

March 17, 2025

To Whom It May Concern,

I am pleased to be able to write this Letter of Recommendation for Michael Franklin, our Executive Director of Secondary Academics. I have worked directly with Michael since he joined our organization almost two years ago beginning with his onboarding which my team oversees. I have also supported him directly as a senior leader, providing assistance as needed in his supervision of our Principals. Finally, I have served with Michael on our Inclusive Excellence committee, which he has led.

What stands out most to me about Michael is his genuine care for staff, students and families in our organization. Michael has a genuine care for others which comes across in all aspects of his work. He understands very clearly education is a 'people oriented' business and puts relationships at the top of his priorities in accomplishing his complex and critical work.

Michael also exhibits a tremendous willingness to 'pitch in' and work alongside those he supports. This willingness to do whatever is asked of him has included a variety of things including stepping in to help lead our Inclusive Excellence committee despite being a new staff member, as well as serving as the emcee for our All Staff Meetings, attended by over 800 staff members.

I have appreciated and admired the degree to which I have seen Michael approach his work in a systematic and strategic fashion. In working with him, I came to know his 'decision making protocol' he developed as a Principal, designed to ensure that the needs of potentially marginalized communities were being considered. I was impressed enough with this work that I invited him to share it with our leadership development cohort as an example of leading with an equity mindset.

I have thoroughly enjoyed my opportunity to work with Mr. Franklin in his capacity as an Executive Director with ASU Preparatory Academy. I personally appreciate his contributions to the organization and will follow his future accomplishments with pride knowing the passion he brings for students on a daily basis.

Sincerely,



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