

To: Wyoming School Boards Association  
Superintendent Search –Fremont County School District #2  
2323 Pioneer Avenue  
Cheyenne, WY 82001

From: Ty Flock

Subject: Superintendent Position

Date: 1/8/21

It would be an honor and a privilege to be considered for an interview for the position of superintendent in Fremont County School District #2. My availability for work would be July 1st.

I am honored to be a Wyoming native. I was also fortunate to have achieved my undergraduate and graduate degrees out of state. My teaching and coaching career was spent out of Wyoming. I believe that these out of state experiences provided me with opportunities and experiences that have helped me as an administrator. I was even more honored when I came back to Wyoming and was privileged to hold my first administrative position in my home county as principal at Lingle Fort Laramie. In total I have served proudly as a teacher, coach, and administrator for twenty nine years. I have also had the privilege to serve as an administrator in Wyoming for twenty two of those twenty nine years.

It has been my primary goal and focus to improve the quality of instruction within the school districts that I have served. My experiences as a principal and a curriculum director have provided me with numerous opportunities to grow professionally. It would become my obligation and privilege to serve Fremont County School District #2. My duties would be based on the capacity and need of the district specific to the district goals, vision, and mission. I am a district oriented administrator that believes in improving the quality of instruction throughout the entire district.

I consider myself to be a team player willing to support instruction through collaboration, discussion, analysis, and observation. I strive to be an ethical leader willing to support and initiate change and evaluate effectiveness. The experiences and positions I have held have given me wonderful insight into multiple aspects of public education. My philosophy is simple; *be humble and lead with competency, courage, and compassion*. I am prepared to lead a district as I have led schools and districts in my previous positions. Wyoming school districts face difficult challenges ahead. Wyoming school districts have always faced challenges and yet the people of Wyoming are resilient and have high expectations of their schools. My greatest strengths are to lead by example and problem solve. I am and have been an advocate for small schools in Wyoming and would appreciate the opportunity to interview with your district.

Fremont County School District #2  
Dubois, Wyoming  
SUPERINTENDENT ASSURANCE FORM

Name: Ty Flock  
 Present Address: 217 Hilltop Dr.  
 City, State, Zip: Greybull, WY 82426  
 Home Phone #: \_\_\_\_\_ Business Phone #: (307) 765-2537  
 Cell Phone #: (307) 629-1553 Email Address: tflock@bgh3.h12.wy.us  
 Present Position: Principal Present Salary: \$ 97,500  
 Enrollment of Above Position: 140 # of Employees: 25

(Please check Yes or No)

- a) Are you currently under contract? Yes:  No:
- b) Do you hold a current Superintendent's Certificate? Yes:  No:
- c) Have you ever been involuntarily terminated or asked to resign?  
 Yes:  No:  (If yes, please give details.)
- d) Have you ever reached a mutual decision with an employing agency to vacate a contract prior to its expiration?  
 Yes:  No:  (If yes, please explain.)
- e) Have you ever been convicted of or pled nolo contendere to or otherwise received a deferred sentence in consideration of fulfilling the terms of probation as to any felony or crime relating to child abuse or neglect, or any crime relating to sexual abuse of a minor?  
 Yes:  No:  (If yes, please explain.)
- f) Moral turpitude is an act of baseness, vileness, or depravity in the private and social duties which a person owes another member of society or society in general and which is contrary to the accepted rule of right and duty between persons, including, but not limited to, theft, attempted theft, murder, rape, embezzlement, and indecency with a minor. Have you ever been convicted of a felony or any offense involving moral turpitude?  
 Yes:  No:  (If yes, please explain.)
- g) Has any court received a plea of guilty or a plea of nolo contendere from you for any offense involving moral turpitude, deferring proceedings without entering a finding of guilty and placed you on probation?  
 Yes:  No:  (If yes, please explain.)
- h) Has a claim of discrimination or harassment ever been made against you, or based upon your conduct, with the Equal Employment Opportunity Commission (EEOC) or any parallel state agency enforcing anti-discrimination statutes? Yes:  No:  (If yes, please explain.)
- i) Have you ever been sued in civil court, or has a lawsuit ever been filed based upon your conduct, asserting a claim of discrimination or harassment prohibited by state or federal laws?  
 Yes:  No:  (If yes, please explain.)

