

Timothy Kuehl

Superintendent of Schools (Superintendent 021317)

tgkuehl@gmail.com
(319) 215-2200

PERSONAL INFORMATION

Contact Information

<i>First Name</i>	Timothy	<i>Last Name</i>	Kuehl
<i>Middle Name</i>	Gary	<i>Email</i>	tgkuehl@gmail.com
<i>Primary Phone</i>	319-215-2200	<i>Alternate Phone</i>	641-777-2446
<i>Preferred Contact Method</i>	Email		

Address

<i>Street</i>	1458 Marilyn Drive	<i>City</i>	North Liberty
<i>State</i>	Iowa	<i>Zip Code/Postal Code</i>	52317

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

CERTIFICATION

Certification Information #1

<i>Certification Area</i>	Ed Leadership	<i>Certification Area Type</i>	Professional Certification
<i>Grade Level</i>	PK-12	<i>Certification State</i>	Iowa

Certification Information #2

<i>Certification Area</i>	Ed Leadership	<i>Certification Area Type</i>	Applied - Pending DOE Review
<i>Grade Level</i>	PK-12	<i>Certification State</i>	Florida

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**

<i>Years of Experience</i>	24	<i>Keyboarding Words Per Minute</i>	
<i>Word Processing</i>	Yes	<i>Spreadsheets</i>	Yes
<i>Database</i>	Yes	<i>Web / Internet Browser</i>	Yes
<i>E-mail</i>	Yes	<i>Graphics</i>	No
<i>Microsoft Windows</i>	Yes	<i>Apple Macintosh</i>	Yes

EMPLOYMENT HISTORY**Present Position**

<i>Present Title</i>	Superintendent	<i>Name of Employer</i>	Clear Creek Amana CSD
<i>Start Date</i>	07/01/2013	<i>Supervisor Name</i>	Steve Swenka
<i>Supervisor Phone Number</i>	319-530-3591		

Duties and Responsibilities

As the superintendent of schools my duties include but are not limited to:

- Design system improvement strategies.
- Stay current on educational research.
- Design, implement incentive structures for schools, principals, and teachers.
- Recruit and evaluate principals/district administrative staff.
- Provide professional development consistent with improvement strategy.
- Allocate system resources toward instruction.
- Buffer non-instructional issues from principals, teachers.
- Serve as executive officer and advisor to the board of education.
- Coordinate board agenda and board reports.
- Lead and direct district operations.
- Observe and evaluate district activities and ongoing programs.
- Make final recommendations regarding all personnel to the board.
- Develop annual goals and progress reports.
- Oversee planning for future sites and building programs.
- Interpret school programs to parents, community organizations and the media.

Reasons for Leaving

I have a three year rolling contract and positive relations in my current district. My desire to serve a larger district and experience another area of the country drives my desire for this position.

Ultimately, I am a lifelong learner and I feel a need to broaden my experiences and serve in an environment such as Flagler Schools has to offer. I see a fit with my experiences in integrating technology into quality instruction for students and providing opportunities for students to experience potential careers while completing high school.

May we Contact this Employer **Yes**

Experience in Education #1

<i>From (mm/yyyy)</i>	07/2008	<i>To (mm/yyyy)</i>	06/2013
<i>Employer Name</i>	Gladbrook-Reinbeck CSD	<i>Assignment</i>	Superintendent/Elementary Principal
<i>Reason For Leaving</i>	Professional Advancement	<i>Supervisor Name</i>	Mike Bearden
<i>Supervisor Phone Number</i>	641-473-2902		

Duties and Responsibilities

As the superintendent of schools my duties include but are not limited to:
 Design system improvement strategies.
 Stay current on educational research.
 Design, implement incentive structures for schools, principals, and teachers.
 Recruit and evaluate principals/district administrative staff.
 Provide professional development consistent with improvement strategy.
 Allocate system resources toward instruction.
 Buffer non-instructional issues from principals, teachers.
 Serve as executive officer and advisor to the board of education.
 Coordinate board agenda and board reports.
 Lead and direct district operations.
 Observe and evaluate district activities and ongoing programs.
 Make final recommendations regarding all personnel to the board.
 Develop annual goals and progress reports.
 Oversee planning for future sites and building programs.
 Interpret school programs to parents, community organizations and the media.

Elementary Principal:

Ensure that all students have adequate and appropriate opportunities to meet high standards.
 Engage the community to create shared responsibility for student and school success.
 Stay current on educational research and engage staff in discussions of latest research and practices.
 Design school improvement strategies.
 Broker professional development consistent with improvement strategy.
 Recruit and evaluate teachers, certified and classified staff.
 Involve staff in design and implementation of decisions and policies.
 Allocate school resources toward instruction.
 Motivate and inspire staff.
 Buffer non-instructional issues from teachers.
 Organize and supervise programs, staff and facilities.
 Communicate school news to the community.
 Serve as liaison between staff, students, parents and community.
 Lead school philosophy, curriculum, teaching strategies and vision.
 Interpret and utilize test data.
 Create schedules for faculty and students.
 Administer safety and health procedures.
 Establish and enforce rules and regulations.
 Develop budget.
 Maintain records and reports.

May we Contact this **Yes**
 Employer

Experience in Education #2

<i>From (mm/yyyy)</i>	07/2003	<i>To (mm/yyyy)</i>	06/2008
<i>Employer Name</i>	Forest City CSD	<i>Assignment</i>	Middle School Principal
<i>Reason For Leaving</i>	Professional Advancement	<i>Supervisor Name</i>	Darwin Lehmann
<i>Supervisor Phone Number</i>	641-590-6109		

Duties and Responsibilities

As middle school principal my duties included, but were not limited to:
 Ensure that all students have adequate and appropriate opportunities to meet high standards.
 Engage the community to create shared responsibility for student and school success.
 Stay current on educational research and engage staff in discussions of latest research and practices.
 Design school improvement strategies.
 Broker professional development consistent with improvement strategy.
 Recruit and evaluate teachers, certified and classified staff.
 Involve staff in design and implementation of decisions and policies.
 Allocate school resources toward instruction.
 Motivate and inspire staff.
 Buffer non-instructional issues from teachers.

Organize and supervise programs, staff and facilities.
 Communicate school news to community.
 Serve as liaison between staff, students, parents and community.
 Lead school philosophy, curriculum, teaching strategies and vision.
 Interpret and utilize test data.
 Create schedules for faculty and students.
 Administer safety and health procedures.
 Establish and enforce rules and regulations.
 Administer policies pertaining to student welfare and conduct.
 Develop budget.
 Maintain records and reports.
 Monitor co-curricular activities.

May we Contact this Yes
 Employer

Experience in Education #3

<i>From (mm/yyyy)</i>	07/2001	<i>To (mm/yyyy)</i>	06/2003
<i>Employer Name</i>	Allamakee CSD	<i>Assignment</i>	High School Principal/Curriculum Director
<i>Reason For Leaving</i>	Return to Forest City and passion for middle level education	<i>Supervisor Name</i>	Omer Troyer
<i>Supervisor Phone Number</i>	941-223-1688		

Duties and Responsibilities

My duties as high school principal and district curriculum director included, but were not limited to:
 Ensure that all students have adequate and appropriate opportunities to meet high standards.
 Engage the community to create shared responsibility for student and school success.
 Stay current on educational research and practices.
 Design school improvement strategies.
 Broker professional development consistent with improvement strategy.
 Recruit and evaluate teachers, certified and classified staff.
 Involve staff in design and implementation of decisions and policies.
 Allocate school resources toward instruction.
 Motivate and inspire staff.
 Buffer non-instructional issues from teachers.
 Organize and supervise programs, staff and facilities.
 Communicate school news to the community.
 Serve as liaison between staff, students, parents and community.
 Lead school philosophy, curriculum, teaching strategies and vision.
 Interpret and utilize test data.
 Create schedules for faculty and students.
 Administer safety and health procedures.
 Establish and enforce rules and regulations.
 Administer policies pertaining to student welfare and conduct.
 Develop budget.
 Maintain records and reports.
 Monitor co-curricular activities.

