



April 25, 2018

To Whom It May Concern:

I am delighted to submit a letter of recommendation on behalf of Kathleen Dougherty. Kathleen has worked as a school psychology intern at Green Tree School & Services (GTSS) since August 2017. GTSS is an approved private school that services students ages 5 through 21 who have identified special education needs, primarily emotional disturbance and autism, but many other disabilities as well (e.g., other health impairment, specific learning disability, and intellectual disability).

As Clinical Director and school psychologist, I have served as Kathleen's direct supervisor and can offer insight into her skills and qualifications for a position as school psychologist. Moreover, as a current practitioner and previous faculty member, I have had the pleasure of supervising almost 50 school psychology interns as either a field supervisor or university supervisor. I can honestly say that Kathleen ranks among the top 1% of students I have supervised over the course of my career. She is a competitive candidate for employment due to a few characteristics highlighted below.

First, Kathleen demonstrates excellent critical thinking skills which are evident not only in the way she conceptualizes cases but more importantly in the way she understands systems-level issues. Whether presented with an assessment, counseling, or consultation case, Kathleen has a clear understanding of the student needs and the strategies needed to help the student be successful that is rare for an intern. On the rare occasion that she is unsure of how to proceed with a more complex case, Kathleen is proactive in seeking supervision or, when necessary, investigating the literature to determine appropriate actions. Moreover, Kathleen understands systems concerns and the multiple factors involved as well as proactive in suggesting strategies to address them.

Second, Kathleen displays superb oral and written communication skills. She communicates well, and on a regular basis, with students, parents, and teachers, which has helped her build positive, trusting relationships with these stakeholders. Kathleen explains results of assessments clearly to parents and school teams and makes meaningful recommendations based upon her findings. Furthermore, she has helped school staff understand the importance of communicating more effectively with students with autism, including using more visual supports.

Third, Kathleen demonstrates leadership potential. She is a valued member of multiple school teams, including the MTSS Committee, Trauma Committee, and Student Engagement Committee. She has provided professional development to staff on trauma-sensitive classrooms and planned several team-building activities. Furthermore, she is frequently consulted by staff due to her knowledge, skills, and approachability.

Kathleen demonstrates many additional characteristics that make her a desirable candidate. She demonstrates excellent time management and organizational skills as well as the flexibility needed for a position in a school setting. She is extremely professional in all interactions and displays a commitment to ethical behavior.

Kathleen is well-prepared to assume the role of school psychologist given her experience. This year alone, she has provided weekly individual counseling to 6 students and group counseling to 14 students. She has taught 2 Social Emotional Learning (SEL) classes to students in our autism program, including one class for students in a verbal behavior program. She has independently performed 7 risk assessments when students threatened to harm themselves or others and demonstrated sound decision-making regarding the outcome and follow-up. In addition, Kathleen has facilitated re-evaluation planning meetings with school team members and administered appropriate measures of cognitive, adaptive, social, emotional, and behavioral functioning to determine students' educational needs. She has written 15 re-evaluation reports and contributed to 6 others.

In summary, I highly recommend Kathleen for employment and would hire her myself if I had a position available. Please feel free to contact me if you need further information.

Sincerely,

Maureen Manning

Maureen A. Manning, Ph.D., NCSP

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April 30, 2018

RE: Kathleen Dougherty, MA

To Whom It May Concern:

Kathleen Dougherty worked with me as a graduate practicum student conducting psycho-educational assessments during the 2016-2017 academic year. Ms. Dougherty quickly revealed herself to be a very thoughtful and determined student, with a highly unique skill in absorbing constructive criticism and employing it flawlessly without additional reminders. Ms. Dougherty consistently approached her work in a conscientious and professional manner and completed, under close scrutiny, a number of complex cases with a calm, methodical and empathic posture. Ms. Dougherty was highly self-motivated and reliable with regard to her rotation schedule. She was able to multi-task and maintain a composed demeanor, even with multiple deadlines and a pressured work environment. She did this in a thorough manner. In fact, Ms. Dougherty's work products were more similar to finishing school psychology intern's than someone engaged in a practicum rotation.

When appropriate, Ms. Dougherty participated in team meetings and parent feedback sessions with increased confidence when compared to other students of her cohort. She developed a growing skill with regard to test administration, interpretation, and the ability to integrate data within written assessment. Ms. Dougherty capitalized on her already strong sophistication in her writing, in order to develop the integrative clinical skills necessary to provide concise and well-directed assessment reports. Additionally, Ms. Dougherty demonstrated composure and confidence in assisting in cases that typically demand greater patience and a more seasoned clinical repertoire than a practicum student might typically possess. Ms. Dougherty appeared fluid and consistent in her professional development, including her ability to address the referral questions related to cases, and provide a focused but not overly narrow view of assessment. Ms. Dougherty approached cases with sensitivity, prior to offering her conceptualization or impressions. Ms. Dougherty showed herself to be an empathic and considerate individual, both to staff and to the students with whom she interacted. Ms. Dougherty worked with a number of presenting concerns, including those demonstrated by students with Autism, emotional and behavioral difficulties, developmental delays, significant health impairments, and, a varied range of learning disabilities.

It remains my professional opinion that Ms. Dougherty genuinely earned strong respect from those with whom she worked. I anticipate that she will continue to impress others as a professional capable of very solid assessment, and will continue to enrich her experience with each successive experience as a highly competent school psychologist. Should you wish to discuss my strong recommendation of Ms. Kathleen Dougherty further, please do not hesitate to call me.

Sincerely,

Brad M. Greenspan, Psy.D.
PA Licensed Psychologist
PA Certified School Psychologist
School, Clinical and Forensic Psychology



To Whom It May Concern,

It is my pleasure to write this letter of recommendation on behalf Kathleen Dougherty, an applicant for employment within your institution. My name is Ashlee Lamson, I am currently the Director of the Elwyn Seedlings program in Philadelphia, in which Kathleen spent approximately four years as an *Assistant Teacher* and 1:1 therapist in an ABA-based autism support program, as well as a variety of community-based settings, including homes, for children ages 3-5.

During her time at Elwyn Seedlings, Kathleen proved herself to be a highly skilled educator. She has become fluent in ABA-based programming and implementing evidence-based practices to instill positive change in her students, including the use of augmentative and alternative communication systems, a verbal behavior approach to instruction, etc. She has shown a genuine ability and talent for teaching and motivating students with profound cognitive, social and behavioral needs. Kathleen is passionate and dedicated to her students and their families. The rapport Kathleen developed with her students, their families and other related service professionals was truly remarkable and only worked to further her students' success. Furthermore, Kathleen was able to grow professionally and clinically through her involvement in a wide variety of multi-disciplinary teams in an integrated educational environment.

In regards to her character, Kathleen is dependable, intelligent, honest and displays a level of maturity well beyond her years. She is also punctual, responsible and works extremely well in team-oriented environments. I am confident that she will quickly become an asset to your institution. If you would like to inquire further, I would be happy to discuss.

Sincerely,

Ashlee M. Lamson, M.Ed., BCBA

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