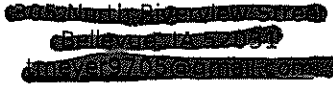


**Tom Meyer**  
**Clear Creek School District RE-1, Idaho Springs, CO - Superintendent (296)**



**COVER LETTER**

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**Cover Letter**

Please type your personalized cover letter here.

*Cover Letter*

**January 12, 2024**

**Dear Clear Creek School District RE-1:**

I am writing to officially inform you of my interest in the position of Superintendent of Schools for the Clear Creek School District RE-1. This is an ideal opportunity for a progressive educational leader who wishes to move to the state of Colorado with family and work in an outstanding school system. The qualifications and characteristics desired by the district meet my professional and personal skill sets, including experiences as an administrator (Superintendent, Principal, and Curriculum Director) and a classroom teacher. Additionally, I place an emphasis on collaborative leadership, visionary and innovative leadership for student, school, and district success, strong communication skills, being a visible leader, and holding myself accountable in everything I do as a leader and community member to the school district and its various stakeholders. Ultimately, I take pride in being visible in the community, being a listener to the thoughts and perspectives of everyone, and caring about those I serve and in how we meet the needs of each and every student on a daily basis.

I currently serve as the Superintendent of the Bellevue Community School District in the state of Iowa, where I am also the Curriculum Director, Technology Coordinator, and Special Education Coordinator. While I enjoy my current position, my family and I have a strong desire to return to the West (specifically Colorado) in the upcoming years. In order to successfully accomplish superior academic initiatives for students, it is imperative to have leadership that believes in working collaboratively with teaching staff and educators at all levels, along with the entire community. These collaborative relationships lead to student, school, and district success.

After working as a Residence Hall Director and athletic tutor/counselor and graduating from the University of Wyoming in 1998 with a Master's in School Counseling, my wife and I returned to the state of Iowa to work in education. I have served as a School Counselor, PK-12 Curriculum Director, MS/HS Principal (Principal of the Year finalist in the state of Iowa during the 2010-2011 and 2011-2012 school years), and Superintendent of Schools while attaining a Ph.D. from Drake University focused on personalized learning and student learning as a whole. While I have thoroughly enjoyed these experiences, it is time for my family and me to return to the West and Colorado. While this appears to be a great position for me personally, it is also a great time for my family to move, as I have a son who works in the Rocky Mountain region, a son in high school preparing for college in the West, and multiple other family members in the area and region. Through several visits to Colorado, including Idaho Springs and the surrounding area, each year, we have determined that we want to move to Colorado. While my resume indicates many worthwhile initiatives that I have been a part of in Iowa for students, the opportunity to work in the state of Colorado and the West is what I am striving for.

My experiences in education have allowed me to grow tremendously and become known throughout the state of Iowa as an innovator and leader of students, staff, and school communities with strong management and leadership skills to allow the utilization of resources in the most appropriate manners. My experiences will allow a smooth transition into a new position in your district. I have shown an extremely strong work ethic and commitment to success during my time in education, and I truly believe that educational leaders must have the energy, progressive insight, and inner drive to continuously work to improve both teaching and learning in schools for the benefit and future of our students and society.

I have a passion for education, and I can positively impact education regardless of my educational position and location. I look forward to making contributions as a leader that can strengthen education within the Clear Creek School District RE-1. I am looking forward to speaking with you in the near future about this position. If you have any questions, please feel free to contact me anytime.

Sincerely yours,

Tom Meyer

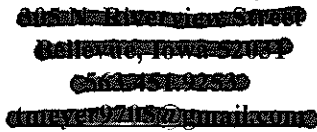
2025th Street

Idaho Springs, CO 83431

Phone: (307) 733-1111

"The primary aim of education is not to enable students to do well in school, but to assist them to do well in their lives outside of school."

**Dr. Thomas K. Meyer**



### Purpose

Assisting Students as an Educational Leader and Collaborator in an Educational Framework

### Education

**Drake University** – Des Moines, Iowa

- Ph.D. - Personalized Learning Dissertation - 2021
- Educational Specialist Degree in Education – 2010 (Included Superintendent Certification and Area Education Agency Chief Endorsement)
  - o Apprenticeship Hours Teaching Administration Course to Aspiring Principals
- Principal Licensure Program in the School of Education - 2002

**University of Wyoming** – Laramie, Wyoming

- Master's Degree in K-12 School Counseling – 1998

**Cornell College** – Mt. Vernon, Iowa

- Bachelor's Degree in Secondary Education, American History, World History, and K-12 Physical Education/Health and Wellness – 1992

