

April 25, 2019

To Whom It May Concern:

I have had the pleasure of knowing Kevin Kelly for the past 13 years beginning at Old Mission Elementary School as fellow parents of second graders. More recently Kevin and I have also been fellow middle school parents at The Greenspire School. He is now the superintendent of Greenspire where I volunteered and on whose board I served as a trustee and currently serve as vice president.

While I was a volunteer Mandarin Chinese teacher at Greenspire Kevin was hired as the new head of school. I was excited to see how he would move into this role. Kevin's skill set proved to be broad and impressive and he truly seemed to blossom in this environment. He is gifted in his communication abilities whether that is speaking and truly connecting with a sixth grader or in rolling out a fundraising campaign to the public on behalf of the school. He is direct, compassionate and open-minded while maintaining his focus and goals. Kevin creates and harnesses the synergy he creates with others in a productive and meaningful way. In my experience as a teacher and board member this is a unique skill and one from which our organization has benefited over the years.

As a board member and the chair of the personnel committee I have been privy to feedback from the staff regarding their perceptions of his performance. He is well loved, respected and greatly appreciated. Staff feel that he makes time to hear and understand their concerns and provide support whenever possible. He is timely and succinct in communications and has great attention to detail. I know that in my position as a teacher I found Kevin to be compassionate, insightful, helpful and direct. He always worked to provide our teachers with the best resources whether that was getting them more prep time or funds to provide them with supplies they needed.

I particularly appreciate Kevin's 360 degree view of situations. Due to his experience from varied perspectives he is largely able to view any challenge from the viewpoint of parent, teacher as well as head administrator. He is a highly intelligent, focused, industrious and motivated individual that can truly transform a community. I am very proud of and grateful for the many ways he has served our school community.

In summary, there are many positive adjectives I would use to describe Kevin Kelly...unlimited potential and exciting possibilities are the ones I would use to describe his future. If you have any further questions, please do not hesitate to contact me.

Sincerely,

Yvette Babin-Ringsmuth
16620 Whispering Pines Trail
Traverse City, MI 49686
Cell: 231-883-5718
Email: yringer@chartermi.net

To Whom it May Concern,

April 9, 2019

It is with great honor and unwavering professional support that I recommend consideration of Kevin Kelly for his pursuit of new educational leadership opportunities in Michigan and beyond. I have had the pleasure and honor of serving on The Greenspire School's governing board for the past three years as Treasurer, where Kevin has served as Superintendent and school leader since 2014.

As the lead consultant of a small educational policy organization, I worked with Greenspire in its start-up phase to charter the school. It wasn't until years later that I rejoined the community as a board member. I watched Greenspire struggle in its early years as it worked to expand its facility, balance enrollment and retain great, consistent teachers and leaders. Kevin accepted the position of school leader at a pivotal time when crucial leadership and vision was necessary to grow the school without stifling the small, project-based supportive environment the parents and students had come to love and expect. Under Kevin's leadership Greenspire has flourished: enrollment has doubled with a yearly waitlist; we have a talented, committed staff; the school has self-financed facility expansions and we are planning for a second middle school expansion and the addition of a high school. Kevin works diligently to manage a tight budget and he personally champions the school as the fundraiser-in-chief. Kevin alone has developed a highly successful social media and press strategy and steers an annual capital giving campaign that raises significant revenue to grow the school. He is excellent at communicating, networking, and building trust and respect in the community as a leader and believes wholeheartedly in the Greenspire mission, which has paid off two-fold in attracting needed donors. This is a hard job and Kevin executes his responsibilities masterfully with care and respect for students and families at the center.

In his many leadership capacities, Kevin excels as the Superintendent of operations: working, managing and organizing state and federal compliance matters, researching, negotiating and managing the school's human resources contracts; monitoring and managing facilities issues and maintenance, managing a staff and leading and preparing the board in governance. Kevin is skillfully adept at running board meetings, is a quick learner and when he doesn't know something, he figures it out. There are no "loose ends" with Kevin – the work gets done and done well.

