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| **Logo.jpg** | **Russell Counseling, LLC – Michael Cady Russell, MS, NCC**  Office Address: 1942 NW Kearney Street, Suite 32, Portland, OR 97209  (503) 683-2341 / Michael@Russell-Counseling.com  www.Russell-Counseling.com |

April 6th, 2016

To Whom It May Concern:

Over the past year I have supervised Annie Zenn in her work at Lot Whitcomb Elementary School. It is with confidence that I recommend Annie for your Professional School Counseling position. I have gotten to know Annie very well over the past year and I immediately became aware of her gift for leadership, rapport building, and organization. Over this last year she has started an equity comity at her elementary school for teachers and staff to examine and eradicate micro-aggressions. She has also helped teachers integrate race-based conversations into their classroom lessons.

Annie’s ability and willingness to lead, serve and assist reflects her consistent attitude of cooperativeness and collaboration. She approaches every situation with a sense of calm, respect and focus, which makes her an ideal candidate for a school that needs both responsive and preventative services. Her ability to look at systems from a multidimensional perspective allows her to create and provide services on a school-wide and district-wide level.

While Annie is clearly focused on helping students achieve their highest academic potential, she also understands the importance of engaging members of the community. She works closely with the Madres de Corazon & Interchambio programs which offer both Spanish and English classes to families during the school day and volunteer opportunities to increase parent involvement.

Annie is a highly skilled and competent school counselor. Her focus on personal growth and understanding of others is stellar and she continues to grow beyond expectations. She is articulate, intelligent, well organized, and clearly understands the role and function of the Professional School Counselor within the larger school and district context. She is warm, friendly, and provides excellent reassurance to her students.

I welcome a call or e-mail should any questions arise.

Most Sincerely,

Michael Cady Russell

Michael Cady Russell, MS, NCC

School Counseling Supervisor

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