### Experience

**Bellevue Community School District – Bellevue, Iowa (2014-Present)**

**Superintendent of Schools (PK-12); Human Resource Director; Technology Coordinator; Curriculum Director**

#### Educational Leadership and Collaboration Work with Staff and Students

- **Curriculum Director and Coordinator of Curriculum** materials through ongoing collaboration with staff members in a PK-12 school system. This includes aligning the curriculum, including materials, resources, and professional learning to meet state standards and all accreditation requirements for the school system.
- Focus on **Leadership Development and Coordination** in daily actions for the school district and broader community.
- Emphasis on **Personalized Learning and Problem-Based Learning (PK-12)** focused on student interests and passions, relevance, and student engagement creating higher levels of learning.
- Development of “**Bellevue BIG**”, which is an adaptation of “Iowa BIG” in the Cedar Rapids (IA) School District and High Tech High in San Diego, California – Focus being on personalized student learning through student interests and passions, meeting multiple curricular area standards for academic credit. Some ideas that developed from this are the following:
  - Urban Orchard in a new community park
  - Aquaponics – Fish and the growth of vegetables in school for school nutrition services use at school lunches
  - Bellevue BIG Honey
  - Art updates in local senior centers
  - Bellevue BIG Buddies program
  - Cole Park Renovation Project
  - “Life-Jacket Loaner” Program on the Mississippi River
- Development and Growth of a **1:1 Technology Environment for learning in grades K-12**, including appropriate professional development for staff and learning goals for students based on content; Not a replacement of teachers and instruction, but an addition to successful teaching and learning in the district.

- Creating a “Community Partnership” position by re-designing and re-aligning staff duties, focusing on community-based learning opportunities for students from daily, weekly, and semester-long internships. This has evolved into a strong “Work-Based Learning” program for students.
- Successful school district **Bond Referendum/Tax Levy** in the school district for a \$13.1 million elementary school for grades 3-5.
- Creation of a “**Real-Life**” course with the School Improvement Advisory Council for all graduates focusing on Auto/Home Repair, Personal Finance, Financial Literacy, and Health/Wellness/Cooking
- Lead for high school graduation requirement for all students to take a **college-level course** while in high school, either on-site or online. Average student graduates with 18+ college credits
- Lead for **Professional Learning** in the Bellevue Community School District from 2004-present; Learning sessions specifically on the following:
  - Grading (Standards-Based Grading & “Fair” grading practices)
  - Problem-Based Learning & “Project Fine Tuning”
  - Literacy Integration Across the Curriculum
  - Multi-Tiered Systems of Support (MTSS)
  - Assessment and Instruction Connection
  - Collaboration
  - “Google Day” leadership
  - Education Reform and Goals
  - “Backwards Design” Curriculum (Solution Tree)
- Instructor of “**Effective Learning Environments**” for the Mississippi Bend Area Education Agency through Drake University for Bellevue Community School District staff and other area school systems. Additionally, a college course instructor and mentor for “Aspiring Teachers” through Eastern Iowa Community College.

### Budget and Fiscal Management

- **Human Resources Chief Officer** for hiring all employees in the district and determining benefits and salary within an eight-digit general operating fund budget, along with funds for Physical Plant and Equipment Levy and Capital Programs budget.
- **Chief Financial Officer** who has developed a solid budget and unspent balance in the district, working with short-term and long-term plans in staffing, facilities, student learning needs, and many other areas.
  - Maintaining a balanced budget, plus increasing the unspent balance for the district.
  - Utilization of staff members to meet student needs in an ever-changing environment of needs.
  - Implementing annual financial planning to gauge district funds in both the short-term and long-term (5-7 years).
- **Construction Management and Bond Referendum** leader for the district
  - District leader for a \$13.1 million bond referendum for a new elementary school (March 2023).
  - Steering Committee leader for the planning of the new elementary building.
  - Refinancing of school bonds (2021) from a past project, plus the financing officer for the 2024 school project.
- **Management of the School District Budget** with the district Business Manager and school finance professionals to complete and/or work on the following projects:
  - Coordinator for the Bellevue Community School District Facilities Committee and Community Engagement meetings for a new elementary building in the district, focusing on the best financial and learning options for the district and the students.
  - An extensive remodeling project in the district Science and Vocational Agriculture rooms and regular updates to all classrooms and curricular and extracurricular areas.
  - Modernization in classrooms and grade levels across the district with “collaborative furniture” for student learning.

