



Dwight "Ted" Bauman

Fortunately for the Lewis-Palmer School District, Mr. Dwight "Ted" Bauman fell in love with the mountains. He began teaching in his native Michigan at Rosebush Elementary School. He went on to become a band director at the junior high and high school levels. His travels playing the

Dwight "Ted" Bauman,
Administrator and Superintendent,
1988-2003/2010-2011/2014

tuba with the NORAD band opened up the world to him. He knew he wanted more, and those mountains were calling! His first Colorado stop was Canon City. Then in 1988, Ted was hired as the principal to open Ray E. Kilmer Elementary School, and the Tri-Lakes area became home to the Bauman family.

Opening RKES coincided with boundary changes, and these are often difficult. Ted quickly became aware of parent concerns. He spent the summer of 1988 reaching out to parents, often meeting them in their homes, listening to them, and demonstrating his ever present humility, care, and integrity. To create a sense of family among his newly formed staff, Ted invited everyone from custodians to lunch ladies, from office staff to teachers, to a retreat. There he set the tone of teamwork. At the end of that first year, Ted had created a dynamic school for all. He had befriended parents.



Ted Bauman hired as principal of Kilmer Elementary in 1988

He had engaged students with his daily classroom and playground visits. He had won the hearts of his staff. So much so, they sent a letter to the Board of Education members thanking them for hiring Ted Bauman as their principal. The letter was signed by each staff member. Ted's seemingly boundless energy and creativity were apparent from the start at RKES. In addition to his regular duties as principal, Ted decorated the school's foyer with a different theme every month. These art projects were highly anticipated and provided a warm welcome to all who entered. John Quincy Adams wrote, "If your actions inspire others to dream more, learn more, do more, become more, you are a leader." Mr. Bauman spent two years at Kilmer Elementary School before becoming the Assistant Superintendent. It was at this time that Ted began to inspire everyone in the district to dream, learn, do, and become more.

From 1990 to 1998, Ted worked closely with district leaders, teachers, and parents. He helped write the initial District 38 Performance Standards and the Guiding Principles for District 38. He worked diligently to procure grants for staff development opportunities. He organized and taught numerous in-services

and workshops. Ted's experience working as a teacher at both the elementary and secondary levels helped provide him with a keen and unique understanding of K-12 education.

Ted is a servant leader, giving selflessly of his time and wisdom. He seemed to be everywhere all the time, always encouraging, always embracing the possibilities, and, by example, always motivating everyone to work harder. Hard work along with good-natured fun were signatures of Ted in his role as district leader.



In 1998, Mr. Bauman became the Superintendent. He continued to move the district forward, working closely with the Board of Education, district leaders, parents, and community members. Ted coordinated the middle school transition process. He championed the opening of Prairie Winds Elementary and Creekside Middle School. He did this by meeting often with staff and parents, soliciting their visions for making these schools cutting edge. Always committed to communicating well and comprehensively, Ted wrote quarterly newsletters to patrons and an annual "Report to Patrons." He did all this and more by remaining a friendly and approachable presence in the hallways and classrooms of every school.

Ted Bauman plays in the Monument Hill Brass Quintet at high school commencement ceremonies prior to distributing diplomas to graduating seniors

Ted forged valuable connections between the school district and community organizations. As a member of SERTOMA and more recently Kiwanis, Ted made a meaningful difference in the lives of students, their families, and their teachers. For 15 years, Ted promoted the annual 8th grade essay contest, "What Freedom Means to Me." Ted supported Boys and Girls State, helping secure financial support so that students could participate in this leadership training. He supported the DECA program that teaches youth about the free enterprise system. He invited D-38 performing arts students to share their talents with service clubs. Ted served as Board member for the Tri-Lakes Health Advocacy Partnership and the Colorado Preschool Project. He was pivotal in helping local veterans become involved in the Lewis-Palmer Middle School Veterans History Project. He helped initiate service learning clubs at all district schools. In addition, Ted worked with local religious leaders on the Ministerial Council to create a healthy relationship between places of worship and the school district. Many of the collaborations pioneered and promoted by Ted are still benefitting the community today.

Mr. Bauman retired from District 38 in 2003. In 2010, the Board of Education asked Ted to return for a year as Interim Superintendent. Ted needed to give this some thought. A day later, Ted agreed to serve once again. The district was struggling. He facilitated the district's return to financial security, and he did so much more than that. He righted a wayward ship. He healed its crew. He renewed its sense of purpose and its vitality. In 2014, Ted once again came out of retirement at the request of the Board. During this time, Ted worked to maintain stability, and he worked closely with the Board to hire a new Superintendent.

Through it all, Ted relied on the love and generosity of his family. His wife, jeri-Gene, says of his career, including two returns after retiring, “Ted’s career was a labor of love, a gift. It’s been a two-way privilege to live and work here.”

Mahatma Gandhi said, “I suppose at one time leadership meant muscles; but today it means getting along with people.” Ted Bauman led the district by getting along with people, by showing them he cared, by bringing out the best in them, and by bringing them together. Ted hopes he has given LPSD a sense of joy. He has. He made the Lewis-Palmer School District feel like home for students and staff, a joyful place to learn, to grow, and to serve others.



Ted Bauman shows Palmer Lake Elementary students that a superintendent has to wear a lot of hats



Ted Bauman congratulates student recipients of National Merit and Achievement Scholarships