



**MCPHERSON *MJ* JACOBSON, LLC**

**EXECUTIVE RECRUITMENT & DEVELOPMENT**

11725 ARBOR STREET, SUITE 220 ♦ OMAHA, NEBRASKA 68144 ♦ 402-991-7031/888-375-4814  
FAX: 402-991-7168 ♦ EMAIL: [MAIL@MACNJAKE.COM](mailto:MAIL@MACNJAKE.COM) ♦ WEBSITE: [WWW.MACNJAKE.COM](http://WWW.MACNJAKE.COM)

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

**APPLICATION SUMMARY**

FOR

***Dr. Matthew D Snyder***

**Record of Professional Education:**

**Degrees and Institutions:**

- \* Colorado State University: Fort Collins, Colorado - Biology, Bachelor of Science (05/1999)
- \* Adams State University: Alamosa - Master of Arts (05/2003)
- \* Nova Southeastern University: Fort Lauderdale - Doctorate, Ed.D. (08/2017)

**Record of Professional Experience:**

- \* (Current Employment)
- \* Superintendent - Cheraw School District: Cheraw, Colorado (07/2018 - 06/2025)
- \* Middle School Principal - Lamar School District: Lamar, Colorado (07/2013 - 06/2018)
- \* Executive Director - Southeastern BOCES: Lamar, Colorado (07/2009 - 06/2013)
- \* Elementary Principal - Lamar School District: Lamar, Colorado (07/2005 - 06/2009)

**Summary completed: February 2025**

# **Garfield RE-2 School District**

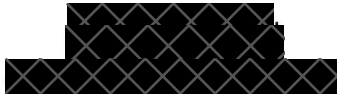
## **Rifle, Colorado**

**Matt Snyder**

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

- Driven to respond to the needs of every child
- Sense of humor supported by a small amount of teasing
- Open-door policy, makes decisions through collaboration
- Speaks and writes clearly (well organized)
- Demonstrated long-term commitment in his work over his career
- Innovative and flexible as he focuses on student needs
- Hired a reading and math interventionist to improve the academic performance of students with the greatest needs
- Believes in transparent communication between himself and the school board
- Giant strides in improving facilities and transportation fleet
- Leader who wears many hats (driving buses, cleaning facilities, serving in the lunch line)
- Active in the greater community serving on the Cheraw
- Town Council and active participant in the local theater
- Communicates with school board members on a regular basis
- Not quick to make decisions
- Tries to understand situations to resolve conflicts

**Matthew Snyder**  
**Garfield RE-2 School District, Rifle, CO - Superintendent (361)**



**COVER LETTER**

---

**Cover Letter**

Please type your personalized cover letter here.

*Cover Letter*

**With great interest, I wish to apply for the position of superintendent of Garfield RE-2 School District, offices located in Rifle, CO.**

**I believe my experience and skill set will successfully serve the students and community of your school district. Please take notice in the attached resume of my many years of experience as an administrator (20+ years), including 10 successful years as the executive director of Southeastern BOCES and superintendent of Cheraw School District. My duties and experiences as an executive leader are extensive. I'm fascinated how all services, facilities, programs, people, vehicles, board members, and every other resource managed and maintained by a school district support, sustain, and nurture the teacher and student interaction. Every decision relates to the essential need to support the teacher and student. I have direct experience in every area of the educational process from the district level to the classroom, including principal, bus driver and coach. It is an honor to orchestrate and maneuver the pieces toward the perpetual goal of providing the best possible education for all students. Specifically, I feel confident in the experiences I've had with board relations, budget building/adoption, maintaining policy manuals, maintaining/building facilities and, most importantly, educational programming and development.**

**My years of experience have also developed my soft skills. Experience has molded me into a creative, enthusiastic and caring leader; adept at developing concrete solutions to abstract problems and skilled patience in resolving conflict.**

**Also, please consider the many hours dedicated toward completing a Doctor of Education degree. These courses taught knowledge and guidance in educational leadership and required study of the following subjects: Human Resources, Finance and Budgeting, Facilities, School Law, Leadership, Curriculum, and many others. Before my years as an administrator, I served high school students as a science teacher, coach and sponsor. Early in life I lived in Puerto Rico for two years where I learned to speak Spanish.**

