



**MCPHERSON & JACOBSON, LLC**

EXECUTIVE RECRUITMENT & DEVELOPMENT

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***For Immediate Release***

**May 6, 2025**

**Contact: Dr. Christy Sinner**

**McPherson & Jacobson, L.L.C.**

**402-991-7031/888-375-4814**

**Sargent School District Announces  
Finalists for Superintendent Interviews**

Sargent, Colorado – The Sargent School District Board of Education is pleased to announce that they have selected two candidates to interview for their superintendent vacancy. The candidates selected for interviews are:

- Dr. James “Reece” Blincoc - La Junta, Colorado
- Mr. Scott Hodgson - Brush, Colorado

Interviews are scheduled to be conducted on Thursday, May 15, 2025. Stakeholder will have the opportunity to meet the finalists and submit input to the board about each individual during the Meet and Greet on Thursday evening from 4:45 - 5:45 for one candidate and from 5:50 - 6:50 for the second candidate. The Meet and Greet will be held in the cafeteria. The board intends to make their selection following the interviews.

Sargent School District retained the services of McPherson & Jacobson, L.L.C. to assist in conducting their search. The consultant reviewed, screened, and conducted extensive background checks on eight applicants. On Monday, May 5, 2025, the consultant presented the applicants to the Board of Education and provided them detailed background information on each applicant. The board selected two candidates as finalists.

After the superintendent has been hired, Dr. Christy Sinner will facilitate a Board/ Superintendent workshop to assist in the establishment of performance objectives for the new superintendent.

**###**

**SARGENT SCHOOL DISTRICT  
BOARD OF EDUCATION SPECIAL MEETING  
Sargent High School  
High School Library  
7090 N. Road 2 E.  
Monte Vista, Colorado 81144**

**AGENDA  
Thursday, May 15, 2025**

12:00 - 1:30	Lunch with Clay Mitchell, Board President and Michele Peterson, Vice President Meeting location ~
1:30 - 3:00	Facility Tour with Matthew Smartt, Board Secretary and Clay Kimberling, Policy Advisor
3:00 - 4:30	Break time for candidates
4:35	BOE Meeting Starts the public meeting
4:45 - 5:45	BOE - Interview Supt. Candidate - James "Reece" Blincoe Meet and Greet with Community - Scott Hodgson
5:50 - 6:50	BOE - Interview Supt. Candidate - Scott Hodgson Meet and Greet with Community - James "Reece" Blincoe
7:00 - TBD	BOE Executive Session
TBD	BOE Public Session

\* The Meet and Greet will be in Cafeteria.



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***Sargent School District RE-33J  
Superintendent  
Monte Vista, CO***

**APPLICATION SUMMARY**

FOR

***Dr. James "Reece" M Blincoe***

**Record of Professional Education:**

**Degrees and Institutions:**

- \* Texas State University: San Marcos, Texas - Agriculture Education, Bachelor of Science (12/1987)
- \* Texas State University: San Marcos, Texas - Master of Arts (06/1998)
- \* University of Texas : Austin, Texas - Doctorate - PhD (12/2005)

**Record of Professional Experience:**

- \* (Current Employment)
- \* Superintendent - East Otero School District: La Junta, Colorado (07/2024 - 06/2027)
- \* Superintendent - Dolores School District: Dolores, Colorado (07/2021 - 06/2024)

**Summary completed: April 2025**

**Sargent School District RE-33J  
Monte Vista, Colorado  
Superintendent**

**James “Reece” Blincoe**

**Reference Checks:**

***Strengths and Relative Experiences:***

- Background in AG ed
- Successful bond and fiscal experience
- Addressed issues very quickly in Dolores
- Good financial background
- Tech competent
- Former BOE president (Kay Phelps) in Dolores speaks highly
- Knows area and Bayfield
- Quickly got engaged in CO (SCAP, Alliance, BOCES)
- Knows best practices
- Insightful
- Passionate
- Diligent
- Action oriented
- Inspiring
- Intuitive
- Makes decisions with integrity
- Focus on best interests of students
- Proven organizational skills
- Excellent written and oral communication skills
- Good time management
- Good problem solver
- Knows technology and programs
- Knows PD
- Was an ag teacher
- Excellent school finance background
- Knows career ed
- Excellent with community relations
- Respectful and collaborative
- Highly visible
- Knows school law
- Academic improvement
- Grant knowledge
- Positive impact in short time

**J. Reece Blincoe**  
**Sargent School District, Monte Vista, CO - Superintendent (394)**



## **COVER LETTER**

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### **Cover Letter**

Please type your personalized cover letter here.

*Cover Letter*

**To the School Board of the Sargent School District,**

**Please accept this letter of interest, application and accompanying documents for the position of Superintendent for the Sargent School District. Throughout my entire education career, spanning four decades, I have dedicated my time and talents to helping students achieve their dreams which is the ultimate indicator that the district is reaching all of their goals.**

**I have been blessed to work in public education for 37 years total, with 15 years' experience as a superintendent of schools and four years as an associate professor in educational leadership. I have a tremendous amount of experience in areas that will assist Sargent School District through these next years and beyond.**

#### **Visionary Leader and Accolades**

**Under my direction, Brownwood ISD in Brownwood, Texas, soared to new heights. We instituted sweeping changes in curriculum/instruction and as a result, our high school achieved the highest accolade for any school - the coveted federal Blue-Ribbon designation. Not resting on our laurels, we implemented cutting edge technologies to improve the education quality and as a result, our district was named an HEB School of Excellence finalist for two consecutive years. Plus, our schools achieved and exceeded expectations by garnering a "Recognized" rating for five consecutive years. Just as important, the hallmark of any great leader is to help all students, including our low socio-economic students. As such, we established the first-ever AVID model program and made sweeping improvements to our CTE department, and thus, greatly increased parental involvement and engagement. Indeed, one of our schools was a nationally Recognized Title I School for three consecutive years. I brought this knowledge to Dolores and La Junta and enacted many district improvements over the last four years. As noted in my resume, we have seen remarkable growth in education in Dolores and La Junta and we continue to implement many new initiatives for success.**

#### **Post-Secondary Readiness and Technology Key**

**As a former agriculture instructor, FFA advisor and career and technology director, philosophically, I believe that college/career readiness programs are essential to ensuring that students are well prepared after they leave high school. Under my guidance and counsel at Brownwood, we strengthened our college campus concurrent-credit program and career-based instruction. Further, we developed a comprehensive digital education program where each student had their own computing device in grades 7 through 12. Recognized for my innovation, I was nominated for the prestigious National Tech-Savvy Superintendent of the Year. I continued this work in Dolores and La Junta and have seen vast improvements in technology and innovative teaching methods. We have worked tirelessly on our post-secondary readiness plan with help from the Southwest Colorado Education Coalition and are in the works of implementation for the 24-25 school year and beyond. As a past CTE instructor and director, I will be an asset in designing and directing new CTE opportunities and career pathways. I have spent the last year working with a 2-million-dollar co-action grant, with Colorado Education Initiative, Empower Schools, and with the Southwest Colorado Education Collaborative. Through many experiences I have a tremendous knowledge of the classrooms and labs needed to properly teach these classes and to have successful CTE programs. I would also look forward to working with the FFA, assisting with animal projects, guest lecturing in class and maybe even assisting with training some of the CDE/LDE teams.**

#### **Leadership Skillset**

**All that I have accomplished has come through hard work, focused vision and honed leadership skills. I am a strong leader that has the ability to use multiple leadership tools depending on the situation. At times, I am likely to delegate and empower others to accomplish a task, and at other times I will take the bull by the horns and make the tough decision necessary. I believe that you always give credit to others in success and take the blame for shortfalls. And most importantly, I never forget that communication is the key to success when**

running a district and growing a community.