NONDISCRIMINATION STATEMENT

Fremont County School District #2 hereby notifies all of its employees, students and potential employees that it does not discriminate on the basis of race, color, national origin, sex, age, or handicap in admission or access to, or treatment or employment in, its educational programs or activities. Inquiries concerning Title II, Title VI, Title IX, Section 504 and the Age Discrimination Act may be referred to this district's Superintendent of Schools or the Wyoming Department of Education, Office of Civil Rights Coordinator, 122 W 25<sup>th</sup> Street, Suite E200, Cheyenne, WY 82002 or phone (307) 777-6218.

Pursuant to the provisions of W.S. 21-7-401, any employee who is hired by the school board on or after July 1, 1996 who may have access to minors, is required to submit to fingerprinting and provide such other information as is necessary for the School District to acquire a national criminal history background check.

I acknowledge that inquiries may be made to obtain job-related information from my previous and present employers, whether or not they are listed on the attached application, and that similar inquiries may be directed to the persons listed as professional references as well as to any other individuals who know me.

I further acknowledge that Fremont County School District #2 and/or the Wyoming School Boards Association may, at its discretion, make inquiries of law enforcement agencies, the Department of Motor Vehicles, and educational institutions as well as initiate investigations by private persons for the purpose of verifying information supplied by me or to obtain additional information. I authorize such inquiry and investigation and the giving and receiving of any information requested by the school district as part of such inquiry and investigation.

I also release Fremont County School District #2, Wyoming School Boards Association and its board of directors and members from liability for any claims arising from such inquiry and investigation.

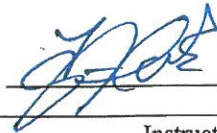
I affirm that all information provided by me on this application is true, and I understand that if any part of the information is false or misrepresented (including omission of information called for), my application may not be considered, or if I am hired by Fremont County School District #2 will be sufficient grounds for discharge.

I understand that Fremont County School District #2 and Wyoming School Boards Association personnel and any selection committees may have access to this completed application and essay questions as part of the hiring process.

I also understand that if I am offered a contract and subsequently decline, Fremont County School District #2 will only pay one-half of my reasonable travel expenses for my interview.

A photocopy, fax or electronic copy of this release shall be effective as the original. Submission of this form via electronic transfer does not require a signature but will constitute acceptance of all the above acknowledgements.

Applicant's  
Signature:



Date:

1/6/21

Instructions for sending Assurance Form:

Via mail: Wyoming School Boards Association  
Superintendent Search – Fremont County School District #2  
2323 Pioneer Avenue  
Cheyenne, WY 82001

Via Fax: 307-634-1114

Via email: wsba@wsba-wy.org

**Ty Flock**  
**217 Hilltop Drive**  
**Greybull, Wyoming 82426**  
**(W) 307-765-2537**  
**(Cell) 307 629-1553**  
**tflock@bgh3.k12.wy.us**

## **Profile**

I am seeking the position of superintendent. Currently I am serving as principal at Greybull High School in Big Horn County School District #3. In my 29 years in education, 23 of these years have been devoted to educational leadership at the building level as principal and district level as curriculum director, I have committed to dedicating myself to the improvement of instruction for all students.

## **Experiences**

**Big Horn County School District #3**

**2012-Present**

**High School Principal**

Performed all duties required of a high school principal for nine years, including:

- Recognized by ACT as a potential exemplar school in college and career readiness
- Led a school that has met state expectations every year by the state accountability system
- Achieved exceeding expectations status by the state accountability system in 2019. As a result was selected to participate in a state-wide study initiated by the Wyoming Legislature Select Committee on School Finance Reclaibration
- Increased the number of concurrent enrollment courses in three different content areas, as well as increased number of dual enrollment offerings

