

Joseph Libby
Morgan County School District RE-3, Fort Morgan, CO - Superintendent (86)

201 NE 14th Court
Grimes, IA 50111
drjoelibby@yahoo.com

COVER LETTER

Cover Letter

Please type your personalized cover letter here.

Cover Letter

Please accept this as my letter of interest in the position of Lead District Administrator as posted on the district website. My experience in education over the past 26 years has provided me with many experiences. I was raised in Iowa and attended Iowa State University for a degree in Education, St. Cloud State University for a Masters in Administration, and Saint Mary's University for a Doctorate in Leadership. My career experiences have provided many opportunities to learn from diverse systems and prepare me for this opportunity.

My current position is Executive Director of Teaching and Learning for the West Des Moines Community Schools in West Des Moines, IA. WDMCS is the 12th largest district in the state with 9,000 students and an operating budget of about \$139 million. My main role is to supervise and evaluate building administrators while supporting the district initiatives from the Teaching and Learning Services Department.

What drives me is working with a great team that inspires others to improve themselves and their systems. I do this by supporting building professional development and personal development plans. In doing so, we collaborate to refine goals and objectives, set targets, and create success criteria for building stronger systems, groups, and individuals. We meet twice monthly to look at data and walk classrooms, then modify and adjust plans to ensure progress. I love the team I support and the folks that I get to serve. I believe the work I currently do has prepared me to make the next step and continue to inspire larger organizations to find their success.

The opportunities that I bring to an organization include:

- Leadership in both rural and urban settings
- Proven background in strategic planning and systems development
- Administrative experience ranging from ECE through high school, including athletics and activities
- Proven commitment to equitable programs and opportunities for all students through policy and practice
- Proven commitment to building strong relations through active participation in community events
- Continued studies in ESOL, early learning, effective grading practices, equity, and career pathways
- Broadening views in culturally diverse communities, disproportionality, and inclusionary practices
- Deep commitment to students learning the essentials of their core instructional content
- Budgeting, finance, and resource management through data driven decisions
- Security planning, ALICE training
- Professional development planning and Cognitive Coaching
- Certified NAESP principal mentor and AASA National Principal Supervisor Academy Trained

With the assistance of a great staff, we have been able to develop and maintain educational systems that have produced quality results for all students in the areas of post-secondary, career, and life readiness. I continue to look for new challenges and ways to inspire all students, staff, and community members as we create new opportunities in learning.

With 23 years in administration spanning Assistant Principal to Executive Director, I continue to look for opportunities to give back to the profession. I am ready to accept the upcoming challenges that this new position would bring. Please feel free to contact me either by phone or by e-mail if any further information is needed. I will be pleased to arrange an interview at your convenience.

Sincerely,
Dr. Joseph A. Libby
Joseph A. Libby, Ed.D.
303-507-1354 (H) drjoelibby@yahoo.com

MORGAN COUNTY SCHOOL DISTRICT RE-3, CO - CRITERIA

Morgan County School District RE-3, CO - Criteria

Please describe your strengths and abilities as it relates to the listed criteria.

The Morgan County School District RE-3, Fort Morgan, Colorado, Board of Education, is seeking a highly qualified and fully certified Superintendent with the following desired characteristics:

- Leader – A strong innovative, collaborative leader who possesses the skills to bring staff together while listening, supporting and motivating them, encouraging success and succession while having the ability to problem solve and make difficult decisions. A leader who can develop and maintain a school budget and understands the Colorado School Finance laws.*
- Visionary – An individual who can provide vision for our district enhancing and embracing the current strategic plan.*
- Communicator – A strong communicator who can partner with all stakeholders providing for a strong flow of information between buildings, staff, board, community and state.*

- *Visible - A highly visible advocate for our school, community and state, who will actively involve themselves in school, community and professional organizations.*
- *Diversity - An individual who will embrace our community with understanding and acceptance of our cultural and academic diversity and believes meeting the varied needs of all students is a top priority.*

Over my career and especially over the past 12 months leadership skills have definitely been put to the challenge. Everything we've known growing up and through our adult careers has changed as it relates to public school education. Many see this time as a time of challenge, I see this as a time opportunity. We have an opportunity to reshape the way we deliver instruction and meet the needs of all our students. As a strong leader, I helped our district make shifts in instructional practices, student supports, parent communication and collaboration, and safety. I've worked with our building leadership teams develop stronger program than we've had before by using this time to rethink how we use our resources. We are working smarter with less and making progress!

