

To whom it may concern:

It is my absolute pleasure to write a letter of endorsement for Ms. Angela Jenifer. In my 13-year career, I have worked with many people. Ms. Jenifer stands out as one of the best administrators with whom I have had the pleasure to work. Her character and personality are such that people are comfortable to seek her help, ask her opinion, and enjoy getting to know her. She is even-tempered with a calm disposition.

As an assistant principal, she has shown excellent management capabilities. In our line of work there must be strategies and practices put in place to make sure that the academic daily schedule runs smoothly, professional learning and collaborative planning take place, and all accommodations are met for students with disabilities. This is no simple task in the elementary setting as the daily schedule is often disrupted requiring that Ms. Jenifer reorganize and adjust plans at the last moment due to unforeseen circumstances. Ms. Jenifer accomplishes all of this with great success. She also does it with a terrific attitude, which is comforting to everyone in the building.

Ms. Jenifer has terrific leadership skills. In a position that requires the management of people, she is better than most at getting the best from everyone. She helps others with problems even when she is busy with administrative duties. She cares about the lives of those around her at a personal level. She is able to lead so well because she seeks to take care of the people around her. If she were to leave her current jobsite, many would follow because her presence in leadership provides a higher quality of life for those around her.

In an environment of constant change, Ms. Jenifer manages and leads with great success. I personally attribute that success to her wonderful character and personality. Along with my experience with Ms. Jenifer, I have read hundreds of research papers and written hundreds of pages on topics such as teacher attrition (leaving the profession), teacher turnover (changing locations within the profession), and teacher buy-in when faced with new ideas and technologies. Ms. Jenifer's character, along with her management capabilities and her leadership style, provide many protective factors involved with ensuring students have a consistent and capable workforce. I am happy to answer any questions regarding Ms. Jenifer's candidacy for positions, especially involving leadership positions.

Michael S. Hiatt Ph.D M.P.H

[Mhiatt75@gmail.com](mailto:Mhiatt75@gmail.com)

678-790-8649