

TROY DAMMAN
Lake County School District R-1, Leadville, CO - Superintendent (321)



COVER LETTER

Cover Letter

Please type your personalized cover letter here.

Cover Letter

Troy Damman

Educational Leader

April 10, 2024

To Members of the Review Committee,

I am thrilled at the prospect of joining the Lake County School District as Superintendent, and am eager to collaborate with the district staff and community. With a deep understanding of educational technology, project-based learning, and curriculum development across all education levels, I am well-equipped to leverage technology to enhance instructional methodologies. My robust knowledge of educational budgets enables me to maximize resources for the benefit of the district.

Having grown up in a small rural community, I understand the importance of fostering strong relationships with students, staff, parents, and local businesses. Actively participating in community events and civic groups has further underscored my commitment to community and educational growth.

My vision is to work collaboratively to develop an innovative curriculum that ensures a seamless transition for students from primary to secondary education and beyond, preparing them for successful careers. I am dedicated to implementing business-relevant experiences that equip students with practical skills essential for the workforce.

In my previous role, I successfully advocated for significant increases in teacher and classified salaries while making substantial reductions in insurance costs. Additionally, I spearheaded district-wide facility improvements and curriculum upgrades, all while bolstering cash reserves for future needs.

With extensive experience in both large and small schools, I possess a comprehensive understanding of student needs, fiscal management, grant writing, and community relations. My professional ethos is characterized by integrity, ethical conduct, and a commitment to excellence in Career and Technical Education (CTE).

Throughout my 37-year career, I have cultivated a vast network of colleagues and resources, enabling me to stay abreast of the latest educational trends and innovations. My administrative acumen includes program evaluation, staff development, and strategic planning to meet future challenges.

I am particularly drawn to the Lake County School District's dedication to educational excellence and community engagement. My wife and I are excited about the prospect of becoming active members of the local community, drawn to its size, close-knit relationships, and outdoor amenities.

I am readily available for an interview and can be reached at 785.545.6381 or via email at tkdamman@gmail.com. Thank you for considering my application, and I eagerly anticipate the opportunity to contribute to the success of your school district.

Sincerely,

Troy Damman

PERSONAL DATA

Personal Data

How did you hear about this position?	McPherson & Jacobson website	Title	Mr.
First Name	Troy	Middle Initial	K
Last Name	Damman	Suffix	
Email	XXXXXXXXXXXX	Primary Phone	XXXXXXXXXX
Alternate Phone	XXXXXXXXXX		

PERSONAL INFORMATION

Present Address

Street	XXXXXXXXXXXX	City	XXXXXXXXXX
State	XXXX	Zip Code/Postal Code	XXXXXX

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: Fort Hays State University
City	Hays	State	Kansas
Attended From (mm/yyyy)	08/1983	Attended To (mm/yyyy)	05/1987
Graduation Date (mm/yyyy)	05/1987	Degree	Bachelor of Science
Subject			

Undergraduate Institution #2

Type of School	Trade/Vocational School	Name of School	Other: Manhattan Area Tech School
City	Manhattan	State	Kansas
Attended From (mm/yyyy)	08/1982	Attended To (mm/yyyy)	05/1983
Graduation Date (mm/yyyy)	05/1983	Degree	Other: Certificate
Subject	Other: Building Trades		

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: Baker University** City/State **Baldwin City, KS**
Graduation Date **08/2001** Degree **Master of Science**
(mm/yyyy)

Graduate Institution #2

Name of School **Other: Fort Hays State University** City/State **Hays, KS**
Graduation Date (mm/yyyy) Degree **Other:**

Major/Course of Study

Undergraduate **Industrial Technology** Master's **Educational Administration**
Specialist's Doctorate
Publications Activities/Honors

EXPERIENCE

Current Employment

Employer Name **USD 101 Erie/Galesburg School District** From (mm/yyyy) **07/2018**
To (mm/yyyy) **06/2023** Assignment **Superintendent**
Reason For Leaving **Collecting KPERS** Supervisor Name **Justin Kramer**
Supervisor Phone Number **620-820-3510** Supervisor Email **kramerfarms2@yahoo.com**
Employer City **Erie** Employer State **Kansas**
May we Contact this Employer **Yes**

