



**Menifee County Schools
Superintendent Updates**



Superintendent Standards

Effectiveness Standards

For Kentucky School Superintendents



4. Human Resource Leadership

Summary:

The superintendent ensures the district is a professional learning community with effective systems for recruiting, developing, and retaining high-quality staff. Through distributed leadership and fair evaluation practices, the superintendent establishes a supportive environment that prioritizes professional growth and accountability. The superintendent also ensures compliance with all federal and state employment laws through ongoing review and monitoring of district processes.



Practices (Indicators)

The superintendent...

- Oversees and monitors processes for hiring, inducting, and mentoring staff while fostering a positive work environment that supports retention and reflects staff feedback to improve the employee experience.
- Implements and monitors systems for fair and effective staff evaluations to improve performance.
- Plans for leadership succession to ensure continuity and alignment with district priorities while fostering a culture where succession planning cascades to all levels, including developing teacher leaders to support classroom and school-level stability.
- The district regularly reviews and updates its employment processes to ensure compliance with all federal and state laws related to employment practices.



Artifacts

Facilitate hiring of MCHS Principal	Human Resource Leadership	SBDM Agendas/hiring of staff	12/15/25
Analyze student performance, attendance, and behavioral data to identify trends	Leadership	Student performance reports, disaggregated subgroup data, intervention plans	August-Ongoing
Meet with all district office staff to discuss expectations. Living district values, Student first approach, Customer service approach	Human Resource Leadership	Notes of meeting	July 31



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