



FAYETTE COUNTY PUBLIC SCHOOLS

# SUPERINTENDENT SEARCH NEWS

*Fayette County Public Schools is in the process of hiring a new Superintendent, following the unexpected passing of beloved servant leader Manny Caulk. Members of the Fayette County Board of Education are committed to working as a team and collaborating with the entire community to find the best candidate to shepherd the district into the future. As part of our district commitment to communicate timely, clear, and accurate information to students, staff, families, and community members, we are pleased to provide this search update.*

March 4, 2021

## In this edition:

- Ways to Make Your Voice Heard
- How to Host a Listening Session
- Search Timeline
- Superintendent Screening Committee Update

Keep information about the superintendent search at your fingertips! Bookmark this page: [www.fcps.net/search](http://www.fcps.net/search)

## YOUR VOICE NEEDED

An important step in finding the right leader for the Fayette County Public Schools, is for the Fayette County Board of Education to hear what qualities our employees, students, families, and community members think are most important for the next superintendent to possess. In the coming weeks, there will be a variety of opportunities for you to participate:

### **Superintendent Search Survey**

Share your input whenever it's convenient for you by taking an online survey

before March 13. Survey invitations have been emailed to all employees, all families, and our middle and high school students. Or, it can be accessed on [the link](#) found on the FCPS superintendent search [webpage](#). The survey is available in Arabic, Chinese, English, French, Japanese, Nepali, Spanish, and Swahili by clicking on the link.

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## Community Input Sessions (held virtually)

During the week of March 7-13, 2021, Greenwood/Asher & Associates (the executive search firm hired by the school board) will host a series of community input sessions via Zoom. The forums will take place at a variety of times to accommodate the schedules of as many individuals as possible and school board members will attend to hear from stakeholders directly. To help ensure everyone is heard, we ask that you only attend one of the sessions, so other attendees who would like to share input have the ability to do so. Forums are scheduled for the following dates and times. Click on a link below to join a Zoom session, or visit [www.fcps.net/search](http://www.fcps.net/search) for more details:

- [Monday, March 8, 11 a.m.](#)
  - [Thursday, March 11, 2 p.m.](#)
  - [Thursday, March 11, 6:30 p.m.](#)
  - [Saturday, March 13, 10 a.m.](#)
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## Employee Input Sessions

Members of Team FCPS will receive information from their supervisors about opportunities to participate in employee input sessions. At least two sessions will be held in person at 450 Park Place for those who are cannot attend sessions hosted by their department. Forums will begin this week and will wrap up by March 17. Employees are also invited to attend a community input session, host their own self-facilitated input session, or complete the survey as a means of sharing their thoughts.

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## Student and Family Input Sessions

Our students and families will also have the opportunity to share their input in designated student or family sessions over the next two weeks. Information about these opportunities will be sent directly to students and families. Sessions will be conducted in multiple languages to give those who speak a language other than English the opportunity to participate.

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## Community Stakeholder Group Input Sessions

A variety of community groups and leaders will also have input sessions directly with the search firm and school board members this week and next. These stakeholder groups were identified by the Board of Education, Family and Community Engagement department, and Office of Equity and represent a variety of organizations from throughout the Lexington-Fayette County community.

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## DIY Listening Sessions

In just four easy steps, members of our community are invited to conduct their own input sessions, following the questions and discussion prompts the search firm has developed.

If you are interested:

1. Find a facilitator and note taker.
2. Watch a short virtual training session available live or via recorded video.
3. Hold a session with a group of attendees you identify.
4. Submit the input from the discussion.

Facilitator training sessions will take place virtually via Zoom on [Friday, March 5, at 10 a.m.](#) and [Friday, March 5, at 1 p.m.](#) (Click one to join.) Click here for the [facilitators' guide](#). A recording of the training sessions will be available on the [Superintendent Search page](#) for those who cannot attend one of the live sessions.