#### **Facilities and Construction**

Facilities are a key component of the education process. I possess extensive experience in working with architects, bond facilitation and construction management. I have worked extensively on construction projects in my tenure as a superintendent. I finished the renovation of our middle school in my first superintendency in Stockdale, Texas and led the bond planning and construction of a new high school. In Brownwood I finished the renovation of the middle school, high school, and CTE facilities. We also constructed a new agriculture facility, maintenance facility and new wing on one of our elementary schools. I acquired my construction skills in my late teens and early 20's as I worked in both residential and commercial construction and also in my years as an agriculture science teacher where I taught electrical, plumbing, and general building trades. I went on to write my doctoral dissertation at the University of Texas on high school facilities and their impact on academic achievement. This past year I led Dolores through writing a facility master plan, planning a phase one of construction, working with architects on design, applying for a BEST grant (twice) and preparing for a bond referendum in November, which overwhelmingly passed, thus leading to us securing a 20 million dollar BEST grant. From information from your website, it does not appear that you have any upcoming facility needs, but this knowledge will assist us if a need arises.

#### **Legislative**

For the last six years of my superintendent tenure in Texas I served as one of the top legislative liaisons for the Texas Association of School Administrators. I have provided testimony on a number of key bills and legal proceedings in Texas. I recently served as a board member of the Rural School Alliance and have dove in deep to the legislative activities here in Colorado. As your next superintendent, I would look forward to working with the Governor, the State Legislators and the State Board in crafting and passing school legislation that would be beneficial to the students, parents, and district. As the Colorado Legislature tightens its school finances it is looking to cut "averaging" from the funding formula. To offset this decrease in funds, Sargent needs to become a "growing" district and not a "shrinking" district.

#### **My qualifications for the Sargent School District**

I am seeking the superintendent position at Sargent because I truly believe I can make a difference and lead your district to continued success. I fully understand your challenges of recruiting and retaining staff, and staff housing. I have a proven track record as a culturally responsive and successful leader in public education.

As John Cougar Mellencamp said "I was born in a small town." I was born on a cattle ranch in Burnet, Texas. I graduated from Pflugerville, Texas where our graduating class exceeded 100 students for the first time. Most of my life I have lived and worked in small rural communities, I get Sargent! A small-town atmosphere and holding on to all the great qualities that make it what it is. The world will change but the change can make Sargent stronger if we hold tight to those small-town morals - like Pride, Friendship, Dedication, Work-ethic, and Caring! I also believe that my background as an agriculture teacher and CTE director will strengthen my ties with your agriculture-based community. I've advised and raised, with my daughters, my share of animal projects; I've even served as a judge at a variety of county fairs.

When taking into account my career successes and my life history, I truly believe that I am an excellent fit in the Sargent School District. Few have had the career I have had. I have been fortunate enough to have held almost every significant district position from classroom teacher to director to superintendent. I am ready for the next opportunity in my illustrious career and I look forward to Sargent being my last public education assignment. I also look forward to Monte Vista being the last town that I call home. With all the surrounding beauty and a vast number of outdoor opportunities, who wouldn't want to call this home? I have a proven track record and welcome the opportunity to discuss my qualifications and leadership experiences in greater detail. I truly appreciate your consideration and I look forward to your response.

Sincerely,

J. Reece Blincoe

## **PERSONAL DATA**

## PERSONAL DATA

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### Personal Data

How did you hear about this position?	McPherson & Jacobson website	Title	Dr.
First Name	James "Reece"	Middle Initial	M
Last Name	Blincoe	Suffix	
Email	[REDACTED]	Primary Phone	[REDACTED]
Alternate Phone	[REDACTED]		

## PERSONAL INFORMATION

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### Present Address

Street	[REDACTED]	City	La Junta
State	Colorado	Zip Code/Postal Code	81050

### 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

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### Undergraduate Institution #1

Type of School	College/University	Name of School	Other: Texas State University
City	San Marcos	State	Texas
Attended From (mm/yyyy)	08/1984	Attended To (mm/yyyy)	12/1987
Graduation Date (mm/yyyy)	12/1987	Degree	Bachelor of Science
Subject	Other: Agriculture Education		

### 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)  
Graduation Date  
(mm/yyyy)  
Subject

Attended To  
(mm/yyyy)  
Degree

**Graduate Institution #1**

Name of School      **Other: Texas State University**  
Graduation Date      **06/1998**  
(mm/yyyy)

City/State      **San Marcos, Texas**  
Degree      **Master of Arts**

**Graduate Institution #2**

Name of School      **University of Texas**  
Graduation Date      **12/2005**  
(mm/yyyy)

City/State      **Austin, Texas**  
Degree      **Doctorate - PhD**


**Major/Course of Study**


Undergraduate      **Agriculture Education**  
Specialist's  
Publications      **Many, see resume**

Master's      **Education Administration**  
Doctorate      **Educational Leadership**  
Activities/Honors      **Many, see resume**


**EXPERIENCE**

**Current Employment**

Employer Name      **East Otero School District**  
To (mm/yyyy)      **06/2027**  
Reason For Leaving      **Still Employed**  
Supervisor Phone  
Number        
Employer City      **La Junta**  
May we Contact this  
Employer      **Yes**

From (mm/yyyy)      **07/2024**  
Assignment      **Superintendent**  
Supervisor Name      **East Otero School Board**  
Supervisor Email        
Employer State      **Colorado**

**Professional Experience #2**

Employer Name      **Dolores School District**  
To (mm/yyyy)      **06/2024**  
Reason For Leaving      **Moved to larger district**  
Supervisor Phone  
Number        
Employer City      **Dolores**  
May we Contact this  
Employer      **Yes**

From (mm/yyyy)      **07/2021**  
Assignment      **Superintendent**  
Supervisor Name      **Dolores School Board**  
Supervisor Email        
Employer State      **Colorado**

**Professional Experience #3**

Employer Name  
To (mm/yyyy)  
Reason For Leaving  
Supervisor Phone  
Number  
Employer City  
May we Contact this      **No**  
Employer

From (mm/yyyy)  
Assignment  
Supervisor Name  
Supervisor Email  
Employer State

**Professional Experience #4**



Employer Name	From (mm/yyyy)
To (mm/yyyy)	Assignment
Reason For Leaving	Supervisor Name
Supervisor Phone Number	Supervisor Email
Employer City	Employer State
May we Contact this Employer	

### **Experience Summary**

Years of administrative experience **21**

## **DISCLOSURES**

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### **Disclosures**

Contract Status	Are you currently under contract?	<b>Yes</b>
If Yes, When does it expire?	Superintendent Certification	
Do you have a Superintendent Endorsement for the state represented by the position listed on this Application Form?		
<b>Yes</b>		
Please list any additional states where you have a Superintendent Endorsement.		<b>Texas</b>
Background Check		
I understand that if I am selected as a finalist for this position, I will need to complete a background check.		
<b>Yes</b>		
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.		
<b>Yes</b>		
Veteran Status (optional)	Are you a military veteran?	<b>No</b>

## **ATTACHMENTS**

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### **Attachments**

Resume	<a href="#"><u>Supt CV.docx</u></a>
Transcript	<a href="#"><u>Transcript.PDF</u></a>
Other	<a href="#"><u>Sum of App.docx</u></a>

## BACKGROUND INFORMATION

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### **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 **Yes**  
placed on leave by  
your employer for  
any alleged  
misconduct?

