Harmony in Education: Unleashing Collective Potentials Through Collaborative Leadership in Delta State.

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Abstract
Education has a transforming power that influences both individuals and communities. The idea of maintaining harmony in education has been more popular recently, placing emphasis on the requirement for coordinated efforts by teachers, students, parents, and the larger community. This paper looks at the value of a harmonious education in releasing a group's potential through group leadership. There is discussion of the elements that support educational concord. In-

depth discussion is given on the value of embracing inclusion, encouraging free speech, and cultivating empathy and compassion within the educational ecosystem. Furthermore, the significance of a supportive school climate, student agency, and teacher collaboration in creating peaceful learning environments is emphasized. There are some suggestions made on how educational institutions might actively foster a peaceful learning atmosphere. Recommendations for educational institutions to actively promote a harmonious learning environment are highlighted. Among which are, advocate for the integration of social-emotional learning (SEL) programs, strengthening parent-teacher partnerships, and creating support systems for students' well-being. The paper also emphasizes the significance of continuous improvement and conflict resolution training to sustain harmony in educational settings.

Keywords: Harmony, education, leadership, collaborative leadership**.**

Introduction

One fundamental reality stands out in the changing world of education, where the pursuit of knowledge influences the future. The secret to realizing collective potential in educational leadership is collaboration. Educators, administrators, and stakeholders are at a turning point where adopting a cooperative strategy is no longer an option but rather a requirement for advancement. (Casey, and Quennerstedt, 2020). Harmony in education transcends the traditional concept of leadership as a solitary endeavor. It is a transformational force that unites diverse minds, perspectives, and talents to co-create a brighter educational landscape. The power of collaboration lies in its ability to foster a shared vision, where the sum of our collective efforts exceeds the individual contributions, enriching the learning experience for all involved. (Nguyen, et al 2021). As the catalysts for this transformative movement, educational leaders hold the responsibility to inspire and lead by example. Through fostering a culture of collaboration, we encourage a growth mindset and a

relentless pursuit of excellence, propelling our educational systems towards a brighter future.

Fostering a Collaborative Educational Ecosystem

A dynamic network of interconnected stakeholders, including teachers, students, administrators, parents, and community partners, makes up a collaborative educational ecosystem. (Saggers, et al 2019). These parties collaborate to create a setting that fosters holistic learning and growth. By creating such an ecosystem, we lay the groundwork for maximizing educational leadership potential and fostering favorable results for all parties involved. Establish a compelling vision for education that is in line with the values and objectives of all parties involved. Include everyone who is a part of the educational ecosystem in the process of developing and fine-tuning common goals. Establish efficient channels of communication to spread the common vision and promote a sense of commitment and unity.

Nurturing Open Communication and Active Listening enhance contributions of each stakeholder and seek diverse viewpoints to enrich decision-making, Cultivating Collaboration in Learning, Encouraging Knowledge Sharing and Co-Creation problem-solving, Leveraging Technology and Resource s, Celebrating Collaborative Achievements, and building a Sustainable Collaborative Culture. (Finkler, et al 2020). By fostering a collaborative educational ecosystem, we create an inclusive, innovative, and enriching environment where the collective potentials of all stakeholders can be fully realized. Together, we pave the way for a brighter future, empowering learners to thrive and positively impact the world they inhabit.

What is Leadership?

Leadership is a multifaceted and influential process through which an individual or a group of people guides, inspires, and motivates others to achieve common goals and objectives. (al., 2021; Emeritus, 2023). It involves the ability to envision a desired future, chart a course to get there, and effectively influence and guide others along that path. The characteristics of leadership include. Vision, influence, communication, decision making, adaptability, integrity,

delegation, accountability, and resilience.

 Leadership Theories

Leadership theories are frameworks or models that attempt to explain and understand the various aspects of leadership. These theories provide insights into the characteristics, behaviors, traits, and styles of effective leaders. Over the years, several leadership theories have emerged, each offering a different perspective on what makes a good leader. (Decuypere, and Schaufeli, 2021) . Some of the prominent leadership theories include:

- Trait Theory: This early theory posits that effective leaders possess inherent traits or qualities that distinguish them from non-leaders. Traits such as intelligence, confidence, determination, and charisma were believed to be common among successful leaders.

