

**James Stroder**  
**Superintendent of Schools (Superintendent 021317)**

[emmettjames@yahoo.com](mailto:emmettjames@yahoo.com)  
(406) 224-7323

**PERSONAL INFORMATION**

---

**Contact Information**

<i>First Name</i>	<b>James</b>	<i>Last Name</i>	<b>Stroder</b>
<i>Middle Name</i>	<b>Todd</b>	<i>Email</i>	<b>emmettjames@yahoo.com</b>
<i>Primary Phone</i>	<b>406-224-7323</b>	<i>Alternate Phone</i>	<b>4062247323</b>
<i>Preferred Contact Method</i>	<b>Email</b>		

**Address**

<i>Street</i>	<b>73 Leo Drive</b>	<i>City</i>	<b>Emigrant</b>
<i>State</i>	<b>Montana</b>	<i>Zip Code/Postal Code</i>	<b>59027</b>

**Equal Opportunity Information**

Providing this information is strictly voluntary. You will not be subject to adverse action or treatment if you choose not to provide this information. If you choose not to provide this information, please select 'Decline to Identify.'

<i>Ethnicity</i>	<b>Not Hispanic/Latino</b>	<i>American Indian or Alaska Native</i>	<b>No</b>
<i>Asian</i>	<b>No</b>	<i>Black or African American</i>	<b>No</b>
<i>Native Hawaiian or Other Pacific Islander</i>	<b>No</b>	<i>White</i>	<b>Yes</b>

**CERTIFICATION**

---

**Certification Information #1**

<i>Certification Area</i>	<b>Ed Leadership</b>	<i>Certification Area Type</i>	<b>Professional Certification</b>
<i>Grade Level</i>	<b>K-12</b>	<i>Certification State</i>	<b>Montana</b>

**Certification Information #2**

<i>Certification Area</i>		<i>Certification Area Type</i>	
<i>Grade Level</i>		<i>Certification State</i>	

**Certification Information #3**

<i>Certification Area</i>		<i>Certification Area Type</i>	
<i>Grade Level</i>		<i>Certification State</i>	

**Certification Information #4**

<i>Certification Area</i>		<i>Certification Area Type</i>	
<i>Grade Level</i>		<i>Certification State</i>	

**Certification Information #5**

<i>Certification Area</i>		<i>Certification Area Type</i>	
<i>Grade Level</i>		<i>Certification State</i>	

**ADDITIONAL CERTIFICATION AREAS***Certification Area**Details**Certification State***Computer Skills***Years of Experience**Word Processing**Database**E-mail**Microsoft Windows**Keyboarding Words Per Minute**Spreadsheets**Web / Internet Browser**Graphics**Apple Macintosh***EMPLOYMENT HISTORY**

---

**Present Position**

<i>Present Title</i>	<b>Superintendent</b>	<i>Name of Employer</i>	<b>Gardiner School District</b>
<i>Start Date</i>	<b>07/01/2012</b>	<i>Supervisor Name</i>	<b>Pat Baltzley</b>
<i>Supervisor Phone Number</i>	<b>4109791594</b>		
<i>Duties and Responsibilities</i>	<b>Superintendent K-12</b>		
<i>Reasons for Leaving</i>	<b>Opportunity to live in a place that we have dreamed of!</b>		
<i>May we Contact this Employer</i>	<b>Yes</b>		

**Experience in Education #1**

<i>From (mm/yyyy)</i>	<b>04/2009</b>	<i>To (mm/yyyy)</i>	<b>06/2012</b>
<i>Employer Name</i>	<b>Ingram ISd</b>	<i>Assignment</i>	<b>Superintendent</b>
<i>Reason For Leaving</i>	<b>Health care for an elderly parent</b>	<i>Supervisor Name</i>	<b>Olen Hicks</b>
<i>Supervisor Phone Number</i>	<b>8307393582</b>		
<i>Duties and Responsibilities</i>	<b>Superintendent K-12</b>		
<i>May we Contact this Employer</i>	<b>Yes</b>		

**Experience in Education #2**

<i>From (mm/yyyy)</i>	<b>07/2004</b>	<i>To (mm/yyyy)</i>	<b>04/2009</b>
<i>Employer Name</i>	<b>Camas County School District</b>	<i>Assignment</i>	<b>Superintendent/Principal</b>
<i>Reason For Leaving</i>	<b>Accepted a "Turnaround: Job.</b>	<i>Supervisor Name</i>	<b>Claude Ballard</b>
<i>Supervisor Phone Number</i>	<b>208-764-2625</b>		
<i>Duties and Responsibilities</i>			
<i>May we Contact this Employer</i>	<b>Yes</b>		

**Experience in Education #3**

<i>From (mm/yyyy)</i>	<b>06/2002</b>	<i>To (mm/yyyy)</i>	<b>06/2004</b>
<i>Employer Name</i>	<b>CEDU Schools</b>	<i>Assignment</i>	<b>Principal</b>

<i>Reason For Leaving</i>	<b>Pursue EdS at Boise, Idaho</b>	<i>Supervisor Name</i>	<b>Lori Rist</b>
<i>Supervisor Phone Number</i>			
<i>Duties and Responsibilities</i>	<b>11-12 Principal</b>		
<i>May we Contact this Employer</i>	<b>Yes</b>		

**Work Experience #1**

<i>Employed from (mm/yyyy)</i>	<b>08/1998</b>	<i>Employed to (mm/yyyy)</i>	<b>05/2002</b>
<i>Employer</i>	<b>MCCA</b>	<i>Title</i>	<b>Teacher</b>
<i>Reason For Leaving</i>	<b>Accepted Admin position</b>	<i>Supervisor Name</i>	<b>Jeff Herbert</b>
<i>Supervisor Phone Number</i>		<i>Supervisor Email</i>	
<i>Duties and Responsibilities</i>	<b>6-12 Teacher all subject areas.</b>		
<i>May we Contact this Employer</i>	<b>Yes</b>		

**Work Experience #2**

<i>Employed from (mm/yyyy)</i>	<i>Employed to (mm/yyyy)</i>
<i>Employer</i>	<i>Title</i>
<i>Reason For Leaving</i>	<i>Supervisor Name</i>
<i>Supervisor Phone Number</i>	<i>Supervisor Email</i>
<i>Duties and Responsibilities</i>	

**Experience Summary**

Actual experience in a scholastic environment (with the exception of non-academic experience).

<i>Years of teaching experience</i>	<b>4</b>	<i>Years of student teaching experience</i>	
<i>Years of administrative experience</i>	<b>15</b>		

**EDUCATION****Secondary/High School Information**

<i>School Attended</i>	<b>CCA</b>	<i>City/State</i>	<b>Corsicana/TX</b>
<i>Activities/Honors</i>			
<i>Degree</i>	<b>High School Diploma or GED</b>		

**College/University/Vocational Institution #1**

<i>Name of School</i>	<b>Baylor University</b>	<i>Attended From (mm/yyyy)</i>	<b>08/1990</b>
<i>Attended To (mm/yyyy)</i>	<b>05/1998</b>	<i>Degree</i>	<b>Bachelor of Science</b>
<i>Subject</i>	<b>Secondary Education</b>		

**College/University/Vocational Institution #2**

<i>Name of School</i>	<b>Baylor University</b>	<i>Attended From (mm/yyyy)</i>	<b>08/1999</b>
-----------------------	--------------------------	--------------------------------	----------------

<i>Attended To (mm/yyyy)</i>	<b>05/2001</b>	<i>Degree</i>	<b>Master of Science</b>
<i>Subject</i>	<b>Educational Leadership</b>		

**College/University/Vocational Institution #3**

<i>Name of School</i>	<b>Other: University of Idaho</b>	<i>Attended From (mm/yyyy)</i>	<b>08/2004</b>
<i>Attended To (mm/yyyy)</i>	<b>08/2006</b>	<i>Degree</i>	<b>Other: EdS</b>
<i>Subject</i>	<b>Educational Leadership</b>		

**Student Teaching #1**

<i>Name of School</i>	<i>Subject</i>
<i>Grade</i>	<i>Semester</i>
<i>Year</i>	

**REFERENCES**

A minimum of two references from a previous supervisor is required. If you are currently attending a college/university, references can be a professors and/or instructor.

