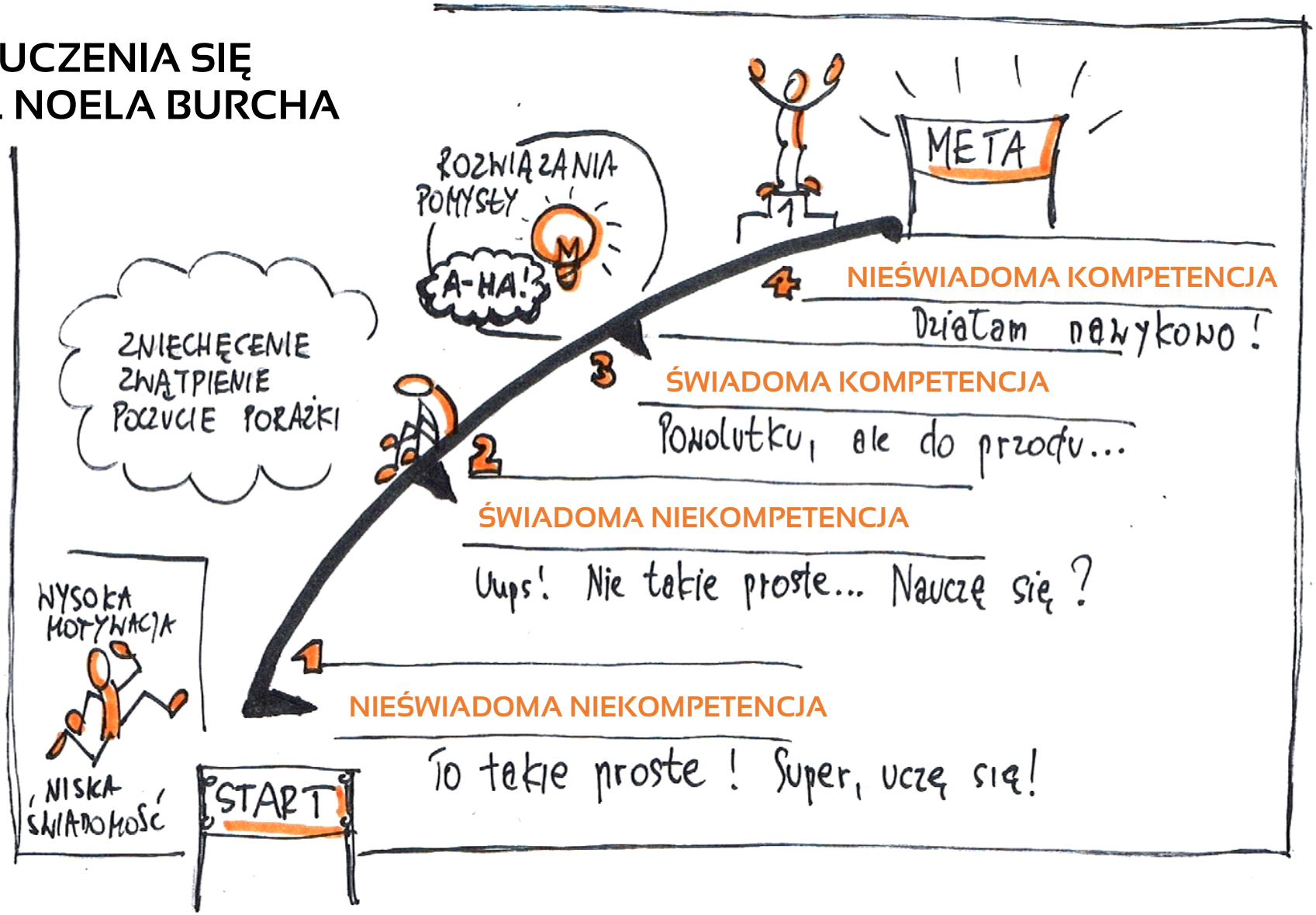ETAPY UCZENIA SIĘ MODEL NOELA BURCHA