



Office of Leadership Development
360 Colborne Street
Saint Paul, MN 55102

Telephone: 651-744-5074

leadership.spps.org

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To Whom It May Concern:

It is with pleasure that I write a letter of recommendation for Mr. James Walker. I have known Mr. Walker for two years as a participant in Saint Paul Public Schools' (SPPS) Principal Academy program. As the person who has been assigned to work with all administrative interns, I have also coached Mr. Walker monthly while he serves as the Leadership Development Intern at Dayton's Bluff Elementary School. During this time, I have found Mr. Walker's skills and work ethic to be exceptional, which is why I would highly recommend him for an administrative position.

Mr. Walker has demonstrated his continuous pursuit of growth as an instructional leader. In his building, Mr. Walker attends professional learning communities and engages teachers in conversations about their student achievement data and instruction. He has also conducted classroom walkthroughs with his instructional coach, administrative team and PBIS colleagues. In addition to being present in the classroom, Mr. Walker spends time outside of school to study student data (achievement and behavior) and grow himself through professional development opportunities that are available to classroom teachers in the district.

In addition to pursuing his growth as an instructional leader, Mr. Walker has demonstrated a commitment to growing his colleagues in SPPS's Principal Academy program. For example, Mr. Walker created a special walkthrough form to help his principal intern colleagues look at the correlation between teacher instruction and common formative assessments. He also led his principal intern colleagues in a reflection about the data that he collected through his classroom walkthroughs and then analyzed his data through the lens of his teaching team's common formative assessment. In addition to demonstrating instructional leadership, this example illustrates Mr. Walker's ability to think creatively, take initiative, meet deadlines and lead reflective conversations, which are important skills that will translate into the development of teachers in any building.

Likewise, Mr. Walker has proven to be an asset to all students and their community. As an African American male and Leadership Development Intern, Mr. Walker is the primary disciplinarian and PBIS lead for his building. His approach to working with students is grounded in care, equity and partnership with families. As a role model for all students in his building, Mr. Walker holds all of his students to high expectations and demands the same of himself. As a result, he has earned the respect of students, staff and families at Dayton's Bluff Elementary School. Furthermore, it is my firm belief that he will do the same in any building that is fortunate enough to have him as their administrator. If you have any questions about my letter of recommendation, please contact me at: silvy.un@spps.org and 612-701-3010. Thank you for your consideration.

Sincerely,

Silvy Un Lafayette, Ph.D.
Administrator, Office of Leadership Development
Saint Paul Public Schools