**Pat Baltzley**

<i>Title</i>	<b>Board Chair</b>	<i>Relationship</i>	<b>Supervisor</b>
<i>Address</i>	[REDACTED]	<i>City</i>	<b>Gardiner</b>
<i>State</i>	<b>Montana</b>	<i>Zip</i>	<b>59030</b>
<i>Country</i>	<b>United States</b>		
<i>Email</i>	[REDACTED]	<i>Phone</i>	[REDACTED]
<i>From</i>	<b>06/2013</b>	<i>To</i>	<b>present</b>
<i>Reference Letter</i>	[REDACTED]		

**Olen Hicks**

<i>Title</i>	<b>Board Chair</b>	<i>Relationship</i>	<b>Supervisor</b>
<i>Address</i>	[REDACTED]	<i>City</i>	<b>Kerville</b>
<i>State</i>	<b>Texas</b>	<i>Zip</i>	<b>78028</b>
<i>Email</i>	[REDACTED]	<i>Phone</i>	[REDACTED]
<i>From</i>	<b>04/2009</b>	<i>To</i>	<b>present</b>

**Ron McBee**

<i>Title</i>	<b>Business Manager</b>	<i>Relationship</i>	<b>Colleague</b>
<i>Address</i>	<b>N/A</b>	<i>City</i>	<b>Lubbock</b>
<i>State</i>	<b>Texas</b>	<i>Zip</i>	<b>78028</b>
<i>Country</i>	<b>United States</b>		
<i>Email</i>	[REDACTED]	<i>Phone</i>	[REDACTED]
<i>From</i>	<b>08/2009</b>	<i>To</i>	<b>Present</b>

**DISTRICT QUESTIONS****District Questions**

Have you retired from any State of Florida administered retirement plan? You are considered retired if: 1) You have received any benefits under the FRS Pension Plan (including DROP). 2) You have taken any distribution (including a rollover) from the FRS Investment Plan, or alternative retirement programs offered by state universities (SUSORP), state community colleges (CCORP), state government (SMSOAP), or local governments.

**No**

If you have retired from a state of Florida administered retirement plan, is the effective date July 1, 2010 or later?

**No**

*Have you previously been employed, other than a substitute teaching capacity, with the Flagler County School District?*

**No**

*If "Yes", please provide the dates of your previous employment with the District and your position.*

*Is any member of your immediate family employed by the school district of Flagler County?* **No**

*If "Yes", please provide the name of your family member, School/Dept where they worked, and Position Held.*

*Been investigated for misconduct related to your employment?* **No**

*If "Yes", please provide a detailed explanation.*

*Been arrested or charged(even if no contest or charges dropped or pled down) for a crime?* **No**

*If you answered "Yes" please provide details including the date of the charge, the court action, and the address of the court involved.*

*Are you currently under indictment or subject of any other pending legal proceeding for a criminal offense?*

**No**

*If "Yes", please provide details including the date of the charge, the court action, and the address of the court involved.*

*Are you under investigation by any local, county, state, federal, or international agency for any reason (including any violation of the Florida Code of Ethics)?*

**No**

*If yes, please provide a detailed explanation.*

*Been named by a state agency responsible for child welfare as a perpetrator in an indicated report of child abuse or neglect?*

**No**

*If yes, please provide a detailed explanation.*

*Had a report of child abuse or sexual activities involving a K-12 student or minor filed against you with a school district, a state or federal agency, a police agency, or in court?*

**No**

*If yes, please provide a detailed explanation.*

*Have you ever had a professional certificate, credential or license (of any kind) revoked or suspended, or have you been placed on probationary status for any alleged misconduct or alleged violation of professional standards or conduct. Are there any pending adverse actions against you?*

**No**

*If yes, please provide a detailed explanation.*

*Have you ever been denied a professional license for which you applied or granted a professional license on a conditional or probationary basis for any alleged misconduct or alleged violation of professional standards of conduct?*

**No**

*If yes, please provide a detailed explanation.*

*Have you surrendered a professional license of any kind before its expiration?* **No**

*If yes, please provide a detailed explanation.*

*Have you ever been disciplined by any public agency responsible for licensure of any kind, including but not limited to educational licensure?*

**No**

*If yes, please provide a detailed explanation.*

*Have you ever been suspended, terminated, non-reappointed, released during a probationary period or resigned in lieu of termination or non-reappointment from an educational institution, the State of Florida, or any other employer/organization including the military?*

**No**

*If yes, please provide a detailed explanation.*

*Have you ever been placed on leave by your employer or left such employment prior to the end of the contract term due to any reason other than the Family Medical Leave Act or a physical disability?*

**No**

*If yes, please provide a detailed explanation.*

*Is your physical/mental health condition such that you can fulfill the essential job functions of the position for which you are applying (either with or without reasonable accommodations)?*

**Yes**

*Are you considered a "High Risk" offender, according to Senate Bill 988?* **No**

*If you answered YES to the question above, please explain in the space provided, including the date of your last conviction.*

*Have you ever had any record sealed or expunged in which you were convicted, found guilty, had adjudication withheld, entered a pretrial diversion program, or pled guilty or nolo contendere (no contest) to a criminal offense other than a minor traffic violation (DUI is NOT a minor traffic violation)? Failure to answer this question accurately could result in dismissal from employment. A YES or NO is required by Florida Law.*

**No**

*If Yes, you must specify the City Where Arrested, State, Date of Arrest, Charge(s), and Disposition(s). Please NOTE: Sealed or expunged records must be reported pursuant ss. 943.0585 and 943.059, FS. However, the existence of such records will not be disclosed nor made part of your certification file which is public record.*

*Have you ever been convicted, found guilty, had adjudication withheld, entered a pretrial diversion program, or pled guilty or nolo contendere (no contest) to a criminal offense other than a minor traffic violation (DUI is NOT a minor traffic violation)? Failure to answer this question accurately could result in dismissal from employment. A YES or NO is required by Florida Law.*

**No**

*If Yes, you must specify the city where arrested, state, date of arrest, charge(s), and disposition(s).*

*Are you a veteran as defined by s. 295.07, Florida Statutes?* **No**

*Are you claiming Veteran's Preference? If yes, a DD214 must be submitted under attachments.*

**No**

*If you are claiming Veteran's Preference, please indicate the provision under which you qualify.*

*Provision 1 – A veteran of any war who has served on active duty for one day or more during a wartime period, excluding active duty for training, and who was discharged under honorable conditions from the Armed Forces of the United States of America.*

*Provision 2 – A veteran with a service-connected disability who is eligible for or receiving compensation, disability retirement, or pension under public laws administered by the U.S. Department of Veterans Affairs and the Department of Defense.*

*Provision 3 – Receipt of any Armed Forces Expeditionary Medal is qualifying for veterans' preference.*

*Provision 4– The spouse of a veteran who cannot qualify for employment because of a total and permanent service-connected disability, or the spouse of a veteran missing in action, captured, or forcibly detained by a foreign power.*

*Provision 5 – The unremarried widow or widower of a veteran who died of a service-connected disability.*

*If you state that you were "A veteran of any war...", please indicate the war, according to these options:*

*Korean Conflict: June 27, 1950 to January 31, 1955*

*Vietnam Era: February 28, 1961 to May 7, 1975*

*Persian Gulf War: August 2, 1990 to January 2, 1992*

*Operation Enduring Freedom: October 7, 2001 to date to be determined*

*Operation Iraqi Freedom: March 19, 2003 to date to be determined*

## ATTACHMENTS

---

### Attachment

Resume

Cover Letter

Transcript

Reference Ltrs (Include All)

Other

## DISCLAIMERS AND AFFIRMATION

---

### *District Policy*

**We conform to all the laws, statutes, and regulations concerning equal employment opportunities and affirmative action. We strongly encourage women, minorities, individuals with disabilities and veterans to apply to all of our job openings. We are an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, gender, sexual orientation, gender identity, or national origin, age, disability status, Genetic Information & Testing, Family & Medical Leave, protected veteran status, or any other characteristic protected by law. We prohibit Retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint or otherwise oppose discrimination.**

### *Application Confirmation Statement*

**I affirm that all information set forth in this application is accurate, truthful and complete. If I am employed by Flagler County School District, I will abide by all Board of Education and school policies, work on assigned committees, and continue my professional growth to the best of my ability and within reasonable and personal standards. I grant permission for school officials to obtain a personal record check from the federal, state, county, and/or local law enforcement agencies and Division of Family Services. I understand that references may be contacted as soon as I submit an application. I release individuals listed as references and current or former employers from any liability for information given in response to a request for an employment reference.**

**I understand that I will be required to take a drug test and that some positions in the district require a physical exam prior to**

**assuming any position for which I may be employed. In the event that I am employed by the District and in the further event that I have provided false or misleading information in this application or in subsequent employment interviews, I understand that my employment may be terminated at any time after the discovery of the false or misleading information.**

*I agree to the terms  
above*

**Affirm**

*Initials*

**JTS**

*Affirmation Date*

**03/06/2017**



## **J.T. Stroder**

---

Current Address:  
PO Box 310  
Gardiner, MT 59030  
(406) 224-7323

Permanent Address:  
1046 Hwy 89 S  
Gardiner, MT 59030  
(406) 224-7323  
jtstroder@yahoo.com

---

### **Objective**

Position utilizing the qualities of leadership such as communication, ethics, empathic listening, equity, fairness, and problem solving to lead organizations into a technological 21<sup>st</sup> century with new visions for success.