- Bhavioral Theory: This theory focuses on the behaviors exhibited by leaders rather than their inherent traits. It suggests that effective leadership can be learned and developed through specific behaviors such as task-oriented or relationship-oriented approaches.

- Contingency Theory: Also known as Situational Leadership, this theory proposes that leadership effectiveness is contingent upon various factors, including the characteristics of followers, the nature of tasks, and the overall situation. Different situations may require different leadership styles.

- Transformational Leadership: This theory emphasizes the leader's ability to inspire and motivate followers through a compelling vision and a commitment to the collective good. Transformational leaders foster a sense of trust and enthusiasm, leading to significant organizational growth and development.

- Transactional Leadership: In contrast to transformational leadership, this theory centers on the exchange of rewards and punishments between leaders and followers. Transactional leaders focus on setting clear expectations and rewarding followers for meeting

performance goals.

- Authentic Leadership: This theory highlights the importance of leaders being genuine, self-aware, and true to their values. Authentic leaders build trust and credibility by remaining true to themselves and fostering open and transparent relationships with their team.
- Servant Leadership: This theory places the leader's focus on serving the needs of their team and stakeholders. Servant leaders prioritize the well-being and development of their followers, creating a supportive and empowering work environment.
- Charismatic Leadership: Charismatic leaders possess exceptional charm, charisma, and persuasion skills, which enable them to inspire and influence followers. They often use their personal appeal to rally others around a shared vision. (Grabo, and Vugt, 2016).
- Emotional Intelligence (EI) Theory: This theory emphasizes the importance of emotional intelligence in effective leadership. Leaders with high EI can understand and manage their emotions and those of others, leading to better interpersonal relationships and decision-making.
- Distributed Leadership: This theory suggests that leadership is not confined to a single individual but is distributed among members of a group or organization. It recognizes that various team members can take on leadership roles based on their expertise and experience.

Leadership Styles

Leadership styles refer to the different approaches and behaviors that leaders adopt to guide, motivate, and influence their followers or teams. (Wang, et al 2019). Each leadership style has its unique characteristics and impacts on the organizational culture, team dynamics, and overall performance. Here are some common leadership styles:

- Autocratic Leadership: The leader makes decisions independently and retains full authority and control over the team. Quick decision-making, clear direction, but limited

input from team members can lead to low employee morale and creativity.

- Democratic Leadership: The leader involves team members in decision-making, encourages open communication, and values input from everyone. High employee engagement, increased creativity, and better problem-solving due to the involvement of diverse perspectives.
- Laissez-Faire Leadership: The leader provides minimal guidance and allows team members to make decisions independently. Can foster autonomy and innovation in a highly motivated and skilled team but may lead to lack of direction or coordination in less motivated groups.
- Transformational Leadership: The leader inspires and motivates followers through a compelling vision and by fostering personal growth and development. Transformational leaders can create a highly engaged and dedicated workforce, leading to increased organizational performance and growth.
- Transactional Leadership: The leader uses a reward and punishment system to motivate and control team members' behaviors. Can be effective in achieving short-term goals and maintaining performance standards but may not inspire long-term commitment or creativity.
- Charismatic Leadership: The leader possesses a strong personality and charisma, using their charm and persuasion to influence and inspire followers, charismatic leaders can rally people around a shared vision, but their approach may be personality-driven, and succession planning can be challenging. (Grabo, and Vugt, (2016).
- Coaching Leadership: The leader focuses on developing the skills and abilities of team members through mentorship and guidance. Coaching leaders can foster a learning culture, improve team performance, and promote individual growth.
- Authoritative Leadership: The leader sets a clear vision and direction for the team and provides strong guidance. Authoritative leaders can create a sense of purpose and

direction but may need to balance their approach with more participative styles to foster engagement.

The importance of leadership cannot be overstated, as it plays a crucial role in shaping the success and direction of individuals, organizations, and society. Here are some reasons why leadership is essential: Vision and Direction, Motivation and Inspiration, Decision-Making, Innovation and Creativity, Building and Leading Effective Teams, Resilience and Adaptability, Organizational Culture, Employee Engagement and Retention, Succession Planning, Empowerment and Development, Conflict Resolution, Driving Change, (Quek, et al 2021).

