW]X'XY' Y'cda YbhUbX'\ck 'gh XYbng ''YUfb]z]bX'XYg] [bg'YZZV]j Y'UbX'f] [cfci g'ghUbXUfXg]VUgYX'i b]ng'cZ]bgfhi V]cb'V\cb]g]b]b['cZk Y'!' g]fi V]h fYX''Yggcbg'k]h' a YUgi fUfY'ci hV\ta Yg"

I-A-1. Subject Matter Knowledge:

!	? bck 'YX[YzG_] 'gz'UbX'F Ygdcbg]V]j]Yg	<ck]hA][\h@cc_'UbX'DchYbh]U'Gci fWg cZ9j]XybW
8Ya cbg]fUfYg'gci bX'_bck 'YX[Y'UbX i bXYfg]UbX]b['cZ'hY'gi V'YV]a UHYf'UbX hY dYU[c[m]hifYei]fYg VmV\cb]g]ghYbh m Yb[U[]b['gh XYbng]b''YUfb]b['YI dYf]YbW]g'h UhYbUV'Y'h Ya 'rc'UV\ei]fY V\ta d'YI '_bck 'YX[Y'UbX'g_] 'g]b' hY gi V'YV]a	H\Y dfcZ]V]YbhgV]cc'']VfUf]Ub Uxa]b]ghYfg'U']VfUfm]b'k \]W' hY a UHYf]U'g'UbX'Ybj]fcb'a Ybh]Z]V]j]fUfY]bXYdYbXYbhUbX'V\''UVcfU]j Y''YUfb]b[" : i f'hYfa cfYz'hY dfcZ]V]YbhgV]cc']VfUf]Ub'XYa cbg]fUfYg'gi V'YV]a UHYf '_bck 'YX[Y'Vma U_]b['VfcUX' i gY'cZ W'ffYbhYV]bc'c[mUbX'']fYfU]h fY'rc Yb[U[Y'gh XYbng]b''YUfb]b[cddcf]h b]j]Yg'h UhYbV\ta dUgg'7 ca a cb 7 cfY'ghUbXUfXg'Ug'k Y''Ug'X]g]f]V]hUbX gV]cc'' W'ff]W'U"	H\Y dfcZ]V]YbhgV]cc'']VfUf]Ub. 5Xa]b]ghYfg' hY'']VfUfmdfc[fUa z]bW]X]b['a U]b]U]b]b['UbX'XY' Y'cd]b['hY V\''YV]cb/a UbU cd]b]cbg/UbX'rc'WYUf' dfcXi V]g'h Uh XYa cbg]fUfY' bYk ''YUfb]b["

I-A-2. Child and Adolescent Development

!	? bck 'YX[YzG_] 'gz'UbX'F Ygdcbg]V]j]Yg	<ck]hA][\h@cc_'UbX'DchYbh]U'Gci fWg cZ9j]XybW
8Ya cbg]fUfYg'_bck 'YX[Y'cZ'hY XYj Y'cda YbhU''Yj Y'g'cZ'gh XYbng]b' hY WUggfcca 'UbX' hY'X]ZZ'fYbhk Ung'h YgY gh XYbng ''YUfb' Vmdfcj]X]b['X]ZZ'fYbh]UHYX 'YUfb]b['YI dYf]YbW]g'h UhYbUV'Y'U' gh XYbng'rc' dfc[fYgg'rc'k UfX'a Yf]h]b[]b]hYbXYX'ci hV\ta Yg"	H\Y dfcZ] UbX'']b[i]gh]WbYYXg'cZ'hY' gh XYbng" : cghYfg'U' gh XYbh]W]b]hYfYXz]bei]f]h VUgYX'UddfcUW'rc''YUfb]b["	

