

April 30, 2009

To whom it may concern,

I am pleased to be writing a reference on behalf of Judy Norman. I have known Judy for ten years in several capacities. We met in Japan where we were both working within the school system as Volunteers at Canadian Academy International School. Canadian Academy is a private international school approved by the Japanese Ministry of Education, accredited by the US-based Western Association of Schools and Colleges (WASC) and the Council of International Schools (CIS), and certified to award both the US high school and International Baccalaureate diplomas. This is a vibrant school serving the educational needs of the children of diplomats, missionaries, foreign nationals, the international business community and the Japanese.

I found Judy to be an exceptional volunteer for the international youth non-profit organization I directed for several years. Judy quickly became the leader many children looked up to and relied on to provide them with the training and skills, delivered with care, that we were entrusted to teach. Other Leaders sought out Judy for her inspiration, talent, creativity and inherent skill working with children.

Judy began working as a paid staff member at Canadian Academy in the capacity of Elementary School counselor. I worked in tandem with the school as a Mental Health Clinician at the International Counseling Center at Kobe Kaisei Hospital. I was very impressed with Judy's building of the Guidance program into a finely honed program designed to meet the complex needs of the international community she served. There are no handbooks for this. Judy built the program to meet the needs of the population she served.


Needless to say she quickly moved through the ranks and was asked to become the head of the Guidance Department for the entire school, from elementary, middle school and high school. She was sought out by parents as well as colleagues for her excellent counseling advice and her gifted ability to solve complex difficulties with children.

I had the pleasure to work under Judy's direction when I was asked to step in as the middle school guidance counselor to cover a maternity leave. Although I am not a school counselor I am a licensed clinician specializing in adolescents. I saw first hand how Judy inspired trust and confidence in a diverse colleague population, from school nurses to high school physics teachers as well as continuing to do an excellent job in her capacity as elementary school counselor. I saw this through personal as well as professional eyes. My daughter was an elementary school student for several years during Judy's role as counselor and I watched Judy expertly deal with many issues and difficulties. I felt fortunate to have as skilled a counselor as Judy overseeing my daughter's needs at school. Her deep compassion for children made each child feel important, special and listened to.

I would recommend Judy for any position she decides to apply for. Her quick intelligence, inherent aptitude, flexibility and leadership skills would benefit any organization.

If you would like to speak to me further please do not hesitate to contact me.

Regards,



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