



North Lakes Academy

K-12 PUBLIC CHARTER SCHOOL

Christopher A. Stewart

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June 5th, 2025

RE: Recommendation letter on behalf of Mrs. Courtney Ogaard

With gratitude for her service to North Lakes Academy (NLA), I am honored to offer this letter of recommendation on behalf of Courtney Ogaard. I have known Courtney for more than a decade and have served as her supervisor for the past two years. In our separate roles, I can see clearly how Courtney can be a tremendous asset to any professional working environment. For that reason, I offer her my unconditional support.

For much of the time I knew Courtney, she was the spouse of one of my trusted colleagues. Even then, she donated her time, energy, and skills to our organization by chipping in in big and small ways as small-school community members tend to do. A few years ago at a time of great need for NLA when we were unable to fill an art position, Courtney agreed to take on that role for one year as a Tier 1 Visual Arts teacher. Although she knew that role might not be a permanent one, she accepted the job anyways because she felt so strongly that she had the professional art skills to offer a high-quality experience for our students. From my perspective, what happened in that process is that Courtney began to fall in love with the idea of being a teacher. After she departed, she continued to serve as a substitute at another area district. Then in another moment of great need, Courtney stepped up again to take on our art position on an interim basis. This time, she stayed for a year and a half and although her tenure is now over, I can confidently say how much better our organization is for having had her on our team.

Courtney's value as an educator is inseparable from all of the other ways she has served our school. Although she never received formal training as an educator, her ability to be detail-oriented, to build relationships with students and validate their efforts as individuals, and to lead with authenticity quickly made her one of the most beloved teachers on staff. But the non-educational professional skills she brought to NLA also carried enormous value. At my direction, Courtney started the months-long process of

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rebuilding our school's entire marketing portfolio utilizing her graphic design skills time and time again to benefit our school. She started by functionally scrapping our website – www.northlakesacademy.org – and rebuilding it from scratch, then moved on to redesigning all of our marketing materials with help only in editing the content. Courtney unlocked the power of social media tools that we had not yet used, constructed nearly all of our physical marketing items used to advertise community events, and designed our new logo and associated materials. Even on projects that she did not lead, she was always willing to offer her perspective as a trained graphic designer. In any spare time, Courtney typically took on additional tasks that she recognized were necessary like exterior signage at both campuses, promotional materials for families, and even merchandise that we would have in our school store. As a consequence, North Lakes Academy's public branding is far more recognizable, better targets our desired student/family market, and has yielded substantial gains in online traffic on our website and social media platforms. All of this work took the contribution of many different individuals, but Courtney always had a seat at that table and we could not have accomplished what we did without her.

In the realm of school marketing, sometimes stakeholders need to hear difficult truths to overcome rooted perspectives. Courtney always came equipped with her unique blend calm confidence and passionate truth telling, simultaneously balancing her immense personal pride in her work while building a product that was reflective of the entire team's effort. As her supervisor, I knew that I could trust Courtney's honesty, and that she would be willing to take my feedback when necessary. For those reasons and so many more, I think Courtney would make for an excellent addition to your team. Courtney may ultimately have a difficult time transitioning away from her identity as a teacher, but I do believe that her professional skill set is better for her experience at NLA. As such, I am deeply pleased to write this letter recommendation on her behalf and I'm grateful for the opportunity to reflect on her successes as an employee, a colleague, and a friend.

If you have any additional questions about her qualifications or credentials, do not hesitate to use my contact information provided above.

Yours in education,

Christopher A. Stewart

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Janelle LeVoir

Special Education Teacher
North Lakes Academy
jlevoir@northlakesacademy.org
763-412-8110
July 1, 2025

To Whom It May Concern,

It is my absolute pleasure to write this letter of recommendation for Courtney Ogaard as she looks to transition from the world of education into a role within the corporate sector. I have had the joy of working closely with Courtney for the past two years, and I can confidently say that any organization would be incredibly fortunate to have her on their team.

Courtney is a dynamic, creative, and thoughtful professional who has made a lasting impact as an art educator. Her classroom has always been more than a place to learn about technique; it has been a space where students feel seen, inspired, and empowered to express themselves. However, what truly stands out about Courtney is that the skills she has developed as a teacher extend far beyond art instruction, they're the kind of talents that translate beautifully into corporate environments.

