

To Whom It May Concern:

It was my privilege to work with Kevin Kelly as a fellow colleague in the teaching profession at Belleville High School at Belleville, Michigan from 1996 to 2001, and later when he became an assistant principal and then building principal from 2001 to 2006. If I had to describe in one word how Kevin performed in all three capacities, I would use the adjective consummate— *one who shows a high degree of skill and flair; complete or perfect.*

Kevin truly was the consummate teacher. His students were constantly engaged and inspired, and I always admired how much energy he put into all of his projects which rallied students to get excited about their learning. His energetic, challenging teaching style left an indelible, positive mark on numerous young minds. He would challenge his pupils and lead them to excel by awakening in them the power to discover their own strengths and talents first, and then follow up by calmly insisting they give their best effort. His students witnessed, firsthand, Kevin's leadership skills; skills that were always positive and born from his passion in trying to make a difference. His students and his fellow workers noticed his wide breadth of talent, and so did others.

Kevin's intellect, multi-tasking prowess, leadership talent and wit were noticed immediately by those in authority in our school district. After only five years in the classroom, Kevin was asked to take on the role of assistant principal. Kevin dove into this position with vigor and his high-level work ethic. His leadership and dedication in this position made it evident he was destined to be head building principal just four years later.

It is rare that someone becomes head principal of a large high school at such a young age, but Kevin proved to his staff and the entire community he had the natural skills to lead. I have been in public education 23 years and I have worked with/for eight principals, and Kevin, by far was the youngest, yet the most effective leader with whom I have worked. The reason I make this claim is for several reasons. Someone long ago told me that (pardon the poor grammar) "there are people or bosses you work for, and there are bosses you work with." Kevin was a leader I worked with. It is a gratifying place in which to work when your boss, your leader, is someone who will listen to those under him, assess and analyze a problem, and then work with you to find a lasting and fair solution. Kevin Kelly led by example. If he believed he had made an error, he took ownership of it, searched for no excuses, learned from it, and then quickly and decisively moved forward. Likewise, he always praised his staff for every accomplishment that was made, even if it was the result of HIS leadership that made it possible. Kevin would constantly dole out mountains of praise for his staff. He is a master of rallying his troops by positively lifting them up and giving them the will to do better. Kevin was no "push-over" by any means. When a serious problem arose caused by an employee who was "out-of-line," Kevin showed he was strong and decisive, and quickly and fairly resolved the issue.

Kevin is a stickler for detail. I was always, and still remain to this day, amazed at how he efficiently used every minute of his time. The challenges a high school principal may see in a day or week can be mind-boggling. Kevin made it look easy. Out of all the principals in my tenure, Kevin was the only boss who

routinely found the time to write a quick note of thanks or congratulations and put it in my mailbox after I did something which he thought was for the greater good. He constantly did this for me and the 100 plus employees under his care. Kevin made me feel that I was part of a team. His weekly staff meetings were always informative, pertinent, and fun. He infused each meeting with an incredible balance of substance and whim. He made us see the serious side of an issue and then quickly change direction and made us laugh. Kevin is a gifted and talented public speaker.

It was a sad day when Kevin Kelly left our "company." Yet, it is my hope that any possible, future employer would immediately see what I and all of my colleagues saw between 1996 and 2006— that Kevin Kelly is one extremely talented and motivating individual who could lead any company, any organization to not only reach its goals 100 percent of the time, but surpass them!

Sincerely Yours,

Larry J. Koch

7955 Briarbrook Dr.
Ypsilanti, MI 48197

Home - 734-485-1043
Cell – 734-646-2842