



Covington Board of Education
Superintendent Search Update
January 22, 2026

What we've accomplished and what's next

What we've accomplished:

- Weekly project meetings with the Board Chair and the Alma team
- Completed communication engagement activities
- Selected screening committee and held monthly meetings
- Launched job posting and begun active candidate recruitment
- Confirmed selection process steps

What's coming next

- Interviews and screening of applicants
- Plan for engagement at the final round

Superintendent Search Timeline



Stages of Screening



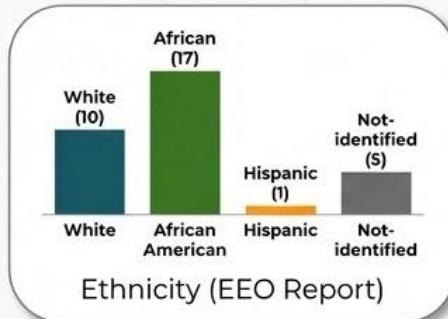
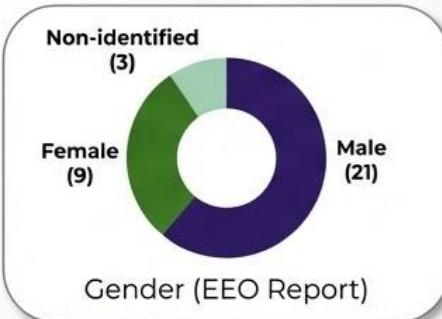
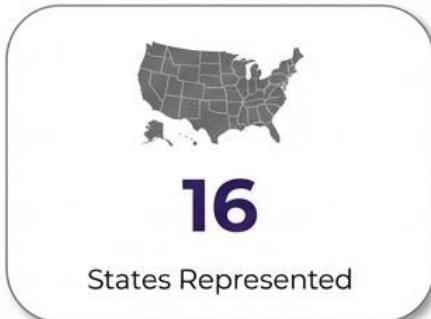
*To maximize the pool of applicants applying for the role, the Board will protect the confidentiality of candidates throughout the process.

Update on the Candidate Pool

Application Pipeline



Demographics



Stakeholder Interview Panel in Final Round

Stakeholder Panel Representatives

- (2) High School Students
- (1) Parent/Caregiver
- (1) Community Member
- (1) School or District Leader
- (1) Licensed PK-8 educator
- (1) Classified Staff
- **PLUS the Screening Committee**

Feedback Process

- Panel will complete a feedback scoring form for each candidate
- All feedback will be shared with the Board

Selection Process

- Anyone can nominate themselves or others
- Panel participants will be selected, via random selection, and invited to join the Screening committee in the final round
- Panelists receive training and work together to choose questions
- Anyone can submit potential interview questions for the panel to choose

Nomination Timeline

Jan 23 - Feb 16



Interview panel nomination period opens, anyone can nominate themselves or others.

Jan 23 - March 2



Question submission period opens, anyone can submit questions from which the stakeholder interview panel can choose.

Feb 27



Selected panel participants will be notified and invited to submit confidentiality agreement.

Early March



Alma team conducts interview training and prep with the panel participants.

Mid-March



Final interviews take place.

Thank you!

Updates about the Superintendent Search will be available on the district website:

<https://www.covington.kyschools.us/page/superintendent-search>

Email: Covington@almaadvisorygroup.com