



August 1, 2023

Dear School & District Leaders:

I would like to take this opportunity to share with you how excited I am as we prepare for the 2023-2024 school year in Oldham County! Because of your efforts and our work together as a school district we have made tremendous strides moving our district in a very positive direction. I know we will continue to build on this positive momentum for our entire community and ultimately for **every student!** As you know, our board has approved the strategic plan, which outlines the experience we want students, staff, families, and community to have with our school district. We will dive into finalizing measures that will allow us to track our progress as a district to ensure we are all rowing our boat in the same direction!

We will also create Standards of Excellence or value statements which outline how we roll in Oldham County...*together!* We are in the process of finalizing our district logo. In addition, our schools will go through their own mini rebranding. All of this points us towards our **brand**...our public image, reputation, and who we are as an organization.

I have shared these challenges/expectations with you before, and I wanted to remind you of them again. These are the expectations that I have for myself and for each of you as a district or school leader:

- **Be a hero.** Our work is heroic work. The fate of our children and ultimately our nation depends on how well you do your work every day to support our schools, our students, and each other.
- **We want to be world class.** You should be willing to optimize what is best for the organization, not just your school or department.
- **Do more than expected.** Lead as a learner and grow from your daily experiences and challenges.
- **Take responsibility.** Be responsible for all things connected to your work, all the time you are at the office, wherever you are, whatever you are doing.
- **Innovate, initiate, and be honest.** If you make a mistake in good faith, we don't spend time on punishment. We just fix the mistake and go on. I expect you to make several mistakes a year. If you don't, you're not trying hard enough.
- **Communicate.** If you have a problem with me, I want to hear about it and have a chance to respond before everyone else hears about it. I will give you the same courtesy and respect.
- **Do routine things routinely.** Paperwork and office expectations are a pain, but they need to be done correctly and promptly because they are a bigger pain when we must do them over.
- **Ignite Passion & Experience Excellence.** How will you as a school or district leader ensure this happens for the people you lead, communicate, and connect with in our community?
- **WE CAN, IF... Mentality.** It takes each of us working together for EACH student. No one person can single-handedly move Oldham County Schools forward. We must stay positive and focused to support each other, our schools, and departments while working together as a TEAM. We will continue to build on the smart and productive work that we have done in the last two years.

For Each Student,

Dr. Jason Radford, Ed.D.  
Superintendent  
Oldham County Schools