



To Whom it May Concern:

My name is Robert Hiller and I am the principal of New Visions Charter High School for Advanced Math and Science (AMS, and formerly the Assistant Principal 2011 - 2015). I have worked with Andrew Kempe at AMS since the 2012-2013 school year (3+ years). Over these last 3+ years, I have seen Andrew Kempe grow into a teacher leader at our school, particularly with respect to classroom teaching practice. There are two skills that Andrew has developed over the last few years, that have helped him grow into a teacher leader: his ability to ask meaningful questions to push teachers thinking, and his ability to be reflective with respect to his practice.

Andrew Kempe has utilized his ability to ask thoughtful questions about the work, which has allowed his colleagues and himself to think more deeply and critically about teaching and learning. The best example of this has been in our teacher effectiveness groups which met once a month last school year and focused on discussion based teaching. In these groups teachers worked on creating a common language and belief system around what it means to facilitate rich discussions in our classrooms. The depth of these professional learning experiences were always dependent on the people within the group and their thinking. Within each of the monthly sessions, Andrew always came to the group with thoughts, ideas, wonderings that allowed the group to dig a little deeper with respect to discussion based teaching. It was a regular occurrence to hear Andrew say, "I wonder how, or What if." The choice of language in his question frames mentioned above show a sign of genuine curiosity, which is crucial to continuous improvement and in developing deep collaboration with colleagues.

Andrew Kempe has demonstrated significant growth both as a teacher and as a teacher leader at AMS due to his ability to reflect on his practice and honestly assess its impact on student and teacher learning. This ability to reflect has been most evident in the last school year, where it became the norm for Andrew Kempe to create time and space with his supervisor, the former principal, and myself to discuss both his teaching practice and his facilitation of the social studies team meetings. Within his discussions with the school leaders, Andrew always kept the discussion focused on how the decisions that he made impacted his students or his colleagues in the meeting he led. Because of Andrew's reflectiveness he has grown into an effective teacher and teacher leader at AMS.

A few additional things I will mention are: Andrew Kempe has been a key member of the School Leadership Team, which is a school decision making team that includes both administration and teachers; He has led school-wide PD around our trimester anchor projects; and he has been an important advocate for our students and their success in high school and post high school. Because of Andrew's ability to reflect honestly about his practice and with his ability to ask thoughtful questions, he has grown into an effective teacher leader. With this letter, I highly recommend Andrew Kempe for a position at your school.

Sincerely,

Robert A. Hiller

Principal of New Visions Charter High School for Advanced Math and Science