



Shanghai Community International School

上海长宁国际学校

10 January 2015

To Whom It May Concern:

John Clements has been employed at Shanghai Community International School (SCIS) since August 2014. SCIS is large international school with a diverse student population. The school is fully accredited by the Western Association of Schools and Colleges. Mr. Clements' teaching assignment at SCIS encompasses English Language Arts in Grades 7 and 8 and one section of ESOL Language Arts which contains students from all middle school grades.

Mr. Clements demonstrates robust content knowledge in his subject area and is particularly passionate about language usage. Within his classroom, Mr. Clements has high standards for his students and holds them accountable for their learning. Due to a career change, Mr. Clements is a relatively new teacher. Since joining SCIS, he has been committed to expanding his repertoire and incorporating evidenced based techniques into his teaching practice and, as a result, has become a more well rounded educator.

Alongside his day-to-day work within the classroom, Mr. Clements has been involved in other aspects of the community. He has supervised and coached various extra-curricular activities and has participated in professional development opportunities to expand his repertoire of teaching strategies.

Mr. Clements also comes with an extensive background in web-based communications. He effectively uses web-based teaching materials with his students and has been a welcomed resource for his colleagues,

I would recommend Mr. Clements for an English language teaching position. He would also be well suited for a position in IT or in the development of web-based communications – working for the school or with students. If you would like further discussion or clarification, please contact me.

Sincerely,

A handwritten signature in black ink, appearing to read 'T. Santilli', with a stylized flourish at the end.

Tina Santilli
Middle School Principal
Shanghai Community International School
Email: tsantilli@scischina.org
Phone: +86 21-6261-4338

www.scis-his.org

12 February 2015

To Whom It May Concern:

My name is Bill Delbrugge and I am the Senior Education Officer for Esol Education, a group of schools located across the Mediterranean, Northern Africa, and the Middle East. John Clements worked for me at the American International School in Egypt from 2010 to 2013.

During his time with us, John was responsible for creating and aligning curriculum for our middle school English students. He was also responsible for a working with staff to compile and present documentation for our accreditation renewal.

While in Egypt, John developed strong relationships with students, parents, and staff. His web-based teaching methods gave students and parents access to him and the curriculum at all times. His work on the accreditation committee was professional and on-point: he researched, compiled, and presented all required paperwork in a timely and professional fashion.

I think the most important aspect of John's teaching was his commitment to his students. In an effort to aid and support them, he created videos for each of his lessons and loaded them on his website, where he read the entire lesson for the student and walked them through it step-by-step.

John's attention to detail, professionalism, and student-centered caring would make him a fine candidate for any position requiring administrative responsibility for student programs.

Please feel free to contact me if I may provide additional information about John's classroom experiences or his leadership potential.

Educationally Yours,

Bill Delbrugge

Mary Jean Russell PhD.
1500 North 12th Ste 11
Arlington, VA 22209
Mjrussell53@webster.edu - 202.550.1909

I am writing this support letter for John Clements. I am the Senior Humanitarian Envoy in Washington D.C. for Wings of Hope, headquartered in St. Louis.

John was integral in establishing numerous communications processes, both internally and externally, for our worldwide efforts. Additionally, he managed several important research projects in South America and Africa. Wings of Hope has relationships with many marginalized countries such as Congo, Ethiopia, Paraguay and Kenya. John has developed the process of maintaining successful communications with these regions and has been a key element of our success. These projects required on site investigation of physical plants, financial histories, and community impact of organizations that were seeking to work with Wings of Hope. John is highly skilled at the nuances of the various components of human communication and interaction.

He also developed the reporting techniques and process for internal communications and electronic media to a high quality. This was one of the key elements to Wings of Hope being nominated several times for the Nobel Peace Prize. He has been a valued member of this worldwide organization.

Additionally, his teaching efforts internationally and locally, give him broad perspective regarding education and interaction with diverse societies at all levels.

He is an exemplary communications administrator in every capacity.

Please feel free to contact me at 202.550.1909 for further information.

Thank you,

Dr. Mary Jean Russell

It is with great pleasure that I write this letter of recommendation for John Clements. I had the pleasure of working with John at American International School Egypt during 2012 – 2014. John was also the middle school, Language Arts teacher for my daughter, and I can speak firsthand to his professionalism and dedication towards his students. I have great respect for him as a fellow teacher, especially for the strong qualities he brings to his class and to the school.

As a classroom teacher, John is extremely organized and goal-oriented. He puts a lot of time and effort into planning and creating class curriculum, often meeting with grade-level colleagues or conferring with the curriculum coordinator to help produce team-created plans. He sets very high standards for his class and helps his students to achieve their very best. Routines such as displaying overviews of each lesson for the students, organizing group activities that require students to learn and then teach class material to their fellow classmates, and fostering independent learning are just some of the excellent methods John consistently employs in his daily lessons. He has an excellent understanding of the developmental and instructional needs of all students, regardless of culture. It is common to find students hanging around the room of “Mr. Clements” outside of classroom periods, which is a true testament to the partnership he builds with his students.

