Press Clippings - 2-6-2023

- NIU Today -

Illinois P-20 Network expands focus to include educator retention

Feb. 2, 2023

For nearly a decade NIU has been home to the Illinois P-20 Network – a partnership of educators, policymakers and researchers who work with learners across the lifespan, from newborns and toddlers to higher education and ongoing adult education. The network's goal is to ensure that all Illinois residents benefit from the best possible learning experiences throughout their lives.

In the past two years, the P-20 Network has continued to grow – as of this fall, the Network represented 248 organizations, 1,645 schools, 98,460 educators and more than a million students throughout the state, and it continues to grow with new partners across Illinois

This past fall, at the network's first in-person meeting in just over three years, one particular concern was central: the educator shortage that's affecting Illinois and the rest of the U.S. The network of educators, K-12 school administrators, and community college and NIU faculty confirmed the issue was worth adding to their primary areas of focus. Now Educator Retention is a central focus of the network's work, along with Equity and Opportunity, Research and Data, and College and Career Readiness.

As Dean Elish-Piper recounted, at the core of the work of the NIU College of Education sits the responsibility to serve educators throughout their careers – beginning while they are still adolescents and starting to think about their careers, continuing through their postsecondary preservice education and into both formal graduate learning opportunities and professional learning opportunities for inservice educators. Additionally, as retirees have become integral members of our professional teams in school districts and postsecondary institutions, the College continues to innovate and develop new ways for those who have retired to continue to offer their expertise to our profession and for the good of students. The College is increasingly focused on engaging with educators throughout their careers, and this is also aligned with supporting educator retention.

According to Rodrigo López, NIU's new director of P-20 Initiatives, teacher retention is closely tied to the network's other central goals — especially Equity and Opportunity.

"We're seeing a pattern right now where many educators are leaving" says López. "We're noticing a steep drop off of educators in all types of districts during their first few years of teaching. Some are leaving the profession entirely, while others are seeking positions with greater support, resources and opportunities for staff. In order to provide equitable learning opportunities for all students across Illinois, we must stop this trend and work to encourage experienced, talented educators to stay, especially in low-income schools."

While the educator shortage is complex, the P-20 Network fall meeting offered a range of exciting ideas and practical solutions for recruiting and retaining educators.

The meeting began with a series of short presentations by researchers and practitioners focused on targeted ways to recruit and retain teachers.

Dr. Laura Hedin, chair of the NIU Department of Special and Early Education, and Bob Cofield, director of school partnerships at Waubonsee Community College, addressed creative ways to expand the career pipeline for people who might become licensed teachers.

Hedin discussed how colleges and universities can build a program to help paraprofessionals (who typically have an associate degree and work under a licensed teacher to offer student support services) become licensed teachers. Cofield detailed how to build a 1+1+2 program leading to teacher licensure – in other words, a program that involves one year of college credit during high school, followed by one year at a community college and two years of study at a university.

West Leyden High School Principal Arturo Senteno, Community Consolidated School District 21 teacher Alyson Sprehe and School District U-46 Assistant Superintendent Dr. Teresa Lance then addressed the issue of teacher retention, discussing how to support Latinx teachers and veteran teachers to increase retention, and how to recruit and retain a diversified teacher workforce.

Breakout sessions followed that allowed participants to engage in detailed discussions of topics such as teacher mentoring, diversification of the teacher workforce, dual credit teacher credentialing, and avoiding chutes out of the profession.

The practical application of research, and understanding of how policies impact schools and classrooms and the relationships that the P-20 Network offers have been essential for the wide-range of education organizations that comprise the Illinois P-20 Network. This explains why the network has grown from 65 organizations to nearly 250 in the past three years alone.

Ben Greer III, Associate Director for Adult Education and Program Support Specialist on the Illinois Community College Board says the fall meeting "was a wonderful opportunity to join in active conversations focusing on the educator shortage. The commitment of the P-20 Network to supporting professionals will result in a high-quality educational system that benefits all learners in our state."

