

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.

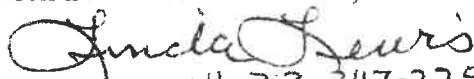
When we have dealt with employee issues, Mr. Kelly has always been fair. He sets the reasonable expectation for the employee. He works with them to attain the objective. He continues to assist, but also institutes consequences that are just and penalties that are more than reasonable if the problems 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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