

Dr. Matthew Spivy, Ed.D.

Chief Human Capital Officer

Ector County ISD

802 N. Sam Houston

Odessa, TX 79761

matthew.spivy@ectorcountyisd.org



To Whom It May Concern,

It is my pleasure to recommend Scott M. Rudes, Ph.D. for a leadership role in your district. I have had the privilege of serving as Scott's immediate supervisor in his role as Executive Director of Talent Development at Ector County Independent School District (ECISD), where he has consistently demonstrated a dedication to student-centered education.

Dr. Rudes's impact on our district has been profound. He has overseen strategic initiatives with a focus on enhancing learning outcomes and supporting teacher growth. His management of the Opportunity Culture model has not only improved student achievement but also created innovative pathways for our educators. Dr. Rudes's data-driven approach to candidate selection and placement has resulted in the retention and recognition of highly effective teachers.

One of Dr. Rudes's most notable achievements has been his supervision of the National Board Certification program for Teachers (NBCT), which earned ECISD the distinction of "district champion" from the Texas National Board Coalition for Teaching. He has also led the Odessa Pathway to Teaching (OPT) program—one of only four district-run Education Preparation Programs in Texas—and supported the state's first Registered Principal Apprenticeship Program. His oversight of the Principal Fellow Program and the Registered Teacher Apprenticeship Program, in collaboration with the US Department of Labor, has expanded professional development opportunities for aspiring leaders and teachers throughout our district.

Dr. Rudes's collaborative spirit is evident in his engagement with the District Continuous Improvement Team (DCIT), where he regularly delivers presentations and seeks feedback to refine and advance our initiatives. He seeks to unite diverse stakeholders around a shared vision for student success.

Beyond his technical experience and strategic acumen, Dr. Rudes's is a proven leader at the local, state, and national levels. His 28 years of experience as a teacher and administrator, coupled with his commitment to celebrating the diversity of our students and communities, make him an asset to any educational organization.

In summary, I wholeheartedly recommend Dr. Scott M. Rudes for any position in your district.

A handwritten signature in blue ink, appearing to read 'Matthew Spivy'.

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