Dr. Melissa Byrne, Assistant Superintendent of Teaching and Learning in Barrington District 220, says, "The fall P20 Network meeting focused on the educator shortage and teacher retention was a great way to connect with colleagues throughout the region who are going through similar experiences recruiting, hiring, and retaining diverse, high quality staff. The opening sessions were thought provoking and perspective giving as to why students need to see themselves reflected in their teachers. Additionally, the breakout sessions allowed for participants to take a deeper dive into data and discuss dilemmas we are facing as districts. The closing activity afforded groups the opportunity to brainstorm priorities and next steps as we engage in this important work. In Barrington 220, our team has used what we learned to begin developing work areas in our strategic priority of inclusive education, including exploring the development of a grow your own teacher preparation program through our education pathway."

As the Illinois P-20 Network moves into 2023, they welcome the opportunity to partner with NIU faculty and staff to continue collecting meaningful data and offering practical solutions for school districts, community colleges, other universities and state educational agencies. To discuss how you can be part of this work, please reach out to Rodrigo López at rodrigo.lopez@niu.edu.

- Daily Herald -

Larsen Middle School principal named 2023 Principal of the Year

Feb. 3, 2023 Submitted By Elgin Area School District U-46



The Illinois Principals Association named Larsen Middle School principal Marc Spacone as the 2022-23 Middle School Principal of the Year for the Kishwaukee Region. *Courtesy of Elgin Area* School District U-46

Marc Spacone, principal of Larsen Middle School in Elgin, has been named the Illinois Principal Association's 2022-2023 Middle School Principal of the Year for the Kishwaukee Region.

The award recognizes middle school principals who have succeeded in providing high-quality learning opportunities for students.

On behalf of School District U-46, we thank and congratulate Principal Marc Spacone. This is a testament to his unwavering commitment to providing exceptional educational opportunities and fostering a positive learning environment for all students," Executive Director of Middle Schools Dr. Annette Acevedo said. "We are proud to have such a dedicated leader at the helm of Larsen Middle School."

Larsen, which is one of the District's eight middle schools, serves more than 650 students in 7th and 8th grades in the Elgin area.

"I am humbled and honored to receive this recognition," said Spacone. "This award reflects the hard work and dedication of our entire school community, who strive to provide the best possible education for our students every day."

Spacone has served as principal at Larsen Middle School since the summer of 2021. He previously served as assistant principal at Larsen for five years, and he held administrative and teaching positions in several other school districts since starting his career in education in 1998.

Since 2009, he has been an active member of the Illinois Principals Association, whose mission is to develop, support, and advocate for innovative educational leaders.

Spacone received the award on Jan. 25 at the Illinois Principals Association Kishwaukee Region Awards Ceremony in West Dundee.

- Chicago Tribune -

Arctic plants, environmental law and, yes, polar bears among topics of month-long science webinars at Elgin High School

Feb. 4, 2023 By Mike Danahey - Elgin Courier News



Two environmental science teachers and their students at Elgin High School are overseeing a month-long series of webinars they say will help beat cabin fever, impart knowledge and, in some cases, maybe even offer a little sunshine along with the topic at hand.

"And all the webinars are free for anyone to attend," said teacher Brittney Mallen.

The webinars are, collectively, part of National Biodiversity Teach-In, a virtual event produced by Elgin High School environmental science teachers and students for the past 10 years.

"This year, we will have seven speakers, every Friday in February," said EHS senior Ashka Patel. "The teach-in will include a day where all of our presenters are women in order to honor the International Day of Women and Girls in Science."

Patel is working on publicity for the teach-in. The teachers said that the 90 environmental sciences students at EHS are involved in pretty much every aspect of the event.

Mallen said the students reached out to scientists, organizations and people they think might make for good guests. A rotating group of 15 students heads over to the School District U-46 administration building on the February Fridays to be the crew overseeing the webcasts.

"In the 10 years, we have had 110,000 participants and over 27 countries have been part of this project," Patel said.

Teacher Brigid Trimble said that has included students viewing together in a classroom at a university in Greece and even someone from Iran.

"The person from Iran had been blocked by the government, so the Elgin High students and Tony Romero, an IT specialist for the district, helped them navigate through a firewall," Trimble said.

The array of presenters this year will come from as far away as India, the teachers said. The topics covered will include Arctic plants, environmental law, polar bears, wolves, elephants, snow leopards, amphibians, sharks, whales and bats.

Mallen said EHS alum Autumn McGowan, who has a fellowship with the Michigan chapter of The Nature Conservancy, will discuss reefs of the Great Lakes on Feb. 17.

