



MCPHERSON *M J* **JACOBSON, LLC**

EXECUTIVE RECRUITMENT & DEVELOPMENT

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***Garfield Re- 2 School District
Superintendent
Rifle, Colorado***

APPLICATION SUMMARY

FOR

Dr. Drew P Adams

Record of Professional Education:

Degrees and Institutions:

- * Plymouth State College: Plymouth, New Hampshire - Undeclared, Transferred to CU Boulder ()
- * University of Colorado : Boulder, Colorado - Anthropology/Latin American Studies, Bachelor of Arts (08/1994)
- * University of Colorado : Denver - Master of Arts (05/2003)
- * University of Colorado : Denver - Doctorate - PhD (05/2024)

Record of Professional Experience:

- * (Current Employment)
- * Senior Director of Human Resources - Adams 14 School District: Commerce City, Colorado (07/2021 - 02/2025)
- * Principal - Roaring Fork School District: Carbondale, Colorado (07/2012 - 07/2017)
- * Teacher, Assistant Principal - Boulder Valley School District: Boulder, Colorado (08/1999 - 06/2012)
- * Assistant Principal - BVSD - Casey Middle School: Boulder, Colorado (07/2008 - 06/2012)

Summary completed: February 2025

Garfield RE-2 School District

Rifle, Colorado

Drew Adams

Summary of Reference Checks:

- Smart
- Ambitious
- Organized
- Professional
- Cares about all students learning
- Bilingual - Spanish
- Understand population in area
- Effective in external relationships - community, clubs, police
- Worked with Latino population
- Knows educational process
- Quality questions
- Compassion
- Understanding
- Adaptable in a variety of situation
- Experienced in schools and district office
- Cascading communication skills with variety of media
- Visibility
- Listener
- Be devastated if he left the district
- Has connections
- Skillset and temperament needed
- Calm in stressful situations
- Keeps people grounded
- Makes decisions based on import and looks at it from all sides and how it impacts and affects people
- Built relationships with staff at all levels
- Collaborator
- Coaches principals effectively for success
- Helps people think outside the box and differently

- Focuses on impacting students in a positive way
- Doesn't do knee jerk decisions
- Would want to work for him

Drew Adams
Garfield RE-2 School District, Rifle, CO - Superintendent (361)



COVER LETTER

Cover Letter

Please type your personalized cover letter here.

Cover Letter

Drew Adams



January 26, 2025
Garfield RE-2 School District Board of Education
c/o McPherson & Jacobson, L.L.C.

Dear Members of the Garfield RE-2 School District Board of Education,

I am writing to express my enthusiastic interest in the Superintendent position for Garfield RE-2 School District. With 30 years of experience in education, leadership, and community engagement—including serving as a Principal in the Roaring Fork Valley—I am deeply committed to the success of rural school districts and passionate about serving diverse communities like yours.

In my tenure as Principal of Roaring Fork High School in Carbondale, I demonstrated the ability to build meaningful partnerships and secure critical resources. I established a school-based health clinic, secured over \$100,000 in grant funding to support mental health services, and developed systems for academic intervention and student support that improved outcomes for all learners. These efforts reflect my ability to align district priorities with community needs while fostering a climate of trust and collaboration.

Currently serving as Senior Director of Human Resources for Adams 14, I oversee recruitment, staff evaluations, and employee relations for a diverse district. In this role, I coach principals, provide onsite leadership support, and navigate complex challenges with empathy and integrity—qualities central to effective district leadership. My experience as an administrator in Colorado has given me a strong foundation in school finance, strategic planning, and the nuances of state policy, equipping me to lead Garfield RE-2 with fiscal responsibility and a strategic focus.

I am a firm believer in the transformative power of education and am dedicated to creating equitable opportunities for all students. My advanced Spanish proficiency, combined with my experience leading bilingual programs and launching CTE initiatives, underscores my ability to connect with diverse stakeholders and address varied educational needs. My EdD in Executive Leadership further demonstrates my commitment to continuous growth and my readiness to take on the complex challenges of the Superintendent role.

I am drawn to Garfield RE-2 because of your deep commitment to fostering student achievement, community collaboration, and a shared vision for the future. As a visible and approachable leader, I aim to build upon your district's strengths while working alongside staff, families, and community members to create new opportunities for success.