If yes, explain.

**I was placed on leave for unfounded claims of discrimination at La Junta school district.**

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.

**JMB 4-1-25**

## SARGENT SCHOOL DISTRICT RE-33J, COLORADO - CRITERIA

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### **Sargent School District RE-33J, Colorado - Criteria**

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

The Sargent School District RE-33J Board of Education in Monte Vista, Colorado, is seeking a highly qualified Superintendent. The Board of Education seeks an experienced educational leader who:

- Understands and embraces the opportunities and challenges inherent in small, rural communities
- Effectively creates, motivates, and inspires all stakeholders to achieve a common vision
- Possesses strong problem-solving skills and decision-making abilities
- Is committed to continuous improvement
- Has demonstrated success in serving as a mentor leading systemic and cultural change
- Demonstrates empathy, emotional intelligence, and integrity
- Actively engages, listens, and effectively communicates with staff, parents, and community

**Opportunities and Challenges in small, rural communities.**

As stated in my cover letter, "I was born in a small town" and I was raised in a small-town environment. My first superintendent position was in Stockdale, Texas which was a small agriculture-based community. My first superintendent position in Colorado was in Dolores, Colorado, which is a small agriculture community on the far southwest corner of the state. In both instances I grew to appreciate the small-town community and pride that they held for their small school district. I learned in how the town revolved around the school activities and took pride in the district. Let's just say that I've been to more than my share of parades and festivals that showcase our student's successes. The greatness of a small district (and the opportunities) is that you get to personally know each and every one of your students and get to work with them and the families to help each child succeed; in this situation every child truly matters. The challenges of a small rural community are that you don't sometimes have the resources, both financially and opportunity, that students have in larger towns, including specific internships, and college classes on campus. Some of these challenges can be overcome with innovation and creativity, but it takes hard work and dedication to success.

**Effectively creates, motivates, and inspires all stakeholders to achieve a common vision.**

Good leaders always give credit and take blame. They lead with a servant heart and realize that they are here to serve, collaborate and build up everyone around them, including teachers, principals, custodial workers, bus drivers, fellow administrators, and, of course, students and families. This type of leader is not scared to pick up a broom or a shovel (snow shovel too!) and get to work. This is Ted Lasso type of leadership where winning is not the most important goal, developing fine young people and future leaders is the most important goal, and the winning will follow! Combine this with a never quit mentality, a loving and caring disposition, a smile, and a big heart and you will create a positive learning culture in a system of excellence. A great collaborative leader is dedicated to growing everyone around them and growing the community. I like to accomplish this by being out in the community, visiting with all the civic groups and other organizations, and meeting people where they gather. Success in leadership is much like a high jumper at a track meet - if you clear six feet, move the bar up and set your next goal at six feet six inches. The goal is always to move the bar up and go for the next height. This goes for the School Board as well, it's the superintendent's job to set a high bar for them and help them see the next height we will reach as a leadership team. Building this type of relationship with the Board is crucial if we are going to succeed. As stated in my cover letter; I am very familiar with the rural lifestyle and country life and look forward to working in the rural community of Sargent to help everyone succeed.

**Possesses strong problem-solving skills and decision-making ability.**

Today's superintendent must be a bold, creative, energetic leader who can respond quickly to many issues and take a variety of actions toward meeting goals and commitments, solving problems, and making strong decisions. Problem-solving and decision-making is usually best served when you get key stakeholders in the room for thorough discussion, a look from all sides of the issue, deliberation and then a decision. This is my favorite method, but there are instances when time does not allow for this and you need to be a bold leader and move forward with a decision; while not my favorite method, it is one I will use from time to time.

**Is committed to continuous improvement.**

A great visionary leader has his/her eyes on the horizon and is always watching for the next best way to improve the educational process, the district, and the community. I read for an hour every morning with a warm cup of coffee in my left hand, my computer control in my right hand, and my dog, Bernie, at my feet. I read educational news, state news, and national news. I stay well informed at all times and watch for future trends. I'm an idea guy, I will always share interesting stories and ideas with my administrative staff and Board to see if this is a good direction for our district in the light of continuous improvement. For instance, our Dolores School Board voted to join the Student-Centered Accountability Program (S-CAP), and I also continued this program in La Junta. I am aware that Sargent just joined as well, and I look forward to continuing S\_CAP for your district. This is an innovative way to replace the UIP with a peer-reviewed school analysis method that gets teachers and administrators engaged in a district improvement analysis and implementation.

**Has demonstrated success serving as a mentor leading systemic and cultural changes.** Effective educational and instructional leadership begins with assessing the quality of instruction, modeling ideal teaching practices, supervising curriculum review, and assuring teaching resources are available. Without appropriate mentoring, direction and materials, even the finest educators cannot facilitate students reaching their true potential. A successful superintendent must find available resources to provide these foundations, even in times of great economic uncertainty. On top of these skills, I believe caring and compassion are many times the key to cultural changes and I will demonstrate this on a daily basis. This past year in La Junta we have undergone extensive curriculum upgrade and improvement to our instructional practices by being members of The University of Virginia Leadership Development Program, implementing Get Better Faster practices, and working with TNTP on improvement planning. I am well equipped to implement similar practices in the Sargent School District. On top of the academic focus, I have also accomplished extensive improvements to our CTE programs in Dolores and La Junta. Again, as a past CTE instructor and director, I will be an asset in designing and directing new CTE opportunities and career pathways. I have spent the past couple of years working with a 2-million-dollar co-action grant, with Colorado Education Initiative, Empower Schools, and with the Southwest Colorado Education Collaborative. Through many experiences I have a tremendous knowledge of the classrooms and labs needed to properly teach these classes and to have successful CTE programs that lead to industry certification and career opportunities. Over the past 15 years as a superintendent and 4 years as a graduate school professor I have honed my leadership skills and my ability to my cultural changes; I take pride in my abilities and look forward to bringing them to the Sargent School District. One more note in this area: While I have reviewed your Strategic Plan, I have not been able to locate your graduate profile. If one is not yet developed, I would look forward to developing a strategic plan with the Board and community. Together, using problem-solving and decision-making skills, we will forge a new vision for the students and staff of the Sargent School District.

