

April 18, 2017

To Whom It May Concern:

It is my pleasure to write a letter of recommendation for Ms. Michelle Penoyer. I was the High School Principal at West Carroll High School in Savanna, Illinois from 2005-2014 (retired in July 2014) and was Michelle's direct supervisor. Ms. Penoyer was a science instructor during my tenure at West Carroll. She taught a variety of science courses over the nine year period and dealt with all ranges and abilities of students.

First and foremost Ms. Penoyer was a quality teacher in the classroom. She has a broad and wide knowledge of the science curriculum and is able to present it to learners in many different styles to fit their varying needs. Michelle was able to develop a very proper rapport in the classroom where respect was obvious. Discipline was never an issue in her classroom and high expectations were the norm. The state of Illinois had undergone a new much more stringent evaluation tool based upon the Charlotte Danielson model. Ms. Penoyer was one of the very few to receive an outstanding review based upon that criteria. In a nutshell she is organized, articulate, knowledgeable and a very good teacher. In addition her technology skills are fabulous! There was never a question of losing materials or being unaware of assignments etc. as all students or parents had to do was look online at her webpage. As an example Michelle was relied upon to help fellow teachers with technology issues. We also relied upon Michelle and her extensive background in curriculum when addressing needed changes throughout the building and district. Her knowledge of the latest and most effective techniques helped staff tremendously. We knew if there were curricular issues in any field or building that Michelle could give great insight and advice.

As a former administrator of thirty years I have been part of innumerable hirings etc. of school personnel. You will be very hard pressed to find a more deserving candidate than that of Michelle Penoyer. I sincerely hope that you take a good look at Michelle and her many talents. You will be getting a quality individual with exemplary skills and work ethic. Miss Penoyer is the type of person all districts want on their staff. Please feel free to call me if you have questions concerning Michelle Penoyer's qualifications.

Sincerely,



Bob Lamb

319-653-5003 Home

319-470-9003 Cell