



**MCPHERSON *M* JACOBSON, LLC**

EXECUTIVE RECRUITMENT & DEVELOPMENT

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

**APPLICATION SUMMARY**

FOR

***Mr. Kirk L. Banghart***

**Record of Professional Education:**

**Degrees and Institutions:**

- \* Fort Lewis College: Durango, Colorado - Humanities, Bachelor of Arts (05/1998)
- \* Adams State University: Alamosa, - Master of Arts (05/2004)

**Record of Professional Experience:**

- \* (Current Employment)
- \* Vice President and Chief Facilitator - Generation School Network: Denver, Colorado (08/2017 - 06/2025)
- \* Superintendent - Moffat Consolidated School District #2: Moffat, Colorado (05/2010 - 05/2017)
- \* Director of Teaching and Learning - Salida School District: Salida, Colorado (09/2008 - 05/2010)
- \* Principal, Salida Middle School - Salida School District: Salida, Colorado (06/2006 - 06/2008)

**Summary completed: February 2025**

# **Garfield RE-2 School District**

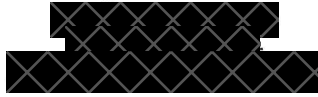
## **Rifle, Colorado**

### **Kirk Banghart**

#### **Summary of Reference Checks:**

- Knowledge of and ability to effectively navigate the Colorado political landscape and myriad constituent groups
- Demonstrated experience of effective advocacy for public schools
- Engaging and gathering stakeholder perspectives
- Communicates authentically and effectively
- Thinks strategically, and embraces a systemic approach to problem solving
- Professional with high integrity
- Knows grassroots advocacy
- Strong advocate of public education
- Builds relationships
- Knows how to maneuver political situations
- Superintendent experience Moffat School District #2
- Worked with nonprofit organizations
- Has good perspective of the Colorado educational systems and legislation
- Innovative
- Encourages people to grow
- People person
- Good communicator
- Builds trust with people and groups he works with
- Lots of energy
- Knows the landscape of Colorado politics
- Strong leadership skills
- Respected leader
- Strong network with public education leaders and elected board members across Colorado with current role in the Colorado Rural Education Collaborative/Generation Schools

**Kirk Banghart**  
**Garfield RE-2 School District, Rifle, CO - Superintendent (361)**



## **COVER LETTER**

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### **Cover Letter**

Please type your personalized cover letter here.

*Cover Letter*

**Dear Members of the Garfield RE-2 School Board,**

**I am excited to submit my application for the Superintendent position in the Garfield RE-2 School District. With a deep commitment to rural education and a track record of collaborative leadership, I am eager to bring my experience and passion to a district dedicated to student success and community engagement. I have extensive experience in educational leadership, strategic planning, fiscal responsibility, and community relations—making me well-equipped to serve as the "face" of the district while fostering an inclusive and high-achieving academic culture.**

**As Superintendent of Moffat Consolidated School District #2, I successfully led the district through strategic improvements by leveraging staff strengths, engaging stakeholders, and ensuring responsible fiscal management. My leadership in the Colorado Rural Education Collaborative has allowed me to build partnerships across multiple districts, strengthening workforce pathways, concurrent enrollment opportunities, and Career and Technical Education (CTE) programs. I understand the unique challenges and opportunities of rural communities and have consistently prioritized student achievement, educator empowerment, and financial stewardship.**

**My leadership philosophy is rooted in visibility, collaboration, and accountability. I believe in being an active presence in schools, community events, and local initiatives to build trust and ensure that the district's mission aligns with the community's values. My experience securing funding for capital projects, including BEST matching funds, demonstrates my ability to advocate for necessary resources while maintaining responsible budgeting practices. Additionally, my background in bilingual education and engagement-based learning aligns with the district's commitment to serving a diverse student population.**

**I am eager to bring my expertise and dedication to Garfield RE-2 and contribute to its continued success. I look forward to the opportunity to discuss how my leadership can support and enhance the district's vision. Thank you for your time and consideration.**

