

Second Edition

Managing Your School Counseling Program: K-12 Developmental Strategies

**by
Joe Wittmer**

**With Original
Contributions by:**

Gail Adorno
James Archer
Kim Bloss
Chari Campbell
Tom Clawson
Diane Daniels
Mary Flynt
Tom Harrison
Don C. Locke
Leslie Martin-Rainey
Pam Paris
Theodore Remley
Pat Schwallie-Giddis
Sondra Smith
Paul Toth

Ellen Amatea
Bonnie Baker
Barbara Brown
Mary Ann Clark
Doris Coy
Harry Daniels
William Goodman
Mary Hermann
Larry Loesch
Robert D. Myrick
Nancy Perry
Russell Sabella
Susan Sears
Rex Stockton
JoAnna White

Marjorie Cuthbert
Marie Faubert
Gerardo Gonzalez
Linda Kobylarz
Phyllis McLeod
Beverly O'Bryant
James Pitts
John Schmidt
Beverly Snyder
Carolyn Stone
Nicholas Vacc

Managing Your School Counseling Program K12 Developmental Strategies

Norman C. Gysbers, Patricia Henderson



Managing Your School Counseling Program K12 Developmental Strategies:

Managing Your School Counseling Program Joe Wittmer, 2000 Over forty professionals share effective strategies and current issues relating to a K 12 developmental school counseling program Dozens of practical easy to use forms ideas and management concepts are provided for duplication Brief counseling group strategies that work and suggestions for working with special populations are followed by the counselor s role as a consultant and coordinator family counseling appraisal career development teacher advisor programs peer helping parent involvement public relations accountability ethical issues and credentialing Each chapter has been updated including current program standards and credentialing requirements This book is designed as a graduate text or as a resource for practicing counselors desiring to be more effective with the developmental approach and who want to better understand the current issues facing them **Managing Your School**

Counseling Program Joe Wittmer, Mary Ann Clark, 2006-11 Over forty professionals share ideas relating to K 12 developmental school counselling Practical forms ideas and management concepts are provided for duplication Subjects include group strategies for special populations the counsellor s role as consultant and coordinator family counselling appraisal career developme peer helping and more Managing Your School Counseling Program Joe Wittmer, 1993-01-01

Developing and Managing Your School Guidance and Counseling Program Norman C. Gysbers, Patricia Henderson, 2014-11-21 The fifth edition of this bestseller expands and extends Gysbers and Henderson s acclaimed five phase model of planning designing implementing evaluating and enhancing Pre K 12 guidance and counseling programs This enduring influential textbook has been fully updated to reflect current theory and practice including knowledge gained through various state and local adaptations of the model since publication of the last edition Exciting additions to this new edition are increased attention to diversity and the range of issues that students present counselor accountability and the roles and responsibilities of district and building level guidance and counseling leaders in an increasingly complex educational environment An abundant array of examples sample forms job descriptions evaluation surveys flyers letters and procedures used by various states and school districts clearly illustrate each step of program development At the end of each chapter a new feature called Your Progress Check functions as a tracking tool for growth at each stage of the change process Requests for digital versions from ACA can be found on www.wiley.com To purchase print copies please visit the ACA website Reproduction requests for material from books published by ACA should be directed to publications@counseling.org **A**

Practical Guide to Service Learning Felicia L. Wilczenski, Susan M. Coomey, 2007-06-03 School is so boring I hate it Why do I have to learn this stuff I ll never use it What does this class have to do with anything As school psychologists and school counselors how often do you hear this Chances are many of the students referred to you do not have any cognitive impairment or emotional disability They are bored and disengaged from school Some students may be struggling with personal and career identity issues Others come to you when interpersonal concerns or emotional distress interfere with

their ability to learn Still others have learning disabilities cognitive impairment or psychological disorders that hinder their academic progress In this era of standards based instruction and No Child Left Behind the bottom line for schools is students academic performance The intense pressure on teachers to close the achievement gap and to produce students who achieve academically also pressures you to find effective interventions to promote school success Ultimately the goal of your work is to enable academic learning to take place for both regular and special education students The challenge is enormous

