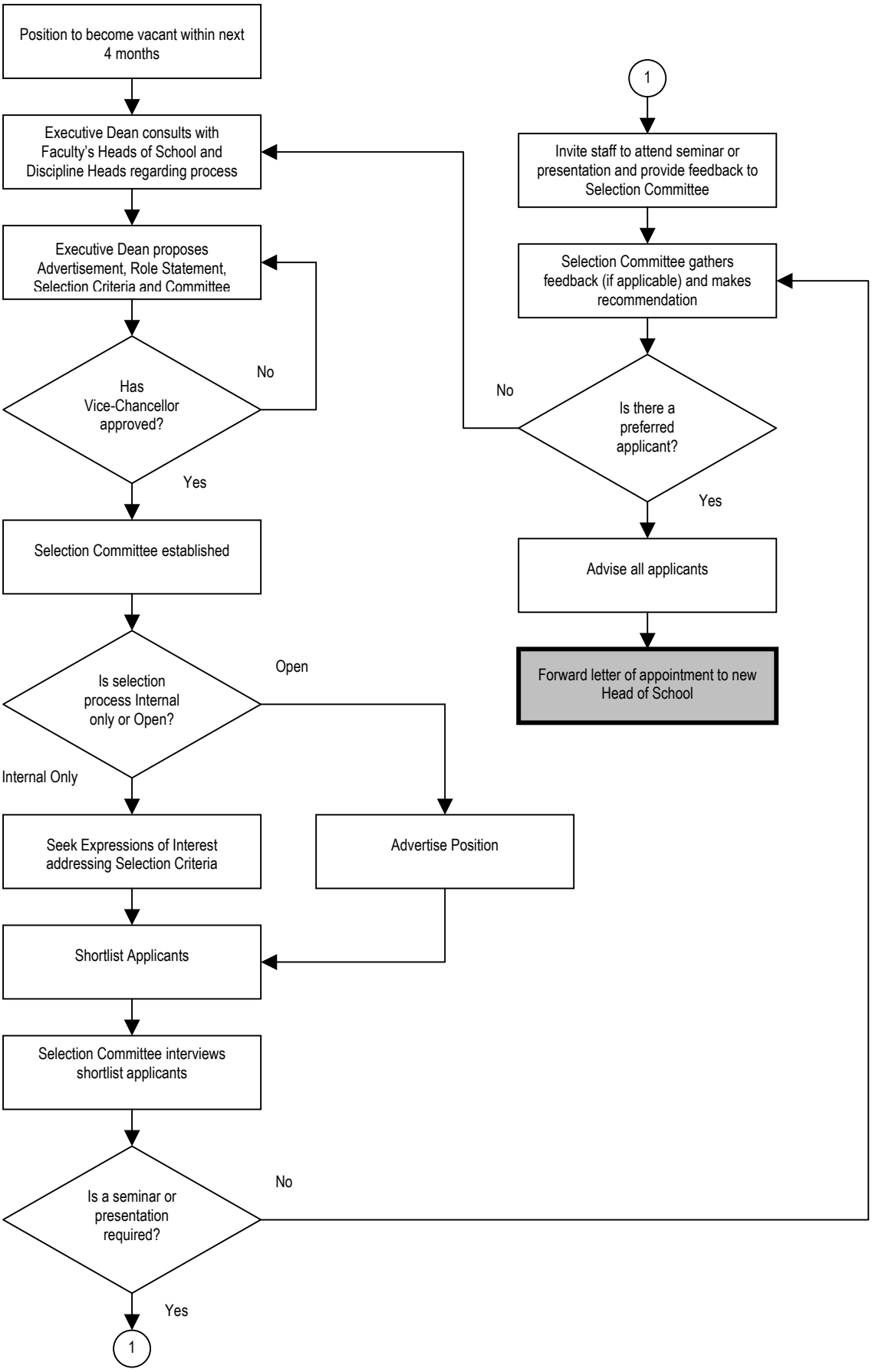HEADS OF SCHOOL SELECTION PROCESS