

# **CULBERTSON PUBLIC SCHOOLS**

**P.O. Box 459  
423 FIRST AVENUE WEST  
CULBERTSON, MONTANA 59218-0459  
PHONE: (406) 787-6241 • FAX: (406) 787-6244**

November 14, 2023

To the school that is about to hit the math teacher jackpot:

I have had the pleasure of knowing Mrs. Herma Inah Watkins for five years now. The previous four were when I was the principal (3 years) and most recently the superintendent/principal (last year) in Lambert, Montana at Lambert School. I moved to take a different superintendent position in my hometown, so this school year I do not get to work directly with Mrs. Watkins.

During my four years working as an administrator in Lambert, getting to work with Mrs. Watkins was one of the best parts! She is one of the most dynamic and effective teachers I have seen in my 17 years in education. Mrs. Watkins works from an incredible foundation of great relationships with students. A couple of our most difficult students responded incredibly well to Mrs. Watkins and were successful in math solely because of her ability to form a relationship with them built on mutual respect. Pair that with her rock-solid knowledge of math, toolbox full of great strategies, and powerful delivery—she was and continues to be dynamite and every math 7-12 math student in our building found success thanks to her.

Anytime I stopped in Mrs. Watkins classroom there was visible learning happening. Watching Mrs. Watkins deliver a lesson was an absolute delight! Her enthusiastic delivery and ability to gauge students' understanding throughout the lesson were impressive! She utilized a 3, 2, 1 system where students had to hold up fingers—1 represented "got it", 2 represented "need another example", and 3 represented "need assistance". She also used individual whiteboards to see students work and answers—she was certain to respond to every student with specific feedback. Her use of technology in the classroom also engaged students during the lesson and after. She also used flexible seating in her classroom, which the students absolutely loved!

My own daughter had the privilege of being in Mrs. Watkins' math class for 3 years before we moved. She still talks about how much she loved Mrs. Watkins and comments frequently that she wonders how Mrs. Watkins would teach her current concepts in Geometry. Also, on more than one occasion my daughter has wanted to reach out to Mrs. Watkins for help rather than go see her current teacher. The wonderful part is that if she chose to reach out, Mrs. Watkins would absolutely help! During my time with her in Lambert she helped multiple Lambert graduates that called her for help on their college math courses.

Mrs. Watkins was a team player and happily took on extra responsibilities such as class advisor and National Honor Society advisor. On a daily basis she contributed to the joyful atmosphere in our building, often bringing a smile to the faces of our students as well as her colleagues. Her upbeat and positive personality are contagious!



Mrs. Watkins does not complete any task without putting her whole heart into the task. She is simply phenomenal! I nominated her for national recognition while I was in Lambert because I truly believe she is one of the best math teachers in the state of Montana and across the nation. I have tried to include everything here, but would be thrilled to get the chance to tell you more about Mrs. Watkins should you have any questions. I can be reached at the number above on the letterhead or my cell phone 406-774-4088. My email is also listed below. Hiring Mrs. Watkins is an easy decision, get a contract in her hand as fast as you can because you (and more importantly your students) are about to hit the math teacher jackpot!

Sincerely,



Nicole Simonsen – Superintendent  
Culbertson Public Schools  
simonsenn@culbertson.k12.mt.us



To Whom It May Concern:

This letter is on behalf of Herma Watkins. I hired Herma as a mathematics teacher in 2015 at Dawson County High School in Glendive, MT. She instructed several different math courses during her tenure here under my supervision until 2018 and performed extremely well given the circumstances.

Hiring a foreign teacher had never been done in our school system until we hired Herma. We were struggling to find qualified math teachers and decided to explore the possibility of hiring from outside of the US when it became apparent that we were not going to find a math instructor. We interviewed several candidates and Herma stood out immediately.