Monitor and interpret student achievement data PK-12
 Ensure the best possible curriculum for PK-12 students
 Facilitate curriculum adoption for the district

May we Contact this Yes
 Employer

Work Experience #1

<i>Employed from (mm/yyyy)</i>	07/2000	<i>Employed to (mm/yyyy)</i>	06/2001
<i>Employer</i>	Manson-NW Webster CSD	<i>Title</i>	Elementary Principal/Curriculum Director

<i>Reason For Leaving</i>	Unethical behavior of my supervisor. He was having an extramarital affair with a teacher.	<i>Supervisor Name</i>	Mark Egli
<i>Supervisor Phone Number</i>	712-469-2202	<i>Supervisor Email</i>	megli@mnwcougars.com

Duties and Responsibilities

My duties included, but were not limited to:
 Ensure that all students have adequate and appropriate opportunities to meet high standards.
 Engage the community to create shared responsibility for student and school success.
 Stay current on educational research and engage staff in discussions of latest research and practices.
 Design school improvement strategies.
 Broker professional development consistent with improvement strategy.
 Recruit and evaluate teachers, certified and classified staff.
 Involve staff in design and implementation of decisions and policies.
 Allocate school resources toward instruction.
 Motivate and inspire staff.
 Buffer non-instructional issues from teachers.
 Organize and supervise programs, staff and facilities.
 Communicate school news to the community.
 Serve as liaison between staff, students, parents and community.
 Lead school philosophy, curriculum, teaching strategies and vision.
 Interpret and utilize test data.
 Create schedules for faculty and students.
 Administer safety and health procedures.
 Establish and enforce rules and regulations.
 Develop budget.
 Maintain records and reports.

Curriculum Director:

Monitor and interpret student achievement data PK-12
 Ensure the best possible curriculum for PK-12 students
 Facilitate curriculum adoption for the district

May we Contact this Employer **Yes**

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>	7	<i>Years of student teaching experience</i>	0.5
<i>Years of administrative experience</i>	17		

EDUCATION**Secondary/High School Information**

<i>School Attended</i>	Central Community Schools	<i>City/State</i>	Elkader, IA
<i>Activities/Honors</i>			

Four sport letter winner. All Conference and All district in basketball and baseball.

Local and District officer in the Future Farmers of America

Degree **High School Diploma or GED**

College/University/Vocational Institution #1

<i>Name of School</i>	Other: Wartburg College	<i>Attended From (mm/yyyy)</i>	08/1988
<i>Attended To (mm/yyyy)</i>	12/1992	<i>Degree</i>	Bachelor of Arts
<i>Subject</i>	Elementary Ed		

College/University/Vocational Institution #2

<i>Name of School</i>	Other: Buena Vista University	<i>Attended From (mm/yyyy)</i>	06/1999
<i>Attended To (mm/yyyy)</i>	05/2002	<i>Degree</i>	Master of Science
<i>Subject</i>	Educational Leadership		

College/University/Vocational Institution #3

<i>Name of School</i>	Other: Drake University	<i>Attended From (mm/yyyy)</i>	06/2002
<i>Attended To (mm/yyyy)</i>	05/2004	<i>Degree</i>	Other: Educational Specialist
<i>Subject</i>	Educational Leadership		

Student Teaching #1

<i>Name of School</i>	Columbus Community School District	<i>Subject</i>	Elementary
<i>Grade</i>	6&2	<i>Semester</i>	Fall
<i>Year</i>	1992		

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.

Doug Boldt

<i>Title</i>	City Administrator	<i>Relationship</i>	Colleague
<i>Address</i>	[REDACTED]	<i>City</i>	Tiffin
<i>State</i>	Iowa	<i>Zip</i>	52340
<i>Country</i>	United States		
<i>Email</i>	[REDACTED]	<i>Phone</i>	[REDACTED]
<i>From</i>	06/2005	<i>To</i>	Present
<i>Reference Letter</i>	[REDACTED]		

Roark Horn

<i>Title</i>	Executive Director School Administrators of Iowa	<i>Relationship</i>	Colleague
<i>Address</i>	[REDACTED]	<i>City</i>	Clive
<i>State</i>	Iowa	<i>Zip</i>	50325
<i>Country</i>	United States		
<i>Email</i>	[REDACTED]	<i>Phone</i>	[REDACTED]
<i>From</i>	12/2000	<i>To</i>	Present
<i>Reference Letter</i>	[REDACTED]		

Matt Leeman

Title	Elementary Principal	Relationship	Colleague
Address	[REDACTED]	City	Oxford
State	Iowa	Zip	52322
Country	United States		
Email	[REDACTED]	Phone	[REDACTED]
From	02/2011	To	Present
Reference Letter	[REDACTED]		

Eileen Schmidt

Title	CCA Board Member	Relationship	Supervisor
Address	[REDACTED]	City	Oxford
State	Iowa	Zip	52322
Country	United States		
Email	[REDACTED]	Phone	[REDACTED]
From	07/2013	To	Present
Reference Letter	[REDACTED]		

Steve Swenka

Title	CCA Board President	Relationship	Supervisor
Address	[REDACTED]	City	Oxford
State	Iowa	Zip	52322
Country	United States		
Email	[REDACTED]	Phone	[REDACTED]
From	07/2013	To	Present

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.

Yes

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

Ottumwa, Iowa

June 19, 2016

Public Intoxication

It was my wedding night. I had returned safely to the hotel with my bride after our reception. I sleep walk. A police officer picked me up on the street by the hotel. I do not drink regularly and was barely over the legal limit. This is my only offense, other than a speeding ticket. It will NEVER happen again.

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 and can 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	[REDACTED]
Cover Letter	[REDACTED]
Transcript	[REDACTED]
Reference Ltrs (Include All)	[REDACTED]
Other	[REDACTED]
Other	[REDACTED]

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 **TK**

Affirmation Date **03/06/2017**

Timothy G. Kuehl

1458 Marilyn Drive
North Liberty, IA 52317

Office Phone: 319-828-4510

Cell Phone: 319-215-2200

E-mail: tgkuehl@gmail.com

Professional Objective: To serve the students and patrons of a public school district. Working collaboratively to ensure that children receive the best education, ensuring their future success.

Professional Preparation:

2004	Drake University	Educational Specialist Educational Leadership
2002	Buena Vista University	Masters of Education Educational Leadership
1992	Wartburg College	Bachelor of Arts Elementary Education Reading Endorsement

Professional Experience:

2013-Present	Superintendent	Clear Creek Amana CSD Oxford, IA
2008-2013	Superintendent/El. Principal	Gladbrook-Reinbeck CSD Reinbeck, IA
2003-2008	Middle School Principal	Forest City CSD Forest City, Iowa
2001-2003	High School Principal/ Curriculum Director	Allamakee CSD Waukon, Iowa
2000-2001	Elementary Principal/ Curriculum Director	Manson-NW Webster CSD Manson, Iowa
1997-2000	Teacher/Coach	Forest City CSD Forest City, Iowa
1993-1997	Teacher/Coach	Columbus CSD Columbus Jct., Iowa

Selected Leadership Roles and Professional Associations:

Served as President of School Administrators of Iowa, currently serving as Past President

Governing Board member for the American Association of School Administrators

Board Member of Tiffin Community Foundation

Served as Chair of the North Iowa Cedar League Superintendents

Reinbeck Economic Development Committee, Board Member

Served as Chair of the Superintendents' Advisory Committee in AEA 267

Served as a member of the AEA 267 Special Education Advisory Committee

Served as the Leader on the Administrative Interview Team when hiring a new AEA 267 Chief (CEO)

Mentor to a New Administrator through School Administrators of Iowa Program
Professional Development Committee member for School Administrators of Iowa
Middle Level Principal of the Year Selection Committee member for School Administrators of Iowa
Association for Supervision and Curriculum Development member
School Administrators of Iowa member
American Association of School Administrators member
Mason, Rotary International, Kiwanis Club, Lions' Club member
Gladbrook Fitness Center Board of Directors Member
Forest City YMCA Board of Directors Member
Active Member of the St. Timothy Lutheran Church
Volunteer youth baseball, basketball, and football coach

Professional Experience 2013-Present

The superintendent at Clear Creek Amana CSD is responsible for providing instructional leadership, budget development and implementation, development of Board of Education meeting agendas, and oversight / evaluation of all principals and directors. The superintendent is generally responsible for all aspects of district operations.