- Added tier 2 and tier 3 intervention programs for targeted students
- Guided the staff in the adoption of Common Core State standards, realigning curriculum to include new standards, and developed a model for utilizing standards based grading
- Guiding staff in realigning assessments to new standards
- Participated in numerous Marzano trainings and utilizing the Marzano school of thought in standards based grading
- Served six years on the WHSAA Board of Directors, one year as Board president in 2017-2018
- Currently serving as BOCES Northwest College/Big Horn County School District #3 director
- Supported academic as well as athletic and other activities
- Initiated PLC teams and participated in a year long training by Solution Tree during 2019-2020
- Initiating a standards based grading model including accountability, homework, reassessment, and grading traditionally integrated with work from the book, Grading From the Inside Out by Tom Schimmer

**Weston County School District #7**

**2007-2012**

**Curriculum director**

- Maintained and improved district assessment plan; including BOE plan and formative and summative assessment techniques
- Initiated and developed district K-12 balanced literacy curriculum
- Assisted in curriculum adoption in rotating curriculum adoption process
- Directed and supported staff in upgrades to curriculum scope and sequence through curriculum mapping
- Initiated and supported staff development efforts within buildings and district

- Organized and supervised three year math/science professional development grant that encompassed multiple northeast Wyoming school districts
- Evaluated and disaggregated district data to support and initiate school improvement techniques
- Assisted building NCA teams in program implementation, intervention strategies, and data analysis
- Initiated and assisted in the creation of RTI plans through participation of WySIS

**Goshen County School District**

**1998-2007**

**PreK-12 principal**

- Hired, supervised, and evaluated all personnel within the attendance center
- Participated in creating and supported district initiatives
- Participated on district administrative team including superintendent, assistant superintendent, technology director, multiple building principals, and special education director
- Maintained and balanced the building general budget as well as federal money allocation
- Supported and initiated the creating engaging work philosophy found in Philip Schlechty's Working on the Work.
- Supported early literacy by founding and creating a preschool within our elementary school
- Served on numerous committees including literacy, contract negotiations, athletic policy, science, and creating engaging work
- Assisted and supported the construction of a new middle school wing addition to our existing campus
- Instrumental in the support and planning of numerous school improvement efforts

**Academy School District #20**

**Teacher**

**1992-1998**

Colorado Springs, Colorado

Middle school science and math teacher

International baccalaureate teacher/team member

High school wrestling coach

Middle school football coach

**Galena Park Independent School District**

**1991-1992**

**Teacher**

Houston, Texas

Middle school science teacher

Middle school football/track coach

## Education

**University of South Dakota**

**2007-2008**

Pursued doctorate

Superintendent Program

**University of Colorado**

**1994-1998**

Masters Degree

Curriculum and Instruction

**University of Northern Colorado**

**1988-1991**

Bachelors Degree in elementary/middle school education

**Eastern Wyoming College**

**1986-1988**

## References

Mark Rose	Superintendent Big Horn County SD#3	(307) 765-4756
Betsey Sammons	Principal Rocky Mountain Elementary	(307) 548-2211
Cadance Wipplinger	Principal Greybull Middle School	(307) 765-4492
Casey Bowe	Principal Greybull Elementary School	(307) 765-2311
Ted Menke	Board President BHCSD#3	H (307) 765-2758 C(307) 921-2374



- 1) What experiences and personal accomplishments lead you to believe you can be successful if hired as superintendent of this district?

**I have been fortunate to hold administrative positions in three different districts in the state of Wyoming. I am currently completing my 23rd year of experience as an administrator in Wyoming. My 23 years of administrative experience have been as a PreK-12 principal at Lingle Fort Laramie Schools in Goshen County. I have served as a central office administrator as a curriculum director in Upton in Weston County School District #7. I am currently serving as the high school principal in Greybull. I believe that these numerous positions I have held have provided me numerous challenges as well as successful results that have provided me the skills to lead a District. I have had numerous opportunities to lead a building staff as well as lead a district. I believe my greatest strength is curriculum and matters pertaining to personnel. I have several philosophies I have been trained in including Marzano, Public Education and Business Coalition (PEBC), The Schlechty Center, standards based grading, and formal PLC training by Solution Tree.**

- 2) What experience do you have in delivering a well-rounded educational program in a remote community? How would you ensure all students have quality educational opportunities?

