

Chris N. Blanton
Graham Independent School District Board of Trustees
President
Graham, TX

November 15, 2024

Re: Impact Education Specialist - Reference Letter

To Whom it may Concern,

As president of The Graham Independent School District Board of Trustees, I would like to recommend Impact Education Specialist for their search services for administrative staff. Specifically, Impact conducted our search commencing in June of 2024. Our new superintendent will begin on December 2nd 2024. Impact conducted themselves with a level of professionalism and care that exceeded our expectations. Not only did Impact serve as recruiters, their advice to the district throughout the search was invaluable. I was more than pleased with the candidates Impact brought to us for consideration. Their processes and procedures allowed them to get a real sense of the culture of the district and to bring quantifying ways to measure the candidates. Any district looking to hire administrative staff should consider Impact as a partner in that effort.

Sincerely,



Chris Blanton
Board President