**Bellevue Community School District – Bellevue, Iowa (2006-2014)**  
**6-12 Principal and Curriculum Director at the Secondary Level**  
**(grades 6-12)**

**Technology Integration & 1:1 Laptop Initiative**

- An emphasis was placed on technology integration into all curricular areas in the district to enhance the education of students and allow students to become learners of the 21<sup>st</sup> Century

**Rigor & Relevance Framework**

- The entire school placed a significant focus on the Rigor and Relevance Framework from the International Center for Leadership in Education (Daggett).

**Pyramid of Interventions**

- The staff collaboratively developed a “pyramid” approach to assisting struggling students.

**Questioning - Increasing Learning and Thinking of Students**

- A district and building focus was placed on questioning and deeper learning, using “thick” questions (those that require “deeper” thought) instead of “thin” questions (those that are simply a reciting of the basic facts).

**Building Leadership Team (BLT)**

- This staff team met bi-weekly in order to listen to each other and discuss items of importance from their perspective, starting with an “open” time for staff to share celebrations, concerns, etc.

**Student Input**

- Monthly meetings with a state award-winning student council to listen and discover their thoughts about the school, its climate, and their future plans

**PPAC (Parent-Principal Advisory Council)**

- This council of parents met bi-monthly in an informal open forum manner to discuss items of their concern and/or to answer questions of importance to themselves and other parents.

**Bellevue Community School District – Bellevue, Iowa (2004-2006)**  
**PK-12 Curriculum Director with the following duties**  
**(As principal, I held many of these roles as a result of staff reductions/realigning of duties)**

**Educational Committee Member Involvement & Educational Initiatives**

- Coordinator of the following programs:
  - School Improvement Advisory Committee
  - Professional Development Committee
  - Technology Committee (development of district technology standards)
  - Curriculum and School Improvement Network
  - Staff Development Advisory Committee

**Testing Coordination & State and Federal Reporting**

- Testing Coordinator for the Iowa Tests and other tests in the district (including the ACT given to all students); State and Federal Report completion

**Educational Involvement Beyond the District**

- Collaborative Teaching Task Force at the Mississippi Bend Area Education Agency
- Community Partnerships Protecting Children (CPPC)
- Cornell College Education Department Advisory Board

**Lisbon High School – Lisbon, Iowa (2000-2004)**  
**High School Assoc. Principal (2002-2004)/Guidance Counselor(2000-2004)**

**Direct and Indirect Student Assistance**

- At-risk coordinator (arranging special services, academic assistance, correspondence courses, parental contacts, academic standing reports, etc.); Peer mentor trainer and coordinator (K-12); Work-Study coordinator; Financial aid contact at the high school

**Administrative Tasks**

- Extensive State and Federal Report completion
- Student discipline
- K-12 Curriculum Director

**Extracurricular Involvement/Supervision**

- Supervision at extra-curricular events (athletics, arts, etc.)
- High school boys basketball coach (Head Coach 2001-2003; Assistant Coach 2000-2001)

**Cedar Falls Community Schools – Cedar Falls, Iowa (1999-2000)**  
**Elementary Guidance Counselor at Lincoln Elementary (K-6)**

- Classroom Guidance Lessons; Individual and Small Group Counseling; Teacher Professional Learning Coordinator

**Preston Community Schools – Preston, Iowa (1998-1999) (now recognized as the Easton Valley CSD)**  
**Guidance Counselor, Activities Director, Assessment Coordinator**

**K-12 Guidance Counselor**

- Classroom Guidance
- Career Planning
- Individual and small-group counseling

**Assessment Coordinator**

- Coordinator for all testing programs in the district
- Facilitation of score reporting and data interpretation

**High School Activities Director**

- Involved in supervision and scheduling of all co-curricular and extracurricular events (athletics, fine arts, etc.), officials, and facilities
- Evaluation of coaches at all levels
- Head Boy's track coach - seven state qualifiers (two medalists)

**University of Wyoming – Laramie, Wyoming (1995-1998)**  
**Residence Hall Director, Athletic Counselor, Summer Conference Director**

**Residence Hall Director and full-time Graduate Student in Counselor Education**

- Some of my various duties included supervising a residence hall of over 350 students and 9 paraprofessionals (resident assistants and program directors)

**Student-Athlete Mentor and Tutor**

- FAST start coordinator – Weekly meetings with all incoming freshmen and junior college athletes on study strategies, test-taking skills, time management, and other academic areas

**Summer Conference Director**

- Supervision of four Assistant Conference Directors and 35 assistants in organizing housing, food service, custodial services, and overall programming accommodations for over 10,000 visitors in the summer at the University of Wyoming.

