



Campbell County School District

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Alex Ayers, Ed.D.
Superintendent of Schools

Teaching Effectively — Learning Successfully

Kirby Eisenhauer
Deputy Superintendent

October 10, 2023

To Whom It May Concern:

This letter is written as a recommendation for Dennis Holmes, recently employed by Campbell County School District in the position of Associate Superintendent for Instructional Support. I have had the opportunity to work with Dennis over the last seven years, including that of a high school principal in addition to his current position. I led the hiring process for both positions and have supervised him directly during his tenure in our district.

As the inaugural principal of Thunder Basin High School, Dennis effectively collaborated with staff to create a positive culture and climate. The addition of a new, comprehensive high school in Gillette was a significant event in the community and Dennis' leadership was exceptional. The success of the transition was very important and Dennis' handprint on that effort was and is appreciated.

Dennis' most recent position as an Associate Superintendent is one of the most challenging positions in our district. He was responsible for our finance, maintenance, printing, warehouse, and transportation departments. In addition to overseeing the facilities at 23 brick-and-mortar schools, he was responsible for working with the Wyoming Construction Department on capital construction efforts within the district. His facility work included the planning and design for a rural, K-8 school and the planning and design work for a 46,000 square foot aquatic center. Additionally, Dennis was responsible for the legislative efforts of the district including attending committee meetings and interim meetings to offer testimony on behalf of the district. This was a position that would be challenging for any seasoned administrator but Dennis did an excellent job and grew professionally while impressively fulfilling the duties of his position.

I enjoyed the consistent, positive demeanor that Dennis brought to work each day. That predictability created a confidence and calmness in a workplace that naturally had its share of pressure and stress. Dennis is driven, dependable, and demonstrates a tremendous work ethic, which also enhances the work environment. He has a unique ability to connect with everyone he encounters, contributing to a positive, inclusive culture. He is, without question, of high moral character, ethical in his actions, and determined to be successful. Dennis possesses a significant, professional skillset that would complement his work in any future position. Personally, I appreciated Dennis on a daily basis and enjoyed both our professional and personal relationship.

Dennis would be an outstanding hire for any position in which he is qualified. I give him my highest recommendation and encourage you to hire him if given the opportunity. If you would like to further discuss Dennis' qualifications, please feel free to contact me at (307) 682-5171.

Sincerely,

Alex J. Ayers
Superintendent