**I would greatly appreciate an interview and hope to hear from you soon. My wife and I both grew up in small rural mountain towns in south-central Colorado and we enjoy the outdoors and rural way of life. Please consider me for the position of superintendent of your school district. I truly believe my experiences and knowledge would be an asset to your district, community, and, most important, your students. Thank you for your time and consideration.**

**Sincerely,**

**Matthew D. Snyder, Ed.D.**

## PERSONAL DATA

### Personal Data

How did you hear  
about this position?

School board association  
posting

Title

Dr.

First Name

Matthew

Middle Initial

D

Last Name

Snyder

Suffix

Email

[REDACTED]

Primary Phone

[REDACTED]

Alternate Phone

[REDACTED]

## PERSONAL INFORMATION

### Present Address

Street

[REDACTED]

City

[REDACTED]

State

Zip Code/Postal Code

[REDACTED]

### Permanent Address

(If different from Present Address)

Street

[REDACTED]  
Colorado

City

[REDACTED]

State

Zip Code/Postal Code

[REDACTED]

### 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: Colorado State University

City

Fort Collins

State

Colorado

Attended From  
(mm/yyyy)

01/1995

Attended To  
(mm/yyyy)

05/1999

Graduation Date  
(mm/yyyy)

05/1999

Degree

Bachelor of Science

Subject

Other: Biology

### 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

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	<b>Other: Adams State University</b>	City/State	<b>Alamosa</b>
Graduation Date (mm/yyyy)	<b>05/2003</b>	Degree	<b>Master of Arts</b>

### **Graduate Institution #2**





Name of School	<b>Other: Nova Southeastern University</b>	City/State	<b>Fort Lauderdale</b>
Graduation Date (mm/yyyy)	<b>08/2017</b>	Degree	<b>Other: Doctorate, Ed.D.</b>

### **Major/Course of Study**



Undergraduate	<b>Biology</b>	Master's	<b>Education Administration</b>
Specialist's		Doctorate	<b>Education Administration</b>
Publications		Activities/Honors	

## **EXPERIENCE**



### **Current Employment**

Employer Name	<b>Cheraw School District</b>	From (mm/yyyy)	<b>07/2018</b>
To (mm/yyyy)	<b>06/2025</b>	Assignment	<b>Superintendent</b>
Reason For Leaving	<b>Advance career.</b>	Supervisor Name	
Supervisor Phone Number		Supervisor Email	
Employer City	<b>Cheraw</b>	Employer State	<b>Colorado</b>
May we Contact this Employer			



### **Professional Experience #2**

Employer Name	<b>Lamar School District</b>	From (mm/yyyy)	<b>07/2013</b>
To (mm/yyyy)	<b>06/2018</b>	Assignment	<b>Middle School Principal</b>
Reason For Leaving	<b>Advance career</b>	Supervisor Name	
Supervisor Phone Number		Supervisor Email	
Employer City	<b>Lamar</b>	Employer State	<b>Colorado</b>
May we Contact this Employer			

### **Professional Experience #3**

Employer Name	<b>Southeastern BOCES</b>	From (mm/yyyy)	<b>07/2009</b>
To (mm/yyyy)	<b>06/2013</b>	Assignment	<b>Executive Director</b>
Reason For Leaving	<b>I eliminated my position to save other BOCES employees from losing their jobs.</b>	Supervisor Name	
Supervisor Phone Number		Supervisor Email	
Employer City	<b>Lamar</b>	Employer State	<b>Colorado</b>
May we Contact this Employer			

#### **Professional Experience #4**

Employer Name	<b>Lamar School District</b>	From (mm/yyyy)	<b>07/2005</b>
To (mm/yyyy)	<b>06/2009</b>	Assignment	<b>Elementary Principal</b>
Reason For Leaving	<b>Career opportunity as Executive Director of BOCES</b>	Supervisor Name	
Supervisor Phone Number		Supervisor Email	
Employer City	<b>Lamar</b>	Employer State	<b>Colorado</b>
May we Contact this Employer			