**Delivering a quality program in a small school in Wyoming can create challenges for staff and students. Personally I believe the attention and care that teachers and administrators can provide students in small schools outweigh the advantages that larger schools can provide. To a certain degree all small schools in Wyoming face similar challenges in providing a 21st century education to our students, regardless of how remote we may be. I would focus on what the needs of the district are and look at professional development opportunities available to fill those voids. In the districts I worked in I personally invited and initiated training within my buildings that included trainers traveling to the district as well as supporting pd outside of the district. I am not afraid to reach out for that assistance when needed. Our task is eventually to ensure that our graduates are college, career, or military ready. I too continue to find ways to provide students opportunities for exposure to careers and the best methods to prepare our students for after high school. Technology has certainly opened up more opportunities for our students and the state required computer science standards continue to develop into more opportunities. The more I can assist and help the teachers through quality professional development that is researched based will ultimately result in our students being more prepared for post graduation.**

- 3) Explain your approach to problem solving and how you would handle those that might require a difficult decision? Provide an example if you can.

**As a school or district administrator we must solve problems on a daily basis. One first has to determine the seriousness of the issue and move forward from there. Experience certainly helps with most problems. Often small problems, perceived or real, can become larger problems if not handled appropriately and correctly. Board policy is the first resource always. Ensuring all the facts have been gathered is crucial, investigation and effort. There are almost always two sides to every situation. Having experience can assist in remaining calm and making thoughtful decisions. I certainly do not like making rash decisions when not necessary. If it is an emergency situation the students and staff safety has to be the top priority, however if time allows thoughtful well planned decision making is always best. Including others in decision making is crucial for long term changes or problems of larger magnitude. IN those instances one has ths to have the confidence to seek others opinions and not compensate for a lack of knowledge by making that rasch decision. Be willing to admit help may be needed. The district vision and mission can be so helpful in problem solving and staying true to beliefs and remaining consistent, particularly in**

personnel matters. Some of the more difficult decisions I have had to handle have been related to personnel matters. I have had to conduct difficult conversations. I gather the facts and respond appropriately. The bottom line is to always keep the mission in mind as well as what is best for the district and the students of the district.

4) If budget cuts should become necessary, how would you suggest it be accomplished?

Unfortunately all schools and districts in Wyoming are potentially facing budget cuts. I consider myself to be financially conservative as well as knowledgeable about budget processes. My priority would be to maintain programs and provide for our students. Without having first hand knowledge of the current budget in Fremont County School District #2 it is hard to know exactly what could be examined. I do think that everything is potentially on the table currently. Policy will have to be reviewed prior to making those decisions. I believe that the administrative team and school board will have to be instrumental in the discussions early. The process will require transparency and include stakeholders. A problem that a new superintendent will have to face, it will be a challenge for any new superintendent to take on in his or her first year. Staying very closely connected to what is happening in Cheyenne and being able to communicate those decisions with the board and district will be very important. Never in the past has the district mission and vision been as important as it is now.

5) How would you work with the board to ensure that a common vision is defined and that resources are aligned to meet the needs of various stakeholders?

I led Greybull High School through a PLC process during the 19/20 school year, we wrote a new mission statement, a new vision, collective commitments, and goals. We began by defining our beliefs and our collective commitments. We asked who we are and who we want to be. We examined our goals and defined goals based on the collective commitments. We used keywords to define our beliefs as well as included stakeholder data we gathered based on their expectations. We found that we are compassionate and caring with a focus on student growth. Once we established our identity we created our mission and vision. I believe this same process can be utilized with a school board, staff members, and stakeholders. It takes time and hard work. It is not easy and it is challenging and yet very rewarding. It should be attainable and realistic and look at the big picture as well as the process to get there. Most importantly it has to come from within and identify who the community is. Numerous forms of data can be included including qualitative and quantitative data. The process results in an umbrella that all decisions can be referred back to including the utilization of resources, problem solving and budgetary matters.

6) What would be your highest priorities if you were superintendent of this district and how would you ensure those priorities are addressed?