**Sincerely,  
Kirk Banghart**

## PERSONAL DATA

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### Personal Data

How did you hear about this position?	"Word of Mouth"	Title	Mr.
First Name	Kirk	Middle Initial	L.
Last Name	Banghart	Suffix	
Email		Primary Phone	
Alternate Phone			

## PERSONAL INFORMATION

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### Present Address

Street		City	
State	Colorado	Zip Code/Postal Code	

### 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.? **Yes**

## EDUCATION

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### Undergraduate Institution #1

Type of School	College/University	Name of School	Other: Fort Lewis College
City	Durango	State	Colorado
Attended From (mm/yyyy)	09/1993	Attended To (mm/yyyy)	05/1998
Graduation Date (mm/yyyy)	05/1998	Degree	Bachelor of Arts
Subject	Other: Humanities		

### Undergraduate Institution #2

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



### Undergraduate Institution #3

Type of School

City

Attended From  
(mm/yyyy)

Graduation Date  
(mm/yyyy)

Subject

Name of School

State

Attended To  
(mm/yyyy)

Degree

### Graduate Institution #1

Name of School

**Other: Adams State University**

City/State

**Alamosa,**

Graduation Date  
(mm/yyyy)

**05/2004**

Degree

**Master of Arts**

### Graduate Institution #2

Name of School

City/State

Graduation Date  
(mm/yyyy)

Degree

### Major/Course of Study

Undergraduate

**Humanities**

Master's

**Educational Leadership**

Specialist's

Doctorate

Publications

Activities/Honors

## EXPERIENCE

### Current Employment

Employer Name

**Generation School Network**

From (mm/yyyy)

**08/2017**

To (mm/yyyy)

**06/2025**

Assignment

**Vice President and Chief  
Facilitator**

Reason For Leaving

**Still Employed**

Supervisor Name

Supervisor Phone  
Number

Supervisor Email

Employer City

**Denver**

Employer State

**Colorado**

May we Contact this  
Employer



### Professional Experience #2

Employer Name

**Moffat Consolidated School  
District #2**

From (mm/yyyy)

**05/2010**

To (mm/yyyy)

**05/2017**

Assignment

**Superintendent**

Reason For Leaving

**Colorado Rural Education  
Collaborative**

Supervisor Name

Supervisor Phone  
Number

Supervisor Email

Employer City

**Moffat**





Employer State

**Colorado**





May we Contact this  
Employer



### **Professional Experience #3**

Employer Name	<b>Salida School District</b>	From (mm/yyyy)	<b>09/2008</b>
To (mm/yyyy)	<b>05/2010</b>	Assignment	<b>Director of Teaching and Learning</b>
Reason For Leaving	<b>Became Superintendent of Moffat Consolidated School District #2</b>	Supervisor Name	
Supervisor Phone Number		Supervisor Email	
Employer City	<b>Salida</b>	Employer State	<b>Colorado</b>
May we Contact this Employer			

### **Professional Experience #4**

Employer Name	<b>Salida School District</b>	From (mm/yyyy)	<b>06/2006</b>
To (mm/yyyy)	<b>06/2008</b>	Assignment	<b>Principal, Salida Middle School</b>
Reason For Leaving	<b>Moved to Director of Teaching and Learning</b>	Supervisor Name	
Supervisor Phone Number		Supervisor Email	
Employer City	<b>Salida</b>	Employer State	<b>Colorado</b>
May we Contact this Employer			

### **Experience Summary**

Years of administrative experience **14**

## **DISCLOSURES**

### **Disclosures**

Contract Status	Are you currently under contract?	<b>No</b>
If Yes, When does it expire?	Superintendent Certification	
Do you have a Superintendent Endorsement for the state represented by the position listed on this Application Form?		
<b>No</b>		

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?	<b>No</b>
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## ATTACHMENTS

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### Attachments

Resume

Transcript



## BACKGROUND INFORMATION

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### 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 **No**  
convicted of a  
violation of law other  
than a minor traffic  
violation?

If yes, please explain

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

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 **No**  
placed on leave by  
your employer for  
any alleged  
misconduct?

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.

