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Review Committee  
East Texas A&M  
Dept. of Educational Leadership  
Frank Young Education North & Dallas Campus  
8750 North Central Expressway

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Dear Review Committee,

I am honored to write this letter in support of Dr. Sharon Ross, Ed.D., as she submits her portfolio for her third-year pre-tenure review. Over the past three years, I have had the privilege of working closely with Dr. Ross in various capacities, particularly through our collaborative efforts within the American Educational Research Association (AERA) and the Texas Association of School Administrators. Throughout this time, I have observed her unwavering dedication to research, teaching, and service, as well as her commitment to continuous professional growth.

Dr. Ross's contributions to research are exemplary. She has engaged in meaningful and rigorous scholarship that addresses critical issues in educational leadership and policy. Her research is both theoretically grounded and practically relevant, making significant contributions to the field. I have had the opportunity to witness her scholarly endeavors firsthand, including her presentations at AERA and her ability to foster discussions that challenge traditional paradigms while promoting innovative solutions. Her work has not only advanced the academic discourse in our field but has also had tangible impacts on educational leadership practices.

In the realm of teaching, Dr. Ross is a dynamic and dedicated educator who is deeply committed to student success. She employs engaging pedagogical strategies that foster critical thinking and active learning. Her ability to connect with students, provide mentorship, and create inclusive learning environments is truly commendable. She consistently demonstrates a strong ability to bridge theory and practice, ensuring that her students are well-prepared to become future leaders in education. Her commitment to student development is evident in her thoughtful curriculum design, mentorship of emerging scholars, and integration of real-world applications into her courses.

Dr. Ross's service to the profession, particularly within AERA, has been outstanding. She has played a significant role in fostering collaboration and professional development opportunities for members. Her leadership in organizing panels, facilitating discussions, and contributing to the growth of the organization has been invaluable. Dr. Ross's service extends beyond AERA to the broader academic community, where she has been a vocal advocate for equity and inclusion

in educational leadership. Her willingness to dedicate her time and expertise to service initiatives demonstrates her deep commitment to the field and to the institutions she serves.

While Dr. Ross has made remarkable strides in her career, an area for further growth may include expanding her leadership roles within national organizations to amplify her influence on policy and practice. As she continues on her path toward tenure, I encourage her to seek additional opportunities to lead large-scale research initiatives or policy-driven projects that further establish her as a thought leader in educational leadership.

In conclusion, Dr. Ross is an exceptional scholar, educator, and leader whose contributions to research, teaching, and service make her highly deserving of tenure consideration. Her dedication to academic excellence and her unwavering commitment to the field of educational leadership have left a lasting impact. I wholeheartedly support her candidacy and am confident in her continued success.

Respectfully,



Dr. LeAnne Salazar Montoya

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