Developing and Managing Your School Guidance and Counseling Program Norman C. Gysbers, Patricia Henderson, 2014-11-21 The fifth edition of this bestseller expands and extends Gysbers and Henderson's acclaimed five phase model of planning designing implementing evaluating and enhancing Pre K 12 guidance and counseling programs This enduring influential textbook has been fully updated to reflect current theory and practice including knowledge gained through various state and local adaptations of the model since publication of the last edition Exciting additions to this new edition are increased attention to diversity and the range of issues that students present counselor accountability and the roles and responsibilities of district and building level guidance and counseling leaders in an increasingly complex educational environment An abundant array of examples sample forms job descriptions evaluation surveys flyers letters and procedures used by various states and school districts clearly illustrate each step of program development At the end of each chapter a new feature called Your Progress Check functions as a tracking tool for growth at each stage of the change process Requests for digital versions from ACA can be found on www.wiley.com To purchase print copies please visit the ACA website Reproduction requests for material from books published by ACA should be directed to publications.counseling.org

Professional School Counseling Rosemary Thompson, Dr. Rosemary Thompson, 2012-04-27 Today's children and adolescents are constantly facing new and unique challenges and school counselors must respond to this by expanding their role and function within the schools This revised and expanded edition of Thompson's important text explores these issues as well as the necessary steps school counselors need to take in order to adapt and effectively deal with them Thompson advocates for the need for standards based school counseling outlining the framework and benefits of the ASCA National Model and comprehensive guidance and counseling programs She addresses the newest research in implementing evidence based practices the mental health issues that may be faced by children and adolescents consulting with teachers parents administrators and the community and crisis intervention and management New to this edition are chapters that focus on minority and disenfranchised students and emphasize the need for school counselors to be able to advocate coordinate and collaborate on services for these students and their families This is an essential resource for every school counselor in a time when the profession is becoming increasingly important

Strengthening K-12 School Counselling Programs Donald R. Rye, Rozanne Sparks, 2022-03-01 Strengthening K 12 School Counseling Programs aims to help school counselors counselors in training school administrators and other members of the school community develop and strengthen developmental school

counseling programs Providing a step by step approach to planning and managing a comprehensive developmental counseling program this book encourages school and community based counseling teams coordinate their efforts to design coherent complementary programs rather than competing fragmented ones This second edition is significantly expanded including additional information on preparing the advisory team and building a foundation of core beliefs and governing values Also included is an example of a Counseling Program Activity Guide as well as a chapter devoted to examples from the field from school systems in Arkansas Missouri Kansas and Tokyo Japan **Education Landscapes in the 21st Century**

Iris Guske,2009-03-26 With contributions from scholars and practitioners in the fields of education literacy literature media communication and cultural studies from all five continents the present volume focuses on themes of pressing importance in today s globalized community By giving voice to educators committed to excellence in teaching from primary school to university the book introduces the reader to a plurality of approaches to and applications of up to date theories in the fields of cognition language acquisition intercultural communication and technology based distance education to name but a few Though situated in a concrete educational context be it a Chinese EFL classroom in transition an online MBA course offered in post Communist Romania or a U S university utilizing community elders as a pedagogical tool each paper was selected on the universal value of its findings which professionals facing the challenges of 21st century pedagogy will find readily applicable in classrooms worldwide Since teaching paradigms are strongly culture bound and influenced by national policies as much as international politics this book represents a maximum of diversity by including philosophical texts hands on research results and articles in the critical discourse tradition which reflect a number of contentious issues ranging from the pros and cons of dual language classrooms to potentially racist literature curricula and the intersection of politics and pedagogy in a post September 11 world Handbook of Strengths-Based Clinical Practices Jeffrey K Edwards,Andy

Young,Holly Nikels,2016-08-25 An interdisciplinary handbook about strengths based clinical practices this book finds the common factors in specific models from social work psychology and counseling The book ends with a grounded theory informed method that pulls together what each of the chapters report and posits a theory based on that work Comprised of 23 chapters and written by leaders in the human services fields Handbook of Strengths Based Clinical Practices shows how professionals and students can facilitate change and resiliency in those with whom they work

If you ally habit such a referred **Managing Your School Counseling Program K12 Developmental Strategies** book that will come up with the money for you worth, get the unconditionally best seller from us currently from several preferred authors. If you want to humorous books, lots of novels, tale, jokes, and more fictions collections are moreover launched, from best seller to one of the most current released.

