

**JEFFERSON COUNTY BOARD OF EDUCATION
SUPERINTENDENT SEARCH ADVISORY COMMITTEE**

Minutes of February 13, 2025

Jefferson County Board of Education Superintendent Search Advisory Committee Meeting held at VanHoose
Education Center, 3332 Newburg Road on Thursday, February 13, 2025, at 6:30 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. Metzmeier, 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

Eric Satterly, Chief Information Officer

The purpose of this meeting was to gather stakeholder input on the qualities and characteristics desired in the next superintendent and to discuss the search process with representatives from Hazard, Young, Attea & Associates (HYA).

I. Call to Order

The meeting began at 6:33 p.m.

II. Approval of Minutes

A motion was made and seconded to approve the minutes from the January 14 meeting. The motion carried.

III. Welcome and Expectations

Committee Chair Debbie Wesslund engaged in a round of introductions.

IV. Update on the Search Process and Survey

Dr. Dena Dossett, Chief of Accountability, Research, and Systems Improvement, reported that the superintendent search survey had received 4,375 responses to date. The survey would remain open until the evening of February 14. Board of Education Chair, Dr. Corrie Shull, noted that the survey was distributed with minimal revisions.

V. Interaction with Mr. Micah Ali of HYA Associates Regarding Qualities That Should Be Included in the Leadership Profile for the Position of Superintendent

Mr. Micah Ali of Hazard, Young, Attea & Associates (HYA) addressed the committee regarding the qualities to be included in the leadership profile for the superintendent position. He explained HYA's collaborative approach to the search process. Mr. Ali stressed the importance of stakeholder engagement in developing a leadership profile and selection criteria that align with community priorities.

He provided a QR code for committee members to share and use to submit additional feedback after the meeting, encouraging broad participation in the process. He then posed three key questions to the committee, prompting discussion and individual responses.

1. What do you, as a stakeholder/constituent, value regarding the schools? What strengths of the District do you desire to retain and build upon?
2. What are the issues this District currently faces, and, as importantly, will be facing in the next three to five years?
3. What are the personal and professional characteristics you and your community expect a superintendent to possess?

Committee Feedback on Superintendent Qualities

Key themes that emerged from the feedback provided:

Community Engagement and Trust: Members emphasized the need for a superintendent who is approachable, visible in the community, and actively engages with families, community leaders, and stakeholders. Improving the District's image and addressing negative perceptions was a recurring concern. The superintendent should be someone who values stakeholder input, understands the diverse communities within Jefferson County, and partners with community leaders to address the challenges facing the District.

Leadership and Vision: Committee members sought a leader with a clear vision, the ability to articulate that vision, and the skills to measure outcomes and drive progress. They also expressed a desire for a transformative leader who can guide the District through current challenges and prepare it for the future. Closing the achievement gap, and focusing on underachieving students, was a top priority. Experience in urban districts, at all school levels, and within central office was considered valuable. The superintendent should be bold, decisive, and willing to address difficult issues.

Equity and Student Focus: A commitment to equity and the ability to focus resources on students with the greatest needs is essential. The superintendent should prioritize student well-being, understand the social issues facing students, and work to prepare students for success after graduation and in the workforce.

Communication and Collaboration: Effective communication, both internally and externally, was deemed critical. The superintendent should be a good listener, compassionate, and able to build trust within the community. Collaboration and delegation skills were also highlighted.

Fiscal Responsibility and Operational Expertise: The superintendent should be capable of managing a large budget within a complex urban environment and addressing operational challenges specific to large urban areas, including the teacher shortage crisis.

Other Qualities: Additional desired qualities included honesty, transparency, a balanced and fair approach, experience with technology, a passion for education, and a commitment to making Jefferson County their home and priority. The committee expressed openness to both internal and external candidates, emphasizing the importance of selecting the best-qualified individual.

VI. Adjournment

Mr. Ali informed the committee that he would provide a report at their next meeting on March 11. He encouraged members to email him with any additional feedback or questions.

The meeting adjourned by consensus at 7:44 p.m.