I-A -3. Rigorous Standards- based Unit Design

I-B-2. Adjustment to Practice

!	? bck `YX[Yz`G_]`gž`UbX`F YgdcbgM]`hYg	<ck `]hA][\h@cc_`UbX`DcH`bh]U`Gci fWg cZ9j]XYbW
<p>C f[Ub]nYg`UbX`UbU`nmYg`fYgi`hg`Zca`U j`Uf]YhmcZUggYgga`Ybhg`hc`XYHYfa`]bY dfc[`fYgg`hc`k`UfX`]bHYbXYX`ci`H`a`Yg`UbX i`gYg`h`YgY`Z]bX]b[`g`hc`UX↑`ghidfUM]W UbX`]XYbh]ZmiUbX`#f]`ja`d`Ya`Ybh Uddfcdf]UHY`X]ZVfYbh]UHYX`]bHYfj`Ybh]cbg UbX`Yb\UbW`a`Ybhg`Zc`f`gh`XYbhg"</p>	<p>H\Y`dfcZ]WYbhgW`cc`"]MfUf]Ub`[`UH`Yfg]bZcfa`U]cb`UbX`i`gYg`h`U]b]bZcfa`U]cb`hc UX↑`ghidfUM]W`hc`UfX`]bHYbXYX ci`H`a`Yg"</p>	<p>H\Y`dfcZ]WYbhgW`cc`"]MfUf]Ub.`F`Yj`]Yk`g gh`XYbhk`c`_`]bXYdYbXYbhmiUbX`k`]h Vt`"UVcfU]b[`"HYUW`Yfg`hc`XYHYfa`]bY`]ZU` gh`XYbhg`k`YfY`gi`WVggZ`""YUfbYfg" 7`cb]bi`U`"m`cc`_`g`hc`UXX`fYgci`fWg`UbX i`gY`HYW`bc`c[`m]c`gi`ddcfhX]`YfgY `YUfb]b[`ghmiYg`UbX`UV`]hYg`Gc`]W]g`]bdi`h Zca`gh`XYbhg`Zc`ck`]b[`fYgYUfW`dfc`YV]g UbX`ch`Yf`Yggcbg`fY[`UfX]b[`h`Y]f Yi`dYf]YbW`UbX`Ug`_`]b[`Zc`f`gi`[`[`Ygh]cbg Zc`f]`ja`dfcj`Ya`Ybh`I`dXUHYg`UbX`fYj`]gYg dfc`YV]g`UbX`"Yggcbg`hc`fYZYV]bYk`UbX VYHYf`fYgci`fWg`UbX`HYW`bc`c[`n]i DUf]W]dUHYg`fY[`i`"UfmiUbX`Uddfcdf]UHY`m]b`Zcfa`U`"UbX`]bZcfa`U`dfcZ]gg]cbU` XYj`Y`cda`YbhUbX`]bHY[`fUHYg`bYk `YUfb]b[`"UbX`dfUM]W]g`]bhc`"Yggcbg`UbX dfc`YV]g"</p>



I-C-3. Sharing Conclusions with Students

!	? bck `YX[YžG_]`gžUbX`F YgdcbgM]`hYg	<ck `]hA][\h@cc_`UbX`DchYbh]U`Gci fWg cZ9j]XYbW
6UgYX`cb`UggYgga YbhfYgi `hždfcj]XYg XYgW]d]j Y ŽYXVUW_`UbX`Yb[U[Yg gh XYbhg `UbX`ZJa]]Yg`]b`Vžbgfri`V]j Y Vžbj YfgU]cb`h`UhžcW`gYg`cb`\ck gh XYbhg`W]b`]a dfcj Y`h`Y]f`dYfZcfa`UbW"	H\Y`dfcZ]WYbhgW`cc`"]VfUf]Ub`dfcj]XYg ZYXVUW]žk`Yb`Uddfcdf]UHYžhc`gh XYbhg UbX`dUfYbhg`fY[UfX]b[`gh XYbh dYfZcfa`UbW`cb`fYgYUfW`Ugg][`ba`Ybhg UbX`i`gY`cZHYW`bc`c[`nž`UbX`dfcj]XYg a`]b]:`Yggcbg`UbX`]bX]j]Xi`U`]bgfri`V]cb žcW`gYX`cb`gdYW]Wg_]`g"	H\Y`dfcZ]WYbhgW`cc`"]VfUf]Ub.`9b[U[Yg k]h`gh XYbhg`k`Yb`h`YmiUfY`]b`h`Y]VfUf]U`Dfcj]XYg`ZYXVUW_`UbX`[i]XUbW Uh`h`Y`dc]bhcZbYXX`G`UfYg`h`Y fYgdcbgM]`h]Yg`žc`f`UggYgg]b[`gh XYbh fYgYUfW`dfc`YW]k]h`Vž`UVcfU]b[h`UW`Yfg"

II-A -3. Meeting Diverse Needs

!