As well as his close rapport with colleagues, John also provides strong communication and outreach with the families he serves. I can honestly say that John is one of the most organized, progressive, transparent teachers I have ever worked with or have had teach my own child. John uses current technology trends to ensure all students and families have the information they need to succeed. He has a wonderful ability to build international partnerships beyond the confines of the classroom.

John has an enormous amount of energy. He is hard working, highly organized, friendly, personable, responsible, and compassionate. He is extremely well organized, thorough in his planning, and follows through on necessary tasks.

I have enjoyed the professional and personal opportunity of working alongside John. He is a solid performer whose multi-leveled communication skills allow him to work cohesively with parents, teachers, students, and larger community alike. Attributes such as punctuality, being highly organized, flexibility, and his leadership qualities make him an outstanding person on staff. John has sought out international teaching experiences to expand and challenge his own understanding of the traits needed to be a successful leader for international students. He would be a tremendous asset to any position, and I feel confident he could easily adapt his skills for any employment he so chooses. His successful and productive experiences working at American International School Egypt, with faculty and students from around the world, demonstrate his ability and desire to promote international partnerships in an academic setting.

I am happy to serve as a reference for Mr. John Clements,

-- Mrs. Merrian S. Gagnon, mgagnon@aisc.ac.cy

Reference Form

Letter of reference for: John Clements

To Whom It May Concern:

It is with pride that I write to you in recommendation of John Clements. His work for me has always been exemplarity. Though I do not look forward to losing a valuable employee, I know that it has been the dream of both John and his wife Margaret to teach overseas. I wish them the best of luck.

John's technological capabilities have served our department well. Outside of his regular duties as a policy administrator, he has also developed several online information security educational courses; organized three corporate-wide information security events; been an invaluable asset to other departments; and been in charge of many large, long-term projects designed to reduce waste and increase audit documentation consistency.

I have seen John address our corporate body, which consists of more than 2,000 employees and executives. He conducts himself extremely professionally. He does his homework before going into a meeting and his organizational skills are spot on.

As I write this, I know that I may soon be losing an employee whose skill set will be expensive to replace. But I know that John has diligently pursued his teaching certification and MAT degree during the course of the past four years. I hope he finds success in that new field.

I highly recommend him. He will be a great teacher some day.

Regards,

Steven Grzybinski
Information Security Department Manager
First Banks, Inc.

I Steven Grzybinski verify that I am the author of the above letter of recommendation. I understand that school recruiters may call to verify the information contained here. Signed Date: 11/18/2009

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Position/Title	Manager, Information Security Department	
School/Organization	First Bank	
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UNI Overseas Placement Service for Educators, University of Northern Iowa, Cedar Falls, IA 50614-0390



المدرسة الأمريكية الدولية في مصر

the American International School in Egypt

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January 19, 2014

To whom it may concern,

It is with pleasure I write this letter for my former colleague Mr. John Clements. I had the good fortune to work with John for three years at the American International School in Egypt (AISE) while he was the sixth grade language arts teacher and I was the Middle School Principal.

During this time, I saw John develop as an educator and supportive caretaker of his students. John came to our school with a wealth of experience in technology and project management. During his three years with AISE, he rewrote and mapped the sixth grade language arts curriculum and provided web links for all the accompanying lessons plans. John's technical capabilities were a boon to both students and parents. Students and parents received his lesson plans in their email box automatically, and students were able to stay connected outside of the classroom via his amazing website. These components became extremely beneficial during the Egyptian Revolution and other times of political strife, when students were unable to come to school. Via the internet, John was able to effectively keep students connected to the curriculum, and to meaningful lessons. John's extra effort to communicate with his students, and their parents empowered students in their learning.

John contributed positively to the AISE Middle School and the overall AISE community. For example, he participated in our re-accreditation process as a committee chair. In addition, John worked well with his grade level team to develop strategies to meet the needs of all students. John was an active host of student tutoring, both before and after school. During the Egyptian Revolution, John was one of the few teachers who chose to stay in Cairo to help support the school when needed. His commitment to the local community and the school was admirable. John participated in several professional development activities, and he even led a workshop about web-based learning, which prompted other teachers to follow his example and begin posting full lessons and support materials online.

John would be an excellent candidate for any educational institution, especially in a setting where students, parents, and the school are able to support highly technical communications mediums. It is for these reasons that I recommend Mr. John Clements. If you have any questions regarding John's job performance or his abilities, please do not hesitate to contact me at your convenience.

Respectfully,

Pat Hould

Elementary School Principal/Deputy Director



Reference Form

Letter of reference for: John Clements

To whom it may concern:

I have known John Clements for more than ten years, both professionally and personally. John and I have worked closely for several years at First Bank. We are also business partners in Amateur Design, a web development business we started in 2004.

John is a detail oriented individual; he strives for consistency and excellence. Perhaps his most useful skill is his ability to listen, interpret, and understand our clients' needs. His input and analyses have been extremely useful in group and collaborative situations.

I have worked with some of the most creative individuals, and John certainly ranks among them. John also has the unique ability to take and use criticism. In our line of business it is imperative that creativity be balanced with utilitarian solutions, and that is what John brings our clients: the ability to design fun and provocative solutions that meet the needs of our clients.

