

New Discoveries Montessori Academy ISD #4161 2012 - 2013 Annual Report



NEW DISCOVERIES MONTESSORI ACADEMY

ISD # 4161

School Year 2012-13 ANNUAL REPORT

Table of Contents

1. School Information	Page 3
2. Mission & Vision	Page 3 - 4
3. Educational Approach and Curriculum	Page 6
a. Assessment	Page 11
4. Innovative Practices & Implementation	Page 16
5. Student Enrollment & Demographics	Page 21
6. Student Attendance & Attrition	Page 22
7. Academic Performance	Page 23
8. Environmental Education	Page 33
9. Parent Satisfaction	Page 34
10. Staffing	Page 36
11. Governance and Management	Page 39
12. Finances	Page 42
13. Future Plans	Page 43
14. Appendices	Page 48



Introduction

The purpose of this report is to inform our authorizer, Audubon Center of the North Woods (ACNW), of the progress and achievements of New Discoveries Montessori Academy during its seventh year of operation. This study includes information on the 2012-2013 school year, such as student demographics, governance, student accountability and finances. The report also includes additional data needed to provide a comprehensive description of New Discoveries and its educational programs and practices.

School Information

New Discoveries Montessori Academy
1000 5th Avenue SE
Hutchinson, MN 55350
320.234.6362
www.newdiscoveries.org

Grades Served: PreK-6th grade

Year opened: September 2006

Vision: *Enriching Community Through Montessori Excellence*

Clarification and Metrics

Enriched community experience begins as each child learns and contributes in a holistic and nurturing growth process of extraordinary resources. Through this distinguishing process of excellence, it generates outstanding citizens who enrich the community in which they ultimately participate.

Core Values

Dynamic Leadership

At New Discoveries, everyone, from the children to the Board of Directors, will be offered multiple opportunities to grow as leaders through a mentoring, experiencing, sharing, and learning environment. NDMA will uphold the highest standards of integrity and respect that are visible and shared by staff and students at school, at home, and in their communities.

Intentional Interdependence

A blend of interdependence will be woven into the fabric of NDMA to represent a mix of school and community working together to achieve the shared vision. Utilizing community volunteers for relevant and meaningful activities will not only be a common occurrence, but an accepted mode of operation. The community will be used as a classroom for students to realize the relevancy of learning.

Exemplary Montessori Principles

The profound legacy of Maria Montessori's learning principles will be implemented, recognizing individual learning styles of each child to produce optimum individual achievement. Each child will experience a personalized and interactive learning experience that integrates the Montessori beliefs of:

- * Independence
- * Observation
- * Following the child
- * Connecting with the child
- * Prepared environment
- * Absorbent mind



Measurable Accountability

NDMA will passionately pursue measurable metrics for student and staff improvement. Part of the metric configuration will be continuous improvement of processes that innovatively produce staff and student achievement beyond those deemed necessary by state and national requirements. Empowerment will not be just a word. It will be a process of clear expectations, adequate resources, mentoring/coaching, and transfer of power monitored within the boundaries

of vision, policies, and goals. Students will be held to the metrics of competency-based curriculum and given the necessary technical and human resources available to prepare them for tomorrow's challenges.

Authorizer Information

Audubon Center of the North Woods (ACNW) is NDMA's authorizer, as NDMA has recognized and exercised the importance of environmental education for its students. ACNW has served NDMA in this capacity since the summer of 2006. NDMA is pleased to have been one of the original charter schools sponsored by ACNW. NDMA participates in ACNW's annual retreat, where we are afforded the opportunity to network with other schools for which ACNW serves as authorizer. NDMA students also look forward every year to our annual excursion to the Audubon Center, a time during which 5th and 6th graders travel to Sandstone for three days of rich immersion in environmental education with Audubon Center staff.

The staff, parents, and students of New Discoveries are most grateful for the oversight and educational opportunities provided by our colleagues at the Audubon Center of the North Woods.

Audubon Center of the North Woods
Charter School Division
43 Main St. S.E., Suite #238
Minneapolis, MN 55414
612-331-4181
www.audubon-center.org

David Greenberg, Lead Coordinator



Educational Approach and Curriculum

Primary Pedagogical Approach

New Discoveries Montessori Academy Educational Program highlights:

- Montessori Method of Instruction
- Multi-age Grouping
- Environmental Education

Montessori Method of Education

Montessori is a teaching methodology predicated upon the natural learning processes of children. Dr. Maria Montessori, the first woman to become a physician in Italy, developed the method more than 100 years ago. Dr. Montessori used the phrase “the absorbent mind” to describe how a young child learns in a comfortable and stimulating environment. Within such an environment, a child becomes absorbed in work, developing concentration, independence and self-discipline (Lillard, Paula P., *Montessori Today*). Dr. Montessori believed that children learn best through their senses. By working with concrete materials, the child begins to understand abstract concepts. With guidance by a trained Montessori teacher, the child gradually masters various materials and concepts. As the child masters each task, learning is reinforced as a positive experience.

The Montessori approach has proven over the past 100 years to be effective in any culture and for all socioeconomic groups. As a result, the number of Montessori schools has expanded rapidly throughout the world in both public and private education. It is estimated that prior to 1985, approximately 750 private Montessori schools existed; no public schools employed the Montessori program at that time. Since then, the number of private schools has expanded to 2,500, and there now are 1,250 Montessori programs in public school systems throughout the United States.

The Montessori curriculum is interdisciplinary. Subjects are studied in an integrated fashion, not in isolation. This approach offers the child learning opportunities which result in a strong foundation in core subject areas: Language Arts (reading, spelling, vocabulary, grammar, handwriting, and creative writing), Social Studies (history, geography and cultures), Science, and Math. It is worth noting that while this division of disciplines is a convenient way to conduct learning in a school environment, this is not how children – or adults, for that matter – experience the world. The NDMA curriculum complies with all expectations regarding Minnesota’s new academic standards.

The Montessori classroom allows children to take responsibility for their own education in a “prepared environment.” Within an orderly framework, children are largely free to choose those activities that will assist them in their process of self-construction. The classroom contains “self-correcting,” sequenced Montessori materials.

Multi-age Grouping

Educational theory and research indicate that learning is an individual process in terms of time frame, style, and interests - and that children learn from one another (Healy, Jane M., *Endangered Minds*, p. 283 and Gardner, Howard, *The Unschooled Mind*, p. 11). Though most schools are organized by single age groupings (homogenous environments), research has not

found this to be beneficial. Conversely, grouping by ability level allows for identification of struggling students, improves relationships among students, and facilitates the use of common learning objectives and expectations. This latter approach improves peer culture, resulting in peer instruction, peer modeling, and peer reinforcement (Brookover, W.B., Beammer, L., & Elthin, H., *Creating Effective Schools*, p. 11). Montessori education supports multi-age grouping, and Montessori teachers have implemented it for over 100 years.

Dr. Montessori believed learning should occur in multi-age classrooms where children at various stages of development learn from and with each other. Her approach was designed with intentions to fit each child instead of making each child fit the program (Lillard, Paula P., *Montessori Today*). Interestingly, Miller (1989) reviewed twenty-one studies of multi-grade classrooms and found no significant differences between single-grade and multi-grade classes in terms of academic achievement, but in terms of emotional factors, results favored the multi-grade classes. Students in multi-grade classes had more positive attitudes toward school and toward themselves, and more positive social relationships as well (Miller, B., *Teaching and Learning in the Multi-grade Classroom: Student Performance and Instructional Routines*, ERIC Digest).

Classrooms

Montessori classrooms are separated into three divisions: Children's House, Elementary I, and Elementary II. Elementary I and Elementary II classrooms are constructed to facilitate the full curriculum at each level to be completed over a three year period.

- **Children's House** - The Children's House is for children 3-6 years old and is the Preschool-Kindergarten grade equivalent. "Children's House" is a Montessori term for 3-6 year old classes because the carefully prepared environment for these children includes so much more than just school work. It is, in fact, intended to be a small version of the world, a world scaled down to the child's age and ability level. Work in the Children's House includes everything from taking care of the classroom environment (good stewardship) and learning practical life skills to studies in Math and Reading.
- **Elementary I** - Children ages 6-9 (1st-3rd grade equivalent) are a part of the Elementary I (EI) classroom. The full curriculum is design to be completed over a three year period. In keeping with Montessori philosophy, subjects are offered in an integrated way and children come to understand how everything they learn is interrelated. Children work much of the time at their own pace. The learning environment continues to be based on the use of concrete Montessori materials and children learn through experience and discovery.
- **Elementary II** – The curriculum at this level is a continuation of the Montessori educational experience. Students attending the upper elementary program acquire a strong foundation in academic skills, and as importantly, a genuine love of learning. Students are placed in a multi-age grouping consisting of ages 9-12 (4th-6th grade equivalent). A central goal of the Elementary II (EII) curriculum is to lead students into abstract thinking. Montessori materials at this level are used to promote classification and organization of information. Students continue to learn through experience and discovery. They explore the wider community through visits, field trips, and community

service. They are responsible for planning activities within and outside the school. They do their own research, analyze their information, and reach their own conclusions. By the end of the Elementary II (EII) Montessori program, students are expected to be independent learners who have continued to love the learning process.

Environmental Education

The goal of environmental education is to develop a world population that is aware of the environment and its current challenges, and that has the knowledge, skills, attitudes, motivations, and commitment to work individually and collectively toward solutions of current problems and the prevention of new ones (*The Belgrade Charter*, ERIC Digest, p. 2).



Environmental education is not limited solely to developing environmental awareness and appreciation. Using the school's surroundings and community in which they live, local experiences help students learn within an environment that is personally meaningful, connecting place with self and community (Woodhouse, Janice L., *Place-Based Curriculum and Instruction: Outdoor and Environmental Education Approaches*, ERIC Digest). Researchers have provided numerous examples of situations where in-the-environment learning was, or could be, more effective than about-the-environment learning in the classroom.

"Those things which can best be taught outdoors should there be taught." - L.B. Sharp

New Discoveries Montessori Academy...

- offers a quality Montessori education that supports individual development;
- uses Independent Learning Plans (ILP) to document personal learning styles and time lines;

- allows students to reach their academic potential without grade level limits;
- employs multi-age 2-3-year age group settings in a peaceful and caring community;
- develops self-discipline and self-teaching abilities that will last a lifetime;
- offers a staffing model that maximizes student/teacher interaction;
- cultivates an appreciation for the beauty of the world they live in; and
- uses parents and community members as role models, mentors, and resources.

Montessori and the Minnesota Mandates

NDMA provides Montessori curriculum in a public school setting, which presents both opportunities and challenges for the school. Opportunities lie in the rich tradition, beautiful materials, developmentally appropriate activities and multi-age classrooms. A central challenge is found in a lack of explicit connection to the Minnesota academic standards. The 2011-2012 school year was a year of revelation for NDMA. Through two distinct rounds of comprehensive needs assessment, we have identified specific areas of concern and have set a course for aligning Montessori philosophy and practice with Minnesota mandates. Our designation as a Stage 1.1 AYP Needs Improvement school in the Fall of 2011, and as a Priority School under the new MMR system unveiled in the Spring of 2012, made it clear that NDMA had to not only acknowledge reality, but to “roll up our sleeves” and begin the rigorous task of creating a comprehensive, intensive, and thoughtful school improvement plan. This process began in January 2012 with the Stage 1.1 effort, and intensified in May, continuing throughout the summer, and culminating in the submission of a School Improvement Grant application and a School Improvement Plan.

NDMA continues its membership as an American Montessori Society (AMS) member school, and will continue to ensure that our teachers receive and maintain the proper Montessori credentials. In addition, NDMA will make certain that our teachers and our teaching partners are well-versed in the Minnesota Academic Standards, curriculum alignment, and effective teaching strategies. Also, our staff will receive on-going training and support in administering assessment and in understanding and interpreting data. Data informs our planning and instruction like never before; we have quickly endorsed and are becoming a culture of data-driven decision making.

As previously mentioned, NDMA received designation in May 2012 as a Priority School under



the Minnesota Department of Education’s Multiple Measures Rating system, due to earning an MMR score of 2.1. As alarming and as disappointing as this news was to us, we decided to

embrace reality and to turn things around for the students and families we serve. In response to the news about the Priority status, Director Dave Conrad and Administrative Assistant Tara Erickson assembled a team of representative staff to form the *Make It Great* Committee. The role of the committee was clear from the start: we had serious work to do, and we needed to figure out how to advance our school in light of apparent shortcomings. It was this committee that tackled the needs assessment and early activity of the school improvement grant application and the school improvement plan effort. Over the course of the summer, more than 25 volunteers contributed over 900 hours to complete and analyze the comprehensive needs assessment, to write and revise the school improvement grant application, and to write a detailed school improvement plan.