Among those presenting on all-woman Friday, Feb. 10, will be Jillian Morris, a marine biologist and a shark conservationist; Bonnie Hamilton, who studies contaminants in the Arctic; Thea Bechshoft, who studies polar bear ecology; and Deanna Leonard, who focuses on whales.

Closing out the teach-in on Feb. 24 will be Rebbeca Shaw, chief scientist and senior vice president at the World Wildlife Fund.

Jordan Gray, from the Turtle Survival Alliance in South Carolina, kicked off the series Feb. 3, the teachers said.

"He's been a popular speaker, and he usually has turtles with him," Trimble said.

More information and registration to participate is available at www.nationalbiodiversityteachin.com/. The webinars will also be livestreamed on U-46's Science and Planetarium YouTube channel, www.youtube.com/channel/UCzR8S6GHTtV3ipRljnuPsPA; on Facebook, @natbioteachin; TikTok, @natbioteachin; and Instagram, @natbioteachin.

Mike Danahey is a freelancer.

- Daily Herald -

Coming off the bench suits Larkin's Armani Ivy just fine. Especially against Elgin. 'The best thing for me.'

Feb. 3, 2023 By Paul Johnson - Aurora Beacon-News



Larkin's Armani Ivy (25) goes after a rebound against Larkin's Peyton Wemken (24) during an Upstate Eight Conference game in Elgin on Friday, Feb. 3, 2023. (H. Rick Bamman / The Beacon-News)

Most players prefer to be in the starting lineup.

Larkin's Armani Ivy is taking a different route this season, but it not only doesn't bother him, he actually prefers to see how the game is going before he joins the fray.

"I don't mind not starting," Ivy said. "I feel like coming off the bench is the best thing for me. I can see the game better on the bench than actually playing.

"I can see the flow of the game before I get out there. It's better for me to come out and help my team like that."

The important thing? Ivy is on the court at the end of the game, and the senior forward was critical down the stretch Friday night against crosstown rival Elgin.

The Maroons stormed back to cut Larkin's lead to two in the final minute. Ivy grabbed a key rebound and was fouled, calmly hitting both free throws with 10 seconds left to help the Royals hold off Elgin for a 55-49 Upstate Eight Conference win.

"When I got to the line, I thought I had to put them to sleep," Ivy said. "That's what I did. I just had to. It was like a mandatory thing."

Ivy is one of the few current Royals who played a prominent role on last season's sectional championship team. Larkin coach Deryn Carter said that experience has helped.

"I'd like to think it showed him how to win," Carter said. "It's taking him some adjustments, just like our whole team, but he's where he needs to be right now.

"He just has to get better over the next few weeks, and we can be a tough out in the playoffs."



Larkin's Jakob Blakley (10) drives into Elgin's Ismael Martinez (1) and Angel Nunez (3) during an Upstate Eight Conference game in Elgin on Friday, Feb. 3, 2023. (H. Rick Bamman / The Beacon-News)

Larkin (13-14, 10-5) took a 40-19 lead on Ivy's 3-pointer in the third quarter, but Elgin (9-16, 2-12) fought back.

The Maroons went on a 14-1 run in the fourth quarter, cutting the deficit to 51-49 with 32 seconds left on a 3-pointer from Maddox Hollian.

Hollian scored seven points in the fourth and Angel Nunez hit three 3-pointers in the quarter.

"I just told them, this game could make the change for the program," Elgin coach Brett Johnson said. "They wanted it. I challenged them at halftime. I said, 'I don't know if you can win this game because you don't want it.'

"They went out there, took it to heart and did everything well. We beat Larkin in three quarters. We just had a really bad second quarter. It's a learning experience for these kids."



Elgin's Nathan Aquino (4) tries to save a loose ball against Larkin during an Upstate Eight Conference game in Elgin on Friday, Feb. 3, 2023. (H. Rick Bamman / The Beacon-News)

Hollian led Elgin with 16 points and 12 rebounds. Nunez added 12 points.

Larkin outscored Elgin 23-5 in the second quarter to take a 33-14 lead. The Royals had to hang on down the stretch to secure the win, though.

"We survived," Carter said. "There's no such thing as an ugly win in this rivalry, so we'll take it.

"We would have liked to have won the game more comfortably, but that's being greedy in a rivalry."

Jakob Blakley led Larkin with 15 points. Ivy added 12, while Adrian Colen-York had 11 and Darnell Wilder chipped in with 10.