? bck `YX[YžG_]`gžUbX`F Ygdcbg]M]]hYg

<ck `]hA][\h@cc_`UbX`DchYbh]U`Gci fWg
cZ9j]XYbW

II-B-3. Student Motivation

!	? bck `YX[YžG_]`gžUbX`F YgdcbgM]`hYg	<ck `]hA][\h@cc_`UbX`DchYbh]U`Gci fWg cZ9j]XYbW
<p>7 cbg]ghYbhmWYUHYg`YUfb]b[YI dYf]YbWg`h.Uh[i]XY`gh XYbht`c]XYbh]Zm`h.Y]f`ghYb[h.gž]bHYfYghgžUbX bYYXg/Ug_`Zcf`gi ddcfhk \Yb`Uddfcdf]UHY/ hU_Y`UWXYa]Wf]g_g/UbX`WU`Yb[Y h.Ya gYj Yg`h`"YUfb"</p>	<p>H\Y`dfcZ]WYbhgWcc`"]VfUf]Ub`_bck g`h.Y gWcc`W`ff]W`i a `UbX`h.Y A UggUW`i gYHtg`ZUa Yk cf_g`k Y`"Ybci [\\ h`YbVti fU[Y`]bXYdYbXYbh`YUfb]b[`UbX h`YbUV`Y`dYfgcbU`]hYX`]bghfi W]cb`Vm [i]X]b[`hYUWYfg`UbX`gh XYbht`c Uddfcdf]UHY`fYgci fWg"</p>	<p>H\Y`dfcZ]WYbhgWcc`"]VfUf]Ub. `GhUhg Uddf]gYX`cZgh XYbhdfc`YWtg`UbX]bX]]Xi U`]bHYfYghg`h`dfcj]XY`ZYXVUW_ UbX`YI dcy`gh XYbht`c`UXX]h`cbU` fYgci fWg`9b[U[Yg`gh XYbht`]b`fYgYUfW dfcWgg`UbX`YbVti fU[Yg`Uddfcdf]UHY XYdh`cZfYgYUfW`Gc`]Wtg`gh XYbh]bdi h fY[UfX]b[`]VfUfmdfc`YWtgž`Vt`"YW]cb XYj Y`cda Ybht`UbX`hYWbc`c[mi gY Dfcj]XYg`Uddfcdf]UHY`Vt`"YW]cb`cZVcc_g Zcf`d`YUgi fY`fYUX]b[`UbX`a`UfYf]Ug`Zcf gh XYbht`k`c`k`]g`h`di fgi Y`dYfgcbU` fYgYUfW`GYY_g`cddcfhi`b]hYg`h`k`cf_ k`]h`gh XYbht`]bX]]Xi U`mUbX`]b[`fci dg h`a`ch] UHY`gh XYbht`h`fYUX`VUgYX`cb dYfgcbU`]bHYfYghUbX`UWXYa]WbYXX</p>

Indicator II-C. Cultural Proficiency:

II-D-1. Clear Expectations

!	? bck `YX[YžG_]`gžUbX`F YgdcbgM]`hYg	<ck `]hA][\h@cc_`UbX`DchYbh]U`Gci fWg cZ9j]XYbW
7`YUfmVta a i b]WYH`g`UbX`Vzbg]ghYbhim YbzcfWg`gdYVW]WghUbXUFXg`Zcf`gh XYbh kcf_žYZcfz`UbX`VY`Uj]cf"	H\Y`dfcZ]WYbhgWcc`"]VfUf]Ub`gi ddcfng H\Y`gWcc`fj`UWXYa]W]bhY[f]hmdc`]WYgž UbX`]bghfi Vhg`UbX`dfca chYg`X][]H` V]hYbg`]d"	H\Y`dfcZ]WYbhgWcc`"]VfUf]Ub. `8Yj`Y`cdg fi Vf]Mg`UbX`WXYW`]ghg`Zcf`dfc`YVWg`]b Vt`"UVcfU]cb`k`]h`HYUWYfg`hc`gi`ddcfh X][]H` V]hYbg`]d`UbX`UWXYa]W]bhY[f]hmdc`]WYg`"HYUWYg`Yggcbg`cb`hd]Mg`gi`W Ug`X][]H` Vt`dnf][\h`V]h]b[`gci fWgžbchY HU_]b[žUbX`ghfUHY[]Yg`hc`Uj`c]X]bUXj`YfYbhd`U[]Uf]ga`H`Ughi`ddcfh Yh.]W`UWXYa]WY`Uj]cf"

