[INSERT THE FULL ARTICLE TITLE IN TITLE CASE]

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ABSTRACT

[Write a single, self-contained paragraph of 150–250 words. State the research purpose, design/method, participants or data, principal findings, and implications. Do not include citations, undefined abbreviations, or claims absent from the article.]

Keywords: [3–5 keywords, separated by semicolons]

1. INTRODUCTION

Explain the educational, leadership, or management problem and why it matters. Establish the context and research gap using current, relevant literature. State the study purpose, research questions or hypotheses, and the article's contribution. Avoid a broad textbook-style review.

2. LITERATURE REVIEW AND THEORETICAL FRAMEWORK

Synthesize the concepts, theories, and empirical findings that directly inform the study. Organize this section with descriptive subheadings where useful. Explain how the review leads to the research questions, hypotheses, or analytical framework.

3. METHOD

Describe the research design, setting, participants or data sources, sampling, instruments/materials, procedures, and analysis in enough detail for readers to assess and reproduce the work. For qualitative work, explain the analytic approach and trustworthiness procedures. For quantitative work, specify measures and statistical procedures. Identify ethics approval and consent where applicable.

4. RESULTS

Present findings in the order of the research questions or hypotheses. Report the evidence clearly and avoid duplicating the same information in prose, tables, and figures. Use numbered tables and figures with descriptive titles/captions.

5. DISCUSSION

Interpret the principal findings in relation to the research questions, theory, and prior studies. Explain agreements or differences and their likely reasons. Discuss implications for education, leadership, policy, or management as supported by the evidence. State limitations and directions for future research.

6. CONCLUSION

Answer the study purpose or research questions directly. Summarize the main contribution and practical implications without introducing new evidence or overstating results.

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[Identify assistance or funding that does not meet authorship criteria. Omit this section if not applicable.]

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[Name the funding body and grant number, or state "This research received no specific grant from any funding agency."]

CONFLICT OF INTEREST

[Declare any competing interests, or state "The authors declare no conflict of interest."]

AUTHOR CONTRIBUTIONS (IF APPLICABLE)

[Describe each author's contribution using initials or full names. Confirm that all authors approved the submitted version.]

ETHICS STATEMENT (IF APPLICABLE)

[Provide the approving committee/institution and approval reference, and explain consent procedures. For studies not requiring approval, briefly state the reason.]

DATA AVAILABILITY (IF APPLICABLE)

[Explain whether and where the data supporting the findings are available, subject to privacy, ethical, and legal restrictions.]

REFERENCES

[Journal article: Author, A. A., & Author, B. B. (Year). Title of article. Journal Title, volume(issue), page–page. https://doi.org/xxxxx]

[Book: Author, A. A. (Year). Title of book (edition). Publisher.]

TABLE AND FIGURE FORMATTING

Place each table or figure near its first mention. Number tables and figures consecutively and refer to them in the text (e.g., Table 1; Figure 1). Provide a concise title for each table and a caption for each figure. Define abbreviations and acknowledge adapted or reproduced material in a note and obtain any required permission.