

Winwick Road Campus

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Warrington
Collegiate
Institute

To Whom It May Concern:

Nick Buchanan

I am pleased to provide a reference for Nick Buchanan.

Nick has been employed as an Art and Design Teacher at Warrington Collegiate Institute, (an FE College) since 1993.

Nick is an exceptional teacher who is regularly awarded excellent teaching grades in our management-led Lesson Observation Scheme and, as a result, for the past 3 years, Nick has been seconded for half of his contract to the College's Professional Development Centre.

The Professional Development Centre, (which falls under my managerial remit), provides staff development for all staff and specific support for teachers who had received unsatisfactory lesson observation grades. Nick has acted as a Mentor to support these teachers and he has made a significant contribution to the College's staff development programme. As well as being a particularly talented teacher, Nick has undertaken continuing professional development in Neuro-Linguistic Programming and his expertise in this respect has been invaluable in developing managers, teachers and support staff in improving their performance.

Nick has also undertaken research activities as part of both his professional development and as part of his work in the Professional Development Centre and has produced thought provoking research to a very high standard.

As a means of sharing good teaching practice, Nick was instrumental in the production of a teaching and learning video in which he not only appeared but produced and edited. Nick's versatility and flexibility ensured this complex project was delivered in a timely manner to a very high quality standard and is in regular uses as an aid to improve teaching and learning within the College.

Nick is a member of the College's Change Team which is comprised of staff who are designated or informal leaders. Nick has a high level of credibility with all staff, particularly teaching colleagues. The Change Team is engaged in developing a set of meaningful College Values and fostering ownership of the values by extensive consultation on their content. Nick has been a particularly influential and proactive member of the Team.

Nick is articulate, well read and has exceptional verbal and written presentation skills. Nick has a terrific sense of humour, is great fun and is also sensitive to the needs of others.

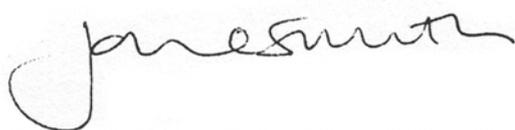


Chairman of Corporation: **Colin Daniels**

Principal and Chief Executive: **Paul Hafren**

Nick always gives of his best and he is committed and well motivated and I can therefore recommend Nick to you without hesitation and wish him every success in his future career.

Yours sincerely

A handwritten signature in cursive script that reads "Jane Smith". The signature is written in black ink on a white background.

Jane Smith
Director: Corporate Services