

TO: Dr. Whitrock and the Ripon Area School District Board of Education
FROM: Shawn Gartzke, Principal of Barlow Park Elementary
DATE: July 3, 2024
RE: Recommendation for Hire — Michelle Reisler

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

Name: Michelle Reisler
Position: Barlow Park 1st Grade Teacher
Location: Barlow Park Elementary

Certification:

Position or Subject (WI DPI Code)	Level	State	Year Expires
1088 — Regular Education (Early-Middle Childhood)	PK-6	WI	Lifetime

Education:

Name of School	Degree	Date Earned	Major(s)
Concordia University	Bachelor of Arts	05/2018	Elementary Education

Work Experience:

Name of District/ Organization	School/ Location	Position	Job Tasks
Oshkosh Area School District	Carl Traeger Elementary	Long Term Sub	3rd Grade and Kindergarten classes
St. Paul Lutheran	Bonduel	1st Grade	Classroom teacher

Process:

# of Applicants	14
Quality of Applicants	We have two openings at Barlow Park in first grade. The positions drew 14 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. Another candidate will be completing a second round interview as we move through the process. One applicant was a student teacher in our building this past semester and is still in consideration for openings. 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	We had great first and second round interviews with Michelle. She interviewed well and was the clear front runner of our first round at the building level. Our second round interview team was equally impressed with her qualifications and what she could bring to our school community. Michelle is a learner and she expressed her desire for professional growth a number of times during the interview process. She also noted her flexibility and willingness to go above and beyond for students. She is a true collaborator and team member. Michelle takes pride in building relationships with students and staff

	alike. She has a good understanding of how to use data to drive instruction and to follow up with students who have not demonstrated proficiency. Michelle would be a wonderful addition to our team!
Notes/ Reference Checks on Candidate	Michelle's references were very positive in their remarks about her. They spoke about her ability to establish relationships with students, parents and staff. All of her references spoke of their desire to hire her, should they have the opportunity and I was urged to get her while I had the chance. Michelle takes feedback and incorporates it. Even more so, she seeks out feedback in order to grow professionally. References spoke about her ability to manage a classroom and involve students in all aspects of the learning process.