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To Whom It May Concern,

What do I look for in a school superintendent? I look for intelligence, a visionary, someone who will put children first in his decision making, someone who has high expectations of others and himself, someone who holds staff and himself accountable, someone who is fiscally responsible, a person who honors those who work hard, and someone who will lend a listening ear to those who work with him. If you decide to hire Mr. Christopher Schultz, these are just a few of the great qualities you will benefit from.

I have had the pleasure of working with Mr. Schultz for the past two years; the first as an elementary school principal and this year as a part time curriculum director. When I found out there was going to be a new superintendent for my retirement year I was concerned. There is always a transition period when someone new is at the helm. Much to my surprise my last year was challenging, invigorating and exhilarating. I worked very hard, stayed late and accomplished many wonderful things for the students and staff in our school. I was treated with respect, kindness, and thoughtfulness. I want you to know this because motivation to excellence, high expectations, and accountability are what Mr. Schultz is all about. If he can come in and motivate a sixty three year old principal in her last year of service then he can motivate just about anyone.

I want to talk about some of the absolutely wonderful things he has accomplished for Luck Schools.

Mr. Schultz has:

**\*Revamped Business Office**

Mr. Schultz Completely retooled our finances and created a balanced budget with a healthy working cash flow, site based budgets, and online purchasing. The auditor that reported at the 1/23/2017 School Board meeting said the our audit has never looked this good and the items he suggested for remedy last year were completed.

**\*Hired competent employees for the school finance department**

These individuals understand the intricacies of school finance. The past employees did not understand school finances and we were getting farther and farther behind ever reaching financial stability.

**\*TIP Program (Targeted Intervention Program)**

This program is designed for students in the lower 20% academically in math and reading. These students stay after school and work in small groups with teachers on targeted skill deficits. They are bussed home each day after the program.

**\*Established the SAAB Award for staff**

The SAAB (Soaring Above And Beyond) award is given to individual staff members by other staff members to recognize kindness and or special actions in one another. The award is presented by Mr. Schultz and each recipient gets a certificate.

### **\*Cardinal Caravan**

Cardinal Caravan is a quarterly program where teachers nominate students who have gone above and beyond in their daily activities. The CC committee goes to the home of the student and shares the award with them. The award includes a cinch sack filled with donated goodies like McDonalds gift card, movie passes, a T-shirt etc. It is a very special time for the student and their family.

### **\*Created new policies and job descriptions**

The policies in our district had not been looked at for years. We started systematically reviewing and rewriting them. The district never had job descriptions. These are a welcome addition to the smooth running of a district.

### **\*Grant writing**

Mr. Schultz looked at grant writing opportunities and encouraged all of the staff to take advantage of them. We have received several grants in the past year that we had never explored before.

### **\*Created a new infrastructure with directors**

Mr. Schultz created directors positions so he could effectively communicate with departments. He has established weekly or bi-weekly meeting with each director.

### **\*Established SPARK to improve classroom instruction**

Mr. Schultz and other area superintendents wrote a grant to acquire week long training for improving instruction. This training was held off site and was offered to several different districts. As part of the training instructional coaches made site visits to the school to further observe staff and continue the learning process.

### **\*Recognized staff with notes and birthday cards**

I have never had a superintendent that has recognized the good things I do and written me notes about them. What a great way to bolster staff morale.

### **\*Recognized staff by recommending them for various awards**

Mr. Schultz has nominated individuals for the Herb Kohl teacher and principal awards and nominated the food service manager for the food service manager of the year award.

### **\*Make time for people when they need to see him**

Mr. Schultz is always available for the staff.

### **\*Works 14-16 hour days and on weekends**

Mr. Schultz works tirelessly to make sure his office runs smoothly and continuous improvement is his mantra.

### **\*Spearheaded the building project**

Luck became involved in an Act 32 building project which was quite extensive. Mr. Schultz organized and spearheaded the entire project to make many needed improvement to our school.

### **\*Established a mission, vision, and goals committee**

Luck has never had any type of strategic plan. Mr. Schultz started with establishing a mission, vision, and goals. The committee consists of staff, board members, and community members.

I know this is a lengthy letter and I could continue writing, but I think you get the direction I am taking. Mr. Christopher Schultz is a very positive influence on the lives of the children at Luck School, the school climate, and the school community as a whole. I have had the opportunity to work for seven different superintendents. Mr. Schultz is the most intelligent,

has the largest skill set and the broadest vision of any of those I have worked with. I give him my highest endorsement and recommendation. Please do not hesitate to call me with further questions.

Sincerely,

A handwritten signature in cursive script that reads "Ann M Goldbach".

Ann M. Goldbach

Former...

Principal, Luck Elementary School , 7 years, Luck, WI

Principal, Woodland Elementary West, 21 years Gurnee, IL

Asst. Principal, Hawthorn Middle School, 2 years, Vernon Hills IL

3<sup>rd</sup> Grade Teacher, Hawthorn South, 6 years Vernon Hills, IL

FACE teacher, Hawthorn Middle School, 7 years Vernon Hill, IL