

Timestamp

1/5/2024 8:10:44 DISTRICT B; [REDACTED]

Email Address

[REDACTED]

Legal Name (First and Last)

Timothy Moore

Home Address (please enter street address - no P.O. Boxes - so that we can verify residency in District B).

[REDACTED]

Phone Number

[REDACTED]

Which of the following best describes you? (select all that apply).

Community Member with No Children Currently Attending a DCSD School

Background/Experience/Expertise (select all that apply)

Communications/Marketing/Public Relations, Human Resources, Safety and Security

Why are you interested in serving on the Douglas County School District Board of Education?

I am a retired Douglas County Sheriff Office deputy who served my county and community honorably for 30 years. I am a highly decorated first responder who worked my way from the greenest deputy on the streets to the highest levels of command and leadership, commanded several staff divisions, planned and executed major events, and led volunteer heroes, men and women in some of the most hostile of environments and conditions. After 30 years in the sheriff's office, I still have the passion to serve and so seek to share my extensive leadership experience with our school district team.

Please summarize any special skills and qualifications you have acquired from employment, volunteer work, or through other activities.

I have volunteered in the service to our communities for years, currently serving on multiple boards that address the issues around developmentally disabled youth and crisis intervention in cases of domestic violence. I serve as a board director for at Continuum of Colorado, serving persons with intellectual & developmental disabilities, the current board president of The Crisis Center, serving victims of family violence, and former Board member of Developmental Pathways Inc., serving persons with intellectual & developmental disabilities.

Prior to my retirement from nearly 30 years of service in the Douglas County Sheriff's Office, I reached the third highest ranking position in the department managing hundreds of personnel and managing budgets of over \$20 million.

Concurrently, while I was serving in the highest levels of leadership in our Sheriff's department, I was also elected to serve on the Roxborough Water and Sanitation District, giving me insight into new levels of government service to the community and board leadership.

Douglas County Sheriff's Office, Castle Rock, CO

Captain, Law Enforcement Training Academy

Led administration of Highlands Ranch Law Enforcement Training Academy (CO. POST approved).

Captain, Detention Division

Led 520 bed detention facility, justice center security, 180 personnel, \$22+million budget

Chief Deputy, Administrative Services

Executive command of Support Services Division, 270 personnel, \$25+million budget and service contracts.

Bureau Chief, Operations

Executive command of Patrol and Investigations Divisions. 186 personnel, \$20 million budget, 30+service contracts, investigative task forces, crime lab, evidence, school resource officer

(SRO) program, and served on school district safety committee. Executive ICS command of large emergencies, regional SWAT tactical operations, mutual aid responses, major training exercises, large-scale planned events, and natural disasters.

Captain, Patrol Division

Led division of 124 personnel, \$12+ million budget, specialized units including traffic section, crash reconstruction team, canine program, school resource officer team

Team Commander, Douglas County Regional SWAT Team

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Led the adult detention facility (avg. 330 inmates), 138 personnel (2006 – Sheriff's Office Meritorious Service Award).

Lieutenant & Sergeant, Media Relations Public Information Officer

Sheriff's media spokesperson and 24-hour media relations, school resource officer program (2003 – Sheriff's Office Meritorious Conduct Award for bravery and conduct in a critical incident).

OTHER MAJOR PROFESSIONAL TRAINING & CERTIFICATIONS

- FBI Rocky Mountain Executive Command College, Denver, CO.
- U. S Dept. of Justice – Bomb Squad Executive Management, Redstone Arsenal, AL.
- National Tactical Officer's Assn. – S.W.A.T. Supervision & Command School, Colorado.
- 2004 Leadership Douglas County, 10-month community-based leadership program.
- Mental Illness Crisis Intervention Teams (CIT) certification and facilitator, Englewood, CO.

Please provide any additional comments that would help the DCSD Board understand your background, experience, and desire to serve on the Board of Education.

My law enforcement experience is extensive (please look at my resume to get a succinct list of accomplishments), but I will highlight my time in leading our SRO program and I hope I have time to expand on that experience in my board interview. Just know that I have lived and breathed the issues around student and school staff safety, which led to my recently reaching the finalist position or the DSCD Deputy Security director position.