Larkin's Armani Ivy (25) waits for a play to develop against Elgin during an Upstate Eight Conference game in Elgin on Friday, Feb. 3, 2023. (H. Rick Bamman / The Beacon-News)

Ivy's experience in big games from last season provides a boost, but he knows his younger teammates have to actually experience those moments to improve.

"It's like a bedtime story," Ivy said. "You want to say things, but you can't really tell them how it is. They have to see it for themselves."

That's the big takeaway Ivy had from playing on last season's historic team.

"Being part of last year was really special," Ivy said. "That was a really, really special team. Winning for this team is the same expectation for me because I've been a part of it."



Larkin's Armani Ivy (25) puts up a shot between Elgin's Ismael Martinez (1) and Micah Giovenco (33) during an Upstate Eight Conference game in Elgin on Friday, Feb. 3, 2023. (H. Rick Bamman / The Beacon-News)

Paul Johnson is a freelance reporter for The Beacon-News.

- Chicago Tribune -

Basketball scores for the Southland, Aurora, Elgin, Naperville and Lake County

Feb. 3, 2023 By From Staff Reports - Daily Southtown

FRIDAY'S RESULTS

HIGH SCHOOLS

BOYS BASKETBALL

Andrew 69, Lincoln-Way West 51

Andrew (15-11, 5-1 SWSC Red): Grantas Sakenis 19 points, 6 rebounds. Austin Kulig 12 points, 5 rebounds, 4 assists. Nate LaPlant 10 points, 7 assists, 4 rebounds. Kaleb Simms 10 points, 3 steals.

Lincoln-Way West (10-16, 1-5): Eli Bach 19 points.

Antioch 49, Grayslake North 44

Antioch (13-12, 7-4 Northern Lake County): Nate Young 13 points.

Batavia 48, Geneva 37

Benet 57, Marian Catholic 49

Benet (25-1, 13-0 ESCC): Brady Kunka 20 points. Andy Nash 13 points.

Marian (21-7, 9-5): Quentin Jones 23 points, 7 rebounds. Donovan Juzang 11 points.

Bloom 69, Crete-Monee 50

Bloom (16-7, 8-1 Southland): Elijah Lovemore 16 points, 11 assists, 10 rebounds, 5 steals. Jaden Clark 13 points, 7 rebounds. Demirez Sutton 12 points.

Bolingbrook 65, Lincoln-Way East 62

Lincoln-Way East (21-4, 4-2 SWSC Blue): George Bellevue 20 points. B.J. Powell 15 points.

Brother Rice 63, Mount Carmel 57

Brother Rice (24-3, 10-2 CCL Blue): Khalil Ross, Tre Dowdell 18 points.

Mount Carmel (21-4, 9-2): Angelo Ciaravino 17 points.

Burlington Central 79, Cary-Grove 50

Chicago Christian 54, Timothy Christian 43

De La Salle 50, Loyola 46 (3 OT)

De La Salle (17-9, 7-4 CCL White): Ali Mbaye 17 points. Evan Jackson 13 points.

Dixon 60, Genoa-Kingston 56

Genoa-Kingston (9-16, 1-6 Big Northern): Hayden Hodgson 18 points. Josh Bunting 12 points.

Dundee-Crown 61, Jacobs 48

Dundee-Crown (10-13, 6-8 Fox Valley): Tyler DiSilvio 14 points.

East Aurora 61, West Chicago 59

Eisenhower 70, Bremen 63

Eisenhower (12-15, 4-7 SSC Red): A.J. Abrams 41 points, 10 rebounds. Darrion Pippen 16 points.

Fenton 57, Streamwood 37

Grayslake Central 68, Round Lake 8

Grayslake Central (23-3, 10-1 Northern Lake County): Chris Isaacson, Jack Brown 9 points.

Kaneland 66, Plano 37

Kaneland (22-5, 12-0 Interstate Eight): Gevon Grant 20 points. Troyer Carlson 13 points.

Plano (9-18, 3-9): Ayden Olson 14 points.

Lake Forest 62, Lake Zurich 35

Lake Forest (15-10, 7-4 North Suburban): Asa Thomas 24 points. Anthony Mordini 14 points.

