

## *DRA - Developmental Reading Assessment Level Correlation Chart*

GRADE LEVEL	Kindergarten	1 <sup>st</sup> Grade Levels								2 <sup>nd</sup> Grade Levels			
Basal Level	Kindergarten	Beginning 1 <sup>st</sup>		Middle				End		Beg 2 <sup>nd</sup>	Mid	End	
DRA Level	1    2    3	3 & 4 16	5 & 6	8	10	12	14			18	20	24	28
*Guided Reading Level	A    B    C	C	D	E	F	G	H	I		J	K	L	M

\*Guided Reading Levels – a broader range of difficulty in each level for first grade

GRADE LEVEL	3 <sup>rd</sup> Grade Levels			4 <sup>th</sup> Grade Levels	5 <sup>th</sup> Grade Level	6 <sup>th</sup> Grade Level	7 <sup>th</sup> Grade Level	8 <sup>th</sup> Grade Level
Basal Level	Beg	Mid 3 <sup>rd</sup>	End	4 <sup>th</sup> grade	5 <sup>th</sup> grade	6 <sup>th</sup> grade	7 <sup>th</sup> grade	8 <sup>th</sup> grade
DRA Level	30	34	38	40	50	60	70	80
Guided Reading Level	N	O	P	Q R S	T U V	W X Y	Y Z	Z

# Mcgrawhill Leveled Dra Level

**Marco Cascella**



**Mcgrawhill Leveled Dra Level:**

Yeah, reviewing a books **Mcgrawhill Leveled Dra Level** could ensue your close friends listings. This is just one of the solutions for you to be successful. As understood, achievement does not suggest that you have fantastic points.

Comprehending as competently as conformity even more than further will present each success. adjacent to, the broadcast as skillfully as perception of this Mcgrawhill Leveled Dra Level can be taken as capably as picked to act.

<https://staging.conocer.cide.edu/data/book-search/Documents/frontier%20soldier%20an%20enlisted%20mans%20journal%20of%20the%20sioux%20and%20nez%20perce%20campaigns%201877.pdf>

## **Table of Contents Mcgrawhill Leveled Dra Level**

1. Understanding the eBook Mcgrawhill Leveled Dra Level
  - The Rise of Digital Reading Mcgrawhill Leveled Dra Level
  - Advantages of eBooks Over Traditional Books
2. Identifying Mcgrawhill Leveled Dra Level
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Mcgrawhill Leveled Dra Level
  - User-Friendly Interface
4. Exploring eBook Recommendations from Mcgrawhill Leveled Dra Level
  - Personalized Recommendations
  - Mcgrawhill Leveled Dra Level User Reviews and Ratings
  - Mcgrawhill Leveled Dra Level and Bestseller Lists
5. Accessing Mcgrawhill Leveled Dra Level Free and Paid eBooks
  - Mcgrawhill Leveled Dra Level Public Domain eBooks

- Mcgrawhill Leveled Dra Level eBook Subscription Services
- Mcgrawhill Leveled Dra Level Budget-Friendly Options
- 6. Navigating Mcgrawhill Leveled Dra Level eBook Formats
  - ePub, PDF, MOBI, and More
  - Mcgrawhill Leveled Dra Level Compatibility with Devices
  - Mcgrawhill Leveled Dra Level Enhanced eBook Features
- 7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Mcgrawhill Leveled Dra Level
  - Highlighting and Note-Taking Mcgrawhill Leveled Dra Level
  - Interactive Elements Mcgrawhill Leveled Dra Level
- 8. Staying Engaged with Mcgrawhill Leveled Dra Level
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Mcgrawhill Leveled Dra Level
- 9. Balancing eBooks and Physical Books Mcgrawhill Leveled Dra Level
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection Mcgrawhill Leveled Dra Level
- 10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
- 11. Cultivating a Reading Routine Mcgrawhill Leveled Dra Level
  - Setting Reading Goals Mcgrawhill Leveled Dra Level
  - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Mcgrawhill Leveled Dra Level
  - Fact-Checking eBook Content of Mcgrawhill Leveled Dra Level
  - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
  - Utilizing eBooks for Skill Development
  - Exploring Educational eBooks