Collaborative Educational Leadership in Action

Effective collaborative educational leadership is not merely a theoretical concept; it is a dynamic and transformative approach that requires deliberate action to bring about positive change in the learning environment. When educational leaders embrace collaboration, they cultivate an ecosystem where the collective potential of all stakeholders is harnessed to achieve common goals. collaborative educational leadership can be put into action in the following ways: (Ni, et al 2017).

It involves teachers, students, parents, and community members in crafting a shared vision for the educational institution, Collaboratively set clear and achievable goals that align with the vision, ensuring all stakeholders are invested in their success, Continuously evaluate progress, adjusting as necessary, and keeping all parties informed of developments Create open lines of communication to encourage feedback, suggestions, and concerns from all stakeholders, Educational leaders should actively listen to the ideas and perspectives of teachers, students, and parents, fostering a culture of respect, Regular Conduct regular meetings and forums for collaborative discussions on educational practices and improvement strategies, Offer relevant and personalized professional development to empower teachers with the necessary skills, Encourage teachers to have input in curriculum design and instructional methods to cater to student needs effectively, Provide

platforms for students to voice their opinions, engage in decision-making, and co-create their learning experiences, Facilitate regular collaborative planning sessions, encouraging teachers to share ideas, resources, and best practices, Foster unity among educational leaders, ensuring they work as a cohesive team with a shared purpose. Encourage experimentation and innovation among teachers and students, valuing the lessons learned from failures. (Waal, et al 2020). Recognize and celebrate successful innovative initiatives, inspiring others to explore creative approaches to learning. Embrace technology as a catalyst for innovation, providing the necessary resources and training for its effective use, collaborate with parents to create a supportive home-school connection, nurturing student success. Forge partnerships with local organizations and businesses to enrich educational opportunities and resources. Collaborate on projects that address community needs, promoting social responsibility and civic engagement.

What is Collaborative Leadership?

Collaborative leadership is a leadership style that emphasizes the importance of working together and fostering cooperation among team members to achieve common goals. (Aubé, et al 2017). Rather than relying solely on a hierarchical structure where decisions come from a single authority figure, collaborative leaders actively involve their team members in the decision-making process and encourage open communication and idea-sharing. The characteristics of collaborative leadership include Collaborative leaders seek input from all team members regardless of their position or role, valuing diverse perspectives and experiences, effective communication is essential for collaborative leadership. Leaders must be transparent and open to feedback while ensuring that everyone is on the same page regarding the team's objectives, collaborative leaders empower team members by delegating authority and giving them the autonomy to make decisions related to their areas of expertise,
 Conflict can arise when multiple individuals collaborate on projects. A collaborative leader must facilitate the resolution of conflicts and encourage a constructive approach to handling differences, collaborative leaders strive to build consensus among team

members, seeking agreement and buy-in to move forward together, trust is the foundation of successful collaboration. Leaders need to establish trust by being reliable, supportive, and demonstrating competence, collaborative leaders recognize and leverage the unique strengths and talents of team members, aligning them with specific tasks to maximize productivity, while collaboration is essential, the goal of collaborative leadership is to achieve tangible results and meet organizational objectives.

The Stakeholders in Education and their Roles

In the context of education, stakeholders refer to individuals, groups, or organizations that have a vested interest in the educational system and its outcomes. (Konow, et al 2020). Their roles in the leadership of the educational system can vary depending on the specific context and country, but here is a list of some common stakeholders and their general roles. (Falqueto, et al 2020).

- Government and Policy Makers:
  - Role: Set educational policies, regulations, and standards.
  - Responsibilities: Funding allocation, curriculum development, education reform, and overall system governance.
- School Administrators and Principals:
  - Role: Manage and lead individual schools or educational institutions.
  - Responsibilities: Implement policies, ensure compliance, foster a positive learning environment, and support teachers and students.
- Teachers and Educators:
  - Role: Facilitate learning and academic development of students.
  - Responsibilities: Curriculum delivery, assessment, individual student support, and maintaining a conducive learning environment.
- Students:
  - Role: The primary recipients of education.
  - Responsibilities: Actively engage in learning, follow

school rules, and contribute to the learning community.