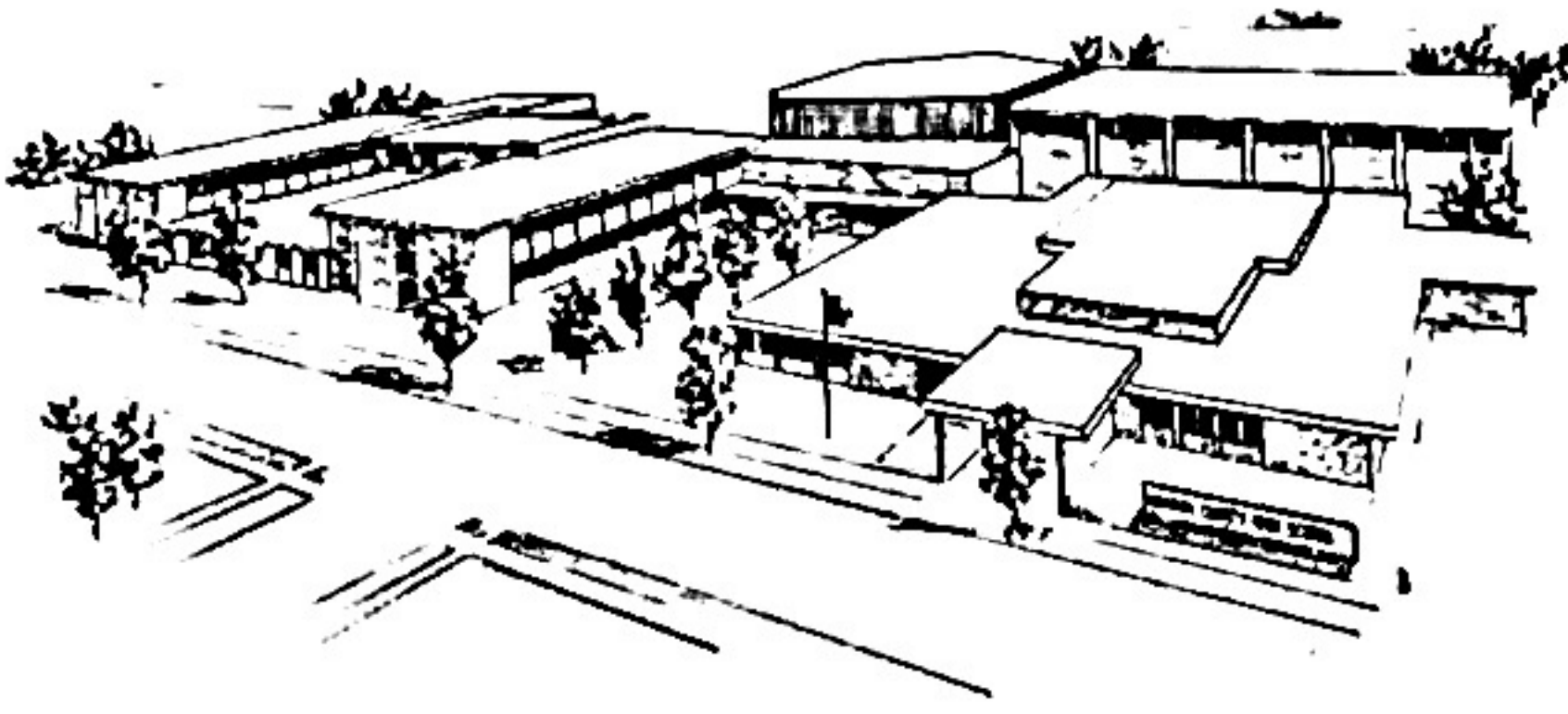
Inah, as we came to know her, quickly became one of our most valued instructors. She was prepared, organized and extremely professional. The term "professional" is what stands out most to me with regards to Herma. She approached the position in such a way that it immediately stood out to everyone, including our veteran teachers. She worked extremely hard with her students. She was available before and after school and during lunch. It was apparent that she took her career very seriously. She looked, dressed, and performed as a professional would in any given position. To be honest, it was a breath of fresh air in our building.

I would hire Herma without hesitation the second I had the opportunity. She is knowledgeable in her content area. She strives to find approaches to effective instruction, and she genuinely cares about her students. She would be an immediate asset to your school and your math department. I have no reservations in recommending Herma and wish nothing but the best for her. In my 25 years of teaching and administration, she stands out as one of the best. If you have any questions regarding her, please feel free to contact me at the number below.

