

Bill Siebers

Academy District 20, Colorado Springs, CO - Superintendent (216)

COVER LETTER

Cover Letter

Please type your personalized cover letter here.

Cover Letter

Dear Academy District 20 School Board,

Please accept this cover letter for the position of Superintendent. Spanning over two decades in different positions in Colorado and Arizona School Districts, I have dedicated my career to helping students and educators achieve their dreams and goals. Working in education has been tremendously rewarding knowing that everyday we are able to make a difference in the lives of others. Servant leadership values people for who they are, while showing humility and building trusting and caring relationships. I have been that leader with the hope of one day becoming a superintendent in your District. This opportunity will showcase my skills as a strong leader and a person who vehemently cares about the future of our students. Currently, I am the Chief Human Resources Officer for the Thompson School District located in Loveland/Berthoud, and have held a variety of positions there for the past 22 years.

As members of the Board of Education, please look no further as I believe your search criteria matches my leadership characteristics. Being a visionary, inspirational and innovative leader, I have a proven history of prioritizing academic growth and as a focus area. I am committed to continuous improvement while coaching and developing other leaders. I am a firm believer of clear and concise communication while being visible to all staff, students, and stakeholders. I have a working knowledge of all departments in a District as I am a member of the Superintendent’s Cabinet, working with other department leaders for the individual success of each and every student we serve. Collaboration is essential. Having extensive site-based shared decision making experience and helping all stakeholders feel heard, valued, respected, and appreciated are hallmarks of my core beliefs.

As a former teacher and principal, I empathize with the current educational and social emotional challenges facing our students, educators, parents, and leaders. Student achievement and advancement growth at every level is the priority for all stakeholders. The importance of an educational system that provides opportunities for students to explore future possibilities, while feeling a sense of safety and belonging is vital. My vision and goal as the next superintendent of Academy District 20 is for each graduate to be college, career and community ready. I am hoping with my proven track record and leadership experiences, you welcome the opportunity to have a greater discussion about my qualifications.

I look forward to discussing more about your inspirational mission of "We educate and inspire students to thrive." Having a Strategic Plan that focuses on creating a culture of belonging for all students, staff, and your community of stakeholders is exceptional, while closing the achievement gap for all students is essential with a valued staff. I look forward to discussing your celebrations of attaining a District of Distinction status with a 93.6% graduation rate, and some challenges that include an overall personnel turnover average rate of 23.5% for all employee groups. I appreciate your consideration and the opportunity to interview with you. I look forward to your response and meeting with all of you.

Sincerely,

Dr. Bill Siebers

PERSONAL DATA

Personal Data

How did you hear about this position?

McPherson & Jacobson website

Title

Dr.

First Name

Bill

Middle Initial

M

Last Name **Siebers** Suffix
Email Primary Phone
Alternate Phone

PERSONAL INFORMATION

Present Address

Street **3201 Silverthorne Dr** City **Fort Collins**
State **Colorado** Zip Code/Postal Code **80526**

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 **Community College** Name of School **Other: Glendale Community College**
City **Glendale** State **Arizona**
Attended From **01/1995** Attended To **12/1996**
(mm/yyyy) (mm/yyyy)
Graduation Date Degree **Other: Working toward BA**
(mm/yyyy)
Subject **Other: Education**

Undergraduate Institution #2

Type of School **College/University** Name of School **Arizona State University**
City **Phoenix** State **Arizona**
Attended From **01/1997** Attended To **12/1998**
(mm/yyyy) (mm/yyyy)
Graduation Date Degree **Bachelor of Arts**
(mm/yyyy)
Subject **Other: Elementary Education**

Undergraduate Institution #3

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

Graduate Institution #1

Name of School **Other: Northern Arizona University** City/State **Flagstaff**
Graduation Date **05/2001** Degree **Other: Masters of Education**

(mm/yyyy)

Graduate Institution #2

Name of School	Other: Colorado State University	City/State	Fort Collins
Graduation Date (mm/yyyy)	05/2015	Degree	Doctorate - PhD

Major/Course of Study

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

EXPERIENCE

Current Employment

Employer Name	Thompson School District	From (mm/yyyy)	08/2001
To (mm/yyyy)	05/2023	Assignment	Chief Human Resources Officer
Reason For Leaving	Pursing a Superintendent position	Supervisor Name	Dr. Marc Schaffer
Supervisor Phone Number		Supervisor Email	
Employer City	Loveland	Employer State	Colorado
May we Contact this Employer	Yes		

