



January 14, 2019

To Whom It May Concern:

I have had the distinct pleasure of serving as Robert Cawson's principal and supervisor for almost three years, and it is my honor to write this letter of recommendation for him. In the fall of 2016 Robert was hired as a fifth grade teacher at Glencairn Elementary School. Robert immediately stood out as an individual with tremendous integrity and character. He demonstrated a unique ability to teach and connect with students from around the world, and quickly proved to be an outstanding teacher. Robert was extremely well liked by the staff, students and parents and soon became an integral part of our school community. In 2018, our school closed for reconstruction, and our staff moved to Red Cedar Elementary, another very diverse school. Fortunately Robert transitioned with us where he has continued to prove himself as an exemplary teacher, colleague and employee.

Due to our close proximity to Michigan State University, Red Cedar School (similar to Glencairn Elementary) boasts a culturally diverse population. Our students and families represent over 40 different countries and 36 languages and dialects. Red Cedar School is also quite transient, and socio-economically diverse with 30% of our students participating in the Free and Reduced lunch program. Teachers working at our school must exhibit a high degree of flexibility, patience and cultural competency. In these areas and more, Robert is masterful. Robert develops strong and genuine connections with all of his students and families, resulting in them immediately feeling comfortable, safe and valued. He incorporates cultural awareness throughout his lessons, across all curriculum areas. As a highly engaging teacher, Robert works hard to differentiate his instruction for the various needs of his learners.

If one were to ask Robert's colleagues to describe him, they would likely say that Robert is a positive team player, who takes initiative and demonstrates strong leadership skills. As Robert's administrator, I would say that he is someone I can always count on. In the three years I have known Robert, he has been steadfast in demonstrating his work ethic, trustworthiness and loyalty. Robert has demonstrated his leadership skills in numerous ways, including serving on our Building Leadership and PBiS teams, holding grade-level fund raisers, organizing class outings, being an on-site summer school program leader, and designing and overseeing an after school STAR Club in which many teachers offered after-school classes including Spanish, knitting, dance, art, sports, debate team and STEM.

In my 30 years of experience in education, I have had the opportunity to work with many highly qualified individuals. I can say with certainty that Robert Cawson is among the finest professionals I have known. I highly recommend Robert Cawson for any position for which he is applying, as I have no doubt that he will be incredibly successful and a valued member of a team wherever he should go.

Sincerely,

A handwritten signature in cursive script that reads 'Lorraine Ware'.

Lorraine Ware, Principal
Red Cedar School
517-230-4519 (cell)