



WILL COUNTY REGIONAL OFFICE OF EDUCATION

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Dr. Shawn Walsh
Regional Superintendent

Dr. Peter Sullivan
Regional Assistant

April 16, 2020

To Whom It May Concern:

This letter is written in support of the candidacy of Dr. Iman Ellis Bowen to serve in a leadership position within your district. It has been my great honor to know Iman for the past four years while serving as her advisor in the Doctor of Education Leadership Program at the University of St. Francis. During the same period, I was able to frequently interact with Iman professionally as part of my role as Assistant Regional Superintendent for the Will County Regional Office of Education. In Iman, I find an exceptional educator, accomplished leader and remarkably talented scholar. Her character, knowledge and foundational commitment to all students would positively impact any learning community.

In evaluating Iman as a candidate, three key characteristics should be highlighted. First, Iman would bring to your district the unique knowledge and experience she has gained as a highly regarded educator and leader. Most recently, Iman has excelled in the role of Director of Student Services at Joliet Township 204 where her leadership has had an enduring impact upon the district. She has worked with other members of the Joliet community to forge a positive culture that is focused on promoting student support and learning. She is a highly collaborative and visionary administrator who understands the need to empower teachers and support personnel as leaders. Second, Iman would bring to your position a robust understanding of the divergent subjects in which contemporary educational leaders must excel in order to be successful. Iman is among the most thoughtful and knowledgeable educators whom I have had the pleasure to know. I am continually amazed by her knowledge and depth of thought. Iman's dissertation serves as evidence of her commitment to excellence as it is a study I will be referencing to students and colleagues throughout the remainder of my professional career. She is an innately reflective and knowledgeable practitioner. Finally, Iman is an exceptional person. She is sincere, kind, principled and uniquely committed to meeting the needs of all learners. Her character and commitment to the success of all students would be remarkable strengths she would bring to any position.

In conclusion, it is my honor to offer my highest recommendation to Dr. Iman Ellis Bowen for a leadership position within your school district. Please do not hesitate to be in contact if I can be of further assistance in discussing this exceptional educator.

Sincerely,

Peter M. Sullivan, Ed.D.



Joliet Township High School - District 204

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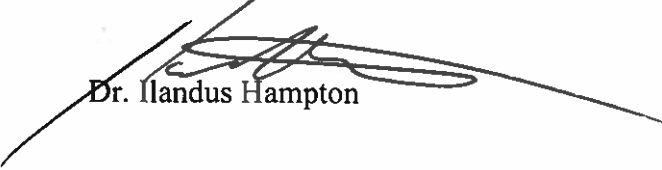
September 8, 2020

Re: Dr. Iman Ellis-Bowen

To Whom It May Concern:

As Assistant Superintendent, it has been my pleasure to be professionally acquainted with Dr. Iman Ellis-Bowen, for thirteen years. I assisted supervising Dr. Ellis-Bowen while she worked in multiple administrative positions, most recently as the Director of Special Services for Joliet Township High School District 204. Dr. Ellis-Bowen is a person of impeccable character and pursues her responsibilities with zeal rarely seen in the educational community. Dr. Ellis-Bowen made great contributions to the successful operations of both Rich 227 and JTHS 204.

I have successfully observed the professional and personal qualities in Dr. Ellis-Bowen that predispose a person to be successful and contribute greatly to any organization. Leadership, integrity, honesty, intelligence, financial accountability with budgets, capacity to learn, resourcefulness, and commitment have characterized her conduct and relations with me and the Joliet Township High School District 204 community. I highly recommend Dr. Ellis-Bowen, and I am subjectively certain that she will be a valuable addition and make significant contributions to your organization.



Dr. Ilandus Hampton

The mission of Joliet Township High School, a historically rich, unified and innovative learning community, is to empower every student to compete and contribute positively to our community and global society by providing a rigorous and personalized education through an academy environment.

Joliet Township High School District 204 is committed to cultivating an inclusive community that values and embraces diversity and respects the humanity of all people.

Joliet Township High School ensures equal educational opportunities are offered to students, regardless of race, color, national origin, age, gender, religion, disability, veteran's status, or marital status.



4/14/2020

To Whom It May Concern:

It is with great pleasure that I write this letter of recommendation on behalf of Dr. Iman Ellis-Bowen, whom I have known for the past 6 years. I have worked with Iman as a member of her administrative team in her role as the Director of Joliet Township High Schools. I have worked in collaboration extensively with Iman as a Special Services Coordinator for one of our district buildings. Throughout our work together, Iman has demonstrated a strong commitment and conscientious dedication to the service of developing leaders, streamlining process, implement evidence-based programming and working with our teams to meet the individual and unique needs of all students. Iman has formed strong connections with community partners as well that has opened doors of opportunities for our students in special education to participate in throughout her tenor at JT. Iman is not afraid to go against the grain and is a trendsetter in our district with her dedication to creating opportunities for students with academic deficits as well as social/emotional and behavioral issues to develop the essential skills necessary to effectively contribute to their communities in a positive way. She is a dedicated leader and fulfills all obligations in a timely fashion.

