

TO: Dr. Whitrock and the Ripon Area School District Board of Education
FROM: Shawn Gartzke, Principal of Barlow Park Elementary
DATE: July 9, 2024
RE: Recommendation for Hire — Hannah Hockenbrock

It is my recommendation that the following individual be hired for the 2024-2025 school year:

Name: Hannah Hockenbrock
Position: Barlow Park 1st Grade Teacher
Location: Barlow Park Elementary

Certification:

Position or Subject (WI DPI Code)	Level	State	Year Expires
2088 — Elementary/Middle (K-9)	K-9	WI	6/30/27

Education:

Name of School	Degree	Date Earned	Major(s)
UW Superior	Bachelor of Science	12/2023	Elementary Education

Work Experience:

Name of District/ Organization	School/ Location	Position	Job Tasks
Superior School District	Northern Lights Elementary	Summer School	1st Grade and Kindergarten Classes
Diocese of Superior	Cathedral School	Long Term Sub	2nd and 4th Grade
Superior School District	Superior Behavioral Center/Superior Learning Academy	Behavioral Health Technician	PK and K Student Support

Process:

# of Applicants	15
Quality of Applicants	We have two openings at Barlow Park in first grade. The positions drew 15 applicants in total across 3 different postings. The first applicant has 6 years of teaching experience and was offered the position after two exceptional rounds of interviews. Another high quality applicant was a new graduate. She was interviewed and offered a position, but ultimately declined the offer. This candidate completed the second round interview and was offered the second of our two openings. One applicant was a student teacher in our building this past semester. We also interviewed a new teacher with limited experience and a special education teacher looking to make the move to a regular education classroom. A final candidate, who was a veteran teacher, was scheduled for an interview, but accepted a position with another district the day before our interviews. The remaining candidates were not considered based on their application.
Interview Team	Shawn Gartzke, Tammy Fox, Rachel Metoxen, Heidi Hopp, Callie Mendlesky
# of Candidates Interviewed	6
Quality of Candidate Interviewed	Hannah had very good interviews for both the first and second round. She is a new graduate, yet she demonstrated knowledge and thinking not typical of first year teachers when talking about the need to go back to prior skills to fill in gaps. She has a desire to learn and grow as an educator and is aware of areas she would like to focus on for

	<p>continued growth. She understands the importance of addressing the needs of the whole child, both academically and physically. Throughout her interviews, Hannah expressed a care for students and a desire to challenge them each on an individual basis. She came across as a positive educator with a level demeanor in all situations. She was articulate and knowledgeable. She desires to collaborate with a team and prioritizes student relationships. We look forward to her addition to Barlow Park.</p>
Notes/ Reference Checks on Candidate	<p>Hannah's references were very positive. They spoke about her use of feedback as an opportunity to improve. They stated that whenever feedback was offered, Hannah would incorporate it the next day into her practices. All of her references spoke to her communication and reliability as areas of strength. Hannah knows the importance of confidentiality and works hard to establish relationships with all stakeholders. One reference noted her ability working with special education students as a strength. All references noted her as a new teacher who only requires the opportunity for experience to continue her growth as a professional.</p>