



NAGOYA INTERNATIONAL SCHOOL

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April 9, 2013

Letter of Recommendation: JOHN GAYLORD

To whom it may concern:

I am writing to recommend John Gaylord, who was the Nagoya International School Elementary and Middle School Principal for three years between 2003 and 2006.

As a fellow senior member of the administration I have had opportunities to interact with John on a number of levels during those three years, and have enjoyed maintaining our friendship ever since.

During John's tenure as principal at NIS, there were four, large school-wide initiatives that John played an active role in leading our community: John played a key role in facilitating a smooth transition for the school after a major building renovation/construction project required closing and moving the entire elementary school and administrative offices; he played a major role in helping to facilitate a school-wide review of our Strategic Planning; he played an important role in mediating between management and support staff for a year-long, labor-related grievance that had been festering for years prior to his arrival; and, he successfully led to completion, together with our curriculum coordinator, the WASC accreditation process within our school community.

Beyond those major tasks, there were of course the normal daily fires and flare-ups that come to the attention of every elementary and middle school principal. These daily interactions are usually the public face of the principal's job, and John was known as a fair, principled and caring leader who did what was right for the student.

John always put the needs of the students in front of the needs of the school, sometimes in conflict with the desires of the parents or students, or even the preferences of the teachers, but to him it was always more important to do what was right for that student who was in front of him at that time. In order to make this work, he was careful to bring everyone "on board" with the process and the decisions, and this was not an easy juggling act in a multi-cultural/multi-lingual environment, and many times required staying extra hours, but John never complained. In fact, he always had a smile to share.

As a parent of both an elementary and middle school student at the time, I also had several occasions during which to step back and watch him as my children's principal. His passionate concern for all of our students clearly came out in the way that he interacted with the students, including my children.

I wholeheartedly recommend John for any leadership position in any school, and would be happy to be contacted in person if needed.

Sincerely

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