



## Hartland Middle School at Ore Creek

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Steve Livingway  
Principal

Tony Howerton  
Assistant Principal

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To Whom It May Concern:

Jennifer Glabach recently completed a long-term subbing position here at Hartland Middle School. Jennifer spent four weeks as a test administrator for the M-STEP test in grades seven and eight. During this time I have consistently been impressed by Jennifer's hard work, dedication, professionalism, positive attitude, and excellent rapport with students and staff. She takes initiative when things need to be done or a problem arises.

Jennifer's experience has also included her subbing for several teachers here at Hartland Middle School. Each staff member that Jennifer subbed for commented on her outstanding organization and ability to be flexible and approachable with both students and staff. Jennifer works so well with others and always handles herself in a professional manner.

During my seven years as an administrator in Hartland, I have worked with many young teachers. I feel very confident in saying that Jennifer is simply a natural born teacher. I would hire her without hesitation. In fact, I sincerely hope that I have an opening in her area of certification.

I cannot recommend Jennifer highly enough. She has the ability and personal qualities vital for a successful teacher. Please do not hesitate to contact me with any questions.

Sincerely,

Anthony J. Howerton  
Assistant Principal  
Hartland MS at Ore Creek