- Parents and Guardians:
  - Role: Support the education and well-being of their children.
  - Responsibilities: Encourage learning at home, collaborate with teachers, participate in parent-teacher associations, and advocate for their children's education.
- School Support Staff:
  - Role: Provide essential services to facilitate the smooth functioning of schools.
  - Responsibilities: Maintenance, clerical work, school transportation, and other support services.
- Community and Local Organizations:
  - Role: Contribute to the broader educational environment.
  - Responsibilities: Offer resources, volunteer opportunities, and community engagement programs that enhance the learning experience.
- Higher Education Institutions:
  - Role: Provide tertiary education and professional development for educators.
  - Responsibilities: Offer teacher training, research in education, and educational support services.
- Education Boards and Commissions:
  - Role: Oversee and regulate education at regional or district levels.
  - Responsibilities: Evaluate school performance, monitor compliance, and ensure adherence to educational policies.
- Education Advocacy Groups and NGOs:
  - Role: Advocate for educational improvements and equitable access to quality education.
  - Responsibilities: Raise awareness, influence policies, and support marginalized students and communities.

- Business and Industry:
  - Role: Partner with educational institutions to prepare students for the workforce.
  - Responsibilities: Offer internships, vocational training, and collaborate on curriculum development

Advancing Educational Excellence Through Collaboration

The information, resources, and ideas of all stakeholders involved in the education ecosystem are utilized by collaboration, which is a powerful and transformative technique for promoting educational excellence. A dynamic synergy that encourages continual improvement and ensures a well-rounded educational experience is fostered by collaboration between teachers, administrators, students, parents, and community partners. (Penuel 2019). Here are some examples of how collaboration could lead to exceptional education: By working together, educators can share effective teaching methods, innovative concepts, and effective evaluation procedures. Teachers can enhance their teaching strategies and provide students with engaging lessons by exchanging knowledge.

 By working together, educators could take part in conferences, workshops, and professional development activities. Exposure to novel ideas and findings promotes lifelong learning and keeps educators abreast of cutting-edge techniques. Individualized learning plans are developed in collaboration between teachers and support staff and are tailored to the interests, skills, and weaknesses of each student. Together, educators, students, and staff experience a sense of unity and purpose that can boost academic achievement and student engagement. The blending of various perspectives and experiences is made possible via collaboration. A helpful and loving environment is fostered by a strong school culture, which enhances learning in general. The relationship between the school and the

community it serves is strengthened via cooperation with parents and the greater community. By ensuring that each student feels valued, respected, and supported, inclusive educational practices raise academic attainment. Collaboration enables educational institutions to provide a supportive and enriching learning environment with the help of involved parents and community partners. (Liu,2018).

Building Resilience through Collaborative Efforts

The road to greatness in the field of education is frequently strewn with obstacles and challenges. But when faced with difficulty, we find strength not as isolated individuals but as a unified force that is connected by shared objectives. We develop resilience—the capacity to rise time and time again stronger than before—through the strength of community. As educators, we are aware that fostering resilience in our kids extends beyond the confines of the classroom and the curriculum. It necessitates a group effort—a harmonious symphony of voices. (Gardner, and Stephens-Pisecco, 2019). Together, we create a safety net of assistance that lifts those who fall and catches them when they do. We act as a fortress, shielding our students from everything life may throw at them.Collaborative efforts begin within our classrooms, where teachers become mentors and guides, and students become co-creators of their own learning journey. We instill in them the belief that their failures are steppingstones, not stumbling blocks, and that the journey of growth is often punctuated with setbacks and redirection. (Sasson, et al, 2022).

Collaboration in contemporary educational institutions goes beyond the teacher-student relationship. Administrators, parents, and the larger community are all affected. We work together to make sure that every child feels cherished, seen, and heard. Together, we build a community where resiliency is more than simply a set of skills; it's a way of life. We are inspired to innovate and adapt by our shared vision of a resilient future. We use technology to close gaps and open learning to everyone, regardless of circumstances. We value inclusion and diversity because we understand that each person

brings a special colour to the educational landscape. We do not go through the storms of transformation alone. Together, we navigate the turbulent waters of our educational institutions while constantly moving forward and looking for the shores of progress. We grow from one another's experiences and are bolstered by our collective knowledge. We exhibit resiliency ourselves as leaders in the field of education. Change is not something we dread; rather, it is something we welcome and use as an opportunity to grow. We remain steady, leading our teams with compassion and understanding, and encouraging a culture where everyone's well-being comes first. We construct bridges of communication and trust as we move forward together. Not only do we listen with our ears, but also with our emotions. Since we believe that everyone's voice matters, we promote free discussion. Our resilience develops its deepest roots because of this relationship.

