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To Whom It May Concern:

It is an honor to write a letter of recommendation for Arthur DeFilippo as an administrator in any setting. I was the Associate Superintendent who supervised Art for three years when he served as the Principal of Keeling Elementary School. I can attest to his knowledge in every area of school leadership, his personal integrity, and his creative spirit.

Art embodies Dr. Marzano's portrait of ideal school leadership. Art has implemented guaranteed and viable curriculum projects. He matches the instructional challenge with the program selected collegially with his staff. Both Success for All and Saxon Math propelled Keeling Elementary School to ever increasing scores each year of his principalship.

Art is the master of effective feedback to teachers. He meets with each staff member early in the year and often after that to focus on student achievement data. Art mentors his staff in the improvement process. Dr. Marzano is a strong advocate for a focus on data-based decision making.

Art is masterful in his ability to understand the needs of his community and involve them in a meaningful, not trivial ways. In a community not known for involvement, Art established a community network of supporters who tutored, fundraised, and patrolled his campus to increase security for students and staff. He was the first Amphitheater school to work with city government and businesses to support an effort called, Christmas In April. Through this initiative, people received money to paint and repair their homes in the school area. He increased not only the value of the homes, but built trust between the school and the community.

Dr. Marzano's next principle addresses safe and orderly environment. Art quickly establishes a firm, fair, and consistent environment with the children. Since he has a friendly way and sense of humor with everyone, he is able to change chaos into harmony. I have seen him do this many times in his career.

The final Marzano principle addresses collegiality and professionalism. I have seen art face hostile situations with parents, teachers, and unions in a calm, professional way. He has the ability to calm the waters and make friends out of people who are previously angry and aggressive. He has the ability to reason with people and get them to understand the "big picture." Since he is quick to correct a situation or a rule that is incorrect, he gains the respect and trust of people.

I have worked in public education for thirty-six years and have supervised several principals. Art is the best, most effective principal that I have ever supervised. He is an "out of the box" thinker with excellent problem solving skills in the highest degree of personal integrity. His ability to communicate and his open and friendly demeanor along with his other skills, make him Dr. Marzano's ideal instructional leader.

If you have any questions about Art, please contact me.

Sincerely,

Cathy Esposito, Ph.D.