Major Accomplishments:

- Recognition from the Iowa Department of Education for Clear Creek Amana's outstanding early literacy scores.
- Recognition of Clear Creek Amana High School for outstanding performance in Advanced Placement Courses the past four years.
- Passage of a \$48 million general obligation bond in 2014, 79% approval.
- Development of strong vision for the future among board of education, staff, and community members.
- Oversight of construction projects, new elementary building, middle school addition, and high school addition.
- Implementation of new elementary attendance boundaries with the construction of a new elementary school.
- Implementation of 1:1 computer initiatives in grades 6-12 and the training for staff to ensure success.
- Adoption of mathematics and literacy curriculum materials PK-12.
- Successful application for and implementation of Teacher Leadership and Compensation grant.
- Evaluation and growth plan development with all principals/directors.
- Facilitated a collaborative effort with Kirkwood Community College and the Architecture Construction and Engineering (A.C.E.) program to build a STEM center at Clear Creek Amana, built with donated materials and services from local businesses.
- Facilitated the development and action plans for Board/administrative goals.
- Serve as Chief Negotiator for the District.
- Develop and oversee implementation of District Budgets.

Professional Experience 2008-2013

Position

Superintendent/El. Principal

School System

Gladbrook-Reinbeck CSD
Reinbeck, Iowa

Job Focus:

The superintendent at Gladbrook-Reinbeck CSD is responsible for providing instructional leadership, budget development and implementation, development of Board of Education meeting agendas, transportation director duties, curriculum director duties, director of buildings and grounds duties, evaluation of administrators, and serves as a liaison to the community. The superintendent is generally responsible for all aspects of district operations.

Major Accomplishments:

- The Gladbrook-Reinbeck CSD passed a vote in 2012, with 90% approval, to extend the Voted Physical Plant and Equipment Levy for ten years.
- Served in a leadership role, planning and organizing the 2012 NICL Professional Development day for K-8 educators.
- Facilitated the implementation of Professional Learning Communities throughout the district and attended the PLC Conference in St. Louis, MO in June 2012 with our teacher leadership team.
- Worked collaboratively with three neighboring districts and Hawkeye Community College to develop the Western Outreach Center.
- Facilitated the formation of Cedar Valley West, with three neighboring schools. This venture is providing regional internship and job shadowing opportunities to students
- Collaborated with the administrative team, technology directors and teaching staff to implement 1:1 computing at the high school beginning in the fall of 2011 and currently planning for 1:1 implementation in grades 5-8 in the 13-14 school year.
- Worked collaboratively with the board of education on the development and implementation of a budget to increase the unspent balance, in this case by an estimated 17%.
- Facilitated the initial incorporation of dual enrollment courses with Hawkeye Community College into the high school curriculum and working on additional courses to be offered. Students now have the opportunity to graduate with 30+ college credits.
- Managed collaborative projects with the cities and private day care providers to build new day care facilities on school grounds.
- Entered into an agreement with a neighboring district to share a transportation director taking advantage of State incentive funds in supplementary weighting.
- Facilitated the implementation of the Project Lead the Way program at the high school. Collaborated with neighboring districts and Hawkeye Community College to offer years three and four of Project Lead the Way at the new Western Outreach Center.
- Successfully transitioned the district to new grade configurations at the attendance centers, thereby saving one teacher FTE and capitalizing on efficiencies.
- Improved school relations with all of the communities through collaborative efforts, open communication, articles in local newspapers and community meetings about difficult issues.
- Worked with the board of education and Gladbrook-Reinbeck Education Association in negotiating the master contract. Fostered a positive, problem solving culture in the negotiations process.
- Engaged the District Advisory Committee in developing a needs assessment survey that led to establishing improvement goals in the areas of 1. Building relationships in school, 2. Establishing consistent behavioral expectations, 3. Implementing and supporting high academic expectations, and 4. Improving communication.
- Incorporated At-Risk Modified Allowable Growth funding into the budget, enhancing the general fund.
- Collaboratively managed the renovation of football facilities, including construction of a new concession stand.
- Facilitated the successful hiring of high quality staff for the district, including two building principals, several teachers, and a guidance counselor.
- Conducted evaluations of administrative staff and several non-certified staff.
- Facilitated the development of Board goals and Guiding Principles for the district, relating to finance, academic programming, and facilities.
- Worked with School Improvement Leadership Team to establish time for teachers to evaluate student achievement data and plan district professional development to meet the learning needs of students.

Professional Experience 2003-2008**Position****School System**

6-8 Principal

Forest City CSD
Forest City, Iowa

Job Focus:

The 6-8 Principal at Forest City CSD has the responsibility for the curriculum organization, student discipline, staff development, staff evaluation, and oversees all activities. In addition the principal provides leadership in technology, school improvement, and special education.

Major Accomplishments:

- Facilitated professional development involving technology, anti-bullying strategies, development of Professional Learning Communities, reading across the curriculum, test preparation, student motivation, homework completion, grading, and building relationships with students.
- Collaboratively worked on developing the middle school budget, Instructional Support Levy Budget, and Local Option Sales Tax Budget.
- Developed, implemented, and coached team leaders for each of the grade level teams.
- Facilitated the seamless integration of technology into all curricular areas.
- Facilitated the utilization of collaborative teaching to benefit special education and At-Risk students in the general education setting.
- Participated in and facilitated Ruby Payne's Poverty Training at the middle school.
- Developed volunteer program to work with struggling readers by collaborating with RSVP of North Iowa.
- Facilitated the development and implementation of a building wide Literacy Program to provide intensive instruction for struggling readers.

Professional Experience 2001-2003

Position

School System

10-12 Principal/Curriculum Director

Allamakee CSD
Waukon, Iowa

Job Focus:

The 10-12 Principal at Allamakee CSD was responsible for the instructional leadership, student discipline, staff development, staff evaluation, and oversees all activities. In addition the principal provided leadership in technology, school improvement, and special education. The district curriculum director was responsible for coordinating the PK-12 curriculum, ensuring that assessments were arranged and given, completing State and Federal student achievement reports, and planning for the professional development of the district.

Major Accomplishments:

- Led district in-services focusing on curriculum scope and sequence, textbook adoption, and curriculum alignment.
- Responsible for Annual Progress Report, Comprehensive School Improvement Plan, and district professional development.
- Utilized local radio station, school newsletter, and local newspaper to communicate school related information.
- Collected and facilitated the analysis of student achievement data. Utilized the data to determine professional development needs and program development.
- Fostered a culture of meeting students' learning needs. Led improvements to grading systems and introduced programs for struggling students.
- Collaborated as a committee member working to pass a bond for a new facility to house seventh through ninth grade students.
- Led the completion of a new football and track facility, which was started prior to my arrival.

Professional Experience 2000-2001

Position

School System

Job Focus:

The PK-5 Principal at Manson-NW Webster CSD was responsible for the instructional leadership, student discipline, staff development, staff evaluation, and oversees all activities. In addition the principal provided leadership in technology, school improvement, and special education. The district curriculum director was responsible for coordinating the PK-12 curriculum, ensuring that assessments were arranged and given, completing State and Federal student achievement reports, and planning for the professional development of the district.

Major Accomplishments:

- Collaborated in the development and execution of a successful campaign to pass an Instructional Support Levy.
- Developed and received approval for the district's initial Comprehensive School Improvement Plan.
- Led the development of a plan to create grade-alike centers within the district to ensure consistent curriculum and maximize the efficient use of district funds.
- Collected and facilitated the analysis of student achievement data. Utilized the data to determine professional development needs and program development.
- Developed the district professional development plan.
- Led the district to the implementation of Guided Reading in the elementary grades.
- Implemented a Principal's Advisory group. This group helped provide direction for improving the building culture and initiatives.
- Worked with the Parent-Teacher –Association to facilitate building improvements, classroom volunteers, and actively support the Instructional Support Levy.
- Completed the district Annual Progress Report. Ensured the publication was distributed to all district patrons.

