



March 17, 2025

Letter of Support

With great enthusiasm, I write this letter of support for Mr. Tom Burton. Over the past two years, Mr. Burton has played a critical role in the growth and transformation of Reading Community City Schools. As a national presenter, CEO of WeEmpower LLC, and Executive Director of High AIMS, he has brought a wealth of knowledge, leadership expertise, and strategic vision to our district.

Mr. Burton has been instrumental in the development and execution of our district's strategic plan. His approach was highly collaborative, ensuring that Board of Education members, staff, community members, and district administrators all had a voice in shaping the plan. His ability to engage stakeholders and craft a clear, actionable vision has positioned our district for long-term success. Additionally, he helped our district implement a systematic process for data collection, making our strategic objectives measurable and accountable.

Beyond his work in strategic planning, Mr. Burton has provided invaluable leadership development using the *6 Types of Working Genius* framework. He has equipped our district leaders with the tools needed to build a more cohesive and effective team. His leadership has helped transform our district culture into an increasingly data-driven and results-oriented one. He has also provided leadership coaching for our principals and executive team.

Mr. Burton is also an engaging and dynamic speaker. As our keynote speaker on August 15, 2024, he delivered an inspiring message that resonated deeply with our staff. The overwhelmingly positive feedback from our staff reflected his ability to motivate and his deep understanding of the challenges and opportunities within education. Additionally, he contributed to our summer district administrator leadership retreat, further reinforcing key leadership principles and strategies.

His impact extends far beyond our district. As Executive Director of High AIMS, he has provided leadership that has strengthened collaboration among school districts across Southwest Ohio. Under his guidance, High AIMS has established cohorts for principals, assistant principals, curriculum directors, and counselors—initiatives that would not exist without his vision and dedication. This work has positively influenced thousands of students and educators across the region. Additionally, his leadership in organizing the Ohio Middle-Level Symposium and High AIMS Student Leadership Conference has created opportunities for middle and high school students to develop leadership skills and make a meaningful impact in their schools and communities.

Mr. Burton's expertise, passion for student success, and unwavering commitment to leadership development make him an extraordinary asset to any educational initiative. I highly endorse Mr. Burton and his work and am confident that his contributions will continue to positively shape the future of education.



Please feel free to contact me at ddavis@readingschools.org or 513-842-3210 if I can provide any additional information.

Sincerely,

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