

November 24, 2018

To Whom It May Concern:

I am writing this letter on behalf of Katherine (Katie) Foster. Katie and I currently work together as co-teachers in a 9<sup>th</sup> grade Integrated Science class; I am the content teacher and Katie as the EAL specialist. In addition, I currently serve as Science Department Chair. NCPA is an English language immersion school and Katie is the EAL specialist for the 9<sup>th</sup> and 10<sup>th</sup> grade science classes. Over the course of the past few months I have witnessed Katie's professionalism, her devotion to helping all students learn, and her ability to adapt to change, among other qualities of an effective educator.

Based on my observations, Katie's greatest strengths center on her ability to communicate effectively and to collaborate with a diverse group of content teachers. The co-teaching model is a fairly new model for NCPA and Katie was asked to change her schedule and to transition from a "coaching" model to a "co-teaching" model. This change in expectations and job duties abruptly changed Katie's daily schedule, it changed the teachers she would work with, it changed where her office would be located, and it required that she participate in common plan meetings for two different science subjects. Katie handled all of this immense change with professionalism and a great sense of humor. She had to transition to co-teaching, which can be a difficult model for any two teachers to master, and she was cautious and sensitive to the needs of the three content teachers she works with. She facilitated the first new common plan meeting and she started with asking questions. Her goal was to reveal our combined strengths and weaknesses, which helped us all to become more open and allowed us to find strengths in each other and focus on how best to focus our combined energies. She navigated the different egos and handled her own weaknesses with humility and grace. Katie is learning science along with helping the science teachers be more intentional with language learning targets, which could cause insecurities in some individuals, but luckily not Katie. She researches the content, she searches for examples of potential lesson ideas, she asks questions, and her vulnerability has created a very healthy and authentic collaborative team.

Katie is always looking for how to improve upon her practice, she is reflective, and possesses a growth mindset. During her career Katie has accumulated effective strategies to help students access English language and content. She is well-versed in a multitude of digital resources and her skills have been a huge help in the Integrated Science classroom. I am confident that she will be a valuable asset to her future employer. If you have any further questions, please feel free to email at the address listed below.

Warm Regards,



Patricia Merewether

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