### **Education**

2013 Montana State University  
EdD Educational Leadership in Progress  
2006 University of Idaho  
EdS Educational Leadership  
2001 Baylor University, Waco TX  
MSED Educational Administration  
1998 Baylor University, Waco TX  
BSE Earth Science/History  
1989 Navarro College, Corsicana Texas  
Associates Geology

### **Honors**

Deans List Baylor University; Phi Theta Alpha Honors.

### **Credentials**

September 2012 Montana Superintendent Certification  
July 2009 Texas Superintendent Certification  
August 2006 Idaho Superintendent Certification  
August 2002 Idaho Principal K-12; Secondary Teaching Earth Science and History  
July 2001 Texas Standard Principal K-12  
May 1998 Texas Lifetime Teaching. Secondary Earth Science and History

### **Activities/Awards/Organizational Improvement.**

Texas Gold Leadership Circle Award (Finances)  
Texas Recognized District 2010 (moved up from Academically Acceptable)  
Texas "Steps Up" LEA Level 3 (Highest level awarded)  
Texas Association of School Administrators  
Texas ACT College Readiness Award  
National Blue Ribbon Award 2009 (Dramatic Academic Improvement)  
Region 4 Administrative Representative on the Idaho Legislative Committee  
Idaho Association of School Administrators  
Thailand Institute 2001  
Montana- #1 ranked HS in Montana three years running and moved up nationally from 475 to 200.  
Montana-Best RTI School in Montana.

### **Relevant Experience**

6/2012-Current Superintendent in Gardiner School District (Enrollment 250) Number one ranked school district in Montana (US News). Dealt with one of the largest financial crisis that the district faced in its history when the National Park Service defaulted on payment for their students. It took work with two states, two governors, and the Montana Federal delegation to solve.

- 4/09-6/2012 Superintendent Ingram Independent School District (Enrollment 1100)  
I was brought in as a turnaround specialist through Baylor University contacts based on my experience at Camas. In one year we erased a 1.5 million dollar deficit from the previous administration and added \$200,000 to the district's fund balance. This avoided a Financial Audit from TEA as the district had dropped below its fund balance pad the year before I arrived. The entire district moved up from "Academically Acceptable" to "Recognized", having never obtained that status in the age of Texas current accountability system. Middle school moved from "Recognized" to "Exemplary". Won the 2011 ACT award in Texas (Only 10% of High Schools in Texas earned) for dramatically increasing the number of ACT test takers as well as scores. TEA changed the way they calculate the finances for consolidations based on a unique scenario and loophole that I discovered with their formula. Finished contract and moved back to the Mountains which "sharpens my saw"!
- 7/04- 4/09 Superintendent Camas County School District #121(Enrollment 200)  
In 2009 we were awarded the National Blue Ribbon Award for dramatic academic growth becoming only the second school in Idaho to receive the award in 25 years. In a three year time span we achieved the highest growth in the state of Idaho. We gained 33% points in math and 17 in Reading.  
Responsibilities: Development of curriculum in the core subject areas for the Idaho State Achievement Standards. Implementation of the Response to Intervention model. Budget preparation and adoption for the district. Supervision and evaluation of all academic staff. Development and maintenance of the School Improvement Plan for Accreditation through the Northwest Association of Schools and Colleges and the State of Idaho. Had the opportunity to move back to my home state and build a program at a larger district similar to what I did at Camas.
- 5/02- 6/04 Principal/Director of Academics Northwest Academy Naples, ID.  
Director of Idaho State Achievement Test for the North Idaho Region.  
  
Responsibilities: Development of curriculum in the core subject areas for the Idaho State Achievement Standards. Supervision and evaluation of the Academic staff at Northwest Academy. Development and maintenance of the School Improvement Plan for Accreditation through the Northwest Association of Schools and Colleges and the State of Idaho. Design and implementation of parent and student handbooks. Development and implementation of a Peer Review system for the North Idaho region.  
Liaison with Northwest Evaluation Association in administering the Idaho State Achievement Test. Moved closer to Boise Idaho to pursue my EdS at the University of Idaho.
- 6/01-5/02 Assistant Principal (Internship) University High School Waco, TX.  
  
University High School is a large inner-city school district serving 1100 students and 65 staff. Duties included: Supervision of staff. Development and monitoring of student discipline plan. Facilitation of Site-based committee. Summer school coordination. Data analysis of TAAS results. Assistant Athletic Director. Was offered a position at Northwest Academy by the Brown Schools (I worked with them through the JJAEP program in Waco) to Develop a Junior/Senior Program for at-risk kids in Bonners Ferry, ID.
- 8/96-5/01 Teacher/Coordinator of Technology McLennan County Challenge Academy  
  
McLennan County Challenge Academy was the pilot program for the JJAEP's in the state of Texas. Duties included: Teaching a self-contained classroom of 30 At-Risk students (95% low SES, 70% minority, 73% IEP). Writing and developing curriculum for At-Risk populations. Maintenance and development of IEP's. Design of a discipline system based on the Boy's Town format and Ruby Payne principles. Design and implementation of a PLATO technology lab. I started my administrative internship at University High School.
- 10/88-8/96 Director of Seismic Division, SUGI Corporation, Dallas TX.  
  
Coordinated Seismic processing and acquisition for the Northeast region of the U.S. Quality control of seismic processing methods. Supervise staff of 76. I left SUGI because I discovered a career path that I had a passion for in educating kids.

## **Personal Statement**

I am very enthusiastic and passionate about my life's calling which is education. I am thorough and give a lot of thought to important decisions to be made, considering all of the ramifications. Integrity and ethics are a very important part of who I am as I was raised in a very conservative southern home where your word was your bond. I enjoy life to the fullest and enjoy the interpersonal relationships and interactions with others. My faith is a very important part of my life and has shaped who I am as a man. I strive to always learn more and to always look for ways to grow as a person and an educator.

## **Philosophy**

I believe that every child is an individual, unique in the entire world. They have a soul, an eternal destiny, and a special purpose on this earth. It is our job as educators to put everything we are capable of into helping them find it.

## **References**

Olen Hicks, former School Board President Ingram Texas [REDACTED]

Ed Marshall [REDACTED] Meridian, ID 83642 [REDACTED] Retired Sup, Camas County and Kuna.

Theresa Keel (Former Curriculum and Federal Programs Director, Current Superintendent Cordova Alaska)  
[REDACTED]

Wendy Strickler (District Clerk/Business Manager Camas County Schools) [REDACTED]

March 6, 2017

Andrea Messina  
Executive Director  
Florida School Boards Association

Re: Flagler Superintendent Search

Board of Trustees:

I would like to apply for the consideration of Superintendent at Flagler County. Several years ago I had to take a step back in my career in order to assist with the health care of my father in Wyoming. I came to Gardiner to do just that and have been here since and have a great standing with my board and district. Since my dad has passed away our family is looking for an opportunity with more activities for our kids in a place that our family loves and would be extremely honored to call home and Flagler County would be one of those places. We visited your area two years ago when my kids competed in the National Junior Olympics in Jacksonville. I realize that you are looking for Superintendent experience in a district of 8000 students are more but I would encourage you that small school superintendents are very versatile in that they physically have to perform in areas of administration that large school superintendents do not. As such I have a personal hands on experience in every area of administration.

My philosophy has guided my career and allowed me to be very successful with people, students and governing boards in three very different districts. Two that were low performing high poverty turnaround districts and my current district which has been the highest performing district in Montana for 4 out of the last 5 years. I believe that every child is an individual, unique in the entire world. They have a soul, an eternal destiny, and a special purpose on this earth. It is our job as educators to put everything we are capable of into helping them find it. This places a very high value on the importance of morality and ethics on myself and those I work with collaboratively. It holds all of us to an accountability that is beyond ourselves and places students at the center of what we do. It guides my interactions with others encouraging me to see the problems from their point of view and gain an understanding of where they are coming from before establishing a course of action. Lastly, it honors the business of education as one of the most important professions on earth.

I have had the honor of meeting and working with some great educators, students and school boards in my decade of being an administrator. Whereas I deeply miss teaching students I have grown to love working with and teaching those that teach them. It always amazes me to see the excitement that people exhibit when kids and adults come to an understanding of what they have struggled to see. It is for these reasons I hope I have the opportunity to share with you what I can offer your district and stakeholders.

