



SUPERINTENDENT SEARCH SLATE OF CANDIDATES

Tuesday, May 2, 2017

Dear PTA Presidents,

All nominee forms are in for the Parent Representative to the Screening Committee for the Superintendent Search. We had eight (8) people express interest. Enclosed is the information provided by all the nominees. **Please give all nominees your attention before making your decision.**

As stated in our last letter, the state law puts the 15th District PTA in charge of conducting the election for the Parent Representative and the local PTA Presidents are the only persons who can vote for the Parent Representative. Your name **MUST** be on our officers list. If you have had a change in officers please bring a copy of the minutes that show the change. We must have verification that you are the PTA President. In addition, please bring your driver's license for verification. There will be NO proxy voting available or electronic voting. You must come to one of the two locations below to vote.

The election will take place at Wednesday, May 10th, 2017 from 1:00 p.m. to 9:00 p.m. at Ramada Plaza Conference Center (9700 Bluegrass Pkwy., 40299) AND Friday, May 12th, 2017 from 7:00 a.m. to 3:00 p.m. at Gheens Academy (4425 Preston Hwy., 40213).

Since this is a very important decision, we need all the PTA Presidents to make every effort to vote.

Sincerely,

Heather Wampler

Heather Wampler

Chairperson, Election of Parent Representative for Superintendent Search Committee



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Mike Alexander

Parent/Guardian of Students At: Farnsley Middle and Medora Elementary

Please give an account of why you want to serve on the Screening Committee:

I firmly believe that selecting the next superintendent is going to have a tremendous impact on the direction of JCPS. I believe questions need to be asked to fully understand their wisdom a plan for our students and teachers. As an SBDM Council member for 4 years and having served on a principal selection committee, I feel I have some experience in this type of format.

What qualities do you see for hiring a new superintendent?

I want to see our next superintendent shake things up in our school system. Better accountability by students and teachers need to be in place. I want someone who is accessible and open-minded. This person should have the fortitude to recognize our current short comings and to be bold enough to fix them. Our school board needs a good leader that commands respect and is willing to tell us the truth, regardless of how bad it may be.

Please give a short biography of yourself, giving voters an idea why you should be elected to this committee:

I'm 45 years old. I have had 3 children attend JCPS schools and I see things getting worse. I have several on the SBDM Council at Medora Elementary School and was involved in a principal selection committee. My involvement with the PTA, as well as, the relationships I have made with teacher and staff has given me an insight into the workings of the current system. I feel it is broken, and have some solutions I feel, could improve things. I take great pride in my involvement in my children's' educations and look forward to continuing this. I would offer tough questions to candidates and hold them accountable to their answers.



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Karin Bennett

Parent/Guardian of Students At: Academy @ Shawnee Middle/High

Please give an account of why you want to serve on the Screening Committee:

I want to serve on the screening committee to help hire the superintendent because the superintendent will set the climate for how JCPS conducts business with their employees, board members, shareholders and students. This position will be highly critical for the future success of JCPS in light of charter schools opening soon in the district. I would be elected by the PTA to represent the parents and give every child a voice to be heard. Also, to insure that the next person hired will put the needs of the children before the wants of the adults.

What qualities do you see for hiring a new superintendent?

I will be looking for honesty and the ability to say that they do not have all the answers. JCPS is a large and complex district with many facets that will need to be navigated. I want someone who will admit that they need to surround themselves with knowledgeable people to be educated about the past so they can move the district forward. Do they believe that poverty affects the ability for students to learn? Is this person passionate and ready to fight for our public-school system? With the passing of bills SB1 and HB520, there will be drastic changes to our district in the near future. For example, SB1 is a 100-page document that will change things like accountability for teachers and the schools. Priority schools become turnaround schools requiring comprehensive support for improvement with the help of a turnaround team. HB520, in my opinion, is the Wild West of charter school bills. It has the potential to cripple the school district's annual budget. I would like to have someone that is experienced in managing dual school systems, public and charter public. The new superintendent will need to be able to make sure all children get an equal education with less.