Respectfully,

Wade M. Murphy  
406-939-2140





# Dawson County High School

Social Studies Department  
*Thomas A. Temple*

January 29, 2018

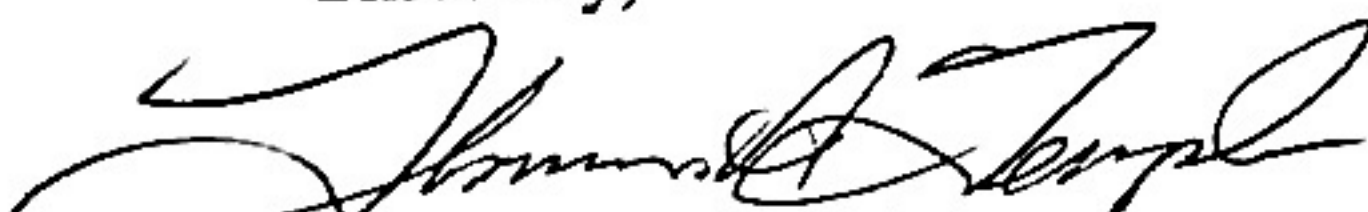
To Whom It May Concern:

I have been teaching for nearing three decades and in that time I have seen a variety of teachers come and go. I also believe that it is much harder today to find outstanding individuals who are willing to teach, coach, and mentor our children. That is why I believe that young teachers like Herma Recto are a rare find. I hope you find the following information about Herma helpful in your search for an excellent educator.

Herma has taught mathematics at Dawson County High School, and coached the academic team in Glendive for the past several years. Herma has a tremendous work ethic, often arriving an hour early and staying up to two hours after her students have left. She is the consummate educator and has the respect of her students and colleagues. She has brought much needed consistency, high expectations, fairness, and discipline to the math department at our school. Today, I would consider her one of the best teachers in our district.

It is hard for me to write this letter knowing that it means we, at Dawson County High School, and the Glendive community stand to lose a tremendous person. I know it will be difficult at best to find another person the caliber of Herma Recto. To use the old cliché, our loss will most definitely be your gain. If you need more information in support of Herma feel free to call me at 406-939-2446.

Sincerely,



Thomas A. Temple



# Dawson County High School

900 N. Merrill Avenue  
PO Box 701  
Glendive, MT 59330  
(406)-377-5265  
(406)-377-8206 (Fax)

Wade Murphy  
Principal

John Larsen  
Assistant Principal

Ryan Buckley  
Activities Director

January 29, 2018

Box 234  
Richey, MT 59259

## Recommendation Letter for Herma Recto

To Whom It May Concern:

I am writing this letter on behalf of my colleague, Herma Recto. Herma and I have taught together for the past three years at Dawson County High School. From the beginning, I have found her to be a helpful fellow instructor and a professional teacher with quality standards. Herma has had the challenging job of teaching Transitional Math and Algebra I this year to a vast array of students with great differences in learning abilities. In the previous years, she has taught Algebra II and Pre-Calculus. She has always held her students accountable and her rapport has created an inviting environment for the students.

Herma has not only been a teacher here in the states but has also co-coached the academic team. This year the academic teams have performed and placed higher than what they have done for a number of years. Herma is not afraid to ask for advice and receives it well. Her English is good and she has a desirable personality and wit. I am truly impressed with her background and sense of adventure and how well she has adapted to a foreign working environment and culture. She is a true educator and truly loves working with students. I feel blessed to have worked with her and honored to call her a friend.

Sincerely,

NaDean Brown  
Visual Arts Teacher  
Dawson County High School



Christie Tennant  
Math Teacher  
Dawson County High School  
900 N. Merrill  
Glendive, MT 59330

1-29-2018

To Whom It May Concern:

It is with great confidence that I recommend Ms. Recto for a teaching position at your institution. Herma has been a valued educator in our math department for the past three school years. There are three of us in the math department, and we teach on the same wing, which has allowed me to be very familiar with her practices.

