

June 16, 2021

To Whom It May Concern:

This is a letter of recommendation for the services of Mr. Pablo Muñoz, CEO of Muñoz and Company, Educational Consultants.

It has been my pleasure to have known Mr. Muñoz since 2005, when he was a candidate for fellowship in The Broad Urban Superintendents Academy. I was Managing Director of the Academy at the time, which was an intensive 10-month training program for aspiring superintendents of large, diverse school districts throughout the United States. Entrance into this fully-paid fellowship was highly competitive. In this particular year, there were approximately 1,000 candidates and only 17 were selected. Pablo Muñoz was one of those 17. During the course of the year-long academy, Pablo distinguished himself among his peers for his leadership, intellect, in-depth knowledge of all aspects of urban education, and his passion for serving underserved youth.

Over the past 15 years, I have kept in touch with Pablo and followed his stellar career as Superintendent in both Elizabeth and Passaic, New Jersey. In both instances, he assumed the leadership of challenged districts and transformed those districts in all functional areas, with a strong focus on raising the achievement of all students while closing the gaps in achievement between children of wealth and children of poverty. Specific strengths he demonstrated during his tenure in these districts were his in-depth knowledge of teaching and learning and all areas of operations, combined with his mastery of governance and board-superintendent relations. His impeccable integrity and outstanding interpersonal skills made him an outstanding success in both districts. During this time, I made it a point to do periodic check-ins with Pablo to keep track of innovative practices he was implementing in his districts that I might share with other districts across the country.

Now that Mr. Muñoz has retired from service as superintendent, I am thrilled to see that he is committed to sharing his vast experience and knowledge with other school districts and leaders in a consulting capacity.

I would recommend his services without hesitation to any district in need of external support or enhancement in any area functional role of the district's services.

Sincerely,



Timothy G. Quinn, Ph.D.

[timquinn@omleader.com](mailto:timquinn@omleader.com)

(231)642-0966