



March 9, 2018

To Whom It May Concern:

I am pleased to write this letter of recommendation for G&D Associates. I highly recommend David Gregory and his company as outstanding consultants who effectively support district-wide initiatives in strategic visioning, systematic transformation, and leadership development. In the eight years we have worked with G&D Associates I am consistently impressed with the partnership and the outstanding results we have experienced through their consultancy.

As an experienced principal tasked with opening a new school, we tried a new approach by working with a consultant during the planning process. I found Mr. Gregory's work to be crucial to the thinking of our instructional leadership team and the development of core components of the school's strategic plan. The resulting support was significantly more beneficial than I could have imagined. We saw a major benefit in the process used to help our team re-envision where we could go with our work and to stretch our thinking and understanding outside our own experience. David brought a perspective, critical to our work, that was lacking.

Over the years, G&D Associates have supported significant district innovation and strategy initiatives. I now serve as Superintendent of Schools and see the impact of our partnership across the entire system. G&D Associates brings a complementary skillset to both our district and building leadership teams that enhances our efforts, develops leadership capacity, refines our thinking, and greatly accelerates the pace in which we are accomplishing our vision and goals. We have a much better product, in a significantly abbreviated timeline, as an end result.

I give my highest recommendation for David Gregory and G&D Associates to schools and districts seeking to advance the strategic and transformational work needed in today's educational environment. If I can be of further assistance by providing additional details or answering questions, I would look forward to an opportunity for discussion.

Sincerely,

A handwritten signature in blue ink that reads "Dan Seegmiller". The signature is written in a cursive style with a large initial "D".

Dan Seegmiller
Superintendent
Weld RE-4 School District