



January 19, 2015

I am pleased to write this letter in support of Joanne Kmiec. I have known Ms. Kmiec for fourteen years and, over those years, have had the opportunity to work with her as her professor, her supervisor, and her colleague.

Ms. Kmiec is an excellent communicator, and has demonstrated, throughout her work on her Masters degree (now complete) and her doctoral degree (in progress), her passion for lifelong learning and her belief in the importance of having her research inform her teaching practice.

Ms. Kmiec was a student in my class during her Bachelor of Education degree. Throughout that year, she distinguished herself as a truly outstanding teacher candidate in the pre-service program at Nipissing University. She consistently demonstrated an exemplary commitment to all aspects of her studies, in both the university classroom and while on practicum.

I next had the opportunity to work with Ms. Kmiec when she was hired to first support and then oversee the Learning Centre for the Schulich School of Education's signature iTeach program. She demonstrated outstanding organizational and planning skills and her professional attitude was evident in her creative, well-structured and finely tuned presentations and in her rapport with both the pre-service teachers and the professors. Her sense of humour combined with her sensitivity to different learning needs and styles resulted in a positive environment in which, with her support, both the students and the professors were willing to take risks.

As the program continued to evolve, Ms. Kmiec accepted the position of Instructional Designer and became an invaluable member of a cross-disciplinary team as she combined her understanding of technology and teaching, and worked to develop courses that would be suited to moving various curricular areas into the online environment. In addition to designing the actual structure of the courses, Ms. Kmiec utilized her teaching experience and piloted some of the online courses to ensure appropriate levels of interactivity and an engaging and supportive online learning environment.

During this time, Ms. Kmiec began to teach in the pre-service program, and as with her other endeavours, experienced great success and demonstrated tremendous capacity as an educator. Her ability to connect with her students and her talent for teaching has been consistently reflected in her teaching evaluations from her pre-service students. Ms. Kmiec intuitively understands her learners' varied needs and adjusts her teaching strategies to ensure her students have every opportunity to experience success. I have received unsolicited letters from students who want to ensure that she receives

recognition for her outstanding commitment to her students and her willingness to support them both inside and outside of the classroom. She is a proven team player who gains the respect of all who are fortunate enough to work with her.

On a more personal level, I have come to know Ms. Kmiec through informal and formal consultations and meetings, and have found her to possess the many requisite qualities that will serve to make her a leader in the profession. She would make an outstanding addition to any staff and, based on my personal and professional knowledge of her, I can recommend her wholeheartedly and without reservation.

Please feel free to contact me should you require further information.

Sincerely,



Carole Richardson, PhD
Dean, Schulich School of Education (Interim)
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September 7, 2011

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Joanne Kmiec
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Dear Joanne:

This letter is to thank you personally for your contributions to the success of MELD 2011!

As part of the inaugural MELD team you have allowed our students the opportunity to take part in an inspiring leadership experience. Leadership skills are essential. This summer our students built their confidence and enhanced their problem solving skills. I have no doubts that these students will be invaluable contributors to their communities. I commend you for supporting our students in being the best that they can be.

I wanted to share with you some of the results of the survey that was forwarded to students after they completed MELD.

- 90% of respondents reported that the program exceeded their expectations and 10% of respondents reported that the program met their expectations;
- 100% of respondents would like to repeat the experience if it were available again;
- 100% of respondents of students offered to assist the board in promotion of the program for next year.

Some comments from students:

"I was expecting the student instructor relationship to be more strict and less respectful. I was also very surprised by the various ways of getting students to 'MELD' together, learn, and have fun all at the same time."

"I loved this program. I came home more confident than ever. But I also came home missing all of my new friends and the independence. This makes me feel much more confident for University in the following year. I am much less worried about leaving home in the future, for the school learning, making friends and being farther away from home."

"Someone asked me what I had thought of meld when I got home. The first thing I could think of to say was "I cannot explain it in one sentence. It was so much more." This is something I will never forget! It has been so much fun, and I believe that many of us are planning to make a Meld 2011 reunion soon."

Joanne, on a personal note I would like to thank you for sharing your expertise with our students. I also want to thank you for being an integral part of the planning team. Your commitment to MELD is thoroughly appreciated by our senior administrative team, students, and their parents.

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Our partnership with Nipissing has been extremely valuable. I look forward to growing this partnership in future years.

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Sincerely,



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January 17, 2015

To Whom it May Concern:

I have had the pleasure of working as a colleague of Joanne Kmiec's for the past nine years as a member of the Faculty of Education at Nipissing University. As a new Faculty member, I found that I could rely on Joanne for guidance and support with technological issues as I worked toward developing my own skills and comfort level with the iTeach program in the Faculty.

As I became increasingly familiar with the technology that was useful for new teachers, I often relied upon Joanne to visit my pre-service classroom and provide direction for myself and for my students. In this context, I also discovered that Joanne is an outstanding teacher.

Joanne has a vast store of knowledge, ease and comfort, along with the confidence, to make optimal use of her pedagogical content knowledge. She is not threatened or defensive when students need additional support with difficult concepts or skills. Instead, she provides the steady, positive support that so many new technology users need to boost their confidence and their resilience with new tasks. Joanne also has developed mastery of the timing that can make teaching engaging and productive. She is able to anticipate potential learning pitfalls and plans her delivery of ideas to draw each learner's attention to the possibilities before they become discouraged by the probabilities. In using this capacity as she teaches, Joanne is able to preserve learning time, support the various styles of learners in her classes, and promote further exploration of ideas because she has been aware of the emotional investment of learners as she teachers and is cautious to protect their trust.

Joanne has many admirable leadership qualities that will serve her well in her endeavours. She can lead and follow with equal ease. She is supportive, diplomatic, sincere, hard working, positive, and knowledgeable. She has kept up to date with new initiatives in education and has provided outstanding direction and instruction for teacher candidates in the pre-service program at Nipissing.

I have come to rely on Joanne's support, her wisdom, and her ability to find ways to get the job done, despite limiting circumstances, when others may demure. Joanne's commitment to excellence and her unflinching support of students' success are qualities that will make her an outstanding employee in any circumstance I can imagine.

Sincerely,



Dr. Nancy Maynes
Associate Professor
Nipissing University
Schulich School of Education