



3839 Cottage Grove Ave SE ▪ Cedar Rapids, IA 52403 ▪ westwind@westwinded.com

---

**October 19, 2025**

National Alliance of Black School Educators  
4005 Wisconsin Ave. NW #5704  
Washington, D.C. 20016-9997

Dear Members of the Dr. Charles Mitchell, Jr. Scholarship Review Committee:

It is with great enthusiasm that I write in strongest support of **Mr. Ken Morris, Jr.** for the **Dr. Charles Mitchell, Jr. Scholarship**. Having had the honor of working with many Black doctoral candidates over the years, I can say with confidence that Mr. Morris stands out as an exceptional leader, scholar, and advocate—eminently deserving of this recognition.

I have known and worked with Mr. Morris for over a decade in a variety of professional and academic contexts, and I currently serve on his doctoral committee. Throughout this time, I have witnessed his rare combination of intelligence, integrity, and deep humanity. Ken embodies a balance of qualities that are difficult to find in one individual: he is both compassionate and strong, empathetic and principled, insightful and humble, approachable and unwaveringly authentic. He invites others into meaningful work and supports them as they learn, holding high expectations for engagement while exercising patience and grace as others grow. He knows when to challenge directly and when to step back in service of the greater mission.

Ken also possesses a clear and compelling vision for the future, grounded in a studied understanding of the past. His grasp of how schools and districts function—and his record of leading real, measurable change—set him apart as a practitioner-scholar of the highest caliber. As a public speaker, he is compelling and confident; as a public servant, he is steady and unflappable.

Mr. Morris has also been a tireless champion of NABSE. In Iowa, where the community of Black educators is small but steadily growing, Ken has been instrumental in establishing NABSE as a trusted and respected institution. He is engaged in a vital network of support and visibility for Black teachers and administrators across the state. Having attended NABSE's Annual Conference, I can attest that he represents the organization with great distinction and pride.

Everyone who encounters Ken leaves with a deep sense of his care, intellect, and commitment to equity and excellence. I give him my **highest and most wholehearted recommendation** for the Dr. Charles Mitchell, Jr. Scholarship.

Sincerely,

A handwritten signature in black ink, reading "Circe Stumbo". The signature is fluid and cursive, with a large, stylized "C" at the beginning.

**Circe Stumbo**  
President