



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 ♦ WEBSITE: WWW.MACNJAKE.COM

***Norwood School District
Norwood, Colorado***

APPLICATION SUMMARY

FOR

Dr. Darren M Barkett

Record of Professional Education:

Degrees: Undergraduate: English, Secondary Education
Masters: School Administration
Specialists:
Doctorate: Leadership, Student Services

Institutions:

- * University of Colorado: Boulder, Colorado - English, teaching, Bachelor of Arts (12/1994)
- * Western Carolina University: Cullowhee, NC - Masters of School Administration (06/2004)
- * University of the Cumberlands: Williamsburg, KY - Doctorate - PhD (08/2019)

Record of Professional Experience:

- * Director of Compliance - Asheville City Schools: Asheville, North Carolina (08/2020 - 01/2021)
- * Director of Safety - Asheville City Schools: Asheville, North Carolina (12/2019 - 08/2020)
- * Student Services Specialist - Asheville City Schools: Asheville, North Carolina (07/2016 - 12/2019)
- * Assistant Principal @ Asheville Middle School - Asheville City Schools: Asheville, North Carolina (07/2011 - 06/2016)

Summary completed: February 2021

Darren Barkett
Norwood School District, Norwood, CO - Superintendent (87)

43 Olympic Dr
Leicester, NC 28748
therealdarrenbarkett@gmail.com

COVER LETTER

Cover Letter

Please type your personalized cover letter here.

Cover Letter

Darren Barkett, Ph.D.
43 Olympic Dr.
Leicester, NC 28748
828.551.8918
darren.barkett@me.com

January 8, 2021

Ken Lawrence
Interim Superintendent
Norwood School District
1225 W. Summit Ave
Norwood, CO 81423

Dear Mr. Lawrence,

Thank you for taking the time to review my application materials for the superintendent vacancy at the Norwood School District. I am very excited about this opportunity and look forward to exploring it more deeply with you and your hiring team. My wife and I have been planning our return to Colorado since the pre-COVID days in order to be closer to family in Salida.

Working in rural southwestern Colorado brings with it a unique set of demands, of which you are all too aware. Many of our families are facing dire financial conditions, difficult even in the best of times. Our students struggle to engage in remote learning. Our teachers have been asked to transform their strategies and methods, often without enough professional development to be truly effective. Administrators are facing intense levels of pressure to perform in unworkable situations, leading to burn out and frequent turnover.

If selected to lead the Norwood School District, I would be bringing a deep understanding of what the job entails during these unique and trying times in a rural district already facing significant challenges. My approach to educational leadership has always been to ensure that all students feel loved, that all staff and faculty feel valued, and that all community members feel welcomed. Run well, an effective leader can help our schools be places not just of learning but of healing. This is my vision. It drives me every day.

I feel the instructional leadership experience I bring will make me an excellent candidate for this position. Having worked, taught, and led in several elementary, middle, and high schools of western North Carolina for over twenty years, I experienced numerous roles and duties that have helped me develop as an instructional leader. I've worked as a middle school teacher and assistant principal, as an online education consultant and teacher coach, as the Director of Safety and currently as the Director of Compliance with Asheville City Schools. I have worked with our eleven campuses' School Improvement Teams to prioritize budgets and address concerns. I have supervised over 750 students and 80 staff, investigating incidents, connecting and building relationships with students, staff, and community members, and working with parents to apply district policy equitably and consistently. Finally, I have conducted extensive professional development for adults in both online and offline environments.

From my early days as a teacher to my time spent as an adjunct instructor of education at UNC Asheville to my experience working as a leader within Asheville City Schools, my entire career has focused on working with others as an instructional leader to enhance capacity and effectiveness. In my role as both a building level and district wide administrator, I learned to draw on the relationships I have built in order to help others achieve while simultaneously cultivating diverse learning communities and promoting safe learning environments.

I hold a current Colorado K-12 principal license as well as NC public school licensure in 6-12 English Language Arts teaching and K-12 school administration. I am in the process of applying for my Colorado administrator license as well.

Thank you again for taking the time to review my application materials. I sincerely look forward to connecting with you and the selection committee to determine our next steps. Please know that my wife and I are looking for our new community to call home. At this point in my career, we have no interest in my taking a position in order to find another position down the road. Ideally, our move to San Miguel County would be the last move we have to make.

Respectfully yours,

Darren Barkett, Ph.D.

