

To Whom it May Concern:

I was the Director of Educational Technology during Katie Foster's tenure at NCPA and while I wasn't her supervisor, I both co-taught the yearbook activity and later observed her working with students after I handed over leadership of the yearbook to her. I also worked with her in other capacities. Katie's organization, attention to detail, and commitment to the school all impressed me.

Yearbook is a monumental undertaking at any school, and Katie turned what was an after-school, one-a-week activity into a well-organized student organization. In doing so, she went far beyond both the time expected of her and the monetary recompense provided. She guided students in developing a framework for sales, distribution, design, and publishing and had to do so by intrinsically motivating them, since yearbook was not a graded course. She developed a curricula and in her final year created a thorough course proposal to ensure that her work would be institutionalized and not lost after her departure. Her actions demonstrated a clear commitment to building the culture of the school as well as authentic opportunities for students.

Katie also developed several PDs for the faculty, including whole-school PD on how technology integration could support ELLs. Her PD was relevant and based on the demonstrated needs of teachers; it was also contemporary and engaging, with an emphasis on hands-on experience of tools like Flipgrid. This kind of work exemplifies how Katie engaged with her colleagues and showed instructional leadership, qualities that make her an asset to the next faculty she joins.

Katie engaged with the wider community. She operated the school's official Twitter to help share EAL practices with prospective teachers and the educator community online; she's the kind of teacher who is open to collaboration and especially about sharing practice and can do so without being defensive.

Katie and her husband also saw a need for community-building and social opportunities among our teachers, so they began trivia nights at a local pub that drew consistent attendance and provided a welcome outlet for her colleagues as well as other expatriates in the area. Being proactive about adapting to a new environment is a key competency for international school teachers, and Katie and Aaron supported each other to adroitly navigate new environments and then to make a difference for others.

I'd really enjoy the opportunity to work with Katie again, and recommend her without reservations.

Regards,



Matthew Kelsey

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