



Greetings Hiring Committee,

Thank you for considering an exceptional student, Kimberly Northrup, for a teaching position in your school community. The challenging part about characterizing Kim in a letter is that she is so hard to describe! When I think of Kim, I always think of an episode of "The Golden Girls" (excuse me if I have to channel the 1980s a little bit).

In one episode, the "older, 90 year old" Golden Girl, Sophia, went out for the whole day. She came back in the evening and Sophia brought back a bag with an orange in it. The other "younger" Golden Girls commented about how long it took her to ride the bus, go to the store, and get an orange. Sophia didn't correct them and just smiled. It turned out that during her day, Sophia volunteered at a hospital, helped a lost child, saved a cat, served at a food pantry, connected with friends, and got the orange as a thank you for listening to a person's troubles on a park bench!

Kim is very much like Sophia in that she does incredible things for and with people every day and you *would never know it* unless you asked or saw it for yourself.

I feel so fortunate to have a "sneak peek" in the window of Kim Northrup's life as a Faculty-in-Residence in her residence hall (where I saw her in action with residents) and as her professor in a rigorous leadership class. I've also gotten to hear stories about Kim from other professors about the depth of her work with English Language Learners as she student teaches this semester.

Kim gives selflessly and without want. She always shines the light on others, their accomplishments and endeavors.

She is a fierce advocate for children and families. She stands up for others in multiple ways and does it with intentionality and care.

**Kim Northrup Is an outstanding leader who has shown commitment and dedication to improving the Butler University community.** Kim was a student in my ED 403 Leadership class. We designed an "edible schoolyard" project with the Butler Lab School and while we thought it would be nice to have a "couple" garden beds with vegetables and spices that the students could tend and grow – it took a wild turn. Kim and her classmates applied for grants (as practice for leadership) and they ended up earning over \$15,000 in a SEMESTER for the school. Because of the intensity of the work, we had class on Saturdays, evenings, and everything in between. Kim helped organize her classmates and volunteered for every "extra" experience even though she had a full class load and RA duties. She dug in the dirt with the students, worked with parents and scientists, and was an intense collaborator and support person for her peers. She consistently went above and beyond the expectations and gave all of herself to the project, the class, and most importantly, the young learners.

Kim has spent hundreds of hours volunteering at schools that include Pike Township, Washington Township, Indianapolis Public Schools, and the International School of Indianapolis. At the International School, the faculty was so impressed with her skills and professionalism that she was asked to help build curriculum that supports the International Baccalaureate program. Usually this is a task for “master” teachers – but not in Kim’s case!

**Kim Northrup reaches out to others while valuing herself.** In Kim’s RA capacity, I have seen her spend late nights comforting and supporting students. She helps unify people on her floor and in the building. At the same time she respects residents’ individualism and space – that is hard to do, but Kim seems to have mastered the art of caring in a freshman residence hall. She is approachable and her residents have a strong connection with her after their “Schwitzer experience.”

**Kim Northrup has defined a clear role for herself in today’s changing environment.** Although Kim may not realize it at the moment (or perhaps she is too humble to admit it), her passion and proficiency for English Language Learners, the Spanish Language, and teaching has propelled her to the top of the “most wanted” list in schools. This is because she lives up to the College of Education mission of “preparing teachers for how schools should exist, and not necessarily how they are.” Kim has set the stage for a powerful role in today’s changing environment. She is already *doing* the things that others only talk about. I have no doubt that she will be an extraordinary leader in her work after graduation because I have seen it in action already!

**Kim Northrup faces challenges head on and is decisive and persistent.** Every day there is a “challenge” in the education world and as a professional, if you don’t face the challenge head on, the outcomes can be highly detrimental. Kim is a solution-focused problem solver who has the skills of a seasoned professional.

Earlier in her student teaching, a two hour delay was called for the district because of extremely cold weather. Unfortunately, when the messages were left with the parents, they were only in English. The students and parents who had no English speaking abilities of course didn’t understand the message, and sent their kids out in the extreme cold to wait for the busses that never came. Kim worked with her Cooperating Teacher to help resolve this *district-wide* problem immediately so it would never happen again. She was not apprehensive and did not stand by to “watch” the solution, but participated in solving the problem herself *as a student teacher*.

As an RA, Kim handles challenges quickly and in ways that best support our Butler students. She does not “gossip” about others’ issues but works to solve them. After the challenge is over, she works hard to build relationships to support the college students’ growth. I have several examples of how Kim has worked with students in crisis or in need of support (and I will leave those specifics out for confidentiality reasons). Kim has an extraordinary confidence to “do the right thing” when others would be bystanders or observers and the characteristic of being a confident change agent is one I admire most in Kim. She is not afraid to stand up for herself, others, and the community.

**Kim Northrup has a deep respect for families.** I have read about and talked to people (but never experienced) what it would be like to come from another country with your children with hardly any money and limited English speaking or literacy ability. I cannot imagine the frustration and helplessness you would feel at times to have to communicate with a school community to enroll your child in kindergarten, or have a conference about your disruptive high schooler, or help with math homework that you did not understand.

Kim knows how these mothers feel because she works with them, supports them, and communicates with them to improve their family lives. I cannot imagine a greater gift than a link to communication to help my children grow and thrive. ***Kimberly Northrup makes this happen on a daily basis.***

Kim has used her Spanish speaking and strong pedagogical abilities to make numerous phone calls home to help build community and action between the parents and school community. She has translated documents for parents, supported students who are struggling attending U.S. highschoools for the first time, and tutored students throughout her time at Butler.

Recently, she recognized discreet evidence of gang activity in her school when no one else did. In her collaborative nature she got the school counselors involved, and again, helped bridge the parent communication piece to help provide a solution for the students who were in the beginning of gang activity.

All of these activities help support women (the Mothers in the families) because Kim gives them access to voice, power, and the ability to navigate a new system. Kim believes in the idea of “power with” versus “power over.”

Without sounding overly dramatic, Kim is changing lives one person at a time, but frankly, she has helped change so many lives that I’m sure at this point, she has shifted entire school communities for the better. I am not sure how many lives she has powerfully changed with her observation and connections with people, but I do know that because she is so in tune with students, families, and individuals that it creates a positive ripple effect of learning and relationships that transforms how people feel.

When students think of their “favorite teacher” or the teacher that made the most impact—there is no doubt in my mind that it will be Miss Northrup.

Simply stated, Kim is an extremely serious professional with limitless energy, integrity and love.

You can tell from her peers that her impact goes deep:

“Kim is the perfect example of being a friend and a teacher to her students. Her playful and youthful personality are visibly seen in the classroom. Kim is also a great colleague. She is always willing to help others and will always brighten your day whenever you interact with her. Kim is a great representation of “The Butler Way”. – Lauren Chapman

“Kim is so awesome! She's the type of person that makes you excited for class...Her comments are always insightful or funny, so it's always great to hear what she has to say! I have had only two classes with her, but I wish I had more!!” – Heather Stromquist

I feel so fortunate to have spent so much time with Kim, and gotten to know her “Golden” personality. I know she will contribute in outstanding ways to her future school community, because she has already contributed so much at Butler!

Thank you so much for your consideration,

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