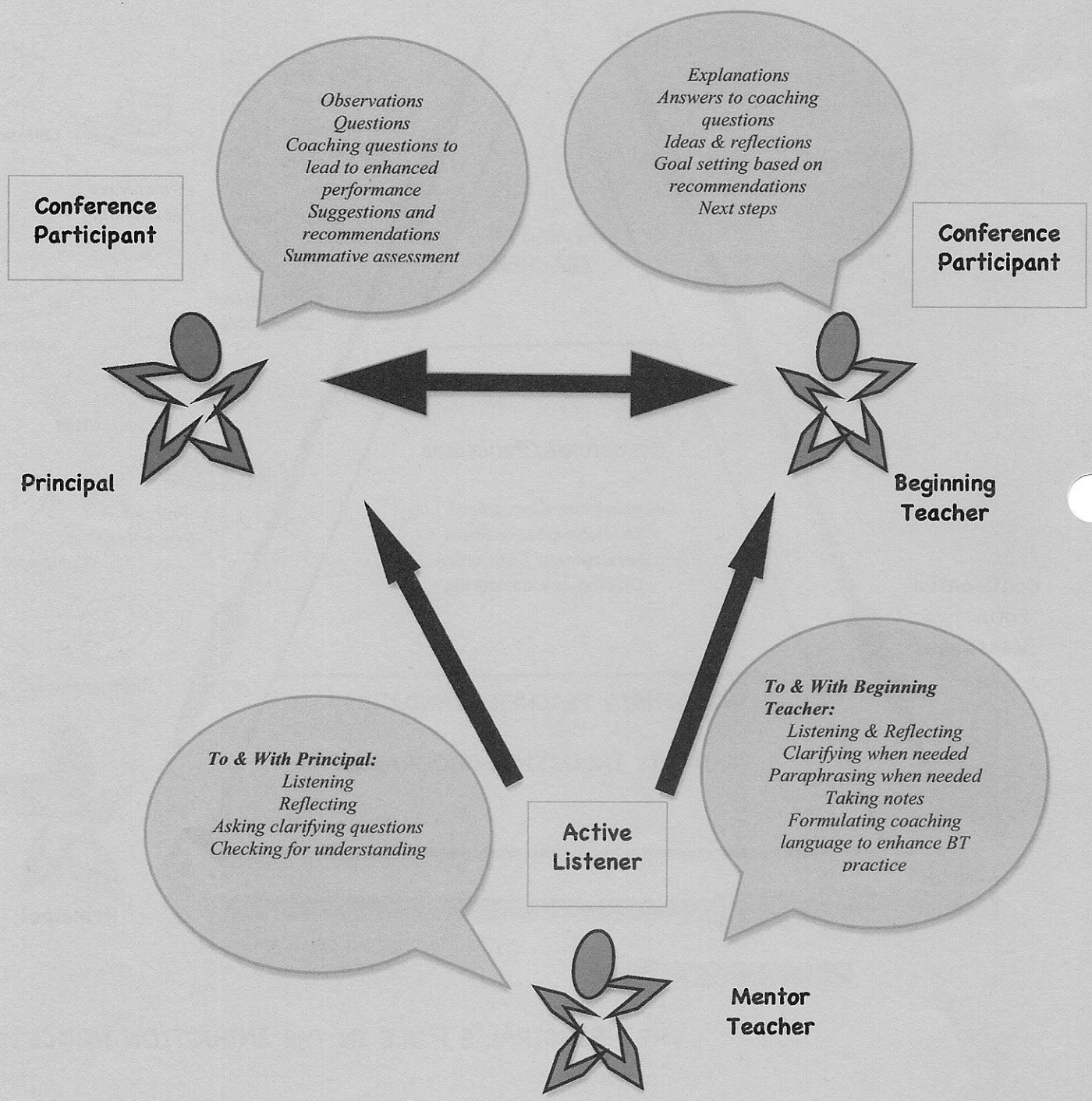THREE-WAY CONVERSATION TO DISCUSS BEGINNING TEACHER PERFORMANCE