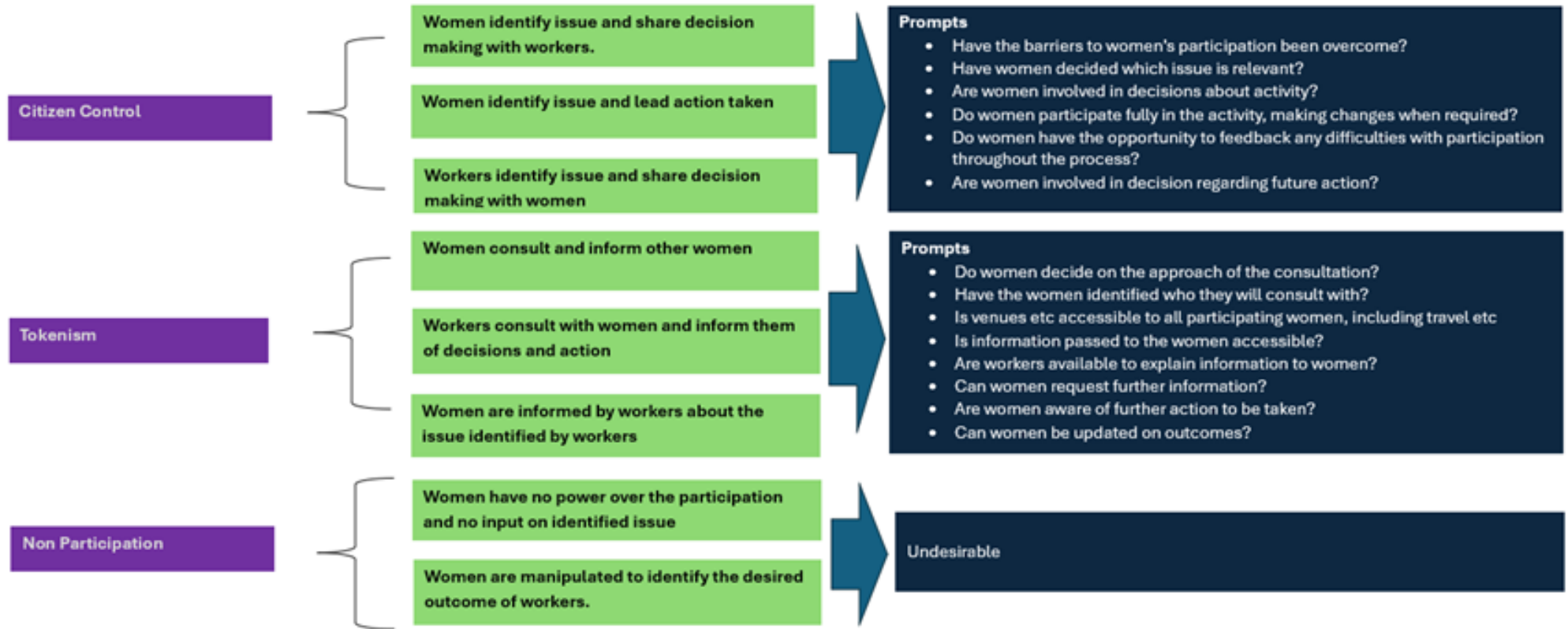


Participation Ladder



Adapted from Roger Hart's Participation Ladder