#### **Experience Summary**

Years of administrative experience **22**

#### **DISCLOSURES**

---

##### **Disclosures**

Contract Status		Are you currently under contract?	<b>Yes</b>
If Yes, When does it expire?	<b>06/2025</b>	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?	<b>No</b>
---------------------------	-----------------------------	-----------

## ATTACHMENTS

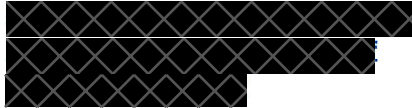
---

### 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 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.

**MDS, December 14, 2024**

## **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).*

**The descriptions of "Collaborative Leader", "Approachable Leader" and "Competent Leader" presented in this application are very similar and I'd like to address them together. They seem similar because of an experience I had in an ethics class for the doctorate degree. I asked the professor how a leader is able to think outside of the box, but not so far to become unethical. His response was to never keep your work a secret. Always share your work and ideas with others so they can help guide you away from unethical behavior. I have been accused of thinking outside the box on many occasions. I attempt to look at every decision from as many angles as possible. I rely on my staff, committees, and (especially) the school board to keep me from getting into trouble. To me, this is the importance of collaborative leadership. It takes more time, but the benefits of a collaborative effort far outweigh the thoughts of one. I start with the school board. I try to share everything that I feel is important and may damage the school district with school board members. There have been a couple times where my actions, even though they may be appropriate, may involve conflict that could lead to district problems. I immediately email and/or text board members to let them know the situation and to share the reasoning. I have no problems saying "I don't know." Sometimes I need time to search for answers. Parents and community members have sent questions, which I encourage. I enjoy explaining (teaching) the reasons behind decisions. Sometimes, people don't agree or like my responses. However, a good solid decision communicated by me gives the other person the information they need to provide a good response. I actually like a good conversation and enjoy it when someone is able to disagree to the point that it changes my mind. I value a competent, intelligent conversation.**

**These opportunities to communicate include parents and community members who speak Spanish. Many years ago, I lived in Puerto Rico for 2 years and learned to communicate in Spanish. This skill has been very helpful as an instructor and, especially, as an administrator. In Lamar, I had the opportunity almost daily of speaking to those who prefer to communicate in Spanish. Talking with someone in their preferred language helped open trust and understanding. Once they knew I could communicate in their language, they felt more comfortable to let me know their concerns and share their insights. As elementary principal, my regular newsletters were**

authored by me in both English and Spanish.

Despite the desire to shut the office door so I can think and complete my duties, my door remains open so that others can accomplish their tasks. This means that emails and major projects like grants, budgets, and policy updates are accomplished before/after school and on weekends. As stated earlier, it is important to attend events like music performances and athletics. Occasionally, I'll drive the bus to school events. Becoming a part of the community is also important. In Lamar, I served a 4.5-year term as a trustee on the hospital board. While living in Cheraw, I've participated in 4 plays with local theater and became a member of the Cheraw Town Council.

Safety and Education are the two most important responsibilities of a school. My administrative experience as a "Dynamic Educator" started in Lamar School District. We were part of the Reading First initiative back when I first became elementary principal. I was taught the importance of data, practices that support learning, and using assessments to achieve results. We purchased a data warehouse that assisted in data analysis, we received training on good reading instruction practices, made sure our students had access to research-based initial and supplemental reading curriculum, and managed a schedule that focused on instruction above all else, including recess and specials. Intervention changed from helping kids with homework, to research-based intervention programs targeting those skills that students needed in order to catch grade-level instruction. Though Reading First no longer exists, I took these same practices to Cheraw. Since I've been in Cheraw, we've purchased curriculum and supplemental material (books and on-line) that are up to date and approved by CDE. A consultant has visited our school on numerous occasions to teach and support our teaching efforts. Alpine Achievement is discontinued, but we've since purchased the services of another web-based platform to store and analyze our assessment data. Cheraw had already been testing with STAR and we continue to use it as our norm-referenced summative assessment. We've also recently hired a reading and math interventionists to assist in providing targeted instruction to those who need it. A couple of our paraprofessionals have been trained to use intervention reading programs to also assist in our efforts to target individual student with reading needs.