Personally my highest priority would be to become a productive, accepted, and trusted member of the Dubois community. I would ensure that occurred by being visible, approachable, humble, and involved. Ensuring that I make myself available to the district and the community. In regards to the district my top priorities would include ensuring that students are safe. Mentally and physically safe and support methods in place to ensure that their safety is being met. My next priority will be to evaluate the instruction. Instruction includes numerous components of assessment, grading, scope and sequence, interventions, and enrichment. The most logical way to determine achievement is to become familiar with the district data immediately by reviewing the evidence. That would have to include the district and building improvement plans. I personally would take a keen interest in early literacy, how the teaching of reading and writing is happening and what strategies are in place to help those who struggle. This would include the special education program and the philosophical approaches with students with special needs. I would make it a priority to be seen and be visible. I want to prioritize my visibility not only to the district

but to the community. Finally I would make it a priority to build a strong and professional relationship with the members of the board. My wish would be to have an open, honest, transparent, professional relationship with each board member. I would communicate in multiple ways with each board member, provide quality recommendations, and strive to operate as a team built on board governance and the mission and vision.

7) Describe the types of data that you believe are important to guide board decisions related to improving student achievement and graduation rate?

I believe a balance of data is important, qualitative and quantitative. One of my favorite methods of gathering data is through focus groups. I appreciate the policy committee, as well as other committee work conducted with stakeholders, staff, and board members. Obviously we must evaluate the state assessment package as well as climate survey results. Evaluation must then lead to change. Managing all of that data and using what is relevant and important, then generating interventions and strategies for targeted students and providing opportunity. It will then be the primary goal of the PLC teams to also evaluate the priority standards, identify targeted students, and formulate methods to assist those students. It would be my responsibility as superintendent to assist in the process and report to the board the efforts being made within the building. I also see myself leading change as well, I would hope my experience would lend to leading new and innovative instructional strategies with a new and fresh perspective. The goal is not to get derailed or bogged down in the latest fad, but to work harder and smarter. Currently Perkins requires significant data analysis based on industry based assessments. Perkins continues to evolve and a vocational needs assessment can provide direction for not only CTE programs but core courses as well. Post graduate data is also interesting and numerous programs exist to track graduates after high school. Lastly the data must not only be used for improvement but also reason to celebrate success.

8) What is your experience with Professional Learning Communities and how would you use them to enhance teaching and learning within the district?

The PLC process is always evolving and resulting in learning opportunities for students and staff. I have struggled at times with a true PLC team in small schools. Ideally a PLC team of multiple grade level teachers or multiple content teachers would be optimal. However my experiences have been in small schools. I have had to learn to adapt the PLC to make it work for us, which I think is the case in any building or district. I was fortunate to participate in a year long training during the 19/20 school year provided by Solution Tree. It was then I learned that not only does PLC require teachers working together but it requires the entire vision and mission of the system to be evaluated and possibly changed. The PLC process also requires flexibility within the schedule to allow for teams of teachers to evaluate data and create interventions and enrichment. The schedule must allow for time during the instructional day to provide for targeted assistance as well as enrichment. It also requires a consistent process that is utilized and sustained over time when the teachers meet in their PLC groups. How the time is used, what is discussed, maintaining a focus, and documenting those meetings are necessary to best utilize the important time of our staff. My experience and training in working with PLC and RTI has and is making Greybull High School a better place for our students. I believe I could assist the teachers and district in establishing PLCs or enhancing and maintaining what is currently in place. Quite honestly some of the best PLC work I have seen completed in small schools has been the work teachers have completed K-12.

9) How would you ensure that all staff members are performing according to district expectations?

The first thing I would want to determine is what evaluation system is in place within the district for staff including teachers, administration, classified, support, and directors. Then I would be sure that the building principal is qualified and trained to evaluate staff. I strongly believe in a chain of command and it would be the building principal that would be responsible to conduct evaluations of his or her staff. I would work hand-in-hand with the principal and have conversations and form a very tight administrative team so that difficult conversations can be had. I would then take the responsibility of evaluating directors and the principal. In addition I would want to have discussions with the board of directors of what their expectations are for the forms of evaluations they would expect of me. One cannot evaluate effectiveness by sitting behind a desk. As I have mentioned I would be present within the district, classrooms, school functions, and activities. Not only would I be participating in those functions but I would hope that I could assist in ensuring those functions occur and are run efficiently and to the community expectations. Again data is crucial and must be included in the evaluation of effectiveness. I would expect bell-to-bell learning as well as differentiated instruction to meet the needs of students. I am a believer that walk-throughs are crucial.