Sincerely,



JT Stroder Ed.S

Name Stroder, James Todd  
Student Number [REDACTED]

Baylor University  
Waco, TX

Official Undergraduate Academic Record

Degrees Awarded:

BS in Education May 16, 1998  
School of Education  
Majors: Earth Science, with concentration in  
Option 2  
History  
Rank: 727 of 1183  
Cum GPA: 3.105

Transfer Credit Applies to Fall 1988

McLennan Community College	Jun 1991 – Jul 1991
PHYSICS NAT BEHAV SCIENCE	4.00
Navarro College	Jan 1987 – May 1987
THINKING AND WRITING	3.00
AMERICAN HIST TO 1877	3.00
COLLEGE ALGEBRA	3.00
NEW TESTAMENT SURVEY	3.00
	Jan 1987 – Dec 1987
ACTIVITY PE - 2 SEMESTER	2.00
	Sep 1987 – Dec 1987
MOD CONCP BIOSCIENCE LAB	1.00
MOD CONCEPTS BIOSCIENCE	3.00
INTRODUCTORY PSYCHOLOGY	3.00
OLD TESTAMENT SURVEY	3.00
	Jan 1988 – May 1988
THINKING WRITING & RESCH	3.00
	Jan 1989 – May 1989
ART APPRECIATION	3.00
PRIN OF ECONOMICS I	3.00
AMERICAN HIST SINCE 1877	3.00
BUSINESS DATA PROCESSING	4.00
	Jan 1990 – May 1990
WEST WORLD LIT-MASTERPCS	3.00
INTRO TO SOCIOLOGY	3.00
	Sep 1993 – Dec 1993
STATE AND LOCAL GOVT	3.00
BEGINNING SPANISH	4.00
	Jun 1996 – Jul 1996
FUND OF SPEECH	3.00
	Jun 1997 – Jul 1997
BEGINNING SPANISH	4.00
School Total:	64.00
Total:	64.00

-----No Further Entries This Column-----

-----Fall 1988-----  
Admitted Program:  
College of Arts and Sciences  
Bachelor of Arts  
Major: Earth Science

CHE -1300	INTRODUCTORY TO CHEMISTRY	C	3.00	6.00
ENG -2300	ENGLISH LIT BEFORE BURNS	C	3.00	6.00
GEO -1405	PHYSICAL GEOLOGY	C+	4.00	10.00
MTH -1304	PRE CALCULUS MATHEMATICS	WP	(3.00)	
PSC -3325	AMER CONSTITUTIONAL DEV	D	3.00	3.00

Academic Warning

	AHRS	EHRS	QHRS	QPTS	GPA
Current	16.00	13.00	13.00	25.00	1.923
Cumulative	80.00	77.00	13.00	25.00	1.923

-----Summer I 1990-----  
GEO -1406 HISTORICAL GEOLOGY B+ 4.00 14.00

	AHRS	EHRS	QHRS	QPTS	GPA
Current	4.00	4.00	4.00	14.00	3.50
Cumulative	84.00	81.00	17.00	39.00	2.294

-----Fall 1990-----  
Program Changed To:  
Bachelor of Science  
Major: Geology

GEO -3435	INVERTEBRATE PALEO	C	4.00	8.00
MTH -1304	PRE CALCULUS MATHEMATICS	F	(3.00)	
SPA -1401	ELEMENTARY SPANISH	D	(4.00)	

Academic Warning

	AHRS	EHRS	QHRS	QPTS	GPA
Current	11.00	4.00	7.00	8.00	1.143
Cumulative	95.00	85.00	24.00	47.00	1.958

-----No Further Entries This Page-----

James Todd Stroder  
2454 NW 3300  
Frost TX 76641

Page Of

1 3

12-06-01

Name  
Student Number

Stroder, James Todd

Baylor University  
Waco, TX

-----Spring 1991-----					
GEO	-3319	INTRO TO GEOPHYSICS	B	3.00	9.00
GEO	-3426	MINEROLOGY	C	4.00	8.00
SPA	-1401	ELEMENTARY SPANISH	B	4.00	12.00

	AHRS	EHRS	QHRS	QPTS	GPA
Current	11.00	11.00	11.00	29.00	2.636
Cumulative	106.00	96.00	35.00	76.00	2.171

-----Fall 1991-----					
GEO	-3327	PETROLOGY	WP	(3.00)	
GEO	-3445	STRUCTURAL GEOLOGY	WP	(4.00)	
SPA	-1402	ELEMENTARY SPANISH	WP	(4.00)	

Withdrew, effective 11-19-1991

	AHRS	EHRS	QHRS	QPTS	GPA
Current	11.00	0.00	0.00	0.00	0.00
Cumulative	117.00	96.00	35.00	76.00	2.171

-----Fall 1996-----

Transferred To:

School of Education

BS in Education

Majors: Earth Science

History

EDF	-1390	TEACHERS-SCH-SOCIETY	B	3.00	9.00
EDP	-3223	ASSES INDIV DIFFERENCES	A	2.00	8.00
EDP	-3224	LEARNING & DEVELOPMENT	A	3.00	12.00
HED	-1145	HLTH AND HUMN BEHAVIOR	A	1.00	4.00
HIS	-1306	WRLD HIST 1400-1750	B+	3.00	10.50

	AHRS	EHRS	QHRS	QPTS	GPA
Current	12.00	12.00	12.00	43.50	3.625
Cumulative	129.00	108.00	47.00	119.50	2.543

-----No Further Entries This Column-----

-----Spring 1997-----					
GEO	-4312	OCEANOGRAPHY	A	3.00	12.00
GEO	-4314	METEOROLOGY	A	3.00	12.00
HIS	-1307	WRLD CIVILIZATION SINCE 1750	B+	3.00	10.50
HIS	-3395	HISTIOGRAPHY	B	3.00	9.00

	AHRS	EHRS	QHRS	QPTS	GPA
Current	12.00	12.00	12.00	43.50	3.625
Cumulative	141.00	120.00	59.00	163.00	2.763

-----Summer I 1997-----					
EDC	-4316	SECONDARY SCHOOL CURRICULUM	A	3.00	12.00
EDC	-4317	SECONDARY SCHOOL METHODS	A	3.00	12.00
EDF	-3190	FLD EXPS IN ELEM/SEC SCH	P	1.00	
Pass/Fail					

	AHRS	EHRS	QHRS	QPTS	GPA
Current	7.00	7.00	6.00	24.00	4.00
Cumulative	148.00	127.00	65.00	187.00	2.877

-----Summer II 1997-----					
HIS	-4332	EARLY MODERN EUROPE	A	3.00	12.00
RDG	-3308	SEC RDG: CONTENT APPL	A	3.00	12.00

Dean's List

	AHRS	EHRS	QHRS	QPTS	GPA
Current	6.00	6.00	6.00	24.00	4.00
Cumulative	154.00	133.00	71.00	211.00	2.972

-----Fall 1997-----					
GEO	-3325	EARTH MATERIALS	A	3.00	12.00
GEO	-4313	ASTRONOMY	A	3.00	12.00
HIS	-3380	HISTORY OF TEXAS	B+	3.00	10.50
HIS	-4365	UNITED STATES 1789-1860	B	3.00	9.00

	AHRS	EHRS	QHRS	QPTS	GPA
Current	12.00	12.00	12.00	43.50	3.625
Cumulative	166.00	145.00	83.00	254.50	3.066

-----No Further Entries This Page-----

Name Stroder, James Todd  
Student Number [REDACTED]

Baylor University  
Waco, TX

-----Spring 1998-----					
EDA	-4364	MULTICULTURAL LEARNING	B	3.00	9.00
EDF	-4991	STUDENT TEACHING - SEC	B+	9.00	31.50
-----					

	AHRS	EHRS	QHRS	QPTS	GPA
Current	12.00	12.00	12.00	40.50	3.375
Cumulative	178.00	157.00	95.00	295.50	3.105

Requirements completed for BS in Education

-----End of Undergraduate Academic Record-----

Name Stroder, James Todd  
Student Number [REDACTED]

Baylor University  
Waco, TX

Official Graduate Academic Record

Degrees Awarded:  
Master of Science in Education Aug 11, 2001  
Graduate School  
Major: Educational Administration  
Cum GPA: 3.851  
BS in Education May 16, 1998  
School of Education  
Majors: Earth Science, with concentration in  
Option 2  
History  
Rank: 727 of 1183  
Cum GPA: 3.105

-----Fall 1999-----

Admitted Program  
Graduate School  
Master of Science in Education  
Major: Educational Administration

