



MCPHERSON JACOBSON, LLC

EXECUTIVE RECRUITMENT & DEVELOPMENT

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

APPLICATION SUMMARY

FOR

Mr. Timothy G Renn

Record of Professional Education:

Degrees and Institutions:

- * Purdue University: Hammond, Indiana - Secondary Education, Bachelor of Arts (05/2002)
- * Central Texas College: Killeen, Texas - Liberal Arts, A.A. (05/2002)
- * : , - , ()
- * Colorado State University: Fort Collins, CO. - Master of Arts (08/2007)
- * University of Northern Colorado: Greeley, CO. - Endorsement - Special Education Administrator (12/2019)

Record of Professional Experience:

- * (Current Employment)
- * Middle School Principal, Director of Special Services - Canon City Schools RE-1: Canon City, Colorado (06/2015 - 06/2025)
- * PK-8 Principal - Huerfano School District: Walsenburg, Colorado (06/2014 - 06/2015)
- * Teacher and Assistant Principal - Greeley/Evans School District 6: Greeley, Colorado (06/2002 - 06/2014)
- * Movement Control Specialist - U.S. Army: Fort Hood, Texas (02/1995 - 02/1999)

Summary completed: February 2025

Garfield RE-2 School District

Rifle, Colorado

Timothy Renn

Summary of Reference Checks:

- Leads with clarity and purpose
- Implements district-wide initiatives for educational excellence and operational efficiency
- Ensures high-quality learning experiences for all students
- Improves academic outcomes through innovative programs and enhanced support services
- Approachable and transparent leader
- Builds trust and collaboration with staff, parents, and community stakeholders
- Manages multi-million dollar budgets effectively
- Secures additional resources through grants and funding opportunities
- Actively participates in school and community events
- Strengthens relationships between the district and stakeholders
- Supports and mentors staff
- Creates a culture of continuous learning and leadership development
- Developed and implemented AVID, School to Work Alliance, and 21st Century Enrichment Programs
- Expands opportunities for student growth
- A dynamic and visionary leader
- Strong in strategic planning, community engagement, and fiscal responsibility
- An outstanding candidate for the Garfield Re-2 School District Superintendent role

Tomothy Renn
Garfield RE-2 School District, Rifle, CO - Superintendent (361)



COVER LETTER

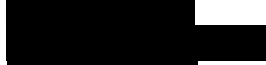
Cover Letter

Please type your personalized cover letter here.

Cover Letter

Garfield RE-2 School District

Timothy G. Renn



January 26, 2025

Dear Board of Education, Staff, and Community,

My name is Timothy Renn, and I am honored to apply for the position of Superintendent of Schools. The Garfield RE-2 School District and its community deserve an enthusiastic leader with the knowledge and relational skills to guide an excellent school system. I believe my unique professional and life experiences make me a strong candidate as you consider your next Superintendent of Schools.

Many applicants may share similar professional qualifications, so I would like to highlight some of my life experiences. My wife, Sandra, and I met 28 years ago while serving in the U.S. Army. Originally from Indiana, I moved to Colorado in 2002, where I began my teaching career, and Sandra, who is from Texas, started working as a nurse. Shortly thereafter, our family began to grow with the arrival of our sons, Coletin and Gabriel. Notably, we are a bi-cultural family, which has allowed us to deeply embrace both Anglo-American and Mexican-American cultures throughout nearly three decades of life and work.

Professionally, my career has evolved over time. I have served as a teacher, assistant principal, principal, and, currently, the Director of Special Services for Canon City Schools. Over the past 23 years, I have worked in three school districts, two of which served majority-minority Hispanic populations. Additionally, two of the three districts were rural, giving me valuable insight into the needs of diverse and rural communities. I have provided greater detail into my experiences and educational background through an attached resume. I hope to have the opportunity to tell you more about myself, and learn more about each of you and the Garfield RE2 community.

In closing, I bring to your consideration a leader with a deep love for people, a passion for excellence in teaching and learning, and the judgment necessary to make challenging decisions in alignment with the district's strategic plan. Most importantly, I look forward to the opportunity to meet you, share more about myself, and learn all I can about the Garfield RE-2 Community.

**Sincerely,
Timothy G. Renn**

PERSONAL DATA

Personal Data

How did you hear
about this position?

McPherson & Jacobson website

Title

Mr.