#### 14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

### **Mcgrawhill Leveled Dra Level Introduction**

Mcgrawhill Leveled Dra Level Offers over 60,000 free eBooks, including many classics that are in the public domain. Open Library: Provides access to over 1 million free eBooks, including classic literature and contemporary works. Mcgrawhill Leveled Dra Level Offers a vast collection of books, some of which are available for free as PDF downloads, particularly older books in the public domain. Mcgrawhill Leveled Dra Level : This website hosts a vast collection of scientific articles, books, and textbooks. While it operates in a legal gray area due to copyright issues, its a popular resource for finding various publications. Internet Archive for Mcgrawhill Leveled Dra Level : Has an extensive collection of digital content, including books, articles, videos, and more. It has a massive library of free downloadable books. Free-eBooks Mcgrawhill Leveled Dra Level Offers a diverse range of free eBooks across various genres. Mcgrawhill Leveled Dra Level Focuses mainly on educational books, textbooks, and business books. It offers free PDF downloads for educational purposes. Mcgrawhill Leveled Dra Level Provides a large selection of free eBooks in different genres, which are available for download in various formats, including PDF. Finding specific Mcgrawhill Leveled Dra Level, especially related to Mcgrawhill Leveled Dra Level, might be challenging as theyre often artistic creations rather than practical blueprints. However, you can explore the following steps to search for or create your own Online Searches: Look for websites, forums, or blogs dedicated to Mcgrawhill Leveled Dra Level, Sometimes enthusiasts share their designs or concepts in PDF format. Books and Magazines Some Mcgrawhill Leveled Dra Level books or magazines might include. Look for these in online stores or libraries. Remember that while Mcgrawhill Leveled Dra Level, sharing copyrighted material without permission is not legal. Always ensure youre either creating your own or obtaining them from legitimate sources that allow sharing and downloading. Library Check if your local library offers eBook lending services. Many libraries have digital catalogs where you can borrow Mcgrawhill Leveled Dra Level eBooks for free, including popular titles. Online Retailers: Websites like Amazon, Google Books, or Apple Books often sell eBooks. Sometimes, authors or publishers offer promotions or free periods for certain books. Authors Website Occasionally, authors provide excerpts or short stories for free on their websites. While this might not be the Mcgrawhill Leveled Dra Level full book , it can give you a taste of the authors writing style. Subscription Services Platforms like Kindle Unlimited or Scribd offer subscription-based access to a wide range of Mcgrawhill Leveled Dra Level eBooks, including some popular titles.

## FAQs About Mcgrawhill Leveled Dra Level Books

How do I know which eBook platform is the best for me? Finding the best eBook platform depends on your reading preferences and device compatibility. Research different platforms, read user reviews, and explore their features before making a choice. Are free eBooks of good quality? Yes, many reputable platforms offer high-quality free eBooks, including classics and public domain works. However, make sure to verify the source to ensure the eBook credibility. Can I read eBooks without an eReader? Absolutely! Most eBook platforms offer web-based readers or mobile apps that allow you to read eBooks on your computer, tablet, or smartphone. How do I avoid digital eye strain while reading eBooks? To prevent digital eye strain, take regular breaks, adjust the font size and background color, and ensure proper lighting while reading eBooks. What the advantage of interactive eBooks? Interactive eBooks incorporate multimedia elements, quizzes, and activities, enhancing the reader engagement and providing a more immersive learning experience. Mcgrawhill Leveled Dra Level is one of the best book in our library for free trial. We provide copy of Mcgrawhill Leveled Dra Level in digital format, so the resources that you find are reliable. There are also many Ebooks of related with Mcgrawhill Leveled Dra Level. Where to download Mcgrawhill Leveled Dra Level online for free? Are you looking for Mcgrawhill Leveled Dra Level PDF? This is definitely going to save you time and cash in something you should think about.

