

Blue Earth Area Public Schools ISD # 2860

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Serving the Communities of Blue Earth, Frost, Winnebago, Delavan, and Elmore

Evan Gough, Superintendent

February 24, 2016

To Whom It May Concern:

I highly recommend Rich Schneider to be the next Superintendent for your school district. Rich and I arrived at Blue Earth Area at the same time, and during our four years together, I have had the opportunity to be nothing but impressed by Rich's instructional leadership, communication, and integrity.

Instructional leadership is one of Rich's strongest attributes, and Rich has worked closely with our high school staff on changing how our teachers view the learning process. Most importantly, he has started to shift the focus of our staff from teaching to student learning. Rich has also been instrumental in leading many changes to how we conduct staff development in our school district.

Rich was an excellent communicator when he arrived at Blue Earth Area, and he has continued to get better. I can tell you that communication is something that every leader can continually improve on, especially in an era with many different mediums to deliver messages. Rich does a great job of delivering timely information to parents, students, and staff. I know that our staff appreciates his weekly emails that keep them updated on high school and district happenings.

Rich is a leader of great integrity. As school leaders, we are often faced with difficult decisions, and I can tell you that Rich's honesty and strong moral principles play a role in each decision that he makes.

It will be a great loss for Blue Earth Area if Rich chooses to leave. I encourage you to give Rich very strong consideration for your Superintendent position. If you have any questions, please give me a call.

Sincerely,

Evan Gough

Superintendent

Blue Earth Area Schools