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Superintendent | Ector County Independent School District
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October 9, 2025

To Whom It May Concern:

It is my pleasure to provide this letter of reference for Dr. Scott Rudes, who has served as Executive Director of Talent Development for the Ector County Independent School District (ECISD). Dr. Rudes is an experienced educator and administrator with nearly thirty years of service in public education, including leadership roles in large and diverse districts such as Hillsborough County Public Schools in Florida and the Dallas Independent School District, where he served as principal of Booker T. Washington High School for the Performing and Visual Arts and later as Executive Director of Academic Enrichment and Support.

Since joining ECISD, Dr. Rudes has provided steady leadership in the development of systems that strengthen educator pipelines and expand leadership capacity across the district. He has overseen several key initiatives, including the Opportunity Culture model, the Odessa Pathway to Teaching (the district's educator preparation program), and the Registered Teacher and Principal Apprenticeship Programs. His work has focused on creating structures that support recruitment, professional learning, and retention of effective teachers and campus leaders.

Dr. Rudes approaches his work collaboratively, engaging district and campus leaders to align staffing and development strategies with district priorities. His contributions have supported greater consistency in talent management and positioned ECISD to continue building strong internal leadership pipelines.

Based on his extensive experience and record of service, I recommend Dr. Rudes for consideration for executive leadership roles. Should you have any questions, please feel free to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read 'K. Boyer', is written over a light blue horizontal line.

Dr. Keeley Boyer
Superintendent