## Find Mcgrawhill Leveled Dra Level :

*frontier soldier an enlisted mans journal of the sioux and nez perce campaigns 1877*

from rough to ready formatting from rough draft

**from triumph to disaster the fatal flaws of german generalship from moltke to guderian**

from palm to pine rudyard kipling abroad

**frommers ottawa with kids**

~~from the lower deck the royal navy 1780-1840~~

~~frommers family travel guide washington d. c. with kids~~

*from the preachers heart*

**from slavery to freedom in louisiana**

**from satori to silicon valley san francisco and the american counterculture**

~~from school to work a comparative study of educational qualifications and occupational destinations~~

from the galilee to the golan

~~from the missouri to the great salt lake an account of overland freighting~~

from warfare to welfare  
*from the cave to the city*

**Mcgrawhill Levelled Dra Level :**

**baragwanath nursing learnership for 2014 2023 smis school co** - Jun 25 2022

web learnership on nursing at baragwanath for 2014 if you ally need such a referred learnership on nursing at baragwanath for 2014 ebook that will have the funds for

**learnership on nursing at baragwanath for 2014 pdf** - Mar 23 2022

web jul 10 2023 baragwanath nursing learnership for 2014 1 5 downloaded from uniport edu ng on july 10 2023 by guest baragwanath nursing learnership for 2014

**learnership on nursing at baragwanath for 2014 pdf** - Sep 09 2023

web aug 8 2023 learnership on nursing at baragwanath for 2014 2 4 downloaded from uniport edu ng on august 8 2023 by guest planning law jeannie van wyk 2012 english

**baragwanath hospital nursing learnerships 2024 2025** - Jul 07 2023

web jun 9 2020 chris hani baragwanath nursing college application the institution has prepared a portal to enable candidates to apply easily online start with

**baragwanath nursing learnership for 2014 uniport edu** - Feb 19 2022

web 2 learnership on nursing at baragwanath for 2014 2020 01 11 presenting the basis for gynecological studies in south africa this comprehensive examination compiled by 32

**nursing learnerships at baragwanath hospital for 2014 pdf** - Nov 18 2021

*baragwanath nursing college online application 2022 fees* - Oct 30 2022

web jun 6 2022 2 two years course for pupil enrolled nurses 3 post basic nursing science courses various courses under this option include the following important the

**learnership on nursing at baragwanath for 2014 download** - Oct 10 2023

web 4 learnership on nursing at baragwanath for 2014 2022 10 13 account for over 99 of the world s population and tb cases reported data rebels and rage white house

**learnership on nursing at baragwanath for 2014 pdf** - Jul 27 2022

web baragwanath nursing learnership for 2014 omb no edited by stewart dickson rebels and rage career examination the water plant operator passbook r prepares



**learnership on nursing at baragwanath for 2014 uniport edu** - Dec 20 2021

web jun 11 2023 nursing learnerships at baragwanath hospital for 2014 1 9 downloaded from uniport edu ng on june 11 2023 by guest nursing learnerships at baragwanath

learnership on nursing at baragwanath for 2014 tinasha - May 25 2022

web pretentiousness to acquire those all we pay for nursing learnerships at baragwanath hospital for 2014 and numerous book collections from fictions to scientific research in

**baragwanath nursing learnership for 2014 rhur impacthub net** - Jan 01 2023

web baragwanath nursing learnership for 2014 downloaded from controlplane themintgaming com by guest kendal donna 491 days career

baragwanath hospital nursing learnerships 50applications com - Aug 28 2022

web nursing at baragwanath for 2014 chief occupational therapist the socio economic impact of aids global tuberculosis report 2017 unemployment insurance contributions

chris hani baragwanath nursing college application 2024 - Jun 06 2023

web sep 15 2023 learnership on nursing at baragwanath for 2014 author whichissed visionaustralia org 2023 09 15 10 34 34 subject learnership on nursing

*learnership on nursing at baragwanath for 2014 copy* - Jan 21 2022

web learnership on nursing at baragwanath for 2014 2 6 downloaded from uniport edu ng on july 9 2023 by guest the student protests that erupted on wits university campus in late

**learnership on nursing at baragwanath for 2014 copy** - Feb 02 2023

web title baragwanath nursing learnership for 2014 author rhur impacthub net 2023 08 17 23 56 20 subject baragwanath nursing learnership for 2014 keywords

*baragwanath nursing learnership 2014 pdf preview neurosynth* - Aug 08 2023

web baragwanath nursing learnership 2014 the enigmatic realm of baragwanath nursing learnership 2014 unleashing the language is inner magic in a fast paced digital era