Ongoing Professional Development:

- Professional Learning Communities Training from Solution Tree
- Elmore Project-Iowa Superintendents' Network
- Iowa Core Curriculum
- Balanced Leadership Training
- Evaluator Approval Training
- Poverty I and Poverty II Training
- The Six Traits of Reading
- E2T2-Technology Training
- Rachel's Challenge Training
- Anti-bullying Training
- Attendance at the School Administrators of Iowa's Annual Conference
- Attendance at the Iowa Association of School Boards Annual Conference
- Attendance at the National Middle School Association's Annual Conference
- Iowa Superintendents' Finance and Leadership Consortium:
 - School Finance/Advanced School Finance
 - Negotiations
 - Advanced School Finance
 - Advanced Spreadsheets
 - Presenting your Budget to the Board and Public
 - Developing your Line Item Budget.
- Recent Professional Readings:
 - Leaders Eat Last

- Unthink
- Instructional Rounds in Education: A Network Approach to Improving Teaching and Learning
- Professional Learning Communities at Work: Best Practices for Enhancing Student Achievement
- Whatever It Takes
- Good to Great
- The Servant
- The Five Dysfunctions of a Team
- School Leadership that Works
- Understanding Poverty
- Attendance at the National Middle School Association's Annual Conference
- Attendance at the School Administrators of Iowa's Annual Conference
- Rachel's Challenge Training

- Anti-bullying Training

References

Mr. Steve Swenka, Clear Creek Amana Board of Education President

[REDACTED]

Mrs. Eileen Schmidt, Clear Creek Amana Board of Education

[REDACTED]

Mr. Mike Bearden, Gladbrook-Reinbeck Board of Education (former)

[REDACTED]

Mr. Roark Horn, Executive Director, School Administrators of Iowa

[REDACTED]

Mr. Matt Leeman, Elementary Principal, Clear Creek Amana CSD

[REDACTED]

Mr. Larry Sigel, Director, Iowa School Finance Information Services

[REDACTED]

March 7, 2017

Flagler County Schools Board of Education:

Please accept my completed application file for the Superintendent of Schools position with the Flagler County Schools, as advertised on the Florida School Boards' Association website. I would welcome the opportunity to work with the Board and staff of the Flagler County Schools to meet the challenges of a diverse population, while providing a truly exemplary educational experience for each student. My experience with technology integration, specifically 1:1 initiatives, and developing career focused opportunities for students make me an especially good fit with the Flagler Schools.

During the past sixteen years, I have had the opportunity to serve as an educational leader at every level from pre-kindergarten through twelfth grade as a building principal, a curriculum director, and a superintendent. By utilizing those experiences and my personal skills, I am confident that I will be able to lead the Flagler County Schools into the future, continuing and further developing the tradition of excellence that has been established.

My passion as a leader lies with providing the best possible educational experience and opportunities for students. This letter and my résumé outline several of the endeavors I have been involved with in that regard. As a superintendent, a major responsibility is to ensure the financial well being of the district in order for the educational programs to remain exemplary. My experiences include development of the certified budget for the district, as well as the line-item budget. At Clear Creek Amana we have worked diligently to maintain a strong financial position in the face of the expenses that accompany a growing student population and marginal funding from the State. Currently we have an unspent balance of approximately \$6.5 million and recently were approved for \$747,000 of supplemental authority from the School Budget Review Committee. In my previous experience, I'm proud to say that through careful planning, reductions in expenses and strategies to increase revenue, Gladbrook-Reinbeck increased its unspent balance from approximately \$400,000 to approximately \$1.3 million during my tenure—despite facing the 10% across-the-board state cut during the third year. I believe my knowledge of school finance and educational needs would be a strong fit with the Flagler County Schools.

During my tenure as superintendent at Clear Creek Amana and Gladbrook-Reinbeck we completed collaborative projects that served the needs of our students. Some examples include a STEM Center at CCA that was constructed in collaboration with the Iowa City Home Builders Association. This resulted in a building valued at over \$400,000 being constructed for the district at a cost of less than \$50,000. The building now houses our middle school STEM program. Under my leadership CCA also passed a \$48 million bond in 2014. By collaborating building a strong relationship with our communities the bond funded a new elementary school, along with additions to the high school and middle school. Our students also benefit from a close collaboration with Kirkwood Community College. Through that work our students participate in many courses for college and high school credit. They are also part of career experiences in our community through the cooperation between the community college and local district. At Gladbrook-Reinbeck examples of collaborative projects include working with the cities to build daycare centers on school property; renovated the football facilities, including building a new concession stand; implemented dual enrollment courses at the high school and Project Lead the Way; established shared programming through Cedar Valley West that includes true career exploration opportunities for students; and improved communication within the school and with the community at large. These endeavors have allowed me to use my skills in communication, vision for education, and focus on student achievement to aid in the continuous improvement of the districts I serve. I would welcome the opportunity to work with the Flagler County Schools Board of Directors in utilizing collaborative opportunities with the community, surrounding school districts, and local colleges, in serving the students of Flagler County.

It is critical that an organization has a vision and plan as it makes decisions about the future. At CCA we have worked to develop and maintain a vision for the district through goal setting sessions with facilitation from IASB personnel. Each fall we meet for a few hours and reflect on what is currently effective and where our focus needs to be moving forward. The Board / Superintendent goals that result from this work then function as my evaluation targets for the year and are revisited throughout the school year. The

administrative team and I work through the planning process in order to make those goals a reality. These goals help us to maintain focus and direction as we make financial and academic decisions. Without having a vision and plan, it is easy to get caught up in the day-to-day challenges we face and lose focus. If selected as superintendent of the Flagler County Schools, I will work with the Board of Directors, administration, staff, students and community, continuing the work to strengthen our vision for the district and plan to make that vision a reality.

Working in a district that encompasses multiple individual communities has instilled in me the importance of gaining input from a broad spectrum of the community, ensuring that each facet of the district has an opportunity to be heard. As we have worked through things like passing a bond issue, restructuring elementary attendance areas, changing grade configurations in buildings, building and renovating facilities, and passing a Voted Physical Plant and Equipment Levy we have worked to make sure that each community understands the purpose for the proposed action for the good of the district as a whole. This has involved sharing information via multiple sources, including holding public meetings in the separate communities. I believe we have been successful, in large part, because we have created a culture where all patrons of the school community feel valued and heard. While larger in student population and more singular as a physical community, I believe the situation at Flagler County is very similar in that you have a variety of community components. My experience and skills in uniting these various points of interest would be an asset to the Flagler County Schools.

Undoubtedly public schools are facing challenging times and the current economic and political climate promises challenges in the coming years. As an educational leader, I appreciate the opportunities that challenging situations provide. It has been my experience that by maintaining focus on the vision of the organization, communicating effectively within the organization and in the public as a whole, and working collaboratively, an organization can not only survive challenges, but also emerge from them stronger and more effective than ever.

I have served in a leadership role as districts grew rapidly, adjusted staffing to meet student needs, implemented building and remodeling projects, improved programming, shifted attendance centers for students, and entered into collaborative relationships with other districts and community colleges. Each time focusing on the vision of the organization, effective communication, and working collaboratively on solutions has produced a positive outcome. I am confident that if given the opportunity, I can be a valuable asset to the future of the Flagler County Schools.

My experiences as a school administrator have provided great opportunities for me to grow and develop as an educational leader. I am excited by the prospect of serving as the superintendent for the Flagler County Schools, utilizing my vision for education, interpersonal skills, effective communication, knowledge of finance, knowledge of quality instruction, and work ethic to have a positive impact on the services received by our students. I would welcome the opportunity to meet and discuss my qualifications for this position in person. I can be contacted on my cell phone at (319) 215-2200 at your convenience.

