To Whom It May Concern:

I am writing this letter to recommend Mrs. Kathy Rackley as Principal of Lincoln Heights Elementary School.

I have worked with Mrs. Rackley for 13 years. I met her when she was a Kindergarten teacher. Soon she obtained her Master’s Degree and became the Media Specialist. That wasn’t enough for Mrs. Rackley, she wanted to play a bigger role in the lives of children and teachers. She wanted to be a leader. She set her sights on becoming an administrator and soon she was indeed the Assistant Principal of our school. Mrs. Rackley has not only dedicated her life to education, but she has dedicated her life to Lincoln Heights Elementary School. She loves every child, every teacher and every community member as she welcomes them to this school each day with a smiling face, encouraging word and a love for learning.

Mrs. Rackley is a strong leader with vision and commitment. She inspires others through her dedication and love for education. She is one of the hardest working individuals I know in this field. She is always reading and learning about new research and best practices, watching video clips and studying practices from other states and countries that have been successful. I have been to her house on several occasions when she has invited staff members over to watch inspiring educational movies and have conversations and brainstorming sessions of how we could improve our school. Her passion for learning and student achievement is unmistakable. Mrs. Rackley desegregates data to find out where student’s needs are and solicits help from others to create a plan of how to address these needs. She is continuously looking at ways to assess instructional practices as well as increase family participation and communication. Mrs. Rackley has always had a strong interest in early intervention and prevention and a burning desire to make a difference in young lives. She has worked tirelessly to help create a Community Resource program at our school to assist our families with their needs to better help their children be successful in school. One incredible value of this program is a bilingual liaison who is able to help teachers and families communicate and plan together ways to help their children. This program is a direct result of Mrs. Rackley’s belief, dedication and hard work as an advocate for students, parents and teachers.

Mrs. Rackley is inclusive of all her staff and she values each person’s knowledge, experience and ideas. She has an open door policy that welcomes collaboration and an environment of growing together. She sets very high expectations of her staff and holds teachers accountable for their work, yet realizes that every teacher is different and that they are at different places along their journey as an educator. She always seeks appropriate resources to help struggling teachers in their areas of need, such as literacy or math coaches, the school counselor or social worker, or team leaders who are established and proficient with grade level material and practices. Mrs. Rackley knows what this job entails and understands the hours of preparation it takes to be an effective educator. Mrs. Rackley appreciates and validates her staff and their dedication to this school and our families. She is always fair and consistent in her expectations and the support that she gives staff members. She knows how to build rapport and relationships with her staff through mutual respect and collaboration. Mrs. Rackley is very visible in the school. She participates in all staff development, attends every evening event, and is supportive of all school endeavors. She is not afraid to work side by side with teachers from assessments, to conferences, team planning. She is active in our Professional Learning Teams. Mrs. Rackley knows how to partner with teachers, yet lead with vision and certainty. Her belief in success never waivers.

Mrs. Rackley is a leader. She is a tiny person on the outside, but she is most definitely a powerhouse on the inside. She is relentless at looking for ways to improve student achievement, help teachers grow professionally and most importantly build a community between school and family.

Lincoln Heights Elementary wants and needs Mrs. Rackley in this leadership position. We have built so much together as a school with vision and commitment. It would be a privilege to continue the work of building the school we have dreamt of building. Mrs. Rackley is on a quest for excellence at this school.

Sincerely,

Mrs. Joanne Brown

Literacy Coach, Lincoln Heights Elementary