



Dr. Nicole Holt

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The National Alliance of Black School Educators

4005 Wisconsin Ave. NW #5704
Washington, D.C. 20016-9997

Dear Members of the Selection Committee,

It is with a high level of respect and advocacy that I submit this letter of recommendation for **Dr. Kenneth Carlisle-Davis** in support of his nomination for recognition by The National Alliance of Black School Educators (NABSE) for the Marcus Foster Distinguished Educator Award. Dr. Carlisle-Davis embodies the qualities of transformational leadership, strategic vision, and unwavering dedication to educational equity that this organization and award seeks to honor.

During his time as the Executive Director of Middle Schools in Springfield Public Schools, Dr. Carlisle-Davis has consistently demonstrated exceptional leadership in improving student outcomes, elevating principal leadership, and strengthening systemic practices across our district. His work moved beyond the traditional boundaries of school supervision; he is a **systems-level leader** whose initiatives have produced measurable improvements that benefit students and educators across divisions within the district.

Dr. Carlisle–Davis is widely recognized for his ability to **develop and empower school leaders**. Through coaching, data–informed leadership, and strategic support, he has cultivated a group of principals who are instructional leaders, equity advocates, and community builders. Under his guidance, schools have experienced gains in student academic performance, improved school climate and culture, and strengthened teacher instructional practices—all while advancing districtwide priorities.

What sets Dr. Carlisle–Davis apart is his **strategic foresight and commitment to systemic change**. He has successfully contributed to the solving of complex initiatives—such as redesigning principal support and learning structures to close opportunity gaps—that address root causes rather than symptoms. His work has influenced and shifted policies, structures, and practices, ensuring that the impact extends far beyond any single school.

Equally important, Dr. Carlisle–Davis leads with **integrity, cultural responsiveness, and a deep commitment to the success of underrepresented students**. His leadership reflects the mission of NABSE: to promote and facilitate the education of all students, with particular attention to those of African descent. He is a champion for equitable outcomes and a model of excellence for peers, principals, and aspiring leaders.

I offer my endorsement of Dr. Carlisle–Davis for this distinguished honor. He is the kind of leader whose work embodies the spirit and mission of the National Alliance of Black School Educators

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Sincerely,
Dr. Nicole Holt
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