Please give a short biography of yourself, giving voters an idea why you should be elected to this committee:

Hello, my name is Karin Bennett. I am native of Louisville and alumni of Atherton. I have 3 children. My oldest child graduated from Male High in 2011 and my younger two children are currently attending the Academy @ Shawnee. I have been an active parent in my children's schools be serving on numerous committees ranging from helping to select a football coach to a diverse committee helping the Youth Service Center. I have held various positions including president, on several schools PTSA's. Also, I have served on a



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SBDM board. The Academy @ Shawnee is a west end priority school that lost their SBDM board 7 years ago, while Male is a top-rated school with a solid SBDM. School's SBDM boards have the power to make decisions to steer and guide their schools to success. My children attending a school without a SBDM has given me an unexpected perspective as to truly how powerless the stakeholders are to make any changes that they seem necessary for the success of the school. So, I became an active parent at the local level by attending the monthly JCPS board meetings and speaking about my concerns about the lack of a SBDM as well as other issues happening in the west end. I am part of a grassroots movement that lobbied in Frankfort this past session against the neighborhood bill and several versions of the charter school bills on behalf of people that believe in having a free public school system. We will continue to ask questions and expect answers. I feel that the superintendent screening committee has an important role in searching for the next person because they will be responsible for shaping our children's future. I am certain that I can make a positive contribution towards the selection of the next JCPS superintendent.



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Judith Bradley

Parent/Guardian of Students At: DuPont Manual High

Please give an account of why you want to serve on the Screening Committee:

Our community has a tremendous opportunity to rethink and transform our school system to achieve the JCPS 2020 Vision (and beyond) – a vision which our students deserve and our future demands. As an organizational consultant, I bring a unique skill set to the screening process. My professional experience includes analyzing organizational needs, developing job requirements, screening, assessment and training systems and guiding others in the application of these tools to identify and retain senior leadership. It is critical that we utilize best practices of modern organizational design and development to assure the best possible candidates or one of the most important jobs in our city. I want to contribute to the process by offering state-of-the art tools for getting past superficial assessments of candidates.

This position is too important to our future as a community to rely on past methods; we must identify candidates using a process which will result in a leader with the capacity to transform the existing culture into one which values each and every student, family member, educator, employee and stakeholder. I am trained and can train others to approach the screening process in an objective, systemic manner using proven systems for identification and assessment.

What qualities do you see for hiring a new superintendent?

I believe you are asking what qualities I would look for in a new superintendent. I would not look for qualities. I would look for demonstrated accomplishments and the ability to articulate both vision and a plan for achieving that vision.

I would assess candidates on their track record for:

- Successful leadership of a large, complex organization with limited resources and multiple stakeholder groups, including an elected or appointed Board of Directors
- Transforming organizational cultures to fulfill a vision
- Articulating a clear and compelling vision
- Demonstrating how they value staff, work with peers, and answer to stakeholders



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- Commitment to open, respectful and inclusive communications

All of the preceding should be measured by a set of appropriate metrics, for example, how current employees assess the candidate's leadership skills, the degree to which the current organization's strategic goals have been met, and, if candidate is currently in an educational setting, what the measurable outcomes are for each student.

Please give a short biography of yourself, giving voters an idea why you should be elected to this committee:

I have over 25 years' experience as an organizational consultant, entrepreneur, and facilitator of creative, collaborative group work – with a focus on strategic planning, leadership development and change management. I have worked both as an internal consultant (IBM, Humana) and an external consultant (Yum Brands, Aperture, Anthem, General Electric, Davis Jewelers, Rainbow Blossom, and Office Resources). I have designed and led hundreds of problem solving and leadership training sessions for both for profit and nonprofit clients including JCPS, the Waldorf School of Louisville, and the Girl Scouts of America.

Education has always been at the core of my work. Facilitating breakthrough thinking and problem solving requires a deep understanding of how people learn and how to assist them in removing barriers to communication and collaboration.

Because of my special needs son, for the past 15 years, I have immersed myself in education, training and pedagogy, including going through a Waldorf teacher training program and participating in dozens of general and special education training programs. I am a graduate of Carnegie-Mellon University and a thesis short of a masters' degree at the University of Louisville in a self-designed, interdisciplinary study between the schools of education and business.