**Demonstrate empathy, emotional intelligence and integrity.**

Empathy is a skill that I believe all that work in education must possess. To have the ability to understand the situation that others are in and to be able to help them is key. The first year I taught a young man walked to my classroom the day before Christmas break and I asked him "are you excited about Christmas break?" He said "no, you don't understand that I now have to find food to eat over the next two weeks." I had never experienced that feeling before and it made me realize that everyone is not as fortunate as I had been raised, with food on the table. It opened my eyes to see each person as they are, empathize with their situation and help them, all that I can, so they can better themselves and their lives. To me, emotional intelligence is a fancy word for common sense. While I have been graced and fortunate to advance my education and obtain a number of degrees, I feel my emotional intelligence far outweighs my education knowledge. I will always look at problems and issues through the lens of safety, legality, and liability but also know that there is a common-sense knowledge that also must be applied. It's a farmers' and ranchers' mentality and it has served me well for many years. Integrity to me is "say what you are going to do and do what you say". It's keeping your word, being honest, truthful, and forth coming. It's the best and only way to treat every situation and it is the only way to lead a district.

**Actively engages, listens, and effectively communicates with staff. Parents, and community.**

I like how Abe Lincoln described his management style: Management by wandering around. I really like the MBWA style and use it as much as possible in running a small, rural school district. You must know your people and know what they are dealing with and you can't do either by sitting in your office. I will be out and about and will try to be in the school buildings daily. I will be at games and events as much as time allows (at times with my dog, Bernie) so I can intermingle with the parents and community. Small communities rightfully demand this. I will also communicate by writing blogs and news articles to share my incites on educational and community issues as they arise. To add to this, I will also write weekly (usually) to the Board to inform them of all that went on that week and will have a superintendent report at all Board meetings. This is what it takes to be successful in a small district and it is how I like to be.

**Requirements**

I fully meet the desired requirements as listed. I have a tremendously diverse background as I referenced earlier. I was a teacher for ten years, an administrator for ten years, a professor for four years, and now a superintendent for fifteen years. I do also exemplify integrity, humility, and a strong moral compass. With all of this said, Yes, I get results. If you give me a task, it will be completed. I don't know the word quit - not in life and not in my professional endeavors. I am a competitor and I strive to be the best - in education and in sporting events that I compete in; it's just who I am. If you hire me as your next superintendent I will work tirelessly with the Board, the administrators, the staff, and the community to build the best school system in Colorado. I believe with all of my heart that the Sargent School District has all of the pieces in place to provide the best education system in Colorado and to be the shining example for all to follow.

## DISCLAIMERS AND AFFIRMATION

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### *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*                     **JRB**

*Affirmation Date*         **04/15/2025**



# **DR. J. REECE BLINCOE**



## ***Introduction***

Dr. J. Reece Blincoe, a public-school servant spanning four decades of service, has devoted his life to furthering the educational attainment and development of the students of Texas and Colorado. He is a true educator with 17 years of experience as an administrator in five districts in both large and small school systems.

Starting out as a humble Ag Science teacher back in 1987, Dr. Blincoe developed and honed his craft while exuding traits of leadership, management, and innovation that propelled him to the level of superintendent and later to Associate Professor in Education Leadership.


## ***Education***

University of Texas – Austin, Doctor of Education Leadership (2008)

Texas State University – Master's in Education Administration (1998)

Texas State University – Bachelor of Science in Agriculture Education (1987)Employment History

### ***East Otero School District; La Junta, Colorado / 2024- present***

- ◆ Assume all superintendent duties including school finances, professional development, curriculum and instruction review, new career pathways planning, concurrent enrollment plan with Otero College, financial audit, BOCES relationships, Board training, facilities planning BEST grant, and many other duties.
  - ◆ Accomplishments include:
    - Overhaul of curriculum and instructional practices.
    - Completing back financial audits and revising accounting procedures.
    - Working with CDE on turnaround plans for two campuses.
    - Implemented leadership training for all campus administrators.
    - Implemented a new communication plan and monthly blog
    - Improved communications with website improvements
    - Applied for 3.5 million BEST grant.
- 

### **Dolores School District; Dolores, Colorado / 2021-2024**

- ◆ Assume all superintendent duties including school finances, professional development, curriculum and instruction review, new career pathways planning, concurrent enrollment plan with PCC, financial audit, develop and implement COVID protocols, BOCES relationships, Board training, facilities planning for bond and BEST grant, and many other duties.
- ◆ Accomplishments include:
  - o Tremendous increase in staff salaries and bonuses
  - o Complete policy overhaul
  - o Developed new facilities master plan, designed new construction and renovation plan, passed largest bond in district history, and applied for BEST grant
  - o Implemented instructional improvement plan
  - o Received \$2M Co-action grant for new career pathways
  - o Developed a new strategic plan and graduate profile
  - o Implemented a new communication plan
  - o Improved communications with monthly newsletter and website improvements
  - o Implemented new Student Information System (SIS)
  - o Moved to new Universal Improvement Plan (UIP) utilizing S-CAP methodology
  - o Board Member of the Colorado Rural School Alliance
  - o Member of SW Opportunity Now Grant to build teacher housing

### **University of the Southwest; Hobbs, New Mexico / 2017-2019**

- ◆ Developed all courses for the graduate degree in Education Administration and Education Specialist
- ◆ Program Director for Educational Administration and Education Specialist
- ◆ Published Educational Administration Program Handbook
- ◆ Classes taught included: Introduction to Education Administration, Educational Leadership, Learning and Accountability, Legal and Ethical Issues for Campus Administrators, Facility Management and School Safety, Parent and Community Involvement, Personnel Selection and Professional Development, Internship in Education Administration, and Education Capstone (all classes taught in on-line format using Blackboard)

- ◆ Member of Strategic Planning Committee
- ◆ Faculty Representative – Board of Directors
- ◆ Faculty Representative – Executive Committee
- ◆ IRB Committee Member
- ◆ Guest Lecturer of lunch and Learn
- ◆ Guest Lecturer of Student Body Assembly

***Sul Ross State University; Alpine, Texas / 2015-2017***

- ◆ Classes taught include: Introduction to School Administration, Educational Leadership for Principals, Curriculum, Instruction & Assessment, School Law, School Support Services, Instructional Leadership, Practicum
- ◆ Program Director for Educational Leadership
- ◆ Visited all Interns in the Practicum.
- ◆ Published Educational Leadership Program Handbook.

***Texas Association of School Administrators (TASA) / 2015-2017***

- ◆ Served as Field Representative for Regions 15 and 18.
- ◆ Attended all regional meetings and presented TASA updates
- ◆ Visited and mentored new superintendents
- ◆ Attending TASA/TASB conference and Mid-winter conference to assist with conference logistics
- ◆ Attending various workshops and summer conferences as assigned

***Brownwood ISD; Brownwood, Texas / 2008-2015***

- ◆ “Recognized” district 2008, 2009, 2010, 2011, & 2012
- ◆ HEB Excellence in Education Award 2013 and 2014
- ◆ Nationally Recognized Title I School 2008, 2009, 2010, 2011
- ◆ Engineered \$33M bond construction project
- ◆ Blue-Ribbon High School, 2009
- ◆ All campuses “Recognized” or “Exemplary”
- ◆ TBEC Honor Roll Schools 2008, 2009, 2010, 2011
- ◆ UIL’s Lone Star Cup Top Ten Schools: 2011
- ◆ One-to-One High School Computer Initiative, 2009 – 2014
- ◆ Recipient - Vision 20/20 grant, Connections grant, T3 grant – 1.6M
- ◆ Superior Financial Rating 2008 – 2014
- ◆ Appointed to National Board of Directors of “First Move” chess curriculum 2012 – 2014
- ◆ Appointed National Representative to AASA – 2014-2015
- ◆ Served two years as Region 15 President of Superintendents Association
- ◆ Served two years on Commissioner of Education Cabinet
- ◆ Served eight years on TASA Legislative Committee



- ◆ Served 2 years on TASA Public Education Visioning Committee, which published the widely renown document "Creating a New Vision for Public Education in Texas."