You may not be perplexed to enjoy every ebook collections Managing Your School Counseling Program K12 Developmental Strategies that we will no question offer. It is not on the subject of the costs. Its about what you obsession currently. This Managing Your School Counseling Program K12 Developmental Strategies, as one of the most lively sellers here will entirely be along with the best options to review.

<https://pinsupreme.com/files/book-search/fetch.php/roberto%20carlos%20lo%20melhor%20by.pdf>

Table of Contents Managing Your School Counseling Program K12 Developmental Strategies

1. Understanding the eBook Managing Your School Counseling Program K12 Developmental Strategies
 - The Rise of Digital Reading Managing Your School Counseling Program K12 Developmental Strategies
 - Advantages of eBooks Over Traditional Books
2. Identifying Managing Your School Counseling Program K12 Developmental Strategies
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Managing Your School Counseling Program K12 Developmental Strategies
 - User-Friendly Interface
4. Exploring eBook Recommendations from Managing Your School Counseling Program K12 Developmental Strategies
 - Personalized Recommendations
 - Managing Your School Counseling Program K12 Developmental Strategies User Reviews and Ratings

- Managing Your School Counseling Program K12 Developmental Strategies and Bestseller Lists
- 5. Accessing Managing Your School Counseling Program K12 Developmental Strategies Free and Paid eBooks
 - Managing Your School Counseling Program K12 Developmental Strategies Public Domain eBooks
 - Managing Your School Counseling Program K12 Developmental Strategies eBook Subscription Services
 - Managing Your School Counseling Program K12 Developmental Strategies Budget-Friendly Options
- 6. Navigating Managing Your School Counseling Program K12 Developmental Strategies eBook Formats
 - ePub, PDF, MOBI, and More
 - Managing Your School Counseling Program K12 Developmental Strategies Compatibility with Devices
 - Managing Your School Counseling Program K12 Developmental Strategies Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Managing Your School Counseling Program K12 Developmental Strategies
 - Highlighting and Note-Taking Managing Your School Counseling Program K12 Developmental Strategies
 - Interactive Elements Managing Your School Counseling Program K12 Developmental Strategies
- 8. Staying Engaged with Managing Your School Counseling Program K12 Developmental Strategies
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Managing Your School Counseling Program K12 Developmental Strategies
- 9. Balancing eBooks and Physical Books Managing Your School Counseling Program K12 Developmental Strategies
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Managing Your School Counseling Program K12 Developmental Strategies
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Managing Your School Counseling Program K12 Developmental Strategies
 - Setting Reading Goals Managing Your School Counseling Program K12 Developmental Strategies
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Managing Your School Counseling Program K12 Developmental Strategies
 - Fact-Checking eBook Content of Managing Your School Counseling Program K12 Developmental Strategies
 - Distinguishing Credible Sources

13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

Managing Your School Counseling Program K12 Developmental Strategies Introduction

In today's digital age, the availability of Managing Your School Counseling Program K12 Developmental Strategies books and manuals for download has revolutionized the way we access information. Gone are the days of physically flipping through pages and carrying heavy textbooks or manuals. With just a few clicks, we can now access a wealth of knowledge from the comfort of our own homes or on the go. This article will explore the advantages of Managing Your School Counseling Program K12 Developmental Strategies books and manuals for download, along with some popular platforms that offer these resources. One of the significant advantages of Managing Your School Counseling Program K12 Developmental Strategies books and manuals for download is the cost-saving aspect. Traditional books and manuals can be costly, especially if you need to purchase several of them for educational or professional purposes. By accessing Managing Your School Counseling Program K12 Developmental Strategies versions, you eliminate the need to spend money on physical copies. This not only saves you money but also reduces the environmental impact associated with book production and transportation.

