



Menifee County Schools



Capstone Presentation 2025-2026

Joshua Kincaid
Meniffee County Schools Superintendent
June 18, 2026

VISION

We are MENIFEE: Where we ensure every student transitions on a pathway to a successful future in academia, military or career.

MISSION

Empowering future generations to be productive and successful in a global economy through Community collaboration Creative thinking Instructional rigor and relevance ...in order to improve the quality of life for all.

Acknowledgements

Menifee County Board of Education

- Greg Spencer
- Brenda Evans
- Julia Maness
- Matt Cooper
- Elaine Martin



Acknowledgements

ILP Team

Greg Spencer-Board Chair

Thom Cochran-KASA Mentor

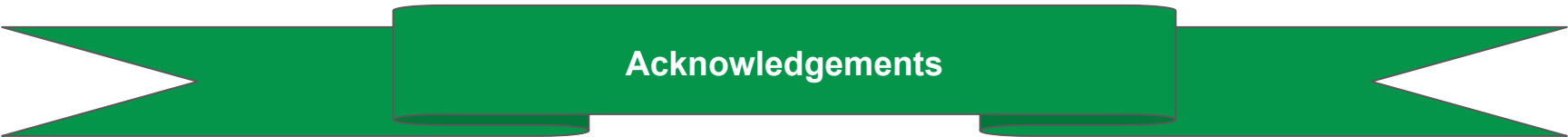
Scott Hawkins-KASA Executive Coach



Acknowledgements

Central Office Staff:

- Tonya Means-Assistant Superintendent
- Jodi Blackburn-Chief Academic Officer
- Tamilyn Ingram-Thompson-Director of Analytics and Academic Programs
- Stephanie Rhodes-Assistant Director of Personalized Learning
- Rebecca Spencer-Administrative Assistant to Superintendent
- Lorri Bartley-Chief Finance Officer
- Hannah Ferguson-Payroll Officer
- Gina Rose-Office Manager
- Shelley Lane-Finance Specialist
- Martha Moore-Accounts Payable
- Christin Ricker-Food Service Director
- Mark Clemons-District Technology Coordinator
- Kelly Bowman-Chief of Police/Facilities
- Jeremy McNabb-Transportation Director

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Acknowledgements

- Principals
- Assistant Principals
- Dean of Students
- Entire Menifee County Staff
- Menifee County Community
- Tim Spencer
- Menifee County students and families

Acknowledgements

A Special thanks to
My wife, Jennifer and
children, Madison, Jake,
McKinley, and Sadie Ray



