

FCPS Superintendent Search Frequently Asked Questions (FAQs)

Why is the Fayette County Board of Education conducting a search for a new superintendent?

FCPS Superintendent Manny Caulk passed away unexpectedly in December, and we are grateful for his contributions to the district over the past five years. Although it is challenging as we are still mourning his loss, the school board must follow the superintendent search process outlined in state law. According to the law, school boards in Kentucky must seat a Superintendent Screening Committee within 30 days of determining a vacancy.

Who serves on the Superintendent Screening Committee?

Statute requires the six-member committee include two certified employees elected by their peers, one classified employee elected by their peers, one principal elected by their peers, one parent/guardian elected by PTA presidents from each school, and one board of education member appointed by the board chair. The process of seating that committee began with the opening of nominations for those interested in serving. We are grateful to those who chose to dedicate the significant time and serious thought required to help us screen the candidates that best match the position profile: [Meet the screening committee.](#)

How is the community involved?

Because we are the second largest school district in the state, serving 42,000 students across 70 schools and special programs, we recognize this decision affects the entire community. As the first step in the search process, the community weighed in on the background and experience as well as personal and professional competencies they felt we needed in our future leader. We conducted more than 60 listening sessions with the community and received over 5,000 surveys. As we move forward, we need the community to stay informed and engaged. The decision to hire a new superintendent is one of the most important decisions the school board can make. Once the screening committee has completed their work, internal and external members of the FCPS community will have an opportunity to learn more about the final candidates through public forums.

If I have a question about the process, whom should I ask?

If you cannot find the answers on the FCPS website, please [submit your question](#) and we will get back to you. We want to hear from all stakeholders.

What is the timeline for the search?

The board plans to have a new superintendent in place by late July or early August. Here are some key milestones:

January

Selection of Superintendent Screening Committee

Advertisement for superintendent search firm/executive recruiter

February

Selection of search firm/executive recruiter
Start of applicant recruitment

March

Public input gathered for Superintendent Profile
Position advertised nationally
Recruitment continues
Applications accepted

April

Recruitment continues
Applications accepted
Review of applications begins
Round 1 interviews with screening committee

May

Reference checks on top candidates by Greenwood/Asher and screening committee
Virtual public forums scheduled
Screening committee presents recommendations to the Fayette County Board of Education
Finalists announced
Finalists participate in public forums

June

Finalists interview with school board members
School board selects new superintendent and engages in contract negotiations
Candidate accepts offer

July

Candidate begins process of transitioning to lead FCPS

July/August

New superintendent on site in FCPS

The timeline is also available at fcps.net/search.

How is the search going?

The nationwide search is on schedule, and we plan to have a new superintendent join the district in July or August.

How do you recruit a highly qualified, diverse pool of candidates?

There are three primary ways that candidates are identified for the search. First, individuals may apply to the position as a result of reading the advertisement. The position profile and aligned advertisement outline the necessary background and experience, as well as personal and professional competencies that the board and the community believe are critical for the next superintendent. During input sessions with the community, many criteria were identified, including the need to find an individual with a record of achieving meaningful results related to diversity, equity, and inclusion. These skills are foundational to successful leadership in an educational environment like ours, which is defined by incredible diversity in education, income, gender, race, culture, language, ability, and more. The search firm has advertised the position in sources such as Diverse Jobs, The Chronicle of Higher Education, Association of Latino Administrators and Superintendents, and National Alliance of Black School Educators, among others.

Second, the search firm seeks nominations from a variety of sources, including national leaders in the field, leaders in similar roles, and community members. When an individual has been nominated for the position, the search firm reaches out to the individual and lets them know they have been nominated for the position.

Third, the search firm, Greenwood/Asher and Associates (G/A&A), reaches out to hundreds of individuals who align with the required and many of the preferred qualifications outlined in the position profile. G/A&A has a reputation for presenting their clients with highly qualified, diverse pools of candidates that align with the position profile developed for the search.