**Charter Oak – Ute Community Schools – Charter Oak, Iowa (1993-1995)  
Social Studies Teacher and Coach**

**Classroom Teacher**

- 9-12 Social Studies instructor
- 7-12 Physical Education Instructor

**Student Success Team Member**

- Assisted in the development of the district's first "Student Success Team" with a focus on student social/emotional/behavioral learning

**Extracurricular Involvement**

- Assistant High School boys basketball and football coach

**Professional and Personal Involvement and Leadership**

**Leadership Positions & Awards**

- **School Administrators of Iowa** Committee Member for Superintendent Leadership Standards (2019-2020) and Superintendent of the Year Committee (2016, 2019, 2020, and 2021); Legislative Advocacy Team (2019-2020)
- **Legislative Advocacy Team** - Mississippi Bend Area Education Agency (Bettendorf, Iowa) legislative team advocating for school district needs and appropriate state legislation for funding and other resources - (2016-present); Visits to the capital, legislative panel committee formation, contacts with legislators in the area and throughout the state.
- **Bellevue BIG** program administrative supervisor (Iowa BIG model) - 2015-present
  - Focus on student passions in learning, with a dedication to community projects and personalized interests in a personalized learning environment
- Leader of the development and formation of a Bellevue Community School **District "Hall of Pride – Beyond the Blue"** recognizing contributions of past graduates, staff, and supporters of our district who have contributed to the success of the World, the Bellevue Schools, and society as a whole
- Leader and Coordinator of the **Iowa Teacher Leadership and Compensation Program** for the Bellevue CSD, including Instructional Coaches, Model Teachers, and Mentors – 2015-present
- District **Facility Analysis Coordinator** with Legat Architect and OPN Architects; Building Project involvement in 2008; Leader for current building projects, including a proposed new elementary building 2017-present; Bond Referendum passage in 2023; Building Planning 2023- present; Community Outreach Coordinator for Facilities
- **Career and Technical Leadership** representative for the Mississippi Bend Area Education Agency – 2017-present (Regional Partnership Northern District Contact)
- **Superintendent Advisory Council Representative** for the Mississippi Bend Area Education Agency – 2018-2023
- Annual **Technology Trainer** for staff on the use of Google, Chromebooks, and Macbooks -2010-2023
- Coordinator of **TEDx Talk** at Bellevue High School (1st school district in the State of Iowa to host)- March 2016 and April 2024 (proposed)
- **Iowa Business Education Association Distinguished Service Award** – 2008, 2015, & 2018
- **State 1:1 Conference Lead Presenter** (with staff members) 2011-2014, 2016, & 2019
- President (2017-2018) and Vice-President (2016-2017) of the **Mississippi Bend Area Education Agency Superintendent's Statewide Network; Area School Improvement Advisory Council Representative (2018, 2020, and 2021)**
- **"Technology Showcase School"** to local schools and schools across the state – 2010-2016 & 2021-2022
- **Conference President** of the River Valley Conference Board of Control (2013-2015, 2017) and Big East Conference Principals (2006-2010)
- **Iowa Secondary School Principal of the Year** for Eastern Iowa; Finalist State of Iowa Award – 2011 & 2012
- **Iowa's Rapidly Improving Schools (IRIS)** – 2009-2011; One of 10 selected schools in the state based upon effective strategies for struggling students
- **Iowa Model High School Project (IHSP)** – 2007-2009; One of 20 selected schools in the state based upon effective learning strategies and interventions for all students; Funding and learning workshops for our staff from 2007-2010
- Coordinator of **"Apple" Training Workshop @ Bellevue HS** 2-days in 2011 and 4-days in 2010