PERSONAL DATA

Personal Data

<i>How did you hear about this position?</i>	School board association posting	<i>Title</i>	Dr.
<i>First Name</i>	Darren	<i>Middle Initial</i>	M
<i>Last Name</i>	Barkett	<i>Suffix</i>	
<i>Email</i>	darren.barkett@me.com	<i>Primary Phone</i>	8285518918
<i>Alternate Phone</i>	8285518918		

PERSONAL INFORMATION

Present Address

<i>Street</i>	43 Olympic Dr	<i>City</i>	Leicester
<i>State</i>	North Carolina	<i>Zip Code/Postal Code</i>	28748

Permanent Address

(If different from Present Address)

<i>Street</i>		<i>City</i>	
<i>State</i>		<i>Zip Code/Postal Code</i>	

Work Authorization

Are you legally able to work in the U.S.? **Yes**

EDUCATION

Undergraduate Institution #1

<i>Type of School</i>	College/University	<i>Name of School</i>	University of Colorado
<i>City</i>	Boulder	<i>State</i>	Colorado
<i>Attended From (mm/yyyy)</i>	08/1989	<i>Attended To (mm/yyyy)</i>	12/1994
<i>Graduation Date (mm/yyyy)</i>	12/1994	<i>Degree</i>	Bachelor of Arts
<i>Subject</i>	Other: English, teaching		

Undergraduate Institution #2

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

Undergraduate Institution #3

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

Graduate Institution #1

<i>Name of School</i>	Other: Western Carolina University	<i>City/State</i>	Cullowhee, NC
<i>Graduation Date (mm/yyyy)</i>	06/2004	<i>Degree</i>	Other: Masters of School Administration

Graduate Institution #2

<i>Name of School</i>	Other: University of the Cumberlands	<i>City/State</i>	Williamsburg, KY
<i>Graduation Date (mm/yyyy)</i>	08/2019	<i>Degree</i>	Doctorate - PhD

Major/Course of Study

<i>Undergraduate</i>	English, Secondary Education	<i>Master's</i>	School Administration
<i>Specialist's</i>		<i>Doctorate</i>	Leadership, Student Services
<i>Publications</i>	Take Back That Class - How I learned to love teaching all over again	<i>Activities/Honors</i>	Biltmore Masonic Lodge #446

EXPERIENCE

Current Employment

<i>Employer Name</i>	Asheville City Schools	<i>From (mm/yyyy)</i>	08/2020
<i>To (mm/yyyy)</i>	01/2021	<i>Assignment</i>	Director of Compliance
<i>Reason For Leaving</i>	still employed in this capacity	<i>Supervisor Name</i>	April Dockery
<i>Supervisor Phone Number</i>	828-713-7268	<i>Supervisor Email</i>	april.dockery@acsgmail.net
<i>Employer City</i>	Asheville	<i>Employer State</i>	North Carolina
<i>May we Contact this Employer</i>	Yes		

Professional Experience #2

<i>Employer Name</i>	Asheville City Schools	<i>From (mm/yyyy)</i>	12/2019
<i>To (mm/yyyy)</i>	08/2020	<i>Assignment</i>	Director of Safety
<i>Reason For Leaving</i>	promoted to Director of Compliance	<i>Supervisor Name</i>	Shane Cassida
<i>Supervisor Phone Number</i>	828-793-0296	<i>Supervisor Email</i>	shane.cassida@acsgmail.net
<i>Employer City</i>	Asheville	<i>Employer State</i>	North Carolina
<i>May we Contact this Employer</i>	Yes		

Professional Experience #3

<i>Employer Name</i>	Asheville City Schools	<i>From (mm/yyyy)</i>	07/2016
<i>To (mm/yyyy)</i>	12/2019	<i>Assignment</i>	Student Services Specialist
<i>Reason For Leaving</i>	promoted to Director of Safety	<i>Supervisor Name</i>	Dr. Mark Dickerson
<i>Supervisor Phone Number</i>	434-489-9786	<i>Supervisor Email</i>	mark.dickerson@acsgmail.net
<i>Employer City</i>	Asheville	<i>Employer State</i>	North Carolina
<i>May we Contact this Employer</i>	Yes		

Professional Experience #4

Employer Name	Asheville City Schools	From (mm/yyyy)	07/2011
To (mm/yyyy)	06/2016	Assignment	Assistant Principal @ Asheville Middle School
Reason For Leaving	promoted to Student Services Specialist	Supervisor Name	Cynthia Sellinger
Supervisor Phone Number	828-713-7272	Supervisor Email	cynthia.sellinger@gmail.com
Employer City	Asheville	Employer State	North Carolina
May we Contact this Employer	Yes		

Experience Summary

Years of administrative experience **7**

DISCLOSURES

Disclosures

Contract Status **Yes**

Are you currently under contract? **Yes**

If Yes, When does it expire? **06/2021**

Superintendent Certification

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

No

ATTACHMENTS

Attachments

Resume [Barkett CV 26Nov2020 \(1\).pdf](#)

Transcript [Merged Official Transcripts.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 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?

