



Astoria School District No. 1C

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February 17, 2013

RECOMMENDATION FOR DR. BRIAN GANDER

I am writing this letter in strong support of the application of Brian Gander for an administrative position within your school district. I have had the distinct pleasure of knowing and working with Brian for three years. I also spent some time getting to know Brian about four years ago as we both participated in a COSA sponsored New Superintendent Symposium. My most recent work with Brian was two years ago with the Clatsop County Superintendent Meetings, which Brian was the leader of this group of five superintendents.

Please allow me to give you the reasons why I think Brian is qualified and would make a very good administrator within your school district:

- In all the work that I have done with Brian he has been very open to ideas and he creates a collaborative working relationship with the people he comes in contact with on a daily basis. Brian has built and maintained strong and trusting relationships among key people within his school district as well as throughout Clatsop County and the state.
- Brian has shown very strong leadership skills in moving our county superintendent's forward with our goals. Many times the areas would not impact his current district, but Brian showed initiative and motivation to get us to where we agreed on issues.
- Brian has shown characteristics of being a good listener (listens to many different ideas) and fairness. His work as an administrator is transparent. I appreciate how he is upfront with decisions.
- Although Brian is a current superintendent at a district level his focus remains student centered. In many conversations we have had concerning leadership and running a school district, Brian's continued focus is on what is best for students and what impact his leadership can have on student learning.
- Brian Gander is able to provide strong leadership. Brian understands the importance of professional development and good educational programs in schools.
- Dr. Gander has a good understanding of the varying role of an administrator and has a passion to be a quality educator. He is a team player and a strong district level leader. Dr. Gander experience in small districts has allowed him the opportunity to experience different facets of education including supervision of staff, carrying out district's strategic plans, implementing state and federal mandates, and working collaboratively with different people.

Brian is a strong leader that will be a great asset for your district. I strongly support Brian Gander's application for an administrative position within your district.

If you have any questions, please feel free to contact me.

Sincerely,

Craig Hoppes
Astoria School District
Superintendent