

As a superintendent, I would utilize a variety of methods to bolster communication with all stakeholders including weekly emails to school board members, communications committees and a high degree of visibility in the community. I will also contact legislators to ensure that school interests and lines of communication are maintained.

As one of my responsibilities within the Blue Earth Area School District, I am the leader of the district leadership team (DLT). The DLT is a leadership team of administrators, school board members, parents, classified staff members, and teacher leaders who discuss and make recommendations/decisions related to curriculum, instruction, assessment, grading, communication, teacher development and mentorship, and professional development. The DLT meets on a monthly basis and communicates directly to the BEA School staff and school board. This team is charged with ensuring the advancement of programs such as the Q-Comp program, professional learning communities (PLCs), and various initiatives. The district's strategic plan is used as the driving force for all decisions.

In my tenure at BEAHS, I have helped create much success including the following:

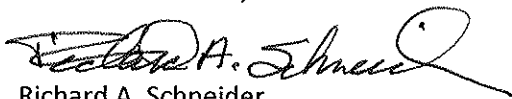
- Consistently high graduation rates
- Development of student advisory program (CORE)
- Implementation of REACH students to help provide support to struggling students
- Expansion of concurrent enrollment courses including Introduction to Education
- Implementation of Welding Academy in conjunction with Fairmont Area High School
- Consolidation of 8th grade into the high school building
- Expansion of project lead the way (PLTW) course offerings
- Development of a Technology Intern program for high school students
- Expansion of the Work-Based Learning program

It is vital that any leader develops a network of colleagues beyond the local stakeholders in order to collaborate, discuss, deliberate, and critique topics and decisions that face a superintendent. I would consider Mr. Jerry Jensen to be a great resource along with my current superintendent, Dr. Evan Gough and St. Peter superintendent, Dr. Paul Peterson. Oftentimes, these colleagues, and the many colleagues of southern Minnesota, can be the most supportive and sometimes the most critical sources to provide honest, candid feedback. More often than not it is more important to hear honest feedback that you did not really want to hear, but need to hear.

I firmly believe that a school should provide all students with a foundation in which they may build their future lives. This involves a "world class" education based upon a mixture of opportunities academically, socially and through a diversity of activities. Ensuring that tax dollars and funds are used responsibly are tantamount to a successful and fiscally effective school.

In closing, I am convinced that I can be the "right person, at the right place, at the right time" for your superintendent position. I look forward to the opportunity to discuss my qualifications with you. Please feel free to contact me on my cell phone (605) 881-8630 or at school at (507) 526-3201 or leave a message at either place and I will return your call as soon as possible. I look forward to hearing from you.

Yours in Education,



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Superintendent Selection Committee:

It is with great excitement that I submit my application materials for the position of Superintendent of Schools for the Le Sueur-Henderson Public School District. This position offers an exceptional opportunity for me to combine my professional experience and educational background with my desire for greater leadership responsibilities.

I have 6 years of experience as the High School Principal at Blue Earth Area School District in Blue Earth, Minnesota. Blue Earth Area High School has an enrollment of 413 students in grades eight through twelve and Blue Earth Area Schools has a district-wide enrollment of 1125. Combining my experience at BEAHS with my previous experience (Harrisburg, SD and Hamlin, SD), I have 17 years in educational administration. In my 29 years total in education, I have served many different roles including as a math and science teacher and coach, middle school principal and high school principal. Even though I have worked in a variety of schools, I have especially appreciated my time in districts similar in size to the Le Sueur Henderson School District.

In addition to my time in education, I also have experience in the South Dakota National Guard, which afforded me with a variety of opportunities to develop and demonstrate leadership. I retired in 2012 after 28 years of service after obtaining the rank of E-8, including 7 years as a first sergeant. I believe that the variety of experiences both inside and outside of education makes me uniquely qualified for consideration. In every school where I have had tenure, my supervisors have entrusted me to assume leadership in their absence as well as handling the day-to-day operations of the building principalship. Good decision-making skills are essential to the success of an effective administrator and my various leadership experiences – principal, teacher, coach and military service have allowed me to demonstrate these skills.

The Le Sueur Henderson School District has a mission – “unified focus on learning that inspires individual student achievement.” Undoubtedly, this mission was developed through collaboration of all stakeholders and is intended to drive decisions concerning the operation of the school, both in the long term and the short term. In any situation that arises within a school, I believe it is imperative to gather as much information as possible and consider the gravity of the circumstances and amount of time available to make a confident and informed decision that is in the best interest of all students. If time permits and depending on the overall scope of the decision, it may be beneficial to seek input from all stakeholders (board members, parents, staff members, students, and community members).

It is my personal opinion that micromanaging by the superintendent is counterproductive to the effective operation of each school and program. But, to take a complete hands-off approach is also counterproductive. Therefore, an adequate level of oversight must be maintained by consistently checking in with stakeholders. At the Blue Earth Area School District, we meet as an administrative leadership team on a weekly basis to communicate about projects, ideas and concerns and ensure that we are consistently following the mission and vision of the school. At the building level, I utilize site teams, communication teams, parent advisory councils, and student advisory councils to establish open lines of communication. Each of these groups helps facilitate open communication and seeks input into the practices and procedures of the high school.