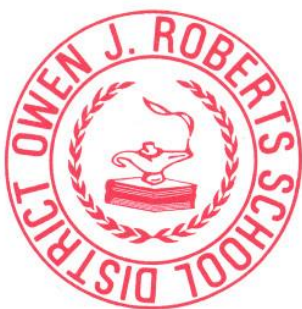




Owen J. Roberts School District

Owen J. Roberts High School
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May 29, 2022

To whom it may concern,

It is with pleasure that I submit this letter of reference on behalf of Justin Hehn. Justin worked as a long-term substitute Health and Physical Education teacher at Owen J. Roberts High School from December, 2021 to June, 2022. During this time, he taught Health and Physical Education in both traditional and online asynchronous formats.

Justin started at OJRHS just days after graduating from Penn State University. He quickly developed a positive rapport with all types of students and learners. He demonstrated a student-centered approach, being mindful and considerate of COVID-related challenges, including quarantines, illness and mental health struggles. Justin's passion for health and physical education was evident through the thorough and engaging lessons he prepared. He effectively differentiated and modified expectations and activities for students when warranted. Justin also integrated into the school community outside of the classroom, coaching our ninth grade baseball team.

Justin's greatest strength as a novice teacher is his sincere commitment to grow and improve. He regularly sought feedback from peers and even students, while also requesting for multiple administrators to complete informal observations. During our observation post-conference, he was receptive to constructive criticism, asked follow up questions, and was determined to implement suggestions to improve his teaching practice.

In closing, Justin Hehn has earned the respect of both his students and peers at Owen J. Roberts High School. In his short time with us he proved to be a positive asset to our school community. I recommend him for a position in your district without reservation.

Sincerely,
Caroline Slade
Assistant Principal