

October 30, 2019

Dear hiring committee,

It is a great pleasure to speak to the valuable qualities of Andrew Kempe, both professionally and personally. In my short time at Carol Morgan School, there has been no greater resource than Andrew who has been instrumental in adjusting to a new workplace and foreign country. I have also witnessed his meaningful and sincere relationships with students and parents. With his work in the classroom and within the school, Andrew is creative, organized, and effective at creating and sustaining positive learning and working environments.

From the perspective of a new teacher, especially one new to international teaching, Andrew is the best unofficial welcoming committee. Months before I moved to the Dominican Republic he emailed me to offer support and guidance to ensure a smooth transition into Carol Morgan School. Once here, he has been nothing short of generous with his time and expertise to help me learn all things necessary for a successful school year at my new campus. His help has been as fundamental as sitting with me to explain PowerSchool, a gradebook platform I was unfamiliar with, to picking me up for PTO events and introducing me to parents of my new students, and even showing me the hidden gems of the country on our holiday weekends. What I appreciate most about his mentorship is the fact he took the initiative on his own, not as an assignment from administrators, but solely to be a support to his new co-worker. His insightful kindness is extended to the entire cohort and anyone who may need assistance. There is no doubt my time in the Dominican Republic has been greatly enriched directly because of Andrew Kempe.

Relationships are at the foundation of what makes Andrew so special; relationships with colleagues, administrators, parents, and most importantly, students. The kids absolutely adore him. In his classroom he cultivates an atmosphere that is simultaneously challenging and comfortable. There is an ease of dialogue and it is apparent his students feel able to question, share, and be vulnerable in the learning process. I have been present during his class time and have witnessed these interactions and the mutual respect and care that encourages his students to strive for their personal best.

This extends to the relationships he has with parents who view him as a role model for their children in his guidance and support. They, and school administrators, have trust and confidence in him to enrich students in and out of the classroom. I recently helped him chaperone a four day, three night hike to Pico Duarte (he is the sponsor for the Adventure Club) which meant parents had no contact with their kids for nearly the entire duration of this strenuous hike. Parents, as well as school administrators, were certain students were safe, well-cared for, and he would make responsible decisions and preparations for the trip to run smoothly. All the students had a fantastic time and their parents and our administrators expressed gratitude to Andrew for always going above and beyond for the students.

On a personal note, Andrew Kempe is a quality individual with a spirit of adventure, fun sense of humor, and always great company. He has a wide variety of friends because he connects with so many different people. As selfishly as I'd love to continue to work with Andrew, I cannot impress upon you what an asset he will be for his next posting. Regardless of where his next school is, he will be a catalyst to effect positive change for the school community and in the lives of his students.

Best regards,



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