



Charles R. Heaton, Ph.D.

Letter of Recommendation for Ramon Marquez

March 28, 2026

To Whom It May Concern:

It is with great pleasure that I recommend to you Mr. Ramon Marquez for a position of leadership in your educational organization! Mr. Marquez serves as a lead teacher at the Academies of Math & Science Glendale. In addition, he is a member of our Aspiring Leaders Cohort and worked under my mentorship for the last two school years. In my role as Director of Schools with the Academies of Math & Science, I was immediately impressed by his receptivity and application of coaching, initiative to take risks and learn, and reflective and dedicated stance as a professional; he embraced me as a coach, one who would partner in his professional development and challenge his to realize his potential in serving students, staff, and his community.

Within the first month of working together, I consistently observed and learned that Mr. Marquez possesses a strong work ethic, growth mindset, integrity, dedication to serving others, and commitment to educational excellence. This was evident in his ability to lead events and programming with success. It is my observation that Ramon has quickly built strong and trusting relationships in his school community. His colleagues and families find him approachable, accessible, and a champion for their rights and their children.

In his role of supervising others, Mr. Marquez establishes and maintains high expectations, possesses an ethic of care, and is giving of his time effort. Consistently, he keeps a “student first” approach in his decision-making and coaching of his team. As his coach, he immediately embraced me in my role, showing vulnerability and humility, soliciting input and feedback, engaging in critical self-reflection, and willingly takes feedback from myself and others and applies it in practice. It is these practices that gives Mr. Marquez his “edge” as a continuous learner.

Mr. Marquez has a strong desire to be his best self and seeks to serve all in his care well. As a member of a school community and team, Mr. Marquez readily serves in whatever capacity that he is called upon, be that be community events and partnerships, field work and advocacy, or taking on any responsibility needing fulfilling in his school. It is for those reasons I can attest that Mr. Marquez is respected by all whom he serves.

Though I have much to share about Mr. Marquez to show that he has the requisite skills, knowledge, and experience to serve in the role of assistant principal or similar position, it is his unbridled passion and competence as an educator to which I will speak. I know the families, faculty and staff, and students in your school will find great value in his work, as AMS Glendale has.

I thoroughly enjoy working with Ramon and recommend him for a leadership position. He understands who the primary customer is and works hard to provide outstanding service. My belief is that Ramon will be successful in whatever opportunity he pursues. I believe this is an accurate description of Mr. Marquez’s skills set. If you require any additional information, please feel free to contact me at your convenience.

Kindest Regards,

Charles R. Heaton, Ph.D.
Director of Schools