

To Whom It May Concern:

Dr. Bondy Shay Gibson asked that I provide a letter of reference for future employment opportunities and I am more than happy to do so.

I worked with the Henrico County Public Schools (HCPS) for 21 years in various roles. I retired as superintendent June 30, 2018. Dr. Gibson joined the school district as the Director of Exceptional Education while I served as Deputy Superintendent. During my tenure as superintendent, she was the Assistant Superintendent for Instruction and a member of the Superintendent's Cabinet. Just for context, HCPS is a school district of 50,000+ students and approximately 7,000 employees. The school district is very diverse and has suburban and inner-city type schools – the entire range.

Dr. Gibson is an exceptional leader and I was blessed to have her as a part of our team. She is exceptionally skilled and intelligent. I was regretful of her departure when she left to assume a superintendent's position in West Virginia; however, she was destined to assume a higher level of educational leadership, and deservedly so.

Dr. Gibson's first priority is children/students. Every decision she makes is based on what is in the best interest of those in her care. She is sensitive to and supportive of the needs of adults/colleagues yet she maintains a focus on students when making critical decisions. I never questioned her devotion to the well-being of others, and certainly not that of students. She is an excellent communicator and has strong interpersonal skills.

Of the people with whom I have worked regarding instructional expertise over my 41-year career, Dr. Gibson's knowledge and skill set are at the top of the list. She can very quickly assess educational settings using her professional knowledge with a solid reliance on quantitative and qualitative data. She is careful to ensure that she has all the appropriate information necessary before proceeding with improvements/changes. She is a believer in continuous improvement both for herself and others.

Lastly, Dr. Gibson is a pleasure with whom to work. Her disposition and good sense of humor makes even the most stressful challenges more manageable. She is a centered and well-grounded individual.

I recommend her without any reservation. I would welcome the opportunity to share additional information about her qualities and capabilities. Please feel free to contact me at patkinlaw@comcast.net or at 804-217-1923. Should she be interested in your organization, you would be very fortunate to get her.

Sincerely,

Patrick C. Kinlaw
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