As the Superintendent of a charter school district, Kevin wears and juggles many hats. Kevin shines wearing all of these hats but he truly stands-out as an instructional leader. He is steady in his efforts to protect, support and promote teacher growth and retention and puts education quality above all else. Our Greenspire staff retention is high because of the supportive teacher and student culture he has developed; Kevin represents both the public face and the behind-the-scenes, operational and instructional hard work and leadership that has made this school district a success.

It will be nearly impossible to find a Superintendent that matches Kevin's diverse skill-set, work ethic and respect for students and families. Our community is

selfishly sad to see him go. However, we know that Kevin aspires to new professional challenges and growth and that new communities and districts should be as fortunate as we have been here to flourish and grow through his steady leadership, support and innovative thinking.

Thank you,
Meagan Batdorff
Lead Consultant, Progressive EdGroup
(231) 357-8714

April 9, 2019

To Whom It Concerns:

I am pleased to recommend Kevin Kelly for any position he is interested in. I have known Kevin for more than five years, as a member of The Greenspire School's Board of Education to which Kevin reported, and in the capacity of parent of a Greenspire student.



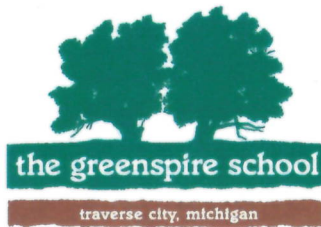
Kevin is a smart, driven, passionate educator and leader. He intuitively understands that middle school students are learning with their whole selves, and he engages right there with them, whether they are studying the rational function, identifying flora and fauna in the woods outside of school, or throwing a frisbee at lunchtime. Kevin knows what is going on in their lives, and he and his staff of teachers and paraprofessionals apply that knowledge to a customized school experience that is absolutely unique. Students are highly encouraged to think about the larger world in which they live. They are part of a community, with responsibilities to that community. When my 8th grader graduated from Greenspire (an incredible, special ceremony unlike any other school I am aware of), he was more than ready academically and socially, but his heart was very sad to leave Kevin and his extraordinary team. A poem that he wrote about it began: "At the beginning/I was excited for the end./Now how I long for the beginning./How ironic, isn't it?"

As a member of the Greenspire Board of Education, I was always impressed with how prepared Kevin was, with information, with perspective, with a deep understanding of the needs of both teachers and students. His thoughtfulness helped us create and then sustain a special school for exceptional kids. His initiatives on fundraising and strategic planning were crucial in preparing a brand new school for years into the future. He also has a great sense of humor, a most welcome and important gift in the politics of academe. He is a good friend, empathetic, a fine listener and communicator. And he is one of my heroes when it comes to self-development, always looking for opportunities to grow personally and professionally.

Kevin's skills will serve him well on any career path he decides on as he moves forward from his time at Greenspire. He will be greatly missed. I am happy to recommend him without hesitation.

Sincerely,

Gina Aranki
Executive Director



Sarah Payette
The Greenspire School
1026 Red Drive
Traverse City, MI 49684

To Whom It May Concern,

It is my honor to write a letter of recommendation for Kevin Kelly. I have been fortunate to have Kevin as my supervisor for more than 5 years at The Greenspire School. This past year, I've worked by his side as the assistant head of school. When Kevin was hired, he replaced our first head of school who was well liked by the community. He had big shoes to fill and the staff and families of Greenspire were skeptical of the change. Now, 5 years later, all community members recognize the many areas of growth that was needed that Kevin's leadership has provided.

Among these is a higher level of organization he put in place at Greenspire. The school has had a reputation of being a "hippy" school because of our focus on the environment and, I believe lack of structure in our administrative operations. The building was also unorganized and so was the delegation of responsibilities. Shortly after Kevin was hired, he came in and physically cleaned and organized our campus. He also clarified the administrative tasks and put office staff in positions that matched their skillsets. He is very able at creating order out of chaos.