First Name

Timothy

Middle Initial

G

Last Name

Renn

Suffix

Email

Primary Phone

Alternate Phone

PERSONAL INFORMATION

Present Address

Street

City

State

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

Undergraduate Institution #1

Type of School

College/University

Name of School

Other: Purdue University

City

Hammond

State

Indiana

Attended From
(mm/yyyy)

08/2000

Attended To
(mm/yyyy)

05/2002

Graduation Date
(mm/yyyy)

05/2002

Degree

Bachelor of Arts

Subject

Other: Secondary Education

Undergraduate Institution #2

Type of School

College/University

Name of School

Other: Central Texas College

City

Killeen

State

Texas

Attended From
(mm/yyyy)

01/1997

Attended To
(mm/yyyy)

02/2002

Graduation Date
(mm/yyyy)

05/2002

Degree

Other: A.A.

Subject

Other: Liberal Arts

Undergraduate Institution #3

Type of School

Name of School

City

State

Attended From
(mm/yyyy)

Attended To
(mm/yyyy)

Graduation Date
(mm/yyyy)
Subject

Degree

Graduate Institution #1

Name of School	Other: Colorado State University	City/State	Fort Collins, CO.
Graduation Date (mm/yyyy)	08/2007	Degree	Master of Arts

Graduate Institution #2

Name of School	Other: University of Northern Colorado	City/State	Greeley, CO.
Graduation Date (mm/yyyy)	12/2019	Degree	Other: Endorsement - Special Education Administrator

Major/Course of Study

Undergraduate	Master's
Specialist's	Doctorate
Publications	Activities/Honors

EXPERIENCE

Current Employment

Employer Name	Canon City Schools RE-1	From (mm/yyyy)	06/2015
To (mm/yyyy)	06/2025	Assignment	Middle School Principal, Director of Special Services
Reason For Leaving	Current	Supervisor Name	
Supervisor Phone Number		Supervisor Email	
Employer City	Canon City	Employer State	Colorado
May we Contact this Employer			


Professional Experience #2

Employer Name	Huerfano School District	From (mm/yyyy)	06/2014
To (mm/yyyy)	06/2015	Assignment	PK-8 Principal
Reason For Leaving	Accepted position with Canon City Schools	Supervisor Name	
Supervisor Phone Number		Supervisor Email	
Employer City	Walsenburg	Employer State	Colorado
May we Contact this Employer			

Professional Experience #3

Employer Name	Greeley/Evans School District 6	From (mm/yyyy)	06/2002
To (mm/yyyy)	06/2014	Assignment	Teacher and Assistant Principal
Reason For Leaving	Accepted Principal position	Supervisor Name	
Supervisor Phone Number		Supervisor Email	
Employer City	Greeley	Employer State	Colorado
May we Contact this Employer			

Professional Experience #4

Employer Name	U.S. Army	From (mm/yyyy)	02/1995
To (mm/yyyy)	02/1999	Assignment	Movement Control Specialist
Reason For Leaving	Honorable Discharge	Supervisor Name	See DD-214
Supervisor Phone Number		Supervisor Email	
Employer City	Fort Hood	Employer State	Texas
May we Contact this Employer			

Experience Summary

Years of administrative experience **16**

DISCLOSURES

Disclosures

Contract Status Are you currently under contract? **Yes**

If Yes, When does it expire? **06/2025** Superintendent Certification

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

Yes

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? **Yes**

ATTACHMENTS

Attachments

Resume

Transcript

Other



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 **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.

TGR 1/31/25

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 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).*

Garfield RE2 Selection Committee,

The selection of a school district superintendent is a major undertaking and one of the most important decisions any community makes as it considers the future of its school district. It is with excitement and

humility that I introduce myself to your team. The Garfield RE2 School District deserves an excellent leader to guide students, families, and staff into the future. Much has been accomplished by the Garfield School District in recent years in the areas of strategic planning, graduate profile development, and college and career planning. Additionally, the school district retains strong leadership at the Board of Education, central office, school administration, and staff levels. I hope to bring my acumen for relationship-building and my 23 years of experience in public education to the Garfield RE2 School District to guide and facilitate a smooth transition into a bold and exciting future that offers wonderful experiences for students.

As a relational leader, I find it both effective and rewarding to collaborate with stakeholders on a personal level as much as possible. I enjoy participating in professional learning communities with staff and community members. It has been my experience that the old adage, "They don't care what you know until they know that you care," is as true now as ever before. I also believe that the leader of a school district, especially a rural school district, must be an active and visible participant in the community. I have had this experience in Cañon City for the past ten years. I started in Cañon City as a middle school principal and currently serve as the Director of Special Services. Cañon City shares many characteristics with the Rifle, Silt, and New Castle communities. Both communities are rural in nature, located approximately an hour from the next major city. Rural communities are all unique, with deeply held traditions, distinctive qualities, and strengths. It has been my great pleasure to serve rural communities throughout my career, and I hope to continue this work in the Garfield RE2 School District.

