

**JEFFERSON COUNTY PUBLIC SCHOOLS
SUPERINTENDENT SCREENING COMMITTEE
Minutes of April 14, 2025**

Jefferson County Public Schools Superintendent Screening Committee Meeting held at VanHoose Education Center, 3332 Newburg Road on Monday, April 14, 2025, at 5:00 p.m.

COMMITTEE MEMBERS:

Brittany Abdelahad, Parent/Guardian Representative
Tammy Berlin, Teacher Representative
Tricia Lister, District 2, Board Member Representative
Maddie Shepard, JCTA President, Teacher Representative
Dustin Whitis, Principal Representative
Dwan Williams, Specialist Diversity Hiring, Classified Employee Representative

Dr. Corrie Shull, JCBE Chair, was also in attendance.

STAFF PRESENT:

Kevin Brown, General Counsel
Carolyn Callahan, Chief of Communications and Community Relations
Dr. Dena Dossett, Chief of Accountability, Research, and Systems Improvement
Angie Gilpin, Assistant Secretary to the Board
Ashley Lant, Assistant General Counsel

SPECIAL MEETING

This meeting was conducted via videoconference pursuant to KRS 61.823 and KRS 61.826. The primary location for this meeting and where all members could be seen and heard by the public was VanHoose Education Center. Committee members were permitted to attend in person or via video teleconference pursuant to KRS 61.826. Members of the public were permitted to attend in person.

The purpose of this meeting was to further the committee's responsibilities under KRS 160.352 and to convene in Executive Session to discuss and formulate interview questions for aspirants in the superintendent search, as well as to conduct discussions that may lead to the appointment of an individual employee pursuant to KRS 61.810 (1)(f).

I. Welcome

Committee Chair Shepard called the meeting to order at 5:03 p.m.

II. Approval of Minutes

A motion was made and seconded to approve the Minutes of the March 31 meeting. The motion carried.

I. Presentation by Mr. Micah Ali of HYA Associates

Mr. Micah Ali of Hazard, Young, Attea & Associates (HYA) presented JCPS recruitment statistics and reviewed interview protocols.

During Mr. Micah Ali's presentation, Chair Shepard confirmed a current pool of 34 active applicants. Committee members questioned the geographic distribution of candidates as depicted on the map, noting a concentration in specific areas. The apparent absence of Kentucky-based applicants on the map led to an inquiry about whether any candidates from the state had applied. The committee also sought clarity on the experience levels of the applicant pool.

Mr. Ali addressed the committee's inquiries by stating that HYA's recruitment and collaboration efforts adhered to the Leadership Profile previously approved by the Board of Education. He did confirm the presence of candidate(s) from Kentucky within the applicant pool. However, regarding more specific questions about the candidates themselves, Mr. Ali advised that committee members soon would have access to a comprehensive portal containing all candidate materials. He emphasized that this portal, containing detailed information, would be available exclusively to the Screening Committee and the Board, suggesting that detailed candidate-specific questions would be best addressed upon its review to maintain the meeting's focus on the overall search process at this stage.

Regarding the interview process, Mr. Ali clarified that there isn't a pre-existing bank of questions specific to JCPS. Instead, interview questions will be thoughtfully curated, taking into account various pertinent factors. He also informed the committee that their role would not extend to salary or contract negotiations.

II. Enter Executive Session per KRS 61.810(1)(f) to Formulate Proposed Interview Questions

Chair Shepard made the following announcement.

"The Committee will now conduct a closed session to discuss and formulate interview questions for aspirants in the superintendent search, as well as have discussions that may lead to the appointment of an individual employee pursuant to KRS 61.810 (1)(f)."

A motion was made and seconded to enter closed session at 5:25 p.m. The motion carried.

III. Adjourn from Executive Session

A motion was made and seconded to adjourn closed session. The motion carried.

The committee returned to open session at 7:01 p.m. and Chair Shepard made the following announcement.

"The Committee met in Executive Session to discuss and formulate interview questions for aspirants in the superintendent search, and to have discussions that may lead to the appointment of an individual employee pursuant to KRS 61.810 (1)(f). No action was taken while in closed session."

IV. Discussion of Future Meeting Dates

Chair Shepard stated that the Board of Education set a joint meeting with the committee for Thursday, April 24 at 5:00 p.m.

V. Adjournment

A motion was made and seconded to adjourn, and the meeting concluded at 7:02 p.m.