As a result of the work of these many individuals, we have a road map and significant additional resources to implement an exemplary school improvement plan which we anticipate will result in marked student improvement. The plan includes, but is not limited to, the following:

- 1) implementing benchmark and progress monitoring assessments to generate formative and summative data;
- 2) learning how to use data to inform instruction;
- 3) acknowledging the importance of academic standards;
- 4) aligning our curriculum to academic standards; and
- 5) implementing teaching strategies and curriculum to enhance the Montessori curriculum.

School Calendar and Daily Schedule

New Discoveries Montessori Academy provided an alternative, board approved calendar for the 2012–2013 academic school year. This calendar included an additional 177 hours of student contact time, Professional Learning Communities (PLC), and job-embedded professional development. New Discoveries Montessori Academy planned substantive PLC topics to address “making every moment count” during the instructional day. This included using high-effect, research-based instructional practices in reading and math. New Discoveries Montessori Academy has also designated 90 minutes/week for PLCs. NDMA implemented the following additional time in the 2012-2013 school year:

Increased learning time:

- Extended School Day (additional 25 minutes/day) = 72 hours
- Summer Discoveries: (non-Special Education) 9 days @ 5 hours/day = 45 hours
- JEPD = 24 hours
- PLCs = 36 hours
- Total = 177 additional hours

NDMA school days begin at 8:45am and end at 3:10pm. Specials (Music and PE) were one half hour Monday – Thursday with Library time for one half hour on Fridays. The 2012-2013 school calendar is located in the appendices.

Assessment

New Discoveries Montessori Academy (NDMA) has historically assessed students using the Iowa Test of Basic Skills (ITBS) for grades 3-6 rather than NWEA-MAP because of a lack of technology within the school. During the 2012 summer, *Make It Great* School Improvement meetings and discussions included improving student learning assessments at NDMA. The needs identified were: a tool for benchmarking up to three times a year, progress monitoring capabilities, tools for test preparations, and Minnesota standards-aligned assessments. With these criteria in mind, the *Make It Great* School Improvement committee wrote the acquisition and implementation of AIMSweb and NWEA-MAP Reading and Math for Kindergarten through 6th grade students into NDMA's School Improvement Plan and School Improvement Grant.

AIMs Web Rationale:

- benchmarking capabilities for all students in reading and math
- graphing data for individual students, classes, grades, and districts
- national norm benchmark levels
- ability to disaggregate data based on student sub-groups, classes, and grades
- emergent literacy, emergent numeracy, reading and math assessments
- quick assessment procedures of one minute samples, per assessment, per child

NWEA-Measures of Academic Progress (MAP) Rationale:

- strong correlation with Minnesota State Standards for Math and Common Core English Language Arts Standards
- benchmarking capabilities for fall, winter, and spring
- web-based access for students to be able to assess using technology
- national norm benchmark levels
- ability to disaggregate data based on student sub-groups, classes, and grades
- emergent literacy, emergent numeracy, reading, and math assessments
- group assessment procedures which are similar to Minnesota Comprehensive Assessment (MCA)

Assessment Implementation

AIMSweb was purchased September 12, 2012 for the assessment of 175 students, which allowed for fall benchmarking to be conducted for all grade levels the week of September 17-21. In the interest of minimizing instructional disruption, an AIMSweb Assessment Team was assembled to conduct benchmarking assessments in each learning environment. Teachers were asked to designate a place in each classroom for one-on-one assessment where a laptop could be plugged in. Each assessment took about six-seven minutes and covered early literacy (when applicable), early numeracy (when applicable), and reading. Teachers were asked to give their students an introduction to the process, which sounded something like, *“This is a ‘show what you know’...Everyone will have a chance to come over and read three short passages... to the reading helper. You will be asked to read for a few minutes and then you can come back and join us.”* E1 and E2 students were benchmarked on Monday and Tuesday. Children's House students were benchmarked on Wednesday and Thursday. Students absent on designated benchmarking days were benchmarked on Friday and the following Monday. Eight-minute math benchmarks were assessed as paper/pencil assessments proctored by the teacher and entered into AIMSweb manually. Student benchmarking data were reviewed by teachers during grade level PLCs.



NWEA-MAP was purchased in November 2012 for winter and spring assessments in content areas of reading and math for K-2 students and reading only for grades 3-6 students. Our 3rd-6th grade students were assessed in our neighboring New Century Academy (NCA) computer lab. NWEA testing was scheduled for February 11-15 for grades 3-6. Testing sessions were proctored by the Data and Instructional Coach, Title 1 teacher/Math Specialist, and a Classroom Teaching Partner. In preparation for the actual testing, a Proctor Training Session took place in the NDMA Library from 1:15- 1:45 on Wednesday, January 30, 2013. K-2 testing took place in the NDMA library with small groups of nine students with at least three adults supervising. Brain breaks were periodically offered.

The **Optional Local Purpose Assessment (OLPA)** was administered at least twice during the testing window of October 1, 2012 to February 22, 2013. During this time 3rd-6th graders were assessed using the NCA computer lab by grade level with three proctors: the Data and Instructional Coach, NDMA's Math Specialist and a Classroom Teaching Partner. Grade level and student level reports were reviewed by teachers during age level PLCs.

Special Education

NDMA has developed a reputation in our short history of providing exemplary service to children with special needs. This reputation has emerged as we have welcomed children with a broad range of needs and concerns. Our dialogue with families has been professional, open, and compassionate. As a result, our special education population has increased to nearly 25% of our student enrollment. The 2011-2012 school year was a special education compliance year for NDMA, during which we received Honorable Mention recognition from the Minnesota Department of Education for our service to students with special needs.

English Learner Program

Prior to the 2011-2012 school year all students enrolled at NDMA were English speaking students. This past year, with the enrollment of a limited English speaking student in Children's House, NDMA created an ELD Program flow chart to establish procedures for conducting English proficiency tests and English Language Development services. Full implementation of an ELD program has been initiated.



Professional Development

NDMA has dedicated 90 minutes weekly for school-wide Professional Learning Communities. NDMA recognizes the challenge of meeting 90 minutes weekly for PLCs and an additional 300 hours for instruction, PLCs, and JEPD. After considerable efforts, the *Make it Great* committee crafted a revised calendar which now includes the required, additional 300 hours.

Ongoing JEPD in the areas of RtI Problem Solving, PLCs, and using data to drive instructional practice assist in building capacity and scaffolding for sustainability. The link from content to practice is evident throughout the JEPD cycle with ample opportunities provided for peer feedback and implementation to classroom instruction. JEPD was provided throughout the school year and during the summer of 2013. Topics for JEPD sessions have focused on areas of need as identified in the comprehensive needs assessment.

Scheduled Job-Embedded Professional Development at NDMA included:

- Two hours monthly of dedicated JEPD on Monday afternoons, led by specified NDMA Leadership Team members.
- 30-minute Tuesday morning “Curriculum Coffee Klatch,” led by Regional Center of Excellence liaison Dr. Mary Jenatscheck.

- Two-hour late starts once monthly on Wednesday mornings, led by specified NDMA Leadership Team members.
- Implementation of Elementary Literacy Team and Elementary Math Team, each meeting for 30 minutes on Wednesday or Friday morning with representatives from each level, facilitated by Data and Instructional Coach, Continuous Improvement Specialist, and Math Specialist.

Differentiation

Montessori programming lends itself to differentiation within each classroom since students are continually selecting work that is at their respective learning levels. Children’s House Montessori practice individualizes instruction to the needs of each child and follows that child’s development by presenting lessons that “scaffold” the child to the next level. E1 and E2 classrooms differentiate in both reading and math according to ability levels as demonstrated in normed and classroom assessments.



Enrichment Programs

After School Sports, a free physical enrichment program consisting of basketball, dodge ball and baseball/softball was available for E2 Students on selected Mondays and Wednesdays from 3:15 to 4:15. After School Sports is treated as a “rain or shine” event, cancelled only in the event of a school closing. Each after school sport involved students learning skills and rules relevant to the games played. Students experience teamwork, winning and losing honorably, exercising sportsmanlike conduct toward each other, and other principles.

E1 Learning Discoveries is an extended learning opportunity held on Tuesdays in March and April from 3:15 to 4:30. Learning Discoveries provides students with further time to sharpen their skills in reading and math. Guidance was provided by E1 teachers, NDMA’s Title 1 teacher, our Math Specialist, and our Continuous Improvement Specialist.

Summer Discoveries was offered for all students enrolled at NDMA during the months of August and June. Summer Discoveries took place Tuesday-Thursday mornings from 9:00 to 12:00, during which time NDMA teachers engaged students in math, literacy, and environmental learning activities.

E2 Cribbage Club was offered on Wednesday afternoons from 3:30 to 4:30 for eight weeks. During this time children had a snack, learned how to play cribbage and learned how to use strategy to win. 12-20 students participated.

Alignment to State Standards

NDMA conducted a thorough needs assessment in June 2012 with a sample population (*Make it Great Committee*). Analysis of emerging needs included system-wide benchmarking and progress monitoring, curricular and standards alignment, and comprehensive use of student data to drive instructional decisions. NDMA staff is meeting the challenge of aligning Montessori curriculum to the Minnesota Academic Standards.



Standards alignment work began in August with an in-service for teaching staff to review the Minnesota State Standards with a strategic discussion of how to align the standards to the Montessori Curriculum Albums. The teachers were given the task of completing the curriculum alignment document. With limited time, new staff, and a significant instructional shift, it was quickly recognized that more structure and guidance was needed to complete this task. NDMA administration therefore determined to hire substitutes so that classroom teachers could engage in collective curriculum alignment under the facilitation of the Data and Instructional Coach, Continuous Improvement Specialist, and Math Specialist. These meetings took place during one to two day time periods, with an end product in the form of a Learning Progression Chart by grade level.

A Minnesota standards alignment document was begun to align grade level standards with the North American Montessori Association (NAMC)

Albums, citing supplemental instructional resources as needed, with a timeline based on the Learning Progression Chart that had been collectively created. This document continues to be developed as assessments and supplemental resources are identified by the leadership team, support staff, teachers, and curriculum teams. This document has been reviewed and revised during the summer, having been examined by age level teams with additional discussion surrounding vertical alignment.

Added to the 2012-2013 calendar were Family Curriculum Events. These events were organized by either the Elementary Literacy Team or the Elementary Math Team for the purpose of engaging families in continued learning, specifically targeting Literacy and Math strategies.

Innovative Practices & Implementation

As previously stated, NDMA provides distinguished Montessori curriculum in a public school setting, presenting both advantages and disadvantages to the school. We enjoy rich tradition, beautiful materials, distinguishable learning activities, and multi-age classroom settings. However, there has existed an explicit disconnect with the Minnesota academic standards. During the 2012 summer, NDMA's *Make It Great* Committee identified specific areas of concern and set a course for aligning Montessori curriculum with state standards.

NDMA maintains its membership in the American Montessori Society (AMS), and teachers receive proper Montessori credentialing. Our two new classroom teachers completed NAMC certification during the school year. Furthermore, NDMA ensures that our teachers and our teaching partners are well versed in the Minnesota Academic Standards, curriculum alignment, and effective teaching strategies.

After school & summer programs

Much success has been realized this past year as students benefitted both academically and physically, through strategic afterschool programs and summer learning opportunities. Academic support came in the form of the E1 Learning Discoveries afterschool program in March and April, Summer School for CH, E1, and E2 for 3 weeks in August and another three weeks in June, totaling 86 students in attendance between the two sessions.



Pre-school program

During the 2012-2013 school year, the preschool program continued with parents paying for either three half days (Tuesday–Thursday) for 3-year olds and four half days (Monday–Thursday) for 4-year olds, paying a modest tuition of \$125 or \$150 monthly. NDMA offers the only Montessori preschool in Hutchinson and immediate surrounding communities, with approximately 75% retention from preschool to kindergarten. The curriculum offered encompasses academic areas of language arts, mathematics, science, geography, and sensorial and practical life. This program allows for complete individualization and teaches/reaches the whole child. One-on-one presentations are conducted with each child three times a week for preschoolers, a distinguishing characteristic of our Montessori approach.