Furthermore, Managing Your School Counseling Program K12 Developmental Strategies books and manuals for download are incredibly convenient. With just a computer or smartphone and an internet connection, you can access a vast library of resources on any subject imaginable. Whether you're a student looking for textbooks, a professional seeking industry-specific manuals, or someone interested in self-improvement, these digital resources provide an efficient and accessible means of acquiring knowledge. Moreover, PDF books and manuals offer a range of benefits compared to other digital formats. PDF files are designed to retain their formatting regardless of the device used to open them. This ensures that the content appears exactly as intended by the author, with no loss of formatting or missing graphics. Additionally, PDF files can be easily annotated, bookmarked, and searched for specific terms, making them highly practical for studying or referencing. When it comes to accessing Managing Your School Counseling Program K12 Developmental Strategies books and manuals, several platforms offer an extensive collection of resources. One such platform is Project Gutenberg, a nonprofit organization that provides over 60,000 free eBooks. These books are primarily in the public domain, meaning they can be freely distributed and downloaded. Project Gutenberg offers a wide range of classic literature, making it an excellent resource for

literature enthusiasts. Another popular platform for Managing Your School Counseling Program K12 Developmental Strategies books and manuals is Open Library. Open Library is an initiative of the Internet Archive, a non-profit organization dedicated to digitizing cultural artifacts and making them accessible to the public. Open Library hosts millions of books, including both public domain works and contemporary titles. It also allows users to borrow digital copies of certain books for a limited period, similar to a library lending system. Additionally, many universities and educational institutions have their own digital libraries that provide free access to PDF books and manuals. These libraries often offer academic texts, research papers, and technical manuals, making them invaluable resources for students and researchers. Some notable examples include MIT OpenCourseWare, which offers free access to course materials from the Massachusetts Institute of Technology, and the Digital Public Library of America, which provides a vast collection of digitized books and historical documents. In conclusion, Managing Your School Counseling Program K12 Developmental Strategies books and manuals for download have transformed the way we access information. They provide a cost-effective and convenient means of acquiring knowledge, offering the ability to access a vast library of resources at our fingertips. With platforms like Project Gutenberg, Open Library, and various digital libraries offered by educational institutions, we have access to an ever-expanding collection of books and manuals. Whether for educational, professional, or personal purposes, these digital resources serve as valuable tools for continuous learning and self-improvement. So why not take advantage of the vast world of Managing Your School Counseling Program K12 Developmental Strategies books and manuals for download and embark on your journey of knowledge?

FAQs About Managing Your School Counseling Program K12 Developmental Strategies Books

How do I know which eBook platform is the best for me? Finding the best eBook platform depends on your reading preferences and device compatibility. Research different platforms, read user reviews, and explore their features before making a choice. Are free eBooks of good quality? Yes, many reputable platforms offer high-quality free eBooks, including classics and public domain works. However, make sure to verify the source to ensure the eBook credibility. Can I read eBooks without an eReader? Absolutely! Most eBook platforms offer webbased readers or mobile apps that allow you to read eBooks on your computer, tablet, or smartphone. How do I avoid digital eye strain while reading eBooks? To prevent digital eye strain, take regular breaks, adjust the font size and background color, and ensure proper lighting while reading eBooks. What the advantage of interactive eBooks? Interactive eBooks incorporate multimedia elements, quizzes, and activities, enhancing the reader engagement and providing a more immersive learning experience. Managing Your School Counseling Program K12 Developmental Strategies is one of the best book in our library for free trial. We provide copy of Managing Your