I am a JCPS graduate (Waggener High School) with a lifelong commitment to public education. I have served on the board of DuPont Manual PTSA for the past three years and recently launched an organization, JackBeNimble, to re-imagine special education through community, advocacy, and ingenuity.

I will bring to the search committee a fresh perspective for what is possible – informed by a strong foundation in valued centered best practices for complex organizations.



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Adam Kesler

Parent/Guardian of Students At: Cane Run Elementary and Olmsted Academy South Middle

Please give an account of why you want to serve on the Screening Committee:

The search for the new JCPS Superintendent is and will be one of the most important decisions made on behalf of our children and parents and the community. This choice will affect not only my children's lives but the lives of every child in the district. As I currently represent parents I believe I will bring the voices of all parents to this very important role. I wish to represent every parent in Jefferson County to find a great leader that will take our schools to the next level of excellence.

What qualities do you see for hiring a new superintendent?

First and foremost, our next Superintendent must be a leader. They must be able to view and understand that JCPS is made up of every segment of today's society. To lead such a diverse group of students our next Superintendent must understand the needs of each group and be able to develop a learning atmosphere that meets the need of each family that our district serves. Above all, our Superintendent must understand that education is a partnership between the student, their parents and educators. No child will meet their full potential without each party working together for the best interest of our children.

Please give a short biography of yourself, giving voters an idea why you should be elected to this committee:

My name is Adam, the most important thing you need to know about me is I am a father. That I consider my most important job. My wife and I are directly responsible for how our daughters turn out. I take that same approach with the children and families I serve. I am currently the president of the PTA at Cane Run Elementary School. I, also serve, the children and parents of Jefferson County as a board member of the 15th District PTA where I am slated to become the next president elect. On the state level, I proudly serve parents and children as one of the vice presidents on the Kentucky State PTA Board of Directors. Finding a balance between administration and parents is a core responsibility for every PTA. We advocate daily for children and parent's rights we must have that same advocacy in our next superintendent and I humbly believe I can represent the parents of Jefferson County in this search. Thank you for your consideration.



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Robert Mattheu

Parent/Guardian of Students At: DuPont Manual High

Please give an account of why you want to serve on the Screening Committee:

I have been an active participant in school board meetings since my daughter Maddie first entered Kindergarten. There I've witnessed the successes and failures of two superintendents in building relationships with parents, students, teachers and staff. I feel that our previous superintendents have not had the necessary focus on building these relationships. As a parent representative, I want to make sure that the new superintendent is focused on the needs of students, parents, teachers, and staff above all others. In my 10 years as a JCPS parent, I have had much experience challenging our school board and previous superintendents publicly to do better and I will not be shy about asking tough and pertinent questions of and about new candidates that come in to make sure they're ready to lead and champion the schools in JCPS.

What qualities do you see for hiring a new superintendent?

It is essential that our superintendent makes the needs of our students, parents, teachers, and staff first and foremost in her/his mind. The previous superintendents I've had experience with both seem to have forgotten that these are their primary audience their leadership serves. We need a vibrant and energetic superintendent who is a champion for JCPS and who can articulately speak to the community and its leaders about the issues outside of our school system that adversely impact learning and cause some of our schools to perform lower on standardized measures. The superintendent needs to be someone who isn't afraid to defend our school system, its teachers, and its students against unwarranted outside criticism, but also needs to be courageous enough to accept responsibility for failings when necessary and act immediately to fix them. The superintendent needs to be someone who builds trust with staff and provides them the guidance they need to act in the best interest of our students, and makes sure that every one of them feels proud to be a part of the system. Ideally, I'd prefer to see someone with ties to JCPS and/or Louisville who views the job not as an opportunity to build a resume, but as an aspiration to improve the system they've served and the community they're a part of. All candidates should demonstrate knowledge of what they're getting into, including the negative perceptions of JCPS, and have a clear plan for improving both the perception of JCPS in Louisville, and the reality within our schools. The new Superintendent needs to have plan for dealing with discipline and behavioral issues that have arisen among students AND staff. They need to explain how they'll make a smooth transition and gain the trust of the schools and the people that serve the in the central office. Additionally, with charter schools soon to be a reality, the new superintendent should have a plan for how they'll compete and defend themselves against a



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charter school law that could lead to decreased funding and increased challenges academically. Finally, a superintendent needs to be seen as a confident leader, unafraid to do and advocate for what is best for JCPS students, parents, and staff, even if it ruffles the feathers of the business community, local politicians, or those who aren't active participants in the system.