10) How does the Superintendent build a positive board/superintendent relationship?

By being honest, open, and transparent. By keeping the board up to date and informed on curriculum issues as well as other issues occurring within the district that may be controversial or lead to problems. By simply communicating as frequently as possible. Making phone calls and discussing issues. I would want all of the board members to feel comfortable with me and develop a relationship that is one of open and honest communication. I would hope that we could have board workshops to discuss items of concern or listen to new suggestions and potential future plans. I would hope that the board and superintendent would attend conferences together through the Wyoming School Board Association. I would participate in the superintendent's association meetings and take that information back to the board to inform them of neighboring and statewide information. I would be an advocate for the chain of command. I would also hope and work with school board members to ensure that the chain of command was followed by all district staff. I would want to provide reports to the board from different people from the district frequently. A monthly principal report as well as potential reports from teachers, directors, and students are positive and showcase achievement. At first it would be a matter of sitting down and simply getting to know each other on a personal basis.

Submitted by (Name):       Ty Flock

# Big Horn County School District No. 3

640 8th Ave North Greybull, Wyoming 82426

Superintendent's Office  
(307) 765-4756  
(307) 765-4617 fax

High School Office  
(307) 765-2537  
fax (307) 765-2870

Elementary Office  
(307) 765-2311  
fax (307) 765-9424

Middle School Office  
(307) 765-4492  
fax (307) 765-2586

January 7, 2021

Dear Selection Committee Member,

I am pleased to be able to write this letter of recommendation for Mr. Ty Flock. I have had the pleasure of working with Mr. Flock as his Superintendent. It has been a pleasure to do so. Mr. Flock has been the Principal at Greybull HS for the past 8 years. He has been a steady influence in our district over that time period. Mr. Flock has an excellent rapport with his staff members and students. Personal relationships are definitely one of his strengths. Staff and students alike respect him and enjoy working with him. Mr. Flock has an excellent grasp of the latest research based instructional strategies, having just completed the Solution Tree PLC training with his staff. He has been able to utilize this skill successfully at Greybull HS. Greybull HS exceeded expectations as measured by the Wyoming Dept. of Education in the most recent accountability period. In addition, Mr. Flock has served on the WHSSA board for the past several years, indicating a commitment to all aspects of student development. I have been able to give Mr. Flock several difficult assignments and he has always followed through with them. Mr. Flock is willing to admit when he has made a mistake and is willing to look at criticism as an opportunity to improve. I feel that Mr. Flock will be an asset to any educational organization of which he is part. I am happy to be able to recommend him to you. Please feel free to contact me should you need further information.

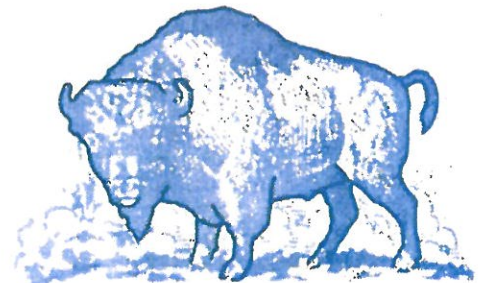
Mark E. Rose



Superintendent Big Horn Co SD # 3

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The State of Wyoming provides Hathaway Merit and Need Scholarships to Wyoming students attending the University of Wyoming and Wyoming community colleges. Every Wyoming student who meets the merit requirements can earn a Hathaway Merit Scholarship. Contact your school counselor for more information.



# Big Horn County School District No. 3

640<sup>h</sup> 8<sup>th</sup> Ave. North Greybull, WY 82426

Superintendent's Office  
(307)765-4756

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(307)765-2537



Elementary School Office  
(307)765-2311

Middle School Office  
(307)765-4492

1/7/2020

To Whom it may concern,

This is a letter of recommendation for Ty Flock, High School Principal. I have had the opportunity to know and work with Ty for the previous five years. When I took the district's Technology Director position in 2017 and then the Elementary Principal position in 2018 at Big Horn County School District #3, Greybull, Wyoming.