Communication was also a weak point prior to Kevin's entry to Greenspire. As my daughter had attended the school the first 3 years, I understood this firsthand. Communication to parents was sparse and inconsistent. With Kevin's leadership, this area has changed significantly. Again, he put systems into place that resulted in positive outcomes. His communication is thorough with our families and his expectations of staff are clear. Shortly after his first year of employment, surveys sent out to parents showed dramatic improvement in their satisfaction of the administration's communication. As a result, local news agencies know about Greenspire's culture of learning and have written numerous articles on us. All of this is due to Kevin's thorough communication.

Greenspire is a unique, project-based learning school in which teachers need to collaborate regularly. Before Kevin, staff was spread thin and were unable to collaborate on a weekly basis. Kevin has recognized this need and has made it a priority to provide for the staff. Biweekly, he takes our entire student body and teaches current events and other relevant educational material to create collaboration time. Kevin is an administrator that listens and responds to the staff and understands our priorities. His hands-on approach in our learning community is valuable beyond words.

Since Greenspire's inception, eight years ago, the students body has nearly tripled in size. Kevin Kelly has nurtured us along the way, providing guard rails with his strong organizational and management skills, effective and efficient communication, and willingness to listen, understand and provide for our curriculum needs. Greenspire is a well-oiled machine that has a strong future and Kevin Kelly is to thank for that. I am confident he will be just as valuable for another educational institution.

Sincerely,



Sarah Payette

May 1, 2019

To whom it may concern:

I have known Kevin Kelly since 2016 when my son joined The Greenspire School, and I have since worked with him on the Family Teacher Council and as a volunteer for the school.

My son, Ryan, had been homeschooled prior to joining Greenspire as a seventh grader. Ryan easily acclimated to the school setting, in large part due to the environment that Kevin has created at Greenspire. Although I didn't meet Kevin until 2016, I had several friends whose children attended Greenspire prior to Kevin's arrival. Those parents agree that Greenspire has always been a treasure of a school, but it took on a whole new life once Kevin arrived. Many parents have expressed to me that their children were either unmotivated or unchallenged at other schools but truly thrived at Greenspire. There are a number of factors that contribute to this, but I believe that Kevin being at the helm is the primary factor. He has a fun spirit, a true interest in each child that is easily felt by the children, and an expectation of them that makes them want to make him and the teachers proud. Kevin gives the teachers all of the credit, but the teachers are able to teach in their brilliant, creative ways because Kevin inspires, encourages, and supports them so well.

As a member of the Family Teacher Council, I appreciated Kevin's perspective, his concern for the families and the teachers, and his enthusiastic and professional approach. His intelligence, strong business sense, strategic planning focus, and genuine love of the school have resulted in successful fundraising campaigns year after year. He educates parents and members of the community about the importance of and the needs of Greenspire, which creates a desire in them to contribute their time and their money.

My career is in finance and management, so I was blown away the first time that Kevin explained to me the financial position and budgetary challenges of the school. It was immediately obvious that he takes learning all that he can about every aspect of the school seriously, and therefore has a deep understanding of how each piece impacts the others.

It is hard to imagine Greenspire without Kevin. He will be greatly missed, but he has built a strong foundation for the school and has put processes in place that will help it to continue to thrive after he leaves.

It is my honor to recommend Kevin without reservation for any educational leadership position for which he applies. I am excited to see where he lands and to watch that institution flourish under his guidance.

Sincerely,

Sheri Novak
Business Manager, The Children's House

KEVIN KELLY

I am honored to support the application of Kevin Kelly.

I have known Kevin Kelly for nearly fifteen years as a consultant and educator.

