

December 17, 2009

**TO WHOM IT MAY CONCERN:**

**Re: Peter Smalley**

Pete Smalley was initially appointed to a teacher aide position at Mount Aspiring College in May, 2005. He was offered a permanent teaching position in Science and Outdoor Pursuits in December, 2005 and commenced work in that role in February, 2006.

Pete is an outstanding educator. His key strength is working with students so that they fully understand the rationale behind the learning and therefore are willing to take greater self responsibility for that learning.

He has a warm and caring nature which has a positive effect on staff and students.

Pete has led our performance management system in 2009. He successfully introduced an inclusive review system which was followed up with individual dialogue and group support. The emphasis was on self improvement and Pete's ability to tailor the process to meet individual needs was instrumental in the success of the programme.

Pete can offer any group or work place a range of strategies to formulate future vision and or direction. He believes in the importance of organisational structure and he has assisted the college in clarifying these lines of communication.

Pete has successfully run full staff training days, Board of Trustees workshops, professional group forums and had been a mentor for individual staff members.

In the educational area he has been both an innovator and a leader with the writing of outdoor education programmes at secondary level and the introduction of the college's first life skills initiative for Year Ten students. This experience was aimed at individual growth for a group of young men who were struggling to make good decisions. Pete involved the Mount Aspiring College staff, the police, the department of conservation and local identities in a week long excursion into the Ahiriri valley.

Both staff and students respect and admire Pete for his principles and ability and many of the senior students at the college have benefited from his wise council and firm but fair directions. He has the ability to get very close to students but still retain a respect and awe from them.

Pete is a valued member of the staff and is highly regarded for his wide range of skills and experiences. He is particularly sensitive to the needs of all but willing to express his own views and opinions when needed.

Pete's background includes working with adults and this sets him aside from most teachers. He prepares thoroughly and mixes humour and wisdom in his delivery.

I would not hesitate to recommend him as a full time employee or as a consultant employed to assist with staff.

Pete Smalley will remain one of the key personalities in the evolvement of Mount Aspiring College.

I would not hesitate to employ Pete Smalley at any time and I unreservedly recommend him to any future position.



Wayne Bosley  
Principal