Successes from the 2012-2013 School Year

2012-2013 instruction provided additional teaching and learning time. The leadership and teaching staff of NDMA launched a much more intentional, instructional focus that resulted in more engaged and purposeful learning throughout the day. Teachers, teaching partners, parents, and students noted a cultural shift at NDMA to the distinct advantage of our students’ learning. Instead of a culture of *teaching*, NDMA has become more accurately a culture of *learning*. Increased learning time for all students during SIG Year 1 has clearly made a positive difference in terms of:

- academic achievement
- engaged learning time
- dramatic shift in school culture
- the value of “making every moment count” during the instructional day
- increased intentionality, integrity of instruction, and learning focus

Method of ILT (Increased Learning Time)	2011-2012	2012-2013	Increase 2011-2012 to 2012-2013
Adding time to the instructional day by increasing the number of school hours for <i>all</i> students.	9:00 to 3:00	8:45 to 3:10	Minutes increased by 25 minutes per day.
Adding additional instructional days to the school calendar for <i>all</i> students.	172 days per year	181 days per year	School days increased by nine in 2012-13.

An additional 25 minutes of instructional time each day was part of increased learning time purposed for the 2012-2013 school year. All members of NDMA’s instructional staff embraced the value of additional time and used this time for “intentional” instruction. The Montessori environment does not include a “bell system.” Research-based best practice instruction was employed throughout the day, from the time a student entered his or her classroom, throughout the day, and even including lining up for dismissal, with teachers and teaching partners often engaging in informal instruction as they supervised dismissal lines at

the close of the official school day. Students, parents, and instructional staff have noted a dramatic “shift” in instructional focus and intensity. Transitions (to and from specialist classes) and dismissal provide further opportunities for instructional review and reinforcement. Materials used to provide review and reinforcement of learning have included:

- Word cards
- Phrase cards
- Number cards
- Fact families
- Vocabulary



Depth and intensity of instruction increased significantly during the 2012-2013 school year. NDMA instructional teams embraced the prevailing mantra of “make it great” and have demonstrated a renewed dedication to *all* students’ academic achievement. The guiding principles of NDMA are succinctly embedded into the three words chosen collaboratively with the entire instructional team:

- Excellence
- Respect
- Accountability

Teachers and teaching partners became more proficient in the recursive process of using student data to inform instructional practice. Initially, the professional learning communities (PLCs) served as a “sounding space” for teachers and teacher partners as they dealt with the enormous paradigm shift encountered in moving into priority school status. The current PLC focus has been on student data, student work, research-based strategies to support improved student achievement, and evidence of improvement. Each PLC leader distributed a PLC agenda with focus questions, student artifacts (evidence), and a “schedule” for the upcoming PLC. PLC

members bring evidence and/or anecdotal notes of student observations to each meeting, and discussion segments are timed to allow equal opportunity for all members to share concerns and questions.

Teachers were released from instructional duties for a total of five days during the 2012-2013 school year to work on “unpacking” the standards: ELA, Math, Social Studies and Science. The standards served as the “launch” and lessons which aligned to those standards were reviewed by the collaborative group with the guidance of the Continuous Implementation Specialist and the Data and Instructional Coach. Practices, lessons, and strategies which were not in alignment to the Minnesota Academic Standards were put aside. Our collaborative five days produced a comprehensive “Year-long Learning Plan” including:

- research-based literacy/math materials and strategies;
- Montessori phonics and reading materials;
- Montessori math materials;
- Right Start Math extensions;
- Zaccaro Math;
- IXL Math (school wide with home component);
- Reading A-Z;
- collaborative team planning (weekly); and
- posting of the standards in the classroom

Fidelity of implementation was monitored in the following ways

- frequent walkthroughs
- informal observations
- formal observations/evaluations

The 2012-2013 school year was filled with celebrations of student learning. One such example begins with student evidence brought to PLCs early in the year. There was clear indication of the need to intensify writing instruction. The recursive nature of PLCs has supported this work. Teachers and teaching partners at the E1 level have adjusted the way in which writing is introduced and sustained. Daily 5 and CAFÉ strategies have been embedded, including:

- Read to Self
- Read to Someone
- Work on Writing
- Listen to Reading
- Word Work

Writing stamina has increased by using the same system as “Read to Self.” Teachers have established procedures for what “good writing” looks like, sounds like, and feels like. Each writing workshop, writing stamina is timed and graphed. Teachers for all E1 classrooms have brought writing samples to PLCs as evidence of increased stamina and proficiency in writing. Differentiation is provided for each student at their proficiency level.

Challenges from the 2012-2013 School Year

NDMA experienced a significant cultural paradigm shift during the 2012-2013 school year. As a result, many challenges were apparent throughout the year, and vocalized during facilitated sessions at the end of the year. Components included: assessment culture change, over-scheduling of meetings, lack of technology, continued need for job-embedded professional development (JEPD), continued work on standards alignment, the need for longer PLC meetings, and the need for increased academic rigor.

The addition of a norm-referenced assessment and a criterion-referenced assessment during the



2012-2013 school year brought angst, excitement and clarification about student learning. AIMSweb, the criterion-referenced assessment, occurred using a Benchmarking Team so instructional time suffered limited interruption. NWEA-MAP, the norm-referenced assessment, was conducted on laptops in the library. Technology periodically failed or was insufficient during testing, and testing did not occur in the classroom, where relevant instruction and learning occurs.

It became apparent to leadership that teachers and staff were feeling the impact of so many meetings, despite the necessity for those meetings. Therefore, consideration was given this challenge when scheduling 2013-2014 JEPD meetings. Teachers and teaching partners were engaged in ongoing job-embedded professional development in June 2013 and August 2013 to continue the work of vertical alignment of research-based instructional programs in

reading and math. In June 2013, teachers reviewed and adjusted the NDMA Year-long Learning Progression using the Minnesota Academic Standards as a compass. JEPD in August 2013 focused on implementing research-based instructional strategies in reading and math with fidelity in all learning environments. PLC meetings are serving as our core source for the problem solving process for reading and math referrals, rather than to attempt to form another team. Instruction with integrity is clearly the focus of these discussions.

Full implementation of ongoing job-embedded professional development that aligns with state academic standards necessitates the acquisition of more appropriate technology. This has been addressed recently through NDMA's partnership with Nu-Telecom, our local provider of technological infrastructure.

Another challenge has been a lack of an uninterrupted 90 minute block for PLC meetings. PLCs in 2012-2013 occurred in 30 minute blocks twice daily, once weekly, for a total of 60 minutes of weekly PLC dialogue. NDMA has planned for a weekly 90 minute block of uninterrupted time for PLCs at all levels in 2013-2014.

Lastly, as a result of standards alignment, increasing academic rigor poses a challenge, though it is also perceived as an opportunity. Through the summer work of alignment to standards, it became apparent that lessons being presented were either below the expected grade level or not at the level of rigor expected by the state of Minnesota on high stakes tests.

Student Enrollment

Enrollment decreased in the 2012-2013 school year, with one of NDMA’s most obvious challenges in this regard being the choice of many families to enroll their children in the traditional public middle school (grades 6-8), rather than have their children remain at NDMA for one more year. When students remain at NDMA through 6th grade and then transition to the middle school for 7th grade, most of their peers (at grade level) have already established themselves at the traditional school; therefore, families often choose to have their children make what is perceived to be a less stressful transition by moving into the traditional, public middle school in 6th grade.

	2011-12	2012-13	2013-2014 (est.)
Kindergarten	31	35	11
1st Grade	20	27	32
2nd Grade	27	22	21
3rd Grade	26	27	23
4th Grade	27	24	22
5th Grade	26	23	25
6th Grade	25	20	19
Total	196	178	153
Total ADM (Average Daily Membership) for year	182.19	174	

Key Demographic Trends

NDMA’s student population is fairly consistent with the school’s surrounding communities in terms of ethnicity. Our school predominantly serves a Caucasian population, though we were pleased to see a slight increase in diversity for the 2012-2013 school year. Nearly 25 percent of our student body received special education services, and 53 percent of our students received free or reduced lunches. These latter two demographics are significant in that these statistics are considerably greater than those at the local, traditional public schools.

	2011-12	2012-13	2013-2014 (est.)
Total Enrollment	182	178	153
Male	89	86	76
Female	93	88	77

Special Education	24	43	39
LEP	0	0	2
African American	1	4	3
Latino	4	7	3
Asian/PI	2	3	3
American Indian	1	3	3
White	164	160	141
F/R Lunch	72	100	83

Student Attendance & Attrition

Student Attendance

	2010-11	2011-12	2012-13
Overall Attendance Rate	93%	95%	93%

NDMA’s attendance rate decreased in 2012-2013 from the previous year, due in part to some students having a significant number of both excused and unexcused absences. With a relatively modest student population, even a limited number of students with many absences has a notable impact on attendance trends. For the 2013-2014 school year, NDMA’s attendance policy has been revised to include a somewhat more stringent set of expectations, with administration and staff being more purposeful about communicating the importance of attendance with families.

Student Attrition

Percentage of students who are continuously enrolled between October 1 of 2011-12 school year and October 1 of 2012-13 school year.	89%
---	------------

Percentage of students who continue enrollment in the school from Spring 2012 to October 1, 2012.	89%
---	------------

There were 170 students enrolled at NDMA on the first day of school for the 2012-2013 school year, and 181 students enrolled on the last day of school for the 2011-2012 school year. These



statistics reflect 3 students having left during the school year, and 14 students having enrolled at NDMA during the school year.

Academic Performance

With NDMA's "Priority School" designation in May 2012, the staff of NDMA banded with administration to form the *Make It Great* Committee (MIGC). This group met throughout the summer of 2012 to create a turnaround strategy for school improvement, which included replacing staff, hiring consultants, and applying for a federal School Improvement Grant. The turnaround required Director Dave Conrad to hire an instructional leader. Dr. Bob Cannon was hired to assume the role of principal. Once awarded the federal grant, NDMA hired several newly created positions: Continuous Improvement Specialist (Dr. Lora Dagele); Data and Instructional Coach (Joan Sax); Family & Community Liaison, Building and Operations Manager, and Culture for Learning Specialist (Dave Conrad); and Math Specialist (Rosine Hermodson-Olsen). With the assistance of the Regional Center of Excellence (RCOE) liaison Dr. Mary Jenatscheck, a new School Improvement Plan was created for the 2012-2013 school year, with goals based on 2011 student data:

Math Goals:

- All students grades 3–6 enrolled at NDMA by October 1, 2012 will increase from 16.49% proficient to 34% proficient in math, based on MCA data scores by spring of 2013.
- All students who qualify for free/reduced priced meals in grades 3–6 enrolled at NDMA by October 1, 2012 will increase from 6% proficient to 19% in math, based on MCA data scores by spring of 2013.

Reading Goals:

- All students' grades 3–6 enrolled at NDMA by October 2012 will increase from 51.54% proficient to 60% in reading, based on MCA data scores by spring of 2013.
- The percentage of all students who qualify for free/reduced priced meals in grades 3–6 at NDMA enrolled by October 1 will increase from 45% to 60% proficient.



Throughout the year the new leadership team and our RCOE specialist worked with the instructional staff on the following intervention strategies:

Intervention: Response to Intervention (RtI), implemented with integrity, will increase student achievement through early interventions, strengthening core instruction through vertical alignment of Minnesota State Academic Standards and Math curriculum, and frequent progress monitoring leading to improved instructional practices and differentiation.

Intervention: Response to Intervention (RtI) will best increase student achievement through early interventions, strengthening core instruction through vertical alignment of Minnesota State academic standards and literacy curriculum, and frequent progress monitoring leading to improved instructional practices and differentiation.

The significant paradigm shift of aligning Montessori curriculum with Minnesota State Academic Standards, and including a range of assessments from which data could be used to drive instruction led to the development of content for job-embedded professional development. Student learning data, once generated from assessments, was examined for trends and discussed at age level professional learning committees, as were instructional strategies designated to increase student learning. At the end of each trimester, instructional staff examined and discussed data collectively under the direction of Dr. Cannon, NDMA Principal, and Joan Sax, Data and Instructional Coach. The fuller impact of the paradigm shift was realized only when MCA data were released in August, 2013.

Evaluation of Student Learning

School Trends: All Accountability Tests, All Grades, All Students Enrolled October 1

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	Increase Proficiency By 50%
Math		51.50%	42.00%	18.10%	28.40%	33.30%				59.05%	41.0%
Reading		70.80%	56.80%	53.20%	54.70%	43.30%				71.65%	28.4%

State Trends: All Accountability Tests, All Grades, All Students Enrolled October 1

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	Increase Proficiency By 50%
Math	61.8%	63.7%	66.1%	57.3%	62.7%	61.6%				78.7%	21.4%
Reading	71.9%	73.1%	73.5%	75.1%	76.4%	58.7%				79.4%	20.7%

**State data trends have been included to allow comparison, especially if a district/school is trying to match the state.