Mr. Kelly ably engages in creative and innovative thinking. He demonstrates a high level of conceptual and analytical skill and pays consistent, organized, accurate and thorough attention to pragmatic detail. He exhibits well-honed oral and written communication skills. He is warm, friendly, and outgoing, and reaches out effectively to individuals, groups, and communities.

He is skilled in motivating and helping others to transform problems into positive, clear and attainable goals and to achieve their stated goals and objectives.

He has a thorough knowledge and experience, both conceptually and in pragmatic detail, of issues of human services, education, and civil rights and their implications for positive social change.

Mr. Kelly's work attests to his sincere interest in and commitment to the betterment of the world at local, state, and national levels. He is sensitive to the concerns of the diversity of human beings, especially marginalized and devalued groups such as people of color; people of a minority ethnicity; persons of lower economic class; women; youth and elders; and transgender, bisexual, lesbian, gay and queer people. He believes and demonstrates that discrimination based on arbitrary distinctions inimical to human dignity has no valid place in the human family.

Mr. Kelly consistently offers leadership, integrity, inspiration, flexibility, cooperation, good humor, grace, and support in his relationships with his colleagues and coworkers. He is a supportive and empathic listener. He is a "team player" who avoids any attempt at grandstanding or seeking public acknowledgment of his efforts. He manifests a credible and laudable level of desire to expand his skills and experiences.

Mr. Kelly engages in appropriate self-care. He understands that he and indeed all of us need to enlarge our knowledge, our self-support and our self-realization and acts on that understanding..

His skills, experience, and personal qualities speak for themselves. I highly recommend Kevin Kelly to your consideration.

James Toy MSW
1723 Dexter Avenue (Apt. 2) Ann Arbor MI 48103
734-930-0056 extension 211 ayetfm@umich.edu

Diversity Coordinator (Ret'd), Office of Institutional Equity, University of Michigan
Co-Founder (1971) and Co-Coordinator (1971-1994), Spectrum Center, Office of Student Affairs,
University of Michigan
Member, Multicultural and Gender Affairs Committee and Member, Community Advisory Board,
University of Michigan School of Social Work, Ann Arbor, Michigan
Field Instructor (1985-2010), University of Michigan School of Social Work, Ann Arbor, Michigan
Past Member, National LGBT Issues Committee, National Association of Social Workers (NASW)
Secretary, Oasis Outreach Ministry, Episcopal Diocese of Michigan
Secretary, Covenant 5 Justice & Peace Collaborative, Episcopal Diocese of Michigan
Member, Executive Board, Inclusive Justice "Together in Faith" Michigan
Member, Executive Board, Jim Toy Community Center, Ann Arbor, Michigan

August 2013

July 22, 2013

RE: LETTER OF RECOMMENDATION FOR MR. KEVIN KELLY

To Whom It May Concern:

Please accept this letter as a professional reference for Mr. Kevin Kelly. I had the pleasure of working as an Athletic Director/Assistant Principal for Kevin for two years, and he remains a personal friend today.

I am confident that Kevin's resume and professional experience will clearly indicate that he is qualified for a position within your organization. I will highlight, however, those attributes that are not found on paper, which I feel are Kevin's true strengths. What stands out is his ability to lead people. Kevin is, by far, the best that I have ever had the opportunity to work for at making his staff and students feel that they are genuinely valued human beings. As a new hire, it amazed me how students and staff would interact so positively with Kevin. It was very evident that he was respected as an administrator. On many occasions, I simply found myself in "watch and learn" situations while observing the way Kevin would handle many matters.

The manner in which Kevin mentors, offers feedback and praise, communicates, handles challenging tasks, and leads the organization with a clear vision while maintaining a great sense of humor are all attributes that are second to none. Kevin is brilliant and articulate, creative and genuine. He is someone that naturally makes others around him want to do their best in exceeding his expectation. People simply want to do great, perhaps even a touch better than great, when it is a task being done for Kevin Kelly.

If ever given the opportunity, I would cherish the opportunity to work with and for Kevin once again. I am certain that you and your staff will feel the same.

