



Trinity Independent School District

P.O. Box 752
Trinity, TX 75862

Dr. Douglas E. Moore
Superintendent of Schools

Phone: (936) 594-3569
Fax: (936) 594-8425

May 11, 2005

To Whom It May Concern:

Randall Beard has been my Middle School Principal, grades 6-8, at Trinity ISD for the last two years, though he was working in Trinity for two years before my arrival as Superintendent.

Mr. Beard is very effective in maintaining a well-disciplined campus. His campus has a reputation for having well-behaved students. He has high expectations for his students and knows them all on a first-name basis. Mr. Beard is a credit to our school district. He worked hard at every phase of education. There is no doubt in my mind that he would do a great job for your district. He has all the tools and qualities that anyone would look for in an educator of our youth.

Another reason I whole-heartedly recommend Mr. Beard for this position is that he maintains a level of professionalism with his students and colleagues while at the same time, he has an excellent rapport with both. He strives to be his best and encourages, through example and word, others to do the same.

I would rather Mr. Beard stay in Trinity, but I understand he's seeking employment elsewhere. Please give him your utmost consideration for this opening.

In conclusion, Mr. Beard has been training in Mid-management and is definitely an exemplary educator who is well prepared for any administrative position.

Sincerely,

A handwritten signature in black ink, appearing to read "Douglas Moore". The signature is written in a cursive style.

Dr. Douglas Moore
Trinity ISD Superintendent

DEM/ft

Renee Deaver
200 N. Leonard
Bloomington, TX 78951

November 8, 2005

To Whom It May Concern:

I first met Randall Beard in August of 2005. He was hired as our new Elementary principal over the summer. The staff began returning to work before school began and he was eager to greet everyone and learn our names as well as our position with the school. Mr. Beard always has a smile on his face, a positive outlook and a true commitment to education.

It has been my pleasure to work with Mr. Beard even though it has been such a short time. I began the year teaching 2nd grade, was grade level team leader and a mentor to a new teacher. After the first six weeks of school due to low enrollment for our grade level I volunteered to move into a new vacating Kindergarten position. This was a tough decision and was met with more obstacles than I expected. Mr. Beard was more than supportive of my decision, but also helped deter opposition I received from not only staff, but parents that were concerned for their children. If it were not for him coming forward with his support and encouragement I believe I would still be battling some of the same issues 6 weeks later. I am happy to say that he was instrumental in bringing about many positive changes to our school in such a short time.

We began the year with a school-wide pledge read by older students, which brought pride and an awareness of patriotism to our campus. The morning announcements would continue with the lunch menu read by staff, a moment of silence and a daily encouraging word from Mr. Beard to the children something to the effect of "Let's make it a great day Bobcats." This was a small change but really made our school more unified and the children knew that he believed in them. He is seen every morning greeting the children and every afternoon as they leave the school. Mr. Beard is not

above talking to the children, playing his accordion for them and encouraging them to be better when they may have made a wrong choice.

Mr. Beard has also been an encourager and a listener to the needs of the staff. He has an open door policy and promotes positive communication with colleagues, parents and students. My only regret is to say that we will miss having him on board our staff.

Sincerely,

A handwritten signature in cursive script that reads "Renee Deaver". The letters are fluid and connected, with a prominent loop at the end of the word "Deaver".

Mrs. Renee Deaver
Kinder teacher

Mary Oates
Bloomington Elementary School
200 N. Leonard ♦ Bloomington ♦ Texas ♦ 77951
(361) 897-1121

October 25, 2005

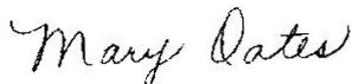
To Whom it May Concern:

This school year I have worked for Mr. Beaird as a third grade teacher. I have found him to be caring, supportive of the teachers, and to have excellent leadership skills.

Mr. Beaird makes daily visits to each classroom to check on student's behavior and progress. He shows a caring attitude toward the students in many ways; including occasionally playing his accordion during class visits and telling stories about his past experiences. The students look forward to his daily visits. Being supportive to his faculty is instrumental in establishing a rapport between teacher, students, and parents. Due to his leadership in site base decisions we have now acquired aides to help our children in reading and math.

We are all very sorry to see him leave. Mr. Beaird will be an asset to any school district.