Respectfully submitted,

Tim Kuehl

State of Iowa

Board of Educational Examiners

Professional Administrator License

By this license let it be known that

TIMOTHY GARY KUEHL

is authorized to serve in the following areas:

PK-8 Principal
5-12 Principal
Evaluator (New)

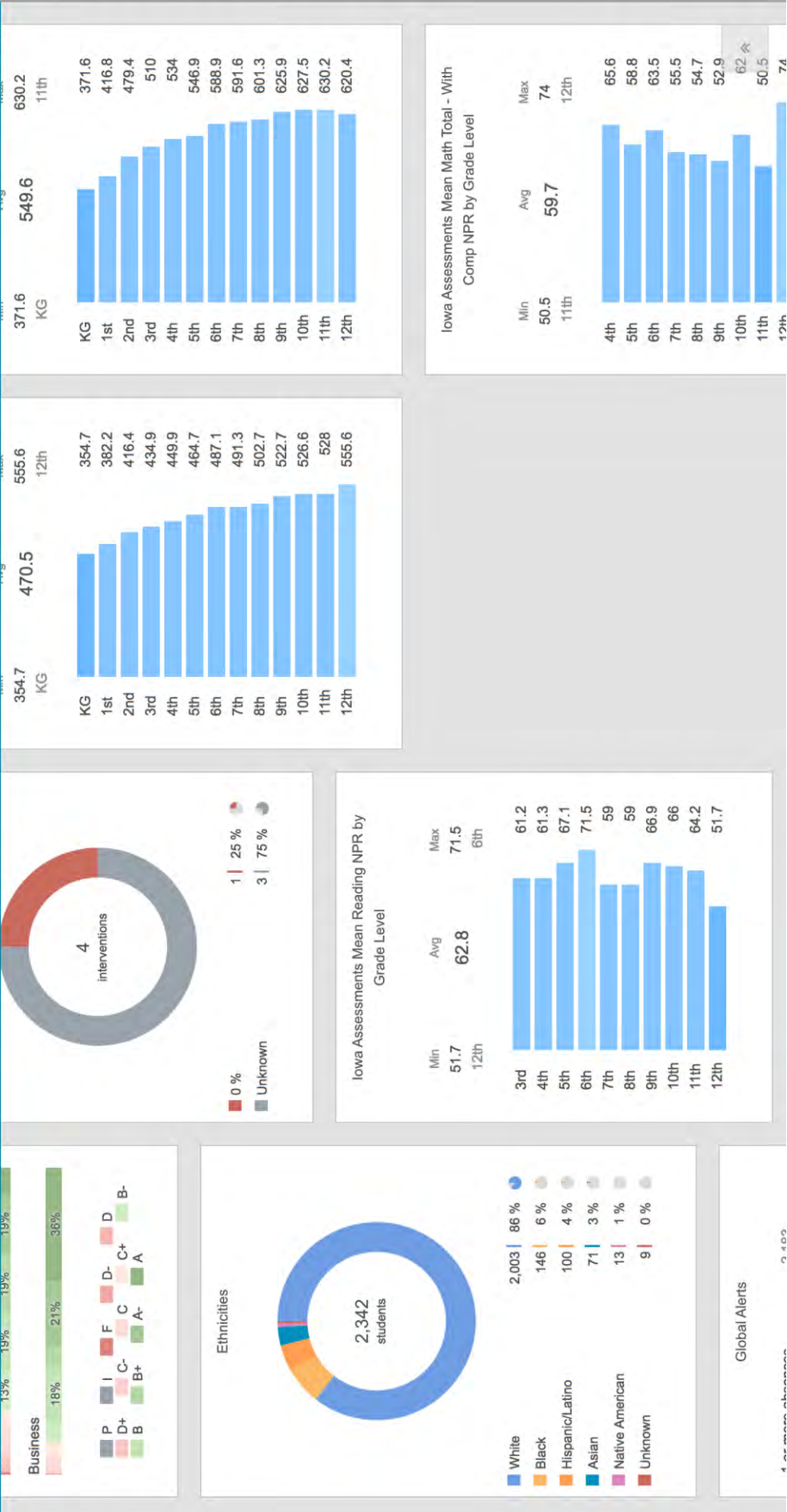
PK-12 Superintendent & AEA Administrator

Folder Number 316709 License Issue Date 6/19/2013 Expiration Date 7/31/2018



A handwritten signature in cursive script, appearing to read "D. T. Magee", written over a horizontal line.

Duane T. Magee, Executive Director
Board of Educational Examiners



Reading

Grade	Males Proficient	Females Proficient	Total Proficient
Class of 2021	72%	78%	74%
Class of 2022	72%	80%	76%
Class of 2023	85%	83%	84%

Math

Grade	Males Proficient	Females Proficient	Total Proficient
Class of 2021	88%	90%	89%
Class of 2022	74%	63%	69%
Class of 2023	82%	82%	82%

Science

Grade	Males Proficient	Females Proficient	Total Proficient
Class of 2021	85%	77%	81%
Class of 2022	73%	54%	64%
Class of 2023	82%	83%	83%

Social Studies

Grade	Males Proficient	Females Proficient	Total Proficient
Class of 2021	77%	75%	76%
Class of 2022	65%	41%	54%
Class of 2023	82%	79%	81%

2016-2017 FAST Data Analysis
IGDIs (Pre K), Early Reading Composite (K, 1) and CBMr (2-6)

Building/District Proficiency

Determine the percentage of your population that meets or exceeds the screening cut scores.

CCA DISTRICT OVERALL By Building 2016-2017 School Year				
	% Meeting Benchmark FALL	% Meeting Benchmark WINTER	% Meeting Benchmark SPRING	Percent Change FALL to SPRING
Amana Elementary	70% (96/138)	74% (101/137)		
Clear Creek Elementary	65% (174/267)	76% (203/268)		
North Bend Elementary	74% (304/410)	76% (312/411)		
Tiffin Elementary	68% (270/397)	73% (294/401)		
CCA Middle School (6 th only)	74% (121/164)	76% (126/165)		
CCA District Overall	70% (956/1368)	75% (1036/1382)		

If a building has fewer than 80% of students meeting or exceeding benchmark, determine the percentage at each grade level that meets or exceeds the screening cut scores.

Grade Level Analysis

CCA DISTRICT OVERALL By Grade Level 2016-2017 School Year					
	% Meeting Benchmarks FALL	% Meeting Benchmarks WINTER	Percent Change FALL to WINTER	% Meeting Benchmarks SPRING	Percent Change FALL to SPRING
Pre K	36% (43/119)	62% (73/118)	+26%		
K	82% (155/190)	80% (159/198)	-2%		
1	77% (145/189)	69% (125/186)	-8%		
2	70% (112/159)	73% (121/165)	+3%		
3	70% (133/192)	76% (147/194)	+6%		
4	70% (131/187)	78% (144/185)	+8%		
5	72% (124/173)	81% (137/169)	+9%		
6	74% (121/164)	76% (126/165)	+2%		

CCA Fall 2016 % Meeting Benchmark per Grade Level by Building					
	Amana Elementary	Clear Creek Elementary	North Bend Elementary	Tiffin Elementary	CCA MS
Pre K	20%	28%	50%	38%	
K	69%	79%	85%	84%	
1	89%	74%	75%	78%	
2	83%	58%	71%	72%	
3	70%	59%	76%	70%	
4	81%	65%	70%	70%	
5	64%	72%	76%	71%	
6					75%

CCA WINTER 2017 % Meeting Benchmark per Grade Level by Building					
	Amana Elementary	Clear Creek Elementary	North Bend Elementary	Tiffin Elementary	CCA MS
Pre K	63%	56%	76%	60%	
K	87%	93%	71%	80%	
1	56%	78%	72%	62%	
2	79%	59%	77%	74%	
3	73%	76%	79%	73%	
4	80%	71%	79%	83%	
5	77%	79%	80%	86%	
6					76%

CCA SPRING 2017 % Meeting Benchmark per Grade Level by Building					
	Amana Elementary	Clear Creek Elementary	North Bend Elementary	Tiffin Elementary	CCA MS
Pre K					
K					
1					
2					
3					
4					
5					
6					

Amana Elementary By Grade Level 2016-2017 School Year					
	% Meeting Benchmarks FALL	% Meeting Benchmarks WINTER	Percent Change FALL to WINTER	% Meeting Benchmarks SPRING	Percent Change FALL to SPRING
Pre K	20%	63%	+43%		
K	69%	87%	+18%		
1	89%	56%	-33%		
2	83%	79%	-4%		
3	70%	73%	+3%		
4	81%	80%	-1%		
5	64%	77%	+13%		
ALL	70%	74%	+4%		

Clear Creek Elementary By Grade Level 2016-2017 School Year					
	% Meeting Benchmarks FALL	% Meeting Benchmarks WINTER	Percent Change FALL to WINTER	% Meeting Benchmarks SPRING	Percent Change WINTER to SPRING
Pre K	28%	56%	+28%		
K	79%	93%	+14%		
1	74%	78%	+4%		
2	58%	59%	+1%		
3	59%	76%	+17%		
4	65%	71%	+6%		
5	72%	79%	+7%		
ALL	65%	76%	+11%		

North Bend Elementary By Grade Level 2016-2017 School Year					
	% Meeting Benchmarks FALL	% Meeting Benchmarks WINTER	Percent Change FALL to WINTER	% Meeting Benchmarks SPRING	Percent Change WINTER to SPRING
Pre K	50%	76%	+26%		
K	85%	71%	-14%		
1	75%	72%	-3%		
2	71%	77%	+6%		
3	76%	79%	+3%		
4	70%	79%	+9%		
5	76%	80%	+4%		
ALL	74%	76%	+2%		