No

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.

dmb 8Jan2021

NORWOOD SCHOOL DISTRICT, COLORADO - CRITERIA

Norwood School District, Colorado - Criteria

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

The Norwood School District, Norwood, Colorado, Board of Education, is seeking a highly qualified and fully certified Superintendent with the following desired characteristics:

- *Leadership: A collaborative leader who works to keep the momentum of the district going with a strategic focus. A team player who seeks to understand the current workings of the district and works with staff strengths. A leader with site leadership experience. A humble, competent, confident leader who always seeks to understand the people they serve. A leader who loves the rural community and is willing to live in the community for the long term.*
- *Educator: An inspirational leader with classroom experience and prior principal experience. An instructional leader who has an appetite to learn. A leader who will listen to the staff while shaping a curriculum focus.*
- *Communication: A leader who listens to everyone impacted by a decision before deciding. A person who is willing to be the "Face" of the district. A person who wants to be present in the Norwood community. A person who writes, speaks, and reads on a professional level. A person who values the presence of others.*
- *Innovator: A person who thinks outside of the box. A leader who loves research and will keep what is working and build a system of improvement throughout the district. A leader who treasures diversity as a base for learning.*

When I reflect on my years of working in schools, as a teacher, an administrator, a leader, I am able to see the common thread running through all my efforts. The vision for my ideal school can be stated simply: Every child should feel loved, every staff and faculty member should feel valued, and every community member should feel welcome. This vision has driven me, long before I was able to articulate it. It continues to drive me today to help create and nurture empowered learning communities, built by engaged adults who are invested in their work and their schools. By pulling diverse people together and uniting them through shared purpose and common goals, we are able to create these ideal schools, which can become places not just of learning and growth, but of healing and prosperity.

Having grown up in rural Colorado, I understand firsthand how difficult it can be. For our youngest, it can feel very isolating. The greater world seems close and yet feels so far away. How do we as educators and community members help our youngest realize the power of their learning to broaden their horizons, both figuratively and literally? We share our own experiences of the wider world. We connect student learning to their own desires, making school a place to explore not only the vast realms of knowledge open to them but themselves and their own emerging identity. We can help our students understand that who they are makes a difference, every day. That each individual learner has a role to play, and by connecting to their learning in meaningful ways, our students will be able to reach for a potential beyond their self-imposed limitations.

Staffing presents an entirely unique challenge in the rural districts of our state. How do we attract and keep highly qualified teachers when they can move to larger and more affluent districts? District leaders must work every day to ensure all staff feel valued, that their development as educators and as individuals drives leadership as the development of our students does. We must build a sense of community that reflects the greater community, that we are all a part of something greater, bringing our individual strengths and challenges in order to meet the needs of our community. We must celebrate our staff and work directly with them to help each individual continuously grow and succeed.

Each building's principal must be the lead learner in that school. The superintendent must model that behavior by not only being the district's lead learner but also by facilitating each principal's own development into that role. By providing the big picture view of learning in the district and facilitating the appropriate assigning of resources, the superintendent crafts the learning environment from the top down, building a community of learners all pulling in the same direction. When district leaders maintain a laser focus on teaching and learning in both words and in actions, and if the professional development reflects that focus, then our school district will develop a culture where teaching and learning is the priority. When district leaders are instructional leaders and provide appropriate support to teachers and staff, student achievement will continuously improve. These regular meetings and school visits with principals allow for such support and growth to occur.

I have been looking forward to my return to western Colorado ever since I found myself starting a family and career in the mountains of western North Carolina. I never planned on being away this long. Colorado was always home for me. My parents still live in western Colorado. My wife's and my return is hopefully the last move we will ever have to make. At this stage in my career, I'm not looking for my next step to something else. I'm looking for our next community to take part in, to help lead, to help grow. This opportunity at the Norwood School District excites me to no end. Finally, the opportunity to take what I've learned wearing the numerous hats I've worn throughout my career in public education and apply it in service to rural Colorado has arrived. I would be honored to be considered for this superintendency.

