

November 17, 2022

To Whom it May Concern

I am pleased to recommend Dr. Scott Rudes to you for consideration for your central office position.

I met Dr. Rudes when he was a graduate student in the superintendency class I taught at the University of North Texas. I knew of him and his extraordinary leadership as principal of Booker T. Washington High School for the Performing and Visual Arts in Dallas ISD prior to his work at UNT on a superintendent certification. While superintendent of Northwest ISD, we looked at high-performing high schools across North Texas to find best practices for our own programs. His campus and his leadership were on our radar.

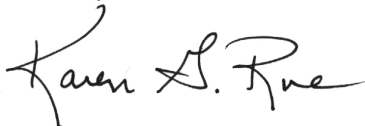
Dr. Rudes has had opportunities few high school principals experience to develop leadership skills that parallel that of the superintendency. His resume undoubtedly highlights his significant accomplishments. Of note, however, is that he is a coalition builder, one who has the talent and acumen to work with numerous political and community leaders to advance academic results for his students.

Additionally, he provided oversight to a 1.7 million dollar capital expansion project for a new recording/production studio in partnership with the Booker T. Washington Advisory Board. He is able to bring the ability to garner community support for a building program to a growing school system and has the experience of successfully following through on implementation.

Dr. Rudes is an extremely talented and dynamic administrator, with experience in leading campus administrators and support staff through a period of increased student achievement. He is adept in building consensus around a vision, motivating others to meet the needs of all students while managing the resources at his disposal. Throughout his work as a graduate student at UNT, Dr. Rudes tackled issues with integrity and enthusiasm. He is respected by his peers and by those he works with on a daily basis.

I recommend Dr. Scott Rudes to you for consideration for a leadership position in your district. I am confident that Dr. Rudes would exceed the expectations that you hold for the position and give him my highest recommendation. If I can be of further assistance in your search, please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink that reads "Karen G. Rue". The signature is fluid and cursive, with the first name "Karen" being more prominent than the last name "Rue".

Karen G. Rue, Ed.D.

Executive Superintendent, Texas Association of School Administrators
Superintendent of Schools Northwest ISD, Retired

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