The academic needs of high school students are different than at the elementary level. Academic reading, writing, and arithmetic are still important. Measuring academic achievement is still important. However, the focus at the secondary level includes workforce readiness and college preparedness. Currently, Colorado uses the services of P/SAT to measure academic achievement. So, on that same line of thinking, instead of STAR testing, Cheraw High School students take mid-year assessments from a vendor who specializes in the SAT. Their questions and answers not only give a measurement as to how well the student will do on the SAT, it also prepares our students to understand the SAT test environment. While at Cheraw, we've also added courses and programs that fit the need or our students and community. When I first arrived at Cheraw, school board members felt the community wanted an Ag/FFA program. So, we created an FFA program. Currently, half of our high school students participate. Also since coming to Cheraw, we've added a school-to-career option for our seniors who would like to work outside of school for half the day. Our small school district isn't big enough to offer all programs, but I attempt to find those courses that will support student's futures. We allow multiple High School students to enroll and attend concurrent courses through the local community college. We also experiment with in-house courses that students might like to attend. We've attempted computer science course and a construction class, but both failed for a variety of reasons. However, we've implemented other courses that appear to be flourishing: Personal Finance, Commercial Driver's License & Drones.

Fiscal responsibility is a big deal for all schools. I've been taught in class and mentorship the importance of being good stewards of public funds. Cheraw's budget is strong and we've been able to use it for facility and academic upgrades each year. We maintain a healthy reserve which enables us to expend almost equal to the revenue each year, including a bit tucked into a capital construction fund for future needs. Sharing my budget with the Business Manager helps to keep the budget relevant. I like to keep a wish list of academic programs and facility needs in the plans. There have been times when a grant (SAFETY, COPS, BEST, and EPA) became available and we were able to advance facility plans faster than expected.

With the help of future planning and budgeting resources, Cheraw was able to accomplish the following during my tenure:

- a. Food nutrition management
- b. Added FFA program
- c. Added Security Measures including: Armed Personnel Initiative, Multiple SAFETY/COPS grants for security cameras, hand-held radios, bus radios.
- d. Almost a complete replacement of transportation fleet, plus new bus barn
- e. New/updated curriculum for entire district, including supplemental reading and math programs to support learning, plus consultant training with Learning Keys.
- f. Additional hired positions: Reading interventionist, math interventionist, principal
- g. Complete District Policy Manual overhaul
- h. BEST project to update plumbing and HVAC

## 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*                     **MDS**

*Affirmation Date*         **02/15/2025**



# Matthew D. Snyder, Ed.D.

---

## Professional Profile

- Creative, enthusiastic, and caring leader
- Adept at developing concrete solutions to abstract problems
- Skilled patience in resolving conflict

## Education

Ed.D. Educational Leadership, Nova Southeastern University, August 2017

MA Educational Leadership, Adams State University, May 2003

BS Biological Science, Colorado State University, May 1999

## Employment Highlights

Superintendent/Principal (preK-12), Cheraw School District 31 2018-present

- Top Administrator of school district of 220 students (preK-12) and 40 staff.
- CEO of 5-member Board
- Oversaw complete overhaul of the District Policy Manual.
- Constant evaluation and improving of the instructional program, including new curriculum purchase for entire program, new Promethean Boards for all classrooms, and one-on-one chromebook program for all K-12 students.
- District Performance Framework: Proficient
- Food Service restructure
- BEST cash grant - \$4 million facility project (HVAC, Plumbing, Kitchen Fire Suppression, Asbestos abatement)
- New Ag/FFA program
- Security updates including: Armed Personnel, Key Card controlled access, cameras inside and outside, handheld radios, bus radios, and cooperation with local sheriff department
- Budget \$4 million annually
- Cooperation with community to host activities, including 4-H, community recreation, pro-bono dental care
- Recruit, hire, retention of all staff. Hired new teacher positions, including Ag teacher, math and reading interventionists
- Cooperated with staff in maintaining discipline throughout the student body until a principal was hired (2022).
- Transportation Director, to include: Bus driver, ELDT certification, replace entire district fleet of vehicles, new bus barn, teach CDL class to HS seniors, have trained many staff members to become bus drivers.
- Superintendent Accountability Committee (SAC) president for SFTBOCES