Tiffin Elementary By Grade Level 2016-2017 School Year					
	% Meeting Benchmarks FALL	% Meeting Benchmarks WINTER	Percent Change FALL to WINTER	% Meeting Benchmarks SPRING	Percent Change WINTER to SPRING
Pre K	38%	60%	+22%		
K	84%	80%	-4%		
1	78%	62%	-16%		
2	72%	74%	+2%		
3	70%	73%	+3%		
4	70%	83%	+13%		
5	71%	86%	+15%		
ALL	68%	73%	+5%		

CCA Middle School By Grade Level 2016-2017 School Year					
	% Meeting Benchmarks FALL	% Meeting Benchmarks WINTER	Percent Change FALL to WINTER	% Meeting Benchmarks SPRING	Percent Change WINTER to SPRING
6	75%	76%	1%		

ΔC

201

AP

lo'

Hic

Hic

Hic

--BEGIN Graduate TRANSCRIPT--

Previous Degrees:

Bachelor of Arts Dec 1992
Warburg College
Master of Science in Education May 2002
Buena Vista University

Degrees Awarded:

Specialist in Education Aug 2004
Major: Educational Administration

Transfer Credit:

Univ of Northern Iowa
Transfer Hours 4.00
Morningside College
Transfer Hours 4.00

Fall 2002

EDL 243 Strategic Planning 3.00 A
EDL 262 Fld Exp Senior Level 3.00 A
EDUC 202 Educational Research II 3.00 A
term gpa: 4.00

Spring 2003

EDL 239 Political Action & Ed 3.00 A
term gpa: 4.00

Summer 2003

EDLX 199 LEADERSHIP/ACCOUNTABILITY 3.00 A
EDL 242 SCE FIN & FAC MANAGE 3.00 A
term gpa: 4.00

Fall 2003

EDL 245 LEADERSHIP IN ORGANIZATIONS 3.00 A
term gpa: 4.00

Summer 2004

EDL 225 PERSONNEL ADMIN & CONTRACT 3.00 A
term gpa: 4.00

--accum gpa: 4.00 accum hours: 30.00

--END Graduate TRANSCRIPT--

--end Timothy G Kuehl transcript

ISSUED TO:

Forest City Comm. Schools
Steven J. Rollefson
810 West K Street
Forest City, IA 50436

RAISED SEAL NOT REQUIRED

Wanda E. Enrage

VICE PROVOST



STUDENT NO
393133

KUEHL, TIMOTHY GARY

DEPT	COURSE	COURSE TITLE	HOURS	GRD	SP	DEPT	COURSE	COURSE TITLE	HOURS	GRD	SP
		WARTBURG COLL WAVERLY, IA BA DEGREE 12-1992									
		BUENA VISTA UNIV STORM LAKE, IA MSE DEGREE 05-2002									
		SPECIAL ADMISSION NON-DEGREE/EXTENSION									
270	233	FALL 2002-GRADUATE FNANCE & LDRSHIP SUPRNTNDNT EARNED HRS 1.0 GPA 4.00	1	A							
270	233	SPRING 2003-GRADUATE FNANCE & LDRSHIP SUPRNTNDNT EARNED HRS 1.0 GPA 4.00	1	A							
270	233	FALL 2003-GRADUATE FNANCE & LDRSHIP SUPRNTNDNT EARNED HRS 1.0 GPA 4.00	1	A							
270	233	SPRING 2004-GRADUATE FNANCE & LDRSHIP SUPRNTNDNT EARNED HRS 1.0 GPA 4.00	1	A							

END OF RECORD * * * * *

TRANSFER CUMULATIVE				UND CUMULATIVE						TOTAL CUMULATIVE			
GRD MRS	PTS	GPA	ACC MRS	GRD MRS	PTS	GPA	UNGRD MRS	F-MRS	UNC MRS	GRD MRS	PTS	GPA	EARNED MRS
0.0	0.00	0.00	0.0	4.0	16.00	4.00	0.0	0.0	0.0	4.0	16.00	4.00	4.0

Pre Printed White Signature

Laser Produced Signature

Philip L. Patton

This official transcript is printed on light purple security paper and signed in DUPLICATE. [pre-printed signature in white ink and laser produced identical signature in black ink] on each page by the University Registrar, Philip L. Patton. A pre-printed white seal of the University of Northern Iowa appears behind this statement. A zinked seal is not required.

TO VERIFY: TRANSLUCENT GLOBE ICONS MUST BE VISIBLE WHEN HELD TOWARD A LIGHT SOURCE



12199 Stratford Drive, Clive, Iowa 50325 • phone 515.267.1115 • fax 515.267.1066 • www.sai-iowa.org

Please accept this as a letter of recommendation for a colleague of mine, Tim Kuehl. I have known Tim for over a decade as a fellow superintendent, as the Chief Administrator in the AEA where his district resided, and now as the Executive Director of the School Administrators of Iowa. I have had the chance to work with him closely when he served in a leadership capacity on the AEA advisory board, and now he is the President of SAI, having won a statewide election of administrators to earn that prestigious position. Through these contacts I have come to know him well, and I am thrilled he is pursuing the superintendent opening at Marshalltown. He has earned my highest recommendation and I feel he is an ideal fit for the Marshalltown district, a learning community I have also come to know well through my AEA and statewide service.

In consideration of all of the current superintendents in Iowa, I believe Tim is one of the best decision-makers in the state. He actively seeks to get as much information as possible in a timely manner, and then after considering all sides of an issue is able to either make the best unilateral decision, or work with his board or administrative team to make a collaborative decision. A great example of this is how he helped one of the districts he led, Gladbrook-Reinbeck, to resolve the financial challenges they faced. Another great example is how he is helping his current district, Clear Creek-Amana, address the opportunities that come with sudden, exponential growth in student population. We want our leaders to make reasoned, logical decisions and be able to communicate them clearly and concisely, and those are some of Tim's greatest strengths.

Another of his strengths is his ability to motivate others. He is able to help administrators and staff to accomplish things they perhaps did not even know they could accomplish. Tim helps those he serves as a leader to set high yet attainable goals, then guides them through the process of meeting and exceeding those goals through consultation, analysis, and evaluation. He is described by those who work with him as inspirational and an important influence in helping them continuously improve. Tim helps everyone reach the high level of expectations that he holds for himself.

Among the things that impress me the most about Tim are that he is a strong advocate for education and is a professional in every sense of the word. As President of SAI, he has represented all administrators in the state with the highest degree of professionalism and integrity in his advocacy efforts. He also understands the value and importance of getting involved in community leadership and from that lens is able to help the whole learning community he serves to understand what is being accomplished educationally at the district level. As a district leader, he will be extremely active in establishing and maintaining great relationships with business and community leaders and will work with them to help provide the best education possible for the Marshalltown students.

From the moment I met Tim it was obvious to me that he is an outstanding leader and person, and everything he has done over the last decade has solidified that first impression. I would hire him without hesitation, knowing that I would be working with one of the best administrators in Iowa.

Sincerely,

A handwritten signature in black ink, appearing to read 'Roark R. Horn', written over a horizontal line.

Dr. Roark R. Horn, Executive Director, School Administrators of Iowa



Clear Creek Amana CSD
Clear Creek Elementary

230 W. Wilson St.
PO Box 488
Oxford, IA 52322
Office Phone: (319) 828-4505
Fax: (319) 828-8140

April 1, 2016

To whom it may concern:

I am writing this letter on behalf of Tim Kuehl as he applies for the position of Superintendent within your district. I have now had the pleasure of knowing Tim since he hired me at our former district in 2011 and have now worked alongside him for 4 of the last 5 years. I have the utmost respect for him as a leader and am pleased to be able to have the opportunity to share with you that which I have come to know of Tim.

Tim currently serves as the Superintendent of our district at Clear Creek Amana. He has been in this role for three years now. This is my second year working under him here at CCA. Prior to coming to CCA, we were both employed at Gladbrook-Reinbeck CSD. Tim served as the Superintendent and Elementary Principal at G-R and hired me to serve as the High School Principal starting in August of 2011. I first had the pleasure of meeting him as I interviewed for that position in the Spring of 2011. From our very first meeting I was impressed with Tim's vision for education and we shared very similar outlooks on what it means to provide a quality education for all students.

