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To Whom It May Concern:

It is a great pleasure to write this letter of reference for Art DeFilippo, an administrator in the Amphitheater School District, whom I have known for the past nine years. From 1991 through 1993, Art was the principal of Coronado K-8 School. When Art arrived at Coronado, the school and community were grieving the death of his predecessor. Under Art's caring and dynamic leadership, he quickly set up programs and worked with the community to deal with the complexities of the situation. Art continued to help people reflect the loss while maintaining a forward focus for the over one thousand students in kindergarten through grade eight.

Presently, Art is the principal of Keeling Elementary School, a position he has held for the past seven years. Keeling is located in an urban setting in one of Tucson's highest crime and lowest socioeconomic areas. Art acted with great efficiency to evaluate the needs of the students, staff and diverse community and quickly developed several programs to meet those needs. He set up the district's first pre-school, first full-day kindergarten and three school-wide curriculum programs without using district funds. Keeling test scores went from being the district's lowest to close to the highest. Their math scores on the Stanford 9 are in the sixty-nine percentile. Many schools in this district's southern areas have followed Keeling's success and now utilize the same programs that Art started.

Along with improving test scores, the school climate surveys at Keeling have also climbed to an outstanding level. Over the past five years, ninety-eight percent of the parents and students are responding in the "extremely satisfied" area on the surveys. These satisfied shareholders know that Art is a professional in every sense and has a very high level of performance for himself and others. Moral is high at Keeling and it shows in the pride that the people are taking in their work.

Art has done an outstanding job in the community as well. In his first year at Keeling, he initiated a Neighborhood Association to work together with the school on many projects. Together they have received many grants that have helped erase graffiti in the neighborhood, built a bird and butterfly garden that became the first official National Wildlife Federation schoolyard habitat. Four years ago, the school and community received a \$50,000.00 grant to repair homes in the neighborhood. On a weekend, over seven hundred community members used the school as a base to repair over fifty-six homes in the Keeling community. This event made national news and brought the community many awards.

As you can see, the good of the children and the community are always Art's major focus. When a decision needs to be made on important issues, Art is not afraid to make one. I have the