Math % Proficiency					
	2009	2010	2011	2012	2013
3rd grade	72.2	54.2	25	36	48
4th grade	42.1	50	20.8	32	39.1
5th grade	50	17.4	13	26.1	18.2
6th grade	41.2	50	13	18.2	25

Reading % Proficiency					
	2009	2010	2011	2012	2013
3rd grade	<u>88.20%</u>	62.50%	54.20%	52.00%	<u>44.00%</u>
4th grade	<u>52.60%</u>	60.00%	62.50%	44.00%	<u>34.80%</u>
5th grade	<u>75.00%</u>	47.80%	56.50%	56.50%	<u>45.50%</u>
6th grade	<u>70.60%</u>	57.10%	39.10%	68.20%	<u>50.00%</u>

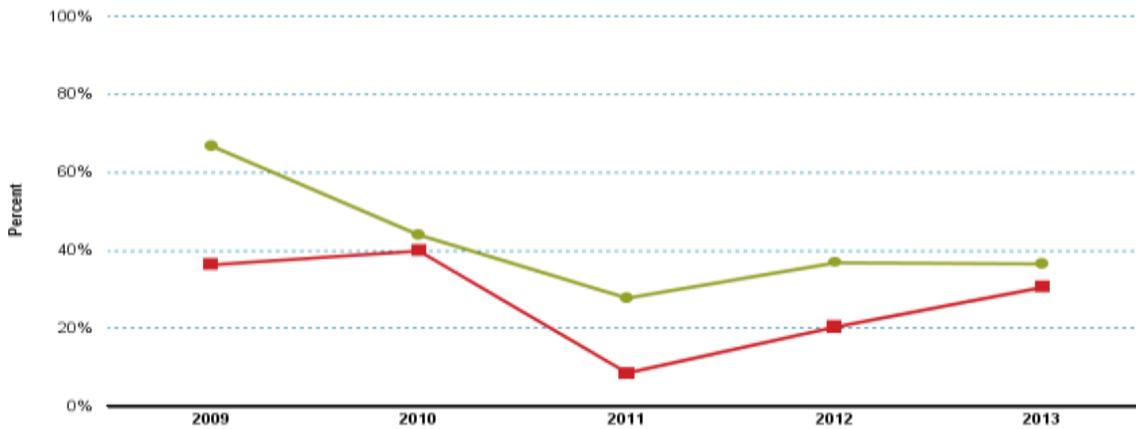
In Mathematics, the percentage of students meeting or exceeding proficiency on MCA scores increased, with the exception of 5th grade. Further examination of instructional content revealed a misalignment of Montessori curriculum and MN State Academic Standards. This has been realigned for the 2013-2014 school year.



In Reading, the percentage of students meeting or exceeding proficiency on MCA scores decreased in all grades. This trend was also reflected in state-wide data. Although this may be explained in part by the administration of the MCA III, NDMA Instructional Staff has chosen to focus on literacy instruction by using a balanced literacy approach to support literacy growth through the use of Daily CAFÉ and Guided Reading frameworks, with explicit skill development based on student needs.

The designated achievement gap group through the SIG was our free/reduced lunch population, whose MCA proficiency trends are shown below.

**School Math Proficiency Trends for All Accountability Tests
All Grades - Free/Reduced Lunch vs. Non-Free/Reduced Lunch Oct. 1**



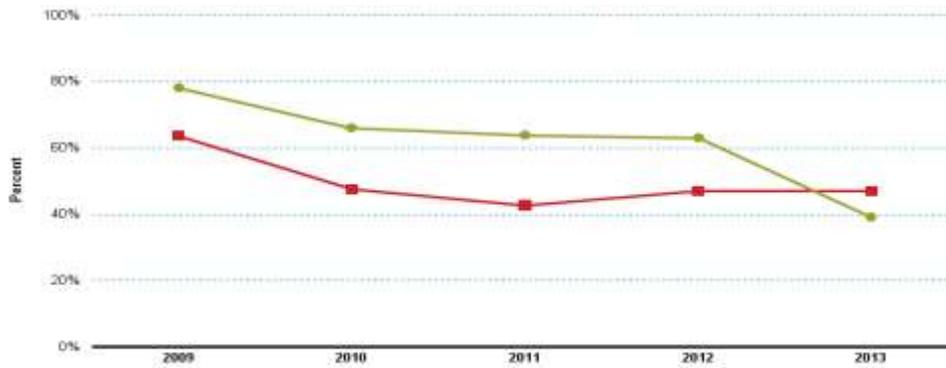
Proficiency Percentages

	2009	2010	2011	2012	2013
Non-FRPL	66.70%	43.90%	27.70%	37.00%	36.60%
FRPL	36.40%	40.00%	8.50%	20.40%	30.60%
Difference	30.30%	3.90%	19.10%	16.50%	6.00%

Proficiency Counts

	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>
Non-FRPL	22	18	13	17	15
FRPL	12	16	4	10	15
Difference	10	2	9	7	<u>0</u>

**School Reading Proficiency Trends for All Accountability Tests
All Grades - Free/Reduced Lunch vs. Non-Free/Reduced Lunch Oct. 1**



Proficiency Percentages

	2009	2010	2011	2012	2013
Non-FRPL	78.1%	65.9%	63.8%	63.0%	39.0%
FRPL	63.6%	47.5%	42.6%	46.9%	46.9%

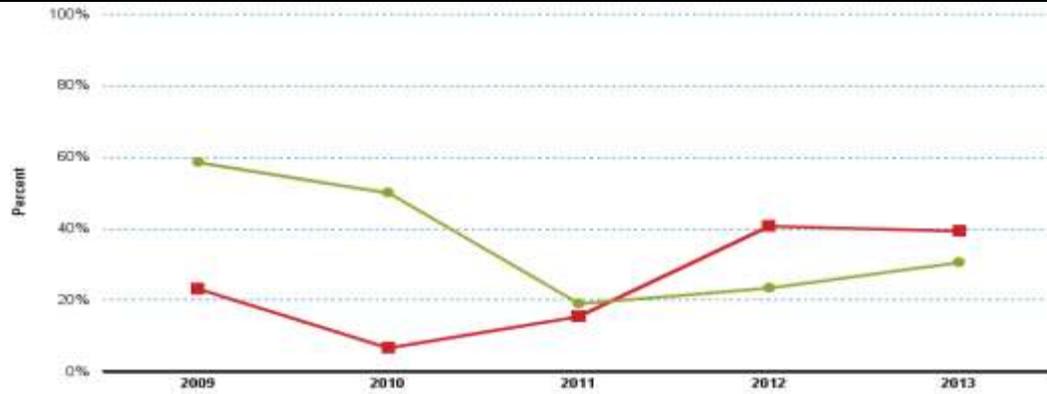
Proficiency Counts

	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>
Non-FRPL	25	27	30	29	16
FRPL	21	19	20	23	23

In both math and reading, the achievement gap between our *non-free and reduced lunch* population and our *free and reduced lunch* population is closing, due to greater reading proficiency among our *free and reduced lunch* population.

The other achievement gap group NDMA has chosen to track is the Special Education student group, since this group has a substantive (and growing) number of students. The graphs below demonstrate:

**School Math Proficiency Trends for All Accountability Tests
All Grades - Special Education vs. Non-Special Education Oct. 1**



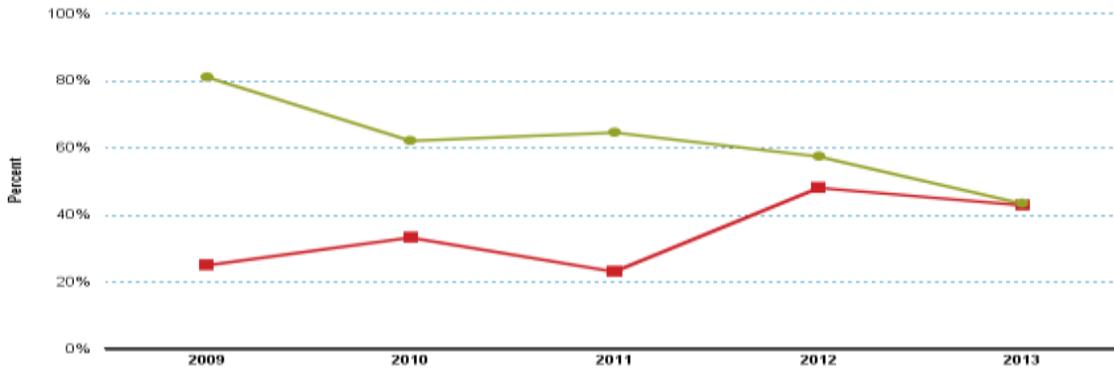
Proficiency Percentages

	2009	2010	2011	2012	2013
Non-Special Ed	58.5%	50.0%	19.1%	23.5%	30.6%
Special Ed	23.1%	6.7%	15.4%	40.7%	39.3%

Proficiency Counts

	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>
Non-Special Ed	31	33	13	16	19
Special Ed	3	1	4	11	11

**School Reading Proficiency Trends for All Accountability Tests
All Grades - Special Education vs. Non-Special Education Oct. 1**



Proficiency Percentages

	2009	2010	2011	2012	2013
Non-Special Ed	81.1%	62.1%	64.7%	57.4%	43.5%
Special Ed	25.0%	33.3%	23.1%	48.1%	42.9%

		Proficiency Counts				
		<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>
	Non-Special Ed	43	41	44	39	27
	Special Ed	3	5	6	13	12

In both math and reading, the achievement gap between proficiency in our *non-special education* population and proficiency in our *special education* population is closing, with the *special education* population reflecting a greater percentage proficient in math, and a similar percentage proficient in reading.



The core curricular strategies adopted by NDMA to align to state standards, and the explicit teaching of reading and math skills, have proven to be successful. However, NDMA leadership and instructional staff continue to seek higher levels of achievement. We continue to set goals for greater student proficiency in both reading and mathematics. Plans to achieve these goals include continued use of close reading strategies, supported through explicit instruction based on student needs, and explicit teaching of mathematics concepts and the intentional use of academic mathematical conversations as core components of instruction. These are to be supported through grade level instruction, Montessori and extension math support through Right Start and Video Text in E2, and Montessori instruction and support through Right Start mathematics at the E1 level.

Additional nationally and state normed NWEA-Map Reading and Math assessments were administered with the following results:

NWEA- MAP: (Reading grades K-6-conducted in February and May)

Winter testing - **89 students** at or above national norms = **55% proficiency**

Kindergarten - **22** students at or above national norms

National norm RIT/NDMA mean RIT = 151/**155.6**

1st grade - **15** students at or above national norms

National norm RIT/NDMA mean RIT = 170.7/**173.6**

2nd grade - **8** students at or above national norms

National norm RIT/NDMA mean RIT = 183.6/**177.6**

3rd grade - **14** students at or above national norms

National norm RIT/NDMA mean RIT = 194.6/**195.2**

4th grade - **11** students at or above national norms

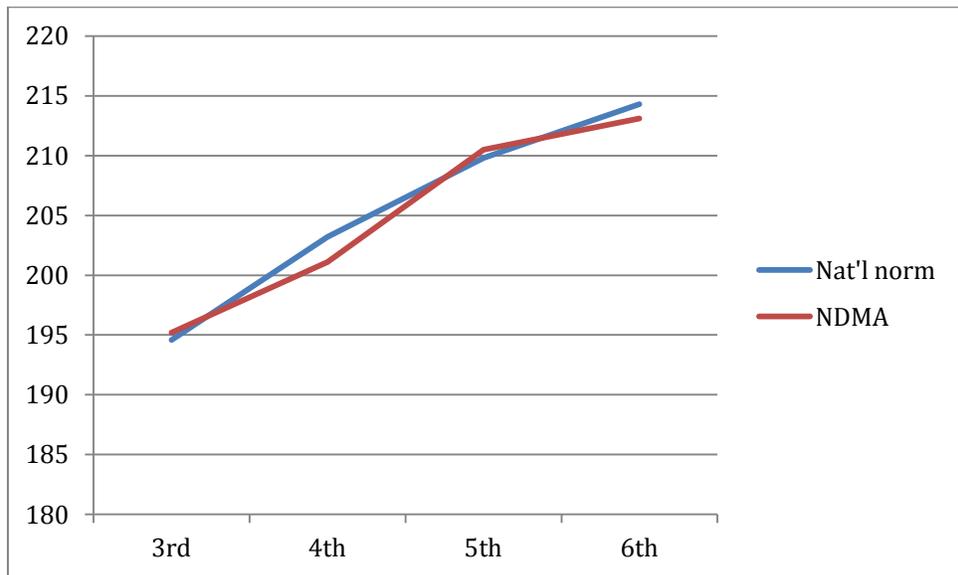
National norm RIT/NDMA mean RIT = 203.2/**201.1**