**KLB, 2/14/2025**

## **GARFIELD RE-2 SCHOOL DISTRICT, COLORADO - CRITERIA**

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### **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 bi-lingual 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).*

**I bring extensive experience in rural school leadership, fostering collaboration and leveraging staff strengths to drive student success. As Superintendent of Moffat Consolidated School District #2, I worked closely with stakeholders to implement strategic plans, maintaining district momentum while prioritizing community engagement. I understand the unique strengths and challenges of rural education and have successfully created systems that build upon staff expertise to drive student achievement. My commitment to rural communities extends beyond leadership—I believe in being fully embedded in the district, engaging with families, businesses, and local organizations to ensure that the school system reflects the values and needs of the community. I am dedicated to long-term involvement, ensuring stability and consistency in leadership that aligns with the district's vision.**

**With a strong academic and student-centered focus, I have led initiatives that enhance learning opportunities for all students, including the development and expansion of Career and Technical Education (CTE) and concurrent enrollment programs. I believe that students should have access to diverse pathways that prepare them for postsecondary education, careers, and lifelong success. In my work with the Colorado Rural Education Collaborative, I helped implement programs that connected students to workforce opportunities, ensuring that their education was relevant, rigorous, and aligned with industry standards. My leadership is built on the foundation of motivating and inspiring educators, students, and community members to work toward a shared vision of excellence. Additionally, my experience in school finance and budgeting ensures that resources are allocated strategically, supporting both instructional and operational needs while maintaining long-term financial sustainability.**

**I am a highly visible and approachable leader who understands that relationships are key to a successful school district. My presence in schools and community events has helped foster trust among stakeholders,**

ensuring that families, educators, and students feel heard and valued. I believe in clear and transparent communication, engaging in active listening and collaborative dialogue to address concerns and celebrate achievements. My leadership style is rooted in empathy, integrity, and emotional intelligence, allowing me to create an inclusive culture where all voices matter. By building meaningful connections with parents, staff, and local organizations, I ensure that decision-making is informed by the community's priorities and the district's long-term goals.

Additionally, I recognize the importance of engagement-based learning and have experience in bilingual education, ensuring equitable access to high-quality instruction for all students. In an increasingly diverse educational landscape, it is critical to create an inclusive learning environment that meets the needs of all learners, regardless of background or language proficiency. I have successfully advocated for funding opportunities, including BEST matching funds, bonds, and mill levies, to support district growth, facility improvements, and innovative programming. My ability to align strategic planning with community needs and secure financial resources ensures that the district remains well-positioned for future success. As an advocate for students, staff, and the broader community, I am committed to leading with vision, collaboration, and a relentless focus on student achievement.

## DISCLAIMERS AND AFFIRMATION

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### *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                      **KLB**

Affirmation Date         **02/14/2025**



# KIRK BANGHART



## SUPERINTENDENT

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### Professional Summary

Visionary and results-driven educational leader with a proven ability to set and achieve district goals through collaboration with key stakeholders. Highly skilled in fostering a supportive and empowering environment for teachers and staff, utilizing best practices to maximize student achievement. Demonstrates exceptional communication, relationship-building, and decision-making skills to inspire trust and transparency. Adept at managing resources conservatively while driving continuous improvement in curriculum, programming, and operational systems. Deeply committed to being visible and engaged in the community, respecting the unique dynamics of rural settings, and creating opportunities that prioritize student success.

### Professional Experience

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#### Vice President and Chief Facilitator of the CREC

Generation Schools  
Network/Colorado Rural Education  
Collaborative  
August 2017-Present

As Vice President and Chief Facilitator, I lead and manage CREC's strategic initiatives aimed at improving rural education in Colorado. This includes facilitating collaboration among 86 member districts, spearheading educational projects, and ensuring the effective implementation of key programs such as Teacher and Leader Efficacy, SEL, College and Career Readiness, and STEM initiatives.

#### Superintendent of Schools

Moffat Consolidated School  
District #2  
June 2010- 2017

As Superintendent, I provided strategic leadership for Moffat Consolidated School District #2, ensuring excellence in education while fostering a collaborative culture. I worked closely with staff, students, the community, and the Board of Education to implement educational programs, manage operations/budget, and promote student success across the district, including both district and charter schools.

