

October 1, 2025

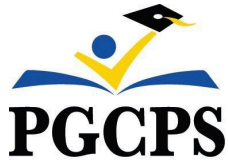
Dr. Charles Mitchell, Jr. Leadership Scholarship Committee
National Alliance of Black School Educators (NABSE)
4005 Wisconsin Ave. NW #5704
Washington, D.C. 20016-9997

Dear Scholarship Committee,

It is with immense pleasure that I recommend Principal Erin V. Cribbs for the Dr. Charles Mitchell, Jr. Leadership Scholarship. As an Accountability Specialist in Prince George's County Public Schools, I have had the privilege of supporting and closely observing Principal Cribbs's leadership at Walker Mill Middle School for several years. Her commitment to educational equity, student advocacy, and strategic school improvement makes her an exceptionally qualified candidate for this prestigious award, and her pursuit of a doctoral degree in School System Leadership at the University of Maryland aligns perfectly with the NABSE's mission to increase the representation of Black school district leaders.

Principal Cribbs is an innovative champion for the middle school students she serves. Her school has navigated significant challenges, including boundary and programmatic changes that shifted the student and community population. Despite these changes, she has consistently kept student well-being at the center of her work. I have personally seen how the school improvement practices she has implemented reflect a deep commitment to equity, relationship building, and high-quality instruction for all learners.

Her resume showcases a leader who can successfully manage and improve outcomes across various educational settings and programs. Principal Cribbs's track record at Walker Mill Middle School is a testament to her effective instructional leadership and data-informed decision making. Under her guidance as principal since July 2017, she has driven measurable growth in reading achievement and STEM success. Her focus on high-quality programs has also earned the school the Excellence in Gifted and Talented Education (EGATE) award in 2019 and 2025. Her commitment to staff capacity building is clear, as she identifies, trains, advises, mentors, and coaches staff in alignment with our school district's vision. This ability to foster academic excellence while managing a substantial \$7.5 million budget demonstrates Principal Cribbs's proficiency in district governance and systems management--both essential domains of system-level leadership.



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A key quality that distinguishes Principal Cribbs is her passion for developing other education professionals—a vital skill for future superintendents. This is evidenced not only by her professional experience but also by her external work. She serves as a faculty member for the Association for Middle Level Education (AMLE) Leadership Institute, where she facilitates coaching and professional development for over 150 school leaders on culture, instructional leadership, and student-centered practices. Through her own firm, Cribbs EDU Consulting, she has partnered with over 15 principals, leading strategic planning, coaching on building leadership teams, and designing systems for goal setting.

Principal Cribbs has demonstrated a powerful blend of strategic execution and a commitment to systemic equity and instructional quality throughout her career, which includes roles as an Academic Dean, Instructional Specialist, and Principal Designee prior to her current role. She is an active member of the National Association of Black School Educators (NABSE), and her pursuit of a doctoral degree is clearly an effort to apply her proven leadership to the highest levels of school district administration.

I enthusiastically recommend Principal Erin V. Cribbs for the Dr. Charles Mitchell, Jr. Leadership Scholarship. I am confident that she will not only excel in her doctoral program but will go on to be one of the impactful Black school district leaders that NABSE is dedicated to cultivating.

Please feel free to contact me if you require any further information.

Sincerely,

Courtnei L. Ball

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