



# Ecole Paul Kane High School

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At Paul Kane High School everyone is dedicated to maintaining a caring and respectful environment in which all members are encouraged to reach their potential, develop lifelong learning skills, and contribute to the community.

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30 March, 2020.

To Whom It May Concern:

Re: Ryan CLARKE

In June, 2019, I was involved in the hiring process that brought Ryan Clarke to Paul Kane, and our decision was both unanimous and enthused! He has not disappointed us in any way. Ryan has proved himself to be a most competent professional, a dedicated teacher, and a valued colleague.

As a classroom teacher, Mr. Clarke was primarily hired because we needed to replace two expert, experienced Social Studies teachers. He came with the precise experience we required- having taught at the 10, 20, and 30 levels multiple times and with solid Diploma Exam results. During his academic year here at Paul Kane, he has offered exactly that to our department and students. First of all, and after numerous observations, I am so pleased to note Ryan's engaging manner with his students. He is both respected and respectful in the classroom. He is organized and efficient at his planning and execution of lessons. He is pleasant and relaxed with his classes. His instructions are clear and direct. His evaluations of student achievement are incredibly in-line with department expectations. His two 30-1 classes earned splendid Diploma Exam results in first semester, and those grades are very consistent with his school-based grades. Ryan has proved himself to be a skilled master teacher in the Social Studies.

As a colleague, Mr. Clarke has been a personable addition to our department faculty. He is an experienced individual worker, and in his previous small rural school, he was the entire Social Studies Department. Entering a larger, co-operative department has been a challenge, but Ryan has been committed to becoming a collaborative department teacher. He has a pleasant, polite, and easy-going personality which is an asset in the classroom but also is advantageous with collegial planning and evaluation. He is constantly asking questions that will lead to improved work on his part. He wants always to better himself and his teaching strategies. He has had excellent input and suggestions for improvement to offer. Ryan is curious, demanding of self, and hard working. I have been impressed by his dedicated approach and his commitment to excellence. Mr. Clarke is indeed a professional with much to offer.

Given the current Alberta Education budget constraints coupled with the closure of schools to students due to the coronavirus, teaching positions are at risk. Ryan Clarke has been everything we had expected of him- and more- so would likely be moving toward a continuous contract in our Division. While that may possibly be at risk due to circumstances beyond our control, it by no means diminishes the role Ryan has played during this academic year at Paul Kane nor the value of the educational experiences he has offered. Mr. Clarke is a valued and highly effective teacher who deserves a permanent placement in a high school Social Studies setting. Further, the experiences and educational value he offers students make him a valued asset to any Division. I have been very happy to be his Department Head as he adapted to our school, and I offer my opinion supported by results and observations that Ryan is a superior teacher. Please do not hesitate to contact me to discuss further this very fine teacher.

Sincerely yours,

A handwritten signature in blue ink that reads "Brian Nicholas". The signature is stylized with a large, sweeping initial "B" and a long, horizontal flourish at the end.

Brian Nicholas,

Department Head,

Social Studies and Global Languages