EDA	-5118	COMPETENCY ASSES/DEVEL	P	1.00	
		Pass/Fail			
EDA	-5121	PRACT: FUNCTIONAL DOMAIN	A	1.00	4.00
EDA	-5345	FUND OF SCHL ADMINISTR.	A	3.00	12.00
EDA	-5363	SEMINAR-ADMIN THEORY	A	3.00	12.00

	AHRS	EHRS	QHRS	QPTS	GPA
Current	8.00	8.00	7.00	28.00	4.000
Cumulative	8.00	8.00	7.00	28.00	4.000

-----Spring 2000-----

EDA	-5127	PERS & PROF VALUES/ETHICS	A	1.00	4.00
EDA	-5131	PRACT: CONTEXTUAL DOMAIN	A	1.00	4.00
EDA	-5329	PHI/CULTURAL CONXTX EDUC	A	3.00	12.00
EDA	-5380	TECHNOLOGY AND LEADERSHIP	A	3.00	12.00

	AHRS	EHRS	QHRS	QPTS	GPA
Current	8.00	8.00	8.00	32.00	4.000
Cumulative	16.00	16.00	15.00	60.00	4.000

-----No Further Entries This Column-----

-----Summer I 2000-----

EDA	-5344	SCHOOL BUS MGMT & FIN	A	3.00	12.00
EDC	-5321	CONTEMP CURR-DESIGN-IMPL	A	3.00	12.00

	AHRS	EHRS	QHRS	QPTS	GPA
Current	6.00	6.00	6.00	24.00	4.000
Cumulative	22.00	22.00	21.00	84.00	4.000

-----Summer II 2000-----

EDA	-5119	INTERPERSONAL SKILLS LAB	P	1.00	
		Pass/Fail			
EDA	-5125	PRACT: PROGRAMATIC DOM.	A	1.00	4.00
EDA	-5130	POLIT, POLICY, GOVT EDU.	B	1.00	3.00
EDA	-5322	PRIN & PRACT OF SUPERV.	A	3.00	12.00

	AHRS	EHRS	QHRS	QPTS	GPA
Current	6.00	6.00	5.00	19.00	3.800
Cumulative	28.00	28.00	26.00	103.00	3.962

-----Fall 2000-----

EDA	-5327	EDUCATIONAL EVALUATION	A	3.00	12.00
EDA	-5359	SEMINAR SCHOOL LAW	A	3.00	12.00

	AHRS	EHRS	QHRS	QPTS	GPA
Current	6.00	6.00	6.00	24.00	4.000
Cumulative	34.00	34.00	32.00	127.00	3.969

-----Spring 2001-----

EDA	-5300	RESRCH APPL EDUC ADMIN	A	3.00	12.00
EDA	-5349	ADMIN OF STAFF PERSNL SER	A	3.00	12.00

	AHRS	EHRS	QHRS	QPTS	GPA
Current	6.00	6.00	6.00	24.00	4.000
Cumulative	40.00	40.00	38.00	151.00	3.974

-----Summer I 2001-----

EDA	-5V64	INTERNSHIP IN SCHL ADMIN	B	3.00	9.00
EDA	-5353	PRINCIPALSHIP ELEM & SEC	B	3.00	9.00

	AHRS	EHRS	QHRS	QPTS	GPA
Current	6.00	6.00	6.00	24.00	4.000
Cumulative	46.00	46.00	44.00	169.00	3.841

-----No Further Entries This Page-----



Name

Stroder, James Todd

Student Number



Baylor University  
Waco, TX

-----Summer II 2001-----					
EDA	-5V95	SPECIAL PROBLEMS IN EDUC	A	3.00	12.00
EDA	-5129	FOLIO ASSES/PROF DEVEL	P	1.00	
Pass/Fail					
-----					

	AHRS	EHRS	QHRS	QPTS	GPA
Current	4.00	4.00	3.00	12.00	4.00
Cumulative	50.00	50.00	47.00	181.00	3.851

Student has passed Comprehensive Exam for M . S . E .  
degree in Educational Administration—6/19/2001

Requirements completed for Master of Science in Education

-----End of Graduate School Academic Record-----


## Transcript for : James T. Stroder

	Ed.S.Ed.Ldrshp				SCORE
MAJOR:	Educational Leadership			SAT Verbal	-
CONC1:				SAT Mathematics	-
CONC2:				ACT English	-
CONC3:				ACT Math	-
MINOR:				Admitted Teacher Ed Program	-
CATLG:	Spring 2005			Conditional Admit Tchr Ed Prog	-
				Denied Admit Teacher Ed Prog	-
				COMPASS English Writing	-
				COMPASS Math-PreAlgebra	-
				COMPASS Math-Algebra	-
				COMPASS Math-College Algebra	-
				COMPASS Math-Trigonometry	-
				COMPASS Reading	-
				ECE Predictor Reqmnts Met	Y
				COMPASS Math-Geometry	-
				COMPE CSPredictor Reqmnts Met	Y
				COMPE Predictor Reqmnts Met	Y
				COMPE CS200 Predictor Req Met	Y
				Math Placement Group	-

Transfer Credit Accepted By Institution											
1999-2001: BAYLOR UNIVERSITY <a href="#">View Articulation Detail</a>											
Subject	Course		Title			Attrib	Credit Hours	Quality Points	Grade		
GRAD	000		Transfer Work				46.00	0.00	P		
			Attempted Hours	Passed Hours	Earned Hours	GPA Hours	Quality Points	GPA			
Current:			46.00	46.00	46.00	0.00	0.00	0.00			
***This is NOT an Official Transcript***											
Institution Credit											
Spring 2005											
			College:	Education							
			Major:	Educational Leadership							
			Academic Standing:	Good Standing -- End of Term							
Subject	Course	Campus - Level		Title			Attrib	Credit Hours	Quality Points	Grade	R

EDAD	504	Boise - GR	ST:Bargaining/Mediation/Arbitn	GRAD	3.00	12.00	A	
			<b>Attempted Hours</b>	<b>Passed Hours</b>	<b>Earned Hours</b>	<b>GPA Hours</b>	<b>Quality Points</b>	<b>GPA</b>
<b>Current:</b>			3.00	3.00	3.00	3.00	12.00	4.00
<b>Cumulative:</b>			3.00	3.00	3.00	3.00	12.00	4.00
***This is NOT an Official Transcript***								
<b>Summer 2005</b>								
			<b>College:</b>	Education				
			<b>Major:</b>	Educational Leadership				
			<b>Academic Standing:</b>	Good Standing -- End of Term				
<b>Subject</b>	<b>Course</b>	<b>Campus - Level</b>	<b>Title</b>		<b>Attrib</b>	<b>Credit Hours</b>	<b>Quality Points</b>	<b>Grade</b> <b>R</b>
EDAD	593	Boise - GR	Schl Fac Plan & Maint		GRAD	3.00	12.00	A
EDAD	598	Boise - GR	INTERN:Central Office		GRAD	1.00	0.00	P I
			<b>Attempted Hours</b>	<b>Passed Hours</b>	<b>Earned Hours</b>	<b>GPA Hours</b>	<b>Quality Points</b>	<b>GPA</b>
<b>Current:</b>			4.00	4.00	4.00	3.00	12.00	4.00
<b>Cumulative:</b>			7.00	7.00	7.00	6.00	24.00	4.00
***This is NOT an Official Transcript***								
<b>Fall 2005</b>								
			<b>College:</b>	Education				
			<b>Major:</b>	Educational Leadership				
			<b>Academic Standing:</b>	Good Standing -- End of Term				
<b>Subject</b>	<b>Course</b>	<b>Campus - Level</b>	<b>Title</b>		<b>Attrib</b>	<b>Credit Hours</b>	<b>Quality Points</b>	<b>Grade</b> <b>R</b>
EDAD	586	IVC (Idaho Virtual Campus) - GR	Advanced Sch Finance		GRAD	3.00	12.00	A
EDAD	598	Boise - GR	INTERN:Superintendent		GRAD	1.00	0.00	P I
			<b>Attempted Hours</b>	<b>Passed Hours</b>	<b>Earned Hours</b>	<b>GPA Hours</b>	<b>Quality Points</b>	<b>GPA</b>
<b>Current:</b>			4.00	4.00	4.00	3.00	12.00	4.00
<b>Cumulative:</b>			11.00	11.00	11.00	9.00	36.00	4.00
***This is NOT an Official Transcript***								
<b>Spring 2006</b>								
			<b>College:</b>	Education				
			<b>Major:</b>	Educational Leadership				
			<b>Academic Standing:</b>	Good Standing -- End of Term				
<b>Subject</b>	<b>Course</b>	<b>Campus - Level</b>	<b>Title</b>		<b>Attrib</b>	<b>Credit Hours</b>	<b>Quality Points</b>	<b>Grade</b> <b>R</b>
EDAD	587	IVC (Idaho Virtual Campus) - GR	The Superintendency		GRAD	3.00	12.00	A
EDAD	592	IVC (Idaho Virtual Campus) - GR	School-Community Relat		GRAD	3.00	12.00	A
			<b>Attempted Hours</b>	<b>Passed Hours</b>	<b>Earned Hours</b>	<b>GPA Hours</b>	<b>Quality Points</b>	<b>GPA</b>
<b>Current:</b>			6.00	6.00	6.00	6.00	24.00	4.00
<b>Cumulative:</b>			17.00	17.00	17.00	15.00	60.00	4.00