**learnership on nursing at baragwanath for 2014** - May 05 2023

web learnership on nursing at baragwanath for 2014 acccn s critical care nursing jan 06 2020 with each edition acccn s critical care nursing has built on its highly

baragwanath nursing learnership for 2014 online kptm edu my - Mar 03 2023

web learnership on nursing at baragwanath for 2014 1 7 downloaded from uniport edu ng on june 25 2023 by guest learnership on nursing at baragwanath for 2014

[baragwanath nursing learnership for 2014](#) - Nov 30 2022

web jul 8 2022 baragwanath nursing college contact details to get more information on the admission process or learnerships at baragwanath hospital you can use the following

**baragwanath nursing college admission application form** - Sep 28 2022

web baragwanath hospital nursing learnerships this modern facebrick nursing college was opened in 1982 and is completely autonomous student capacity the college is capable

**learnership on nursing at baragwanath for 2014** - Apr 04 2023

web nov 2 2023 title baragwanath nursing learnership for 2014 author online kptm edu my 2023 11 02 16 48 22 subject baragwanath nursing learnership

**nursing learnerships at baragwanath hospital for 2014 tinasha** - Apr 23 2022

web aug 2 2023 learnership on nursing at baragwanath for 2014 2 6 downloaded from uniport edu ng on august 2 2023 by guest at the second international english across the

**list of schools in singapore singapore schools wiki fandom** - Feb 27 2022

web german european school singapore deutsche europäische schule singapur hollandse school hwa chong international school international community school singapore ics international school singapore iss overseas family school ofs singapore american school sas singapore japanese school 日本語学校 sj

[schule fa r die altblockf in fla pdf gestudy byu edu](#) - Nov 07 2022

web jun 20 2023 now is schule fa r die altblockf in fla pdf below title schule fa r die altblockf in fla pdf created date 6 20 2023 5 02 53 pm

**schule fa r die altblockf in fla wrbb neu** - Oct 06 2022

web schule fa r die altblockf in fla 1 schule fa r die altblockf in fla getting the books schule fa r die altblockf in fla now is not type of challenging means you could not lonely going similar to book heap or library or borrowing from your contacts to read them this is an entirely simple means to specifically acquire guide by on line

**schule fa r die altblockf in fla pdf uniport edu** - Apr 12 2023

web purpose to download and install the schule fa r die altblockf in fla it is entirely simple then previously currently we extend the associate to purchase and make bargains to download and install schule fa r die altblockf in fla as a result simple

[schule fa r die altblockf in fla jean hanff korelitz](#) - Oct 18 2023

web schule fa r die altblockf in fla getting the books schule fa r die altblockf in fla now is not type of challenging means you could not by yourself going when book collection or library or borrowing from your links to get into them this is an enormously easy means to specifically get guide by on line

**schule fa r die altblockf in fla pdf uniport edu** - May 13 2023

web jun 29 2023 merely said the schule fa r die altblockf in fla is universally compatible similar to any devices to read books and pamphlets including serials and contributions to periodicals library of congress

**schule fa r die altblockf in fla pdf uniport edu** - Mar 11 2023

web download and install schule fa r die altblockf in fla fittingly simple books and pamphlets including serials and contributions to periodicals library of congress copyright office 1973 07

*schule fa r die altblockf in fla full pdf api calvertfoundation* - Sep 17 2023

web schule fa r die altblockf in fla downloaded from api calvertfoundation org by guest zavier brock the witches of blackbrook faber faber learning that hazel marie is pregnant with twins and that the father private investigator j d pickens has left town miss julia summons the wayward man to solve a local theft in the hopes of reuniting the

schule fa r die altblockf in fla full pdf backoffice ceu social - Dec 08 2022

web oct 8 2023 schule fa r die altblockf in fla a wonderful fictional value overflowing with raw emotions lies an immersive symphony waiting to be embraced crafted by a wonderful musician of language that interesting masterpiece conducts readers on a mental trip skillfully unraveling the hidden songs and

singapore singapore american school 2023 2024 fact sheet - Mar 31 2022

web nov 6 2023 singapore american school sas is an independent nonprofit coeducational day school offering an exemplary american education with an international perspective for students from preschool to grade 12 sas students learn to think critically and develop the skills necessary to succeed throughout their lives the school year comprises two

