



POQUOSON CITY PUBLIC SCHOOLS

500 City Hall Avenue, Poquoson, Virginia 23662 (757) 868-3055 Fax (757) 868-3107

March 22, 2019

To Whom It May Concern:

I have worked with countless educational leaders during my 29 year career in public education and can honestly say that Bondy Shay Gibson is truly one of the best leaders with whom I have had the pleasure to work. She embodies all of the characteristics needed to ensure a leader is successful in moving an organization forward to a shared vision. She is highly intelligent and passionate about children and education. Her experience as a leader has ensured she can tackle any problem that could arise in her next position. She is an innovative thinker who realizes the challenges students face as we prepare them for life after graduation in an ever-changing global society.

Dr. Gibson makes decisions based on data and uses data to ensure the decisions were the correct ones. She is willing to innovate and make changes that are necessary to improve and enhance instructional programs for all students. In doing so, she works collaboratively with others in the organization and motivates them to do their best for the students and the greater community. Her background in special education provides her the unique ability to truly understand the needs of all students when implementing instructional programs and meeting their social-emotional needs.

Dr. Gibson has excellent communication skills, both written and verbal. Her interpersonal skills are exceptional so she is able to lead others to the shared vision and work with a diverse group of people. She values the opinions of others and listens carefully when working with them. At the same time, she is also willing and able to make the tough decisions even if they are not the popular ones. Her ability to earn the respect of others allows her to garner their support even if they do not like the decisions made by her.

Most importantly, Dr. Gibson is a caring leader who is truly passionate about her work. I know no one better to entrust as the leader of a learning organization. Through her work she will inspire others to do their absolute best as they serve their students and communities. I highly recommend Bondy Shay Gibson for the position of her choice. Please do not hesitate to contact me at 757-868-3053 if you wish to speak to me further about her.

Sincerely,

A handwritten signature in black ink that reads "Jennifer B. Parish".

Jennifer B. Parish
Superintendent