### Conferences/Workshops/Seminars

- **“Delta Kappa Gamma”** presentation on the book “Generations” in Dubuque, Iowa, along with at local organizations.
- **Legal Lab Workshops from the School Administrators of Iowa (SAI)** - Twice per year - Focus on social media use by students and staff, transgender issues, employee expression, special education requirements, transformation of student discipline, NCAA requirements, online learning, and similar topics
- **Dissertation Presentation on Personalized Learning**, including the Director of the Iowa Department of Education at Drake University - September 2021
- **Personalized Learning Presenter** - 2022 & 2023 (Bellevue CSD and neighboring schools and agencies)
- **Mental Health Presenter** at school and local organizations - 2022-2023
- **Safety Coordinator Training at the Bellevue Community School District** - 2020-2022
- **Rural School Advocates of Iowa (RSAI) Conference** - Twice per year
- **Rural School Collaborative Partnership** - 2020-2023
- Presenter and Panelist at **Iowa’s Rural Economic Roundtable** in Dubuque, Iowa - October 2021
- Presenter on Problem-Based Learning at the **Iowa Association of School Boards Conference** in November of 2015, 2016, 2018, and 2021
- **National School Boards Association** presenter - April 2023 - *“Everyone Has a Story”: Personalizing Learning for Each and Every Student*
- Presenter at **Regional Workforce Summit** in Dubuque, Iowa – November 2018
- **Iowa Superintendent’s Financial and Leadership Conference (ISFLC)** – 2011-2022
- **Superintendent Network Statewide Summit** - 2013-2022
- **School Law Conference** - School Administrators of Iowa - 2006-2022
- **Student-Centered Coaching** Conference and Workshop - 2017-2018, 2020-2021
- **High Tech High** (San Diego) “Deeper Learning Conference” with several staff members - 2017
- **21st Century Learning Building Committee Member** (quarterly learning sessions) - Quad City Architectural Group - 2016-2022
- **Professional Learning Communities Conference** (PLC-Solution Tree) – Minneapolis (2016), St. Louis (2007), and Chicago (2005)
- **Poverty Training** in-district through Ruby Payne - Annually since 2005
- **Instructional Coach Training** - November, February, March, June (2015-2022)
- **Blended Learning** Conference with Dr. Scott McLeod – 2015
- **National District Administration Leadership Institute (DALI)** attendee - 2015-2023
- **National School Board Association Conference (NSBA)** - Nashville- 2015; Boston– 2016; and Denver- 2017
- **Student Activities Funds Conference** participant with the administrative team and office assistant staff - 2011, 2013, 2015, 2017, and 2022
- **School Administrators of Iowa (SAI) Conference** (Des Moines) – 2004-2023
- **Technology Boot Camp (SAI)** – 2010-2017, 2019, 2021, 2022
- **Iowa ASCD Conference** (Des Moines) – 2005-2022
- **Model School Conference** (Orlando & Nashville) – 2008, 2010-2012; Presenter 2010
- **Accelerated Student Achievement Pilot (ASAP) School** in AEA 9 – 2008-2011
- **Transitioning Schools into the 21<sup>st</sup> Century Conference** – 2009-2010
- **Effective Instruction Workshop** (AEA – with school personnel) – 2009-2010
- **NASSP Conference** (San Antonio) – 2008
- **InterMountain Association of College and University Housing Officers** (Provo, Utah) - 1996

### School and Community Communications, Involvement & Memberships

- Bellevue **Hometown Pride Committee** Chair -2020-Present; Member 2017-present;
- Bellevue’s **“Iowa Great Places”** Core Team Member and on-site Presenter - 2020
- Bellevue **“Heart and Soul”** Committee Group Leader - 2015-present
- Bellevue **Arts Council** attendee (Community and student art exhibits) - 2016-2023
- Leader for Community Forums on the **“Cole Park Renovation Project”** that allowed our school and community to work together to create a “state of the art” baseball and softball complex in the community to be used by multiple groups – 2014-2015
- **District Leadership Team** members (staff and community members, and student representation) - 2014-present
- **MS Creative Thinking Course** teacher for all 8th-grade students – 2016-present



- College Course Instructor for Education - 2020-Present
- Bellevue **Chamber of Commerce** member – 2012-present
- Bellevue **Heritage Days & Winter Festival** Parade committee member – 2014-present
- Monthly “**Comet Time**” meetings with staff members at all levels in an open-format meeting. This is voluntary for staff to attend to discuss concerns, issues, and questions, and simply to get updates on the district
- Monthly articles in the **Bellevue Herald-Leader** newspaper
- **Marketing for the school community** through weekly “**Believe in the Blue**” video updates on Youtube, monthly “**Weekly Comet**” electronic newsletter and “**Comet Highlights**” from the monthly Board of Education meeting, and an **annual district brochure** created by students.
- Leader of monthly **School Improvement Advisory Council** and **Career and Technical Education Committee** meetings for parents, community members, and business owners.
- Bi-monthly community visits at the **Senior Community Center** for lunch and discussions.
- Bi-monthly participant on **KMAQ Radio** for the show “Just Talk” in Maquoketa, Iowa, to discuss current events and current issues at the Bellevue Schools.
- **Youth Coach:** Basketball, Baseball, Hockey, Lacrosse & Soccer Coach – 2006-Present

#### Professional Organizations Membership

- Rotary International – Bellevue, Iowa Chapter
- NASSP – National Association of Secondary School Principals
- SAI - School Administrators of Iowa
- ASCD – Association of Supervision and Curriculum Development & Iowa ASCD
- AASA – American Association of School Administrators