If you have any questions, or would like to discuss Kevin Kelly further, please do not hesitate to contact me at your convenience on my cell (231.632.2525) or via email (mmattson0303@gmail.com).

Sincerely,

A handwritten signature in black ink that reads "Mark A. Mattson". The signature is written in a cursive style with a long horizontal line extending to the right.

Mark Mattson
4299 Pine Meadows Trail
Traverse City, MI 49685



Annie Ballance
5117 Teal Petals Street
North Las Vegas, NV 89081
702-622-2775
Aeballance6789@mindspring.com

To Whom It May Concern:

It is with immense pleasure that I recommend Kevin Kelly. His qualifications, expertise, character, and work ethic make him an ideal candidate. I have known and worked with Kevin for 15 months. I hired him to work as a Professional Development Specialist at SkillsTutor (a division of Houghton Mifflin Harcourt) and was his manager for a year. I was consistently impressed with his dedication to strong performance, his communication skills and his commitment to excellence.

Kevin has the administrative and supervisory experience to manage a team well. In his previous position as a school principal, his teachers and staff universally gave him high marks for professionalism, compassion, and dedication. His people skills are exceptional. An unanticipated and most welcome skill is his ability to perceive market position and to leverage his knowledge and background to increase sales and strengthen business relationships.

On a personal level, Kevin's intelligence, wit, thoughtfulness and team spirit make him a joy with whom to work. His peers seek out his assistance in planning, executing and evaluating professional development and pre-sales sessions. He has a natural leadership style that brings out the best in everyone. He would be an asset to any company and he would be most outstanding in a leadership role.

Yours truly,

Annie Ballance
Instructional Consultant
Connections Education

July 18, 2013

To whom it may concern:

This is a letter of recommendation for Kevin Kelly. Kevin is a dedicated worker who displays exemplary interpersonal skills in working with both clients and colleagues. During my thirty-seven years as an educator, consultant, and manager, I have had the pleasure and luxury to work with many quality people and I consider Kevin to be of the highest quality.

Over the past two and a half years, I have worked with Kevin as both a colleague and his manager. For one and a half years, we were colleagues; I was the Implementation Specialist Manager and Kevin was a Professional Development Specialist. We teamed together to train and provide customer support for accounts in Indiana, Illinois, Michigan, and Wisconsin. During the last nine months, I have served as his manager. The Professional Development Specialist position required the employee to be self-directed, self-motivated, and have the ability to communicate in both formal and informal situations via email, phone, or face-to-face.

As a Professional Development Specialist, Kevin handled in excess of 300 accounts in at least eleven states. He provided onsite trainings and/or virtual trainings as needed, which means he worked with small and large group presentations in virtual and face-to-face situations. Kevin's years as a school administrator served as a boon to me. When I was on vacation or working in areas that did not allow me to complete management duties, Kevin filled in and managed our team. I have full confidence in his abilities to manage a team in myriad situations.

From my time as a colleague and his administrator, it is clear to me that Kevin has the professional qualities and enthusiasm to be successful. He is the most professional person I have met in my career. I feel he would be an exemplary addition as an administrator or employee for any entity.

If you should care to discuss Kevin's skill set or qualifications further, please contact me: cell (217/ 415-9686), or e-mail (roth5@comcast.net).

Sincerely,

Kevin J. Roth

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

July 23, 2013

Dear Madam or Sir:

I have known Kevin Kelly for five years. We worked together professionally for three years at Glen Lake Community School where he was the principal and I was a counselor.

As part of a visioning team, we looked at the needs of the school to brainstorm and creatively plan for the future. Working closely together with other staff, specific and challenging needs of individual students were assessed and addressed. Also, we collectively developed and utilized interventions for students regarding academic and social needs as well as standardized testing and curriculum. Kevin was a voice for creative solutions. He sought to develop strategic plans to enhance the overall educational and social/emotional environment within our school.