II-D-2. High Expectations

!	? bck `YX[YžG_]`gžUbX`F YgdcbgM]`hYg	<ck `]hA][\h@cc_`UbX`DchYbh]U`Gci fWg cZ9j]XYbW
9ZYW]j`Y`ma`cXY`g`UbX`fY]bZcfWg`k`Ung H.Uhgh`XYbhg`WUb`a`UgYf`WU`Yb[]b[a`UHYf]U`h`fci [\`YZZYW]j`Y`YZcfz`fU`h`Yf`h`Ub`Uj]b[`hc`XYdYbX`cb`]bbU`h`UV`]m`	H\Y`dfcZ]WYbhgWcc`"]VfUf]Ub`WYUHYg UbX`gWZc`Xg`YUfb]b[`cddcfh`b]`hYg`h`Uh`gi`ddcfh`UbX`WU`Yb[`Y`gh`XYbh[`fck`h`]b]bZcf`a`U]cb`UbX`a`YX]U`"]hYUW`h`Yggcbg"	H\Y`dfcZ]WYbhgWcc`"]VfUf]Ub Vt`"UVcfUHY`g`k`]h`HYUWYfg`]b`U`gi`V`YVh`UfYUg`hc`XYj`Y`cd`dfc`YVWg`UbX`YUfb]b[YI`dYf]YbWg`h`Uh]bW`XY`YI`Ya`d`Ufgž`WYUf`fi`Vf]Mgž`UbX`UggYgga`Yg`Y`i`XY`ž

cZ — F V]W V] W Z] g

f]Q !8!&"< b* hU A A bh I !8!&"<`a

]bbQ \U1 A A

• Z]Wp X b`Wt` `e` • Ub VcZ

III-B-1. Learning Expectations

!	? bck `YX[YžG_]`gžUbX`F YgdcbgM]`HjYg	< ck `hA][\h@cc_`UbX`DchYbhU`Gci fWg cZ9j]XybW
7 cbgghYbhmdfcj]XYg`dUfYbhg`k]h` WUfz i`gYf!`Z]YbX`mYI`dYVWU]cbg`Zcf`ghi`XYbh`YUfb]b[`UbX`VY`Uj`cF"	H\Y`dfcZ]WYbhgVXcc`"]VfUf]Ub`g\UfYg k]h` ZJa]]Yg`hY`gH`XYbhYI`dYVWU]cbg H,Uhdfea`cHY`U`dcg]H]`Y`YUfb]b[Ybj]fcba`YbH	H\Y`dfcZ]WYbhgVXcc`"]VfUf]Ub`i`gYg gcV]U`a`YX]Už`cdYb`\ci`gY`Yj`Ybhgž`dYfgcbU`"]bHYfUW]cbž`gVXcc`"bYk`g`YHYfgž`hY`"]VfUfmik`YVg]Yž`cf`ch`Yf`a`YUbg`hc`Vi`]X`VčbbYV]cbg`k`]h`ZJa`]]Yg`]b`U`k`Um`h`UhVch`YbVč`i`fU[`Yg`fYUX]b[`Zcf`d`YUgi`fY`UbX`gi`ddcftg`UWXYa`]W`YI`W`YbW"