***This is NOT an Official Transcript***								
Transcript Totals (Graduate)								
			Attempted Hours	Passed Hours	Earned Hours	GPA Hours	Quality Points	GPA
Total Institution:			17.00	17.00	17.00	15.00	60.00	4.00
Total Transfer:			46.00	46.00	46.00	0.00	0.00	0.00
Overall:			63.00	63.00	63.00	15.00	60.00	4.00
***This is NOT an Official Transcript***								
Courses in Progress								
Summer 2006								
College:			Education					
Major:			Educational Leadership					
Academic Standing:			Good Standing -- Beginning of Term					
Subject	Course	Campus	Title		Attrib	Credit Hours	Mid Grade	Final Grade
EDAD	598	Boise	INTERN:Superintendent Internsh -- Graduate		GRAD	1.00		

  
Gardiner, MT 59030  
9 November 2016

## Superintendent Search

### To Whom It May Concern:

I am pleased to recommend J.T. Stroder as a candidate for the Superintendent. I have known J.T. for four years, first as a member of the Gardiner School Board of Trustees (Montana), and currently as the chair of the Board of Trustees.

First and foremost, J.T. makes every decision with the students in mind. He continually asks how the students would benefit from an action. His philosophy that every child is a unique individual with a special purpose guides every component in his decision-making process. He believes that it is the job of the educators to give students the skills to meet their potential of this unique purpose. This was evident during the past year when the Gardiner School District was faced with an unforeseen financial situation – we would no longer receive federal money from the Department of the Interior for our students living within Yellowstone National Park in Wyoming after an error was discovered that had gone unnoticed for years. This resulted in money already spent potentially not being reimbursed as well as a loss in these funds in subsequent years. Mr. Stroder worked with the Board of Trustees, the Mammoth (WY) community, the Wyoming School Board, and both Wyoming and Montana legislators to develop a resolution to this problem. This meant proposing tough recommendations to ensure that we would be able to financially meet our obligations last year as well as look towards options for the future. With his leadership and guidance, the situation is mostly resolved with a positive look towards the future.

J.T. has a strong leadership style that is confident and sets the bar high. Under his leadership, the Board approved a change to a 4-day week with much community input and research with other districts that had transitioned to this model previously. During his tenure the Board, staff, and community have also developed a strategic plan to guide our actions. The last strategic plan had been developed in 1996; this was most welcome opportunity. He has worked to develop communication outlets such as a daily newsletter to the parents, a presence on Facebook, Twitter, and the local community newsletter. With Mr. Stroder's strong technology skills, the district website has been updated and data has been used to create reports that provide the Board with an instantaneous picture of the district as it relates to student achievement, financial standing, and staff needs. J.T. continually looks for ways to build community and staff relations. He has an open door policy and listens to all perspectives of issues facing the school district.

As a long-time educator myself, I have enjoyed working with J.T. in my role as Board chair. His insights and willingness to listen to differing opinions have helped this current Board make some difficult decisions. Although it would be Gardiner's loss for J.T. to leave, we respect an individual's pursuit of long-time goals. I believe that he is a strong candidate for this position of superintendent.

If additional information is needed, I can be contacted at the address above or at 410.979.1594 via phone or at [baltzleyp@gardiner.org](mailto:baltzleyp@gardiner.org) via email. Thank you for your consideration of J.T. Stroder for this position.

Sincerely,



Patricia C. Baltzley

11/9/16

To Whom It May Concern:

It is my absolute pleasure to recommend James (JT) Stroder for consideration of future employment.

I worked for and with JT in his role as Superintendent at the Gardiner Public School. I was the Business Manager and District Clerk at that time.

I enjoyed working with JT and came to know and respect him as a valuable member of the administration and as a strong supportive boss and co-worker. He is dedicated, thorough, honest, straight forward, hard-working and dependable. His focus on the best interests of the students was apparent in all the decisions he made and supported.

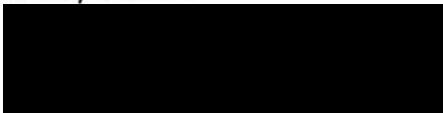
His knowledge and expertise in the role of Superintendent is extensive and served the school well. He was a pleasure to work with as he is a positive and supportive influence to his team, and approached everything with a positive attitude and an open door policy. He made sure he communicated in a manner that assured the audience understood what was going on and what was being discussed or decided whether in a public or private forum.

Please feel free to contact me should you like to discuss anything further. I would be happy to expand on my recommendation!

Best Wishes,



Cindy Powell



Board of Trustees:  
Patricia Baltzley, Chair  
Bob Fuhrmann, Vice-Chair  
Holly Long  
Victoria Byrd  
Steve Bierle  
Dan Rhodes, Mammoth Rep



Superintendent: JT Stroder  
Principal: Mike Baer  
Clerk: Tamara Cunningham  
Secretary: Julie Rehmer

## **Gardiner Public Schools**

District No. 7 □ 4

Feb. 25th 2015

To: Whom It May Concern

Re: Recommendation for JT Stroder

Over the course of the last two years I have served as principal for Mr. JT Stroder. During this time Mr. Stroder and I comprised the administrative staff for a small school in Montana. Being the totality of administration demanded that we work together and communicate the goals and desires of the school. Being a new administrator myself, also lead to a need for Mr. Stroder to mentor me, perhaps more than he may have needed to a more experienced principal. JT was always willing to advise me as needed, but wasn't afraid to let me make decisions either. He would give his input and then trust me to make a decision.

JT's experience teaching troubled students is evident in his desire to make sure all levels of students are taught to a high level and treated fairly. He uses data to identify those students, and then wants data used to drive instruction for those students.

Mr. Stroder took on a challenging budget crisis and made his recommendations clear on how to meet those challenges. He was fair and realistic in his recommendations. He did not back away from making difficult choices. Once again, he used data to make his recommendations.

When giving recommendations to teachers the key phrase or answer is "I would hire that teacher again". For Mr. Stroder, my answer would be that I would work for him again. If you have any questions please do not hesitate to call me at 307-251-2474 or the number listed below.

Sincerely,

Michael Baer  
K-12 Principal

3/22/2013

To Whom It May Concern:

Please accept this letter in recommendation of J.T. Stroder. I came to know J.T. in the 2010-2011 school year while we worked closely together for Ingram ISD. During that time, J.T. served in the capacity of Ingram ISD Superintendent and I, as Ingram ISD Board of Trustees secretary and eventually president.

As our working relationship grew, J.T. demonstrated strong leadership skills, an unwavering dedication to improving educational standards and expectations, and an innovative approach to solving complex problems. When J.T. arrived at Ingram ISD he was tasked with a laundry list of challenging demands. Ingram had seen consecutive years of declining enrollment, the general operating fund was severely in the red, and test scores were falling below recommended requirements. J.T. stepped up to the plate without hesitating and was able to turn the district around. Through his out-of-the-box thinking he created two liaison board seats to allow for input from neighboring school districts which sent students to Ingram for their high school term. J.T. introduced the trimester schedule in order to differentiate Ingram from competing high schools. Enrollment began to increase. ACT, SAT, and PSAT scores rose above the state and national averages. In 2011 Ingram Tom Moore was announced one of the ten percent of Texas schools to receive the College Readiness Award.

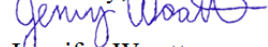
J.T. brought about a necessary change to Ingram, fresh ideas, and a knowledgeable skill set equipped in data and statistical analysis. He was able to spearhead the financial problem without drastically cutting staff and saw to it that a \$1 million deficit was erased and that Ingram operated in the black. During this time Ingram received the Gold Leadership Circle Award for financial transparency. He wasn't afraid to step out of his comfort zone to hold teachers, staff and primarily himself, accountable. J.T. would admit when an idea wasn't affective and worked twice as hard to deliver and implement a successful solution.

