



## College Station Independent School District

*Success...each life...each day...each hour*

April 11, 2021

To Whom it May Concern:

It is with great pleasure that I write this letter of recommendation for Ms. Taylor Fikac. I have worked with Ms. Fikac since January 2020, when I hired her to be an AVID tutor at A&M Consolidated High School working with 9th through 12th grade AVID students. Although our time was cut short due to the pandemic, I was eager to have Ms. Fikac return as a tutor in August 2020. Thanks to her adaptability, she was able to transition to a middle school AVID tutor, working with 7th and 8th grade students.

AVID tutors are not hired to be content experts but facilitators of the AVID tutorial process, encouraging the students to shoulder the responsibility for their own active learning. To ensure compliance, AVID tutors must complete a 16 hour AVID tutor training. Even though the pandemic severely impacted our training schedule, Ms. Fikac made sure she completed this training before everything shut down. Thanks to her training and initiative, she became the lead tutor on her middle school campus last fall. Additionally, when the AVID Elective Teacher went on maternity leave in November, Ms. Fikac stepped in to be the long term substitute until the end of the Fall semester. When we realized the teacher we hired to start in the Spring was not available, Ms. Fikac thankfully agreed to continue serving as the long-term substitute for this Spring semester.

This Spring semester, Ms. Fikac has gone beyond the responsibilities of a substitute teacher. Ms. Fikac has not only participated in planning meetings, but she has contributed to our curriculum by designing lessons including a scope and sequence, assignments, and assessments. As a substitute teacher, Ms. Fikac has surpassed our expectations, serving our students at the same level as many of our AVID Elective teachers.

When Ms. Fikac told me she was returning to school to get her teaching certification, I was thrilled. If I had a job to offer her, I would hire her without hesitation. Because of her experiences as an AVID tutor and an AVID Elective Teacher, I believe Ms. Fikac will be a valuable asset to any district that is lucky enough to hire her. I look forward to hearing about the impact she makes on her future students.

Sincerely,

Tami Dudo