Stronger leaders see challenges as opportunities to revision how we do business. We communicate better by using our technology and opening up meetings to the online world. We create extension opportunities for those that need a greater challenge and remediate in small groups for those that need assistance. We've used this time to pull students together into groups they may not have ever had a chance to be part of by using or tech skills.

Times have changed and they will never be the same moving forward. We've created better systems to support our community of learners and better meet their needs. We understand that the family unit needs to be secure before anyone can learn so we have added a focus to supporting families as well with additional nutrition supports and greater access to staff through online office hours.

My skills as a leader and learner have grown a great deal through this time and they will continue to grow stronger. I'm from a farming community in Iowa and understand the need for a strong, connected community. My experiences have led me to this opportunity and I'm ready for the work that will continue to move Morgan County School District forward.

Joseph A. Libby, Ed.D.

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"There's more in you than you think." Kurt Hahn

EDUCATION

**Doctorate of Education
Educational Leadership
Saint Mary's University
St. Paul, MN 2001-04**

*Dissertation: General Education
Administrators Knowledge of
Special Education Due Processes*

**Masters of Science & 6th Year
Degree
Education Administration and
Leadership**

**St. Cloud State University
St. Cloud, MN 1997-99**

Graduate Assistant, Department of
Education Administration and
Leadership

**Bachelor of Science
Elementary Education and
Coaching**

**Iowa State University
Ames, IA 1989-94**

LICENSURE

Washington State
K-12 Principal
#513577G
NAESP Certified
Admin Mentor

Minnesota
Superintendent
K-12 Principal
#367331 (6/2021)

Colorado
K-12 Principal
#168636
(10/20/2020)

Iowa
Superintendent
PK-12 Principal
PK-12 SpEd
#322131 (6/2023)

Texas
1-8 Teaching
#Lifetime Certified

CURRENT LEADERSHIP POSITION

**Executive Director, Teaching and Learning Services 2017-Present
West Des Moines Community Schools, Iowa (9,000 students, 13 Schools)**

Budget & Operations

- Supervise spending of PPEL funds
- Develop and manage department budget of \$38 million
- Coordinated construction of new 1,200 student 5-8 school
- Coordinated five-year budget reduction of \$5 million
- Implemented a \$10.5 million Federal grant
- Aligned department budget to meet district mission
- Coordinated district wide security upgrades

Human Resources

- Recruit, Post, Interview, and Hire Administrative and Classified staff
- Supervise and evaluates 13 K-12 building principals
- Present information at board meetings and

Curriculum & Instruction

- Facilitate monthly District Leadership Team (DLT), to develop comprehensive professional learning experiences for certified and administrative staff
- Twice per month, provide support to building principals to analyze data sets for improved academic, social, behavioral, equity, and attendance results
- Implement district wide effective grading practices and equity-based instruction
- Guide 13 schools through implementation of MTSS and PBIS systems
- Support implementation of curriculum PK-12 and support through professional development
- Support building alignment of instruction with standards
- Develop, fund, implement School-within-School at-risk programming

- assist with resources and recommendations
- Developed and Implemented mentoring program for 20 staff
- Review board policies through equity lens
- Make specific staffing and personnel recommendations

Community

- Quarterly involvement with professionals at the state legislative, regional and national level
- Member of School Community Network
- Support Juvenile Youth Justice Initiative

Volunteer

- Humane Society volunteer
- Justin Martin- Fallen Officer's Association
- Collegiate Coach: Judo and Hapkido
- Police Academy Cadet Trainer

- Implement McRel English Language Learner strategies for 6-8 middle school
- Collaborate regularly with legal counsel on compliance, due process, and disciplinary concerns
- Coordinated Early Learning Education and Extended School Year Programming for 43 schools

