



April 6, 2010

To Whom It May Concern:

The Sun Valley Leadership Institute has been working with Richfield School District to seek excellence in our educational activities and to inspire students to become life-long learners seeking to fulfill their own gifts and aptitudes. On March 8, 2010, the Sun Valley Leadership Institute gave a full-day training, "**How Teachers Can Assume a Leadership Role That Will Impact Learning.**"

Our staff learned how to utilize effective teaching strategies that can be implemented in a classroom so that they can assume a leadership role that impacts learning. Three leadership teams were developed so that our staff would be given the opportunity to initiate change in the school environment that will improve our school. The three leadership teams are: **Site Leadership, Academic Excellence, and Consistency.**

The staff was introduced to **Charlotte Danielson's Framework for Teaching Domains and Components of Instruction.** The Sun Valley Leadership Institute presented components of the four frameworks for teaching:

1. **Domain 1 – Planning and Preparation**
2. **Domain 2 – Learning Environment**
3. **Domain 3 – Instruction and Use of Assessment**
4. **Domain 4 – Professional Responsibilities**

This workshop has enabled our staff to develop better skills and techniques that will improve instruction in the classroom and empower our teachers. The Charlotte Danielson evaluation tool has been adopted for the State of Idaho.. The staff was very enthusiastic about the workshop because the majority of the presenters were from Idaho and knew the relevance of the new evaluation tool adopted by the State of Idaho.

Last year, the staff wanted to work on:

- **Improving communication within the building**
- **Improving relations between elementary and secondary teachers.**
- **Improving relations between coaching and non-coaching teachers.**

The mission of the Sun Valley Leadership Institute is to elevate leadership – influential, moral leadership in the lives of all staff in the school district. The 7 Core Leadership Values have become a part of our school culture.

Last year, our staff accomplished the following goals:

- **Marked improvement with communication and improved relations between elementary and secondary teachers.**
- **Leadership Teams were formed to create change and improvement.**
- **Students were the first to comment on climatic changes in the school.**
- **Music opportunities were increased for students.**
- **Secondary teachers tutored struggling student athletes.**
- **A high-level of collaboration was developed between elementary and secondary content areas – especially in Math.**
- **Elementary teachers collaborated with our new reading and math programs.**

After working with the Sun Valley Leadership Institute for the past two years, we believe that our staff have developed better skills and techniques in communication and modeling the core values. Our school climate has improved greatly and our students are achieving more success in a very positive environment. Our staff and students are learning to have a significant and positive impact on our school and to "give back" to the community. By learning effective teaching strategies, our teachers are assuming a leadership role that impacts learning. By forming the leadership teams, our teachers are given the opportunity to initiate change that they believe will improve our school. The Sun Valley Leadership Institute has empowered our staff to maximize their gifts, talents, knowledge and experience.

Sincerely,

Barbara Thronson
Superintendent of Schools



~Trust~Honesty~Respect~
~Fairness~SelfControl~Loyalty~

Richfield School District #
555 North Tiger Drive
Richfield, Idaho 83349
208-487-2790 Fax 208-487-2055

Barbara Thronson
Superintendent
Mike Smith
Principal

April 7, 2010

Sun Valley Leadership Institute Board of Directors:

The Sun Valley Leadership Institute has improved many facets of the Richfield School's Educational System in a short period of time. There are many factors involved in the success and effectiveness of this organization in my opinion.

One of these factors is Mr. Bob Mobley; an intelligent person with excellent communication skills and tremendous educational and financial contacts and resources. This man is also blessed and or cursed with a contagious level of intrinsic motivation to improve the education that young people of our country are currently receiving.

Another huge factor is the Educational Team that the Sun Valley Leadership Institute has assembled; these people are Master Educators, their knowledge and techniques are research based and supported. Team members are demanding yet empathetic, model the techniques and values constantly and are real and believable to educators; As one teacher said " they not only talk the talk, they walk the walk".

The Sun Valley Leadership Institute identified their 7 Core Leadership Values early in their work with our school and everything they do is based upon these values. Every one of their team members not only knows these values, they use and model them naturally and consistently at all times.

They have also provided individualized, intensive work on improving the verbal communication skills of our whole staff. This has helped many of our staff members to be much more effective and confident speakers and communicators, I have also observed many of our students beginning to use these techniques.

Through personal contact, gathering data and staff survey results the Sun Valley Leadership Institute is able to customize their efforts for our School. Recently they worked with our staff on the newly adopted Statewide Teacher Evaluation Tool based upon the Charlotte Danielson Model. Again this organization's resources rival any that I have experienced in over 20 years as an educator. They were able to bring a professor from the University of Idaho that is teaching this process to present and future school administrators and State Department of Education personal.

Their ability to assemble a team made up of the best of the best, and then gather data and information to modify and personalize a program to meet the needs of our organization is phenomenal. There is absolutely no way that a small public school, with our socio-economic demographics could afford, let alone find or design the kind and level of professional development that the Sun Valley Leadership Institute has provided for our staff, students and community in the two years of our partnership.

The Sun Valley Leadership Institute has positively impacted the climate and culture in the Richfield School to a large degree and in many ways in a very short period of time. Thank you for your work and support on behalf of the Sun Valley Leadership Institute. Your efforts are positively impacting the education and lives of students on a daily basis.

Sincerely,

Mike Smith
Richfield School Principal