



ED CLAPP ELEMENTARY
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Mrs. Jennifer Schuldheisz, *Principal* • 701.446.2904
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February 5, 2018

To The Hiring Committee:

It is with great pleasure that I recommend Mrs. Lori Conmy for a principal position. I had the pleasure of working with Mrs. Conmy during the 2017-18 school year as my assistant principal intern. This position was at Ed Clapp Elementary which has a diverse student population including 65% Free/Reduced, 21% EL, and 39% black students.

From the first time she entered the building, Mrs. Conmy was intentional about acknowledging all staff and forming positive relationships with them. Staff quickly learned they could go to Mrs. Conmy with questions and concerns. If she didn't have the answer, she would find the answer and follow up with the staff member. The fact that staff were so willing to ask her for feedback and talk to her about concerns shows that she was trusted and respected among the staff which is an essential foundation for any school leader.

Mrs. Conmy showed great initiative. If something had to be done, she would happily take it on no matter how challenging the situation. I could hand projects over to Mrs. Conmy with very little direction. She was able to ask any questions she had and then could efficiently complete the task in ways that always exceeded my expectations. If Mrs. Conmy recognizes that something needs to be done, she does it.

One of Mrs. Conmy's ongoing tasks was to do classroom walkthroughs and provide feedback to teachers using the Marzano evaluation tool. Mrs. Conmy was thoughtful and articulate with her responses. She is able to identify best practice instructional strategies that teachers are using and describe the impact on student learning. Providing staff with ongoing feedback about how their instruction is impacting student learning is an essential skill for creating a culture of high expectations.

Throughout her internship, Mrs. Conmy had many difficult conversations with parents. She was able to handle these situations in a way that parents appreciated the information and were encouraged that the school was committed to working with the family to solve any problems as positively as possible. Mrs. Conmy also attended all PTA meetings and family involvement events which shows her dedication to the school/family partnership.

Mrs. Conmy is a highly reflective professional who loves impacting staff and students. I highly recommend Mrs. Conmy for a principal position. There is no doubt that she will be a highly successful leader.

Respectfully submitted,

A handwritten signature in cursive script that reads "Jennifer Schuldheisz".

Ed Clapp Principal