While at G-R I served under Tim for 2 years. He left the district to pursue his current employment at CCA and his departure was a tough loss for G-R as a school district. We had lost not only a great Superintendent, but also an excellent leader! I continued on at G-R the following year and then there was an opening at CCA for an Assistant Elementary Principal I applied for it immediately. Not only was the reputation of CCA a drawing point, but also the opportunity to work alongside Tim again was a strong factor in my decision to apply. Luckily, I was able to obtain the role and served as the Asst. Elementary Principal for two buildings during the 14-15 school year and am currently serving directly under Tim as an Elementary Principal. I began this role in July of 2015.

As a leader, Tim does an excellent job of pulling others together in creating a unified vision. As our administrative leader Tim has helped us create narrowed, but lofty goals. This past summer we identified the areas of Professional Learning Communities (PLC's), Multi-Tiered System of

Matthew Leeman
K-5 Principal

Peggy Somerville
Social Worker

Amy Butterbaugh
Building Secretary

Larry Sedivec
Building Engineer

"Educating for the choices and challenges of tomorrow!"

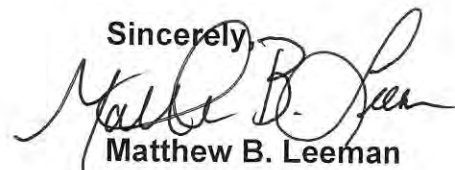
Supports (MTSS), Teacher Leadership System (TLS), and managing our growth as our biggest areas of need. Tim helped us determine as the building leaders what quality looked like in each of these areas and how we could help lead our buildings toward this in each area. There are several administrators and directors serving in our current roles that Tim is tasked with leading. This ranges from Assistant Principals to Principals to Buildings and Grounds Directors. He is able to lead all of the different areas very well and also maintain a pulse on the needs of our district to continue to work with the growth that we are experiencing.

One of Tim's many strengths is his ability to effectively communicate with a variety of stakeholders in different contexts. That is how he is able to manage all of the above mentioned groups so well also. Tim is, above all, an excellent listener. Teachers, parents, community members, and board members emerge from the conversation knowing they have been heard and understood. Likewise, Mr. Kuehl is decisive in his words and actions when making even the toughest decisions. His oral communication skills are excellent and regardless of the outcome of his decisions, everyone leaves the conversation with an understanding of his decisions a basis for the resulting actions.

Finally, Mr. Kuehl has a command of effective instructional practices and his experience as a classroom teacher have not been forgotten and serve him well in understanding differentiation, student-centered classrooms, formative assessment, and project-based learning. By putting the child first, he is able to effectively challenge longstanding assumptions in education that emphasize content over the individual needs of students. His background and beliefs provide the framework for the type of leadership necessary as we work to transform education to a higher level. Tim believes that all students will learn at high levels and emphasizes that when speaking with staff and his actions and decisions reflect this when deciding which direction our district will continue to grow academically.

It should be readily apparent to the reader that I find Tim to be an outstanding leader and person. He has been a trusted colleague, a strong leader, a positive contributor and an excellent mentor and friend. Any school district would be lucky to have him as their leader and I understand his draw to your district in particular. Please accept my sincere and enthusiastic recommendation of Tim Kuehl as the Marshalltown CSD Superintendent. Do not hesitate to contact me if there is additional information I can offer that would assist you in your consideration of him as a candidate. I can be reached via email at mattleeman@ccaschools.org or by phone at 828-4505.

Sincerely,



Matthew B. Leeman

Matthew Leeman
K-5 Principal

Peggy Somerville
Social Worker

Amy Butterbaugh
Building Secretary

Larry Sedivec
Building Engineer

Eileen Schmidt
Clear Creek Amana Board Member

[REDACTED]
Tiffin, IA 52340
[REDACTED]
[REDACTED]

April 5, 2016

RE: Superintendent of Schools - Marshalltown Community School District

To Whom It May Concern:

It is with mixed emotions that I write this letter of recommendation for Tim Kuehl for the position of Superintendent of Marshalltown Community School District Schools. Tim is an individual that deserves an opportunity to pursue his career as a Superintendent. At the same time, his advancement will leave a huge leadership vacuum on Clear Creek Amana School District. It is not an exaggeration to say that it will be nearly impossible to find an individual as determined, driven and conscientious as Tim Kuehl when it comes to education and advancement of a district meeting the needs for all children within the community. I would hate to see him leave Clear Creek Amana School District. However, throughout my professional life, I have learned never to stand in the way of someone's advancement, and therefore, I have agreed to write a letter of recommendation for Tim.

It has been a pleasure to acquire the unique opportunity to work with Tim since July 1st, 2013. At the time of his hire, I was board president of Clear Creek Amana School District. Tim's drive, determination with the delivery of strong interpersonal communication skills gained respect and confidence among all seven board members knowing we chose the correct candidate for our growing district and the future changes that were needed.

Tim Kuehl since his hiring date continues to demonstrate his strong interpersonal communication skills as a leader of our community. That demonstration was proof on February 11, 2014, from Tim's effective involvement of a 48 million bond referendum passed with 79% support from our

Eileen Schmidt
Clear Creek Amana Board Member

[REDACTED]
Tiffin, IA 52340
[REDACTED]
[REDACTED]

April 5, 2016

RE: Superintendent of Schools - Marshalltown Community School District

To Whom It May Concern:

It is with mixed emotions that I write this letter of recommendation for Tim Kuehl for the position of Superintendent of Marshalltown Community School District Schools. Tim is an individual that deserves an opportunity to pursue his career as a Superintendent. At the same time, his advancement will leave a huge leadership vacuum on Clear Creek Amana School District. It is not an exaggeration to say that it will be nearly impossible to find an individual as determined, driven and conscientious as Tim Kuehl when it comes to education and advancement of a district meeting the needs for all children within the community. I would hate to see him leave Clear Creek Amana School District. However, throughout my professional life, I have learned never to stand in the way of someone's advancement, and therefore, I have agreed to write a letter of recommendation for Tim.

It has been a pleasure to acquire the unique opportunity to work with Tim since July 1st, 2013. At the time of his hire, I was board president of Clear Creek Amana School District. Tim's drive, determination with the delivery of strong interpersonal communication skills gained respect and confidence among all seven board members knowing we chose the correct candidate for our growing district and the future changes that were needed.

Tim Kuehl since his hiring date continues to demonstrate his strong interpersonal communication skills as a leader of our community. That demonstration was proof on February 11, 2014, from Tim's effective involvement of a 48 million bond referendum passed with 79% support from our



Clear Creek Amana CSD
Clear Creek Elementary

230 W. Wilson St.
PO Box 488
Oxford, IA 52322
Office Phone: (319) 828-4505
Fax: (319) 828-8140

April 1, 2016

To whom it may concern:

I am writing this letter on behalf of Tim Kuehl as he applies for the position of Superintendent within your district. I have now had the pleasure of knowing Tim since he hired me at our former district in 2011 and have now worked alongside him for 4 of the last 5 years. I have the utmost respect for him as a leader and am pleased to be able to have the opportunity to share with you that which I have come to know of Tim.

Tim currently serves as the Superintendent of our district at Clear Creek Amana. He has been in this role for three years now. This is my second year working under him here at CCA. Prior to coming to CCA, we were both employed at Gladbrook-Reinbeck CSD. Tim served as the Superintendent and Elementary Principal at G-R and hired me to serve as the High School Principal starting in August of 2011. I first had the pleasure of meeting him as I interviewed for that position in the Spring of 2011. From our very first meeting I was impressed with Tim's vision for education and we shared very similar outlooks on what it means to provide a quality education for all students.

While at G-R I served under Tim for 2 years. He left the district to pursue his current employment at CCA and his departure was a tough loss for G-R as a school district. We had lost not only a great Superintendent, but also an excellent leader! I continued on at G-R the following year and then there was an opening at CCA for an Assistant Elementary Principal I applied for it immediately. Not only was the reputation of CCA a drawing point, but also the opportunity to work alongside Tim again was a strong factor in my decision to apply. Luckily, I was able to obtain the role and served as the Asst. Elementary Principal for two buildings during the 14-15 school year and am currently serving directly under Tim as an Elementary Principal. I began this role in July of 2015.

