

Memo

To: Mrs. Susan Swartz, Superintendent
From: Robert Cosmer
Date: March 15, 2024
Re: Tenure Recommendation for Kevin McCann

Mr. McCann currently serves as one of the Social Studies teachers at the Middle School. He currently teaches grades 7 and 8. I am recommending that Mr. Kevin McCann receive tenure based on the following information and without reservation.

- **Planning and Preparation** – Mr. McCann carefully crafts his lesson plans to foster a high degree of student interest and participation. Additionally, he is cognizant of the different learning styles and abilities within each section of student in his charge. Kevin works with his co-teacher on planning and preparation to deliver meaningful instruction from both teachers to create an academic environment where students can benefit from two content specialists seamlessly.
- **Classroom Environment** – To say that Mr. McCann is a dynamic, upbeat, and passionate teacher would be an understatement. Kevin’s energy and dedication to his students and his profession is remarkable. He maintains a welcoming environment that not only challenges students academically, but by fostering debate and questioning as a staple in his classroom, encourages his students to routinely think “out of the box.”
- **Instruction** – Kevin pays careful attention to ensure students know the *what, how,* and *why* of his daily Learning Targets. Students in Mr. McCann’s sections are assessed by formative and summative means. Daily exit tickets would indicate that students leave each day with a good grasp of Social Studies content. Given the high level of engagement with Kevin’s instruction, both he and his students learn in a discussion based/debate format. Each day Mr. McCann and his co-teacher deliver instruction that is both rigorous and supportive.
- **Professional Responsibilities** – Mr. McCann has, in a very short amount of time, developed into a leader among the staff. Kevin collaborates beautifully with his department and building colleagues as a whole. He exemplifies what we mean when we say becoming involved in the “*total school community*” Mr. McCann is co-anchor of MSBC, he is a WEB (Where Everybody Belongs) Leader, Advisor to the Ski Club, Advisor to Dungeon and Dragons Club, a member of the ESSA Team, as well as consistently chaperoning many events as needed. Lastly, Kevin is pro-active in communication. He will very often establish parental contacts prior to being asked since he understands the importance of those relationships with families.