

February 13, 2022

To Whom It May Concern:

It is with great pleasure that I recommend Mr. Jason Kao for a position at your school. Mr. Kao was a seventh grade social studies and language arts teacher at Hawthorn Middle School North where I served as principal. I worked with Mr. Kao for four years. During this time, I came to both admire and respect him as a talented, dedicated, intelligent, and insightful teacher. I became familiar with him on both a professional and personal level. I found him to be outstanding in both respects.

Professionally, Mr. Kao was hard working, reflective of his practice, and a leader in implementing new instructional strategies to benefit student learning. He was an effective teacher with high expectations for students and himself. His lessons demonstrated careful planning to meet the needs of a wide range of diverse learners. He collaborated daily with his teammates as part of a professional learning community (PLC) to look at student work, share ideas and create effective lessons. I was so impressed with Mr. Kao that I asked him to serve on my leadership team. He became an integral part of leading our school to academic success. Not surprising, he was recognized by the Daily Herald Newspaper as one of the top 2016 teachers in the Chicago suburbs.

Mr. Kao approached teaching from the human side as well. He dedicated himself to helping students outside the classroom. He coached 7<sup>th</sup> and 8<sup>th</sup> grade basketball and sponsored the Scholastic Bowl, an academic competition of knowledge. Students loved Mr. Kao! He was their strongest advocate.

On a personal level, I found Mr. Kao to be friendly, easy going, flexible, and caring. He was a team player who had a good working relationship with administrators, colleagues, students and parents. Without a doubt, he would be an asset to any organization lucky enough to get him.

Sincerely,



Anna M. Groh  
Retired Principal