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March 16, 2019

To Whom It May Concern:

As you engage in your search for a dynamic educational leader who is knowledgeable, data driven; yet relational and innovative, I encourage you to give strong consideration to the application of Dr. Bondy Shay Gibson. As you review Dr. Gibson's qualifications and get to know her through your interview process, I am confident that you will find her highly qualified and competent. In fact, her diverse experiences and heart for authentic learning experiences for young people is indicative of the results that schools and school systems have been beneficiaries of under her leadership.

I have known Dr. Gibson for several years and have always known her to operate with a growth mindset while being a champion of equity, long before they were areas of foci in education. As a Superintendent and Deputy Superintendent, I have known Dr. Gibson to have a natural ability to navigate complex situations seamlessly and methodically. She is an innovative thinker and problem solver who has shown herself to be a trailblazer, guiding her school system to creatively solve a number of complex issues that are evident in school systems across the globe. Dr. Gibson welcomes diverse stakeholders into the problem solving process by modeling the behavior that she expects to see of others, such as respecting and honoring diversity in the broadest sense. She also has exceptional presentation, writing, and interpersonal skills that contribute to her natural ability to connect with, inspire and motivate others. What I appreciate most about Dr. Gibson's leadership is her intentional efforts to get to know the students, families and employees that she works with and the genuine heart behind her support of others. Dr. Gibson is dedicated to student and teacher achievement and continually exemplifies leadership qualities that set her apart. She displays confidence in establishing rapport, building relationships, and communicating with parents, teachers, business leaders, community leaders, and most importantly, students.

Dr. Gibson always exhibits her commitment to developing, sustaining, and enhancing a transparent culture of student achievement through modeling exemplary instructional leadership for her peers and those who report to her. She embodies the qualities of an innovative instructional leader who is not afraid to take risks and empowers others to do the same. As a superintendent, she doesn't mind rolling up her sleeves to collaborate with others, whether it's a teacher reluctant to incorporate technology into their lesson, a parent seeking opportunities for their voice to be heard or a student needing someone to show them the possibilities of the present and their future. Dr. Gibson's leadership has brought trust and credibility to her recommendations when collaborating with others to ensure that all stakeholders are working towards specific goals and shared accountability in meeting those goals. She always displays passion and courage in her work and leaves a legacy and culture that inspires others to move the vision forward. As a result, whenever she takes the next step in her career, she leaves the former

organization a better place to live, work, and learn.

If hired by your organization, I have no doubt that Dr. Gibson will be a leader who connects easily with others and who demonstrates wholehearted commitment to the mission and vision of the organization. Should you have additional questions about my knowledge of Dr. Gibson's leadership, please do not hesitate to reach out to me directly at 804-475-2152.

Sincerely,

A handwritten signature in cursive script that reads "Nyah D. Hamlett".

Nyah D. Hamlett
Assistant Superintendent
Henrico County Public Schools