



## **Cascade Middle School**

**13900 NE 18<sup>th</sup> Street, Vancouver, WA 98684**

**(360) 604-3600 FAX (360) 604-3602**

To Whom It May Concern:

After working with Joshua Johnson for the past three years as a fellow administrator and colleague, I feel I have the inside knowledge to give an accurate reflection on his work as an administrator and it is with utmost enthusiasm that I recommend him to you.

Over the past three years I have had the opportunity to observe Josh as he interacted with students, staff, and colleagues. I have witnessed his role as an effective and talented communicator in working with diverse groups of students while maintaining strong expectations for student achievement and success. I have seen his leadership skills in working to improve instructional practices in our building and I have watched his work ethic, dedication and skills as an exceptional leader in helping staff to understand different models of assisting our unrepresented students who have discipline issues. Josh is strong under pressure, is thoughtful in his processing of serious and pressing issues and he also brings an impressive level of confidence to any task he is asked to perform.

Being gifted, talented, and competent are not enough to make an administrator effective. What makes Josh an exceptional administrator along with the previously mentioned attributes is that he has a deep commitment to leadership and integrity. He is not afraid to think outside the box to benefit his colleagues, his school/staff, and most importantly, his students. His ability to connect with our students is amazing and he played an important part to the success of improving our school climate from one that was heavily punitive to one that was more focused on student needs, student engagement, and student learning.

Josh is unselfish with his time and expertise. He truly cares about the success of our students, and views school as a community. Josh is a caring, hard-working individual with an outstanding moral compass who will continue to be a quality individual as he is a participant in life and not just a spectator. He has no hidden agendas. Please consider Josh for the position for which he has applied. As a colleague who has worked closely with Josh, I sincerely give him my highest rating as an administrator and I strongly recommend him, without reservation. Please contact me if you need additional information.

Sincerely,

*Susan Asher*

Susan Asher  
Associate Principal  
360-607-8012