To Whom It May Concern:

We are delighted to be writing this letter of recommendation for Anne-Marie Oeming. She has been part of our eighth grade teaching team for the fall 2004 term. As Anne-Marie’s colleagues, we have written her recommendation together. A separate letter by Daneen Mabley, her supervising teacher and our fourth team member, is available as well. Attached are our individual reflections and experiences regarding Anne-Marie. Deb Budnik, Marcy McCormick, and Duane Koppelman teach science, history and math respectively at Saline Middle School.

**Deb Budnik**
From my perspective as an experienced teacher, I have been greatly impressed with Anne-Marie’s grasp of the curriculum and naturalness with the students. She clearly sets high expectations for students while at the same time she appeals to their curiosity and sense of fun. I suppose one of the highest compliments that can be paid a new teacher is to incorporate her strategies into your own teaching. I will be adapting several of her curricular strategies and using them in my history classroom next semester.

As a team member, Anne-Marie immediately added to the overall esprit de corps of our team. Since we are a new teaching team, it seems as though Anne-Marie is part of us and so interwoven into our collaborative processes, that as she leaves the dynamics on our team will change rather decisively. I will miss her contributions, inquiries, creative energy and problem solving, sense of self, and her obvious passion for the kids and the profession. Her upbeat manner is infectious. The one consolation for me is that students and families elsewhere will be blessed with her skills and enthusiasm.

**Marcy McCormick**
It has been a pleasure working with Anne-Marie Oeming for the fall 2004 semester and I am pleased to recommend her for a teaching position. She has shown an incredible enthusiasm and dedication to the school, the staff, and the students. As the science teacher on Team B, I have worked with Anne-Marie extensively as part of our teaching team. Her commitment to both classroom and after-school activities is impressive. Anne-Marie has volunteered as assistant cross-country coach, participated in after school tutoring sessions, and spent a lot of time outside of the school day helping students and preparing lessons.

"*We Simply Care About Every Kid*"
Throughout the fall semester, Anne-Marie played an integral role on our team. She took over the responsibilities of teaching, grading, and evaluating student progress during her unit. Anne-Marie attended all student business meetings such as IEPs and 504s as well as all team conferences. Her contributions and enthusiasm will be missed.

**Duane Koppelman**
Ms. Oeming has been a student teacher on our education team consisting of a math, science, English, and history teacher. She has followed through with her responsibilities very well. She brings a high degree of energy to our team meetings. No matter what is being discussed, she has good opinions to add to the discussion. Especially when the discussions turn to helping individual students. She is able to articulate a student’s weakness or strength as well as what could be done to meet the needs of the student. She appears to be highly motivated to be a successful teacher. The school that hires her will have a very good beginning teacher.

In conclusion, collectively, we highly recommend Anne-Marie Oeming for any position for which she would qualify. We look forward to hearing of her many future successes.

Sincerely,

Deborah S. Budnik
Team B History Teacher (8th Grade)

Marcy McCormick
Team B Science Teacher (8th Grade)

Duane Koppelman
Team B Math Teacher (8th Grade)