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To Whom It May Concern,

I am writing to recommend Dr. Shawn Yates for a Superintendent of Schools. I have come to know Dr. Yates well over the past couple of years. The position of superintendent of schools involves great responsibility and finesse when it comes to communicating with school board members, districts, families, and members of the public in their communities. Dr. Yates exemplifies all of these qualities and more. He is passionate about all children being given a quality education, equal opportunities to learn, find their strengths, and to become successful.

As Early Childhood Director of Ada-Borup Schools, my personal professional experience with Dr. Yates has been remarkable. He is receptive to new ideas and helpful when questions arise. His open door policy is apparent and he has always been willing to listen and problem-solve.

Dr. Yates regularly attends school assemblies, theater productions and events for the arts, and athletic events. Dr. Yates touches base with student representatives when appropriate to learn more about student needs. He is immensely patient, very well-spoken, a tremendous problem solver, and a great believer in the importance of healthy, cooperative relationships within the schools he serves.

Dr. Yates operates through a strong code of ethics that hold him and those around him accountable and makes him an excellent role model. While facing some very difficult challenges over the past years, he has not wavered in his desire to see that all children are offered what they need to be successful. His passion for children, willingness to be flexible, dedication to his position, and patience make him an outstanding leader and team player.

While Dr. Yates has several strengths as mentioned above, I would specially like to point out his elevated level of integrity and willingness to be open minded. He is not a micro-manager. He trusts other professionals to do their job but has no issue with stepping in when needed. He has shown acute interest in students' progress and is alert and sensitive towards children needing special assistance or attention. Dr. Yates genuinely cares about people.

To summarize, Dr. Yates displays so many qualities that make an ideal Superintendent. While I would be extremely sad to see him leave our district, I respect his desire to grow and do all that he can to meet the needs of his family and reach his personal professional goals. I highly recommend him for any Superintendent of Schools position.

I am confident that Dr. Yates would contribute effectively to your school district. In case you need any additional information, please feel free to contact me.

Best Regards,



Charlene M. Baker