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| **School Name:**  |
| **Ingredients** | **Real-life examples** | **Real-life non-examples** | **Drivers (what brought about these examples & non-examples?)** |
| Environment of trust & safety among staff |  |  |  |
| Embracing of discomfort, vulnerability, & high-candor feedback |  |  |  |
| Distributed leadership & empowerment of others |  |  |  |