Professional Experience #2

Employer Name **USD 272 Waconda** From (mm/yyyy) **07/2013**
To (mm/yyyy) **06/2018** Assignment **Superintendent**
Reason For Leaving **Transition to a larger school district** Supervisor Name **Kelly Berkley**
Supervisor Phone Number Supervisor Email
Employer City **Downs** Employer State **Kansas**
May we Contact this Employer **No**

Professional Experience #3

Employer Name **USD 109 Republic County** From (mm/yyyy) **07/2007**
To (mm/yyyy) **08/2010** Assignment **Superintendent**
Reason For Leaving **My wife was looking to expand her career and had to make a move.** Supervisor Name **Ron Evert**
Supervisor Phone Number Supervisor Email
Employer City **Belleville** Employer State **Kansas**
May we Contact this Employer **No**

Employer

Professional Experience #4

Employer Name	Wymore Schools	From (mm/yyyy)	08/2005
To (mm/yyyy)	06/2007	Assignment	Elementary Principal
Reason For Leaving	Moved into a superintendent position	Supervisor Name	Michael Schimeal
Supervisor Phone Number		Supervisor Email	
Employer City	Wymore	Employer State	Nebraska
May we Contact this Employer	No		

Experience Summary

Years of administrative experience **18**

DISCLOSURES

Disclosures

Contract Status **No** Are you currently under contract?

If Yes, When does it expire? **I resigned to collect my KPERS benefit** Superintendent Certification

Do you have a Superintendent Endorsement for the state represented by the position listed on this Application Form? **No**

Yes

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

REFERENCES

[Redacted]

Title	[Redacted]	Relationship	[Redacted]
Address	[Redacted]	City	[Redacted]
State	[Redacted]	Zip	[Redacted]
Email	[Redacted]	Phone	[Redacted]
From	[Redacted]	To	[Redacted]
Reference Letter	[Redacted]		

[Redacted]

Title	[Redacted]	Relationship	[Redacted]
Address	[Redacted]	[Redacted]	[Redacted]
State	[Redacted]	[Redacted]	[Redacted]
Email	[Redacted]	[Redacted]	[Redacted]

From [REDACTED] [REDACTED]
Reference Letter [REDACTED]

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From [REDACTED] [REDACTED]
Reference Letter [REDACTED]

ATTACHMENTS

Attachments

Resume [REDACTED]
[REDACTED]
[REDACTED] [KS license 2021.pdf](#)

BACKGROUND INFORMATION

Legal Information

Please Note: A conviction will not necessarily bar you from employment. Facts, such as date of occurrence and rehabilitation will be considered. This information will be used only for job-related purposes and only to the extent permitted by applicable law.

Have you ever been **No**
convicted of a
violation of law other
than a minor traffic
violation?

If yes, please explain

Have you been **No**
convicted of any
offense for physical
or sexual abuse of a
child?

If yes, please explain

Have you ever been involuntarily terminated or asked to resign, or resigned in lieu of termination from the employment of another school district?

Yes

If yes, please give the name of the district, the date and the reason for the resignation or termination

USD 109 had just completed a consolidation which made it difficult to politically join the two districts. During my tenure in the district I worked to make staff reductions and to align the budget for future needs. This became very challenging as the budget declined. In efforts of allowing the district to move forward in a positive nature, both the board and I agreed that I would resign. This occurred during my first superintendent position in 2010. I have since been very successful as a superintendent in Waconda and Erie/Galesburg.

Background

Have you ever been **No**
placed on leave by
your employer for
any alleged
misconduct?

If yes, explain.

I authorize my listed references, current and past employers and educational institutions, and anyone else who has information about my work history, education qualification, or fitness to provide such information to the school district for which I have completed an employment application. I release the school district and all persons providing this information to the school district, from any liability whatsoever for obtaining and providing that information, regardless of the results.

Yes

Indicate you have read and agree to these terms by placing both your INITIALS and DATE in the text box.