In both of my positions in my current school district, I have been involved in continuous improvement planning. I was part of a small group of district leaders that developed the foundation of what became our core values. We worked collaboratively with instructional staff, support staff, school administration, school board members, and other community representatives to establish a final set of core values: Maslow before Bloom, Growth matters most, We are future-focused, and We put the needs of students first. Once we established these core values, we developed our Graduate Profile, which we call SELF. It includes all the skills and traits we believe students should have to be successful in their futures. I have also been deeply involved in developing a district strategic plan and our district's Instructional Program Review Process. Although the vision and early adoption of these innovative practices started with our superintendents and a small group of cabinet leaders, strategic efforts were made to include the strengths, talents, and voices of a broad spectrum of stakeholders over a healthy period of time. This process allowed us to educate stakeholders and empower them to help shape how we approach education in our part of rural Colorado. My understanding is that the Garfield RE2 School District has accomplished similar goals in recent years and expects its new leader to honor the great work already invested. If given the opportunity to lead the Garfield School District, I intend to do just that.

My experience in the past ten years at Cañon City Schools has involved construction and renovation of many of our facilities. The school where I served as principal was rebuilt toward the end of my tenure with the assistance of a BEST grant. Since then, we have also built a new elementary school and are currently constructing a new high school wing while making significant improvements to three other elementary schools in our district. All of this has been made possible through two successful bond measures and two separate BEST grants. Although I was not the superintendent at the time, I was part of the leadership team that initiated the process, garnered community support, collaborated with architects and project managers, contributed to design ideas, and facilitated school operations throughout the construction phases. Most importantly, I have built strong relationships with contacts at the local, state, and industry levels who will support me in any similar efforts I undertake in another community.

As a director overseeing a large department that manages Special Education, Section 504, ELL/CLD, Gifted and Talented, Health Services, Truancy, Enrichment Programs, and Title IX programs, I have directly or indirectly managed millions of dollars. Most of this budget is allocated to staff salaries and benefits. As part of this responsibility, I have developed budgets and managed state and federal funds allocated to the district, either directly or through our Business Services office, for all the areas listed above. I have learned that consistent communication and monitoring through the executive cabinet and with the Chief Financial Officer are necessary to maintain healthy fiscal operations. Additionally, I have extensive experience with the annual bargaining process. Considering that 80% of revenues are used to fund salaries and benefits, experience in this process is highly relevant to the fiscal responsibilities of a superintendent.

For my entire career, I have been an advocate for ALL students and families, regardless of background. I have always fought for what students and families need to achieve their goals and dreams. I believe strongly in providing quality education and excellence for both disadvantaged and advantaged students. Ultimately, I have high expectations for all students and work hard to provide staff, families, and students with every possible resource to achieve success. My experience as a teacher, assistant principal, principal, and special services director has given me deep and broad insight into the perspectives and needs of all learners.

As I mentioned in the cover letter of this packet, I am a proud husband to a wonderful woman who happens to be of Mexican-American heritage. We have built a life and family together for nearly 30 years and are the proud parents of two children, Coletín and Gabriel. We embrace multiculturalism as a family and participate in cultural experiences related to both Mexican-American and Anglo-American traditions. While our family's experience is our own, it has been personally enriching and has also informed my professional perspective. Although I am not yet fluent in Spanish, I would consider my proficiency to be at an intermediate level.

In closing, I recognize that selecting a new superintendent is an incredibly important decision. What I can promise is that, if chosen to lead the Garfield RE2 School District, I will lead from the heart, involve stakeholders who share our vision and commitments, honor the community's traditions, and make decisions in the best interest of students, families, and staff. I wish you the best throughout this process and hope to meet and get to know all of you soon.

Sincerely,
Timothy G. Renn

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.

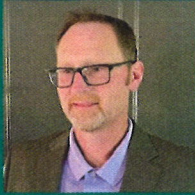
Application Confirmation Statement

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 **TGR**

Affirmation Date **01/31/2025**



Timothy G. Renn

Aspiring Superintendent of Schools

E [REDACTED]
Y [REDACTED]
B [REDACTED]

STRENGTHS

- * Strategic Thinker
Proven ability to develop and implement strategic plans that align with organizational goals and drive positive change.
- 5 Collaborative Leader
Adept at cultivating strong relationships with diverse stakeholders, promoting an inclusive culture, and guiding consensus toward shared goals.