I welcome the opportunity to discuss how my experience, skills, and vision align with the needs of Garfield RE-2 School District. Thank you for considering my application. I look forward to the possibility of contributing to the continued success of your schools and community.
Sincerely,

Drew Adams

PERSONAL DATA

Personal Data

How did you hear about this position?	School administrator assn. posting	Title	Dr.
First Name	Drew	Middle Initial	P
Last Name	Adams	Suffix	
Email	[REDACTED]	Primary Phone	[REDACTED]
Alternate Phone	[REDACTED]		

PERSONAL INFORMATION

Present Address

Street	[REDACTED]	City	[REDACTED]
State	[REDACTED]	Zip Code/Postal Code	[REDACTED]

Permanent Address

(If different from Present Address)

Street		City	
State		Zip Code/Postal Code	

Work Authorization

Are you legally able to work in the U.S.?

EDUCATION

Undergraduate Institution #1

Type of School	College/University	Name of School	Other: Plymouth State College
City	Plymouth	State	New Hampshire
Attended From (mm/yyyy)	08/1990	Attended To (mm/yyyy)	05/1991
Graduation Date (mm/yyyy)		Degree	Other: Transferred to CU Boulder
Subject	Other: Undeclared		

Undergraduate Institution #2

Type of School	College/University	Name of School	University of Colorado
City	Boulder	State	Colorado
Attended From (mm/yyyy)	08/1991	Attended To (mm/yyyy)	08/1994
Graduation Date (mm/yyyy)	08/1994	Degree	Bachelor of Arts
Subject	Other: Anthropology/Latin American Studies		

Undergraduate Institution #3

Type of School	Name of School
City	State
Attended From (mm/yyyy)	Attended To (mm/yyyy)
Graduation Date (mm/yyyy)	Degree
Subject	

Graduate Institution #1

Name of School	University of Colorado	City/State	Denver
Graduation Date (mm/yyyy)	05/2003	Degree	Master of Arts

Graduate Institution #2






Name of School	University of Colorado	City/State	Denver
Graduation Date (mm/yyyy)	05/2024	Degree	Doctorate - PhD

Major/Course of Study






Undergraduate	Anthropology & Latin American Studies	Master's	Curriculum and Instruction
Specialist's Publications		Doctorate Activities/Honors	Educational Leadership

EXPERIENCE

Current Employment

Employer Name	Adams 14 School District	From (mm/yyyy)	07/2021
To (mm/yyyy)	02/2025	Assignment	Senior Director of Human Resources
Reason For Leaving	still employed	Supervisor Name	
Supervisor Phone Number		Supervisor Email	
Employer City		Employer State	Colorado
May we Contact this Employer			

Professional Experience #2

Employer Name	Roaring Fork School District	From (mm/yyyy)	07/2012
To (mm/yyyy)	07/2017	Assignment	Principal
Reason For Leaving	Moved to Colombia, SA	Supervisor Name	
Supervisor Phone Number		Supervisor Email	
Employer City		Employer State	Colorado
May we Contact this Employer			

Professional Experience #3

Employer Name	Boulder Valley School District	From (mm/yyyy)	08/1999
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To (mm/yyyy)	06/2012	Assignment	Teacher, Assistant Principal
Reason For Leaving	Opportunity in Roaring Fork School District	Supervisor Name	[REDACTED]
Supervisor Phone Number	[REDACTED]	Supervisor Email	[REDACTED]
Employer City	Boulder	Employer State	Colorado
May we Contact this Employer	[REDACTED]		

Professional Experience #4

Employer Name	BVSD - Casey Middle School	From (mm/yyyy)	07/2008
To (mm/yyyy)	06/2012	Assignment	Assistant Principal
Reason For Leaving	Moved to Carbondale	Supervisor Name	[REDACTED]
Supervisor Phone Number	[REDACTED]	Supervisor Email	[REDACTED]
Employer City	Boulder	Employer State	Colorado
May we Contact this Employer	[REDACTED]		

Experience Summary

Years of administrative experience **17**

DISCLOSURES

Disclosures

Contract Status		Are you currently under contract?	Yes
If Yes, When does it expire?	6/30/2025	Superintendent Certification	

Do you have a Superintendent Endorsement for the state represented by the position listed on this Application Form?

No

Please list any additional states where you have a Superintendent Endorsement.

Background Check

I understand that if I am selected as a finalist for this position, I will need to complete a background check.

Yes

Birkman Personality Questionnaire

I understand that if I am selected as a finalist for this position, I may be required to complete a Birkman International Questionnaire. The results of the questionnaire will be shared with the consultants and the school district.

Yes

Veteran Status (optional)		Are you a military veteran?	No
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ATTACHMENTS

Attachments

Resume

Transcript



BACKGROUND INFORMATION

Legal Information

Please Note: A conviction will not necessarily bar you from employment. Facts, such as date of occurrence and rehabilitation will be considered. This information will be used only for job-related purposes and only to the extent permitted by applicable law.