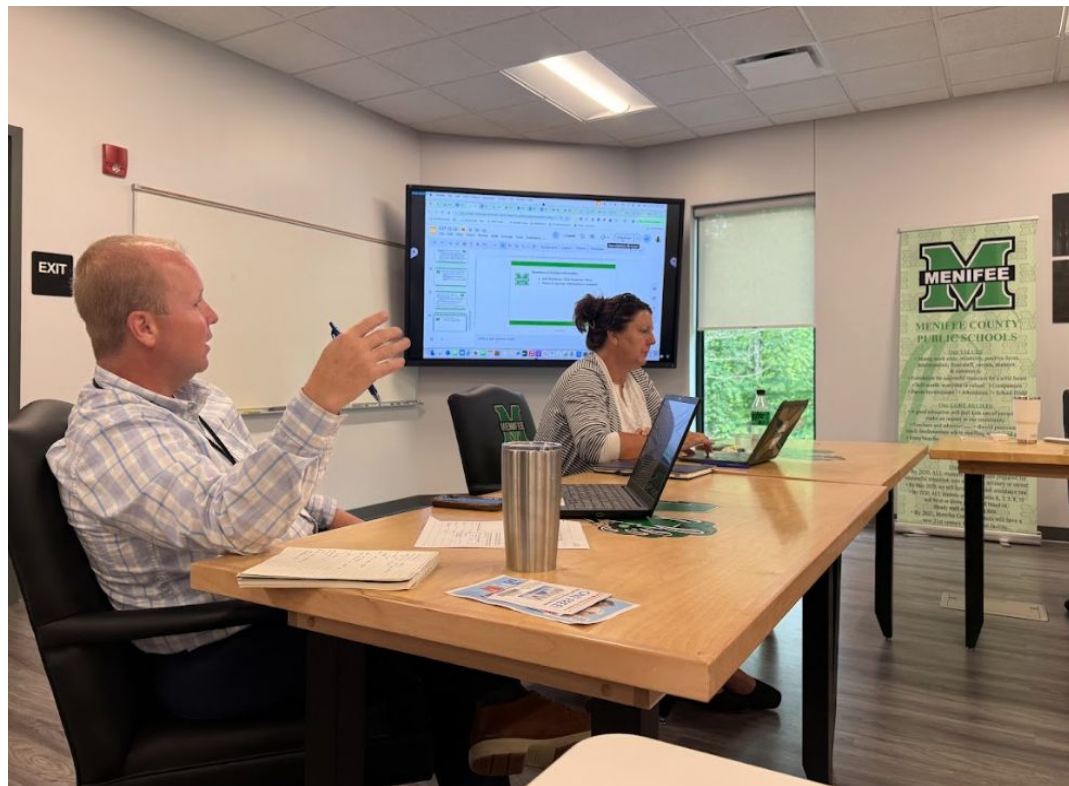
Standard 1: Strategic Leadership

The superintendent creates the conditions necessary for reimagining and articulating the district's vision, mission, and goals. Through clear communication, strategic planning, and effective leadership, the superintendent ensures alignment with state and local priorities, establishing the foundation for continuous improvement in student achievement and district success. The superintendent also works collaboratively with the Board of Education to define and establish district priorities, ensuring a shared focus on advancing the district's mission and goals.



Standard 1: Strategic Leadership

- Conducted meetings with all district office staff to discuss expectations.
- Interviewed with local paper and KDE communication staff after announcement of my hire.
- Conducted monthly leadership meetings
 - Directors Meetings
 - COLA-Central Office Leadership Accountability
 - District Leadership Meetings



Standard 1: Strategic Leadership

- Met with key community stakeholders
 - City and County Officials
 - Tourism Director
 - Pastoral Association
 - State Representatives
 - Federal Representatives
 - Gateway Community Action
 - Pathways
- Facilitated Principal for a Day



Standard 1: Strategic Leadership



- Oversaw budgeting of state, federal and local funds
- Provided weekly reports to the Board of Education to provide transparent communication on progress and current district matters
- Facilitated Professional Growth Plan and Self-Reflection meetings with staff, aligning with school and district improvement plans, sharing a unified vision.

Standard 1: Strategic Leadership



Standard 2: Instructional Leadership

The superintendent develops and sustains a district culture that prioritizes student learning. By fostering high expectations, instructional equity, and coherence, the superintendent ensures that all students receive the support they need to succeed regardless of background. Instructional leadership engages educators, students, and families in the learning process, addressing the whole child's development, preparing them to meet the community's evolving needs, and adapting to the ever-changing landscape of technology to enhance instructional practices.



Standard 2: Instructional Leadership

- Participated in the analysis of student achievement data to identify instructional strengths, gaps, and targeted improvement areas across the district.
- Conducted regular classroom walkthroughs and observations to provide feedback and support effective instructional practices.
- Collaborated with principals, teachers, and instructional staff to develop and monitor school improvement goals aligned to district priorities.
- Supported the implementation of evidence-based instructional strategies and interventions to improve student learning outcomes.



Standard 2: Instructional Leadership

- Coordinated and facilitated professional development focused on curriculum alignment, assessment practices, and effective teaching strategies.
- Worked with special education, intervention, and related service staff to ensure students received appropriate instructional supports and services.
- Fostered a culture of continuous improvement by encouraging collaboration, data-driven decision making, and high expectations for student achievement.



Standard 2: Instructional Leadership



Standard 3: Cultural Leadership

The superintendent embraces the district's culture and traditions to create conditions for exemplary performance. By aligning the work of all stakeholders with the district's mission, the superintendent promotes equity, trust, and shared accountability to ensure that the district culture supports the success of every student. The superintendent ensures that the community has opportunities to provide input on local accountability measures, aligning instructional practices and district priorities with community needs.