From an organizational staffing perspective, I would be considered Ty's peer and Technology advisor. During my time working with Ty, I have found Mr. Flock's courage and steadfastness in the face of challenges to be exceptional. He is able to passionately debate the merits of various initiatives and push forward with those that he views to be in the best interest of his school. Mr. Flock brings a valuable perspective to our administrative team, as he has experience in multiple roles and districts over the course of many years. I have appreciated our time together and have learned a great deal from watching the strategies he utilizes as he navigates difficult situations. I have found Mr. Flock to be consistent in his preservation of confidentiality, respect for personal privacy and in his pursuit of autonomy. Despite our differing views on the role of technology in education, we have been able to successfully work together to implement a 1:1 Chromebook program and navigate the difficulties of virtual education with measurable success. If an individual or representative(s) wishes to inquire about Ty Flock and his potential for a position within your organization do not hesitate to contact me. I look forward to hearing from you.

A handwritten signature in black ink that reads 'Casey Bowe'. The signature is written in a cursive, flowing style.

Casey Bowe  
Technology Director  
Big Horn County School District #3  
Principal  
Greybull Elementary School  
Phone: (307)202-1579      Email: [cbowe@bgh3.k12.wy.us](mailto:cbowe@bgh3.k12.wy.us)

# Big Horn County School District No. 3

640<sup>h</sup> 8<sup>th</sup> Ave. North Greybull, WY 82426

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Elementary School Office  
(307)765-2311

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(307)765-4492

December 21, 2020

To Whom It May Concern:

Please accept this letter of recommendation on behalf of Mr. Ty Flock. Mr. Flock has been the Principal at Greybull High School for the past 8 years.

I have found Mr. Flock to be the consummate professional, whose notable attributes include leadership and his commitment to his students and staff. Ty has the ability to read situations and find the path that will best address the issues and support students and staff.

As a new administrator with only a few years of experience Mr. Flock has helped to mentor and support me in my transition to Greybull as the middle school principal. This year has been one of the hardest years as educators but he has supported, problem solved, and guided myself and our district in many different ways.

Mr. Flock possesses those characteristics that ensure great leadership regardless of where he is or the situation. It is my belief that Mr. Flock will make a great superintendent because of his ability to see the big picture and lead with integrity.

Sincerely,

Cadance Wiplinger  
Big Horn County School District #3  
Greybull Middle School Principal/Grants & Curriculum  
406-672-8890



Big Horn County School District Number One

Rocky Mountain Elementary School

P.O. Box 38, Cowley, WY 82420

Phone: 307-548-2211

**Betsy Sammons, Principal**



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December 15, 2020

To Whom It May Concern:

It is with great pleasure that I write this letter of recommendation for Ty Flock. As a colleague of his for the 2018-2020 school years, I had the pleasure of working directly with Mr. Flock. His work ethic, dedication to quality education, high expectations for behavior and learning, empathy for students, and his great interpersonal skills are exemplary.

When making decisions about education, Mr. Flock is well informed. As a former curriculum director he understands curriculum and assessment. He values colleague and teacher input. Mr. Flock has helped provide a vast amount of options of student courses at Greybull High School allowing students to have the same opportunities they would at bigger schools.

Mr. Flock is very consistent in his decision making when it comes to behavior and discipline. He is one of the biggest child advocates I have worked with and always puts what is best for the child first. When dealing with discipline he is fair and consistent. He was invaluable in mentoring me when dealing with discipline. Ty is always reflective and very level headed in his decision making. I have witnessed him handle difficult situations with composure and respect for others.

Ty has excellent interpersonal skills, and builds rapport well with students and colleagues. Ty handles difficult personnel and student issues with tact. He supports his teachers and colleagues and helps them grow professionally. He is a collaborative leader in the Greybull School District.

Mr. Flock is patient and worked hard to help build strong relationships within our admin team. He is always open for compromise to make things work for all three schools. Working with Ty, I always felt like a valued member of the team. He did an excellent job providing support and mentoring, while still allowing me to figure things out and lead using my own style.

It is without reservation I recommend Ty Flock for the Superintendent position in your district. I am very confident with the commitment he has shown to the Greybull Schools and the diversity of knowledge of education he has, he will be an asset in this leadership position. Please call me if you would like to discuss Ty further.

Sincerely,



Betsy Sammons

Rocky Mountain Elementary Principal