Professional Experience #2

Employer Name	Deer Valley Unified School District	From (mm/yyyy)	08/1999
To (mm/yyyy)	05/2001	Assignment	Math Teacher
Reason For Leaving	Moved to Colorado	Supervisor Name	Jim Keith
Supervisor Phone Number		Supervisor Email	
Employer City	Phoenix	Employer State	Arizona
May we Contact this Employer	Yes		

Professional Experience #3

Employer Name	Academy of Excellence	From (mm/yyyy)	12/1998
To (mm/yyyy)	05/1999	Assignment	Math & Science Teacher
Reason For Leaving	Hired in public education	Supervisor Name	Brenda Nelson
Supervisor Phone Number		Supervisor Email	
Employer City	Phoenix	Employer State	Arizona
May we Contact this Employer	Yes		

Professional Experience #4

Employer Name	United States Air Force	From (mm/yyyy)	12/1990
To (mm/yyyy)	12/1994	Assignment	Aircraft Armament Systems Specialist
Reason For Leaving	End of Enlistment	Supervisor Name	
Supervisor Phone Number		Supervisor Email	
Employer City		Employer State	

May we Contact this Employer **Yes**

Experience Summary

Years of administrative experience **18**

DISCLOSURES

Disclosures

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

If Yes, When does it expire? **June 30, 2023**
Superintendent Certification

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

No

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 Assessment

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

Yes

REFERENCES

Karen Koehn

Title	Retired principal	Relationship	Friend
Address	4101 N County Rd 19	City	Fort Collins
State	Colorado	Zip	80524
Country	United States		
Email		Phone	
From	08/2012	To	present
Reference Letter			

Marc Schaffer

Title	Superintendent of TSD	Relationship	Supervisor
Address	800 s. Taft Ave	City	Loveland
State	Colorado	Zip	80538
Email		Phone	
From	07/2018	To	05/2023
Reference Letter			

Tom Texeira

Title	Human Resources Director	Relationship	Colleague
Address	800 S. Taft Ave	City	Loveland
State	Colorado	Zip	80538

Country **United States**
Email
From **08/2001** Phone
To **present**
Reference Letter

ATTACHMENTS

Attachments

Resume [Siebers resume 2023.pdf](#)
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.

WMS 01.27.2023

ACADEMY DISTRICT 20, COLORADO - CRITERIA

Academy District 20, Colorado - Criteria

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

The Academy 20 Board of Education is seeking a bold, decisive, and experienced leader to serve as their next Superintendent of Schools. Specifically, the Board of Education is searching for a visionary, inspirational, and innovative leader with the following characteristics:

Leadership

- *Prioritizes academic growth and achievement above all else*
- *Models and upholds high standards and expectations*
- *Possess the willingness and ability to make tough decisions*
- *Ensures distracting agendas are kept out of the classroom*
- *Is committed to continuous improvement, coaching of others, and growing leaders*
- *Displays both humility and drive toward demonstrative results*

Communication

- *Is accessible and visible to staff, students, and stakeholders*
- *Is personable, listens authentically, and responds appropriately*
- *Communicates clearly with both staff and stakeholders*
- *Demonstrates accomplished public speaking skills*

Collaboration

- *Prioritizes the needs of students and staff*
- *Appreciates all district stakeholders and groups*
- *Seeks feedback and suggestions in decision making*
- *Respects parents' rights and expects parent responsibility*

Organizational Oversight

- *Empowers staff to work independently without micromanaging*
- *Has a working knowledge of all department within the district*
- *Is experienced in ensuring the organization remains fiscally sound*
- *Understands Policy Governance*

With almost twenty-five years of educational experience in a variety of impactful roles, describing my strengths and abilities as it relates to being a visionary, inspirational, and innovative leader is easy to explain. Since becoming an educator, I've aspired to impact as many students, families, and community members in the educational profession as possible. The characteristics you've listed are not only traits, but are values that a motivational teacher, parent, coach, mentor, principal, and district administrator must possess to lead and influence others. Having held each of those roles over the past two decades, I've grown in my own leadership abilities through listening authentically to others, collaborating with teams to make systemic change and making myself visible and available to all members of the Thompson School District community. I've been mentored by previous superintendents in our District in order to grow my leadership skills, and am always seeking feedback on my life-long growth as an educator.