She is a natural project manager. From developing engaging lesson plans and coordinating student art shows to managing budgets and timelines for large-scale events, Courtney handles every task with precision and grace. She is organized, self-motivated, and always thinking three steps ahead.

Courtney is also a master communicator. Whether she's explaining a complex concept to a student, collaborating with colleagues, or presenting to families and administrators, she has a calm, clear, and confident way of connecting with people. She listens deeply, responds thoughtfully, and brings a collaborative spirit to every interaction.

Perhaps most importantly, Courtney leads with empathy and integrity. She brings out the best in those around her and builds strong, genuine relationships wherever she goes. Her ability to remain composed under pressure, adapt to changing circumstances, and find creative solutions to challenges makes her an ideal candidate for roles in areas such as design, training, human resources, communications, or project coordination.

While I will deeply miss working alongside Courtney, I am genuinely excited to see the new path she is forging. I have no doubt she will bring the same passion, innovation, and heart to her next chapter as she has to her students and our school community.

If you have any questions or would like further insight into Courtney's many strengths, please feel free to reach out to me directly at jlevoir@northlakesacademy.org or 763-412-8110.

Sincerely,

Janelle LeVoir
Special Education Teacher

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RE: Letter of Recommendation for Courtney Ogaard

6/15/2025

Dear Hiring Committee,

It is a privilege for me to recommend Courtney Ogaard. Throughout the time I've had the opportunity to work closely with her, Courtney has consistently exhibited exceptional leadership, initiative, and group management skills, especially in the classroom, coupled with a natural ease in building strong interpersonal connections—qualities that make her an indispensable asset to any team.

Courtney is a natural leader. She is calm under pressure, confident in her decision-making, and highly effective in organizing and motivating groups of humans. She consistently steps into leadership roles with a clear sense of direction and purpose. Whether she's managing a project, coordinating with diverse teams, or leading by example in day-to-day interactions with students, Courtney brings out the best in those around her.

She has a keen ability to assess group dynamics and adjust her approach to meet the needs of the moment. Her leadership is not about control, but about empowerment—she encourages participation, values every voice, and cultivates a collaborative environment. Students under her guidance are more cohesive, focused, and productive.

In addition to her leadership strengths, Courtney is incredibly organized and reliable. She seamlessly manages complex lessons, juggling multiple priorities with efficiency and precision. Her follow-through is unmatched, and she consistently drives initiatives to successful completion—often ahead of schedule and above expectations.

What truly sets Courtney apart is how she leads with kindness and emotional intelligence. She creates an atmosphere of trust and respect, making it easy for others to feel heard, supported, and motivated. Her balance of professionalism and empathy makes her not only an effective leader but a deeply respected team member.

Courtney would be an outstanding addition to any organization or leadership team. I recommend her without reservation and with the highest confidence in her ability to lead, manage, and inspire.

With highest regard,
Maggie Thiele
Special Education Teacher
651-788-5646

To Whom It May Concern,

I am pleased to write this letter of recommendation for Courtney Ogaard. In the time I have known and worked closely with Courtney, she has consistently demonstrated a remarkable blend of persistence, kindness, organization, and leadership that makes her stand out in any setting.

Courtney approaches every challenge with a calm determination and unwavering commitment. Her persistence allows her to navigate obstacles with grace, always seeking solutions and following through until a task is completed to the highest standard. At the same time, her kindness and emotional intelligence shine through in every interaction, creating an environment of trust and mutual respect. She builds meaningful relationships with ease, whether she's working with peers, clients, or community members.

In addition to her interpersonal strengths, Courtney is exceptionally well organized. She manages complex projects and competing priorities with efficiency and precision. Her ability to keep things on track while supporting those around her is truly admirable.

Perhaps most notably, Courtney possesses a natural take-charge attitude. She is not one to wait for direction when she sees a need—she steps up, takes initiative, and leads with clarity and purpose. Her confidence and capability inspire others to do their best work.

Courtney would be an asset to any organization or team. I recommend her without reservation and with the highest confidence in her abilities and character.

Sincerely,
Bailey Muller
Paraprofessional
baileymae779@gmail.com