5th grade - **10** students at or above national norms

National norm RIT/NDMA mean RIT = 209.8/**210.5**

6th grade - **10** students at or above national norms

National norm RIT/NDMA mean RIT = 214.3/**213.1**



Spring testing- **76 students** at or above national norms = **44% proficiency**

Kindergarten - **23** students at or above national norms

National norm RIT/NDMA mean RIT = 159.1/161.8

1st grade - **13** students at or above national norms

National norm RIT/NDMA mean RIT = 176.9/176.9

2nd grade - **5** students at or above national norms

National norm RIT/NDMA mean RIT = 189.6/180.6

3rd grade - **10** students at or above national norms

National norm RIT/NDMA mean RIT = 199.2/197

4th grade - **12** students at or above national norms

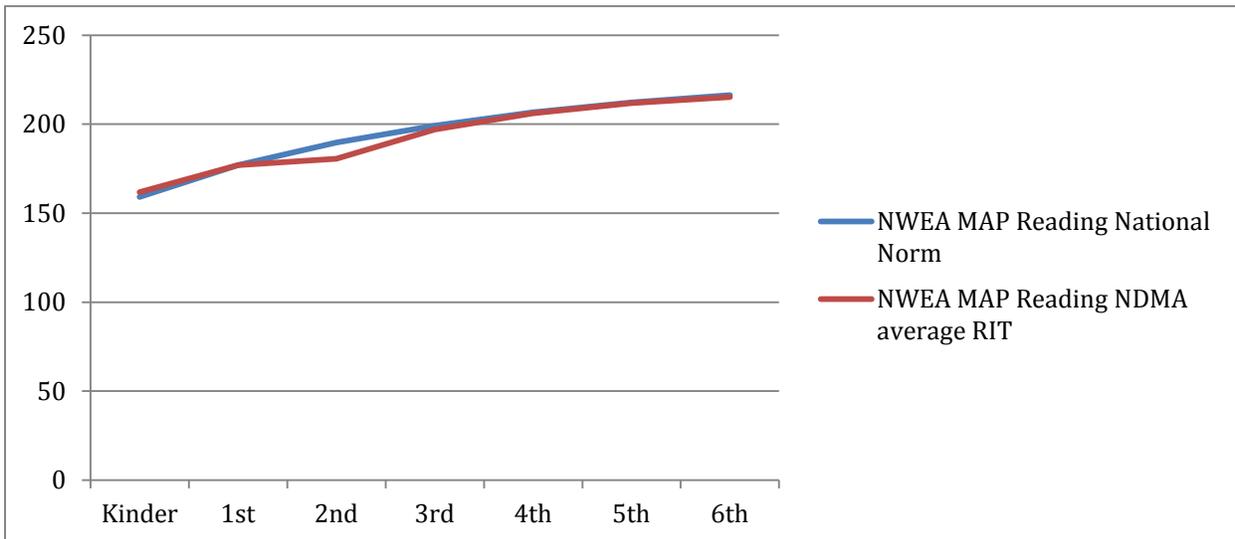
National norm RIT/NDMA mean RIT = 206.7/206.2

5th grade - **13** students at or above national norms

National norm RIT/NDMA mean RIT = 212.3/211.8

6th grade - **9** students at or above national norms

National norm RIT/NDMA mean RIT = 216.4/215.2



NWEA-MAP: (Math for grades K-2)

Winter testing - **45 students** at or above national norms = **56% proficiency**

Kindergarten - **22** students at or above national norms

National norm RIT/NDMA mean RIT = 151/155.6

1st grade - **15** students at or above national norms

National norm RIT/NDMA mean RIT = 170.7/173.6

2nd grade - **8** students at or above national norms

National norm RIT/NDMA mean RIT = 183.6/177.6

Spring testing - 51 students at or above national norms = 62% proficiency

Kindergarten - **19** students at or above national norms

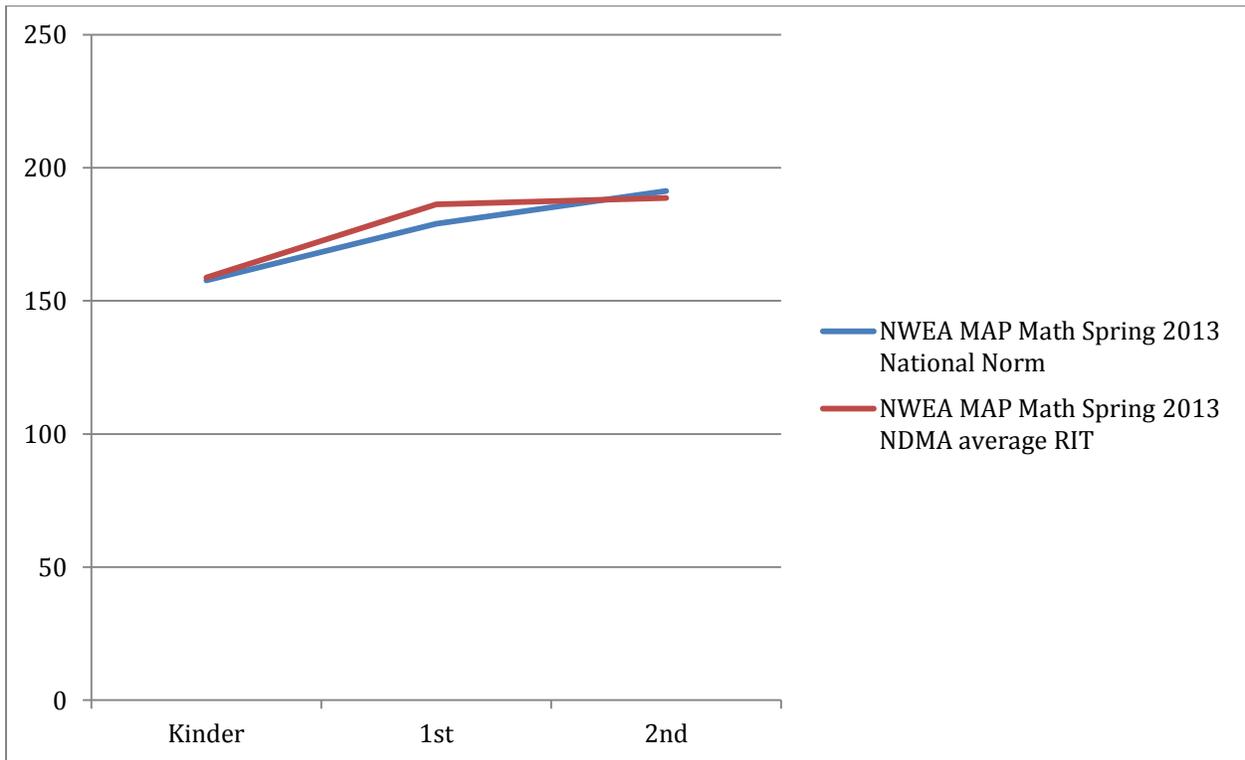
National norm RIT/NDMA mean RIT = 157.7/158.8

1st grade - **19** students at or above national norms

National norm RIT/NDMA mean RIT = 179/186.3

2nd grade - **13** students at or above national norms

National norm RIT/NDMA mean RIT = 191.3/188.6



The curriculum-based measure used for fall, winter, and spring benchmarking and progress-monitoring was the AIMSweb mathematics and reading assessment. The following are the results of benchmarking for the 2012-2013 school year:

AIMSweb Benchmarking - R-CBM: (conducted in September, January, and May)

Fall - **85/172** students met norm target

Winter - **75/172** students met norm target

Spring - **73/178** students met norm target

AIMSweb Benchmarking - M-CAP: (conducted in September, January, and May)

Fall - 50/172 students met norm target

Winter - 60/172 students met norm target

Spring - 49/116 students met norm target

AIMSweb Benchmarking - M-COMP: (conducted in September, January and May)

Fall - 41/172 students met norm target

Winter - 65/172 students met norm target

Spring - 64/135 students met norm target

Information from both the AIMSweb assessments and NWEA-MAP assessments was used by instructional staff to adjust instructional focus, and to be based on individual student needs. This practice continues into the 2013-2014 school year with more in-depth use of guidance provided using the RIT score of the NWEA-MAP assessments.



Environmental Education

The mission of New Discoveries Montessori Academy's authorizer, the Audubon Center of the North Woods, is to "instill a connection and commitment to the environment in people of all communities through experiential learning." As part of our contract with our authorizer, we have agreed to the following environmental education goal.

Staff, students and parents at New Discoveries Montessori Academy will increase their environmental literacy, and develop the knowledge, skills and attitudes to support a sustainable, healthy environment.

Environmental Education Contract Goals for ACNW-authorized charter schools

Staff, students and parents at New Discoveries Montessori Academy will increase their environmental literacy, and develop the knowledge, skills and attitudes to support a sustainable, healthy environment. Our school engaged in the following activities to meet our EE goal.

Trend Area	Action	Date to be Completed
Environmental Education as curriculum component	Fifth and sixth graders will collect trash for recycling, separate for recycling and deliver to the local recycling center weekly.	June 2013
Field trip to a natural area (two per school year)	Fifth and sixth graders will spend three days and two nights at Audubon Center of the North Woods annually.	Spring 2013
	Fourth graders will participate in county-wide environmental learning day at McLeod County Fairground.	Spring 2013
	Fourth graders will participate in a field trip to Piepenburg Regional Park.	Spring 2013
	First, second, and third graders will participate in river walk along the Crow River annually.	Fall 2013
	Kindergarteners will visit local apple orchard annually.	Fall 2013
Pass forward Environmental Education commitment – (two per school year)	Families will be invited to participate in highway cleanup for one-mile stretch in memory of Alison and Eleanor Lee twice per year.	November 2012 & June 2013
	Second graders will participate in energy conservation experience with Hutchinson Utility Company.	October 2012
	Third Graders will participate in annual Earth Day celebration with City of Hutchinson Forestry Division.	May 2013
	PTO will host school-wide assembly (raptor program).	April 2013
Teacher-led Earth Friendly Outdoor Recreation	Healthy Discoveries after-school program for K through sixth grade.	Fall 2012 & Spring 2013
	Heritage Journey at Spicer Center for first, second, and third graders.	November 2012

Environmental Education-trained teachers/experts used.	“After-schooligans” for K through third grade.	November 2012 & May 2012
	Tree planting for third graders.	April 2013

Parent Satisfaction

Based on responses to this year’s parent survey, the reaction to the paradigm shift of the 2012-2013 school year was relatively very positive, as the dramatic changes inevitably affected student learning and students’ attitudes toward school. There is still work to do when communicating to families and the community, which has become a primary focus for the 2013-2014 school year.

Individual evaluations submitted for curriculum nights provided information for the adjustments of time and night offered, and the need for providing childcare and refreshments. Suggestions were implemented as opportunity afforded at each successive curriculum night. Positive comments were represented in the end-of-school-year parent survey in questions 5-7. The positive effect on student attitudes was apparent by the numbers represented in questions 3, 6, 7, and 10. Please refer to Appendix D to view responses to our parent survey.

Staffing

NDMA has consistently pursued both licensed and non-licensed staff who are committed to the holistic development of the child. All lead teachers are licensed, and all teaching partners (paraprofessionals) are “highly qualified,” as determined by specific criteria staff are expected to meet both as members of NDMA’s teaching and learning community, and per MDE expectations and guidelines. Excellence among NDMA staff has a direct impact upon developing excellence in our students.

2012-2013 Licensed Teaching Staff				
Name	File #	License / Assignment	2013-14 Status*	Comments
Anderson, Anna K.	462059	180100	*R	
Bandas, Stephanie	410819	180101	*R	
Brown, Lynn	373998	109202	*R	
Bruemmer, Diane	441972	190200	*R	
Falk, Amara	467502	180100	NR	
Herdegen, Donna	255191	180100	*R	
Jodzio, Betty	433693	180100	*R	
Johnson, Oriann	422846	180100	*R	
Larson, Theresa	459177	180100	*R	
Niemeyer, Tari	365533	190201	*R	
Pokornowski, Eric	438394	080300	*R	
Niska, Holly	380312	180100	NR	
Vaillancourt, Heather	997764	180100	*R	
Vold, Cynthia	407753	180101	*R	

* R = Return, NR = Not Return

Licensed teacher percentage return rate:

2012-13 to 2013-14: 86% (14% turnover)

NDMA is pleased to have retained the large majority of our primary teaching staff into the 2013-2014 school year. This is especially noteworthy given the significant changes in staffing NDMA experienced moving into the 2012-2013 school year. A teacher vacancy in one of our E1 classrooms led to the hiring of a teacher for the second half of the 2012-2013 school year. An existing member of our staff was then assigned to the lead teacher position in that classroom, with very positive results already being realized in the new school year.