Inspiring the Next Generation of Education Leaders

In the ever-evolving landscape of education, the torchbearers of the future lie in the hands of the next generation of education leaders. As we pave the way for a brighter tomorrow, it becomes our collective responsibility to ignite the spark of leadership and empower aspiring educators to embrace the call of inspiration. (Aas, 2017).

- We instill in aspiring leaders a powerful vision—a vision that transcends boundaries and seeks to make a lasting impact on the lives of learners and the broader community. We encourage them to dream big, to envision a future where education becomes a catalyst for positive change.
- We cultivate a culture that celebrates innovation and creativity, urging aspiring leaders to challenge the status quo. We inspire them to reimagine traditional approaches, to explore uncharted territories, and to dare to innovate in pursuit of better educational practices.
- We nurture empathy and compassion, encouraging

future leaders to understand the diverse needs of students and communities. We emphasize the importance of inclusive practices, where every learner is valued, and every voice is heard.

- We lead by example, serving as mentors and role models for aspiring leaders. We share our experiences, successes, and failures, providing a guiding light on their path to leadership. We show them that resilience is not just a trait—it is a journey.

- We foster a thirst for knowledge and a commitment to lifelong learning. We encourage aspiring leaders to embrace continuous growth, to seek opportunities for professional development, and to stay at the forefront of educational trends and research.

- We advocate for educational equity, inspiring future leaders to fight for equal opportunities for all learners. We empower them to challenge systemic barriers and to champion inclusive policies that bridge the gaps in education. (Ainscow, 2020).

- We highlight the power of collaboration, showing aspiring leaders that true leadership is not a solo endeavor—it is a symphony of voices working together. We inspire them to build strong, cohesive teams and to draw upon the collective wisdom of diverse stakeholders.

- We instill in them the spirit of resilience, knowing that the journey of leadership is filled with obstacles and uncertainties. We teach them to adapt, to learn from setbacks, and to emerge stronger with every challenge faced.

Impact Through Collaboration Maximizing.

Collaboration is the thread in the tapestry of progress that brings together many ideas, viewpoints, and talents to create a strong force for change. When we work together as one, we unleash the full potential of our initiatives, magnifying our impact in ways that go

beyond what is possible for any of us alone. Pooling resources, abilities, and information from other people, groups, or fields is made possible via collaboration. Collaborative activities bring together a variety of ideas and insights, enabling thorough problem-solving. By drawing on a collective reservoir of experience, we can approach complex challenges more effectively and innovate with more depth and breadth. Partnerships enable us to broaden our networks and reach new audiences.

Diverse viewpoints enable us to tackle problems from a variety of angles, resulting in more robust and lasting solutions. By working together, we can access new markets, neighborhoods, or demographics, which expands the reach and magnitude of our effect. A culture of creativity and innovation is fostered in collaborative situations. Interdisciplinarity encourages novel techniques and ideas that push the envelope of what is conceivable. (Lindvig, and Hillersdal, 2018). Group voices have more influence than individual ones. Working together with like-minded people or groups gives us more ability to speak up for shared causes and influence policy and decision-makers. Sharing best practices and expertise speeds up learning and development. Incubators for learning from successes and disappointments, collaborative spaces let us move forward with newly acquired knowledge. By distributing risks and helping when faced with difficulties, collaborative activities promote resilience. We can rely on our combined strength to adapt and recover when faced with unforeseen challenges, coming back stronger than before.

Co-creating Learning Environment

Co-creating the learning environment is a collaborative endeavor that empowers educators, students, parents, and the community to shape a space of inspiration, curiosity, and growth. (Lubicz-Nawrocka, 2018). Together, we embark on a journey of shared responsibility, where every stakeholder contributes to the design and enrichment of the educational experience.

In this co-creation, educators assume the role of facilitators, guiding students on their learning voyage. They cultivate an atmosphere of trust and respect, where every voice is valued, and ideas are met with encouragement. Instead of merely imparting knowledge, educators

become partners in discovery, sparking curiosity and fostering a thirst for learning.

