

Memo

To: Mrs. Susan Swartz, Superintendent
From: Peter J. Bednarek
Date: March 15, 2024
Re: Tenure Recommendation for Mackenzie LaCross-Bressette

Ms. Mackenzie LaCross-Bressette currently serves as one of the Teaching Assistants at the High School grade level. She currently works in the Equivalent Instruction Program. I am recommending that Mackenzie receive tenure based on the following information and without reservation.

- **Planning and Preparation** – Ms. LaCross works closely with the EI SPED team at the high school and is flexible as situations with individual students or classrooms may change throughout the day. She is prepared with the knowledge and experience for interacting with each of the students in the program and is conscientious about supporting each student according to their IEPs and unique plans.
- **Classroom Environment** – Each of the classrooms Ms. LaCross supports have slightly different environment but she is adept at adjusting and supporting the lead teacher and the students in each setting. Sometimes she is working one-on-one with a student who needs individual attention while the teacher is working with the group and sometimes, she is helping the entire class perform an activity at the teacher’s direction. She is always able to step in and cover a classroom while maintaining continuity for the teacher in his/her absence.
- **Instruction** – Ms. LaCross work is largely to support instruction within the EI Classrooms but at times she is called upon to re-teach or assist a student who missed a topic or simply needs more time with the material. She is a capable staff member who demonstrates patience and persistence with all of the students.
- **Professional Responsibilities** – The EI Program is one in which our professionals must be nimble in order to observe, adapt, and respond to the needs of our students. Mackenzie is able to do this in step with her colleagues. She is a reliable team member. She is on-time for work and communicates clearly with others if she needs assistance or coverage. She maintains a professional demeanor and also demonstrates genuine concern for her students.