

March 25, 2025

Recommendation Letter for Ksenia Dokuchaeva

To whom it may concern,

I am writing to share my experience of working with **Ksenia Dokuchaeva**, a professional I have known and admired for more than eight years. During this time, we have journeyed together through various stages of collaboration — from being directors of fellow Montessori preschools, to working side by side as partners in educational consulting.

As the founder of SAMI Montessori Center, I had many opportunities to interact with Ksenia who was a *director at Sunrise Montessori School* as a fellow member of the professional Montessori community. In this role, we regularly exchanged ideas, resources, and experiences related to school leadership, team development, and working with families. Ksenia always approached these interactions with openness, generosity, and a sincere desire to support and uplift others in the field.

From the very beginning, she impressed me with her ability to build meaningful professional relationships, her openness to share expertise, and her support for fellow leaders — especially those who are just starting their journey. Her dedication to continuous learning and personal growth has been an inspiration.

Ksenia is a natural team builder. She brings clarity and purpose to every step of team development — from creating meaningful job descriptions that communicate the spirit of the organization, to leading values-based interviews and onboarding new staff. She leads with both structure and sensitivity, offering her team members personalized support that is rooted in their individual strengths. Her leadership has contributed to building a strong internal culture and a widely respected employer brand.

What makes Ksenia truly exceptional is her talent for building and nurturing community. Whether it's guiding a family from their very first phone call and school tour, supporting them during their child's adaptation, or resolving complex situations with compassion and wisdom — Ksenia brings presence, care, and vision. She has led numerous events and workshops for families and staff, introducing them to Montessori pedagogy, Nonviolent Communication, and peace education, helping everyone go deeper in understanding the Child and child-led approach to education.

Over the past two years, we have worked together as *partners at Sunrise EdCare*, a consulting company that supports both new and experienced leaders in early childhood education. I continue to be amazed by Ksenia's deep belief in people and her ability to recognize and develop their strengths. Her energy and dedication to helping others build human-centered, nonviolent educational environments are unwavering. Ksenia applies the principles of Montessori, mindfulness, and ethical leadership in every aspect of her work — and generously shares these tools with others.

I sincerely and wholeheartedly recommend Ksenia for a leadership or administrative position in any school guided by humanistic values. I am confident that she will bring tremendous value and inspiration to any team she joins.

Warm regards,

Natalia Makenova

Co-founder of SAMI Montessori center

Partner at Sunrise EdCare

+7 905 537 6301

nmakenova@gmail.com

A handwritten signature in blue ink, appearing to read "Natalia", is positioned below the contact information.