

*Anna Davies*  
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To Whom it May Concern,

I have had the honor of working with Andrew Kempe at Yokohama International School for the 2020/21 school year. Andrew Kempe and I shared the responsibilities for the 7th grade cohort as pastoral care tutor leaders and Individuals and Societies (Social Studies) and Design-Visual Art interdisciplinary learning inquiry teachers. It is my pleasure to highlight the strengths of Andrew in this letter of recommendation.

Positive relationships are at the heart of Andrew's practice, he cares deeply for every individual in his classroom. Students want to do the right thing for Andrew, because he is respectful of them as individuals. In a pastoral care role and as a classroom teacher students feel comfortable and cared for in his learning space (whether virtually or in-person).

I have a deep appreciation for Andrew's professionalism in team planning meetings. His kind and thoughtful manner means he creates a culture of respect and best intentions as he clarifies and celebrates all ideas being brought to the table. He promotes thoughtful dialogue and gently directs conversations to productive design-making with outcomes that benefit all stakeholders. This is a highly valuable skill in any profession and comes very naturally to Andrew.

As Andrew and I co-designed and created our interdisciplinary units of inquiry his strengths as a curriculum planner was to ensure students had voice in their learning and choice in the direction they moved their inquiry. And encouraging each individual to think critically and creatively to explore their concepts deeply. During the inquiry he is a naturally responsive educator that adjusts his planning as students ask questions, adapt their inquiries and explore new concepts and ideas.

I would like to highlight Andrew's adaptability, flexibility and professionalism in an unprecedented year of learning. As we shifted from various learning models due to the global pandemic Andrew quickly adapted his planning for distance, on-campus and blended learning models as they changed throughout the year. Through synchronous and asynchronous planning Andrew maintained connections and a sense of community with his classes. My tutor in particular, always looked forward to the day they had a virtual class with Mr Kempe!

As a passionate I&S teacher and student voice advocate he took action on their interests and questions of to start an initiative that ran information sessions for students across middle and high school on current global issues relevant to them - during my time at YIS these lunchtime sessions were around the pressing topics of the US elections and violence in the West Bank.

As a student advocate and incredible collaborator, he builds strong relationships with both colleagues and students based on respect, empathy and compassion. I have no hesitation in recommending Andrew. He will be an asset to any team. I would welcome the opportunity to collaborate with Andrew again in the future.

Please do not hesitate to contact me: [anna.r.davies@gmail.com](mailto:anna.r.davies@gmail.com)

Yours sincerely,

Anna Davies