



Morgan County Schools
www.morganschools.net
247 Harrison Avenue
Berkeley Springs, WV 25411
Phone: (304) 258-2430
Fax: (304) 258-9146

March 15, 2019

To whom it may concern:

Dr. Bondy Shay Gibson is a superintendent of the highest caliber. It is a pleasure to recommend her for a leadership position in your organization.

When designing a leadership academy for new administrators, I asked fellow superintendents to serve as guest presenters. Topics in the series included vision, integrity, communication and compassion. While some of my colleagues have particular strengths, Dr. Gibson is the one who could have led any session in this series. When she led the seminar on courage, she had specific suggestions and concrete examples, words of warning and encouragement. She has taught my administrators, but she has also been a mentor to me: her conversations with me have covered everything from employee discipline to board relations. Bondy is well known in our region for her effective communications with families and employees, but this discreet mentoring of her colleagues has been invaluable.

They say that management is doing things right but leadership is doing the right things. Bondy is proof that both are possible. At Jefferson County Schools, she has worked to focus the district on academic achievement. To that end, she has promoted the systematic use of data, classroom walkthroughs, and other routines that shine a light on learning. She has also advanced arts and athletics since extracurricular activities connect students to school and help create a culture of excellence. Meanwhile, she has facilitated a comprehensive redistricting plan to better align district resources, and she has orchestrated the acquisition of a new bus garage and parcels of land for new school construction – all through the regular operating budget. Students, staff, taxpayers – all stakeholders are well served by Dr. Gibson.

Bondy is a talented leader, a hard worker, a kind and caring person. I can only hope this letter conveys something of her skill and character. Please let me know if I can add anything to support her application; I can be reached at (814) 404-8292.

Sincerely,

Erich May, Ed.D.
Superintendent