

Recommendation for Mr. Robert Cawson

It is a pleasure to provide this letter of reference for Mr. Robert Cawson. I have known Mr. Cawson for approximately three years during which time he had been pursuing graduate studies in educational administration here at the University of Michigan – Flint. In August 2016, Robert earned his Masters of Public Administration degree with a concentration in Educational Administration. As a professor who has had Robert in graduate courses in Education Law, and Grant Writing, and who has served as the faculty supervisor for his field-based clinical practice, I have had an opportunity to observe and evaluate Robert's abilities in both the university classroom and in his elementary school setting.

By way of background, the Masters in Public Administration Program at the UM-Flint exposes professionals to a rigorous and highly relevant program of studies including courses, clinical experiences, and individual research and inquiry. As part of his MPA concentration in educational administration, Robert took courses focusing on curriculum development and program evaluation; education law, personnel and finance; and school - community connections; as well as the principalship. Robert also participated in courses treating broader policy and research issues common to public administration, doing so along side educational professionals from nearly two dozen different school settings across the state. This unique opportunity contributed to his knowledge of an array of educational issues in diverse schools settings and the best practices they employ to address their challenges.

In the Education Law course, Robert demonstrated his ability to analyze various legal and policy controversies from organizational and political, as well as legal and ethical perspectives. In the Grant course, he identified and substantiated a problem, and designed a program tailored to achieve several measurable objectives. In the process he became acquainted with various public and private grant sources and techniques for matching his school's needs with the values of different funding agencies.

Finally, in Clinical Practice, Robert, assumed a variety of administrative responsibilities in an elementary school setting here in Genesee County under the day-to-day supervision and coaching of a veteran school leader. These experiences included assisting in authoring a Blue Ribbon School application, developing a school master schedule, administering discipline, designing and implementing staff development, carrying out classroom observations and simulated clinical supervision cycles with consenting teachers, and designing and coordinating

the implementation of an after-school program. This project included analyzing student data, designing a program responsive to needs, creating position descriptions and recruiting staff and community volunteers, communicating program goals and methods to parents, and registering students, and working in the implementation of the program. This project in particular demonstrated Robert's systematic and highly organized manner, as well as his effectiveness in working with various populations of adults and students to enhance the learning of all students.

Robert's thoroughness in the activities he undertook and his reflectivity on the experiences and what he learned from them was very evident in the Administrative Portfolio he prepared as part of the clinical practice. It served to reflect Robert's philosophy of education and leadership, as well as his recognition, and willingness to assume the responsibility of leadership.

Finally, Mr. Cawson has demonstrated in his school and community a deep commitment to education and student development, as well as a positive, collaborative attitude and willingness to learn from his experiences. For all these reasons, I recommend Mr. Cawson very highly for your position where his abilities as a teacher leader can propell and sustain positive outcomes for students and the school.

Very truly,

Charles B. Vergon
Adjunct Professor
& Clinical Supervisor
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