



Kelly Stansell

Director of Talent Development

Ector County Independent School District

Odessa, TX

January 15, 2026

To Whom it May Concern,

I am pleased to write this letter of reference for Dr. Scott Rudes, Executive Director of Talent Development at Ector County ISD. I have reported directly to Dr. Rudes since he joined our district in August 2024.

Dr. Rudes brings exceptional strategic thinking and a futuristic mindset to his role. He sees the big picture while identifying the most impactful pathways forward for our team and district. His genuine connectedness with people creates an environment where every team member feels valued and empowered to contribute their best work.

Dr. Rudes has a collaborative approach. He doesn't simply delegate—he engages in true partnership, seeking input and building consensus while maintaining clear direction. He is driven to continuously seek innovative approaches and best practices, which he applies to strengthen our programs.

Under his leadership, our Principal Fellow program and Aspiring Leaders Academy have flourished. Dr. Rudes provides unwavering support for all departmental work, removes barriers, secures resources, and advocates for our initiatives. He balances high expectations with genuine care for professional growth.

I recommend Dr. Scott Rudes without reservation. He is a visionary leader, collaborative partner, and catalyst for meaningful change in education.

Please feel free to contact me for additional information.

Sincerely,

A handwritten signature in blue ink that reads 'Kelly Stansell'.

Kelly Stansell

Director of Talent Development

Ector County ISD

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