In my current role as Chief Human Resources Officer and acting Superintendent when called upon, making tough decisions are a daily occurrence. When making tough decisions, what's in the best interest for our students' academic growth and achievement must be at the forefront. After sixteen years of being an active member of the District negotiations team, I've spent nine of those years as the lead negotiator. During that time, I have successfully negotiated contracts that focus on students' academic growth and achievement, emotional safety and their sense of belonging first. Having a trusting relationship and a commitment to continuous improvement, I have worked closely with our Teachers Association, APT Meet & Confer Representatives and the Classified Meet & Confer Team to prioritize the needs of students and staff. We have improved our personnel turnover rates by focusing on being regionally competitive, while positively impacting working conditions. As a District, we continually use an interest based strategy for negotiations, which is based on Chadwicks Model of Consensus. I have facilitated and led hundreds of presentations to various District committees, including our School Board's Business, Work Session and Executive Sessions.

Being a part of the Superintendent Cabinet, we continually strive towards demonstrative results. Our graduation rates have drastically improved over the past five years, while focusing on Equity Frameworks through Professional Learning and Culturally Competent and Diverse Staff. As a member of Cabinet, I have a strong working knowledge of policy governance, being fiscally responsible, and how to grow leaders through

collective efficacy. It was a proud moment when our Director of Professional Development, whom I coached and mentored for the past three years, became our Chief Academic Officer.

As I finish describing my strengths and abilities as it relates to a list of criteria for what is needed in the next superintendent of Academy 20, my leadership and experiences completely cover it. As my oldest son is about to enter the education profession, he asked me a question. The question was, "What would you say the role of a counselor is in your district?" Taking a second to think, I responded with, "A person who helps support students become career or college ready focusing on the physical, mental, and academic well being." As I reread my text to him, I thought, this is the role of everyone in a school district starting with the School Board, to superintendent, to principals, to licensed staff, to classified staff, to bus drivers, to custodian, to parents, and to everyone employees in a school district not just one group of employees. I am a firm believer, we as a team, are here to help students be their best during the thirteen-year journey!

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 above **Affirm**

Initials **WMS**

Affirmation Date **01/27/2023**

Dr. Bill Siebers

OBJECTIVE

A highly motivated and driven educator seeking to focus on creating, defining, implementing effective systems and processes for a District. Possessing extensive experience in leading data driven teams that create equitable learning environments within schools. Looking to lead systems of support that promote improved student achievement efforts within the district and schools. Seeking to expand my leadership experience and knowledge of building collective efficacy within all district stakeholders

SUMMARY OF CORE STRENGTHS

- Strong leadership ability, situational awareness and excellent communication skills
- Excellent listening, decision-making, and coordination skills
- Ability to work with school leaders, students, parents, community interest group, a wide-range of personal styles and approaches
- Ability to make courageous and difficult decisions for the best interest of students
- Ability to review, assess and redesign school programs for effectiveness
- Effective negotiations skills, focused on understanding needs and interest
- Believes in teamwork through collaboration focusing on interest-based models and intercultural sensitivity
- Experienced conflict resolution skills

EDUCATION

Colorado State University

PhD in Educational Leadership and Human Resource Studies

Fort Collins, Colorado

Spring, 2015

Dissertation: The Relationship Between Math Anxiety and Student Achievement of Middle School Students

Colorado State University

Principal Licensure Program

Fort Collins, Colorado

Spring, 2004

Northern Arizona University, Statewide

M.Ed in Educational Leadership

Phoenix, Arizona

Graduated May 2001

Arizona State University, West Campus

Bachelor in Elementary Education

Phoenix, Arizona

Graduated December 1998

Glendale Community College

Elective coursework

Glendale, Arizona

Spring 1995 – Fall 1996

PROFESSIONAL EXPERIENCE

Thompson School District, Loveland, CO	2001-2023
Chief Human Resources Officer	2015-Present
Executive Director of Human Resources	2014-2015
Principal, Turner Middle School	2007-2014
Assistant Principal, Turner Middle School	2005-2007
Dean of Students, Walt Clark Middle School	2004-2005
Teacher, Walt Clark Middle School	2001-2004