Ms. Recto has taught the Pre-Algebra, Algebra, and Pre-Calculus classes here. She is comfortable and proficient on both ends of this spectrum. The Algebra students that progress from her class to my Geometry class have been more than adequately prepared. Herma's subject knowledge paired with her genuine interest in the students' success has made her an invaluable asset to our team. In addition to her exemplary work in the classroom, Herma has also coached the academic team.

In my opinion, Herma would be an excellent addition to any teaching staff. If you have any further questions, please do not hesitate to contact me either by email, [tennantc@glendiveschools.org](mailto:tennantc@glendiveschools.org), or by phone, 406-939-2941.

Sincerely,



Christie Tennant  
Math Teacher  
Dawson County High School



**Dawson County High School**

900 N. Merrill Avenue

PO Box 701

Glendive, MT 59330

(406) 377-5265

(406) 377-8206 Fax

Wade Murphy

Principal

John Larsen

Assistant Principal

Ryan Buckley

Athletic Director

To Whom It May Concern:

Herma Recto (Ynah) is currently in her third year of teaching mathematics at Dawson County High. Three years ago we were struggling to fill two separate vacant math positions here at DCHS. Finding one teacher was going to be a challenge let alone finding two. After securing one of the few available graduates at Montana State University and unable to fill the second position we were faced with the proposition of going forward without filling it for the second consecutive year. Our students at DCHS were faced with the not having instruction once again. A colleague pointed me in the direction of foreign teachers and this is when Ynah came to us. We had originally schedule four different interviews with other candidates, but Ynah quickly rose to the top as our candidate of choice. She has since become an integral part of the math department at DCHS. She will gain tenure after this year and we would keep her on staff as long as we possibly could.

As Ynah's supervisor, I have found her to be reliable, trustworthy, and very knowledgeable in her subject area. She is professional and prides herself in her profession as a teacher. I can honestly say that she is a professional teacher in every sense of the definition and sets a great example of what a teacher should be. Having Ynah in our building has improved our staff and our ability to provide quality instruction to our students. She is an addition to our team and we are grateful to have her.

I have no reservations having Ynah on my staff and she would be a tremendous loss to us if we were unable to have her on staff. If you have any questions regarding Ynah, please feel free to contact me at the above number.

Sincerely,

A handwritten signature in black ink, appearing to read 'Wade M. Murphy', written over a horizontal line.

Wade M. Murphy

Principal

Dawson County High School



Stephen Schreibeis  
Superintendent

Anne Sadorf  
Business Manager/District Clerk



Robin Gray  
Special Education Director

Carson Anderson  
Technology Coordinator

November 16, 2017

To Whom It May Concern:

I am writing this letter of recommendation for Herma Recto, currently a Math Teacher at Dawson County High School.

It is both an honor and privilege to write this letter of support on behalf of Herma Recto. This is the third year that Ms. Recto is teaching in our school district. We have been very pleased with what she has done and is doing for our students here at Dawson County High School. Her ability to use her talents to help students succeed has been exceptional.

Even though I have not been in direct contact with Ms. Recto as her immediate supervisor, I have heard from administrators, teachers, parents, and students. Every one of them tells the same story. Ms. Recto has made an impact here at Dawson County High School. Her dedication to improving her craft and making a difference in the lives of students is evident.

As her time here is coming to an end, we would like to make an attempt to help her stay here in Glendive to continue to teacher our students. As the superintendent of Glendive Public Schools, I want to tell you how difficult it is to find math teachers here in Glendive, MT. To find an exceptional teacher like Ms. Recto, we feel like we have hit the jackpot. The teacher shortage that we see now is only the start to what is to come. We know that when she leaves, it will not only be very difficult for us to fill, but will create a huge hole at Dawson County High School.

My ask of you is to allow Ms. Recto to continue to influence the lives of our students. She has done a great job and we would love to continue to employ her.

On behalf of Ms. Recto, I would like to thank you for this opportunity. Please feel free to contact me at 406-941-3595 or [schreibeiss@glendiveschools.org](mailto:schreibeiss@glendiveschools.org) if you have any further questions. I would love to spend more time discussing the qualities Ms. Recto possesses and the reasons why we need her here in our school district. Thanks again.

Sincerely,

A handwritten signature in black ink that reads "Stephen Schreibeis".