#### ***Stockdale ISD; Stockdale, Texas / 2004-2008***

- ◆ Served as Superintendent of Schools with all duties and responsibilities and assigned by state statutes and School Board delegation.
- ◆ Exemplary Elementary School 2006 - 2008
- ◆ TBEC Honor Roll School 2006, 2007, 2008
- ◆ Superior Financial Ratings 2004, 2005, 2006, 2007, 2008
- ◆ Passed Largest Bond in SISD history to build a new high school
- ◆ First in Texas to implement "chess curriculum" grades 2<sup>nd</sup> and 3<sup>d</sup>
- ◆ Served as US delegate for the international seminar on schooling in Costa Rico
- ◆ Developed graduate profile - 2008
- ◆ Member of class AA UIL regional committee

#### ***Del Valle ISD / 2001-2004***

- ◆ Served as Career and Technology Director, Student Services Director, and other administrative roles both on campus and at central office.
- ◆ Organized and directed middle school rezoning
- ◆ Organized and directed new teacher induction and retention program
- ◆ Chaired Capitol Area Tech-prep Consortium

#### ***San Marcos ISD / 1998-2001***

- ◆ Served as Career and Technology Director and Campus Administrator. Office was located on San Marcos High School where I served in a district administrative role and a campus administrative role.
- ◆ Developed course sequence and graduation plans for all career programs
- ◆ Submitted yearly PIEMS report and Carl Perkins report
- ◆ Served on state AP Science curriculum development team, University of Texas
- ◆ Developed and implemented "Career Opportunities on location"

#### ***Texas Education Agency / 1997-1998***

- ◆ Served a year as a Program Specialist in the Career and Technology Department and worked mainly in the Agriculture Education/FFA program
- ◆ Organized state-wide Agriculture Science conference
- ◆ Served on USDE - Career Initiative Committee
- ◆ Served as Texas Representative of "local Program Success" development team.

#### ***Leander ISD / 1990-1997***

- ◆ Served as an Agriculture Science Instructor and FFA Advisor

- ◆ Helped design and build a multi-million-dollar agriculture facility and was one of the first districts in the state to offer aquaculture.
- ◆ Recipient of the Texas Agriculture Science "Program of the Year" 1997
- ◆ Finalist for National "Agriculture Science Program of the Year" 1997
- ◆ Served on National Aquatics Instructional Taskforce
- ◆ Served as vice-chairman VATAT credit union board of directors

#### ***Southside ISD; San Antonio, Texas / 1988-1990***

- ◆ Served as an Agriculture Science Instructor and FFA Advisor.

#### ***Leander ISD; Leander, Texas / 1987-1988***

- ◆ Served as long-term substitute for agriculture science/FFA

#### ***State Board of Educator Certifications***

- ◆ Colorado Superintendent / Administrator
- ◆ Texas Superintendent
- ◆ Texas Mid-Management Administrator
- ◆ Texas Agriculture Science Instructor

#### ***Publications***

- ◆ Texas Lone Star, Volume 32, Number 7, August 2014 – Marketing Public Schools
- ◆ Insight Magazine, Spring, 2013 – Innovative Chess Curriculum Teaches Critical Thinking
- ◆ Leaders in Education, 2012 – Preparing a Trained Workforce
- ◆ The Pitsco Network, April-May 2011 – Connecting with Careers in the Community
- ◆ The Age and Condition of Texas High Schools as Related to Student Academic Achievement, 2008 (dissertation)
- ◆ Blog: Blincoe's Blog, published on Brownwood ISD webpage, weekly. 2012 – 2014
- ◆ Blog: Dolores Superintendent Blog, monthly. 2023-2024

#### ***Presentations***

- ◆ Testified, Lawsuit on School Funding, Judge Dietz courtroom, 2015
- ◆ Keynote Speaker, Ranger College Graduation, 2014
- ◆ TASA Mid-winter Conference, 2014 – New Teacher Evaluation System
- ◆ TASA Mid-winter Conference, 2013 – Visioning Committee Findings
- ◆ "First Move" National Board Meeting, 2012-2014 – Chess Curriculum, Superintendent Perspective
- ◆ TASA Mid-winter Conference, 2012 – Career and Technical Education

- 
- ◆ TASA/TASB Conference, 2012 – Visioning Committee Findings
  - ◆ SXSW Conference, 2011 – Project Share
  - ◆ Apple Technology Summit, 2009 – Implementing a one-to one initiative
  - ◆ TASA/TASB Conference, 2007 – Benefits of Chess in the Classroom
  - ◆ Testified, Senate Education Committee, 2007 – Top 10% rule
  - ◆ Texas Tech-prep Conference, 2004 – New Direction in Curriculum Design
  - ◆ Career and Technology State Improvement Conference, 2003 – Middle School Investigation Lab Initiative
  - ◆ National American Vocational Association Conference, 1998 – Local Program Success Implementation
  - ◆ USDE, National Education Conference for State Directors, 1998 – Keynote Address on Local Program Success
  - ◆ Testified to Texas House and Senate, 2008 – 2014, multiple times on various issues

April 15, 2025

# **SUMMARY OF APPLICATION**

RECAPPING THE STRENGTHS OF THE CANDIDACY OF DR. J. REECE BLINCOE  
FOR SUPERINTENDENT OF SARGENT SCHOOL DISTRICT.

- I will be ready to hit the ground running and be prepared for staff retuning for pre-service in August.
- I can officially begin work on July 1<sup>st</sup> and will begin working on "first 60 days" list.
- I meet all qualifications and have/can complete all responsibilities as listed in your Board policy covering "Qualifications/Powers and Responsibilities of Superintendent".
- I am fiscally conservative, and I will bring a balanced budget for approval by the Board and will implement the budget with fidelity to serve our district, staff, students, and community.
- I will provide the leadership necessary to grow our schools and community. I will be visible at district events, city events and on campuses.
- I have tremendous knowledge of facilities and school safety and will review school safety initiatives.
- I have tremendous experiences in construction and renovation of facilities and am ready to discuss construction/renovation plans and proceed as directed. I have extensive knowledge in applying for the BEST grant and can proceed in that area as well.
- I have an abundance of knowledge on implementing new technology initiatives. I will work with our technology director to improve our technological capabilities.
- I have extensive knowledge in Curriculum and Instruction planning and implementation and am ready to discuss a curriculum and instructional practices and develop plans for improvement.
- I can and will work long hours to complete all necessary tasks. I plan to live in the city of Monte Vista and will be available day and night.
- I have tremendous communication skills and presentation skills. I will represent Sargent School District with pride at all public events.
- I have experience in planning, training and professional development and will utilize these skills to grow our staffs' capabilities in all areas.
- Being a past Agriculture Teacher and Career and Technology Director and am ready to review and revitalize career pathways and develop post-secondary readiness plans.
- I have extensive experiences working with colleges and universities on concurrent credit classes and will be ready to meet with College(s) to strengthen concurrent credit classes for our students.
- I am personable and happy in my demeanor – I can frequently be heard whistling or singing a song that's on my heart.
- I am a fully licensed superintendent in Colorado and will not need any additional certification.