Lakes 88, North Chicago 52

Lakes (17-7, 9-2 Northern Lake County): Brock Marino 27 points. Jimmy Kania 14 points.

Larkin 55, Elgin 49

Lemont 73, Evergreen Park 41

Lemont (21-6, 10-2 SSC Blue): Miles Beachum 16 points, 10 rebounds. Matas Castillo, Rokas Castillo 14 points.

Evergreen (14-13, 5-6 SSC Red): Nolan Sexton 11 points. Isaiah Mosley 10 points.

Libertyville 72, Mundelein 45

Libertyville (21-4, 10-1 North Suburban): Kaj Sorensen 21 points. Henry Eads 14 points. Will Buchert 13 points.

Lockport 61, Sandburg 44

Lockport (16-10, 2-3 SWSC Blue): Adam Labuda 20 points, 7 rebounds, 5 steals. Quinton Hunter 18 points, 4 rebounds, 3 assists. Caden Schoolcraft 12 points.

Sandburg (10-18, 0-6): Paulius Mizeras 11 points.

Marist 42, St. Patrick 41

Marist (22-5, 11-2 ESCC): Stephen Brown 13 points.

Marmion 58, Providence-St. Mel 41

Marmion (16-9, 5-6 CCL White): Trevon Roots 16 points, 5 blocks. Jabe Haith 15 points, 3 steals.

Naperville Central 47, Naperville North 39

Nazareth 49, Joliet Catholic 32

JCA (10-14, 2-11 ESCC): Tyler Surin 14 points.

Neuqua Valley 57, Metea Valley 49

Oak Forest 71, Shepard 53

Oak Forest (11-15, 2-9 SSC Blue): Amari Brownlee-Davis 29 points.

Oswego 63, West Aurora 58

Oswego East 59, Yorkville 48

Oswego East (22-5, 14-0 Southwest Prairie West): Mekhi Lowery 15 points. Javion Starwood 13 points.

Yorkville (22-5, 11-4): Jory Boley 15 points.

Rich Township 98, Thornridge 72

Rich Township (17-10, 5-5 Southland): Angelo Coleman 24 points, 4 assists. Jamson Coulter 24 points. Victor Brown 21 points, 14 rebounds.

St. Charles North 69, St. Charles East 62

St. Edward 63, Elmwood Park 48

St. Laurence 68, Providence 45

St. Laurence (18-10, 5-6 CCL White): Jacob Rice 16 points. E.J. Mosley 16 points. Jacob White 14 points.

St. Rita 49, Fenwick 41

St. Rita (16-10, 8-1 CCL Blue): Morez Johnson 21 points, 12 rebounds; surpassed 1,000 career points.

St. Viator 73, Carmel 68 (3 OT)

Sandwich 51, LaSalle-Peru 41

Stagg 51, Bradley-Bourbonnais 47

Stagg (12-13, 3-3 SWSC Red): Connor Williams 18 points.

Stevenson 72, Zion-Benton 37

T.F. South 67, T.F. North 60

Thornwood 66, Kankakee 61

Tinley Park 73, Argo 57

Tinley (13-12, 9-3 SSC Blue): Amarion Johnson 16 points. Bernard McHerron 14 points.

Argo (6-19, 3-9 SSC Red): Demario Eddins 30 points.

Vernon Hills 57, Maine East 52

Vernon Hills (14-13, 5-4 Central Suburban North): Nolan Lazor 14 points, 11 rebounds. A.J. Morgan 13 points, 6 rebounds. Milan Raval 12 points, 7 rebounds.

Waubonsie Valley 44, DeKalb 34

Wauconda 62, Grant 52

Wauconda (12-11, 5-5 Northern Lake County): Braeden Carlsen 22 points, 7 rebounds, 3 steals.

Grant (6-17, 3-7): Pryde Mendoza 10 points. Braylon Gray 10 points.

Waukegan 70, Warren 69

Waukegan (12-13, 4-7 North Suburban): Nehemiah Dunn 30 points, 5 rebounds. Devin Malon 13 points.

GIRLS BASKETBALL

Burlington Central 54, Cary-Grove 46

Burlington Central (18-9, 10-5 Fox Valley): Page Erickson 17 points, 4 rebounds, 3 assists.

Dundee-Crown 31, Jacobs 27

Hampshire 66, McHenry 36

Lake Forest 39, Mundelein 29

Larkin 56, Elgin 53 (OT)

Elgin (8-21): Izzie Castro 16 points. Izzy Vidallo 15 points.