SKILLS

Program Development
Data Analysis Staff Leadership
Budget Management
Strategic Planning
Community Partnerships
Staff Evaluation
Parent Engagement

EDUCATION

Graduate Endorsement -
Special Education
Administration
University of Northern Colorado
2018 2020

M.A. - Educational Leadership
with Principal Endorsement
Colorado State University
2007 2009

SUMMARY

Relational leader with a proven ability to build meaningful connections across diverse stakeholders. A systems-based strategic thinker and collaborative solution-seeker with a track record of driving outcomes-based decision-making to elevate educational performance and operational excellence. Deeply committed to fostering teaching and learning environments that empower students and educators alike. Passionate about authentic community engagement to ensure equity, inclusion, and shared ownership in achieving district-wide goals.

EXPERIENCE

Executive Director of Special Services 2018 Present
Canon City School District RE1 Canon City, CO

Lead a large department that includes Special Education IDEA and Section 504 ADA, Gifted Education, ELL/CLD Education, Health Services, Enrichment Programs, Truancy and Intervention Services, and Title IX Coordination.

- Created new programs including: School to Work Alliance Program SWAP , 18 21 Community-based Transition Program, and 21st Century Before and After School Enrichment Programs.
- Managed a departmental budget of \$4 million to support the implementation of educational supports and evaluated a large staff to include Certified Staff, Special Service Providers, Managers and Coordinators, Support Staff, and other Administrators.
- Primary contributor to the creation of the Canon City School District's Mission and Vision, Core Values, Graduate Profile, Instructional Program Review, and District Strategic Plan.
- Fostered the adoption and supported the implementation process of AVID programs at all levels. Serve on the District AVID Leadership Team.
- Provided leadership mentorship to newly appointed principals and assistant principals, guiding them in effective decision-making, strategic planning, and professional growth.
- Reformed the School Health Services Program resulting in a 350% increase in revenues.
- Received 6 consecutive years of Meets Requirements. The highest accountability rating given by the CDE ESSU Division to Administrative Units for Compliance and Results indicators.
- Served on the Canon City Schools Executive Cabinet.
- Contributed toward the passage of BEST bond measures, leading to the construction of a high school, middle school, and elementary school, plus renovations to three schools.
- Contributed to the success of 1 MLO Question resulting in increased funding for technology, Early Childhood Programs, and Salary and Benefit Increases.
- Assist the Superintendent of Schools with leadership and management responsibilities upon request and as needed.

EDUCATION

B.A. - Secondary Education
Purdue University
2000 2002

A.A. - Liberal Arts
Central Texas College
1998 2000

PROFESSIONAL ORGANIZATIONS

Colorado Association of
School Executives
CASE

Rural Superintendents'
Academy
RSA

Colorado Education Initiative
CEI

State Directors' Leadership
Team - CDE ESSU Division
SDLT

AWARDS

Colorado Middle School
Principal of the Year Finalist
2018

CERTIFICATION

PRAXIS - Passed
Superintendent Exam

EXPERIENCE

Principal, Canon City Middle School 2015 2018

Canon City Schools District RE1 Canon City, CO

- Led the school from Priority Improvement status to Performance status in the first year. Increased upon performance outcomes in the second year and third years. Was selected as Colorado Middle School Principal of the Year Finalist for the 2017 2018 school year.
- Implemented a College and Career Exploratory Framework that included all students and promoted a future-focused approach to middle level teaching and learning.
- Established strong partnerships with local businesses, community colleges, and universities to provide students with real-world learning opportunities.
- Developed and strengthened Professional Learning Communities (PLCs) to enhance staff collaboration, elevate instructional practices, and drive measurable student success.
- Served as the Celebrator and Chief of all of our students' and staff's accomplishments. Promotion of the innovative work of our staff and student success stories inside the organization and to the greater community.

Principal, Peakview School 2014 2015

Huerfano RE1 School District Walsenburg, CO.

Led a rural PK 8 school serving a diverse, majority-minority student population, with a strong focus on culturally responsive leadership and increased academic opportunities for ALL students.

- Boosted student attendance rates through targeted engagement strategies by 10 percent.
- Implemented Positive Behavior Intervention Supports system. Reduced undesired behaviors and suspensions, while improving school climate and culture conditions.
- Established and enhanced Professional Learning Communities (PLCs) to foster staff collaboration, drive instructional excellence, and improve student outcomes.
- Facilitated parent workshops and community meetings to enhance parent engagement and involvement.

Assistant Principal, Franklin Middle School 2009 2014

Greeley-Evans School District 6 Greeley, CO

6-12 Teacher 2002 2009

Greeley-Evans School District 6 Greeley, CO

U.S. Army 1995 1999

Honorable Discharge Various

LANGUAGES

English Native ●●●●● Spanish Intermediate ●●●●●