Sincerely,



Mary Oates
oatesm@bisd-tx.org

BLOOMINGTON ELEMENTARY SCHOOL

P.O. Box 668

Bloomington, Texas 77951

897-1121

From the desk of

Mrs. Joanie Salinas

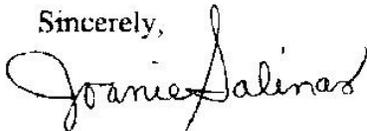
October 21, 2005

To Whom It May Concern:

I have known Mr. Beard for only a few months, yet I feel that I have known him for a long time. As a teacher with the Bloomington Independent School District and a member of our school Site Based Team, I have found Mr. Beard to be a dedicated worker committed to the success of the children placed in his charge. His dealings with the parents and staff are both professional and caring. I know of no reason why he would not be an asset to any organization considering his employment.

If you should have any questions regarding this recommendation, please do not hesitate to contact me.

Sincerely,



Mrs. Joanie Salinas
Third Grade Teacher
(361) 897-1816

Judy Saddler
2907 Bluebonnet
Victoria, Texas 77901

October 25, 2005

To Whom It May Concern:

I am a second grade teacher at Bloomington Elementary School in Bloomington, Texas. It has been my pleasure to work with and for Mr. Randall Beard since school began in August, 2005.

I have been pleasantly surprised with Mr. Beard's interaction with parents and students. He is very visible to everyone on campus. In both the mornings and evenings he is outside greeting parents and students as they arrive and seeing them off as they leave for the day. He often is in and out of our classrooms encouraging children, giving them pep talks and telling short amusing stories. The door is open to his office and he makes himself available to staff who have concerns.

If Mr. Beard finds another position, I will be sorry to see him leave, but I wish him the best in whatever he undertakes.

Sincerely,



Mrs. Judy Saddler
Bloomington Elementary School

Tracie Depine
Bloomington Elementary School
200 N. Leonard ♦ Bloomington ♦ Texas ♦ 77951
(361) 897-1121

October 27, 2005

To whom it may concern:

I have had the pleasure of working with Randall Beard for the last 4 months at Bloomington Elementary School. He has proved himself as a very caring and supportive leader, in a short time. The faculty and students here at Bloomington Elementary were very lucky to have had the opportunity to work for such an innovative principal.

Mr. Beard is a very effective communicator, greeting a large majority of the students and faculty as they arrive daily. He has single handedly solved our traffic problem with drop off and dismissal. Mr. Beard takes time out of his demanding schedule to check on each classroom daily and to encourage the students and teachers to always give it their all. We all appreciate the lengths that he has gone, to acquire new positions at our school, so that the students have the best educational opportunities.

Mr. Beard is a wonderful leader, principal and all around person. Although we are very sad to see him go, we all know how lucky we were to have had the privilege of working with him.

Sincerely,



Tracie Depine
depinet@bisd-tx.org

Dr. Douglas E. Moore, Superintendent
Post Office Box 752
Trinity, Texas 75862
Phone: (936) 594-3569 Fax: (936) 594-8425

May 9, 2005

To Whom It May Concern:

My name is Pam Monroe and I have been an educator of junior high students for twenty-seven years. My area of specialty has been social studies.

Randall Beaird has been my principal for the last two and one half years here at Trinity Middle School. He had been our assistant principal previously. I have seen him develop in both positions. I believe he would be an asset to your district and campus.

Basically, he believes that all children can learn and that all teachers can teach. Education is the great equalizer. He supports his teachers and is willing to go the extra mile to access any materials that a teacher might need for their students. He tries to keep communication up between the school and home. Discipline is for all and not for some. He is very concerned about TAKS and is willing to do whatever it takes to get those scores up. He has also leaned to be very knowledgeable about Special Education for the simple fact that we have such a large special needs population.

I believe that has a lot to offer to your children and your staff. He will contribute a lot to your community.

Sincerely,



**Pam Monroe
8th grade Team Leader, TMS**

Trinity ISD does not discriminate on the basis of race, religion, national origin, sex, age, disabilities, or military service status in providing educational services, activities and programs.

Trinity ISD no discrimina en raza, religion, nacionalidad, sexo, edad, deshabilidad, o servicio military en proviniendo servicios, educacionales, actividades, y programas.



Trinity Middle School
Trinity ISD
P.O. Box 752
Trinity, TX 75862-0752
936-594-2321



May 6, 2005

To Whom It May Concern:

I have been employed at Trinity ISD for one year. I am a sixth grade teacher, G/T coordinator, and Math Dept. Chair. Mr. Beard has been my Principal.