Chief Human Resource Officer

Responsibilities

- Acting Superintendent when Superintendent is absent
- Recruiting, Developing, and Retention of highly qualified staff
- Additional Responsibility of overseeing the Transportation Department, 2016-2019
- Oversee Professional Development Department 2019-present
- Lead facilitator for teacher negotiations, classified meet & confer, APT meet & confer
- Presentations to the School Board including executive session when needed
- Develop HR plans and strategies to support the district's strategic plan, Strive 2025 and overall HR objectives
- Provide overall leadership and guidance to the HR functions by overseeing licensed & APT talent, recruit and retain strategies, succession planning, leadership development, and compensation to become more regionally competitive
- Develop comprehensive strategic recruiting and retention plans to meet the human capital needs of our strategic plan (Strive 2025)
- Meets quarterly with other HR leaders in the city, county, and adjoining school district
- Improve processes and systems to ensure every aspect of the employee experience is a positive one
- Leading recruitment efforts and facilitate hiring of assistant principals, principals, director, executive directors, and chief positions
- Oversee benefits & risk management department
- Maintain knowledge of professional trends, federal and state employment legislation and ensures the district's compliance
- Facilitation of calendar committee and 1338 Educator Effectiveness committee

Principal, Turner Middle School

Responsibilities

- Responsible for the Safety and Security of all Students
- Created a Math Focus school

- Evaluated licensed and classified staff
- Developed Academic and Behavioral Problem Solving Team
- Implemented Data Teams
- Created an Enrichment and Intervention school-wide focus
- Responsible for Implementation of Professional Development
- Hiring of High Quality Staff focusing on building relationships with students
- Worked with students respectfully while implementing restored of justice approaches
- Member of the District's Board/Administrator negotiating team

Assistant Principal, Turner Middle School

- Assisted and supported the principal with academic requirements and professional development with staff
- Assisted in providing leadership to the professional staff in determining objectives and identifying school needs for short and long term goals
- Developed plans for emergency situation in cooperation with staff and the school district
- Related to students with respect while carrying out a positive and effective discipline policy
- Supervised and monitoring student attendance

Dean of Students, Walt Clark Middle School

Responsibilities

- Student Discipline and Attendance
- Mathematics Coach for staff
- Helped support student achievement
- Supported parental school environment

Teacher, Walt Clark Middle School

Responsibilities

- Contracted to teach 8th grade Mathematics
- 8th grade team leader
- Math Curriculum Coordinator
- Head Wrestling Coach
- Assistant Cross Country Coach (1 yr)
- Created Weightlifting Club

Highland Lakes K-8, Deer Valley Unified School District, 1999-2001

Teacher

- Contracted to teach 8th grade math during the 00-01 school year and 7th grade math and social studies during the 99-00 school year
- Nominated as Rookie Teacher of the Year
- Head Wrestling Coach
- Member of the following: math committee, school crisis team, vertical teaming
- Involved in teaching to the state standards workshop

Academy of Excellence K-8, Charter School, Arizona

199

Teacher

- Contracted for the remainder of the 98-99 school year to teach 7th and 8th grade math, science, and spelling
- Sponsor of Student Council

ADDITIONAL PROFESSIONAL EXPERIENCE

United States Air Force, Luke AFB, Arizona

1990-1994

Aircraft Armament System Specialist

- Loaded and maintained the armament system on F15 E model
- Performed functional operations on weapons system
- Promoted to E4 before end of enlistment
- Honored with Air Force Achievement Medal
- Served during Persian Gulf war

CERTIFICATES & AWARDS

- APT employee of the year 2016
- Active participant in Mel Lavine School Attuned
- Attended Microsoft School of the 21st century
- Colorado Council of Teaching of Mathematics Speaker
- AP Math Vertical Team Certified

RELATED EXPERIENCES

- Member of the Professional Concerns Committee
- Facilitator of Calendar Committee
- Facilitator of the Implementation Task Force for Bell Time Change and Wednesday Late Start
- Instructor of Teacher Induction Classes focusing on Professional Characteristics and Rules and Regulations
- Member of the Teacher/Administrator Negotiating team for 16 years and Lead Negotiator for 9 years
- Facilitator of all Negotiations for Teacher, APT and Classified employees in the Thompson School District
- Member of District Diversity Committee 2005-2007
- Responsible for the FTE distribution of 31 schools (10 HS, 10 MS, 18 Elementary, 2 K-8)
- Member of the Superintendent Cabinet
- Developed Superintendent Evaluation
- Baseball Head Coach, Traveling Team, (10 years)



Colorado State Board of Education
Educator Certificate 17221056
William Matthew Siebers



In accord with Colorado State Law and Rules of the Colorado State Board of Education is authorized to serve in the following areas:

Professional Principal License 202067

Valid: 01.11.2017 - 01.11.2024

Endorsed In:
Principal (K-12)

Endorsement Issued:
07.05.2005

