



October 22, 2025

RE: Recommendation: Ada Carter

To the NABSE Scholarship Committee,

It is with great pride and unwavering support that I recommend Ms. Ada Carter for the NABSE Dr. Charles Mitchell, Jr. Leadership Scholarship. Ada is a visionary leader whose career exemplifies the values and mission of NABSE—advancing equity, cultivating excellence, and increasing the presence and impact of Black leaders in education.

Ada’s leadership journey spans more than two decades, marked by a consistent drive to transform systems and uplift communities. Her recent transition into the role of Director of Community Schools for Anne Arundel County Public Schools was not only seamless—it was strategic. In alignment with the AACPS Strategic Plan, Ada reorganized the department to better meet district needs, implementing a robust accountability and evaluation structure across 47 schools. She leads 57 staff and manages over \$25 million in Concentration of Poverty grants, ensuring that resources are directed toward wraparound supports that remove barriers to student success.

Ada is the district’s “go-to” leader for community engagement, equity-driven innovation, and cross-sector collaboration. Her ability to build systems, develop talent, and expand access to services like telehealth, bilingual family engagement, and vision care has had a measurable impact on thousands of students and families. She has also created professional learning communities and onboarding systems that have strengthened districtwide capacity and cohesion.

Her leadership extends beyond the district. Ada has been a cornerstone of NABSE for over a decade, serving as Affiliate President of the Anne Arundel Alliance of Black School Educators and State President of the Maryland Alliance of Black School Educators. In these roles, she has mentored emerging leaders, championed equity-focused initiatives, and amplified the voices of Black educators across Maryland and the Northeast Region.

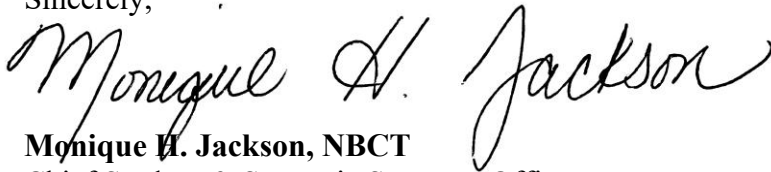
Ada is currently pursuing a Doctor of Education in Curriculum and Instruction with a secondary emphasis in Instructional Leadership. Her dissertation focuses on professional development for non-traditionally trained teachers—many of whom serve in high-need urban schools. This research is not only timely but deeply aligned with NABSE’s commitment to supporting educators who reflect and serve our most vulnerable communities.

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The Dr. Charles Mitchell, Jr. Leadership Scholarship is designed to support aspiring superintendents who demonstrate exceptional leadership, a commitment to equity, and a clear vision for systemic change. Ada embodies all of these qualities. Her strategic thinking, collaborative spirit, and relentless pursuit of excellence make her an ideal candidate. She is not only preparing to lead at the highest levels—she is already leading with distinction.

I wholeheartedly and enthusiastically recommend Ada for this scholarship. Her leadership is a gift to our district, our state, and the broader educational community. Supporting her journey is an investment in the future of equitable, transformative education.

Sincerely,

A handwritten signature in black ink that reads "Monique H. Jackson". The signature is written in a cursive, flowing style.

**Monique H. Jackson, NBCT**  
Chief Student & Systemic Supports Officer  
Anne Arundel County Public Schools