

To Whom it May Concern:

I have worked with Charmaine Hickman for almost 4 months. Her role was as an intern teacher, I was one of her teacher associates.

While Charmaine was at our school, she worked with grade 7 students in Language Arts and Social Studies classes, I observed her at work in the Language Arts classes.

Charmaine demonstrated the ability to be prepared. Before she came to our school, she worked on lesson and unit plans that would fit a curriculum that previous to this, she was unfamiliar with. Before each class, she prepared activities for her students which fit curriculum goals. She was also aware of classroom dynamics and prepared for the unexpected-in both students and scheduling-she was very flexible. She knew the expectations of the school and school division to evaluate on learner outcomes and that is how she evaluated.

Charmaine had clear expectations for her students and because of her clarity was able to have effective leadership and classroom management. Students knew what she expected, how much she expected, and they worked to achieve her expectations.

Charmaine was confident with her own ideas when she began and she was also very open to new ideas. She worked well with myself and also reached out and worked well with others on staff.

Charmaine reached out and had a positive relationship with her students. She gave much personal time each day to ensure the success of her students.

I would recommend Charmaine for a position that requires someone who can work independently as well as work on a team. I can see that Charmaine would have success in a division III or IIII classroom.

If you have any further questions please do not hesitate to contact me.

Sincerely,



F. Doyle

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