In my time with Kevin at Glen Lake, I observed him lead not only students, but garner the support and respect of the teachers and parents alike under his leadership. He was able to inspire, motivate and encourage those he supervised. Unlike many administrators, he was willing and did walk with us through the process and work of a given task. This is not to say that he did not delegate, but that he didn't abandon those under his administration. Extremely organized, efficient and hard-working, Kevin accomplished more in a few hours that most individuals do in a few days. He is truly a natural and gifted administrator. Bright, articulate, and knowledgeable, Kevin has excellent interpersonal skills that surely contribute to his success.

Working closely with Kevin meant being privy to his incredible sense of humor and the environment that it produces. This man is one of the wittiest I have ever known. As an exceptional communicator skilled at building relationships, Kevin's fun-loving nature made him a beloved principal by students and staff. He had an uncanny ability to relate to students while gaining their respect at the same time.

Please know that I give my strong recommendation for Kevin Kelly for this position. I would be more than pleased to speak with you. Feel free to contact me at your convenience.

Sincerely,
Barbara McCurry
Glen Lake Middle School Counselor
mccurryb@glenlake.k12.mi.us
[213.313.1410](tel:213.313.1410)

Cynthia B. McPherson

July 21, 2013

To Whom It May Concern:

As a department chairperson at Belleville High School, I had the pleasure of working with Kevin Kelly for a number of years. During that time I found him to be intelligent, hard-working, personable, a great problem solver and someone who was extremely dedicated to his work. I was impressed by the fact that he was always willing to take on new responsibilities and how seemingly effortlessly he carried them out.

When he started as a teacher in our social studies department, he soon became known as a colleague who challenged his students and had high expectations of them. His creativity was extraordinary and before long, students were clamoring to be enrolled in one of Mr. Kelly's classes. He quickly became one of the most beloved teachers on our staff. More than once, he organized successful student trips to London and was involved in student council and class sponsorships.

An example of his creativity and motivational skills was shown when he organized a school-wide Jeopardy tournament. I recall that when Kevin told the staff what he planned to do, some of the more seasoned teachers were reluctant to participate. This had never been done at our school. Despite the skepticism, he was able to convince the staff that it was a worthwhile project. We all agreed to help out by making up questions based on the subjects we taught. Kevin then worked his magic by orchestrating the promotion of the tourney. Students made signs for the hallways and wrote catchy commercials which ran during the morning announcements. Before we knew it, students were really getting excited about the tournament. When all but the last two classes were eliminated, Kevin arranged to have the final round broadcast throughout the school during the last hour of the day. The frenzy and enthusiasm of the students was a joy to experience. At the time I had been teaching at that school for many years and had never seen students get so excited about something other than athletic contests. They were excited about academics! It was as if we were vying for the state championship in football! It was obvious to all of us that the person responsible for that excitement was Kevin Kelly.

Kevin also was an assistant principal during my last 2 years at Belleville. His leadership style was extraordinary. He seemed to instinctively know where problems would occur and he immediately would start to solve them. He had a knack for diffusing potentially volatile situations with his humor. He always acknowledged and gave credit to hard workers when he addressed an audience, be it at staff meetings or in the presence of parents and community members.

I have very fond memories of the time I worked with Kevin. I always knew he would be successful at whatever he chose to undertake. He is a born leader and I'm certain he would be a tremendous asset to your organization.

Very truly yours,

Cynthia McPherson
Retired teacher

5645 Glen Oak Court Saline, Michigan 48176
Phone: 734.429.8454 Fax: 734.527.6106 Email: mcphere@comcast.net

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May 15, 2006

To Whom It May Concern:

I have known Kevin Kelly since his employment with this district as a teacher in 1996. Kevin's reputation is outstanding among students, teachers, and administrators. As a social studies instructor his students found him interesting, innovative, and approachable. As Department Chairperson in social studies he was able to improve the quality of instruction through his personal leadership. He also served as a negotiator for the teachers' bargaining unit where his skill at bringing opposing sides together was highlighted.

