



Tuesday, June 24, 2025

Re: Dr. Scott Rudes

To Whom It May Concern:

I am pleased to write this letter of recommendation in support of Dr. Scott Rudes for a leadership position with your educational organization. With a distinguished career marked by strategic vision, operational excellence, and a deep commitment to the development of people, Dr. Rudes is uniquely qualified as a school leader. His leadership philosophy aligns seamlessly with the mission of developing world-ready, life-long learners.

Ector County ISD serves nearly 34,000 students across 43 schools in the heart of the Permian Basin. His position of Executive Director of Talent Development demands that he bring not only professional expertise but also the ability to unify, innovate, and lead with heart. Dr. Rudes has consistently demonstrated these qualities throughout his career. His doctorate in education, paired with extensive experience in instructional leadership, project management, and stakeholder engagement positions him as an ideal educational leader. As a strategic thinker and systems builder, Dr. Rudes has a proven ability to design and lead robust talent development pipelines. He has successfully implemented programs that support recruitment, onboarding, professional learning, and succession planning. His leadership reflects an understanding of competency-based hiring practices, performance management, and data-driven decision-making that enhances employee effectiveness and student achievement.

Dr. Rudes excels in aligning human capital initiatives with broader district goals. He is experienced in managing budgets, forecasting staffing needs, and navigating complex legal and policy frameworks. He has led efforts in mentoring, principal pipeline development, certification support, and targeted training such as the Principal and Assistant Principal Academy. His approach is holistic, cultivating not just talent but a thriving organizational culture grounded in ECISD's core values. Colleagues often describe Dr. Rudes as innovative, collaborative, and deeply committed to equity and excellence. He leads with a servant's heart, always placing the needs of students and educators first. Whether developing a new teacher onboarding system, mentoring aspiring leaders, or finding creative funding solutions for strategic initiatives, he brings clarity, passion, and results.

In closing, I strongly and confidently recommend Dr. Scott Rudes for a leadership role with your educational organization. His skills, experience, and character make him a transformative leader who will advance your organization's vision. If you wish to discuss Dr. Rudes' many skills and experiences further, please do not hesitate to contact me.

Respectfully,

Anthony Sorola, Ed.D.
Associate Superintendent
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