



Franklin Academy
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July 14, 2014

Letter of Recommendation for Carol Macy

It gives me special pleasure to write this letter supporting Carol Macy.

I have worked with Ms. Macy since August 2003. I am the Educational Director at Franklin Academy (a boarding school for students with Nonverbal Learning Disabilities, where Carol has worked since the beginning of the school as a humanities and arts teacher, specializing in theater. As with most independent boarding schools, Ms. Macy lived in school provided housing and worked residentially at the school. As such, I have supervised Ms. Macy's work and observed her interaction with our students and faculty.

During her years at Franklin, Ms. Macy showed tremendous professional growth, both in terms of her instructional techniques as well as her understanding of children with diverse learning styles and needs. Much of her effectiveness appeared to be grounded in her desire and dedication to work with her students. Her ability to keep individual students' needs paramount, while balancing the needs of the whole classroom characterized her work. Her ability to teach our students and attract them to the world of theater was nothing short of awe-inspiring. Clearly, Ms. Macy demonstrated a natural flair for establishing teaching relationships with some very difficult children and adolescents.

In staff relationships, Ms. Macy demonstrated sensitivity, empathy, and a broad range of social skills. She displayed strong collaborative skills and was always willing to pitch in. She was honest and professional with a strong degree of integrity. Carol always had a smile on her face, a positive attitude, and a can-do work ethic. These qualities helped foster her role as a reasonable and sought-out resource within our school, and helped create a positive, safe, and nurturing atmosphere within our community!

Ms. Macy asked for and responded well to feedback. She was clearly invested in continuing her professional growth. Carol was always looking for ways to improve her skills in working with our students. She was an enthusiastic participant during our in-service days and was always willing to put herself out there in trying new teaching techniques. In addition to her regular responsibilities, Ms. Macy was willing to volunteer for special assignments and roles. She was the Chair of the Arts Committee, which oversees all aspects of the arts at Franklin Academy. Carol also raised money from the broader community (local businesses, parents, and benefactors of the school) for her

theater production, voluntarily founded and produced the school's literary magazine, the Phoenix Spark, and worked tirelessly to help students develop their creative writing skills.

In conclusion, I highly recommend and strongly support Ms. Macy. Carol is one of those teachers who is a tireless worker, and has incredible rapport with both faculty and students. She has a tremendous, but very rare gift for engaging students, and helping those students realize their value as human beings. She displays an excellent balance of nurturance, passion, and responsibility. Please do not hesitate to contact me should have any questions about Carol's application.

Sincerely,

A handwritten signature in black ink, appearing to read 'Tom Hays', written in a cursive style.

Tom Hays, Ph.D.
Educational Director