I feel that Mr. Beard has many of the traits that I like to see in an administrator. He has done everything he can to make me feel welcome on this campus. He has done his best to get me anything that I felt would improve my ability to reach the students. He is concerned about each student. He has taken the time to sit and talk with many of the students before the TAKS to give them a personal pep talk. He is able to inspire teachers to do their best. He is able to give constructive comments in such a way that is not threatening, but at the same time gives direction to help with personal improvement of his teachers.

I feel that any district would be lucky to have Mr. Beard working for them.

A handwritten signature in cursive script that reads "Michael Quintin". The signature is fluid and stylized, with a large initial "M" and "Q".

Michael Quintin
6th Grade Math, G/T, Math Department Chair

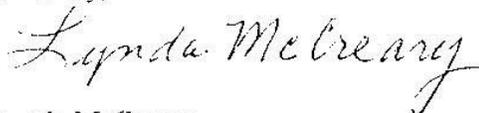
Lynda McCreary
Rt.4 Box 3763
Trinity, Texas 75862
May 6, 2005

As a school faculty member of Trinity Middle School in Trinity, Texas, I believe that teachers have some principles that bring out the best in their faculty. Randall Beard has given the sort of support to me that has allowed me to bring out the best in my students. Furthermore, I have always felt comfortable and at ease to go into his office and discuss student performance and any problems I might be having.

Mr. Beard has a burning desire to reach children and guide them in the right direction. He has been compassionate, yet firm in handling discipline and delicate situations. He has been innovative in presenting positive assembly programs to students. Mr. Beard has kept the faculty informed through timely and regular faculty meetings. In addition, he has been quick to let teachers know important information through email. Communication with parents has been an important factor in his administration here at Trinity Middle School. Where students were having difficulties, Mr. Beard placed them in reading and math improvement classes. Together with teacher input, student scores, and parent communication, he started an after school-tutoring program to offer even more opportunities for student success. Mr. Beard has been very supportive in the extracurricular activities that promote well-rounded individuals. One of the community activities he started was a Golf Club for Middle School students. He has regularly encouraged students to attend the Boys and Girls club after school.

I have taught in private and public schools 37 years and feel that in hiring Mr. Beard, you would be gaining a leader who would work to make your school the best it could be.

Sincerely,

A handwritten signature in cursive script that reads "Lynda McCreary".

Lynda McCreary
Faculty Member
Trinity Middle School
Trinity, Texas
936 594 2966 (home)
936 661 3894 (cell)

Trinity Independent School District

Trinity Middle School
Randall C. Beard--Principal
Post Office Box 752
Trinity, Texas 75862

Phone: (936) 594-2321

Fax: (936) 594-3041

Letter of Recommendation for Randall Beard

May 6, 2005

To Whom It May Concern:

I had the pleasant opportunity to work closely with Randall Beard for four years during his employment at Trinity I.S.D. He was my Vice Principal and later became my Principal at Trinity Middle School. I am pleased to say Randall is a fair, honest, and an ideal administrator.

Randall's fair work ethics enhanced the school's moral. He is punctual and typically exceeds expectations. He strives to continue his education. He handles pressure well and has an innovative approach to difficult situations. When students' discipline incidents rose, he provided several opportunities to raise students' confidence and self-worth. Some of these include providing monthly school dances, student drawings for various prizes, and one year implementing the "Student of the Week" by having a student from each grade get their picture in the local paper.

I highly recommend Randall for whatever position he may decide to take up next. He is the type of employer that anyone would be happy to work for. If you'd like to discuss his attributes in more detail, please don't hesitate to contact me.

Sincerely,



Karen Mann
P.O. box 28
Riverside, Texas 77340
Phone: 936-439-0234

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Carl S. Strain, Math Teacher
3404 Normand Drive
College Station, TX 77845

Friday, May 06, 2005

To whom it may concern:

I have worked for five different principals during my teaching career:

████████████████████ and Randall Beard

By far, head and shoulders above them all is Randall Beard.

Why? He supports his teachers, more than any other principal I have had.

This adds to learning. It adds to their ability to teach by the structure and backbone it gives the classroom. It adds to the teacher's spirit and thus helps "retain" the good teachers who like the environment he creates by his support. It creates a backbone without which a school's structure is lacking.

How does he do this?

He came by my class often, usually three to four times a week, to see how I was doing. Thus his time and his actions (rather than idle words or fluffy ceremonies) represented his support. All other principals I have worked for came by my class maybe two or three times a month, at most, and acted like they were in a hurry when they did come by.