**schule für die altblockf in fla by giesbert f j** - Jun 14 2023

web jun 5 2023 altblockf in fla by giesbert f j by online you could buy manual schule für die altblockf in fla by giesbert f j or get it as soon as practical you could not call for more time frame to devote to go to the ebook launch as proficiently as search for them it shall not consent many times as we advise before we pay for schule für die altblockf

**schule fa r die altblockf in fla pdf copy gestudy byu edu** - Aug 04 2022

web schule fa r die altblockf in fla pdf getting the books schule fa r die altblockf in fla pdf now is not type of challenging means you could not only going behind books growth or library or borrowing from your friends to log on them this is an enormously easy means to specifically get guide by on line this online statement schule fa r die

**list of secondary schools in singapore wikipedia** - Jan 09 2023

web this is a list of secondary schools in singapore most secondary schools in singapore offer a four year express course special course for special assistance plan schools or a five year course leading to the singapore cambridge gce ordinary level some schools offer the six year integrated programme which lead to the singapore cambridge gce

*schule fa r die altblockf in fla full pdf api mobomo* - Aug 16 2023

web schule fa r die altblockf in fla 5 5 differences aside in time for christmas or will the arrival of a face from freya s past send them all spiralling the winter garden is the perfect read this christmas promising snowfall warm fires and breath taking seasonal romance perfect for fans of carole matthews cathy bramley and sarah morgan

**list of schools in singapore wikipedia** - Jul 03 2022

web junior colleges and millennia institute below is a list of schools offering a two or three year pre university education in singapore along with the special programmes offered by the schools the year of establishment in this article reflects the year in which the pre university programme is implemented particularly for the integrated programme high schools

list of secondary schools in singapore expat guide - Sep 05 2022

web st joseph s institution sji is a catholic school founded in 1852 by the brothers of the christian schools or de la salle brothers it is the 3rd oldest secondary school in singapore 38 malcolm road singapore 308274 monday friday 7 30 am 6 pm saturday sunday public holiday closed

**fla admin code r 65a 4 2131 casetext** - Jun 02 2022

web oct 17 2023 read section 65a 4 2131 learnfare requirements fla admin code r 65a 4 2131 see flags on bad law and search casetext s comprehensive legal database

**how to open fla files without flash 5 steps with pictures wikihow** - May 01 2022

web mar 15 2021 convert the fla to swf optional fla files cannot be played like videos a player because they are not yet compiled if you want to be able to watch it in a web browser or video player you ll need to export it as an swf flash which is no longer supported file and then convert that file to mp4 or another movie file type

**schule für die altblockf in fla sheet music** 楽譜 - Jul 15 2023

web amazon co jp schule für die altblockf in fla giesbert f j japanese books

schule für die altblockf in fla by giesbert f j - Feb 10 2023

web jun 26 2023 every book assortments schule für die altblockf in fla by giesbert f j that we will surely offer access the schule für die altblockf in fla by giesbert f j join that we have the resources for here and check out the link by hunting the title publisher or authors of handbook you in indeed want you can find them promptly you would not

**developing excellent care for people living with dementia in care** - Sep 19 2023

web jul 8 2015 developing excellent care for people living with dementia in care homes alison brice pages 377 378 published online 08 jul 2015 download citation

*dementia assessment management and support for people living* - May 03 2022

web jun 20 2018 this guideline covers diagnosing and managing dementia including alzheimer s disease it aims to improve

care by making recommendations on training staff and helping carers to support people living with dementia  
developing excellent care for people living with dementia in care - May 15 2023

web nov 21 2014 the award winning pearl positively enriching and enhancing residents lives programme was developed to enable care homes to move from providing good fundamental care to excellent person centred dementia care trialled extensively by one of the uk s largest care providers it has been proven to dramatically increase t

*developing excellent care for people living with dementia overdrive* - Oct 08 2022

web nov 21 2014 the award winning pearl positively enriching and enhancing residents lives programme was developed to enable care homes to move from providing good fundamental care to excellent person centred dementia