Have you ever been convicted of a violation of law other than a minor traffic violation? **No**

If yes, please explain

Have you been convicted of any offense for physical or sexual abuse of a child? **No**

If yes, please explain

Have you ever been involuntarily terminated or asked to resign, or resigned in lieu of termination from the employment of another school district?

No

If yes, please give the name of the district, the date and the reason for the resignation or termination

Background

Have you ever been placed on leave by your employer for any alleged misconduct? **No**

If yes, explain.

I authorize my listed references, current and past employers and educational institutions, and anyone else who has information about my work history, education qualification, or fitness to provide such information to the school district for which I have completed an employment application. I release the school district and all persons providing this information to the school district, from any liability whatsoever for obtaining and providing that information, regardless of the results.

Yes

Indicate you have read and agree to these terms by placing both your INITIALS and DATE in the text box.

APA 2/2/25

GARFIELD RE-2 SCHOOL DISTRICT, COLORADO - CRITERIA

Garfield Re-2 School District, Colorado - Criteria

The Garfield RE-2 School District School Board in Rifle, Colorado is seeking a highly qualified Superintendent.

Please describe your strengths and abilities as they relate to the listed criteria.

- A collaborative leader experienced in rural school districts and is a team player who seeks to understand the current workings of the district and works with staff strengths to build success. A person who loves and understands the rural community and is willing to live in the community long term. A strong leader who works to maintain the momentum of the district with a strategic focus and has strategic plan knowledge and experience. A humble, competent, and confident leader who always seeks to understand the people they serve.*
- A dynamic educator who works toward meeting the needs of all children and has a strong academic and student focus. A leader who has knowledge and experience with CTE and concurrent enrollment. A leader who effectively creates, motivates, and inspires all stakeholders to achieve a common vision. An administrator who is fiscally responsible with in-depth knowledge of Colorado school finance and budgeting. A business mindset and civic engagement.*
- An approachable leader that is visible in the schools, community, and steps up to be the "Face" of the district. A person who wants to be present and involved in the district's communities and will continue to build upon and maintain relationships. A person who actively engages, listens, and effectively communicates with staff, parents, and community. A leader who demonstrates empathy, emotional intelligence, and integrity.*
- A competent leader who understands and has experience with engagement as a base for learning and has bilingual experience. A leader who empowers the team to rise and succeed, is empathetic, and respectful. A leader who can garner support for the future of the district and community and is an advocate for students, staff, and community (e.g., BEST matching funds for capital construction, bonds, mills).*

Summary of Strengths and Abilities

I am a collaborative leader deeply committed to fostering teamwork, understanding, and progress within rural school districts. I take pride in my ability to work with existing district strengths to build upon success, ensuring all voices are heard and valued. My passion for rural communities runs deep, and I am committed to living, engaging, and growing alongside the community long-term. With strategic planning expertise, I bring a focused and forward-thinking approach to sustaining and enhancing the district's momentum. I am a humble, confident, and competent leader who prioritizes listening, understanding, and serving those I lead.

As an experienced educator, I maintain a student-centered approach, ensuring that the needs of all children are met. I bring knowledge and experience in Career and Technical Education (CTE) and concurrent enrollment, recognizing their importance in expanding opportunities for students. I excel at uniting stakeholders under a shared vision, motivating and inspiring them to achieve common goals. I have a comprehensive understanding of Colorado school finance and budgeting, which enables me to maintain fiscal responsibility while ensuring resources are allocated effectively. My business acumen and civic engagement help me build strong partnerships and enhance the district's overall operations.

I am an approachable, visible leader who believes in the importance of connecting with staff, students, parents, and the broader community. My goal is to serve as the "face" of the district, actively participating in school and community events while fostering meaningful relationships. I listen actively, communicate effectively, and value collaboration, ensuring that everyone feels heard and respected. I strive to lead with empathy, emotional intelligence, and integrity in all interactions.

With experience in creating engaging learning environments, I empower my team to rise to challenges and achieve success. My bilingual experience enhances my ability to communicate and connect with diverse stakeholders. I am a strong advocate for students, staff, and the community, consistently working to secure resources and garner support for the district's future, including capital construction initiatives like BEST matching funds, bonds, and mill levies. My leadership is rooted in advocacy, respect, and a shared commitment to educational and community excellence.