**MCPHERSON 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)

***Sargent School District RE-33J  
Superintendent  
Monte Vista, CO***

**APPLICATION SUMMARY**

FOR

***Mr. Scott L Hodgson***

**Record of Professional Education:**

**Degrees and Institutions:**

- \* University of Northern Colorado: Greeley, Colorado - Kinesiology: K-12 PE, Bachelor of Arts (12/2006)
- \* Western State Colorado University: Gunnison - Master of Arts (05/2015)
- \* University of Colorado at Colorado Springs: Colorado Springs - LEAD: School Superintendent Licensure (08/2024)

**Record of Professional Experience:**

- \* (Current Employment)
- \* South Valley Middle School Principal - Weld RE-1: Gilcrest, Colorado (07/2024 - 06/2025)
- \* Director of Secondary Schools - Brush School District RE-2J: Brush, Colorado (07/2019 - 06/2024)
- \* Assistant Principal/Athletic Director - Brush School District RE-2J: Brush, Colorado (07/2015 - 06/2019)
- \* Athletic Director - Holly School District RE-3: Holly, Colorado (08/2008 - 06/2015)

**Summary completed: April 2025**

***Sargent School District RE-33J  
Monte Vista, Colorado  
Superintendent***

**Scott Hodgson**

**Reference Checks:**

**Summary of Reference Check Calls and Application Form:**

- Very student focused
- Knowledgeable
- Very coachable and has grown in his leadership
- Very intelligent
- Has good understanding of superintendent position in rural areas
- Straight forward in is communication
- Builds relationships with staff
- Strong moral and ethical values
- Very direct in his communication
- Holds people accountable
- Believes in chain of command
- Listener
- Creative thinker
- Very genuine about student education and well being
- Very task oriented
- Very organized
- Displays professionalism
- Creative problem solver
- Understands rural education
- Very dedicated and determined
- Hard worker
- Encourages certain staff
- Strong communicator
- Strongest when he can reflect on situations

**Scott Hodgson**  
**Sargent School District, Monte Vista, CO - Superintendent (394)**



**COVER LETTER**

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**Cover Letter**

Please type your personalized cover letter here.

*Cover Letter*

**Scott Hodgson**



**April 3, 2025**

**Sargent School District**

**7090 North Road E**

**Monte Vista, CO 81144**

**Dear Members of the Board of Education,**

I am writing to express my interest in the Superintendent position with Sargent School District. With 18 years of experience in education, I bring a proven track record of leadership as a teacher, athletic director, assistant principal, principal, and director of secondary schools. My passion for fostering student success, supporting staff development, and engaging with the community aligns with your district's values and vision for excellence.

Throughout my career, I have embraced opportunities to enhance education through innovative strategies and collaboration. As Director of Secondary Schools in Brush, I implemented Individual Learning Plans for all students, developed learning pathways tailored to individual needs, and cultivated a positive campus culture while combining multiple campuses. I take pride in developing teacher leadership, expanding CTE opportunities, and introducing accountability systems that prioritize growth and results. In my most current position, I have been focusing on the improvement of school culture for staff and students through collaboratively identifying areas to focus on improvement, creating and holding students and staff accountable to the expectations that have been created, being consistent and following through, and celebrating the successes as they occur.

I have had the opportunity to work through many facets of curriculum design and implementation, instructional improvement processes, data driven instructional protocols. While focus on continual improvement of our instruction is important, I have also been able to ensure the operational efficiency and maximization of resources for the benefits of staff and students. Being able to ensure the operations aspects of the schools is supporting our objectives as it should, allows a positive culture and focus on the education of students to occur.

My commitment to rural education ensures I understand the unique challenges and opportunities within Sargent. I value shared leadership, efficiency, and creating strong partnerships with families and stakeholders to improve outcomes for every student. If given the opportunity, I am confident I can support Sargent School District in achieving its goals and advancing its mission.

Thank you for considering my application. I would welcome the opportunity to discuss how my leadership style and experiences can benefit the Sargent School District. Please feel free to contact me at [REDACTED].

Sincerely,

**Scott Hodgson**

## PERSONAL DATA

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### Personal Data

How did you hear about this position?

McPherson & Jacobson website

Title

Mr.

First Name

Scott

Middle Initial

L

Last Name

Hodgson

Suffix

Email

[REDACTED]

Primary Phone

[REDACTED]

Alternate Phone

[REDACTED]

## PERSONAL INFORMATION

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### Present Address

Street

[REDACTED]

City

Brush

State

Colorado

Zip Code/Postal Code

80723

### 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	College/University	Name of School	Other: University of Northern Colorado
City	Greeley	State	Colorado
Attended From (mm/yyyy)	08/2002	Attended To (mm/yyyy)	12/2006
Graduation Date (mm/yyyy)	12/2006	Degree	Bachelor of Arts
Subject	Other: Kinesiology: K-12 PE		

### 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	Other: University of Colorado at Colorado Springs	City/State	Colorado Springs
Graduation Date (mm/yyyy)	08/2024	Degree	Other: LEAD: Superintendent Preparation

### Graduate Institution #2

Name of School	Other: Western State Colorado University	City/State	Gunnison
Graduation Date (mm/yyyy)	05/2015	Degree	Master of Arts

### Major/Course of Study

Undergraduate	Kinesiology: K-12 PE	Master's	Educational Administration Leadership
Specialist's Publications	LEAD: School Superintendent	Doctorate Activities/Honors	Tointon Principal Academy, Honorary Chapter Degree FFA

## EXPERIENCE

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### Current Employment

Employer Name	<b>Weld RE-1</b>	From (mm/yyyy)	<b>07/2024</b>
To (mm/yyyy)	<b>06/2025</b>	Assignment	<b>South Valley Middle School Principal</b>
Reason For Leaving	<b>Career Advancement/School Closure</b>	Supervisor Name	<b>Kim Bloemen</b>
Supervisor Phone Number	[REDACTED]	Supervisor Email	[REDACTED]
Employer City	<b>Platteville</b>	Employer State	<b>Colorado</b>
May we Contact this Employer	<b>Yes</b>		

### Professional Experience #2

Employer Name	<b>Brush School District RE-2J</b>	From (mm/yyyy)	<b>07/2019</b>
To (mm/yyyy)	<b>06/2024</b>	Assignment	<b>Director of Secondary Schools</b>
Reason For Leaving	<b>I wanted to work with a smaller student population after 9 years in Brush.</b>	Supervisor Name	[REDACTED]
Supervisor Phone Number	[REDACTED]	Supervisor Email	[REDACTED]
Employer City	<b>Brush</b>	Employer State	<b>Colorado</b>
May we Contact this Employer	<b>Yes</b>		

### Professional Experience #3

Employer Name	<b>Brush School District RE-2J</b>	From (mm/yyyy)	<b>07/2015</b>
To (mm/yyyy)	<b>06/2019</b>	Assignment	<b>Assistant Principal/Athletic Director</b>
Reason For Leaving	<b>Promoted to Director of Secondary Schools in Brush</b>	Supervisor Name	[REDACTED]
Supervisor Phone Number	[REDACTED]	Supervisor Email	[REDACTED]
Employer City	<b>Brush</b>	Employer State	<b>Colorado</b>
May we Contact this Employer	<b>Yes</b>		

### Professional Experience #4

Employer Name	<b>Holly School District RE-3</b>	From (mm/yyyy)	<b>08/2008</b>
To (mm/yyyy)	<b>06/2015</b>	Assignment	<b>Athletic Director</b>
Reason For Leaving	<b>Career advancement with AP/AD position in Brush.</b>	Supervisor Name	[REDACTED]
Supervisor Phone Number	[REDACTED]	Supervisor Email	
Employer City	<b>Holly</b>	Employer State	<b>Colorado</b>
May we Contact this Employer	<b>Yes</b>		

### Experience Summary

Years of administrative experience	<b>14</b>
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## DISCLOSURES

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### Disclosures

Contract Status

Are you currently  
under contract?