Oak Forest 55, Thornridge 45

Oak Forest (17-9): Janae Kent 29 points, 7 rebounds. Olivia Baxa 16 points.

Streamwood 49, Fenton 39

Vernon Hills 60, Maine East 21

Vernon Hills (18-10, 8-2 Central Suburban North): Grace Koepke 27 points.

Westminster Christian 37, South Beloit 32

Zion-Benton 57, Hope Academy 56

Zion-Benton: Jaliece Russell 30 points.

THURSDAY'S RESULTS

HIGH SCHOOLS

GIRLS BASKETBALL

Argo 65, Tinley Park 21

Argo (11-11, 7-6 SSC Red): Apple Guerrero 18 points. Alliza Quinones 11 points.

Batavia 59, Wheaton Warrenville South 52

Batavia (16-11, 8-4 DuKane): Brooke Carlson 22 points.

Beecher 41, Clifton Central 40

Bishop McNamara 58, Chicago Christian 32

Bolingbrook 63, Lockport 38

Lockport (13-17): Alaina Peetz 12 points.

Bremen 49, Eisenhower 28

Geneva 69, St. Charles East 50

St. Charles East (10-16, 3-9 DuKane): Hannah Masud 15 points. Corinne Reed 13 points.

Homewood-Flossmoor 46, Lincoln-Way East 33

H-F (15-6, 6-1 SWSC Blue): Alyssa Latham 15 points. Jaeda Murray 13 points.

Lincoln-Way East (18-10, 3-5): Lana Kerley 23 points.

Kankakee 39, Crete-Monee 34

Lemont 45, Evergreen Park 31

Lemont (17-9, 12-1 SSC Blue): Bella Kedryna 22 points.

Evergreen: Dora Cihocki 12 points.

Libertyville 52, Maine South 47

Libertyville (24-4): Kate Rule 14 points. Tayla Tillman 12 points, 12 rebounds. Emily Fisher 12 points.

Lincoln-Way Central 55, Stagg 26

Lincoln-Way Central (20-9, 7-0 SWSC Red): Azyah Newson-Cole 14 points, 8 rebounds, 4 assists.

Lincoln-Way West 59, Bradley-Bourbonnais 29

Lincoln-Way West (21-8, 6-1 SWSC Red): Ava Gugliuzza 12 points; fifth player in state history with 400 career 3-pointers.

Naperville North 41, Metea Valley 12

Newark 45, Parkview Christian 42

Oak Forest 43, Shepard 35

Oak Forest (16-9, 10-1 SSC Blue): Janae Kent 32 points, 10 rebounds.

Oak Lawn 68, Reavis 40

Oak Lawn (12-15, 7-4 SSC Red): Lamia Quinones 14 points. Teagan Krzystof 10 points, 5 steals.

Oswego 55, West Aurora 43

Richards 49, Hillcrest 44

Richards (12-14, 8-4 SSC Red): Iyanah Crosby 23 points. Deniza Fuentes 12 points. Julie Niemeyer 11 points.

Hillcrest (14-16, 5-8 SSC Blue): Dahja Johnson 24 points.

St. Charles North 52, Lake Park 50 (OT)

St. Charles North (23-5, 10-2 DuKane): Laney Stark 20 points. Alyssa Hughes 10 points; tiebreaking FTs with 1.8 seconds remaining.

Sandwich 51, Earlville 32

Stillman Valley 71, St. Edward 25

Streamwood 49, Hoffman Estates 39

Sycamore 50, Kaneland 40

Kaneland (12-15, 7-6 Interstate Eight): Kendra Brown 15 points.

T.F. South 74, T.F. North 54

Vernon Hills 60, Grayslake Central 40

Vernon Hills (17-10): Grace Koepke 21 points. Ava Barszcz 13 points. Alexa Cieslinski 11 points.

Grayslake Central (16-10): Madison Hoffman 27 points.

Yorkville 50, Oswego East 37

Yorkville (17-11, 9-6 Southwest Prairie West): Alex Stewart, Ava Hendershott 13 points.

Oswego East (6-20, 5-10): Maggie Lewandowski 13 points.

Compiled by Josh Krockey.

To read the full article, click <u>here</u>.