

January 28, 2016

To Whom It May Concern:

My name is Greg Gloy and I serve as the board president for Big Horn County School District #4 in Basin, Wyoming. Over the last 19 months I've had the opportunity to work with Dr. Roy Hoyt who has served as our superintendent. Due to philosophical differences, Dr. Hoyt and the board decided on a separation in January. However, I do feel it is important to express some things about his leadership.

While the superintendent, Dr. Hoyt made several positive changes. One change was to make instruction more collaborative, reflective, data driven, and transparent. To accomplish this, the staff had started training for Professional Learning Communities (PLC). Over the past year, many of the staff had attended these trainings and more are scheduled for the future. Another change in relation to improved instruction, was to make the district instructional facilitator a full-time position, spending her time in the classroom working directly with teachers to improve instruction.

As part of this collaborative culture the district participated in learning walks. This teacher professional learning activity allowed teachers to spend time watching others teachers. He has a strong belief that teachers are going to make the biggest impact on the success of students, therefore, resources in the form of training and material should be directed to the classroom. For example, our district has implemented one-to-one technology, the last year and a half. Dr. Hoyt successfully oversaw the rollout of this program. Training through this year and last, is focusing on making the one-to-one is a student learning activity that improves learning.

Dr. Hoyt worked well with the staff. He visited classrooms to observe instruction weekly where he took the opportunity to visit with principals and staff members concerning their needs. Dr. Hoyt worked communicate with staff, administration and members of the board concerning the needs of the district.

Putting students first is his priority. Under his direction, resources were directed towards making sure it had a direct impact on improving students results. I'm aware that he spent time with our principals working on strategies to meet improvement goals for their individual schools. In October our district had its 5 year onsite Advanced accreditation review. The district received a review that exceeded the national average, and received commendations from the review team that were very positive in regard to the direction of the school district.

I should point out that even though Dr. Hoyt resigned before the end of his contract, he still has a great deal to offer, and under different circumstances would be very successful. I think it would be advantageous for a district looking for leadership to strongly consider him as a viable candidate.

Sincerely,

Greg Gloy