While working with J.T. on educational issues, I was able to get to know him and his family on a personal level. He is was very involved in the community, attending morning rotary meetings, supporting IISD athletics, and coaching multiple 4H events. J.T. is a firm believer in respect, honesty, and hard work which can be seen through the actions of his children. Each January, during stock show season, his children excelled with their 4H goat projects (a year round responsibility). Whether they received first place or last, it was obvious they recognized the importance of the overall learning experience and the true value to be gained.

Clearly one can see that Ingram benefited greatly from the guidance of this determined and devoted father and superintendent. I learned a great deal from J.T. and am proud to have had the opportunity to serve with him on the team of eight.

J.T. Stroder is a bright, intelligent individual and would be an outstanding asset to your district. I give him my highest recommendation. He did everything we asked him to and did it far better than we could have hoped for. We found out that our staff though was not ready for the changes that we wanted to make as a board and they made him and his family's life miserable. His ideas are cutting edge and he is a true visionary in education I could not give a Superintendent a higher vote of confidence than him.

Sincerely,



Jennifer Wootton

President of Ingram ISD Board of Trustees





**Ingram Independent School District**  
**Ronald R. McBee, CFO**  
**510 College Street**  
**Ingram, TX 78025**

**November 29, 2012**

**Dear Madame/Sir:**

***I am writing this letter of recommendation on behalf of JT Stroder. I worked with him as his Chief Financial Officer from November 2009 through June 2012 and have found him to be an excellent administrator and very passionate about education.***

***JT is data driven and always looking for ways to better evaluate student and teacher performance. He is very supportive, always treating everyone with respect and dignity, but has high expectations and is motivated by student and teacher success.***

***We have worked together on a variety of issue, (unfunded mandates, legislative funding cuts), and he is always well prepared, has a "can do" attitude, act appropriately and decisively.***

***It has been a great privilege to work with him, and if given the opportunity, I would gladly do so again.***

***Please contact me if you need additional information. My phone number is 830-367-5517, cell 830-446-1610, and my email is [rmcbee@ingramisd.net](mailto:rmcbee@ingramisd.net).***

***Thank you,***

**Ron McBee**  
**CFO, Ingram ISD**

CLAUDE BALLARD, Chairman  
MICKEY DAIN, Vice-Chairman  
NELS BENNETT  
KEITH LEMMONS  
MARIANNE KRAMER  
WENDY STRICKLER, Clerk



ED MARSHALL  
Superintendent

JT STRODER  
Principal

## Camas County Schools

District No. 121

March 1, 2008

To Whom It May Concern:

I am writing this letter of recommendation for Mr. J.T. Stroder who is currently the Superintendent for Camas County School District #121 in Fairfield, ID. During this time J.T. has demonstrated that he is a very capable administrator who has the desire to be the best in education. He is an excellent team player, continually strives to improve and willingly accepts suggestions for improvement.

J.T. is a strong educational leader who maintains firm and consistent policies within the school. I have been in education for over 40 years and have not worked with an administrator that has as much knowledge and potential as J.T. He has high personal values, leads by example, and has a strong commitment to improving student achievement. His vision and strategies has moved our district from the bottom fourth of the districts in the state into the top ten in two years.

Mr. Stroder has excellent technology skills and is very adept at disaggregating student data. He has used knowledge gained to research and then train the staff on practices that have proven successful in consistently high performing schools. His leadership in this area has provided very significant student growth. This has been very apparent in improvements in the ISAT and IRI scores during his tenure.

J.T. keeps abreast of current educational trends, yet does not "Jump on the Bandwagon" of every new idea or program that comes along. He works with the state legislative committee that shapes issue statements for the administrative association in the state. His training provides him with tools to make objective educational decisions.

Mr. Stroder is a team player who works very well with the school trustees and is very consistent in following, board policies and regulations. J.T. kept me well informed of staff and student issues. He is receptive to suggestions and ideas for improving himself and the school. He is currently enrolled in the Ed Specialist program at the University of Idaho and he will be my recommendation to fill the Superintendent position when I retire at the end of this year.

It is without reservation that I recommend Mr. J.T. Stroder to you as a highly effective school administrator. If you have questions do not hesitate to call me at (208) 855-0325.

Respectfully,

A handwritten signature in blue ink that reads "Ed Marshall". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Ed Marshall  
Superintendent  
Camas County School District #121

Fairfield, Idaho  
March 1, 2008

To Whom It May Concern:

This is a letter of recommendation for J.T. Stroder. Mr. Stroder is presently the Superintendent of Camas County School District located in Fairfield, Idaho. This is his third year with our district.

As a retired former school administrator and present chairman of the Camas County Board of Trustees, it has been an exciting experience for me to see Mr. Stroder come into this district and provide much needed guidance and stability to the students and the staff of the school. Mr. Stroder is very calm and thoughtful in his approach to all areas of his position. In a small district like this, the principal has to wear many hats. Mr. Stroder has learned quickly how to meet new challenges, and provide solid leadership for students and staff. He follows through with information that is requested. One of his strongest abilities is in the area of data collection and interpretation. He is able to present data results in a meaningful and concise manner for students, teachers, parents, and the Board of Trustees.

Mr. Stroder has also determined areas of weakness in our curriculum and pedagogy. In order to improve these areas he has investigated other schools in the state that are having success in these areas and as a result of applying those techniques here, our students test results have improved dramatically.

Mr. Stroder has also provided instruction and leadership for the teachers in areas of lesson planning and instruction which has been beneficial to the students.

In conclusion, I would recommend Mr. Stroder very highly and without reservation for any position for which he is qualified. He is a highly valued asset to our school system.

Sincerely,



Claude G. Ballard

Chairman

Board of Trustees

Camas County School District #121

## **Career Chronology**

I grew up on a cattle ranch outside of Corsicana Texas. After I graduated from High School at Corsicana Christian Academy in 1986 I completed my associate's degree in 1988 at Navarro College and I went to work for SUGI Corporation, a major seismic processing firm in Dallas, TX. Within one year I was promoted to Director of Seismic Exploration and was responsible for seismic acquisition and processing for six states in the northeast. I enrolled at Baylor University in 1990 with the thought of gradually finishing my Bachelors degree in Geology.

In 1994 I had the opportunity to teach a class of at-risk students, at our local church and I fell in love with the teaching-learning process. When I would see them grab onto an idea and get excited about it I knew that I wanted to devote my career to education. I knew at that point that education was my calling and life's work. I decided to change focus and pursue my Bachelors degree in Education at Baylor University. I received my Bachelors of Science in Secondary Education from Baylor in 1998. I came in contact with a group of individuals who were creating the pilot Juvenile Justice Alternative Education Programs, for the State of Texas, and I became involved in the design and development of these programs under Governor Bush's administration. From 1996 to 2002 I was a Teacher at this pilot program, McLennan County Challenge Academy. During this time, I was involved in the development of curriculum, technology and I assisted in the design of a discipline system based on the Boy's Town model that is still in use in the JJAEP. I was encouraged by the Director of these programs to pursue my Masters in Educational Administration and I began this process in 1999 at Baylor University and finished with my Master of Science in Educational Administration from Baylor in 2001. In this program I was offered the unique opportunity to travel abroad and work with the Thai government on their national education reform package.

I started my administrative internship at University High School in Waco Texas in May of 2001. During my administrative internship I received a call from The Brown Schools asking if I would come to Idaho to assist in building an accelerated academic program at a school that they had near Bonners Ferry Idaho. I had worked with The Brown Schools, as they had contracted with our Juvenile Facilities in Dallas and Houston to deliver the academic component at those facilities. I agreed to go to Idaho to develop their curriculum and strengthen their accreditation process moving the CEDU schools from a warned status to "approved with recognition" within one year.

I went to Southern Idaho in the summer of 2004 in order to pursue my Ed Specialist degree at the University of Idaho in Boise. When I went to Fairfield (40% Low SES) the school was struggling academically, falling in the bottom fourth of the school districts in the state. The district was ranked 72<sup>nd</sup> in Language usage, 53<sup>rd</sup> in Reading, and 38<sup>th</sup> in Math out of 114 school districts in Idaho. In 2004 they were barely over state proficiency goals at 70%. We implemented an RTI type program before it became widely used in order to focus on student's individual skill deficiencies for improvement. On the last achievement test in 2008 the school was at 94% proficiency in all areas, and was ranked 12<sup>th</sup> in Language Usage, 7<sup>th</sup> in Reading and 7<sup>th</sup> in math out of the same 114 districts. In December of 2008 we were notified by the Idaho Department of Education that they wished to nominate us for a National Blue Ribbon Award through the US Department of Education. We were nominated under the "Dramatic Academic Growth" category due to our academic growth over the four years. We grew 30% in Math and 20% in reading in our elementary school which has a greater than 40% poverty rate. In November of 2009 Camas received this award becoming one of only three schools in Idaho to obtain it in twenty years. What was once considered a low performing, low SES rural school is now ranked as one of the top 10 most desirable schools in Idaho.

