



Name: School Of Leaders

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Recommendation letter

from Katerina Ozeryanska, Founder of School of Leaders, Bali

To whom it may concern,

I had the great pleasure of working with Ksenia Dokuchaeva as she joined the School of Leaders team in Bali in the role of Preschool Director and School Admission Director. From the very beginning, Ksenia demonstrated outstanding leadership, vision, and dedication to building a high-quality Montessori program within our existing school structure.

Ksenia developed a comprehensive launch plan for the Montessori preschool and successfully led its implementation. She recruited and trained the teaching team, set up all key processes for working with families and staff, and provided structure and consistency throughout the launch. Her ability to balance strategic planning with daily operational excellence made the entire process smooth and successful.

Beyond her role in preschool leadership, Ksenia also contributed significantly to the strategic development of our entire school. She helped me clarify the long-term vision and goals of the School of Leaders and took part in key planning discussions – including our transition to the IB Primary Years Programme, the search for a new Primary School Coordinator, and planning the relocation of our entire school to a new campus. Her insights into school culture, team dynamics, and family engagement were extremely valuable.

One of Ksenia's many strengths lies in community building. She designed and implemented an effective enrollment and onboarding process for new families in both the preschool and elementary programs. Her approach to family adaptation and inclusion was thoughtful, systematic, and aligned with our values. Thanks to her work, families felt welcomed, informed, and connected from day one.

Ksenia also facilitated professional development trainings for our staff on topics such as Nonviolent Communication and Montessori pedagogy. Additionally, she led workshops for parents on creating Montessori-inspired home environments and improving communication with children – always with warmth, depth, and clarity.

As a founder, I deeply value Ksenia's professional expertise, her ability to build authentic relationships in all directions – with children, parents, colleagues, and leadership – and her

remarkable level of independence. She requires very little oversight, yet delivers thoughtful, high-quality results consistently. Her initiative and integrity make her a true asset to any team.

Ksenia is a rare professional who combines strategic leadership with deep empathy and care for both people and systems. I recommend her sincerely for any leadership position in the field of education.

Warm regards,

Katerina Ozerianska

Owner and Head of School of Leaders

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Principal's Name: Katerina Ozerianska