#### Director of Teaching and Learning

Salida School District  
August 2008 – May 2010

As Director of Teaching and Learning, I was responsible for overseeing the district's curriculum, instruction programs and Federal and State grant programs. I collaborated with administrators, teachers and constituents to implement educational strategies, support professional development, and ensure alignment with state standards. I fostered an environment focused on improving student outcomes, integrating innovative teaching methods, and ensuring continuous growth for both staff and students.

#### Principal

Salida School District  
August 2006 – August 2008

As Middle School Principal, I provided dynamic and visionary leadership for the school, fostering a positive, safe, and academically challenging learning environment for all students. I was responsible for the overall administration, supervision, and evaluation of the school's educational programs, staff, and resources. In this role, I had a strong commitment to student success, effective communication skills, and the ability to build strong relationships with students, staff, parents, and the community.

#### Dean of Students

Salida School District  
December 2003 – August 2006

As Middle School Dean of Students, I played a critical role in fostering a positive, safe, and supportive learning environment for all students. I was focused on student behavior, attendance, and well-being, working collaboratively with the principal, teachers, counselor, and parents to address student needs and promote a healthy school climate. I was responsible for implementing and enforcing school policies, managing student discipline, and providing support and guidance to students.

# KIRK BANGHART

## SUPERINTENDENT



### Skills

- Relationship Building
- Decision-Making
- Complex Problem-Solving
- Strategic Planning
- Results-Driven
- Instructional Leadership
- Financial Management
- Communication

### Boards & Memberships

- Great Education Colorado, Member and Governance Committee Chair
- State of Colorado's ESSA HUB Committee, Member
- Colorado Rural School Alliance, Past President
- San Luis Valley Superintendent's Advisory Committee, Past Chair
- Colorado Superintendents Advisory committee for SB 163 (School Accountability)
- Colorado Department of Education's Accountability Work Group, Past Member
- State of Colorado's Federal Programs Committee of Practitioners, Past Member

### Accomplishments

#### Board Engagement

Collaborated effectively with Boards of Education and Charter School Governing Councils to develop and implement strategic plans that strengthen governance and improve student achievement. Guided nonprofits through comprehensive strategic planning processes. Designed instructional plans for the implementation of the Policy Governance (Carver) Model with a Governing Council. Facilitated planning sessions for Boards of Cooperative Educational Services (BOCES) to optimize the allocation of state and federal funds. Proactively worked to build board cohesion, fostering trust and alignment among members to ensure effective decision-making and unified leadership.

#### Collaborative Culture Building

Led the design and implementation of distributed leadership models to drive organizational success across diverse systems. Demonstrated expertise in critically analyzing system functions, including policies, procedures, financial management, curriculum, and instruction. Fostered an inclusive environment that valued and amplified the voices of professionals and the broader community, ensuring shared ownership of decisions and outcomes. This work was accomplished during a challenging period of transition, addressing the community's needs and building a renewed sense of trust and collaboration.

#### Community Relations

Developed and implemented a comprehensive communications plan utilizing traditional and modern media to enhance brand recognition and organizational outreach. Successfully rebuilt trust and fostered open communication in a divided community following the departure of a previous Superintendent. Engaged students, staff, parents, and community members to cultivate trust and transparency. Established a strong and collaborative relationship with the local charter school community, promoting mutual understanding and shared goals.

#### Student Achievement

Project lead on supporting a school's turnaround plan, which resulted in the school moving from "Turnaround" to "Performance" on the state accountability rating system as an intermediary consultant. Trained Phi Delta Kappa Curriculum Auditor to facilitate the alignment between the written, taught, and tested curriculum. Led two "National Title I School of Distinction" recipient schools. As superintendent, led a district from "Priority Improvement" to "Distinction" during my tenure.

### Education

#### Master of Arts in Educational Leadership

Adams State University  
2004

#### Bachelor of Arts in Humanities

Fort Lewis College  
1998

### Certification

- Continuing Administrator License in the State of Colorado
- Continuing Teacher License in the State of Colorado