After the recognition at Camas, contacts from Baylor University asked me to come back to Texas to a “turnaround district” that was experiencing academic woes similar to what Camas was in 2004 and financially they were at their lowest point in over a decade, on the verge of takeover by the state for mismanagement of funds. In Ingram (70 Low SES) we put together a team and implemented programs in less than three years that turned the tide. Financially, we recovered the district in one year while obtaining a Gold Leadership Circle award for financial transparency. In year two we came off of the TEA watch list. Academically, we were named a Texas “Steps Up” LEA due to reforms instituted with ARRA funds and the district went from an acceptable rating to recognized and the middle school obtained an Exemplary rating. It is the first time that the district has met a Recognized rating and the first time for any school in Ingram ISD to meet Exemplary criteria since the age of accountability. One of the reforms took the systemic structure of the High School and changed it dramatically in order to individualize education for all students. In 2011-2012 we received the ACT College Readiness Award which less than 10% of high schools in Texas received for increasing the numbers of students who took the exam (Almost 60%) as well as the scores on those exams. In year three we reversed the 10-year enrollment decline and had the district back on solid academic and financial ground. Unfortunately, my father’s health had declined dramatically and since he did not want to leave Wyoming I made the decision to move closer to him so I could assist with his care. I went to Gardiner.MT in the summer of 2012 to do just that

In my second year in Gardiner I had to deal with one of the largest financial losses that a district has ever experienced when the National Park Service decided to not pay their agreement with us for the education of 40 students from Mammoth Wyoming. This represented 20% of our budget. They informed us mid-year during sequestration that they would no longer pay the bill and that they were going to request 30 years of those payments to be returned (more than 10 Million dollars). To make a long story short funding was secured through an alternate source requiring two Governor’s and Attorney General’s signatures and I worked with my federal legislators to get the Yellowstone Community Fairness Act passed at the Federal level, before the year ended, which forgave any debt.

During this two-year crisis Gardiner continued to hold its position as the number one ranked district in Montana academically. Early on we developed an RTI program that became the model program for the state of Montana. We have a strong team of educators that meets on a monthly basis and works tirelessly to make sure that we are meeting every kid’s needs based on data-driven interventions. Our philosophy is that if we can have every student on grade level by third grade then we can do things academically that others can’t and it has worked. We adopted the Engage New York math curriculum in year two that took our math curriculum to another level and in the past two-years have moved whole-heartedly into standards-based grading. We moved to student led parent-teacher conferences in year two as well in order to get students to take accountability for their own learning. The program that I am proudest of however is our drastic change to our eligibility policy. After seeing my school board struggle with eligibility language for three years I went back to the drawing board and we created an eligibility policy that takes a student’s academic performance as it relates to eligibility and places it in their hands. We have seen our eligibility reduce so dramatically over the last two years that is almost non-existent and we have extended that program to non-athletes.

Whereas my current position is in great standing, I would love the opportunity to be considered for this position to expand our own kid’s opportunities. I have had considerable experience in turnaround districts and now a successful high performing district as Gardiner has been the number one ranked district in the State of Montana for 4 out of the last 5 years during my tenure it has increased its National ranking into the top 200. We have created and piloted some very unique student centered programs over the course of my career and I hope I have the opportunity to share these with you in an interview.

## Other

No result available.

  
31 December 2014

## Superintendent Search

To Whom It May Concern:

I am pleased to recommend J.T. Stroder as a candidate for the Superintendent. I have known J.T. for two years, first as a member of the Gardiner School Board of Trustees (Montana), and currently as the chair of the Board of Trustees.


First and foremost, J.T. makes every decision with the students in mind. He continually asks how the students would benefit from an action. His philosophy that every child is a unique individual with a special purpose guides every component in his decision-making process. He believes that it is the job of the educators to give students the skills to meet their potential of this unique purpose. This was evident during the past year when the Gardiner School District was faced with an unforeseen financial situation – we would no longer receive federal money from the Department of the Interior for our students living within Yellowstone National Park in Wyoming after an error was discovered that had gone unnoticed for years. This resulted in money already spent potentially not being reimbursed as well as a loss in these funds in subsequent years. Mr. Stroder worked with the Board of Trustees, the Mammoth (WY) community, the Wyoming School Board, and both Wyoming and Montana legislators to develop a resolution to this problem. This meant proposing tough recommendations to ensure that we would be able to financially meet our obligations last year as well as look towards options for the future. With his leadership and guidance, the situation is mostly resolved with a positive look towards the future.

J.T. has a strong leadership style that is confident and sets the bar high. Under his leadership, the Board approved a change to a 4-day week with much community input and research with other districts that had transitioned to this model previously. During his tenure the Board, staff, and community have also developed a strategic plan to guide our actions. The last strategic plan had been developed in 1996; this was most welcome opportunity. He has worked to develop communication outlets such as a daily newsletter to the parents, a presence on Facebook, Twitter, and the local community newsletter. With Mr. Stroder's strong technology skills, the district website has been updated and data has been used to create reports that provide the Board with an instantaneous picture of the district as it relates to student achievement, financial standing, and staff needs. J.T. continually looks for ways to build community and staff relations. He has an open door policy and listens to all perspectives of issues facing the school district.

As a long-time educator myself, I have enjoyed working with J.T. in my role as Board chair. His insights and willingness to listen to differing opinions have helped this current Board make some difficult decisions. Although it would be Gardiner's loss for J.T. to leave, we respect an individual's pursuit of long-time goals. I believe that he is a strong candidate for this position of superintendent.

If additional information is needed, I can be contacted at the address above or at 410.979.1594 via phone or at [baltzleyp@gardiner.org](mailto:baltzleyp@gardiner.org) via email. Thank you for your consideration of J.T. Stroder for this position.

Sincerely,



Patricia C. Baltzley

## ReferenceChecks

No result available.



# ***Texas Educator Certificate***

*This certifies that*

***James Todd Stroder***

*has fulfilled requirements of state law and regulations of the  
State Board for Educator Certification  
and is hereby authorized to perform duties as designated below:*

## **STANDARD**

<b>Description</b>	<b>Effective Date</b>	<b>Expiration Date</b>	<b>Status</b>
<b>Principal</b>			
Principal Grades (EC-12)	10/01/2012	09/30/2018	<a href="#">Valid</a>
<b>Superintendent</b>			
Superintendent Grades (EC-12)	10/01/2012	09/30/2018	<a href="#">Valid</a>

## **PROVISIONAL**

<b>Description</b>	<b>Effective Date</b>	<b>Expiration Date</b>	<b>Status</b>
Secondary Earth Science Grades (6-12)	05/16/1998	Life	<a href="#">Valid</a>
Secondary History Grades (6-12)	05/16/1998	Life	<a href="#">Valid</a>

## **STANDARD**

<b>Description</b>	<b>Effective Date</b>	<b>Expiration Date</b>	<b>Status</b>
<b>Principal</b>			
Principal Grades (EC-12)	10/01/2006	09/30/2012	<a href="#">Expired</a>
Principal Grades (EC-12)	07/06/2001	09/30/2006	<a href="#">Expired</a>
<b>Superintendent</b>			
Superintendent Grades (EC-12)	06/27/2009	09/30/2012	<a href="#">Expired</a>

**TEMPORARY**

<b>Description</b>	<b>Effective Date</b>	<b>Expiration Date</b>	<b>Status</b>
Assistant Principal Grades (PK-12)	07/06/2000	07/06/2005	<u>Expired</u>

**ONE-YEAR**

<b>Description</b>	<b>Effective Date</b>	<b>Expiration Date</b>	<b>Status</b>
Superintendent Grades (EC-12)	04/01/2009	04/01/2010	<u>Expired</u>

Official Record of Certification  
Tuesday, August 06, 2013

[New Search](#)[Close Window](#)

v4.2

# State of Montana Educator License

*James T Stroder*

is hereby licensed to teach in Montana public schools.

**Endorsements:**

30A PRI Principal K-12  
30A SUP Superintendent K-12

**Endorsement Key:**

(E) - Grades K-8  
(S) - Grades 5-12  
(A) - Grades K-12

Exceptions: Special Education Endorsements are Grades PK-12

SEID Number: 95747  
Class: 3  
Effective Date: 7/1/2014  
Expiration Date: 6/30/2019  
Issue Date: 8/15/2014

*Denise Juneau*

Superintendent of Public Instruction