



Blue Earth Area High School

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Blue Earth, MN 56013

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To whom it may concern,

It is with both pleasure and sadness that I write this letter of recommendation for Rich Schneider. Although I have only worked with Rich for two years, I have come to appreciate and respect him as a leader in our district and will be sad to see him leave. There are a variety of reasons why I believe Rich will be an excellent choice to serve as a superintendent in your school district. First and foremost, I believe it is essential for a staff to respect their administration. It did not take me long to realize that Rich was honest, caring and a man of integrity. In addition, he is a quick and confident decision-maker and stays very calm under pressure and during times of stress. These skills alone make him an excellent leader and top choice for a superintendent position. However, there are more traits that I need to mention.

I developed a deeper respect for him on several specific occasions. One was when he received a referral for a student who was experiencing some mental health issues. He asked me for some resources, but took full responsibility for following up with the student and "owned it" since the referral had come directly to him. In this example, I appreciated both his willingness to personally take care of this rather than delegate it to me or the social worker as well as his confidence and ability to handle a mental health issue. On several other occasions I witnessed him taking the time to acknowledge or commend students for an accomplishment or for demonstrating good character. In addition, Rich does not allow even a small misbehavior to go by without an appropriate consequence. He never misses a beat on optimizing the opportunity for a "teachable moment". As a parent, I only wish all school leaders would exhibit this much energy and commitment to the children in our schools.

Leading with a firm but fair approach has also contributed to Rich's success. Personally, I feel a perfect balance of leadership towards my counseling role. He provides encouragement and support when I need it while also allowing me the freedom to make my own programming decisions. He is knowledgeable about policies and the law as well as resourceful about finding the information needed in order to make sound decisions on a short time frame. Rich is excellent at challenging each staff member to grow and step up to the plate to be "professionals". At the same time "he" is also willing to work hard, keep learning and model professionalism. He also shows appreciation when he recognizes that we have worked hard and tried our best. His "growth mindset" and desire to instill that in others is inspiring and will help our staff continue to improve.

All these things, along with his excellent communication and technology skills, will contribute to Rich's success as a superintendent. I would highly recommend him for a position in your district. If you wish to discuss his qualifications in more detail, please feel free to contact me by email or phone at: plindsey@beas.blueearth.k12.mn.us or (507) 526-3249.

Sincerely,

Patti Lindsey
Professional School Counselor