Stephen Schreibeis  
Superintendent  
Glendive Public Schools





**Dawson County High School**

900 N. Merrill Avenue

PO Box 701

Glendive, MT 59330

(406) 377-5265

(406) 377-8206 Fax

Wade Murphy

Principal

John Larsen

Assistant Principal

Ryan Buckley

Athletic Director

November 16, 2017

To Whom It May Concern,

This is a letter of recommendation for the extension of the work visa for Ms. Herma Recto. I have known Ms. Recto for the last three years as a math teacher at Dawson County High School in Glendive, MT where I am currently the Vice Principal. She was also my son's math teacher for one year.

Finding applicants to fill open math positions at Dawson County High School has been a challenge over the past few years. Three years ago DCHS had an open math position with no applicants. The position was listed in our community, statewide, and nationwide on [teacherstoteachers.com](http://teacherstoteachers.com). Hours were spent contacting universities for possible applicants and making contacts with applicants with resumes on many job websites but there were still no applicants.

Administrators at a job fair suggested we look internationally for math teachers and that is how Ms. Recto came to DCHS. Ms. Recto is an terrific teacher and an integral part of the DCHS staff. She has a great work ethic as she is often the last teacher to leave the building at night. She is always willing to be available to give students extra help before and after school. She supports students through attending many of their extra curricular events. She is an energetic instructor who is a positive influence on the students and the school community.

Hiring teachers in fields such as math is not getting any easier in Eastern Montana. Again, I recommend extending Ms. Recto's work privileges to continue to provide the students of DCHS a quality math education.

Sincerely,

John Larsen, Assistant Principal  
Dawson County High School



Stephen Schreibeis  
Superintendent

Anne Sadorf  
Business Manager/District Clerk



Robin Gray  
Special Education Director

Carson Anderson  
Technology Coordinator

November 13, 2017

TO: Whom It May Concern

RE: Herma Recto

Ms Recto has been employed by the Dawson County High School for the past 3 years. She is an excellent instructor who does everything in her power to ensure the success of the students.

It is difficult to find qualified math teachers willing to relocate to a small town in Eastern Montana. Herma is eminently qualified and she has been a great addition to our staff and an asset to the students of our District.

We respectfully request that you renew the work visa for Ms Recto to allow her to continue to build on the outstanding mathematical foundation she is creating for our students.

Anne Sadorf  
Business Manager/District Clerk  
Dawson County High School



June 16, 2015


Dear Sir or Madam:

I would like to recommend Herma Recto for the teaching position she is applying for. I came to know her very well when she became one of our faculty teaching mathematics subjects in IETI College in Alabang, Muntinlupa City where I was then the Chairperson of the college. I can say that she has a natural talent and skill in teaching. Being the former chairperson of the college, I used to observe teachers in their classrooms as a routine semestral evaluation. As observed, she always makes sure that she comes to class prepared. Her course is well organized as reflected in the syllabus. The objectives are clear and attainable. Her teaching is easily understood because of the simple examples she uses. She demonstrates a command of the subject matter and interacts with students and facilitates class discussion in a manner consistent with the abilities of an experienced teacher. She makes the classroom atmosphere cordial or cooperative by involving students in the discussion. She is easily approachable and willing to help her students with their problems especially those related to their class work, and she always makes herself available when needed. With this students clearly respect her.

Her commitment to further career development is also the one I admire at her. I for one have supported her move to pursue graduate studies in teaching mathematics. She is very committed to learning for she believes that by improving more herself, the more she can share more to her students. She is also a team player. As a matter of fact, she always shows initiative. She doesn't wait to be asked for help but she asked what assistance she can give. She works well with her colleagues. She is thoughtful, reflective, and easy to get along with. She can easily adapt to the situation and also can handle pressure. She is also very much willing to share her ideas with her colleagues and capitalize on opportunities to learn from others, a natural quality of a life-long learner

