



MONT'KIARA INTERNATIONAL SCHOOL (Co. No. 83748-A)

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October 11, 2002

To Whom It May Concern:

I take great pleasure in being able to write this letter of support for John Gaylords' candidacy for the position of Elementary Principal at your international school. I have known John for a number of years and worked with him in two different international schools. Working together has made me appreciate his professionalism, administrative abilities, and personal attributes. I consider him to be an outstanding educator and school leader.

There are a number of factors that give strength to John's application. Foremost are his past administrative experiences which have provided him an excellent opportunity to understand the role of an administrator. These experiences would provide your school a smooth transition in leadership. John's knowledge of strategic planning, child development, successful school programs, interpersonal relationships, and management of budget are all key factors in leading an elementary school to a positive and successful future.

I have particularly been impressed with John's ability to work with students, parents, faculty, staff, and administrators. He has gained the trust of each group and communicates effectively with them. He continually meets with each group and empowers them to be decision makers. His collaborative managerial style allows each constituency in our school to contribute to the betterment of the school.

John's commitment of time to school and community enables him to develop strong relationships which support the entire school community. He is very visible and supportive of school and community. John is trusted and supported in his efforts on behalf of our students. I know John would continue this same commitment at your school and community.

Another strong attribute John would bring to your school is his wonderful wife, Lynn. Lynn is an outstanding educator in our Middle and High School. She and John are a strong team and support each other as they work directly with the students and the entire school community. They are one of the finest couples I have known. They will quickly become valued members in your school community.

Allow me to restate my strong support for John Gaylord; support that includes respect for his integrity and ability to establish trust; respect for his work ethic and professionalism; respect for

his management style; respect for his success with recruitment and staffing; respect for his ability to work effectively with students, faculty, parents, and administrators and finally respect for the strong values both he and his wife bring to a school community.

I wish you well as you complete your selection process. I know John Gaylord will be an outstanding school leader in your school. I would request that you give his candidacy strong consideration.

Sincerely,

A handwritten signature in cursive script that reads "Donald R. Shoemaker".

Donald R. Shoemaker
Head of School

DRS/nds