



May 11, 2017

Letter of Recommendation: Michelle Penoyer

I have had the honor of knowing Michelle Penoyer for the past twelve years, ten years at West Carroll High School as the guidance counselor and a district parent. I have observed her class, seen her interaction with students in the hall, and have had all three of my children take Chemistry with her. I would like to acknowledge and support Michelle Penoyer as an excellent science instructor and educator.

Michelle Penoyer taught many of the classes in our science curriculum at West Carroll. Her one constant was that she had been our Chemistry instructor for all 10 years here at WCHS. In each of her assignments, Michelle challenged her students and pushed to raise the bar of learning. Throughout my interaction with her, I have perceived her to be compassionate, caring, and an innovative instructor and person. She keeps a structured, common core curriculum based classroom with the expectation that students need to challenge themselves to learn. In general, and such is the case with my three children, the students who have had Michelle as an instructor, and have accepted the challenge to learn, have excelled in her classes.

Outside of teaching in the classroom, Michelle had been an integral part of our staff. She was involved with the Prairie State Achievement Exam and ACT preparations and practice sessions, an ACT/WorkKeys test room supervisor, instrumental in developing the high school science curriculum, acted as our building's IEA representative, and served on the district insurance committee.

Michelle Penoyer is a hard-working, industrious professional. She is a teacher with initiative, energy and ability. She proved to be an integral part of West Carroll High School's teaching staff.

Respectfully yours,

A handwritten signature in cursive script that reads "D. E. Baisden".

Mr. David E. Baisden
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