School Counseling Program K12 Developmental Strategies in digital format, so the resources that you find are reliable. There are also many Ebooks of related with Managing Your School Counseling Program K12 Developmental Strategies. Where to download Managing Your School Counseling Program K12 Developmental Strategies online for free? Are you looking for Managing Your School Counseling Program K12 Developmental Strategies PDF? This is definitely going to save you time and cash in something you should think about. If you trying to find then search around for online. Without a doubt there are numerous these available and many of them have the freedom. However without doubt you receive whatever you purchase. An alternate way to get ideas is always to check another Managing Your School Counseling Program K12 Developmental Strategies. This method for see exactly what may be included and adopt these ideas to your book. This site will almost certainly help you save time and effort, money and stress. If you are looking for free books then you really should consider finding to assist you try this. Several of Managing Your School Counseling Program K12 Developmental Strategies are for sale to free while some are payable. If you arent sure if the books you would like to download works with for usage along with your computer, it is possible to download free trials. The free guides make it easy for someone to free access online library for download books to your device. You can get free download on free trial for lots of books categories. Our library is the biggest of these that have literally hundreds of thousands of different products categories represented. You will also see that there are specific sites catered to different product types or categories, brands or niches related with Managing Your School Counseling Program K12 Developmental Strategies. So depending on what exactly you are searching, you will be able to choose e books to suit your own need. Need to access completely for Campbell Biology Seventh Edition book? Access Ebook without any digging. And by having access to our ebook online or by storing it on your computer, you have convenient answers with Managing Your School Counseling Program K12 Developmental Strategies To get started finding Managing Your School Counseling Program K12 Developmental Strategies, you are right to find our website which has a comprehensive collection of books online. Our library is the biggest of these that have literally hundreds of thousands of different products represented. You will also see that there are specific sites catered to different categories or niches related with Managing Your School Counseling Program K12 Developmental Strategies So depending on what exactly you are searching, you will be able tochoose ebook to suit your own need. Thank you for reading Managing Your School Counseling Program K12 Developmental Strategies. Maybe you have knowledge that, people have search numerous times for their favorite readings like this Managing Your School Counseling Program K12 Developmental Strategies, but end up in harmful downloads. Rather than reading a good book with a cup of coffee in the afternoon, instead they juggled with some harmful bugs inside their laptop. Managing Your School Counseling Program K12 Developmental Strategies is available in our book collection an online access to it is set as public so you can download it instantly. Our digital library spans in multiple locations, allowing you to get the most less latency time to download any of our books like this one. Merely said, Managing Your School

Counseling Program K12 Developmental Strategies is universally compatible with any devices to read.

Find Managing Your School Counseling Program K12 Developmental Strategies :

roberto carlos lo melhor by

road toward wholeness biblical meditations for the recovery journey

rival doctors

robert e. lee legendary commander of the confederacy

road to delphi the life and afterlife of oracles

robert louis stevenson treasury

robert jacks his bloomsday

road safety in asia and the pacific report of the escap/adb seminar-cum-workshop

robert surtees and early victorian society

road atlas japan 1250000 hokkaido only 1600000

roads to geometry

ritual of rights in japan law society and health policy

robert browning selected poetry and prose

robert estiennes influence on lexicograp

road down in the sea

Managing Your School Counseling Program K12 Developmental Strategies :

The 7 Secrets of World Class Athletes by Yellin, Steven Great book about controlling your brain thought process to become a great athlete in any sport including golf. The only issue I had with the book is it ... The 7 Secrets of World Class Athletes by Steven Yellin ... This is a brilliant book. It ties together much of what I've surmised about superior performance and what contributes to it. In addition, the book also sheds ... The 7 Secrets of World Class Athletes The 7 Secrets of World Class Athletes takes you into the minds of super-star athletes when they are on top of their game. The fascinating concept is that ... The 7 Secrets of World Class Athletes The 7 Secrets of World Class Athletes takes you into the minds of super-star athletes when they are on top of their game. The fascinating concept is that. The 7 Secrets of World Class Athletes - Yellin, Steven The 7 Secrets of World Class Athletes takes you into the minds of super-star athletes when they are on top of their game. The fascinating concept is that ... The 7 Secrets of World Class Athletes The 7 Secrets of World Class Athletes takes you into the

