

**TO:** Dr. Whitrock and the Ripon Area School District Board of Education  
**FROM:** Shawn Gartzke, Principal of Barlow Park Elementary  
**DATE:** August 12, 2024  
**RE:** Recommendation for Hire — Peggy Nozar

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

**Name:** Peggy Nozar  
**Position:** Barlow Park 1st Grade Teacher  
**Location:** Barlow Park Elementary

**Certification:**

Position or Subject (WI DPI Code)	Level	State	Year Expires
2088 — Elementary/Middle	1-8	WI	2027

**Education:**

Name of School	Degree	Date Earned	Major(s)
UW Oshkosh	Bachelor of Science	05/2024	Human Services
American Board for Certification of Teacher Excellence	Teaching Certification	04/2024	Elementary Education

**Work Experience:**

Name of District/ Organization	School/ Location	Position	Job Tasks
Winneconne Community School District	Winneconne Elementary School	Substitute/ Permanent Building Sub	Long Term placements in Kindergarten, 1st and 4th grades

**Process:**

<b># of Applicants</b>	3
<b>Quality of Applicants</b>	We had an initial hire made for one of our 1st grade openings before another opportunity presented itself, prompting the original candidate to not take the position. Subsequently, the position was reposted. The position drew 3 applicants in total. The first high quality applicant most recently employed in another district as their building sub. She was interviewed and offered a position. The other two applicants were not brought in for interviews based on lack of licensure and being from out of the country.
<b>Interview Team</b>	Shawn Gartzke, Tammy Fox, Rachel Metoxen, Heidi Hopp, Callie Mendlesky
<b># of Candidates Interviewed</b>	1
<b>Quality of Candidate Interviewed</b>	We had positive first and second round interviews with Peggy. She expressed an understanding of many of the current initiatives that we are working to implement. Her true passion for teaching and working with students was evident in many of her answers to our questions. Peggy values collaboration and communication. She is always looking to improve and desires an environment where she is able to grow and improve herself and her practice. Peggy would be a wonderful addition to our team!

<b>Notes/ Reference Checks on Candidate</b>	Peggy's references were very positive in their remarks. They spoke about her ability to establish meaningful relationships with students, even in the short time she was in classrooms as a substitute. Peggy willingly takes on additional tasks and pitches in wherever needed. She was described as a "go getter" who goes above and beyond expectations. Peggy participated in professional development sessions with staff, even when she was not required. All references spoke about their reluctance to lose her in their district.
---	---