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To Whom It May Concern:

It is with mixed emotions that I write this letter of recommendation for Mr. Rich Schneider for the position of Superintendent. Rich is a talented, conscientious and hardworking individual and deserves an opportunity to advance his career and pursue a position as a Superintendent. At the same time, his advancement will leave a tremendous void on the Blue Earth Area Schools administration team. It will be very difficult to find an individual with the strong leadership skills, integrity and dedication that Rich possesses. I would hate to see him leave Blue Earth Area Public Schools. However, I understand his efforts to advance his career and therefore I have agreed to write a forthright letter of recommendation.

I have had the opportunity to work with Rich in several capacities. I am a parent, a Blue Earth Area School Board Member and a member of our District Leadership Team. I have witnessed Rich's ability to lead our high school through a year of significant changes. At the start of the 2013-2014 school year, we moved our 8th grade students from the middle school to the high school to make better use of our school buildings. We also rolled out a 1:1 initiative, providing each student with a Chromebook. Through this period of remarkable change, Rich did a tremendous job of communicating with students, parents and staff. His calm and effective communication kept everyone well-informed and engaged. He was also very conscientious of the details involved in moving an entire class and starting a 1:1 initiative. Rich was instrumental in developing and implementing a well thought out plan to carry out these tasks. This resulted in a smooth transition for the incoming 8th grade students and staff and allowed us to further our vision to incorporate technology as an integrated tool for learning.

Rich leads our District Leadership Team and parent advisory meetings and I am continually impressed by his interpersonal communication skills. He listens to concerns, is open to new ideas, maintains a positive approach and is able to command the respect and confidence of those involved. Under his leadership our Districts Leadership Team has developed our Q-Comp plan and worked to adopt World's Best Workforce Legislation. His knowledge and expertise have been vital in these tasks. Rich also has a sincere desire to help young people and leads with a strong student focus. He strives to do what is best for the students and works to provide opportunities that will help them grow and excel.

While it would be difficult to lose Rich's talents and character to another district, I know that he is an excellent candidate. I highly recommend Rich Schneider for the position of Superintendent. Please do not hesitate to contact me if you have any questions.

Sincerely,



Sheila Ripley
Blue Earth Area Board Member