2012-13 Other Licensed (non-teaching) Staff			
Name	Assignment	13-14 Status*	Comments
Conrad, Dave	920001	*R	
Sax, Joan	990400	*R	

* R = Return, NR = Not Return

2013-14 Other Licensed (non-teaching) Staff		
Name	Assignment	Comments
Conrad, Dave	920001	
Sax, Joan	990400	

2012-13 Non-Licensed Staff			
Name	Assignment	13-14 Status*	Comments
Baysinger, Kathleen	999821	*R	
Buxcel, Karen	999946	*R	
Cannon, Robert	999970	*R	
Condon, Blake	999821	*R	
Corson, Jill	999822	*R	
Dahlke, Sue	999947	NR	
Ecklund, Robert	999945	NR	
Ellis, Sheri	999822	*R	
Ellis, Steve	999822	*R	
Erickson, Tara	999940	*R	
Erickson, William	999950	*R	
Grack, Nicole	999935	*R	
Hanson, Scott	999822	*R	
Hanson, Scott	999980	*R	
Harris, MeiLi	999822	*R	
Helget, Samantha	999822	*R	
Hierlmaier, Teigan	999821	*R	
Hoffmann, LuAnn	999940	*R	
Houseman, Deborah	999802	*R	
Kalenberg, Michaleen	999802	*R	
Kinzler, Tim	999950	*R	
Kubasch, Susan	999822	*R	
Larson, Amber	999940	*R	
Myers, Cheryl	999915	*R	
Nadeau, Michelle	999802	*R	
Niemeyer, Derek	999802	*R	
Noga, Stephen	999919	NR	
Olson, Jodi	999945	*R	
Plombon, Leslie	999980	*R	
Prieve, Sandra	999802	*R	
Prior, Cynthia	999802	*R	
Puder, Julie	999822	NR	
Riederer, Linda	999947	*R	
Rohy, David	999822	*R	
Ryan-Lauer, Cyndi	999802	*R	
Scharpe, Bernadette	999802	*R	

Schwartz, Niccole	999802	*R	
Shimpa, Margaret	999812	*R	
Stenberg, Charles	999945	*R	
Stenberg, Sue E.	999821	*R	
Hudson, Rebecca	99821	*R	
Johnson, Erena	99822	*R	
Kuharski-Schmitz, Kimberly	99822	NR	
Lieser, Meredith	999822	NR	
Schoenherr, Amanda	999822	*R	

* R = Return, NR = Not Return

2013-14 Non-Licensed Staff		
Name	Assignment	Comments
Baysinger, Kathleen	999821	
Buxcel, Karen	999946	
Cannon, Robert	999970	
Condon, Blake	999821	
Corson, Jill	999822	
Ellis, Sheri	999822	
Ellis, Steve	999822	
Erickson, Tara	999940	
Erickson, William	999950	
Grack, Nicole	999935	
Hanson, Scott	999822	
Hanson, Scott	999980	
Harris, MeiLi	999822	
Helget, Samantha	999822	
Hierlmaier, Teigan	999821	
Hoffmann, LuAnn	999940	
Houseman, Deborah	999802	
Kalenberg, Michaleen	999802	
Kinzler, Tim	999950	
Kubasch, Susan	999822	
Larson, Amber	999940	
Myers, Cheryl	999915	
Nadeau, Michelle	999802	
Niemeyer, Derek	999802	
Olson, Jodi	999945	
Plombon, Leslie	999980	
Prieve, Sandra	999802	
Prior, Cynthia	999802	
Riederer, Linda	999947	
Rohy, David	999822	
Ryan-Lauer, Cyndi	999802	

Scharpe, Bernadette	999802	
Schwartz, Niccole	999802	
Shimpa, Margaret	999812	
Stenberg, Charles	999945	
Stenberg, Sue E.	999821	
Hudson, Rebecca	999821	
Johnson, Erena	999822	
Schoenherr, Amanda	999822	

Governance and Management

The New Discoveries Montessori Academy Board of Directors meets the third Monday of each month at 6:30 p.m. to discuss and direct the affairs of the school. The Board is comprised of eight individuals: three parents; two teachers; and three community members. Ex-officio members include the superintendent, the principal, and NDMA’s administrative assistant. The following table provides greater detail of Board roles and affiliations.

Board Membership Table

Member Name	Board Position	Affiliation	Date Elected	Date Seated	Term End Date	Email Address
Jill Bierbaum	Member	Parent	July 2012	July 2012	June 2015	jill.bierbaum@newdiscoveries.org
Lynn Brown	Secretary	Teacher	July 2012	July 2012	June 2015	lynn.brown@newdiscoveries.org
Bob Cannon	Ex-Officio	School Leader	September 2012	N/A	N/A	bob.cannon@newdiscoveries.org
Shari Colvin	Chair	Community Member	July 2012	July 2012	June 2016	shari.colvin@newdiscoveries.org
Dave Conrad	Ex-Officio	School Leader	December 2005	N/A	N/A	dave.conrad@newdiscoveries.org
Tara Erickson	Ex-Officio	School Leader	May 2012	N/A	N/A	tara.erickson@newdiscoveries.org
Vicky Hoeft	Treasurer	Community Member	July 2013	July 2013	June 2014	vicki.hoeft@newdiscoveries.org
Betty Jodzio	Member	Teacher	July 2013	July 2013	June 2016	betty.jodzio@newdiscoveries.org
Riana Klaustermeier	Member	Parent	January 2012	January 2012	June 2014	riana.klaustermeier@newdiscoveries.org
Lori Krych	Member	Parent	July 2013	July 2013	June 2016	lori.krych@newdiscoveries.org
Dick Lennes	Vice Chair	Community Member	December 2012	December 2012	June 2015	dick.lennes@newdiscoveries.org

Board Training & Development

NDMA considers the training of its board members as crucial to its effective operation as a governing body. All board members are expected to attend annual training, as evidenced by the following full attendance:

Board Member Name	Training Content Area	Training Date	Trainer/Presenter
Jill Bierbaum	Finance	April 29, 2013	Chuck Herdegen
Lynn Brown	Finance	April 29, 2013	Chuck Herdegen
Bob Cannon	Finance	April 29, 2013	Chuck Herdegen
Shari Colvin	Finance	April 29, 2013	Chuck Herdegen
Dave Conrad	Finance	April 29, 2013	Chuck Herdegen
Tara Erickson	Finance	April 29, 2013	Chuck Herdegen
Vicki Hoeft	Finance	April 29, 2013	Chuck Herdegen
Betty Jodzio	Finance	April 29, 2013	Chuck Herdegen
Lori Krych	Finance	April 29, 2013	Chuck Herdegen
Dick Lennes	Finance	April 29, 2013	Chuck Herdegen
Jill Bierbaum	Board Governance: Roles and Responsibilities	April 29, 2013	Dave Conrad
Lynn Brown	Board Governance: Roles and Responsibilities	April 29, 2013	Dave Conrad
Bob Cannon	Board Governance: Roles and Responsibilities	April 29, 2013	Dave Conrad
Shari Colvin	Board Governance: Roles and Responsibilities	April 29, 2013	Dave Conrad
Dave Conrad	Board Governance: Roles and Responsibilities	April 29, 2013	Dave Conrad
Tara Erickson	Board Governance: Roles and Responsibilities	April 29, 2013	Dave Conrad
Vicki Hoeft	Board Governance: Roles and Responsibilities	April 29, 2013	Dave Conrad
Betty Jodzio	Board Governance: Roles and Responsibilities	April 29, 2013	Dave Conrad
Lori Krych	Board Governance: Roles and Responsibilities	April 29, 2013	Dave Conrad

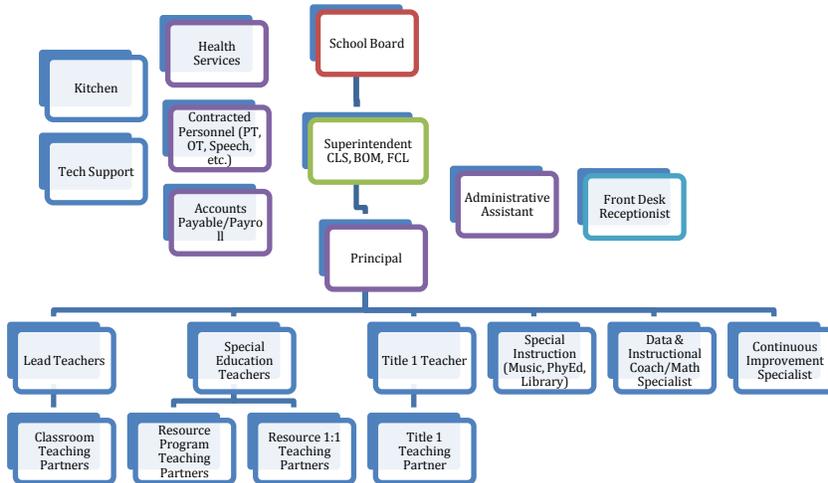
Dick Lennes	Board Governance: Roles and Responsibilities	April 29, 2013	Dave Conrad
Jill Bierbaum	Employment Matters	April 29, 2013	Dave Conrad
Lynn Brown	Employment Matters	April 29, 2013	Dave Conrad
Bob Cannon	Employment Matters	April 29, 2013	Dave Conrad
Shari Colvin	Employment Matters	April 29, 2013	Dave Conrad
Dave Conrad	Employment Matters	April 29, 2013	Dave Conrad
Tara Erickson	Employment Matters	April 29, 2013	Dave Conrad
Vicki Hoeft	Employment Matters	April 29, 2013	Dave Conrad
Betty Jodzio	Employment Matters	April 29, 2013	Dave Conrad
Lori Krych	Employment Matters	April 29, 2013	Dave Conrad
Dick Lennes	Employment Matters	April 29, 2013	Dave Conrad

NDMA materially complies with applicable laws, rules, regulations and provisions of the charter contract and school bylaws relating to:

- *school board composition, and the board demonstrates the capacity to govern an effective charter school;*
- *board member training;*
- *effectively and transparently conducting board meetings:*
 - *A discernible method for conducting meetings (i.e. Robert's Rules)*
 - *Complying with MN Open Meeting Law*
 - *Timely distribution of board materials prior to meetings to board members and authorizer*
 - *Appropriate documentation of board and committee meetings*
- *board decision-making and oversight, including but not limited to:*
 - *Establishing, reviewing and implementing policy*
 - *Establishing performance expectations that are in alignment with charter contract*
 - *Regularly reviewing academic, financial and operational data*
 - *Overseeing school improvement plans as necessary*
 - *Conducting timely review and approval of key organizational documents including the budget, contracts for service, facility lease, annual reports and financial audits*

Management

The school improvement process has provided an opportunity to evaluate and better define our organizational structure. For example, we have moved from a Director model (one administrator) to a robust leadership structure including the following roles: superintendent, principal, continuous improvement specialist, data and instructional coach, math specialist, building operations manager, family and community liaison, and culture for learning specialist. Please refer to the organizational chart below. This refined structure ensures the integrity of the school improvement plan, and ultimately, improved student achievement.



The board evaluates the Superintendent on an annual basis, including a 360 degree evaluation in which staff are invited to participate. The Superintendent, in turn, evaluates the Principal.

Professional Development Plan for Dr. Robert J. Cannon, Principal

Dr. Cannon is pursuing professional development in Montessori philosophy and practice through enrollment in a Montessori training program by October 1, 2013. He also has entered into a mentorship opportunity both with Montessori consultants and with the principal of another charter school designated as a priority school by the Minnesota Department of Education. Dr. Cannon is also scheduled to attend MDE-sponsored meetings for SIG principals throughout the 2013-2014 school year. Lastly, Dr. Cannon is scheduled to participate in further graduate instruction beginning in the summer of 2014 to further his knowledge of administrative and instructional leadership at the elementary school level.

Finances

Questions regarding school finances and for complete financials for 2012-13 and/or an organizational budget for 2013-14, contact:

Chuck Herdegen, Manager

651.463.2233

chuck@bkda.org

Beltz, Kes, Darling & Associates provides accounting services for School.

Information presented below is derived from preliminary audit figures. The full financial audit will be completed and presented to the Minnesota Department of Education and Audubon Center of the North Woods no later than December 31, 2013.