DISCLAIMERS AND AFFIRMATION

District Policy

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

Application Confirmation Statement

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

I agree to the terms above **Affirm**

Initials **dmb**

Affirmation Date **01/11/2021**

Darren Barkett, Ph.D.

Professional Profile

Having worked in the public schools of western North Carolina for over twenty years, I've learned firsthand how crucial effective leaders and teachers are for our communities. From my early struggles as a teacher to building online training programs for educators, my entire career has been focused on working with others to build capacity and effectiveness. In my role as both a building level and district wide administrator, I learned to draw on the relationships I had built in order to help others achieve while simultaneously cultivating learning communities. The time I spent as an adjunct professor inspired me to obtain my PhD in Leadership and pursue greater leadership opportunities.

828.551.8918

darren.barkett@me.com

LinkedIn/DarrenBarkett

Professional Skills

- Student support services
- Building professional learning communities
- Creating and delivering professional development
- Curriculum development
- Program implementation and assessment
- Supervision in dynamic environments
- Facilitating online learning and teaching

Work Experience

Director of Compliance

Asheville City Schools / Asheville, NC / Aug. 2020

- Title IX Investigator
- Dean, Virtual Academy Program
- District Improvement Team Lead
- School Improvement Team Lead Support
- Oversight of Section 504 for students
- Managing district online professional development platform

Director of Safety

Asheville City Schools / Asheville, NC / Dec. 2019 – Aug. 2020

- Strengthened school safety readiness and emergency response for ten campuses, over 750 staff, 4500 students
- Coordinated COVID-19 response efforts with Buncombe County Emergency Operations Center
- Implemented Incident Command System for district transition to COVID-19 response
- Collaborated with and provided de-escalation training for Asheville Police Department's five School Resource Officers
- Providing crisis prevention and de-escalation training to over 200 district staff

Student Services Specialist

Asheville City Schools / Asheville, NC / July 2016 – Dec. 2019

- Coordinated transportation services in the Transportation Department for a district with over 2000 student bus riders and 29 buses
- Conducted Transportation Safety Associate training program for ACS and BCS
- Created and delivered professional development for bus drivers and TSAs
- Collaborated with the Safety Officer and assistant principals to conduct drills and implement safety standards and procedures throughout the district

Education

Ph.D. in Leadership
University of the Cumberlands
Williamsburg, KY
2019

Masters of School
Administration
Western Carolina University
Cullowhee, NC
2004

Bachelor of Arts, English
University of Colorado
Boulder, CO
1994

Salida High School
Salida, CO
Graduate 1989

Darren Barkett, Ph.D.

Publications

Barkett, D. M. *Take Back That Class - How I Learned to Love Teaching All Over Again* (2009).

Barkett, D. M. *Connecting with Your Students from Day One*. Teachers.net Gazette (2010).

Barkett, D. M. *Motivating the Reluctant Learner*. Teachers.net Gazette. (2011), AMLE Magazine (2019).

Key Qualifications

Licensure

Colorado K-12 Principal
NC Teaching ELA 6-12
NC K-12 School Administration

Certifications

Senior National Instructor in
CPI Nonviolent Crisis Intervention

FEMA Incident Command System
ICS 100-800

Community Service

Member of Biltmore Masonic Lodge 2016
Education Trust Family Fellowship 2019

Assistant Principal

Asheville Middle School 2011-2016

Asheville High School / Interim 2017, 2018

- Directly supervised 75 staff members, over 750 students, monitoring student progress and instructional delivery
- Supported staff development through observations, performance reviews and counseling, building leadership capacity in teachers by promoting formal and informal leaders
- Coordinated the hiring process for new staff including applicant recruitment, review and interviewing

Adjunct Professor

University of North Carolina Asheville / Asheville, NC / 2013-2016
PRN

- Instructor of EDUC 329, *Middle School Principles, Practices, and Materials*.
- Taught, advised, and coordinated internship and counseling experiences for 120 students

Teacher Consultant and Coach / Author

Helping Teachers Grow / Online / 2008 - 2016

- Online delivery of instruction through Moodle; over 90 participants internationally
- Author *Take Back That Class - How I Learned to Love Teaching All Over Again*
- Created and maintained a Moodle LMS
- Conducted coaching phone calls for teachers
- Presented several webinars through SimpleK12 on class management

Middle School English Language Arts Teacher

Erwin Middle School 1998-2002

Enka Middle School 2002-2006

Canton Middle School 2006-2011