



March 1, 2022

To Whom It May Concern:

I am writing this letter to offer my support for Ms. Tammy Collins, who is applying for a teaching position for the 2022-2023 school year. I have come to know Ms. Collins increasingly well over recent years. She is a student in our reading master's program at the University of Virginia, planning to graduate this spring. I have observed her extend her skillset as a thoughtful and knowledgeable educator, specifically in the areas of reading development, assessment, and instruction.

Let me begin by discussing Ms. Collins's commitment to learning, which is of interest and concern in hiring for teaching positions. As is clear from her transcripts, she aspired to excellence in her academic work as a master's student. As her professor in multiple classes, I was continually impressed by her curiosity and reflective nature. Ms. Collins consistently turned in assignments that were well thought out. She also demonstrated her growing command of reading education theory through her application in practicum experiences. She was also a generous leader in her small group discussions each week across various courses, contributing to conversations about topics like the English spelling system, early literacy assessment, explicit instruction in multisyllabic word reading, and supporting inferring during comprehension work. Not only did these course experiences demonstrate her own professional growth, but they also point to her potential as a teacher leader.

I had multiple opportunities to engage in the planning process with her *and* observe her teaching. She was open to suggestions and offered viable ideas to the intervention work. Ms. Collins demonstrated her ability to effectively use assessment to inform instruction. Her lessons were appropriate and well organized. In addition, she engaged in an intensive reflective process as she recorded lessons for review and reflection as she considered ways to improve instruction or intensify interventions. Not only did she reflect on her own teaching, but she also worked in collaborative groups and partnerships reflecting with fellow teachers.

Lastly, I have always found Ms. Collins to be an open, trusting person to her classmates and colleagues. My observed interactions between her and her classmates during her graduate work showed her to be a professional, accepting and offering advice. Ms. Collins would be a team player and would effectively work side-by-side with her fellow teachers. She will be an asset to a grade-level team *and* a school.

It has been a pleasure knowing Ms. Collins. I highly recommend her, without hesitation, for a teaching position. I would be more than happy to talk with you further ([hayes@virginia.edu](mailto:hayes@virginia.edu)).

Sincerely,

A handwritten signature in cursive script that reads "Latisha Hayes".

Latisha Hayes  
Director, McGuffey Reading Clinical Services  
Associate Professor, Curry School of Education