In the context in which I have had the chance working with Ms. Recto, she has demonstrated her thoughtfulness, leadership skills, initiative, willingness to take risks, and genuine compassion for children and their development which is something that matters in the teaching profession, I am just glad to watch her career develop with great interest and high expectations. After evaluating her work, observing her performance in class, and evaluate her teaching, I feel confident that Ms Recto will make a significant contribution as an educator. I give her my highest recommendation for teaching positions. If I can provide additional information to support Ms. Recto's application for a teaching position she is applying for, please contact me (+639334113872 or pongandaya.ece@gmail.com)

Very truly yours,

  
Engr. Florante M. Andaya  
Former College Chairperson  
+63933-411-3872 , pongandaya.ece@gmail.com





Republic of the Philippines  
Department of Education  
Division of City Schools of Muntinlupa  
**MUNTINLUPA BUSINESS HIGH SCHOOL**  
Espeleta St., Buli, Muntinlupa City



June 15, 2015

According to Brad Henry, "A good teacher inspires hope, ignite the imagination, and instill the love of learning." This statement exactly defines my teacher, Herma Delas Alas Recto.

She has been my teacher for almost six years now and she never fails to amaze me with her teaching skills. She often makes it sure that her students learn different concepts in her subject by giving real life situations which can harness their ability to think critically and by that, she earns my respect as her principal.

She is a simple educator which rises from the ranks and slowly gains fame, achievement and success through hardwork, resilience, and determination. Simplicity which is her humble foundation of virtues grows robustly and has made her to be unusual in a way she executes her day to day teaching, in dealing with her colleagues and with her students. Thus, she maybe compared to a lit charcoal which slowly influences anyone who is within her reach.

Hardwork becomes her silent partner in attaining her goal. Her secret can be compared to the statement, "The secret of life is not to do what you like but to like what you do." She always believes to John Ruskin's idea that the highest reward for a person's toil is not what they get for it, but what they become by it. As a teacher, she never puts herself in a plinth which everyone may feel discomfited whenever one cares to talk to him concerning classroom management and other school problems. Furthermore, she can work with little supervision because she believes that it is her responsibility to share what she has and it is her primordial duty to help; thus, this makes her a good leader in the future.

As her principal, I have seen his latent skill as a teacher and undoubtedly she encompasses a good mentor in the making. Furthermore, the coldness and seriousness she exudes in her aura rest a caring and an amicable heart which is ready to help at all times.

With the way she manages her classroom and teaches her students, it is evident that what matters to her is the students' progress concerning their achievement in her subject and their ability to learn from the failures that they encounter because she understands that the seed of something good lies at the heart of every adversity. And part of her challenge as a teacher is to find this seed and help it grow. She defines clearly her purpose and executes in the most humane way where students could understand the lessons she teaches.

A handwritten signature in black ink, appearing to read "Dominga" followed by a flourish.

**DOMINGA CAROLINA F. CHAVEZ**  
Principal II





Republic of the Philippines  
Department of Education  
Division of City Schools of Muntinlupa  
**MUNTINLUPA BUSINESS HIGH SCHOOL**  
Espeleta St., Buli, Muntinlupa City



June 15, 2015

Dear Sir or Madam:

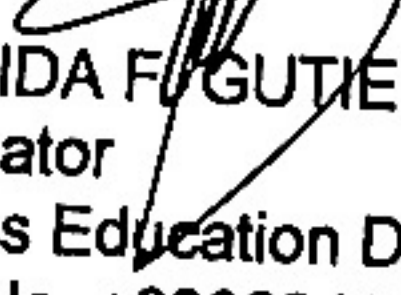
It is my pleasure to recommend Miss Herma Delas Alas Recto as a classroom teacher in your reputable school.

Miss Recto is a devoted and knowledgeable Mathematics and Bookkeeping teacher of Muntinlupa Business High School since August 2009. She handled twelve (12) sections with the average of fifty-five (55) students per class in the fourth year with one advisory class. She has an overall performance rating of Very Satisfactory for the last six (6) years in terms of Attendance, Punctuality, Competency and Professional Qualities.

I believe that Miss Recto would be valuable in your organization as she is with us.

Please feel free to get in touch with us for other information about her works in our institution.

Sincerely Yours,

  
LEONaida F. GUTIERREZ  
Coordinator  
Business Education Department  
Mobile No. +639264600013  
Email add: gutierrezleonaida@yahoo.com