

# WILBURN RANCH BROKERAGE

January 28, 2015

To Whom It May Concern:

I am gladly giving my recommendation to hire Dr. Gander.

Dr. Gander came to our school in a very difficult transition time. We had dealt with turmoil in the community and the school effectively splitting both. We felt that some of our teachers were not performing to their capabilities and that something needed to be done. Because of some of the issues we had a relatively new board that was not sure where to start putting things back together.

Dr. Gander's willingness to take on problems and attained leadership abilities turned our school around in a relatively short period of time. He calmed the school atmosphere by centering our decisions on three things: a) district policy and b) consistency in process when making tough decisions, c) the use of our district vision. He listened to the community, made tough decisions by letting a teacher go, hired other quality instructors and introduced new educational programs for the students.

Dr. Gander is very organized and goal oriented. He helped us plan our budget on short and long term goals that stressed a quality education but also our facilities that had been in a steady decline.

He took on many jobs including Superintendent/Principal, Budget chief, instructional and staff development leader, athletic director, teacher, coach, exchange student host, and the occasional bus driver.

Many nights I would call and discuss things with him and he was still at the school doing work that needed to be done. That kind of commitment and leadership is difficult to find and is the reason I would hire him again if given the chance.

If you have any questions regarding Dr. Gander and his abilities I would gladly discuss them with you.

Sincerely,



Andy Wilburn  
Board Member,  
Long Creek SD #17