**developing excellent care for people living with dementia in care** - Mar 13 2023

web developing excellent care for people living with dementia in care homes ebook written by caroline baker read this book using google play books app on your pc android ios devices download for offline reading highlight bookmark or take notes while you read developing excellent care for people living with dementia in care homes

**developing excellent care for people living with dementia in care** - Apr 14 2023

web developing excellent care for people living with dementia in care homes this concise guide describes the key criteria of pearl positively enriching and enhancing residents lives programme and provides best practice guidelines for dementia care practitioners wishing to use the approach in their own care home

**what could be done to improve the lives of the elderly** - Jan 31 2022

web feb 4 2020 old people would enjoy not only better health but also peace of mind from the knowledge that they need not fear falling ill and being unable to pay for treatment the lives of old people could also be improved if attempts were made to address the problem of social isolation which so many of them face

**dementia friendly interventions to improve the care of people living** - Jan 11 2023

web objectives to identify features of programmes and approaches to make healthcare delivery in secondary healthcare settings more dementia friendly providing a context relevant understanding of how interventions achieve outcomes for people living with dementia design a realist review conducted in three phases 1 stakeholder interviews and

**pdf improving care home design for people with dementia** - Mar 01 2022

web jul 1 2011 pdf with more people with dementia living in care homes in the uk than ever before there is growing recognition that the design of such internal and find read and cite all the research

**developing excellent care for people living with dementia in care** - Aug 06 2022

web overview citations 6 references 6 related papers 5 home papers developing excellent care for people living with dementia in care homes

health care services and the elderly utilization and satisfaction in - Sep 07 2022

web jan 22 2019 this study finds that utilization has increased and coinciding with the introduction of the family medicine system the percentage of patients choosing primary care facilities has increased the share of the elderly with unmet need and those who could not afford health care have declined

**developing excellent care for people living with dementia in care** - Nov 09 2022

web i particularly liked the beginning where the task orientated approach to care in the past is described in a non judgemental way as an illustration of how this could have created anxiety for patients it stimulates the reader to contrast and better understand the person centred approaches championed today

*developing excellent care for people living with dementia in care* - Apr 02 2022

web nov 21 2014 the award winning pearl positively enriching and enhancing residents lives programme was developed to enable care homes to move from providing good fundamental care to excellent person centred dementia care trialled extensively by one of the uk s largest care providers it has been proven

developing excellent care for people living with dementia in care - Aug 18 2023

web bir jason corrigan charlesworth eseri olan developing excellent care for people living with dementia in care homes e kitap olarak en cazip fiyat ile d r de keşfetmek için hemen tıklayınız

**developing excellent care for people living with dementia in care** - Jul 17 2023

web nov 21 2014 caroline baker jessica kingsley publishers nov 21 2014 medical 208 pages the award winning pearl positively enriching and enhancing residents lives programme was developed to enable care

creating positive experiences for people living with dementia in care - Dec 10 2022

web jan 31 2017 this article presents findings from a literature review of factors influencing care home experiences for people with dementia the main findings were that organisational culture and workforce development are important factors in creating positive care home experiences for people with dementia

**developing excellent care for people living with dementia in care** - Jun 16 2023

web paperback 17 45 7 used from 5 18 11 new from 15 78 the award winning pearl positively enriching and enhancing residents lives programme was developed to enable care homes to move from providing good fundamental care to

**developing excellent care for people living with dementia in care** - Feb 12 2023

web an edition of developing excellent care for people living with dementia in care homes 2014 developing excellent care for people living with dementia in care homes by pete calveley jason corrigan charlesworth sue goldsmith and caroline baker

**pdf who cares elderly care in turkey** - Jul 05 2022

web sep 1 2016 the proportion of elderly people living alone was 76 5 for women and 23 5 for still the family plays a

significant role in providing care to elderly members in a developing country like  
supporting good quality community based end of life care for people - Jun 04 2022

web seven key components are required for good end of life care in dementia timely planning discussions recognising end of life and providing supportive care co ordinating care effective working with primary care managing hospitalisation continuing care after death and valuing staff and ongoing learning