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April 8, 2014

To Whom it May Concern:

As superintendent of the Antietam School District, it affords me great pleasure to provide this letter of recommendation on behalf of Mrs. Erin Van Guilder who currently serves as our Director of Curriculum and Instructional Technology. In the spring of 2013, we performed an exhaustive search to replace an elementary principal who left our district. That search resulted in our hiring Mrs. Van Guilder who presented with an outstanding background and the experience relevant to being a successful principal. She assumed that role for us effective July 1, 2013.

In the fall, our Director of Curriculum and Instructional Technology left the district to pursue employment elsewhere. The district again conducted an exhaustive search for a replacement albeit with the full knowledge that Mrs. Van Guilder more than met the requirements to fill this position. The decision to make a second change in an elementary school within one year was a difficult one; however, the knowledge, background, and professional ability that Mrs. Van Guilder possessed in terms of what was required for this position far out-weighed any of those concerns. Our decision to move Erin into this position has been nothing but positive for our district and for her development as an administrator. She has contributed her wealth of knowledge in a manner that has continued to move the district forward in both our curriculum and instructional technology.

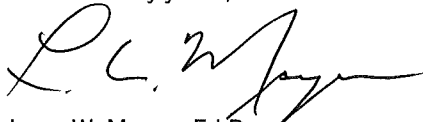
As the Director of Curriculum and Instructional Technology, Mrs. Van Guilder has played a lead role in professional development, data analysis, and initiatives such as the Teacher Effectiveness Model, PVAAS, SLOS, Act 82, and SPP. Mrs. Van Guilder has been significant in aligning professional development needs, academic opportunities, and curriculum revisions in Keystone and Common Core subjects. As the Director of Technology, Erin has reviewed emerging trends in 1:1 initiatives, blended learning, and dual enrollment to extend the learning opportunities for all students. She has worked collaboratively with the administrative team to draft proposals for 1:1 initiatives in specific grades and expand the wireless infrastructure for mobile devices deployment within the elementary center. Erin's expertise in curriculum design and technology integration has helped us develop the vision and support needed to ensure our teachers and administrators build a successful foundation of lifelong learners in a 21<sup>st</sup> Century Environment.

As a new administrator in our district, Erin has quickly earned the admiration and respect of the professional staff. Her personal qualities of dedication, integrity, and approachability, combined with an ability to maintain a positive outlook in difficult situations, have enabled Erin to build strong, collaborative relationships with all members of the staff. Obviously, I have a tremendously high regard for Erin Van Guilder as a person and as a potential candidate in your district. I believe she has the desire, dedication, inter-personal skills, and intelligence necessary to make a major impact on any educational system where she is employed.

It is important to note that our district is currently researching the viability of merging with a neighboring district. The relevance to that is the uncertainty my administrators face for continued employment. While I am disheartened to continually replace these people, I am in total support of these fine administrators, like Erin, who are concerned with their future in the district.

If I may be of any more support for this fine candidate, please do not hesitate to contact me.

Educationally yours,



Larry W. Mayes, Ed.D