I know that John has worked steadfastly to earn his teaching certification and his MAT. For the past five years not a day has gone by that teaching hasn't been part of our daily discussions. I know that he is eager to get into the classroom and put his ideas to the test.

I have complete confidence that "Mr. Clements" will become a good teacher, and that John will be an asset to your team.

Good luck!

Christian Rusteberg
VP and Operations Analyst Manager
First Bank

I Christian Rusteberg verify that I am the author of the above letter of recommendation. I understand that school recruiters may call to verify the information contained here. Signed Date: 11/24/2009

Writer's Name Christian Rusteberg
Position/Title VP and Operations Analyst Manager
School/Organization First Bank
City/State St. Louis MO
Office Telephone 314-592-8313

Home/Weekend 314-644-4306



July 5, 2007

Russell Goldammer
Steven Grzybinski

Re: John Clements

Dear Russ & Steve,

I would like to take this opportunity to tell you about my experiences with John Clements and how through the past few years he has interacted with the Fraud Department.

John has demonstrated many valuable skills over several projects that would make him an excellent choice for Information Security Policy and Procedures Administrator. The Fraud Department has a much more "conservative" view when it comes to protecting the bank than most other areas of the bank. John has always been able to understand our concern for bank security and protection, and balance that with the needs of affected departments. As you well know, this is never an easy task and often requires some juggling. John has always accomplished this to suit our needs.

John has also displayed many other professional attributes, especially during the projects of Business Account Documentation Procedures, and Sole Custody Vault Procedures, to just name two specifically. Each of these projects required a lengthy commitment, but also required a lot of changes along the way. He definitely showed excellent organizational and communication skills, as well as tenacity and attention to detail during these projects.

What has also impressed me has been John's creative ability to design solutions, as well as analyze and make recommendations for a "win/win" situation.

I would highly recommend John Clements for the Information Security Policy and Procedures Administrator position. I further think he has the expertise and professionalism that First Bank states it is always looking for in career paths.

If you would like more specifics, please don't hesitate to contact me directly at x6850.
Thank You.

Sincerely,

A handwritten signature in blue ink that reads "Chris A. Travelstead". The signature is written in a cursive, flowing style.

Chris A. Travelstead
First Bank Fraud Prevention & Investigations
Senior Fraud Investigator/AVP

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TO WHOM IT MAY CONCERN

To Wit:

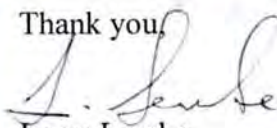
This letter is a recommendation for John Clements. John has served with Wings of Hope in several countries. He has exemplified the spirit of Humanitarian work by being respectful, diligent, patient and extremely adept at dealing with people from very diverse backgrounds and cultures.

In Belize and Guatemala, John worked as a teacher helping doctors teach Mothers how to best care for their children. In Ecuador, he taught English to both private individuals for use in their business and also to public school students. This was to all age brackets and included native born Spanish citizens and also Indigenous cultures such as the Huarani and Achuar Tribes. He has also worked in other countries performing similar functions.

John consistently mirrored the respectful attitude of a Wings of Hope Ambassador and accomplished difficult tasks without complaining of hardship or sacrifice.

We would highly recommend him for any position.

If you have any questions, you may call and discuss his particulars with Dr. Mary Jean Russell, past Dean of St. Louis University and a member of Wings of Hope.

Thank you,

Larry Lemke
Chairman

Los Angeles, 16 de Julio del 2003

CERTIFICACION

A petición verbal de la parte interesada, el suscrito Director de la Escuela Fiscomisional Monseñor Leonidas Proaño, del Recinto Los Angeles, CERTIFICA QUE: EL SR. JOHN CLEMENTS, VOLUNTARIO DE WINGS OF HOPE a colaborado en calidad de PROFESOR DE INGLES, en nuestra institución, demostrando en este tiempo gran responsabilidad en el trabajo a El encomendado.

Esperamos en un futuro seguir teniendo esta ayuda de vuestra fundación, que tanto beneficio a dado a nuestro centro educativo, y por el mismo quedamos eternamente agradecidos.

Es todo cuanto puedo manifestar en honor a la verdad.

Atentamente,


Prof Marco López
DIRECTOR DEL PLANTEL.





CERTIFICADO

A quien interese:

A petición verbal del interesado, señor John Clements, Que el mencionado señor ha prestando los servicios como locutor, programador y director del programa SABADOS AMERICANOS, MUSICA U. S. A. en Radio Interoceánica de la ciudad de Shell, provincia de Pastaza, Ecuador, durante 5 meses con muy buena acogida en la sociedad amazonica , lapso en el cual ha desempeñado las funciones a el encomendadas con eficacia y calidad profesional, demostrando honestidad y don de gentes.

El señor John Clements puede hacer uso del presente Certificado, como mejor creyere conveniente.

Shell, julio 29 del 2003

.....
Sr. Roberto Rubio Valencia
DIRECTOR DE RADIO INTEROCEÁNICA