As a leader, Tim does an excellent job of pulling others together in creating a unified vision. As our administrative leader Tim has helped us create narrowed, but lofty goals. This past summer we identified the areas of Professional Learning Communities (PLC's), Multi-Tiered System of

Matthew Leeman
K-5 Principal

Peggy Somerville
Social Worker

Amy Butterbaugh
Building Secretary

Larry Sedivec
Building Engineer

"Educating for the choices and challenges of tomorrow!"

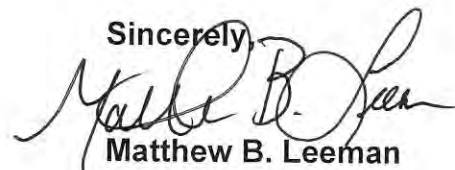
Supports (MTSS), Teacher Leadership System (TLS), and managing our growth as our biggest areas of need. Tim helped us determine as the building leaders what quality looked like in each of these areas and how we could help lead our buildings toward this in each area. There are several administrators and directors serving in our current roles that Tim is tasked with leading. This ranges from Assistant Principals to Principals to Buildings and Grounds Directors. He is able to lead all of the different areas very well and also maintain a pulse on the needs of our district to continue to work with the growth that we are experiencing.

One of Tim's many strengths is his ability to effectively communicate with a variety of stakeholders in different contexts. That is how he is able to manage all of the above mentioned groups so well also. Tim is, above all, an excellent listener. Teachers, parents, community members, and board members emerge from the conversation knowing they have been heard and understood. Likewise, Mr. Kuehl is decisive in his words and actions when making even the toughest decisions. His oral communication skills are excellent and regardless of the outcome of his decisions, everyone leaves the conversation with an understanding of his decisions a basis for the resulting actions.

Finally, Mr. Kuehl has a command of effective instructional practices and his experience as a classroom teacher have not been forgotten and serve him well in understanding differentiation, student-centered classrooms, formative assessment, and project-based learning. By putting the child first, he is able to effectively challenge longstanding assumptions in education that emphasize content over the individual needs of students. His background and beliefs provide the framework for the type of leadership necessary as we work to transform education to a higher level. Tim believes that all students will learn at high levels and emphasizes that when speaking with staff and his actions and decisions reflect this when deciding which direction our district will continue to grow academically.

It should be readily apparent to the reader that I find Tim to be an outstanding leader and person. He has been a trusted colleague, a strong leader, a positive contributor and an excellent mentor and friend. Any school district would be lucky to have him as their leader and I understand his draw to your district in particular. Please accept my sincere and enthusiastic recommendation of Tim Kuehl as the Marshalltown CSD Superintendent. Do not hesitate to contact me if there is additional information I can offer that would assist you in your consideration of him as a candidate. I can be reached via email at mattleeman@ccaschools.org or by phone at 828-4505.

Sincerely,



Matthew B. Leeman

Matthew Leeman
K-5 Principal

Peggy Somerville
Social Worker

Amy Butterbaugh
Building Secretary

Larry Sedivec
Building Engineer



300 Railroad St,

PO Box 259, Tiffin, IA 52340

Phone: 319-545-2572

Fax: 319-545-4147 www.tiffin-iowa.org

November 10, 2016

To whom it may Concern,

It is with great pleasure that I am writing this letter of recommendation for Tim Kuehl, the Superintendent for the Clear Creek Amana School District. I am the City Administrator for the City of Tiffin and have had the pleasure of working with Tim since April 2015. Although this may seem like a short period of time, Tim was one of the first persons I sought out after taking this position. I know how important it is in a community for the School District and the City to work together. Both entities need to collaborate on projects when they can and in general show unity with a positive vision for the community. Tim is that positive influence and visionary leader for the School District.

The Clear Creek Amana School District is rapidly growing school district. In the short time we have worked together I believe that both our respective boards and council have a better understanding of what it means to be a proactive partner in moving the School District and the community forward. It is imperative that each entity communicates with the other on the specific topics and issues that are going on and that are on the horizon. Tim has never failed in that area as he and I talk weekly about those issues. In doing so I know from the actions of the School Board that he is also communicating those issues to them. I believe Tim has a great talent of being very articulate and presents his position in an effective manner. Tim is someone who is truly committed to education in every aspect.

Specifically, Tim and I have worked on a Lift Station project that serves the new Tiffin Elementary School and a Pedestrian Trail that winds through the High School Property before connecting to the City's Trail System. Currently, we are working on a Nature Trail project and coordinating the upgrade of major city street that runs right in front of the Tiffin Elementary School. The Nature Trail project is a project where the Middle School STEM (Science, Technology, Engineering, Math) students are taking a wooded 'park' in the City and will be turning it into an Educational Nature Trail made with all nature and recycled materials. This project received the highest Iowa Department of Natural Resources Grant Funding of \$75,000. The street upgrade project is a project that will be taking a two-lane road and making it a four-lane street. This will take a significant amount of coordination between the two entities as to ensure minimal disruption for the daily activities, events and traffic at the school. Every project has its challenges and the four listed above were no different. However, working with Tim on these projects knowing that his focus was on what was best for the School District and the community has been refreshing.

I know Tim's experience at Clear Creek Amana as Superintendent has given him the experience to be a leader and a successful administrator. This background allows him to move to a larger District and be

an effective leader immediately. I believe leadership is the first and foremost criteria for anyone wanting to be an administrator. Tim has those attributes. He understands community concerns, City/School partnerships and providing direction for the School District. My experiences with Tim have been extremely successful. I know he will continue to push himself and expand his expertise and will continue to grow and excel in his profession. I have no reservation in recommending Tim and believe he is a top notch Superintendent.

Please contact me at 563-886-7007 if I can be of further assistance.

Sincerely,

Doug Boldt
City Administrator
City of Tiffin



4401 Sixth Street SW
Cedar Rapids, IA 52404-4499
(319) 399-6700
Iowa WATS (800) 332-8488
FAX (319) 399-6457
TDD (319) 399-6766
www.aea10.k12.ia.us

February 20, 2017

Dear Search Committee:

It is with great pleasure that I write this letter of recommendation for Tim Kuehl. As chief administrator of Grant Wood Area Education Agency, I have worked closely with Mr. Kuehl for the past four years in his role as superintendent for the Clear Creek Amana Community School District. In my time working with Tim and his administrative cabinet, I have witnessed his determination to improving student learning.

Mr. Kuehl is an outstanding educational leader who has a positive working relationship with his peers, board members, parents, and staff. He is an educational leader focused on current research and trends in education, and leads his administrative cabinet to implement new instructional strategies that will improve student learning. Mr. Kuehl's leadership and clear direction has led to the continued progression and improvement of student learning, and his passion for improving educational opportunities for students is evident in the school district.

Tim has created positive relationships with area superintendents over the past four years. He is an active participant in monthly superintendent learning and business meetings. Tim is a personable, engaging and thoughtful professional who is well-liked by his peers and respected in his district. His ability to foster positive relationships with key stakeholders allows him to be particularly effective as a leader and is a positive attribute in leading a school district.

Mr. Kuehl's leadership in the Clear Creek Amana School District is evidenced not only in student achievement, but in other facets as well. He stays current on trends affecting education, understands the importance of sound community relations, is visible in his district buildings, and has maintained a clear focus on strategic priorities for the district. Mr. Kuehl has provided unwavering leadership to provide the best possible learning environment for students. He is innovative and supportive of staff, building a strong culture of trust and support. He truly is a 21st century superintendent and leader. His ability to develop strong relationships with area superintendents and with stakeholders in the district is a positive quality that serves him well as a superintendent.

He has provided exceptional leadership in a growing school district, working with the community leaders to pass a bond issue that has provided additions to the high school and middle school as well as a new elementary building. Tim has done a great job leading this work and, at the same time, staying focused on student learning.

I believe Mr. Kuehl is committed to providing a quality education for all students and he models that leadership for the staff and community. All decisions from his office center on the needs of students and how programming can be structured for student success. Tim's experience and leadership make him an outstanding candidate for a superintendent position.

Sincerely,

A handwritten signature in black ink that reads 'Joseph M. Crozier'.

Joseph M. Crozier, Chief Administrator
Grant Wood Area Education Agency

ReferenceChecks

No result available.