III-B-2. Curriculum Support

!	? bck `YX[YžG_]`gžUbX`F YgdcbgM]`HjYg	< ck `hA][\h@cc_`UbX`DchYbhU`Gci fWg cZ9j]XybW
F`Y[i`Ufmi`dXUHYg`dUfYbhg`cb`W`ff]W`i`a`h`fci`[\ci`h`hY`nYUf`UbX`gi`[[`Yg]g`gfUHY[]Yg`Zcf`gi`ddcft]b[`YUfb]b[`Uh`gVXcc`UbX`\ca`Yž]bW`X]b[`Uddfcdf]UHY`UXUdH]cb`Zcf`ghi`XYbhg`k`]h`X]gUW]`HjYg`cf`]a`]hY`9b[`]g\`dfcZ]WYbVW	H\Y`dfcZ]WYbhgVXcc`"]VfUf]Ub`dfcj`]XYg`fYgci`fWg`hc`gi`ddcftU`"YUfbYfgž`UbX`fY[i`Ufmdfcj`]XYg`Z]W`hmi`UbX`dUfYbhg`k`]h`]bZfa`U]cb`UVci`h`h`YgY`fYgci`fWg`UbX`h`Y]f`dchYbhU`Zcf`gi`ddcft]b[`U`k`]XY`fUb[`Y`cZgH`XYbhg`"HfUbg`UHYX`UbX`a`i`h]b[i`U`a`UHf]Ug`UfY`Uj`U]UV`Y`Zcf`9@ZJa`]]Yg`Ug`Uddfcdf]UHY"	H\Y`dfcZ]WYbhgVXcc`"]VfUf]Ub`i`gYg`U`j`Uf]YhmicZVč`a`a`i`b]W]cb`gHfUHY[]Ygž`gi`W`Ug`h`Y`"]VfUfmik`YVg]Yž`dUfYbh`a`YY]b[gž`gcV]U`a`YX]Už`UbX`gVXcc`"bYk`g`YHYfg`hc`dfcj`]XY`Z]W`hmi`UbX`dUfYbhg`k`]h`]bZfa`U]cb`UVci`h`df]bhUbX`Y`YV]cb]W]fYgci`fWgž`YgdYV]U`mi`h`cgY`Uj`U]UV`Y`hc`gi`ddcftgH`XYbh\ca`Yk`cf`_`fU]b]b[`ddcftH`b]HjYg`Zcf`dUfYbhgž`HYUW`Yfgž`UbX`gh`XYbhg`fY[`UfX]b[`"]VfUfm`fYgci`fWg`UbX`Ugg]g]H]`Y`HYW`bc`c[]Yg`"H\Y`dfcZ]WYbhgVXcc`"]VfUf]Ub`Ybgi`fYg`h`Uha`UHf]Ug`dfcXi`W`X`Vm`]VfUf]Ubg`Zcf`ZJa`]]Yg`UfY`HfUbg`UHYX`]bhc`"Ub[i`U[`Yg`Vč`a`a`cb`mgdc`_Yb`Vma`Ya`VYfg`cZ`h`Y`gVXcc`Vč`a`a`i`b]h"

Indicator III-C. Communication:
 9b[U[Yg]b`fY[i`Ufž`k`c!k`Unž`UbX`W`h`fU`mdfcZ]WYbhVč`a`a`i`b]W]cb`k`]h`ZJa`]]Yg`UVci`hgh`XYbh`YUfb]b[`UbX`dYfZfa`UbW"