In the past I served with pride on the DCSD Safety and Security committee for several years and I believe that I can fill a gap in the board makeup when it comes to a true 360 safety expert on the board of education. I know how to create policies that address safety, mental health and a culture and climate that will foster a safe and caring environment in our buildings. It is in fact my experience in close collaboration with local law enforcement, district staff and building leaders, while fostering open communication between students and faculty, and emphasizing

proper training for all stakeholders, that will create the most effective school safety policies.

In addition, we must continue to work with our SRO teams and local jurisdictions to ensure that children with invisible disabilities, or on IEP and 504 plans are known to them and their specific conditions are accounted for during any incident.

I have the experience from 30 years in law enforcement, honed with knowledge and strategic planning abilities that will turn the districts words into action.

At a minimum, please upload the following documents:

1. Letter of Interest
2. Resume/Curriculum Vitae

You may also upload any other supporting documents you wish to provide.

If you are unable to upload these documents below, please email them to Ronnae Brockman, Assistant Secretary to the Board of Education at rbrockman@dcsdk12.org prior to January 5, 2023 at noon.

Attestations (please confirm the following statements by checking the box next to each one)

I attest that I am a current resident of District B., I attest that I am a registered voter within

District B., I attest that I have been a resident of the Douglas County School District for at least twelve consecutive months., I attest that I have never been convicted or, pled guilty to or no contest to, or received a deferred judgment or sentence for sexual offense against a child?

If selected for an interview, you will be notified of your selection on the evening of Monday, January 8, 2023 and will be expected to appear for a public interview with the DCSD Board of Education at a Special Meeting of the Board on Thursday, January 11, 2023 at 2:00 p.m. (620 Wilcox St., Castle Rock, CO 80104). Upon completion of the initial interviews, the Board will vote on and announce the finalists.

At the Regular Board Meeting on the evening of Tuesday, January 23, 2024, the Board will interview finalists and make the appointment to the vacant seat.

Please click the acknowledge buttons below to confirm you have read this information.

I acknowledge I have read the information above., I acknowledge that if I am selected for an initial interview, I will be available the afternoon of Thursday, January 11, 2023., I acknowledge that if I am selected as a finalist, I will be available for a finalist interview the evening of Tuesday, January 23, 2023.

Statement of Interest for Appointment to DCSD Board of Directors, District B

Tim Moore

To whom it may concern:

I am very excited about the opportunity to serve the parents and students in Douglas County, alongside the remarkable teachers and district employees who strive every day to educate and prepare our young people for a dynamic future. We are all in this together and we deserve balance, and balanced governance will be a top priority of mine.

My wife and I have two children who have graduated from Douglas County schools and have since continued to be active in supporting proper funding and ensuring the safety of schools in Douglas County.

I am a retired Douglas County Sheriff Office deputy who served my county and community honorably for 30 years. I am a highly decorated first responder who worked my way from the greenest deputy on the streets to the highest levels of command and leadership, commanded several staff divisions, planned and executed major events, and led volunteer heroes, men and women in some of the most hostile of environments and conditions. After 30 years in the sheriff's office, I just can't turn off the passion to serve and so desire to share my extensive leadership experience with our school district team. I have a full understanding of the role and scope of a highly effective board including: upholding basic fiduciary principles while looking at key challenges through the prism of "risk." The process of assessing risk factors and making policy decisions based upon them, will allow our board to ask questions and make choices in collaboration with district administrators.

I believe that parents, teachers, staff, and students deserve the best servants stepping into this role and I am ready to bring a steady balance and leadership experience to the board. If selected, I will focus my time and effort on prioritizing school safety, respecting, encouraging, and developing our teachers and district staff, and engaging parents in the education of their children, and in the culture of our schools.

