



11 April 2018

To Whom It May Concern:

It is my pleasure to provide this professional reference for Andrew Kempe. Carol Morgan School (CMS) is a school of around 1,100 students from over 30 countries, the majority of which are native Spanish speakers. Our school provides learning experiences based on an American curriculum infused with innovative opportunities to build forward-looking skills and attributes for our students. These experiences are grounded in our Middle States Association accreditation that provides for a continuous improvement model focused on learning. Andrew currently is an educator at CMS on the High School (HS) division educator team where he teaches US History and AP US History this school year. This is Andrew's second year at CMS where he has collaborated as a part of the HS Social Studies team to enhance academic expectations that are infused with future focused learning experiences.

Andrew has built strong relationships with students by being present and attentive to who students are and engaging them both academically and personally. Andrew understands that making connections with students is integral to students feeling comfortable in their learning. He creates a student centered and supportive learning environment. Andrew provides many opportunities for students to learn and demonstrate their learning.

He is a life-long learner and values the role learning plays, not only for his students, but for himself as an educator as well. Andrew has shown this commitment through his own learning in becoming a National Board Certified Teacher in addition to his New York State Professional Certification. In addition Andrew has collaborated across grade levels with the Deputy Head Of School to adopt new school wide standards for the Social Studies Department and create a spiral of skills for students from Grades 6 through 12 ensuring CMS students have a comprehensive and enriched learning experience.

Beyond his classroom educator role, Andrew has provided opportunities for students through his sponsoring National Honor Society as well as in extending the classroom for learning. I collaborated with Andrew in connecting with the U.S. Embassy to invite the U.S. Ambassador to visit our school during the U.S. Election timing. I worked directly with Andrew in this real world visit for students where he engaged students in understanding and utilizing the opportunity to learn. For example, he sought student questions in advance so that they would be fully engaged and invested in this learning experience. Another example of real learning opportunities was last year when Andrew served as a senior extended essay sponsor. In this role, he facilitated and coached a CMS senior student in first hand research of the Dominican Republic prisons so that the student could present authentic solutions to the prison issues in this student's home country. Social studies lends itself to these real world opportunities, but it is Andrew's approach and commitment to providing relevant learning opportunity that make it most meaningful for students.

In addition, Andrew has provided leadership over the past two school years through representation on the Faculty Advisory Committee, which collaborates with the Head of School and Deputy Head of School through regular meetings to consider ideas and solutions to ensure the learning and working environments are optimum at CMS. During these experiences, Andrew has taken leadership within this group as well in terms of organization of and appropriate communication from these meetings, but beyond these logistics, Andrew values the opportunity in ensuring that the fellow faculty he represents have a voice in sharing feedback through him. He is a real example of the kind of concepts and learning he facilitates in his Social Studies courses.

Andrew is committed to his professional beliefs, confident in his skills and experiences, and thoughtful in his approach. He has a passion for learning and pushing the learning experience beyond what might be the expected approach. His beliefs have translated into support for students through understanding student's passions and interests, both academically as well as in extracurricular experiences. Andrew will bring to your organization an individual who is committed to fairness, equitability, and collaboration. His involvement is hands-on and student-centered.

If there are any questions or you would like further information to assist in your consideration of Andrew as a member of your organization, please feel free to contact me.

Sincerely,

A handwritten signature in blue ink that reads "Rhonda Norris". The signature is written in a cursive style.

Rhonda Norris
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