**Yes**

If Yes, When does it  
expire? **June 05, 2025**

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. **Colorado**

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?

**No**

## ATTACHMENTS

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### Attachments

Resume

[Hodgson Resume Supt. Resume \(5\).pdf](#)

Transcript

[Scott All BW.pdf](#)

Other

[Scott L. Hodgson Supt. License 2024.pdf](#)

## BACKGROUND INFORMATION

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### 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?

**Yes**

If yes, explain.

**The case was dismissed and records are sealed. I am happy to include more information if requested.**

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.

**SLH 4/3/25**

## **SARGENT SCHOOL DISTRICT RE-33J, COLORADO - CRITERIA**

### **Sargent School District RE-33J, Colorado - Criteria**

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

The Sargent School District RE-33J Board of Education in Monte Vista, Colorado, is seeking a highly qualified Superintendent. The Board of Education seeks an experienced educational leader who:

- Understands and embraces the opportunities and challenges inherent in small, rural communities
- Effectively creates, motivates, and inspires all stakeholders to achieve a common vision
- Possesses strong problem-solving skills and decision-making abilities
- Is committed to continuous improvement
- Has demonstrated success in serving as a mentor leading systemic and cultural change
- Demonstrates empathy, emotional intelligence, and integrity
- Actively engages, listens, and effectively communicates with staff, parents, and community

**I am excited to submit my application for the position of Superintendent at Sargent School District. With my career deeply rooted in rural education, I understand and embrace the unique opportunities and challenges inherent in small, tight-knit communities. As a leader who values the importance of community relationships, I am committed to fostering a culture of collaboration and shared success that aligns with the district's values and vision.**

**Throughout my career, I have had the privilege of working in rural school districts, where I have honed my ability to motivate and inspire all stakeholders to work toward a common goal. I believe in building a clear, shared vision that is not only inspirational but also achievable, and I work hard to ensure that every voice is heard and valued in the process. By fostering strong relationships with staff, parents, and community members, I create an environment of trust and mutual respect that drives collective success.**

**My leadership is defined by a commitment to continuous improvement and a relentless focus on student**

**achievement. I possess strong problem-solving and decision-making abilities, which have been crucial in overcoming the unique challenges that come with leading rural districts. Whether it involves resource allocation, curriculum development, or strategic planning, I approach each challenge with a solution-focused mindset that prioritizes student success while maintaining the district's long-term sustainability.**

**As a mentor, I have successfully led systemic and cultural change, creating environments where educators and staff feel empowered to grow and excel. I have led professional development initiatives and implemented mentoring programs that foster a collaborative learning environment, while also holding staff accountable to high expectations for student performance.**

**Empathy, emotional intelligence, and integrity are the cornerstones of my leadership style. I approach each situation with a deep understanding of the needs and concerns of all stakeholders. I listen actively, respond thoughtfully, and communicate transparently to ensure that everyone feels heard, respected, and valued. These qualities, combined with my ability to inspire and motivate, have allowed me to build strong, lasting relationships with staff, students, and the community.**

**I have had the privilege of being a member of the Weld RE-1 Strategic Plan Core Team, where we developed a new mission and vision statement for the district. This collaborative effort allowed me to work closely with a diverse team of educators and community leaders to shape the district's future direction. In addition, I played a key role in the creation of an instructional framework for both the Weld RE-1 and Brush School Districts, ensuring that curriculum, instruction, and assessment aligned with the district's vision and goals.**

**At South Valley Middle School, I focused on improving the school culture by working closely with staff and students to create a supportive and positive learning environment. Through open communication, team-building activities, and a commitment to professional development, I was able to enhance the culture of the school, ensuring that both staff and students felt supported, valued, and empowered to succeed.**

**I am deeply committed to creating an inclusive and student-centered educational environment, where all students have the support and resources they need to thrive. I am excited about the opportunity to bring my experience, passion, and leadership to the Sargent School District, and I look forward to the possibility of working together to achieve the district's goals.**

## **DISCLAIMERS AND AFFIRMATION**

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### *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*                      **SH**

*Affirmation Date*         **04/03/2025**



Colorado State Board of Education  
Educator Certificate [REDACTED]  
Scott Lloyd Hodgson



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 [REDACTED]

Valid: 04.07.2024 - 04.07.2031

Endorsed In:  
Principal (K-12)

Endorsement Issued:  
06.16.2014

Initial Administrator License [REDACTED]

Valid: 11.20.2024 - 11.20.2027

Endorsed In:  
School Administrator (K-12)

Endorsement Issued:  
11.20.2024

Designations:

Designations Met:

READ Act - Administrator  
Educator Effectiveness Evaluator Training  
English Learner Professional Development

07.31.2024  
11.18.2024  
11.20.2024

# Scott Hodgson

## Professional Objective

*To become a leader of excellence within your district by providing staff and students opportunities in education to change outcomes for our future. With 18 years of experience in education as a teacher, athletic director, assistant principal, principal, and director of secondary schools, I have had an opportunity to work successfully with many facets of public school education by implementing continuous improvement strategies and a growth mindset to maximize potential.*

## EDUCATION

- **University of Colorado-Colorado Springs** - Colorado Springs, CO (2023-2024)
  - LEAD: Superintendent Licensure Program
- **Western State Colorado University**- Gunnison, CO (2013- 2015)
  - Principal Licensure Complete June 2014
  - Graduated with Masters of Arts in Educational Leadership
- **Adams State University** – Alamosa, CO (2011-2013)
  - Masters of Arts in Human Performance & Coaching
  - Coaching and Sports Management
- **University of Northern Colorado** – Greeley, Colorado (2002 – 2006)
  - Bachelor of Science in Sports and Exercise Science: Physical Education, K-12 Licensure
  - Minor in Coaching

### District Leadership Experiences

- Curriculum Council
- Meet and Confer Committee
- District Accountability Committee
- Superintendent Cabinet
- Competency Based Implementation
- STEPS Board
- Continuing Education Committee
- Sick Bank Review Committee
- JUST Transition
- City of Brush/BSC Traffic Team
- CTE Advisory Committee
- Coordination with Transportation, Food Service, Technology, Maintenance
- Roots 76 District Representative