Iman is an innovative and dedicated educator. She has prepared herself academically to meet the needs of students, parents, faculty, staff and community. She believes they are all stakeholders and as such should have a voice in the educational process and environment for our students. Her over 15 years of experience in education has afforded her the opportunity to obtain valuable resources and establish many connections that will continue to benefit her students, staff and families no matter where she goes. Iman is hard-working, collaborative, optimistic and believes in putting the student first in every decision that she makes. She has an invaluable reputation as a person who truly cares about the educational, social and emotional well-being of all students. Her sense of teamwork, out of the box thinking and cooperation is to be highly commended.

Iman maintains high standards and expectations for herself as well as staff that she works with. She possesses a positive demeanor and strives to strengthen leadership qualities within her staff. Iman develops comprehensive plans and models best practices that help individuals to grow to their highest potential and celebrates their growth and success. She demonstrates the highest level of professional commitment and skill, frequently working above and beyond what is expected.

Iman has many fantastic leadership qualities that will make her an asset to any administrative position within your district. She is certainly a worthy candidate, one who is extremely dependable, enthusiastic and one whom I endorse without hesitation. Please feel free to contact me if you need any additional information. I can be reached at 708-263-8157 or cjoubert@jths.org.

Sincerely,

Constance Joubert

Special Services Coordinator

Joliet Township High School- Central Campus

(815) 727-6758

May 6, 2020

To whom it may concern,

It is with great pleasure that I write a letter of recommendation for Ms. Iman Ellis-Bowen. I worked in the same district with Iman since her employment at Rich East High School. She is regarded highly as an administrator who strives fully to give the best to her students each and every day. In her years at Rich East High School, I was fortunate to work under her charge as an instructional leader for special education.

Winston Churchill said, "We make a living by what we get; we make a life by what we give." It is impossible to fully quantify what individuals give to our lives. As a school psychologist, I am acutely aware of the impact of role models on the lives of students. Ms. Iman Ellis-Bowen is indeed such a role model.

Iman Ellis-Bowen is a woman with integrity, compassion and kindness. She has a strong moral fiber that is most readily observed in her relationships with other people, her work ethic and the genuine care that she so freely gives. What I regard most in Ms. Iman Ellis-Bowen is her loyalty. She does not speak ill of people and lends a hand whenever needed. She is thoughtful in her comments, kind in her gestures and sensitive to situations. These qualities are what moved our professional relationship to friendship; for that I will always be grateful. These personal traits make her so very special and exemplify qualities that transcend into the school environment.

Iman Ellis-Bowen has been, first and foremost, passionate about the students in her charge. She has very high standards and expectations. She desires the very best from her students and staff. Iman has a great deal of knowledge about teaching in her field of expertise. She has a quest for knowledge and personal growth. She is a creative and hard worker. New teachers have shared that she has given them excellent support and valuable tools as they seek to improve their professional skills. At times, she has made the impossible seem possible. Armed with the fortitude to build a strong curriculum and a functioning department, she has incorporated an extensive array of educational strategies. She works tirelessly to motivate and encourage. Iman strives to create goodwill, build morale and bridge a miraculous link between pedagogy and application. As a school psychologist, I have been most impressed by her diligence, sensitivity and strong sense of professionalism.

Iman has taught and reminded others about the essentials of life. She encourages her staff to discover fresh curiosities, to appreciate all opportunities, to accept limitations and to compromise when necessary. These philosophical beliefs are integrated into theory and practice. She facilitates difficult IEP meetings with finesse because she genuinely cares about the rights of the disabled. Her ability to multi-task is most noteworthy, masterfully remembering details and completing projects.

Thank you for the opportunity to provide input in this process. To write on behalf of my former colleague is a pleasure. I feel indeed fortunate to know Ms. Iman Ellis-Bowen. She not only has demonstrated a high degree of loyalty and trustworthiness to her work and friendships, but she approaches her obligations with vigor and resolve. Any district would find her to be an incredible asset to the organization. I wish her the very best in her educational pursuits.

Most sincerely,



Bonnie M. Dickey, Ed.S.
School Psychologist #207
& Adjunct Faculty Member
Governors' State University