



BRISTOL \* MONKTON \* NEW HAVEN \* STARKSBORO

Mount Abraham Unified School District  
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*Shaping Our Future Together*

Director of Student Support Services, Beth McGeorge

To Whom It May Concern,

I am writing to endorse Jennifer Austgen for her Vermont teacher license with a K-12 English Language Learners (ELL) and Multilingual Learners (ML) endorsement. As Jennifer's supervisor in the MAUSD district, I have observed her work through direct observation and feedback from district staff. I can attest to her exceptional abilities and dedication as an ELL/ML teacher.

Jennifer possesses outstanding communication skills, which are essential in her role as an ELL/ML teacher. She demonstrates an innate ability to convey complex ideas in a clear and accessible manner, ensuring that all students, regardless of their language proficiency, can understand and engage with the material. Her effective communication extends beyond the classroom as she establishes strong rapport with students, parents, and colleagues, fostering a supportive learning environment conducive to academic success.

Community relationship building is another area in which Jennifer excels. She actively seeks opportunities to collaborate with community organizations, leveraging their resources to enhance her students' educational experiences. Jennifer understands the importance of cultural responsiveness and actively engages with diverse communities to create inclusive learning environments where all students feel valued and respected.

In terms of instructional strategies, Jennifer employs diverse techniques tailored to meet the needs of her ELL/ML students. She incorporates multimedia resources, hands-on activities, and collaborative learning experiences to accommodate different learning styles and language proficiency levels. Jennifer's innovative approach to teaching ensures that every student has the opportunity to succeed academically while developing essential language skills.

Moreover, Jennifer's teaching reflects student diversity, acknowledging and embracing each learner's unique backgrounds and experiences. She integrates culturally relevant content into her lessons, allowing students to connect their experiences to the curriculum. Jennifer celebrates diversity in all forms and creates a learning environment where students feel empowered to share their perspectives and learn from one another.

In conclusion, Jennifer Austgen is an exemplary ELL/ML teacher who has demonstrated excellence in communication skills, community relationship building, instructional strategies, and teaching reflective of student diversity. Her dedication to the success and well-being of her students is truly commendable, and I do not doubt that she will continue to make significant



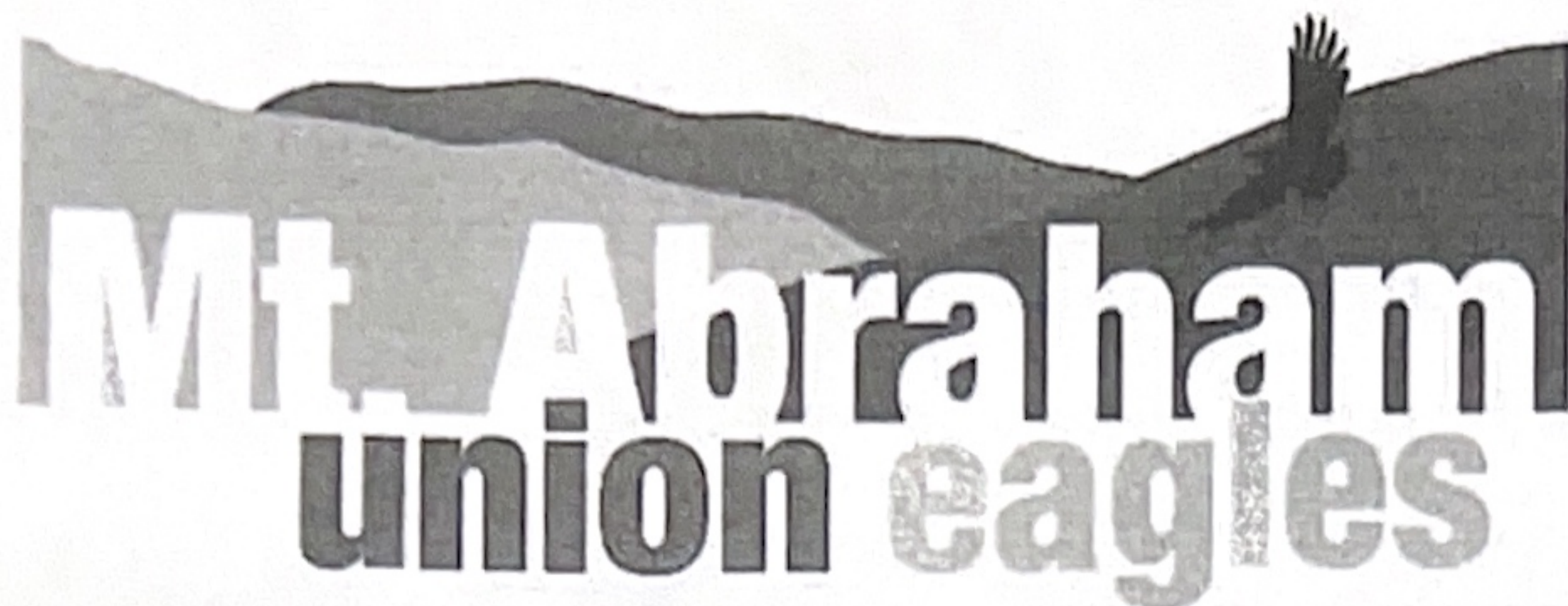
contributions to the field of education. I wholeheartedly recommend Jennifer for her Vermont teacher license with a K-12 ELL/ML endorsement.