DISCLAIMERS AND AFFIRMATION

District Policy

McPherson & Jacobson, L.L.C. and the client we represent are an Equal Opportunity Employer. McPherson & Jacobson, L.L.C. ensures equal employment opportunities regardless of race, creed, gender, color, national origin, religion, age, sexual orientation, or disability. McPherson & Jacobson, L.L.C. has a policy of active recruitment of qualified minority applicants. Any individual needing assistance in making application for any opening should contact McPherson & Jacobson, L.L.C.

Application Confirmation Statement

I certify that the information provided herein is true and complete to the best of my knowledge. Applicant hereby waives his/her right to confidentiality with regard to his/her work record or criminal record and consents to and authorizes the release of information from current and former employers and/or law enforcement personnel upon inquiry under this application.

I agree to the terms **Affirm**
above

Initials **APA**

Affirmation Date **02/02/2025**

Drew Adams



EXPERIENCE

Adams 14 - Sr. Director of Human Resources - Commerce City, CO July, 2021 - Present

- Oversee the recruitment and support all employees PK-12
- Executive Coach for Principals
- Coordinated staff evaluations
- Provided onsite support to all building leaders
- Employee relations

Bus Driver- BVSD/Stay at home parent October, 2020- July, 2021

- Safely transported students to and from school

The International School at Thornton Middle - Principal - Thornton, CO July, 2019- June, 2020

- Developed personalized professional development program
- Redeveloped the teacher support systems
- Launched support services for online learning systems

Colegio Colombo Britanico - Head of Secondary - Cali, Colombia July, 2017 - July, 2019

- Established a clear vision for student learning
- Developed new communication protocols to interact with parents
- Devised and implemented a coaching evaluation system
- Launched the first comprehensive college and career counseling program
- Initiated and created a student perception survey for all teachers
- Redeveloped the induction process for new staff

Roaring Fork High School - Principal - Carbondale, CO July, 2012 - June, 2017

- Established a school based health clinic
- Board member of Family Resources
- Secured over \$100,000 in grant funding to support a mental health clinician
- Developed new system of academic intervention for school
- Implemented new advisory program
- Planned and supervised school climate goals
- Developed online media presence to increase community engagement
- Initiated coaching strategies for teacher evaluation

SKILLS

- Visionary
- Organized
- Reflective
- Focused

RECOGNITION

“He is not afraid to work hard and is mission oriented in a way that sustains him and inspires others along the way.”

“Drew is the type of leader who makes things happen for a school, and is constantly deriving innovative methods to support student learning.”

“Drew’s openness to change, encouragement of student and professional growth, and respect for multiple perspectives are great strengths that benefited both students and staff.”

Casey Bilingual Middle School –Assistant Principal - Boulder, CO

August, 2008 - June, 2012

Administrative Liaison for a \$33 million project for a the new school construction for Casey Middle School
Supervised and directed all athletic and student activities
Coordinated and planned the master schedule
Planned and supervised school climate goals

“Drew not only knows every student by their name and face at his school, but he also knows their post-high school goals and their paths to reach them.”

Monarch High School –Assistant Principal- Louisville, CO

August, 2006- June, 2008

Supervised and directed co curricular and extracurricular activities
Initiated a tutor program for 9th graders
Coordinated site visits at local schools for ITF and PLC development
Lead the design and implementation of Professional Learning Communities
Implemented the first ELD program

“He guides educators to make great strides in building community, increasing achievement, and providing a safe and nurturing environment for all children.”

Centaurus High School - Lafayette, CO

August, 1999 - June, 2006

Taught various courses in English Language Arts & Humanities
Served as School Climate Liaison
Fulfilled duties coordinating ESL student services as Lead ESL Teacher

“He motivates staff to learn new ways of teaching and motivates students to incorporate new ways of being.”

Vikan Middle School - Brighton, CO

August, 1996- June, 1999

Taught US History, World Geography and Reading courses
Co-wrote a Title VII grant and designed an ESL curriculum

“Under Drew’s leadership, his school has shown strong performance on a number of indicators.”

Longs Peak Middle School - Longmont, CO

August, 1995- June, 1996

Taught 7th grade geography and science

“As Principal of Roaring Fork High School, Drew led with compassion, integrity, and a clearly communicated vision.”

EDUCATION

EdD, Executive Leadership, University of Colorado
Denver, CO

May, 2024

Academic Leadership and Policy Studies Program University of Colorado,
Denver, CO

June, 2005- June, 2006

Principal Licensure Program K-12 State of Colorado

MA, Curriculum and Instruction – CLDE K-12, University of Colorado
Denver, CO

May, 2003

BA, Anthropology and Latin American Studies, University of Colorado,
Boulder, CO

August, 1991- August, 1994

LANGUAGES

Advanced Spanish Speaker