



2015

December 5, 2015

To Whom It May Concern:

It is my pleasure to recommend Brady Fossenbell for an English Learner (EL) teaching position at your school. I have had the privilege of working with Brady for over three years at Banaadir Academy, an urban charter school in Minneapolis, Minnesota. Nearly all of our students are from east Africa, English learners and live in poverty.

Brady makes an ideal candidate for an EL position at your school due to his diverse experiences and his willingness to do go beyond expectations to support our students.

Brady has had an extensive history of highly effective teaching, including overseas experience teaching academic English. Both before and after he became EL licensed, he has supported our EL students by using research-based teaching strategies within a motivating and encouraging learning atmosphere. He builds rapport with his students, so they feel "safe" to try new things. He consistently goes beyond what is expected and his positive attitude brings out the best in both his students and colleagues.

Because of the diversified experiences Brady has had, he takes a non-traditional approach to problem solving. For example, during Brady's first year at Banaadir, he recruited thirty volunteers from neighboring colleges to read with our students! This interaction between college and Banaadir students is so powerful because it promotes reading strategies, reinforces the concept of college and provides 1:1 reading work. Currently in its third year, the "Reading Buddy" program has 37 classroom, reading and math volunteers!

Another way Brady impacts our school is by modeling culturally responsive practices. For example, due to the high percentage of students whose first language is Somali, Brady is teaching the staff a Somali "word of the week". It's making an impact—our students are embracing our well-intentioned attempts! The vocabulary learning activities Brady uses with us while teaching us Somali can also be used with our students who are learning English. Brady has also presented at District professional development workshops and has received exemplary feedback.

Lastly, due to Brady's technical strengths, he designed a website and a Wiki site for our school. In addition, as a member of the district technology committee, he provides technology help to our staff.

I am absolutely confident that Brady would be an exceptional EL teacher at your school. He is a highly effective educator and someone whom I greatly admire. Losing Brady will leave a huge deficit at Banaadir. Our loss is your gain. Please contact me if you need additional information.

Sincerely,

A handwritten signature in black ink that reads "Ann Uzendoski". The signature is written in a cursive, flowing style.

Ann Uzendoski, National Board Certified Teacher
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