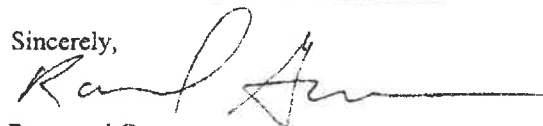
His ability to work well with others was quickly recognized by the district, and he was appointed Assistant Principal at Belleville High School in 2001. As Assistant Principal he was in charge of student discipline, curriculum and MEAP testing. Again he used hard work, encouragement, and intelligence to promote change. When it became apparent that the principal was not doing an effective job, Mr. Kelly was selected by the Board of Education to fill that position.

His performance as principal has been truly remarkable. He brought a disparate and disgruntled staff together and was able to get them focused on improving both the climate of the school and the academic performance of the students. He has been highly successful. MEAP scores have improved and the attitude of both students and staff is very positive. As you walk down the halls with Mr. Kelly students and staff easily interact with him; he is very approachable.

Kevin brought forward a proposal this fall to reform the high school, months before the legislature mandated such changes. He was in the forefront identifying what needed to be done and accomplishing it. Key to his proposal was a "Pyramid of Interventions" to counteract and prevent student failure. The proposal was based on the best available research and current thinking. The Board of Education approved his recommendations.

While I would be sorry to lose Kevin as one of our team, I know that he will make valuable contributions wherever he goes. I recommend Kevin full heartedly and without any reservations. If you would like more information feel free to contact me at (734) 697-9123, ext. 213 or rgross@vanburenschools.net.

Sincerely,



Raymond Gross
Director of Instruction
Van Buren Public Schools

May 4, 2006

To Whom It May Concern:

As the Association president, I have worked with Mr. Kelly in several different ways. We have addressed personnel issues and curriculum issues together. Being able to address problems together has always helped us resolve any issue in a collaborative and productive manner.

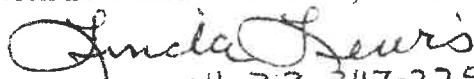
When we have dealt with employee issues, Mr. Kelly has always been fair. He sets the reasonable expectation for the employee. He works with them to attain the objective. He continues to assist, but also institutes consequences that are just and penalties that are more than reasonable if the problems aren't resolved. Mr. Kelly does not use his authority to intimidate or punish. I know that when he is coming to me with an employee issue that he has done everything to right the situation. At that point, Kevin will still listen. We can sit down and discuss the problem and what the consequences might include. He does not have a closed mind when it comes to discussing alternatives, penalties and resolutions. Not many administrators have this trait. It is one that I appreciate in Kevin and I find it important in maintaining a positive working relationship with the Association.

Mr. Kelly's model for instituting curriculum change or developing a building initiative is one that is designed to succeed. Instead of coming up with a great idea and throwing it in the laps of teachers, Kevin has a process. After having a well thought out plan he has, on several occasions, initiated a discussion with the Association. He says what he wants to do, how he wants to do it, and wants to trouble-shoot any problems that might be contractual or that might negatively impact people. He trusts that we, the Association, will be reasonable. We trust that he is working in everyone's best interest. That is a recipe for goodwill between the union and administration.

Personally, I have admired Mr. Kelly's organizational skills and professional demeanor. Even his staff meetings have the smooth refined precision of a business meeting. The meetings contain real information. He involves staff members by letting them give meeting or departmental updates. He even uses up-lifts, by leading applause for staff members after announcing a job well done or a 'thanks' to specific staff members. It is done in a sincere way, and even high school teachers like knowing that someone is noticing that they are contributing and that they are valued.

Kevin's professionalism, intellect, and outlook make for a better, more productive and more positive working environment.

Submitted by: Linda Lewis,
Van Buren Education Association, President


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