### Professional Skills

- Problem solver
- Curriculum Development
- Instructional Leader
- Culture Builder
- Standards/Competency Based Education
- Rural and Small Rural Experience
- Student Centered and Student Focused
- Planning with a Vision
- Shared leadership and servant leader
- Community Involved
- Resource Maximizer
- Supportive of student events and organizations
- Consistent
- Resilient

## ADMINISTRATIVE EXPERIENCE

- **Weld RE-1 South Valley Middle School - Principal** - Platteville, CO (2024-Present)
  - Implemented student behavior structures to promote PBIS and discipline consistency
  - Improved climate and culture of school through supporting teachers
  - Strategic and Core Team member for Weld RE-1 Strategic Plan that developed new mission, vision, and 5-year goals of the district
  - Reduced failure rate by 60% during the 1st semester of grades 6-8
  - Partnered with the Director of Teaching and Learning as a member of the district's Teaching and Learning Committee to develop an instructional framework for the district
  - Development of Data Driven Instruction Protocols for PLCs with teaching staff
  - Created a monthly student community meeting called Viking Pride to address current trends and develop common behavior expectations for middle school students
  - Coordinated with Human Resources and Superintendent for staff placement following closure of South Valley Middle School

- **Brush Secondary Campus - *Director of Secondary Schools*** -Brush, CO (2019-2024)
  - Implemented Individual Learning Plans (ILPs) for all students
  - Creation of learning pathways based on individual student needs including partnership with Morgan County Community College to create opportunities for students to complete industry recognized certificates and Associate's degrees through concurrent enrollment
  - Managed construction of secondary campus and active school building while successfully teaming with Keep the BEET Alive Committee to pass two Mill Levy Overrides and a Construction Bond
  - Built a positive 6-12 building culture while combining campuses of over 90 staff members by establishing trust, communication, and positive relationships
  - Developed teacher leadership through the creation of the Instructional Leadership Team to address continuous improvement of teaching, learning, and curriculum.
  - Reorganized and reclassified school staff to improve efficiencies and leverage strengths
  - Extended Career and Technical Education opportunities through CTE Innovation Grants and locally sourced foundation grants including food truck and greenhouse projects
  - Aided developing a new accountability system called the Brush School District Scorecard to focus on school performance other than state
  - Collaboratively created instructional leadership deliverables of UBDs, Competencies, BEET Instructional Model, and Walk Through Tool
  - Coordinated with local businesses and city government officials to host the Brush High School Annual Give Back Day Community Service Projects each spring
  - Trained secondary teachers by leading Brush School District Teacher Induction Program
  - Implementation of a schoolwide cell phone ban that helped reduce high school failure rates by 50%, reduction in discipline events for grades 6-12 by over 60%, and improved staff enjoyment of student and teacher interactions over the 2 years following implementation
  - Coordination of district operations departments for Brush Secondary Campus including food service, transportation, maintenance, custodial, technology, health and social services
  - Responsible for the development, review, and revision of the Athletic, Student, and Staff Handbooks that included corresponding district policy enforcement and review
  - Represented the secondary schools on the Meet and Confer Committee to work on continuously improving conditions of workplace employment for staff including recruitment and retention of staff strategies
  - 2019 Graduate of the Tointon Institute for Educational Change Principal Leadership Academy
  
- **Brush High School – *Assistant Principal/Athletic Director*** – Brush, CO (2015-2019)
  - Created the Brush Championship Culture Plan for Athletic Programs that developed key operating ideas like mission, vision, core values, and principles lived daily
  - Supervision of 14 high school sports teams, evaluated elective teachers and coordination Career and Technical Student Organizations
  - Implemented a problem solving chain of command that included the Coaches Council to work on a multistep problem solving chain
  - Developed monthly coaching professional development opportunities locally that helped create the Brush Coaches Evaluation System
  - CHSAA Committee with terms served for Baseball, Cross Country, Officials Fees, 1A Regional and State Basketball Team Host
  - Created and maintained emergency action safety plans and coordinated with local officials
  - Reviewed student discipline and attendance cases including truancy court
  - Created the BHS Advertising Partnership with local businesses to support Beetdigger Athletics and raised over \$125,000 for multi-year partnerships with local businesses to fund purchase of the scoreboard and LED screens in Beet Cellar Arena
  - Following the passage of the 2016 Mill Levy Override developed a district athletic budget to focus on safety to move athletics from a self-funded entity to a supplemented program to reduce district liabilities
  - Implemented equipment and uniform replacement cycles to aid in the budgeting of large purchases and ensure proper safety and by-law requirements were met
  - Established a drug, alcohol and nicotine testing program and created a district approved testing policy to ensure our athletes and club participants represented the best of Brush



- **Holly Junior High & High School- *Athletic Director*** – Holly, CO (2011- 2015)
  - Manage JH and HS Athletic Program Budgets
  - Collaborated with construction team for selection of finishes in new gym
  - Schedule games and travel arrangements for JH and HS Athletic Programs
  - Developed coaching handbook, coaching evaluation system, Emergency Action Plans, and Safety Drills for the new building
  - Arkansas Valley League Vice President

#### **PROFESSIONAL EDUCATOR EXPERIENCE**

- **Holly High School – *Social Studies/PE/Yearbook Teacher*** - Holly, Colorado (2008-2015)
  - Created PE & Social Studies Curriculums aligned to Colorado Content Standards
  - Chair for \$2000 Financial Literacy Curriculum Grant distribution
  - Collaborated with LiveWell and Colorado Health Foundation on \$30,000 PE curriculum grant
  - Advised a profitable yearbook class through advertising partnerships with local businesses
  - Implemented ML strategies from SIOP training
  - Coaching experience:
    - Head Football Coach 2009-2013
    - Head MS Girls Basketball Coach 2011-2015
    - Head MS Boys Track Coach 2013-2015
    - Assistant HS Boys Basketball Coach 2009-2012
    - Assistant HS Football Coach 2008
- **De Beque School District –*Social Studies/Publications Teachers*** - De Beque, Colorado (2007-2008)
  - Led the Publications class through building a monthly newspaper and annual yearbook
  - Improved literacy data on NWEA through use of LETRS Training Strategies
  - Head High School Girls Basketball Coach 2007-2008

#### **LICENSURES AND PROFESSIONAL ORGANIZATIONS**

<b>Colorado Licensures/Certifications</b>	<b>Organizations</b>
<ul style="list-style-type: none"> <li>● Colorado READ Act Administrator Training</li> <li>● CLDE Administrator Training</li> <li>● Physical Education K-12: Colorado Professional Licensure</li> <li>● Secondary Social Studies: Colorado Professional Licensure</li> <li>● Crisis Prevention and Intervention Training</li> <li>● NASP Basic Archery Instructor</li> <li>● Licensed Class B CDL Driver with Passenger and School Bus Endorsements</li> </ul>	<ul style="list-style-type: none"> <li>● Patriot League Principals PLC</li> <li>● Colorado Association of School Executives</li> <li>● STEPS Policy Council Board</li> <li>● Colorado Athletic Directors Association</li> <li>● Colorado High School Coaches Association</li> <li>● Brush Ag Advisory Member</li> <li>● Colorado Football Officials Association</li> <li>● Greeley Football Officials Association</li> <li>● City of Brush Recreation Master Plan Committee</li> <li>● Brush South Platte Youth Football Board</li> </ul>