Input from the listening sessions should be collected [on this form](#) by the note taker and submitted by March 17, 2021. A digital version of the form, as well as training materials, will be available on the [Superintendent Search page](#).

## SEARCH TIMELINE

### MARCH

- Public input gathered to inform the Superintendent Profile that will be used in the search
- Position advertised nationally
- Recruitment continues
- Applications accepted

### APRIL

- Recruitment continues
- Applications accepted
- Review of applications begins
- Round One interviews with Screening Committee

### MAY

- Screening Committee recommendations presented to the Fayette County Board of Education
- Interviews with school board members
- Finalists announced
- Stakeholder Interview Panels

### JUNE

- New Superintendent

## IMPORTANT DATES

- **Wednesday, March 3:** [Superintendent Search Survey](#) Launches
- **Friday, March 5, at 10 a.m. and 1 p.m.:** Listening Session Facilitator training for those interested in conducting their own sessions
- **Monday, March 8, 11 a.m.:** [Community Input Session](#)
- **Thursday, March 11, 2 p.m.:** [Community Input Session](#)
- **Thursday, March 11, 6:30 p.m.:** [Community Input Session](#)
- **Saturday, March 13, 10 a.m.:** [Community Input Session](#)
- **Friday, April 23, 8 a.m. to noon:** Search Firm and Screening Committee meet to review and discuss leading prospects and select candidates to move onto the interview phase
- **Thursday and Friday, April 29-30:** Round One interviews conducted by

selected

Search Firm and Screening Committee

- **Friday, May 14:** Screening Committee meets to determine which candidates to recommend to Board

## SCREENING COMMITTEE UPDATE

The Superintendent Screening Committee *met virtually* with superintendent search firm Greenwood/Asher & Associates on March 2, 2021, to receive their charge, review the search process, discuss the development of the candidate profile, and set expectations for working together. Below is a summary of the meeting.

### Welcome and Introductions

Director of Human Resources Jennifer Dyar welcomed those watching the meeting online and meeting attendees before inviting Board Member Tom Jones to begin introductions. Representatives from the search firm Greenwood/Asher & Associates, Betty Asher, Ann Bailey, and Susan Griffin, expressed their excitement to be assisting FCPS with the search process, described their roles within the firm, and shared their backgrounds working in education. Superintendent Screening Committee members Jennifer Bolander, Jessica Hiler, Tom Jones, Matt Marsh, Kiyon Massey, and Thalethia Routt followed, describing their role in the district and affirming their investment in the search, often mentioning their children who are students of Fayette County Public Schools.



Tom Jones,  
School Board  
Representative



Jennifer Bolander,  
Teacher  
Representative



Jessica Hiler,  
Chair,  
Teacher Representative



Kiyon Massey,  
Classified  
Representative



Matt Marsh,  
Principal  
Representative



Thalethia Routt,  
Parent  
Representative

### Selection of Screening Committee Chair

Teacher Representative Jessica Hiler was selected to serve as Chair of the Superintendent Screening Committee. Hiler, who is also the president of the Fayette County Education Association, served on the superintendent screening committee in 2011 and 2015.

### Discussion of Search Process

Highlights included:

- Betty Asher described the role Greenwood/Asher & Associates would play in the search process and the recommended plan to follow over the course of the next few months, explaining that the firm will provide the following services to the screening committee:

- Building the pool of candidates for the committee to review.
- Vetting potential candidates.
- Presenting applications to the committee.
- Facilitating administrative functions including planning and paperwork.
- Screening Committee members will be granted access to a private and secure portal to view important documents relevant to the search process, as well as candidate information.
- The timeline of the search process was outlined.
- The importance of maintaining confidentiality was emphasized.

## **Missed the Meeting? Watch it here!**

A recording of the Superintendent Screening Committee meeting can be viewed [here](#). For additional information about the Superintendent Search, visit the [Superintendent Search page on the district website](#)

