



**Northshore
School
District**

Arrowhead Elementary

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**Pete Misner, Principal
Jo Stolmeier, Office Manager
Candy Caylor, Secretary**

To whom it may concern:

I am pleased to write this letter of recommendation for Heidi Lothspeich. I have known Ms. Lothspeich for three years as her Principal at Arrowhead Elementary. During 2007-08 school year she continued her work as a special education teacher but has taken on additional responsibilities as my administrative intern. Ms. Lothspeich has experience and insight that will make her an effective school leader.

Ms. Lothspeich is an experienced educator with a wide variety of skills. She helped to "open" the Contained Learning Center program at our school. In so doing, she developed and provided necessary professional development for all school staff and it resulted in a smooth and successful implementation. She created close collaborative relationships with a wide variety of staff members and demonstrated excellent problem solving skills. Ms. Lothspeich is an advocate for all children and has shown her passion and belief throughout her years in this program. She has truly made a difference in our learning community and our school is very proud of the opportunities that we offer all students.

Administration requires the ability to think quickly in difficult situations. Ms. Lothspeich is bright and articulate and one of her greatest strengths is working with parents. I have worked with Ms. Lothspeich numerous times during sensitive parent meetings. She is always well prepared and able to communicate difficult information effectively. She is inclusive and seeks to identify the ideas and concerns of all members of the team. She listens well and is focused on solutions. These are qualities and skills that are difficult to acquire and Ms. Lothspeich shows proficiency in this area that is well past her experience level.

Ms. Lothspeich has many school leadership experiences. Most recently, she has served as an Assessment/Interventions Department Head, working with district personnel and other administrators to provide early learning interventions that are based on research and data. She has been careful to be inclusive in this work and has shown an awareness of how to pace effectively when working with staff. She's led this project through, all the way to a 100% consensus from staff, developed using our school's Shared Decision Making model. She's now preparing professional development and implementation details to carry the decision and commitment of the staff forward. Ms. Lothspeich has also served on our Discipline Committee, CARE Team and Leadership Team. All of these leadership experiences show her dedication and willingness to do what is required to meet the needs of all students.

Ms. Lothspeich works well with very challenging students. She is well seasoned in dealing with difficult situations, behaviorally and academically and is skillful in coordinating planned interventions that include all available resources. She is someone that I can count on to handle serious discipline issues effectively.

Ms. Lothspeich is someone that goes the extra mile for her students. She has a gift for planning special events that enhance the educational experience for her students. Most recently, she cultivated a relationship with the Little Bit Therapeutic Riding Program to build an amazing instructional experience for her students. She skillfully accessed many different funding sources to pay for the program and showed great determination to overcome many obstacles. Administrative work requires her level of dedication and ability to think creatively. Additionally, Ms. Lothspeich is able to adapt and change. Ms. Lothspeich showed just how open to change she could be, when she left our school for one year to participate as a Fulbright Exchange teacher in England!

In sum, Ms. Lothspeich is a smart and dedicated educator that is well prepared for her work ahead as an administrator. It is without hesitation that I recommend Ms. Lothspeich for any administrative position she seeks. Please do not hesitate to contact me should you have any questions.

Many thanks,

Pete Misner
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