minds of super-star athletes when they are on top of their game. The fascinating concept is that ... The 7 Secrets of World Class Athletes, Biancalana, Budd Author: Biancalana, Buddy. The 7 Secrets of World Class Athletes. Book Binding: Paperback / softback. Book Condition: GOOD. Year Published: 0630. The 7 secrets of world class athletes : Yellin, Steven, author Apr 14, 2021 — 192 pages ; 21 cm. First secret: The fluid motion factor -- Second secret: Sports as a series of gaps -- Third secret: The quality of the ... The 7 Secrets of World Class Athletes Synopsis: The 7 Secrets of World Class Athletes takes you into the minds of super-star athletes when they are on top of their game. The fascinating concept is ... The 7 Secrets of World Class Athletes by Buddy Biancalana The 7 Secrets of World Class Athletes by Buddy Biancalana: New ; Item Number. 363415436080 ; Publication Date. 2010-06-30 ; Pages. 198 ; Accurate description. 4.9. VZ Commodore Workshop Manual Dec 3, 2020 — This is the Holden factory manual, not a 3rd-party aftermarket manual. Great, this is the real deal as used by service garages. Unzip the zip ... Holden Commodore Workshop Manual 2004 - 2007 VZ ... Download a free pdf Holden Commodore workshop manual / factory service manual / repair manual for cars built between 2004 - 2007. Suit VZ series vehicles. Holden Commodore VT VX VY VZ Workshop Service ... This manual covers all aspects of vehicle repair, maintenance, servicing and rebuild advice for engine, gearbox, axles, suspension, steering, brakes, interior ... 1997 2007 Holden Commodore Workshop Repair Manual ... 1997 2007 Holden Commodore Workshop Repair Manual VT VU VX VY VZ Booklet Book ... Used : This booklet is in used condition. Store · Feedback; Follow us. 1997 ... Holden VT-VX-VY-VU Commodore Workshop Manual | PDF Holden VT-VX-VY-VU Commodore Workshop Manual - Free ebook download as PDF File (.pdf), Text File (.txt) or read book online for free. VZ Holy Grail workshop manual - Page 1 - HSV & Monaro Dec 17, 2018 — But never a Holden /HSV factory manual that covers RHD Aus spec 5.7 and 6.0 VZ models..... until now :-)

<https://mega.nz/#!Oex2gYyI!> SERVICE MANUAL VZ V8 ENGINE GENUINE NEW GMH SERVICE MANUAL VZ V8 ENGINE GENUINE NEW GMH. SKU: 92193989. Share: Facebook · Twitter · Pinterest · Google+. \$69.95. More info. Holden Commodore (1997 - 2006) Introduction Chapter 1: Tune-up and routine maintenance. Chapter 2A: 3.3L V6 (3MZ-FE) engine. Chapter 2B: 3.5L V6 (2GR-FE) engine Repair Manual Book for Commodore VZ V6 LY7 3.6L 3565cc Looking for a repair manual book to help you maintain or repair your vehicle? Check out our selection of high-quality manuals, including repair manuals, ... Business Communication: Building Critical Skills Business Communication: Building Critical Skills was built to provide the ultimate in freedom, flexibility, and focused classroom. Broken into 30 modular ... Business Communication: Building Critical Skills Feb 28, 2013 — Business Communication: Building Critical Skills. 6th Edition. 0073403261 · 9780073403267. By Kitty O. Locker, Stephen Kyo Kaczmarek. © 2014 ... Business Communication - Business - College Business Communication: Building Critical Skills. Higher Education Business Communication: Building Critical Skills 6th Edition By Kitty O. Locker, Stephen ... Business Communication: Building Critical Skills Business Communication: Building Critical Skills is a contemporary, comprehensive, and engaging introduction to the core elements of oral, interpersonal, ...

Business Communication: Building Critical Skills 6th edition Business Communication: Building Critical Skills 6th Edition is written by Kitty Locker, Stephen Kaczmarek and published by McGraw-Hill Higher Education. Business Communication Building Critical Skills | Rent COUPON: RENT Business Communication Building Critical Skills 6th edition (9780073403267) and save up to 80% on textbook rentals and 90% on used ... Business communication : building critical skills Business communication : building critical skills ; Authors: Kitty O. Locker, Stephen Kyo Kaczmarek ; Edition: Sixth edition View all formats and editions. Business Communication: Building Critical Skills - Hardcover "Business Communication: Building Critical Skills" by Locker and Kaczmarek represents a unique approach to a hands-on course. Written by the same author of ... Business Communication: Building Critical Skills (Irwin ... Business Communication: Building Critical Skills 6th Find 9780073403267 Business Communication: Building Critical Skills 6th Edition by Kitty Locker et al at over 30 bookstores. Buy, rent or sell.