FY13 Finances	Fund 1	Fund 2	Fund 4
Total Revenues	\$2,542,760	\$137,435	\$11,980
Total Expenditures	(\$2,531,951)	(\$153,816)	(\$11,980)
Net Income	(\$5,572)	\$0	\$0
Total Fund Balance	(\$48,220)	\$0	\$0

Overview

Financial information presented is based on preliminary audited figures for the school's operations during the year. NDMA ended fiscal year 2013 with a deficit for the second year in a row. The school met its budgeted enrollment target of 172 students in grades kindergarten through 6th grade, and therefore earned state aids consistent with budget estimates. This was the first year that the school was awarded a School Improvement Grant by the MN Department of Education, which added \$379,455 in resources for the school to use to increase student academic performance. The primary factor for the operating deficit includes the startup of the school's full preparation kitchen for the food service program (rather than catering in meals as had been done in the past). The startup costs for this program and the food costs both exceeded budgeted expectations, resulting in a transfer from the General Fund to the Food Service Fund of \$16,381 at the end of the year. Costs for operating the school's preschool program in Fund 04 were in line with revenues received from tuition for the program.

NDMA met all financial reporting requirements in a timely manner throughout the year.



Future Plans

Facilities Expansion

NDMA's Parent-Teacher Organization is considering expansion of existing playground space to allow for more hardscape and soft-scape surfaces that will be conducive to children playing foursquare and other such games, as well as creating seating and additional instructional areas outdoors.

Technological Advancements

New Discoveries has partnered with Nu-Telecom, a local provider, in August 2013 to provide comprehensive technology services to the school. This has resulted in considerable technological advantages to both students and staff members. Of particular significance are three new computers in each classroom that are designated for student learning, as well as twelve new laptops that are being used exclusively for assessment purposes, as our culture has become one that is grounded in a data-driven instructional focus.



Increased Learning Time

Method of ILT	SIG Year II Proposed ILT	Increase	Identify How ILT Will Be Used
<p>Adding time to the instructional day by increasing the number of school hours for <i>all</i> students.</p>	<p>8:45 AM to 3:10 PM (sustained year II)</p> <p>The additional ILT hours as articulated below in transitions and school pictures scheduling.</p>	<p>The increase of 25 minutes per day will be maintained for the 2013-2014 school year.</p> <p>Additional ILT gained for SIG year II = 46 hours</p>	<p>Beginning to end of day instruction: <i>Making every moment count!</i></p> <p>Teaching partners will make full use of transition time (to and from specialists) to review math and reading skills (i.e., letter cards, sight words, rhyming card, math facts, word problems etc.). Instructional time gained for each classroom without taking time out for pictures (fall and spring) will be used for instruction.</p>
<p>Adding additional instructional days to the school calendar for <i>all</i> students.</p>	<p>We are currently tied to the transportation schedule of the Hutchinson Public Schools. NDMA is researching the possibility of securing a transportation contract independently in future years. If this private contract is viable, adding additional days is also a possibility.</p>	<p>Days will increase by <i>00</i> in 2013-14.</p>	

Method of ILT	SIG Year II Proposed ILT	Increase	Identify How ILT Will Be Used
Provide increased instructional time for all students within the existing school day.	<i>Implement instructional review school-wide during transition times.</i>	+ 5 min each way = 10 min/day per class x 5 days/week = 50 minutes / week = 1,800 min = 30 hours total per school year	Informal instructional review occurs during transitions – classrooms to and from music / physical education / library.
	<i>School pictures (fall) will be taken during open house (not during the instructional day). Spring pictures will be taken during one of the spring Family Learning Discoveries.</i>	1 hour / class (Fall and Spring) = 8 x 2 = 16 hours	

Additional Comments on Looking to the Future...

- The daily schedule will be maintained, as this is largely determined by our other local school district’s bussing schedule. The additional 25 minutes when compared with the pre-SIG schedule will be maintained and is supported by our current bussing schedule.
- Additional days of instruction during what are considered “summer months” will continue to be made available to all students, and these days will be included on the school calendar in 2013-2014. (This is in addition to NDMA’s “extended school year” for special education students.)
- NDMA’s superintendent and business manager have sought quotes to determine the feasibility of supporting transportation costs independently rather than through the local Hutchinson Public School District #423. Were this to become a reality, increased school days would also become an option.
- NDMA anticipates implementing a more comprehensive principal evaluation system. Per guidance from SEA, the LEA (superintendent) will implement the Minnesota Principal Evaluation Model.



From Our Constituents...

“A year ago I was in tears. I found out my daughter was behind in her work levels. Today I have tears of joy! Because I was able to observe the learning strategies as they were being taught in the classroom, I knew how to help her at home. It’s like a light bulb has come on in here – she is reading and doing math and loving it!” – NDMA parent

“Today (a parent) called to let me know that her daughter needed to ride the bus home. In the course of our conversation she exclaimed how much she and her daughter love New Discoveries. She stated that NDMA is the reason that they haven’t moved. She said that NDMA is the best school they have experienced and they will tell anyone who will listen. She and her daughter are ecstatic to be part of NDMA!” – NDMA staff member

In a recent *Time for Kids* magazine survey, NDMA students were asked to answer the question, “Of these choices (types of theme schools), which type of school would you like best? Why?” An NDMA student responded, “None...because I like this school a lot. You pulled it off. Usually I hated school, but this is the best school ever. Thank you...to every teacher.”

Appendices

Appendix A.....	2012-2013 School Calendar
Appendix B.....	2012-2013 Assessment Schedule
Appendix C.....	2012-2013 JEPD Calendar
Appendix D.....	2012-2013 Parent Survey Results

Appendix A

New Discoveries Montessori Academy 4161 2012-2013 School Calendar

calendar 06/20/12

	<table border="1"> <tr><th colspan="7">July</th></tr> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr> <tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td></tr> <tr><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td></tr> <tr><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td></tr> <tr><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td></tr> <tr><td>29</td><td>30</td><td>31</td><td></td><td></td><td></td><td></td></tr> </table>	July							S	M	T	W	T	F	S	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31					<table border="1"> <tr><th colspan="7">August</th></tr> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>2</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>3</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>4</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>5</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>6</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>7</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>8</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>9</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>10</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>11</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>12</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>13</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>14</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>15</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>16</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>17</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>18</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>19</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>20</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>21</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>22</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>23</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>24</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>25</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>26</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>27</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>28</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>29</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>30</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>31</td></tr> </table>	August							S	M	T	W	T	F	S							1							2							3							4							5							6							7							8							9							10							11							12							13							14							15							16							17							18							19							20							21							22							23							24							25							26							27							28							29							30							31	<p>1 No School - Labor Day Teachers Only 1:30 1:30-2:00 Hour Late Start/Staff Development 30 Min School Board Meeting 20-22 5:30-6:00 @ Auditorium Center 25-26 2012 Montessori Week 30-31 Music Showcase 10:00 am</p>																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
July																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																											
S	M	T	W	T	F	S																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
1	2	3	4	5	6	7																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
8	9	10	11	12	13	14																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
15	16	17	18	19	20	21																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
22	23	24	25	26	27	28																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
29	30	31																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
August																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																											
S	M	T	W	T	F	S																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						1																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						2																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						3																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						4																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						5																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						6																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						7																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						8																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						9																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						10																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						11																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						12																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						13																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						14																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						15																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						16																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						17																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						18																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						19																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						20																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						21																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						22																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						23																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						24																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						25																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						26																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						27																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						28																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						29																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						30																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						31																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
<p>28 Staff Day Teachers Only 27 28/29 Staff Day All Staff 28-29 No School 30 Staff Day All Staff 5:00 31 Work Day Teachers Only</p>	<table border="1"> <tr><th colspan="7">September</th></tr> <tr><td>S</td><td>M</td><td>T</td><td>W</td><td>T</td><td>F</td><td>S</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>2</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>3</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>4</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>5</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>6</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>7</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>8</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>9</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>10</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>11</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>12</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>13</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>14</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>15</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>16</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>17</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>18</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>19</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>20</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>21</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>22</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>23</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>24</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>25</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>26</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>27</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>28</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>29</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>30</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>2</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>3</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>4</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>5</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>6</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>7</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>8</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>9</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>10</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>11</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>12</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>13</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>14</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>15</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>16</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>17</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>18</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>19</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>20</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>21</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>22</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>23</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>24</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>25</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>26</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>27</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>28</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>29</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>30</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>2</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>3</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>4</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>5</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>6</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>7</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>8</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>9</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>10</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>11</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>12</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>13</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>14</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>15</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>16</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>17</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>18</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>19</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>20</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>21</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>22</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>23</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>24</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>25</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>26</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>27</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>28</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>29</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>30</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>2</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>3</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>4</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>5</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>6</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>7</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>8</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>9</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>10</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>11</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>12</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>13</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>14</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>15</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>16</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>17</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>18</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>19</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>20</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>21</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>22</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>23</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>24</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>25</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>26</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>27</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>28</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>29</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>30</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>2</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>3</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>4</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>5</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>6</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>7</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>8</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>9</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>10</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>11</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>12</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>13</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>14</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>15</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>16</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>17</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>18</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>19</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>20</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>21</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>22</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>23</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>24</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>25</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>26</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>27</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>28</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>29</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>30</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>2</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>3</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>4</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>5</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>6</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>7</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>8</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>9</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>10</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>11</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>12</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>13</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>14</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>15</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>16</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>17</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>18</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>19</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>20</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>21</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>22</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>23</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>24</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>25</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>26</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>27</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>28</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>29</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>30</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>2</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>3</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>4</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>5</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>6</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>7</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>8</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>9</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>10</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>11</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>12</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>13</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>14</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>15</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>16</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>17</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>18</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>19</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>20</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>21</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>22</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>23</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>24</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>25</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>26</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>27</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>28</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>29</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>30</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>2</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>3</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>4</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>5</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>6</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>7</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>8</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>9</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>10</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>11</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>12</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>13</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>14</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>15</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>16</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>17</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>18</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>19</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>20</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>21</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>22</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>23</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>24</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>25</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>26</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>27</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>28</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>29</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>30</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>2</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>3</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>4</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>5</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>6</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>7</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>8</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>9</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>10</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>11</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>12</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>13</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>14</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>15</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>16</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>17</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>18</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>19</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>20</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>21</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>22</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>23</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>24</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>25</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>26</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>27</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>28</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>29</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>30</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>2</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>3</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>4</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>5</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>6</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>7</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>8</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>9</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>10</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>11</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>12</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>13</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>14</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>15</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>16</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>17</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>18</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>19</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>20</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>21</td></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>22</td></</tr></table>	September							S	M	T	W	T	F	S							1							2							3							4							5							6							7							8							9							10							11							12							13							14							15							16							17							18							19							20							21							22							23							24							25							26							27							28							29							30							1							2							3							4							5							6							7							8							9							10							11							12							13							14							15							16							17							18							19							20							21							22							23							24							25							26							27							28							29							30							1							2							3							4							5							6							7							8							9							10							11							12							13							14							15							16							17							18							19							20							21							22							23							24							25							26							27							28							29							30							1							2							3							4							5							6							7							8							9							10							11							12							13							14							15							16							17							18							19							20							21							22							23							24							25							26							27							28							29							30							1							2							3							4							5							6							7							8							9							10							11							12							13							14							15							16							17							18							19							20							21							22							23							24							25							26							27							28							29							30							1							2							3							4							5							6							7							8							9							10							11							12							13							14							15							16							17							18							19							20							21							22							23							24							25							26							27							28							29							30							1							2							3							4							5							6							7							8							9							10							11							12							13							14							15							16							17							18							19							20							21							22							23							24							25							26							27							28							29							30							1							2							3							4							5							6							7							8							9							10							11							12							13							14							15							16							17							18							19							20							21							22							23							24							25							26							27							28							29							30							1							2							3							4							5							6							7							8							9							10							11							12							13							14							15							16							17							18							19							20							21							22							23							24							25							26							27							28							29							30							1							2							3							4							5							6							7							8							9							10							11							12							13							14							15							16							17							18							19							20							21							22
September																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																											
S	M	T	W	T	F	S																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						1																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						2																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						3																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						4																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						5																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						6																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						7																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						8																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						9																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						10																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						11																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						12																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						13																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						14																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						15																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						16																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						17																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						18																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						19																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						20																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						21																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						22																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						23																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						24																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						25																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						26																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						27																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						28																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						29																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						30																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						1																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						2																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						3																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						4																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						5																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						6																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						7																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						8																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						9																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						10																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						11																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						12																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						13																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						14																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						15																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						16																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						17																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						18																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						19																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						20																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						21																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						22																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						23																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						24																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						25																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						26																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						27																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						28																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						29																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						30																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						1																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						2																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						3																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						4																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						5																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						6																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						7																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						8																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						9																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						10																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						11																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						12																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						13																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						14																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						15																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						16																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						17																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						18																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						19																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						20																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						21																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						22																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						23																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						24																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						25																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						26																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						27																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						28																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						29																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						30																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						1																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						2																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						3																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						4																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						5																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						6																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						7																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						8																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						9																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						10																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						11																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						12																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						13																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						14																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						15																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						16																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						17																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						18																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						19																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						20																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						21																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						22																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						23																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						24																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						25																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						26																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						27																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						28																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						29																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						30																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						1																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						2																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						3																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						4																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						5																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						6																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						7																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						8																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						9																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						10																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						11																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						12																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						13																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						14																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						15																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						16																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						17																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						18																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						19																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						20																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						21																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						22																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						23																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						24																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						25																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						26																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						27																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						28																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						29																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						30																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						1																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						2																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						3																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						4																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						5																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						6																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						7																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						8																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						9																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						10																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						11																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						12																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						13																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						14																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						15																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						16																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						17																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						18																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						19																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						20																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						21																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						22																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						23																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						24																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						25																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						26																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						27																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						28																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						29																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						30																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						1																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						2																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						3																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						4																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						5																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						6																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						7																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						8																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						9																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						10																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						11																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						12																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						13																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						14																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						15																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						16																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						17																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						18																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						19																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						20																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						21																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						22																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						23																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						24																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						25																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						26																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						27																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						28																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						29																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						30																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						1																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						2																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						3																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						4																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						5																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						6																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						7																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						8																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						9																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						10																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						11																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						12																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						13																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						14																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						15																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						16																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						17																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						18																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						19																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						20																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						21																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						22																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						23																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						24																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						25																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						26																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						27																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						28																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						29																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						30																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						1																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						2																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						3																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						4																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						5																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						6																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						7																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						8																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						9																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						10																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						11																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						12																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						13																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						14																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						15																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						16																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						17																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						18																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						19																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						20																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						21																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						22																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						23																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						24																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						25																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						26																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						27																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						28																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						29																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						30																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						1																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						2																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						3																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						4																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						5																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						6																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						7																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						8																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						9																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						10																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						11																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						12																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						13																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						14																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						15																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						16																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						17																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						18																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						19																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						20																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						21																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
						22																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					

