

February 25, 2020

Re: Jackie Collins

To Whom It May Concern:

Jackie Collins easily ranks in the top 2% of educators I have worked with and supervised. Her breadth of experiences and demonstrated success as a teacher, guidance counselor, instructional coach and assistant principal are evidence of a comprehensive resume that makes her highly desirable for any leadership position in education. More important than the roles she has excelled in are the skills and characteristics she has displayed throughout her career.

Ms. Collin's foundation for educational leadership started in the classroom. Jackie spent 17 years dedicated to implementing best practices as a science teacher. During this time, she emerged as a district and building leader who energized others to seek progressive and research based pedagogical strategies that influence student achievement. One area in particular that stood-out to me was her work related to grading reform. While many in the profession see this initiative as only percentages and algorithms, Ms. Collins dug into the research to learn that grading reform is about teacher clarity in providing learning targets, seeking student engagement through voice and choice, implementing a balanced approach to assessment, using feedback to inform her instruction and the students' progress, creating opportunities to re-learn and communicating academic progress in relations to what the student knows and doesn't know. With the support of Jackie's leadership we were able to adopt a district-wide "grading for learning" policy for our junior high schools.

Jackie's proven teaching and leadership abilities made her an easy target for our district to tap when we added instructional coaches six years ago. She has exceeded our expectations in this role. The influence she once had as a science teacher on students can now be seen through an exponential lens, with the 60 teachers she supports each year. In Jackie's role, she uses her cognitive coaching training and other educational experiences to help teachers write meaningful goals, ask targeted questions to guide growth, and provide resources to support overall development. To achieve the profound success Ms. Collins has attained requires an extraordinarily high level of trust developed between Jackie and the teachers in our building.

During the 2016-17 school year, Jackie left her instructional coaching position to serve as Assistant Principal of Oak-Land Junior High School. A position she would hold for a semester while our assistant principal supported an elementary building until their principal was back from leave. While different in the scope from her previous roles, Ms. Collins rose to the occasion and completed the short-term role like an experienced administrator.

The breadth and depth of experiences combined with her leadership abilities make Jackie a highly desirable candidate. It is with highest confidence I recommend Ms. Collins for an administrative position in your district.

Sincerely,



Andy Fields  
Principal