Students, as co-creators, embrace their agency in the learning process. They are no longer passive recipients but active participants, contributing their insights, questions, and perspectives. They take ownership of their educational journey, shaping it according to their unique strengths and passions.

Parents, too, become integral players in the co-creation. They collaborate with educators, exchanging insights and support, ensuring that the learning environment extends seamlessly between school and home. This partnership nurtures a holistic development, with parents actively engaged in their child's growth and success.

Beyond the boundaries of the classroom, the community envelops the learning environment. Local organizations, businesses, and mentors join hands with educators, providing real-world context and enriching experiences. The community becomes a tapestry of learning resources, expanding horizons beyond textbooks.

In this co-creative symphony, a dynamic learning environment emerges. It pulsates with creativity, where ideas collide, and new perspectives are born. It embraces diversity, celebrating the richness of cultural backgrounds and individual differences. It is a safe harbor, where mistakes are embraced as opportunities for growth, and failure is a steppingstone to success.

This learning environment adapts to the evolving needs of learners and society. It has become a laboratory of innovation, where educational practices are continually refined and enhanced. It nurtures a lifelong love for learning, transcending the boundaries of formal education.

Through co-creating the learning environment, we sow the seeds of a brighter future. We cultivate critical thinkers, compassionate leaders, and global citizens—individuals who can navigate the complexities of the world with resilience and empathy. (Wald, & Monteverde, 2021).

Sustaining Harmony in Education.

Harmony is the tune that permeates all part of the learning process in the world of education. The symphony that fosters an

atmosphere of respect, comprehension, and collaboration unites educators, students, parents, administrators, and the community. Maintaining harmony in education demands deliberate efforts from all stakeholders to build a supportive and coherent learning atmosphere. (Pineda-Báez, et al 2019). Adopting inclusion is the first step towards maintaining harmony. Teachers create learning environments where each student feels seen, heard, and appreciated. Communication is the basis of peace, and inclusive practices build a sense of belonging by ensuring that no student is left behind. Conversations between teachers, students, and parents are open and transparent, which helps to foster mutual respect. Active listening acts as the conductor, bringing perspectives together and finding solutions. A positive school culture fosters harmony, celebrates achievements, encourages teamwork, and promotes mutual respect. Educators empower students to participate in decision-making, promoting their perspectives. Collaboration becomes the melody of education, encouraging group projects, peer learning, and cooperative activities. This fosters appreciation for teamwork and collective achievements.

Conclusion

Education is more than just disseminating knowledge; it involves nurturing a transformative learning environment. This requires collaboration among educators, students, parents, administrators, and the community. By celebrating diversity, embracing inclusivity, and fostering effective communication, we can create a culture of understanding, compassion, and trust. This harmonious learning ecosystem encourages active participation from students, empowering them to discover their passions and unlock their potential. It fosters collaboration, teamwork, and a sense of responsibility towards society and the environment, connecting education with the real world.

Recommendations

Based on the discourse, the following recommendations are made.

- There should be continuous investment in professional development for educators to enhance their skills in promoting inclusivity, empathy, and effective communication in the classroom.
- Social-Emotional Learning (SEL) should be Integrated into the curriculum to support students' emotional well-being and help them develop essential social and emotional skills.
- Encouragement of regular communication between parents and teachers to ensure a supportive home-school connection, where parents actively participate in their child's education.
- Development of support systems that provide students with access to counseling, mentorship, and resources to address their academic and emotional needs.
- Create opportunities for students to take on leadership roles within the school, fostering a sense of responsibility and ownership in shaping the learning environment.
- Integrate multicultural perspectives into the curriculum and celebrate cultural diversity to promote understanding and appreciation among students.
- Design collaborative learning projects that encourage teamwork and communication skills, fostering a culture of cooperation and respect.
- Partner with local organizations, businesses, and community members to enrich the educational experience and provide real-world context to learning.

- Offer conflict resolution training for educators and students to equip them with effective strategies for resolving disagreements and building positive relationships.
- Create opportunities for students, parents, and educators to provide feedback on the learning environment, curriculum, and school culture, fostering a culture of continuous improvement.
- Integrate environmental education and sustainability practices into the curriculum, encouraging students to become responsible stewards of the environment.
- Acknowledge and celebrate individual and collective achievements within the school community to foster a positive and encouraging atmosphere.

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