



5 March 2025

To Whom It May Concern:

I had the pleasure of working with Sarah Elliott as part of a schoolwide policy and procedure evolution that was occurring with my client, and her employer, Tashkent International School (TIS) in Tashkent, Uzbekistan. After having crafted the school's overall new Board of Trustees policies, the project called for a complete update on the operational policies descended from the Board Policy.

When the time came to address the Child Safeguarding focus area, Sarah was the lead on this part of the project. Her subject matter expertise on not only the best practices of child safeguarding, but as they applied to Uzbekistan and TIS was very evident from a variety of perspectives:

1. In understanding the universal needs of children, no matter the age, to be safeguarded from situations, data usage, and being aware of many other items, such as proper behaviour of adults and signs of a child safeguarding issue that needs reporting.
2. Sarah gave immensely valuable feedback on what became an indexed list of policies and procedures and her guidance informed the following for both the general TIS staff and Safeguarding Leads (DSLs):

Document Code/Title	
CS_901	Child Safeguarding Policy
CS_902	Child Safeguarding Procedure
CS_902.1	DSL Screening Procedure: Sexual Concerns
CS_902.2	DSL Screening Procedure: Physical Condition Concerns
CS_902.3	DSL Screening Procedure: Behavioural Concerns
CS_902.4	DSL Screening Procedure: Emotional Condition
CS_902.5	DSL Screening Procedure: Parent/Legal Guardian Concerns
CS_902.6	DSL Screening Procedure: Physical Abuse Concerns
CS_904	Child Safeguarding Incident Resolution Form
CS_905	Child Safeguarding Workflow Visual Diagram
CS_906	Peer-on-Peer Abuse Policy
CS_907	Suicide Ideation Policy
CS_908	Early Learning Intimate Care and Toileting Policy
CS_909	Consent to Release Information Form - Russian
CS_910	Consent to Release Information Form - English
CS_911	Consent to Release Information Form - Korean

3. Sarah also guided her fellow counselors and stakeholders (including Leadership team) through the process in addition the questions I objectively had.
4. Her expertise came through especially in how to systematically handle any and all related issues, in the form of using a globally recognized (and highly confidential) application called CPOMS.



Of all of the above attributes, perhaps the greatest attribute that I saw was Sarah's approach to listening and understanding first, so she could then offer her clear expert advice. It would be something that would give great comfort to both children and adults and instill high degrees of trust and confidence in her abilities.

Additionally, I was afforded the opportunity to observe Sarah in action (she did not know this) in terms of her approach to care for children and situations. I saw her interacting with kids for the time I was on campus and the fun and attention that she led with in these interactions gave me great comfort to not only know already how she would (very) professionally respond to difficult situations, but equally to more importantly who she is and how she interacts as a matter of her daily rhythm.

She is a highly professional, curious, and positive leader who is not only extremely invested in children, but also a rare person who wants to learn, improve, and will never (to my observation) feel like she knows everything. That is something that is a high compliment to not only be able to share, but a reflection on Sarah's professionalism, emotional quotient (EQ), quiet but confident leadership, and ability to hit the mark on a situation and handle with the utmost care.

I enthusiastically and completely recommend engaging with Sarah and look forward to future opportunities to also work with her and seek her wisdom and expertise in this space.

Please don't hesitate to reach out if I can be of further assistance.

My very best regards and highest recommendation for Sarah,

Jon Hansen
Founder/Managing Director of [Global School Operations \(GSO\)](http://www.globalschooloperations.com)