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TO: Teacher Hiring Committee
FROM: Anita Harten-Kroeber

RE: Bobby Pelz
DATE: March 10, 2018

Dear Hiring Committee Members,

I am writing to recommend Bobby Pelz to you for a teaching position. I have known Bobby for seven years. He and I have worked together – I as founder and Program Director, and he as an early volunteer who became Program Coordinator – at Launch Pad, an all-volunteer non-profit with the goal of improving educational outcomes for foster, homeless, and low-income children.

Through a variety of work experiences at Launch Pad, I have seen many of Bobby's personal and professional strengths in action. Early on, when we were developing the program outline and goals, Bobby brought valuable insights about educational philosophies and practices to our planning discussions, researched solutions for practical problems, and was a committed, enthusiastic, and supportive team member.

During a three-year period of providing free, in-depth, specialized instruction for low-income students, Bobby was an excellent teacher. He was warm, approachable, caring, fair, and consistent. He was readily able to shift from one approach to another, if necessary, to try to find ways to communicate concepts to students. He guided students through difficult material without over-directing or preventing them from having their own moments of discovery and realization. He had realistic expectations high enough to pull students up higher than they thought they could go, but without causing undue stress or frustration. He collaborated with other members of the team, asked for suggestions when he needed them, was always well prepared, and communicated clearly with students, parents, and Launch Pad team members.

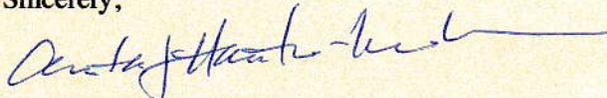
Some of Launch Pad's students had behavior and/or social interaction difficulties. One particular student, who was in the program during the end of his middle school years and the beginning of his high school years, relied heavily on Bobby's support as he transitioned from one level of social and academic expectations to another. Bobby's calm, consistent, supportive approach, while maintaining good boundaries, made a world of difference for this student.

Later, when Launch Pad began a research-based program of giving age-appropriate books to children, Bobby's skills as Program Coordinator helped Launch Pad develop ties with local agencies and schools serving low-income families. He set up partnerships with school librarians, which aided our program in offering school-wide, no-cost, book fairs in high poverty schools.

Over the years Bobby designed and created needed communication tools for Launch Pad, including our website, email newsletter, and a bookmark that increases public awareness of our program.

I strongly recommend Bobby Pelz to you. Please contact me if you would like further information.

Sincerely,



Anita Harten-Kroeber
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