Sincerely, Beth McGeorge,

*Beth McGeorge*

[beth.mcgeorge@mausd.org](mailto:beth.mcgeorge@mausd.org)





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April 9, 2024

To Whom it May Concern,

Jennifer Austgen is currently our Multilingual Learning Teacher for MAUSD. I have had the pleasure of collaborating with Ms. Austgen over the past two years in my role as the Assistant Principal at Mt. Abraham. She approaches all communications with positivity and a growth mindset. Our population of students needing access to language support is increasing; Ms. Austgen is developing systems to support students, families and teachers.

Ms. Austgen demonstrates flexibility, organizes and implements WIDA testing for all four schools in our district. She meets with teachers to build capacity and understanding of the needs of our multilingual learning students by presenting strategies to support students in the classroom. In her teaching practices, she uses several strategies including repetition, providing students with opportunities to respond and repeat concepts, as well as sorting activities with pictures. Additional instructional resources she utilizes in her practice include the *Venture Series* and audio books enabling students to access content. Ms. Austgen incorporates graphic organizers during her one on one instructional time with students, which allows students the opportunity to engage with the concepts from the material discussed previously in the lesson.

I recommend Jennifer Austgen for the Multilingual Learning Vermont State Licensure. Over the past two years, she has reached out to other districts as well as administration within our district to collaborate to create a program that supports our students. She is willing to explore and try new strategies to enhance teaching and learning opportunities with students, staff and communications with families. Please reach out if you have additional questions.

Sincerely,

A handwritten signature in black ink, appearing to read "Ayrin Thibault".

Ayrin Thibault  
Assistant Principal  
[ayrin.thibault@mausd.org](mailto:ayrin.thibault@mausd.org)



March 24, 2024

To Whom it May Concern,

I am writing to recommend Jennifer Austgen for licensure in Vermont to teach English language learners. I have been teaching ELL students preK-12 for over 15 years in Vermont and have been collaborating with Jennifer over the past two years, as we are working as ELL teachers in neighboring districts in Addison County. Jennifer brings her many years of experience teaching English language learners at the college level to the Mt. Abe Union School District, and as her colleague I really appreciate her perspective and expertise in English instruction for older students.

Although Jennifer began the 2022 school year part-time and in a K-12 position, which can make it very challenging to make deep connections, she quickly got to know her students and their needs very well. Upon our first meeting in the fall, Jennifer had a lot of insight to share about her caseload and had many questions for me about curriculum and strategies for her students at various grade and proficiency levels. Her willingness to collaborate and explore new ways to teach her students and support classroom teachers reflects the proactive and flexible approach that is required to be a successful Vermont ELL teacher who is often working with students and teachers in several different buildings. As Jennifer's ELL caseload numbers have steadily increased, her position has been expanded to full-time and she continues to make the necessary adjustments to meet the needs of all her students, which is a complicated web of scheduling, assessments and curriculum development.

A large part of our professional development time together has been dedicated to Jennifer learning the ins and outs of the annual WIDA ACCESS assessment, which is no easy task. After many years I still have questions and run into issues every year with the setup and administration of ACCESS, but Jennifer seemed to take it all in stride her first two years and finished all of her students' testing before me! I am very impressed with how Jennifer has been able to transform from a college faculty member into a K-12 educator in just two years, as these are very different educational environments. In a school district with no other ELL teacher to mentor her on a daily basis this takes a great deal of motivation, teaching expertise and talent to do successfully.

Feel free to contact me directly at (802) 989-0707 or [smason@anwsd.org](mailto:smason@anwsd.org) with any questions or if you would like me to further elaborate on Jennifer's strengths as an ELL teacher.

Sincerely,

Susanna Mason  
Pre K-12 ELL Teacher  
Addison Northwest School District