I have volunteered in the service to our communities for years, currently serving on multiple boards that address the issues around developmentally disabled youth and crisis intervention in cases of domestic violence. I serve as a board director for at Continuum of Colorado, serving persons with intellectual & developmental disabilities, current board president of The Crisis Center, serving victims of family violence, and former Board member of Developmental Pathways Inc., serving persons with intellectual & developmental disabilities.

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From my many years of serving on boards, elected and appointed, I will strive to ensure that our meetings properly prioritize our kids. I have complete understanding of the proper role of a board

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director, policy governance, fiduciary responsibility and being answerable to our constituents and stake holders.

I believe in empowering our superintendent to ensure that every level of management effectively and efficiently carries out the mission of our great school district and will do my part to hold the superintendent to the high standards that we have come to expect here in Douglas County.

I had a passion for taking care of the employees, from the deputy on the beat, to the men and women working in our jail, and to the men and women protecting our schools. I believe that from top to bottom, the value of "Every Employee, Every Day" will ensure that Douglas County schools are the desired and final destination for every employee.

My law enforcement experience is extensive (please look at my resume to get a succinct list of accomplishments), but I will highlight my time in leading our SRO program and I hope I have time to expand on that experience in my board interview. Just know that I have lived and breathed the issues around student and school staff safety, which led to my recently reaching the finalist position or the DCSD Deputy Security director position.

In the past I served with pride on the DCSD Safety and Security committee for several years and I believe that I can fill a gap in the board makeup when it comes to a true 360 safety expert on the board of education. I know how to create policies that address safety, mental health and a culture and climate that will foster a safe and caring environment in our buildings. It is in fact my experience in close collaboration with local law enforcement, district staff and building leaders, while fostering open communication between students and faculty, and emphasizing proper training for all stakeholders, that will create the most effective school safety policies.

In addition, we must continue to work with our SRO teams and local jurisdictions to ensure that children with invisible disabilities, or on IEP and 504 plans are known to them and their specific conditions are accounted for during any incident.

I have the experience from 30 years in law enforcement, honed with knowledge and strategic planning abilities that will turn the districts words into action.

I am impassioned about the quality of public education and protecting parent choice. I believe that I bring a new vision for our school board, to be representative of and responsive to all citizens. I will bring strong, accountable leadership, new and different perspectives, and innovative approaches to problem solving. I will support sensible business practices for school resources, and the need to maintain excellence in education to prepare ALL students to be life, career or college ready.

You see, I speak the language of safety and security, and our community is seeking a higher sense of urgency when it comes to addressing critical security needs. I certainly have ideas from 30 years of law enforcement experience, but I will take the hours, weeks and months necessary to learn more about our districts strengths and weaknesses and help create the positive culture and climate necessary for a safe and caring environment.

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I will consider existing and new policies and practices in a measured, thoughtful way, ensuring that meaningful conversations with impacted stakeholders take place.

Finally, we will not reveal specific plans to the general public, but I support a layered, comprehensive plan developed by industry leading security professionals and I will work very hard with our local leaders and state legislators to pay for the increased security staffing.

- I will listen to the experts, our security professionals and law enforcement leaders to ensure a layered defensive plan that takes all nationally developed strategies into account. This will be my number one priority.
- The crisis of teen suicide is bigger than we want to imagine, especially when we look at the issues under the surface. Societal, performance, parental and education pressures and their cumulative effects are more than some children have the capacity to cope with.
- As a part of bringing additional mental health resources to bear, WE MUST address resiliency issues with our children and help them to deal with the modern-day pressures.

We can't solve all of societies mental health and wellness issues in eight hours of a school day, but by striving to be empathetic leaders, we can certainly do a better job of tackling the issue.

Yet with all of my years of experience and training, I won't approach this job with the mindset of a 30-year law enforcement professional, but the heart of a father, who watched his two daughters thrive in Douglas County schools and are growing into amazing citizens.

It is with great humility that I seek the support of the board of directors to allow me to serve alongside you, to benefit from my years of focus on community safety, my passion for kids with disabilities and my ability to work collaboratively with so many. If selected, I will pledge my best efforts to ensure that the Douglas County School District is the destination of choice for students, parents and employees.

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