As women leaders in education themselves, the co-founders of G/A&A recognize the value of developing highly qualified, diverse leadership teams and, as a result, have developed a team committed to that core value. Over the past 15+ years, clients have selected a diverse leader in approximately 57% of G/A&A facilitated searches.

What if I want to apply or nominate someone?

The [Superintendent Position Profile](#) is available on the search webpage. Nominations can be sent directly to [Ann Bailey](#), senior executive search consultant at Greenwood/Asher & Associates. As indicated in the advertisements, “initial screening of applications will begin immediately and will continue until an appointment is made.” As a result, the community may continue to send nominations to Greenwood/Asher & Associates, and they will follow up with nominees and share any new application materials received with the screening committee.

Are internal and external candidates treated differently?

No.

What is the salary range for the superintendent position?

The salary range is \$235,000 to \$285,000 with additional benefits as part of the full compensation package.

How many candidates will become finalists?

The screening committee will review the CV/resume, cover letter, and reference list submitted by all applicants. The school board is asking the screening committee to forward three to five qualified finalists for the board to consider.

When can I find out more about the candidates?

In May, we will announce the finalists, share information about their backgrounds, and offer opportunities to meet the candidates.

How and when can I meet the finalists?

Community forums with the finalists will take place in late May or early June. The details will be announced.

How many opportunities are there to meet the candidates? How do you select people to meet them?

The board is finalizing the schedule for the public forums. Once dates are determined, we will announce the dates, post them on the website, and communicate them to both the internal and external FCPS community. We hope to be able to introduce the candidates to you in person, but we recognize COVID-19 precautions could require us to do so virtually. No matter the format, we want to hear all stakeholder voices.

What kinds of questions can people ask the candidates?

The FCPS community can ask questions about topics that matter to them, and the finalists, while they might not have specific knowledge of FCPS, should be knowledgeable about those topics and show they have studied the issues.

Who is the search firm?

FCPS advertised for a firm, and seven companies responded. After reviewing proposals from all seven executive search firms and interviewing representatives from two, members of the Fayette County Board of Education signed a contract with Greenwood/Asher & Associates. Their portfolio of searches includes the Fairfax County Public Schools, LA Unified School District, and New York City Public Schools, higher education institutions including historically black colleges and universities, and three previous commissioner searches for the Commonwealth of Kentucky.

What is the role of the search firm?

Greenwood/Asher & Associates seek consensus on the traits that will make up the position profile, advertise nationally in diverse publications and job sites, actively recruit from their extensive network of education professionals, support the screening committee as they identify candidates to interview, support the screening committee as they conduct first round interviews, conduct reference checks, share referencing information with the screening committee, facilitate background checks through a third party vendor (as directed by the school board), support the board as they conduct a second round of interviews, and support the board

as they select and negotiate with the selected candidate. In addition, the search firm can provide additional services as requested by the school board (e.g., support with communications, onboarding support for the selected candidate, etc.).

What if FCPS cannot find a qualified leader?

We are committed to finding a leader who best meets the superintendent position profile. First, Lexington is an attractive area, widely known as the “Horse Capital of the World.” Fayette County is in the heart of the Bluegrass region, with a rich history of cultural events and music. The schools offer innovative programs, state of the art facilities, a strong curriculum, and next-generation high schools. The community is actively engaged with the district. All of these features make serving as FCPS superintendent an appealing opportunity. Second, the search firm is committed to working with the school board until they find a candidate of choice. The search firm will continue to recruit and present candidates until the board identifies a candidate that they believe will be an exceptional leader for the district.

Will the superintendent conduct a listening tour before laying out a plan?

The candidates have all received copies of the input we have gathered from the community to support the search (i.e., survey results, summary of listening sessions, mayor’s report, etc.). The candidates are aware that the FCPS community is actively engaged in supporting the district. Although we cannot predict how the new superintendent will approach their entry into the district, many superintendents choose to engage the community shortly after their onboarding.