

Brad Ray
Morgan County School District, Fort Morgan, CO - Superintendent (135)

COVER LETTER

Cover Letter

Please type your personalized cover letter here.

Cover Letter

Dear Hiring Committee:

Thank you for the opportunity to introduce myself. I am Brad Ray and have been an educational leader for over 20 years. I firmly believe that all students can learn to a potential we cannot fully comprehend. Organizations can move forward in ways they cannot understand. With a growth mindset and excellent effort, students, teachers and systems can achieve whatever they determine.

My experiences thus far have created a well-developed, thoughtful and visionary leader. The ability to succeed is always within reach. The ability to help children succeed is at the forefront of every effort. My drive, futuristic forethought, and demeanor will fit nicely into the educational vision of the Morgan County School District. The ability to cooperatively work with your leaders, your community, and your staff, will enhance the capacity to move a district to meet their strategic plan.

As you see in my reference letters, and will hear in conversations with any of my co workers, I am a humble servant minded leader who collaboratively builds, or enhances, systems. While building these systems, the foremost area of concentration is the student who operates within these systems. Also, it is imperative to constantly remind yourself of the human dynamic of people who work within these efforts. With a drive to continuously improve, for the sake of communities, learning and success will go hand in hand.

I wish you the best in your hiring process and empathize with the tough decisions you are to make. I feel I am ready to take on the challenge and help your district build upon current celebrations and create new celebratory opportunities.

I welcome an opportunity to discuss your district and my abilities further.

Sincerely,

Brad S. Ray

MORGAN COUNTY SCHOOL DISTRICT, COLORADO - CRITERIA

Morgan County School District, Colorado - Criteria

The Morgan County School District, Fort Morgan, Colorado, Board of Education, is seeking a highly qualified and fully licensed Superintendent.

Please describe your strengths and abilities as it relates to the Board's desired characteristics:

- Strong collaborative leader who can partner with all stakeholders, empower, and motivate employees to do their best, and is approachable to all stakeholders.*
- Someone who is Decisive yet a Team Player, Innovative yet a Good Listener, and a Problem Solver yet also a Visionary for Morgan County School District.*
- A person of integrity and high moral character that holds themselves accountable to high standards. i.e., A good role model.*
- An advocate for MCSD who maintains visibility within our schools and community and is active in professional organizations and community.*
- A leader who understands and embraces our rural community and the cultural and academic diversity of a district with more than 20 spoken languages.*
- A superintendent who will help develop and maintain a district budget while understanding Colorado school finance and Colorado law.*
- An instructional leader that understands and values the teaching/learning process and has a proven record of improving Student Achievement and Supporting Student and Teacher Success.*
- A leader to promote unity overall and bridge gaps.*

Strengths and Abilities:

As an organization, there has to be strong sense of "We." As the leader of the organization, it is imperative to have a sense of responsibility balanced with the team mentality it takes to get the vision moving forward. In order to accomplish this momentum, communication and dialogue with all stakeholders is extremely crucial. My firm belief is that listening, truly listening, with a sense of empathy is the most important part of communication. I have a strict 24 hour policy in responding to any communication. Not simply to talk at someone, but to talk with people to get understanding, perspective, and solution. In my experience I have strived to build trust to motivate teamwork. In order to build trust and a strong relationship, you have to get through conflict and find solution. This cannot be accomplished alone, it is only accomplished with a highly functioning team.

In order to spark momentum, and maintain this momentum, it takes a positive energy and a dedicated focus. This was as true in my classroom, as it is in the role of superintendent. The passion for public education is deeper than the content delivered. It is the nurturing nature all educators possess to help others. The entire child needs to function in order for the learning to happen. The social and emotional needs, the basic human needs, and the intellectual development is a body that functions symbiotically. I feel the best descriptor of my passion is not only displayed in my work, but also in my personal life. My wife is a 6th grade teacher, my son is a high school English teacher, my son is a 4th grade teacher, and my graduating daughter plans to teach secondary education. I am proud that Chris and I have passed along the importance, joy, and dedication it takes to be an educator. I hope to end my career in a classroom where I enjoyed my time beginning my career. In my experiences in rural education I have had the opportunity to meet, interact, and truly get to know many dedicated and passionate educators. From the Colorado Rural Alliance, the School Finance Project, the role on The Commissioner's Rural Education Council, the Colorado Association of School Executives, the Colorado Association of School Boards, and the many conferences of rural educators, I have been able to learn, lead, and collaborate in the state. All of these relationships have offered a great perspective. Perhaps the greatest perspective I have obtained has come from my time in a rural classroom as a teacher. That experience, coupled with leadership roles in different rural settings has only helped me and those around me. I believe my experiences, learning, and true sense of servanthood have created a qualified individual to become part of the Morgan County School district and communities. I enjoy rural Colorado and look forward to new experiences and new relationships in a great surrounding.

Brad Ray

Experience

Superintendent Garfield 16 School District 2017- Present

I have the wonderful opportunity to serve the communities of Parachute and Battlement Mesa. We are a fiscally solid district that strives to ensure learning and mastery of that learning for all students. We strive to create partnerships that benefit our employees and care for the safety of all stakeholders of Garfield 16.

Assistant Superintendent Garfield 16 School District 2016- Present

I have had the wonderful opportunity to work alongside Dr. Ken Haptonstall. I have had a chance to learn many new lessons and have an excellent mentor in these lessons. I serve at the leisure of the superintendent, and it is a pleasure to do so. We have experienced successes in communication, hiring practices and cleaner systems this year. I believe we have built a better administrative level team.

Elementary Principal Garfield 16 School District 2014-16

I serve the students at Bea Underwood Elementary in the capacity of principal. I work alongside many great teachers and am responsible for obtaining the utmost of their potential. This building has had significant gains in shared leadership, culture, climate, unique learning opportunities and academic gains for students. We humbly serve the district with our students' achievement at the forefront of our actions.

Assistant Superintendent Garfield Re-2 School District 2012-2014

I served in the capacity of oversight, evaluation and reform. Implementation of Educator Effectiveness and the evaluation of 10 buildings through coaching, mentoring, and communication. I work with wonderful colleagues in the district office and am fortunate to be part of a wonderful team. This experience has provided a chance to serve 5,000 students and over 400 employees. Three unique communities make up this insightful district and creative fiscal responsibility has enabled a smooth transition through tough economic times.

Assistant Superintendent Roaring Fork School District 2009-2012

I served the communities of Glenwood Springs, Carbondale and Basalt in the areas of Curriculum, Instruction and Assessment. I was charged to oversee and implement many different programs, initiate reform agendas through the Colorado Department of Education, and supervise 22 principals. We graciously served the needs of over 5,000 students and their families while impacting and fostering 3 diverse and unique communities.

Principal Glenwood Springs Middle School 2006-2009

I was the principal of Glenwood Springs Middle School serving over 500 students and their families in grades 6-8. I worked in conjunction with over 40 wonderful and hard-working staff members. Together, we were able to create a unique learning environment where middle school students looked forward to being in school.

Assistant Principal Glenwood Springs Middle School 2004-2006

I served as the Assistant Principal at Glenwood Middle. My first experience in administration was full of learning, leading and professional development. The ability to provide discipline with dignity, communicate with many stakeholders, and impact educational opportunities were highlighted in a very demanding and new leadership position.

Teacher/Intervention Teacher/Coach 1993-2004

Carrollton Exempted Village School District, Carrollton, OH