Technology

- Develop and Implement Distance Learning for 500 students
- Support 1:1 technology implementation for 9,000 students
- Support district wide online instructional practices for 13 schools

OTHER PROFESSIONAL EXPERIENCES

- **Assistant Director, Inclusive Education, 28,500 students / 43 schools**
 - Kent School District, Kent, WA (2014-2017)
- **Principal 6-8, 500 Students**
 - Moffat County School District. Craig, CO (2013 – 2014)
- **Principal 5-6 and 7-8 schools, 1,100 Students**
 - Fort Dodge School District, Fort Dodge, IA (2011 – 2013)
- **Principal / District Health and Wellness Coordinator 6-8, 704 Students /14,000 students**
 - Brighton 27J School District, Brighton, CO (2006-2011)
- **Thornton High School Assistant Principal / Athletic Director, 2,300 Students**
 - Adams12 Five Star School District, Thornton, CO (2005-2006)
- **Farmington Middle School –West Assistant Principal 8-9, 800 Students**
- **Dakota Prairie ALC, Farmington, Program Administrator, 125 Students** (2001-2002)
 - Farmington School District #192, Farmington, MN (1999-2005)
- **Assistant Principal / Athletic Director, 1,800 Students**
 - Albert Lea High School, Albert Lea, MN (1998-1999)
- **Ruby Reed Intermediate School, 6th grade Science Teacher, 1,100 Students, 7th -8th Coach**
 - Aldine Independent School District Houston, TX (1994-1997)
- **University Experiences: 2009- 2013**
 - **State Board of Regents, Business Leadership Network, Charter member IA (2012- 2013)**
 - University of Iowa, Drake University, University of Northern Iowa
 - **Associate Professor, Education Administration, Associate Professor, Business**
 - University of Phoenix, Lone Tree Campus, CO (2009-2016)

MEMBERSHIP

- School Administrators of Iowa
- National Urban Collaborative League
- Special Education Advisory Committee
- State Board of Regents – Business Leadership Network, Charter Member
- National Association of Secondary School Principals

PRESENTATIONS

- Iowa School Board Association, School Mental health: Trauma Informed Practices
- Federal, State, and Local Policy and Procedures for IDEA, 504, Discipline, FAPE, and LRE
- Keynote Speaker: CJ Bio America
- Emergency Preparedness Training, National

- National Association of Elementary School Principals
- State of Iowa Administrators Association
- Colorado Association of Secondary Educators
- Minnesota Association of Secondary School Principals
- U.S.A. Judo, Iowa Black Belt Association
- Scholia Member 2003- present

SPECIAL HONORS/AWARDS

- Alumni Leadership of the Year Award
- Leadership and Dedication Award
- Distinguished Alumni Award, Osage, IA
- N.A.S.S.P. Breaking Ranks: Trainer
- National Crime Prevention Council's Award for Outstanding Community Project 2002-'03
- Gulf Coast Jujitsu Assoc. Champion 1995 -97
- 3rd Degree Black Belt – HapKiDo
- 1st Degree Black Belt– Judo
- Iowa State Judo Champion, 1991-93, 2011-12

ACTIVITIES

- ALICE instructor Certification
- FEMA Incident Command Training
- Restorative Justice Facilitator
- Rape prevention / self defense Instructor
- C.P.R. and First Aid Certified
- Bassett Rescue Foster family
- Tri-athlete, Mountain biker, Martial Artist
- Community Volunteer / Refuge Advocate

- Homeland Security
- Phi Delta Kappa Research Forum
- Doctorate Program: Assessment Design Course, Saint Mary's University, MN
- Leadership Research Conference, Saint Mary's University, MN

TRAININGS / CONFERENCES

- Cognitive Coaching 2019-2020
- AASA National Principal Supervisor Academy 2018
- Iowa School Board Association, 20018
- Ed Leader 21, 2018
- PK-3 Executive Leadership Certification 2016-2017
- Urban Collaborative League 2014 - 2016
- NAESP Administrator Mentor 2014 - 2017
- Theory into Practice Seminars 2013
- Bridges over Poverty Training
- Understanding by Design Training
- ASCD RtI Conference 2012
- F.R.I.S.K. Employee Discipline Training