

Employment Reference Form

Instructions to the applicant: Fill in the box below and give one copy of this form to each referrer. *Candidates may not be employed until we have two references on file.* In general, we must have a reference from an employer who has supervised your work experience with children and from your most recent employer in work relevant to CTY. We urge you to submit references from these sources with your application or as soon as possible thereafter.

Name of Candidate: _____ Position(s) Sought: _____

Instructions to the referrer: Thank you for assisting us with our screening process. Employment references are essential to our making informed hiring decisions. Please take a few minutes to complete the box below and answer the questions on the reverse of this form. We ask that you answer all of the questions as best as you can, even if you do not have direct experience working with the candidate in a particular area. If you submit a recommendation letter in lieu of completing the form and there are items from the form not covered in your letter (e.g., reservations about the candidate's suitability for working with children), please attach your letter to the form and answer the questions on the form that are not discussed in your letter. An electronic version of this form is available at <http://cty.jhu.edu/summer/employment> if you would prefer to complete and submit the form electronically.

Johns Hopkins University's Center for Talented Youth has offered academic summer programs to pre-collegiate students since the summer of 1980. Our programs are designed to support and nurture academic talent by identifying students whose mathematical and verbal reasoning abilities are far above grade level and by giving them the chance to study at a pace and depth that match their exceptional abilities. While academics are our focus, we also provide a rich social and recreational experience. Students often report that the CTY summer programs were the first place they found students their own age who shared their abilities and love of learning. Our residential sites include locations for students in 5th through 12th grades. At our day sites, students range from 2nd through 6th grades. More information about our programs can be found at www.cty.jhu.edu/summer

You may submit your reference by e-mail, fax, or mail.

E-mail: ctysummer@jhu.edu
Fax: 866-345-3731
Mailing address: Summer Programs Employment
JHU/CTY
McAuley Hall
5801 Smith Ave., Ste. 400
Baltimore, MD 21209

Referrer Name: _____ Position/Title: _____

Organization: _____ Phone Number: (____) _____ Email: _____

How long have you known the candidate and in what capacity? _____

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1. **Professionalism, good judgment, and a strong sense of responsibility are required for working with children. Has the candidate demonstrated these traits? In what ways?**

2. **Do you have any reservations about the candidate's suitability for working with children? If you have reservations, please explain.**

3. **Has the candidate demonstrated the ability to be a team player? In what ways?**
A successful summer program requires all staff members to pitch in and put the good of the students and the program first.

4. **Has the candidate demonstrated initiative? In what ways?**
Creativity, attentiveness, and flexibility are necessary in order to provide the best possible experience for students.

5. **Does the candidate work well under pressure? If possible, provide examples.**
The majority of our programs are residential. The pace of work is intense, and there is not always a clear difference between being "on duty" and "off duty." Staff members must be able to adapt to a new environment and keep up with the demands of a rigorous schedule.

6. **For instructional positions: Is the candidate well versed in the subject?**
Instructors and assistants must know their material, handle it with confidence, and inspire students to love the subject.

 I have no basis to judge.

7. **For instructional positions: Describe your observations of the candidate's teaching ability.**
While lectures have their place, activities must be varied and meaningful to keep the students involved during the 6-7 hour class day.

 I have no basis to judge.

Signature: _____

Date: _____