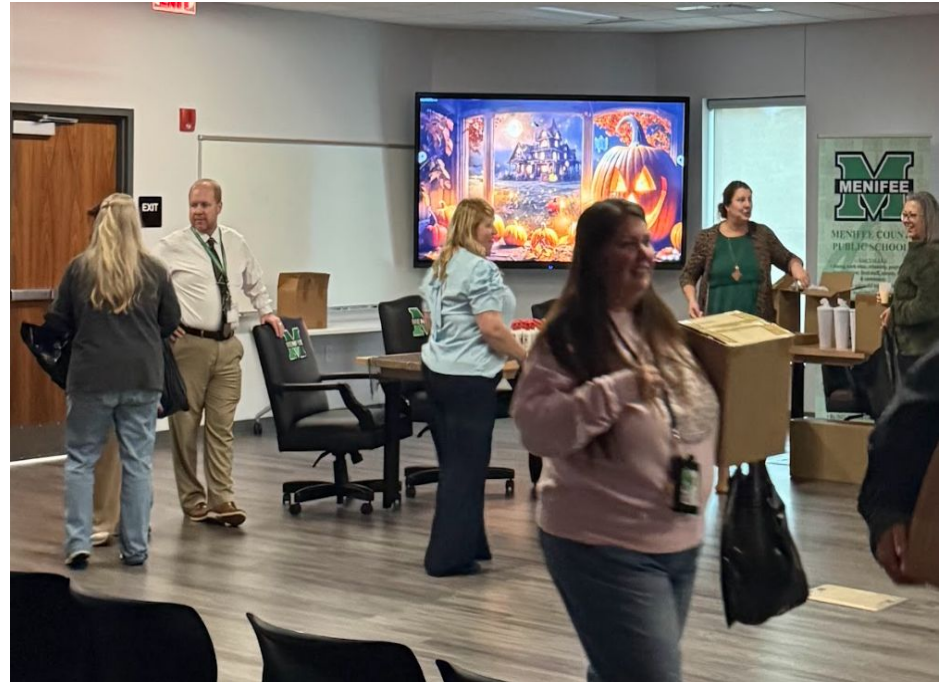
Standard 3: Cultural Leadership

- Promoted a positive school culture by consistently communicating district values, expectations, and goals to staff and students.
- Recognized and celebrated staff accomplishments, retirements, and student successes throughout the school year.
- Maintained open communication with employees, families, and community stakeholders to build trust and strengthen relationships.



Standard 3: Cultural Leadership

- Supported staff morale through regular encouragement, visibility in schools, and participation in school events and activities.
- Encouraged collaboration among teachers, administrators, and support staff to foster teamwork and shared decision-making.
- Worked to create a safe, welcoming, and student-centered environment across all district buildings.
- Modeled professionalism, accountability, and a student-first mindset in daily leadership practices.



Standard 3: Cultural Leadership



Standard 3: Cultural Leadership



Standard 4: Human Resource Leadership

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.



Standard 4: Human Resource Leadership

- Recruited, interviewed, and recommended qualified certified and classified staff to meet district staffing needs.
- Worked collaboratively with principals and supervisors to address staffing assignments, vacancies, and personnel concerns throughout the year.
- Supported employee onboarding processes, including orientation, certification coordination, and required employment documentation.
- Assisted staff with certification, licensure, and professional qualification requirements to ensure compliance with state regulations.



Standard 4: Human Resource Leadership

- Managed employee transfer requests, resignations, retirements, and personnel actions in accordance with board policy and KDE guidelines.
- Coordinated with district leadership to maintain appropriate staffing levels and provide support for hard-to-fill positions.
- Helped ensure compliance with district policies, state regulations, and employment procedures related to personnel matters.
- Fostered positive working relationships with employees by maintaining open communication and responding to staff concerns in a timely manner.



Standard 5: Operational Leadership

The Superintendent ensures the district's operations and resources are efficiently organized to support instructional priorities and student safety. By aligning systems for budgeting, facilities, and communication, the superintendent provides the operational stability required for the district's success. The superintendent also ensures ongoing communication with the Board about the district's financial stability and resource alignment with strategic priorities.



Standard 5: Operational Leadership

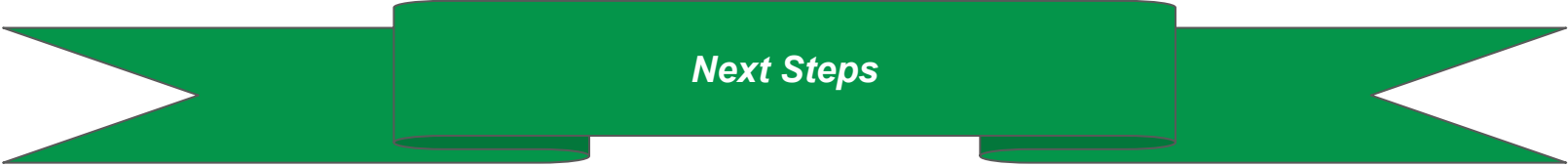
- Led the development and implementation of the Central Office Leadership Accountability (COLA) process to align district departments with strategic priorities and improve operational efficiency.
- Managed staffing decisions, including principal and administrative appointments, to ensure effective leadership throughout the district.
- Evaluated contracted services and district resources to ensure programs are cost-effective and aligned with student needs.



Standard 5: Operational Leadership

- Worked with district and school administrators to review and strengthen school safety procedures, emergency preparedness efforts, and facility security measures.



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Next Steps

Our schools will be a dynamic learning environment where student well-being and academic excellence drive everything we do. We will ensure every student, educator, and family feels a deep sense of belonging.

Our Team will break down classroom silos. Educators will operate as a highly collaborative, trusted collective, designing unique experiences that spark true curiosity.

Our Schools will close achievement gaps by building equitable, personalized learning pathways. Classrooms will be joyful spaces prioritizing critical thinking.

The District will be a support for all students, staff, and the community to move all students forward.



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