

To whom it may concern,

It is my pleasure to write this letter of recommendation for Kayla Tessmer.

Innovative Quality Schools (IQS) has been incredibly fortunate to work with Kayla Tessmer for the past three years. IQS is a nonprofit organization that serves as one of Minnesota's largest authorizers of charter schools. Our structure and work relies on the contributions of professionals such as Kayla, who have the expertise and skills to provide oversight of various aspects of charter school operations.

Kayla has demonstrated a strong ability to work independently and remotely. IQS utilizes a unique organizational structure whereby those engaged with the organization have an independent contractor relationship. IQS does not have offices, so all contractors work independently and remotely, with the exception of visiting each school community a few times per year. Kayla has navigated this structure of work very successfully, as demonstrated by her consistent engagement, ability to leverage virtual communications, and the incredibly high quality of her work.

A strength that Kayla brings to our organization is her ability to develop and maintain productive relationships. The schools with whom Kayla works and provides oversight have expressed appreciation for the relationship that Kayla has developed with members of their communities. Her educational expertise, coupled with her collaborative disposition and professional approach, have served her well in providing meaningful feedback to schools and engaging school leaders in reflective conversations.

Communication skills are also an area of strength. The work of our organization is largely dependent on the reporting that is done following a visit to a school community or a desk review of relevant artifacts. Kayla's ability to synthesize these experiences and clearly communicate using precise language and a technical writing style, has provided our organization with information essential to effective operations.

Kayla has shown herself to be a thoughtful, independent, and passionate professional. Her personal and professional traits position her well to engage with and support the mission and work of various organizations. It would be a pleasure to share additional information about how Kayla has done this with Innovative Quality Schools. Please reach out should a conversation be most helpful.

Sincerely,



Laurie Schroeder
Executive Director
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