Principal, Lamar Middle School, Lamar School District Re-2 2013-2018

- Administration of a school with up to 340 students and 30 staff.
- Student demographics: 60% Hispanic, 40% White, 75% free/reduced lunch
- State Performance Framework raised to highest status (Performance) for one year.
- Budgeting at the building level as a tool to allocate resources efficiently.
- Create and maintain a safe environment conducive to student learning.
- Cooperation with community to host activities, including the Community Building and Toys for Tots.
- Supervised the reporting and monitoring of student attendance and appropriate follow-up with students, parents, and the courts.
- Cooperated with staff in maintaining discipline throughout the student body.
- Communicated with parent, faculty and student groups as needed in advancing educational objectives of the school, including home visits, incentive programs, and a Facebook page.
- Constant evaluation and improving of the instructional program, including new curriculum purchase for entire program, 16 new SmartBoards, and lab of Chrome Books for 6<sup>th</sup> grade.
- Recruit, hire, supervise and evaluate personnel.
- Attend extracurricular activities hosted by Lamar Middle School.

Executive Director, Southeastern BOCES, Lamar, CO 2009-2013

- Supervision of a BOCES (Board of Cooperative Educational Services) with 12 member school districts, a total of 3,500 students and covers an area over 8,000 sq. miles.
- Promote communication between the Board of Directors, Superintendents' Advisory Council and staff.
- Development and implementation of BOCES Board Policy.
- Supervision of BOCES services; including Technology, Professional Development, Special Education, Alternative Educator Licensing, Educator Induction, English Language Learners, and others when deemed necessary
- Annual strategic engineering of a budget that can satisfy 12 unique districts and management of the budget with an annual appropriation around \$3.5 million.
- Provide for the evaluation of BOCES employees under the direct supervision of the Executive Director and ensure that all other BOCES staff are evaluated according to procedures developed cooperatively with the BOCES Superintendents' Advisory Council.

Principal, Parkview Elementary, Lamar School District Re-2 2005-2009

- Administration of a school with 300 students and 30 staff.
- Create and maintain a safe environment conducive to student learning.
- Supervised the reporting and monitoring of student attendance and appropriate follow-up with students and parents.
- Cooperated with staff in maintaining discipline throughout the student body.
- Communicated with parent, faculty and student groups as needed in advancing educational objectives of the community and school, including home visits.
- Supervise and evaluate personnel performance.
- Assisted students in monitoring overall academic and social progress.

Assistant Middle School Principal, Lamar School District Re-2 2002-2005

- Assisted the principal in the administration of a school with 350-400 students and 32 staff.
- Served as principal in the absence of the principal.
- Coordinated scheduling and budgeting of all extracurricular activities, which included 8 sports, student council, and community activities.
- Enforced school rules by supervising activities and school-level discipline.

High School Science Teacher/Coach, Lamar School District RE-2 1999-2002

- Facilitated the cognitive development of chemistry and physical science students toward learning logic and the scientific method.
- Built test generator using MS Excel and Visual Basic
- Head Girls Varsity Track & Field and Freshman Girls Basketball Coach
- Sponsor of various clubs including National Honor Society and the Junior class
- Worked with State Health officials in maintaining a safe lab environment

Head Girls HS Cross Country Coach, Lamar School District Re-2	2012-2018
School Bus Driver, Poudre School District - Fort Collins, Colorado	1995-1998
Missionary, Puerto Rico - Church of Jesus Christ of Latter-Day Saints	1992-1994

**Related Professional Experiences**

- Speak Spanish
- President of the Colorado BOCES Association, 2012-2013
- Licensed to drive a school bus
- First Aid and CPR-AED certified
- Member of the Board of Directors of Prowers Medical Center, 2014 to 2018
- Member of Cheraw Town Council, 2024 to present

**References available upon request**