

**JEFFERSON COUNTY BOARD OF EDUCATION
SUPERINTENDENT SEARCH ADVISORY COMMITTEE
Minutes of March 11, 2025**

Jefferson County Board of Education Superintendent Search Advisory Committee Meeting held at
VanHoose Education Center, 3332 Newburg Road on Tuesday, March 11, 2025, at 5:00 p.m.

COMMITTEE MEMBERS:

Bonifacio Aleman, Kentuckians for the Commonwealth
Jim Allen, Robert W. Baird Incorporated
Karina Barillas, La Casita Center
Carletta Bell, Coalition of Retired Black Principals & Administrators
Raymond Burse, Louisville Branch NAACP
Sarah Butryn, Louisville Showing Up for Racial Justice
Apryl Clark, Greater Louisville Alliance of Black School Educators
Marland Cole, Evolve502
Rasean Crawley, President, NPHC Louisville Alumni
Kate Crosby, Community Representative, Board District 2
Sarah Davasher-Wisdom, Greater Louisville Inc.
Kevin Fields, Louisville Central Community Centers
Daniella Garcia Vasallo, Hispanic Student Union, Seneca High School
Michael Gritton, Academies of Louisville Alliance
Jennifer Hancock, Impetus for a Better Louisville
Jacob Hardin, Student, W.E.B. DuBois Academy
Chris Harmer, Alliance to Reclaim Our Schools Louisville
Chris Hartman, Fairness Campaign
Keturah Herron, Kentucky Senate, District 35
Ruth Jarrell, Community Representative, Board District 5
Devan King, Community Representative, Board District 1
Bobbie Jo Kingery, 15th District PTA
Leslie Marcellino, League of Women Voters
Jeff T. Metzaimer, Ph.D., Community Representative, Board District 3
Anthony Moore, Jefferson County Association of School Administrators
K.A. Owens, Kentucky Alliance Against Racist and Political Repression
Joe Phelps, Passionist Earth and Spirit Center
Lyndon Pryor, Louisville Urban League
Louisa Sarpee, Black Student Union, Central High School
Maddie Shepard, Jefferson County Teachers Association
Corrie Shull, Chair, Jefferson County Board of Education
David Snardon, Joshua Tabernacle Missionary Baptist Church
Pam Stevenson, Kentucky House of Representatives, District 43
Debbie Wesslund, Chair, Community Representative, Board District 3
Lisa Willner, Kentucky House of Representatives, District 35
Dawn Wilson, Louisville Metro Human Relations Commission
Marcus Winkler, Louisville Metro Council, District 17
Woody Zorn, Community Representative, District 7

SPECIAL MEETING

STAFF PRESENT:

Kevin Brown, General Counsel

Caroline Calahan, Chief of Communications

Dr. Dena Dossett, Chief of Accountability, Research, and Systems Improvement

Angie Gilpin, Assistant Secretary to the Board

The purpose of this meeting was to gather stakeholder input on the desired qualities and characteristics of the next superintendent and to discuss the search process and timeline. Committee members and members of the public attended in person. Stewart Auditorium was designated as the primary meeting location, ensuring all attendees could be seen and heard by the public. Mr. Micah Ali, Hazard, Young, Attea and Associates (HYA), attended the meeting via video teleconference.

I. Welcome and Introduction

The meeting began at 5:00 p.m.

Committee Chair Debbie Wesslund engaged in a round of introductions.

II. Approval of Minutes

A motion was made and seconded to approve the minutes from the February 13 meeting. The motion carried.

III. Presentations

Presentation and Discussion of the Community Survey Results:

Dr. Dena Dossett, Chief of Accountability, Research, and Systems Improvement, presented the results of the community survey, which garnered 4,568 responses between January 24 and February 14, 2025. Key demographic data indicated that 91% of respondents reside within the JCS district, 7% outside, and 3% did not respond.

Dr. Dossett confirmed that the response rate was consistent with previous District surveys. She clarified that the seven percent of out-of-district respondents were likely employees residing outside the District. In terms of overall takeaways, Dr. Dossett stated that the results produced no unexpected findings and were intended to serve as one component of the superintendent search process.

During the discussion of the Community Survey Results, committee members raised a few concerns. They questioned the potential for bias due to the low response rate from the Choice Zone and the disproportionate representation of certain demographic areas, inquiring how these factors might skew the results and affect the overall accuracy and balance of the data.

Committee members further inquired about accessing and interpreting the data, suggesting the potential need to request additional information from the HYA search firm.

Some committee members specifically hoped to see a data breakdown separating responses from JCPS employees and non-employees, seeking to understand potential differences in perspectives. It was suggested that they also review the data breakdown separating responses by specific geographic areas within the District. A member noted the survey's online-only format and suggested adding a paper option for future surveys.

Presentation and Discussion of the Draft Leadership Profile for the Position of Superintendent:

Mr. Micah Ali of Hazard, Young, Attea & Associates (HYA) presented the Draft JCPS Leadership Profile Report, outlining the collaborative and stakeholder-focused process used to develop it. The report presented the findings of the Leadership Profile Assessment conducted by HYA during the months of January and February 2025 for the new superintendent of Jefferson County Public Schools. Surveys, interviews, and focus group meetings were structured to gather input to assist the Board in determining the primary characteristics desired in the new superintendent. Additionally, the stakeholder interviews and focus groups collected information regarding the strengths of the District and some of the challenges that it will be facing in the coming years. Mr. Ali emphasized that the profile and selection criteria were built upon data gathered from diverse sources, all aimed at identifying the desired characteristics for the next superintendent.

The committee's discussion centered on clarifying aspects of the data collection and its interpretation. Questions were raised concerning the quantity and representativeness of responses/feedback, student webinar participants, as well as the overall diversity of participation.

Mr. Ali highlighted the ongoing influx of stakeholder feedback via email. He stated that there has been a recurring theme among stakeholders for the desire to hire a data-driven, "Academically Transformative" leader.

Mr. Ali announced that the Draft Leadership Profile for the Position of Superintendent would be presented for consideration by the Board of Education at their March 18 meeting.

IV. Overview of Superintendent Selection Timeline

Mr. Ali briefly reviewed the timeline stating that they have completed the engagement phase and are now in the recruitment phase. The application deadline is March 28, 2025.

V. Adjournment

The meeting adjourned by consensus at 6:11 p.m.