Appendix B

2012-2013 Assessment Schedule

Date	Assessment	Time of Day	Place	Participants	Administrators/ Proctors
September 17-21, 2012	AIMs Web Fall benchmarking	am	In classrooms	all NDMA students	Donna Herdegen, Margaret Shimpa, Michelle Nadeau, Dave Conrad, Joan Sax, & Lora DageL
December 10-14, 2012	MCA OLPA Math (tech piece)	am	NCA Computer Lab	Math (3-6)	Rosine, Joan & Classroom Teaching Partner
January 7-11, 2013	AIMs Web Winter benchmarking	am	In classrooms	all NDMA students	Donna Herdegen, Margaret Shimpa, Michelle Nadeau, Dave Conrad, Joan Sax, & Lora DageL
February 4-11, 2013	NWEA Winter testing- 6 days	am	NCA Computer Lab	Rdg (K-6), Math (K-2)	Donna, Joan & Classroom Teaching Partner
January 22-25, 2013	MCA OLPA Math (content)	am	NCA Computer Lab	Math (3-6)	Rosine, Joan & Classroom Teaching Partner
February 19-22, 2013	MCA OLPA Math (small groups?)	am	NCA Computer Lab	Math (3-6)	Rosine, Joan & Classroom Teaching Partner
April 8-10, 2013	MCA Science	am	NDMA Library	5th grade	Donna, Joan & Classroom Teaching Partner
April 11-12, 18 & 19, 2013	MCA Reading	am	NCA Computer Lab	3rd - 6th grades	Donna, Joan & Classroom Teaching Partner
April 22-26, 2013	MCA Math	am	NCA Computer Lab	3rd - 6th grades	Rosine, Joan & Classroom Teaching Partner
May 13-17, 2013	AIMs Web Spring benchmarking	am	In classrooms	all NDMA students	Donna Herdegen, Margaret Shimpa, Michelle Nadeau, Dave Conrad, Joan Sax, & Lora DageL
May 20-27, 2013	NWEA Spring testing	am	NCA Computer Lab	Rdg (K-6), Math (K-2)	Donna, Joan & Classroom Teaching Partner

Appendix C

Date	Title	Attendees	Time
8/27/2012	Response to Intervention	Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine	1/2 day
8/28/2012	Response to Intervention/ AIMs Web pt. 1 Intro	Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine	1/2 day
9/10/2012	PLC	Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine	30 min.
9/17/2012	SIG & organizational tree	Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine	30 min.
9/24/2012	Positive Behavior	Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine	30 min.
10/1/2012	School-wide Behavior PBIS Intro /School Culture	Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine	30 min.
10/8/2012	AIMs Web pt. 2 Continued training on using data to drive instructional practice	Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine	30 min.
10/10/2012	AIMs Web introduction- reading the results using data to drive instructional practice	Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine	2 hours

10/15/2012	Math AIMS Results and Goal Setting using data to drive instructional practice	Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine	30 min.
10/22/2012	School-wide Behavior PBIS Intro /School Culture	Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine	30 min.
10/29/2012	Spelling Focus: Words Their Way Introduction	Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine	30 min.
11/5/2012	Math Focus: Research-based math strategies & MCAII Test Specs	Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine	30 min.
11/12/2012	Word Sorts Words Their Way Introduction	Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine	30 min.
11/14/2012	Math: Math strategies to align with MN Math Standards Playground: Behavior management strategies update	Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine	2 hours
11/19/2012	Math Strategies: Right Start	Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine	30 min.
11/19/2012	Year-long learning progression E1 Curriculum Alignment : Learning Progressions: MN Academic Standards ELA, Math, Science and Social Studies	Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine	8 hours

11/20/2012	Year-long learning progression E2 Curriculum Alignment : Learning Progressions: MN Academic Standards ELA, Math, Science and Social Studies	Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine	8 hours
11/26/2012	Curriculum Alignment Review from Learning Progressions: MN Academic Standards ELA, Math, Science and Social Studies	Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine	30 min.
12/3/2012	AIMS data update, Celebration & Professional goals update from summer JEPD RtI Implementation Continuum	Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine	30 min.
12/10/2012	Behavior- PBIS Expectations & Discussion of NDMA School Climate and Culture	Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine	30 min.
12/17/2012	Behavior- values, corrections/consequences NDMA School Climate and Culture: What 3 words define who we are as a learning community ~ continued discussion from PLC dialogue	Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine	30 min.
1/14/2013	Behavior- new PBIS Framework for implementation Set up classroom visits to set the tone for the new behavior expectations	Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine	1 hour
1/21/2013	Right Start w/ Right Start author and researcher	Joan Cotter	8 hours
1/28/2013	Guided Reading: Review and progress monitor	Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine	1 hour
2/11/2013	Math: Progress Monitor on Right Start integrity of implementation / Focus: Research-based math strategies & MCAII Test Specs	Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine	1 hour
2/13/2013	Literacy: Progress Monitor of Words Their Way Integrity of Implementation	Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine	2 hrs.

2/25/2013	Literacy: Progress Monitor of Writer's Workshop Integrity of Implementation	Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine	1 hour
3/14/2013	Data- Trimester Update: Review all data OLPA, NWEA and AIMS to drive instructional decisions	Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine	1 hour
3/25/2013	Math Progress Monitor on Right Start integrity of implementation & MCA test samplers	Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine	1 hour
4/8/2013	Literacy MCA test samplers	Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine	1 hour
4/10/2013	Behavior management Progress Monitor on PBIS integrity of implementation	Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine	2 hrs.
4/22/2013	Math: Focus: Research-based math strategies Post- MCAIII Assessment Reflection from the students' perspective	Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine	1 hour
5/6/2013	Literacy: Focus: Research-based literacy strategies Post- MCA Assessment Reflection from the students' perspective	Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine	1 hour
5/8/2013	Summer skill building: Focus: Preventing "The Summer Slide" Transforming a 'summer off' into a 'Summer ON'... NDMA will provide take-home reading/math materials and a summer incentive program to encourage reading and math cognitive engagement throughout the summer	Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine	2 hours

5/13/2013	<p>Math: Reflection on the 2012-2013 school year.</p> <ol style="list-style-type: none"> 1. Sustainability for 2013-2014 2. Changes in JEPD focus for 2013-2014 	<p>Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine</p>	1 hour
5/27/2013	<p>Literacy: Reflection on the 2012-2013 school year.</p> <ol style="list-style-type: none"> 1. Sustainability for 2013-2014 <p>Changes in JEPD focus for 2013-2014</p>	<p>Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine</p>	1 hour
6/3/2013	<p>Data- Trimester update Review all data OLPA, NWEA and AIMS to drive instructional decisions</p>	<p>Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine</p>	1 hour
6/10/2013	<p>ELA Standards Update Year-long learning progression Curriculum Alignment : Learning Progressions: MN Academic Standards ELA, Math, Science and Social Studies</p>	<p>Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine</p>	8 hours
6/17/2013	<p>Math Standards Update Year-long learning progression Curriculum Alignment : Learning Progressions: MN Academic Standards ELA, Math, Science and Social Studies</p>	<p>Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine</p>	8 hours
6/24/2013	<p>SIG Application review & SIP Revisions</p>	<p>Instructional staff Admin Leadership Team: Dave, Bob, Lora, Joan & Rosine</p>	8 hours

Appendix D

Parent Survey Results

1. How long have you been a part of this school community? Is anyone in your family new to the NDMA community?

Years part of NDMA						
1	2	3	4	5	6	7
14	11	7	8	3	5	3

New to the NDMA Community	
<u>Yes</u>	<u>No</u>
3	8

2. What was the school like last year? How does that compare to the school this year?
- 31 positive comments such as “This year is better”, “Big change in curriculum with more focus on reading and math.” and “last year was not as structured, like class much more this year.”
 - 3 negative comments such as: “Less communication and more confusion about what is going on at NDMA this year.” And “I don’t like the focus on the testing this year.”
 - 3 comments stated this year was similar to last year.
 - 4 surveys stated N/A

3. What do your children say about their school?

<u>Loves it</u>	<u>Enjoys schools</u>	<u>Likes school</u>	<u>Still needs some help</u>	<u>Doesn't like</u>	<u>Better before</u>	<u>Doesn't say</u>
22	5	12	2	2	2	2

4. How did NDMA district of school inform you about changes that would take place?

<u>Email</u>	<u>Letters sent home</u>	<u>Meetings</u>	<u>Website</u>	<u>Newsletters</u>
33	34	8	3	5

5. Have you had opportunity to make suggestions or provide feedback on the changes that have been made?

<u>Yes</u>	<u>NO</u>	<u>Could have</u>	<u>n/a</u>
36	5	3	2

6. What programs and supports are provided by NDMA that help you and your family?

<u>PTO</u>	<u>Special Education</u>	<u>Website</u>	<u>Afterschool programs</u>	<u>Superintendent</u>	<u>Principal</u>
1	10	1	4	2	1

<u>Music</u>	<u>Office personnel</u>	<u>Mrs. Hurd</u>	<u>Math Game boxes</u>	<u>Curriculum Nights</u>	<u>Lunch</u>
2	2	1	4	11	1

<u>Teachers</u>	<u>Teaching Partners</u>	<u>RAZ Kids/ IXL</u>	<u>Data</u>	<u>Scholastic books</u>	<u>Title 1</u>
4	2	5	1	1	5

7. What school programs offered to parents are making a positive difference in your child's education (e.g. math and reading nights, etc.)?

<u>Math</u>	<u>Reading</u>	<u>Art/Music</u>	<u>Conferences</u>
5	5	3	1

<u>Special Education</u>	<u>Curriculum Nights</u>	<u>Summer School</u>	<u>Afterschool Programs</u>
1	24	2	3

8. How have you been involved in the school this year? (volunteering, PTO membership, school improvement team member, tutor, mentor, ...)

<u>Volunteered</u>	<u>PTO</u>	<u>School board</u>	<u>School improvement</u>	<u>Reading at Home</u>	<u>Evening events</u>	<u>Fundraising</u>	<u>Not able to assist</u>
15	7	3	2	1	1	1	22

9. Does your school have a parent center or parent liaison?

<u>Yes</u>	<u>No</u>	<u>??</u>
16	5	24

10. What evidence do you see that your child is progressing academically?

<u>Results @ conferences</u>	<u>Child talks about it</u>	<u>Wants to learn</u>	<u>Likes math and reading better</u>	<u>Reading scores went up</u>	<u>Increased Lexile</u>
25	7	13	6	3	3