III-C-1. Two-Way Communication

!	? bck `YX[YžG_]`gžUbX`F YgdcbgM]`HjYg	< ck `hA][\h@cc_`UbX`DchYbhU`Gci fWg cZ9j]XybW
F`Y[i`Ufmi`gYg`hk`c!k`UmVč`a`a`i`b]W]cb`k`]h`ZJa`]]Yg`UVci`hgh`XYbhdYfZfa`UbW`UbX`YUfb]b[`UbX`fYgdcbXg`dfca`dHmi`UbX`W]fYZ`"mi`hc`Vč`a`a`i`b]W]cbg`Zca`ZJa`]]Yg"	H\Y`dfcZ]WYbhgVXcc`"]VfUf]Ub`dfcj`]XYg`Vč`a`a`i`b]W]cb`hc`ZJa`]]Yg`UVci`h`]VfUfm`dfc[`fUa`gž`k`Y`Vč`a`Yg`ei`Yg]cbg`Zca`ZJa`]]Ygž`UbX`dfcj`]XYg`cddcftH`b]HjYg`Zcf`ZJa`]]Yg`hc`dfcj`]XY`Z`Y`X`V`U`W`hc`h`Y`"]VfUf]Ub"	H\Y`dfcZ]WYbhgVXcc`"]VfUf]Ub`fY[i`Uf`m`Vč`a`a`i`b]W]hYg`k`]h`h`Y`gVXcc`"Vč`a`a`i`b]mi`g]b[`U`j`Uf]YhmicZgHfUHY[]Yg`hc`gi`ddcftH`Y`W`bc`c[`m]bHY[`fU]cbž`]bW]YUg`Uk`UfYbYgg`cZdf]bhUbX`Y`YV]cb]W]fYgci`fWgž`UbX`YbVč`i`fU[`Y`UWXYa`]W]bHY[`f]hmi`UbX`f[`cfž]bW`X]b[.`bYk`g`YHYfg`cf`k`YVg]h`k`]h`Vč`b`U`W`]bZfa`U]cb`Ya`U]ž`gcV]U`a`YX]Už`Vč`bj`YfgU]cbg`k`]h`dUfYbhgž`dUfYbh`HYUW`Yf`a`YY]b[`g`dfYgYbhU]cbgž`UZ`Y`f!`gVXcc`"cf`Yj`Yb]b[`k`cf`_`g`cdg"

III-C-2. Culturally Proficient Communication

!

? bck `YX[YžG_]`gžUbX`F Ygdcbg]M]`hYg

<ck `]hA][\h@cc_`UbX`DchYbh]U`Gci fWg
cZ9j]XYbW

IV-E-1. Shared Responsibility

!

K]h.]b`UbX`VYncbX`h.Y`WUggfcca ž
Wčbg]ghYbhmfY]bčfWg`gVcc`k`]XY
VY\Uj`]cf`UbX`YUfb]b[`YI`dYVWU]cbg`čf`U`
ghi`XYbhgž`UbX`Včbf]Vi`hYg`hc`h.Y]f
`YUfb]b[`Vmig\Uf]b[`fYgdcbg]V`]hmičf
a`YY]b[`h.Y]f`bYYXg"

? bck`YX[`YžG_]`gž`UbX`F`Ygdcbg]V`]hYg

H\Y`dfcZ]WYbhgVcc``]VfUf]Ub`Ufh]W`UHYg
UbX`a`cXY`g`h.Y`fYgdcbg]V`]hYg`cZX[[]]h`
V]hYbg\]d`fY[`UfX]b[`d`U[`]Uf]ga`ž
]bhY`YVh`U`ZYYXca`ž]bhY`YVh`U`dfcdYfmž
UbX`h.Y`f[[]`h]c`dfj`UVh

<ck`]hA`][`h@cc_`UbX`DchYbh]U`Gci`fWg
cZ9j`]XYbW

H\Y`dfcZ]WYbhgVcc``]VfUf]Ub.`a`U]bh]bg
U`k`YVg]hY`h.Uh]g`fY[`i`Ufmi`dXUHYX`k`]h
bYk`VčbhYbh]h.UhYZYVWg]`bghfi`V]cbU
k`cf_`k`]h`gh`XYbhgž`Ug`k`Y`Ug`i`d!hc!XUHY
fYgci`fWg`čf`fYUX]b[`ž]bei`]fmUVh]`]hYgž
UbX`fYgdcbg]V`Y`X[[]]h`V]hYbg\]d
UVh]`Y`midUfh]V]dUHYg]b`gi`ddcf]b[`gVcc`
W`h`fY`h.fci`[`\`dfcj`]X]b[`Včbg]ghYbh]UbX
dcghYX`gVcc``VY\Uj`]cf`U`YI`dYVWU]cbgž
gVcc``]VfUf]Ub`ci`fgž`UbX`gi`ddcf]b[`UbX
dUfh]V]dUfh]b[`]b`Vč!`W`ff]W`Uf`gVcc`
Yj`Ybhg"

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