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LAKE COUNTY SCHOOL DISTRICT R-1, COLORADO - CRITERIA

Lake County School District R-1, Colorado - Criteria

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

The Lake County School District R-1, Leadville, Colorado, Board of Education, is seeking a highly qualified and fully licensed Superintendent with the following desired characteristics:

- A collaborative leader experienced in rural school districts and is a team player who seeks to understand the current workings of the district and works with staff strengths. A person who loves and understands the rural community and is willing to live in the community long term. A leader who works to maintain the momentum of

the district with a strategic focus.

• A dynamic educator who works toward meeting the needs of the whole child and has a growth mindset. An instructional leader with successful classroom and building experience who has a passion for public schools. A leader who has experience in negotiations. An administrator with in-depth knowledge of school finance and budget constraints.

• An approachable leader that is visible in the community and steps up to be the "Face" of the district. A person who wants to be present and involved in the Lake County community and will continue to build upon and maintain relationships. A person who prioritizes being accessible and involved in the community and has the ability to create strong partnerships and trusting relationships with staff, students, administration, and community.

• A culturally competent leader who understands and has experience with equity, diversity, inclusivity, and cultural engagement as a base for learning. A leader who can garner support for the future of the district and community (e.g., BEST matching funds for capital construction).

As a highly qualified and fully licensed Superintendent, I possess a wide range of strengths and abilities that align with the desired characteristics outlined by the Lake County School District R-1 Board of Education: I have a proven track record of collaborative leadership, particularly in rural school districts. I understand the importance of working closely with staff, leveraging their strengths, and fostering a sense of teamwork. I am dedicated to understanding the unique dynamics of rural communities and am committed to living in and serving the Lake County community long-term.

I am adept at maintaining momentum within districts by establishing clear strategic goals and objectives. I work closely with stakeholders to develop and implement strategies that align with the district's vision while also adapting to changing needs and circumstances.

With extensive experience in education, including successful classroom and building leadership roles, I am well-equipped to meet the needs of the whole child. I believe in the importance of a growth mindset and continuously strive to improve instructional practices to ensure student success. Additionally, through the relationships I built with staff, my experience in negotiations has allowed me to effectively advocate for the needs of students and educators alike.

I possess in-depth knowledge of school finance and budget constraints. I have experience in effectively managing budgets, allocating resources strategically, and maximizing funding opportunities to support student learning and district initiatives. I have worked with the community to support increases of mill levies that provided additional funding for Capital improvement and other district needs.

I prioritize being visible and accessible within the community, serving as the "Face" of the district. I am committed to building and maintaining strong relationships with stakeholders, including staff, students, families, and community members. By actively participating in community events and initiatives, I strive to foster trust and collaboration.

I understand the importance of equity, diversity, and inclusivity in education. I am committed to fostering a culturally responsive learning environment where all students feel valued and supported. I have experience implementing initiatives to promote equity and inclusivity and am dedicated to ensuring that every student has access to high-quality education opportunities.

Overall, my strengths and abilities make me well-suited to serve as the Superintendent for the Lake County School District R-1. I am passionate about public education and am eager to contribute to the continued success and growth of the district and its community.

DISCLAIMERS AND AFFIRMATION

District Policy

McPherson & Jacobson, L.L.C. and the client we represent are an Equal Opportunity Employer. McPherson & Jacobson, L.L.C. ensures equal employment opportunities regardless of race, creed, gender, color, national origin, religion, age, sexual orientation, or disability. McPherson & Jacobson, L.L.C. has a policy of active recruitment of qualified minority applicants. Any individual needing assistance in making application for any opening should contact McPherson & Jacobson, L.L.C.

Application Confirmation Statement

I certify that the information provided herein is true and complete to the best of my knowledge. Applicant hereby waives his/her right to confidentiality with regard to his/her work record or criminal record and consents to and authorizes the release of information from current and former employers and/or law enforcement personnel upon inquiry under this application.

I agree to the terms **Affirm**
above

Initials

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Affirmation Date

04/10/2024