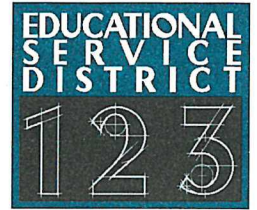


Educational Service District 123

Mr. Darcy Weisner
Superintendent



July 14, 2022

To Whom It May Concern:

I am writing this letter to enthusiastically recommend Duncan Malone to your Master's program. I worked with him for over two years and watched his growth mindset and professionalism drive him to become one of the best educators I have ever been associated with.

I was the administrator at Olympic Academy from 2018 to 2020 and Duncan was one of our first hires. He was hired as a para educator. He started off in an elementary classroom and thrived. Since then, he has been moved all over the school serving students from first to ninth grades. He was flexible when asked to move and always worked with the teams he was joining to learn how they work and improve the setting somehow.

As an instructor, Duncan is prepared and enthusiastic. He is one of those teachers who will not leave the school until every minute of his next day is planned--not just planned, but intentionally thought out. Everything has a purpose with Duncan and the kids benefit. His lessons are engaging and fun but rich with content. He can differentiate on the fly and make sure that all the students in his class are learning. He also has been part of a wide variety of data driven decisions.

Duncan forms great relationships with students. He thinks about how they perceive the world and meets them where they are. He takes a genuine interest in what motivates the students and leverages that relationship to encourage positive behavior and hard work in class.

Duncan Malone is going to make an outstanding teacher. I could not recommend him more.

Thank you,

A handwritten signature in black ink, appearing to read "Chuck Fleming".

Chuck Fleming
Director, Candy Mountain Academy
cfleming@esd123.org