



February 11, 2017

Dear Colleagues,

It is a pleasure to recommend Ms. Addie Loy to you as an outstanding individual and education professional. Addie has served at the International School of Nanshan Shenzhen since August of 2010. She began her time as a teacher in the middle school, but was quickly recognized as a leader. She took on the role of Middle Years Coordinator and then became the IB Director, seeing the school through the IB Authorization process for PYP, MYP and DP. She currently oversees curriculum and program development for the entire school. I have worked with Addie as her Head of School at ISNS since August of 2016. I am continually impressed with Addie's ability to organize, her attention to detail and her focus on creating an effective learning platform for students and teachers.

Addie excels in numerous aspects of educational leadership. She is knowledgeable concerning current research-based pedagogy. She is focused on establishing learning goals that clearly align with the philosophy of the IB program as well as that of the school. She regularly supports teachers in developing instruction that is clear and effective. Her engagement with teachers has led to better teaching practices and ultimately increased learning. Addie conducts ongoing assessment of school practices and policies, always with the goal of improving student progress. Both students and teachers respond with great enthusiasm to Addie's support and leadership.

Addie is always open-minded and easy to work with. She has positive relationships with colleagues and administrators. Addie continually contributes to the overall success of the school and is a positive force in building a professional school climate.

Addie is a valuable asset at ISNS and would without a doubt be an asset to any academic undertaking in any educational environment. It is without hesitation that I recommend her to you.

Sincerely,

Mr. David Swanson
Head of School
International School of Nanshan Shenzhen