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John Engstrom	Head of School
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Kevin Baker	High School Principal
Lynn Gaylord	Middle School Principal
John Gaylord	Elementary School Principal
Timothy Gray	British School Head

Seoul Foreign School

July 1, 2010

To: Whom It May Concern

Re: Reference for John Gaylord
Elementary School Principal
Seoul Foreign School
Seoul, South Korea

John Gaylord and I worked closely together for four years—August 2006 through July, 2010. I was very impressed with John’s professionalism and enthusiasm, which were evident in his interactions with his fellow administrators, students, teachers and parents. John is a man of faith and fully supported Seoul Foreign School’s mission statement—“Seoul Foreign School, centered in Christ, inspires educational excellence and promotes Christian values, personal integrity and responsible global citizenship through a dynamic international experience.”

At Seoul Foreign School (SFS) decisions affecting the school as a whole were generally made collaboratively by the Head of School and the Senior Administrative Team. John and I were both members of the Senior Administrative Team; this team met weekly and I was able to observe John at these meetings. While advocating for his division, he was a team player and always worked for the betterment of the school as a whole. He was very knowledgeable and was able to bring his past experience in overseas schools to bear on the issues and problems facing SFS.

I worked closely with John in developing the annual staffing needs and instructional budgets for the Elementary School. John has a good grasp of numbers and was able to use the school’s budgeting system well. He and I both believed that the school exists for its students and that our budgets should provide the best in resources, programs and technology for our students. John was able to make these provisions even in years when budgets were tight and was able to introduce new programs in his division in the areas of reading, foreign languages and technology. He also kept an all-school view and kept his division’s budget requests moderated so all-school needs and goals could be funded appropriately.

I observed that John’s leadership style in his division was open and transparent. He solicited input on issues, thoughtfully considered that input and then made his decisions. This leadership approach gained him the respect and trust of his teachers, parents and students. I also noted that

John was always calm in a crisis situation. John believes in open communications and was successful in keeping all of his constituents informed and was always willing to meet with and discuss issues with parents, teachers and other school administrators. He is a good communicator.

I strongly feel that John would be an exceptional addition to any educational organization and he has my strongest recommendation. Please contact me if there are any questions or if additional information is required. My current email address is: lrogde@gmail.com and my current phone number is: 1-210-829-5282.

Sincerely yours,

A handwritten signature in black ink, appearing to read 'L. Rogde', written in a cursive style.

Langston K. Rogde, CPA
Assistant Head of School-Operations
Seoul Foreign School
Seoul, South Korea