When Mr. Beard came by my class, while he was privately critiquing me, he was outwardly supporting me. If he saw me in the hallway, he would always and without exception, ask me how things were going. He would remind me that if I had any students causing disruptions to the classroom's learning environment, to remove them and send them to him. All the other principals, instead of making "learning in the classroom" their priority, made "the case of their job" their priority and thus insisted I handle all the disruptive students myself until it nearly broke the backbone of the class...and only then, send them out.

Finally, Randall Beard exercises corrective measures without any negative energy, only "matter of fact" and "lets get this done" energy. This is a perfect model for the student and the teacher to emulate, as it takes away the "bad" feeling of discipline and creates a space for the "good" to come out in the students and staff.

Please feel free to call or write me for verification or elaboration.

Sincerely,



Carl S. Strain, Math teacher
979-694-8357
strain999@wmcconnect.com

2290 FM 356
Trinity, TX 75862
HOME(936)594-8112
WORK(936)594-2321
MAY 12, 2005

Interview Committee:

I have taught high school and middle school for 38 years: 28 in California, 5 in Oklahoma, and 5 in Texas. I have worked under 10 principals, Mr. Beard being the 10th. All were good principals.

Mr. Beard is community minded. He began a junior-golf program. He organized three golf tournaments that benefited the youth of Trinity. He is a member of the Trinity PTA. He holds social events after school for our students. He is willing to give his time to the kids.

As a campus administrator, Mr. Beard uses what I would call a "soft-spoken" approach. He prefers not to raise his voice, but he can if it becomes necessary. He definitely tries to use management control techniques.

Mr. Beard has had social gatherings in his home for the faculty. He is able to be friendly, but he can "advise" a teacher when necessary. To me, this is one of a principal's hardest tasks. He does this well. I know from experience.

I have no reservations in recommending Mr. Beard.

Sincerely,
Gerald "Jerry" Vinson

A handwritten signature in cursive script that reads "Jerry Vinson".

May 8, 2005

Roberta Burton
P.O. Box 2558
Trinity, Texas 75862
936- 594-8447

I have had the pleasure of working with Randall Beaird for several years, first as Assistant Principal and then as Principal. He has been a very firm and consistent leader. He is able to direct and support his teachers with out being forceful. I have been able to progress in my career under his guidance. Last year he gave me the opportunity to teach seventh grade English. When the TAKS Writing scores came in at 88% passing, his faith in me was confirmed. I am very grateful that he saw my potential and gave me the opportunity to prove myself.

His even disposition is an asset in regards to discipline. Situations that could easily escalate are kept to a minimum due to his calm demeanor. Serious discipline problems that do occur are dealt with quickly, firmly, and discretely. The atmosphere is calm and orderly as a result.

Mr. Beaird personally encourages the students to succeed. Before the TAKS tests this year, he had a conference with each student in the school to encourage them to do their best. Special activities are planned each semester for students without any discipline referrals. There have been more dances under Mr. Beaird's supervision than any other time in the history of the Middle School.

Randall Beaird will be a positive instructional leader for the school that decides to employ him.

Sincerely,

A handwritten signature in cursive script that reads "Roberta Burton".

Roberta Burton

May 16, 2005

To Whom It May Concern:

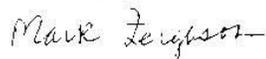
This letter is in reference to Mr. Beaird who is the current Principal at Trinity Middle School. He hired me two years ago as a Behavioral Adjustment teacher. I know him to be fair and hard working. When we have a conference with problem students and parents, he is mannerly with everyone. He is fair as well as being a person who upholds the policies of the school.

Mr. Beaird has an open door policy. Whenever a teacher or anyone has a problem they can go to him and talk about it. He will help if at all possible. There have been times when I personally have used his expertise. Being a new teacher, I needed advice on a lot of situations. He would answer my questions in a manner that would make me feel good about myself and always raised my self-esteem.

Mr. Beaird is a hard working individual. He is the first to arrive and the last one to leave. His communication skill is top notch. He says what he means and means what he says. You always know where you stand with him. He will back up his teachers in all situations.

I hate to see him leave. I believe he will make a good administrator wherever he goes and will be a good addition to any school district.

Sincerely



Mark Ferguson
Special Education Teacher
112 Locust Street
Grapeland, TX 75844
(936) 687-4936