Please give a short biography of yourself, giving voters an idea why you should be elected to this committee:

My wife Karen and I are parents to Maddie Matheu, a Visual Arts student at DuPont Manual High School. I currently work as a Implementation Advisor at Humana. I have a degree in Communications from Boston University, and graduated from Oldham County High School in 1989, where I learned the value of a quality public school education.

I am a vocal champion of public schools. In the past I have served as a board member on Farmer Elementary PTA, where I worked for several years on fundraising. I currently volunteer as part of Manual's envision parent group, as a parent representative on JCPS' Board Policy Committee, and stay in contact with several parent groups fighting to preserve and improve quality education at JCPS. As a JCPS parent for the past decade, observing and speaking out on behalf of our student, parent and teacher needs at our school board meetings. I have created a dedicated blog to comment on public education and JCPS at <http://louisvilleschoolbeat.weebly.com> In recent years I have attended or watched nearly every school board meeting and have spoken out there often about pressing issues, including the proposed changes to magnet programs, the threat of charter school and neighborhood school legislation, discipline, overcrowding, the poor handling of the JCPS salary study, and leadership concerns I've seen with both the superintendent and school board. My focus has always been on being a voice for the dynamics of students, parents, and teachers in helping improve the school system. I want to advocate for those needs in the hiring of a superintendent. I understand the dynamics the school board and the relationship of the superintendent with the community at large, and I want to make sure that we continue the successes of the past ten years while not repeating our failures with a new superintendent.



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Ashley Sheffield

Parent/Guardian of Students At: Crums Lane Elementary

**Note nomination comes from Kathy Stovall, FRC @ Crums Lane, with Ms. Sheffield's permission*

Please give an account of why you want to serve on the Screening Committee:

I am nominating Mrs. Sheffield because she wants to see a bright and successful future for children. She wants to be a voice for the underserved student and an information (reliable) for parents. Ms. Sheffield cares.

What qualities do you see for hiring a new superintendent?

Mrs. Sheffield has expressed a new for a superintendent that puts children first no matter their economic status or ethnicity. She hopes to see a superintendent experienced in serving urban diversity. She hopes to see a superintendent who is truthful and won't back down to please a few.

Please give a short biography of yourself, giving voters an idea why you should be elected to this committee:

Mrs. Sheffield should be elected because she represents a parent that cares. She is an advocate for change that improves and engages. She will be truthful and honest and ask the questions that makes a difference.



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Kathleen Sims

Parent/Guardian of Students At: Audubon Elementary

Please give an account of why you want to serve on the Screening Committee:

I want to serve on the Screening Committee because as a JCPS graduate, the spouse of a JCPS graduate and a parent of a First and Second grader at Audubon Elementary I have an extremely vested interest in ensuring that our school district is the best it can be. I want to help in the search process to find a new superintendent that can and will lead our students and schools into the future.

What qualities do you see for hiring a new superintendent?

I believe our new superintendent should have the following qualities:

1. He/She should work in the best interest of all students and put their education and safety first.
2. He/She should be able to work with the Board and the Teacher's Union but also be willing to stand up to them and do what is best for our students.
3. He/She should have business experience. Since JCPS is a multi-million-dollar organization, it needs to be run more like a business.
4. He/She should be someone who will look at all the current policies and procedures and make the tough decisions on ones that need to be changed or eliminated, even if those decisions are not popular.

Please give a short biography of yourself, giving voters an idea why you should be elected to this committee:

I was born and raised in Louisville and attended JCPS for 12 years. I graduated from Seneca High School in 1988 and then graduated from UofL in 1992 with a BSBA in Accounting. I obtained my CPA License in 1997. I married another JCPS graduate in 1995 and we are educating our sons through JCPS. I am a member of Audubon's PTA and help out when I can. Finally, our church recently went through an extensive search process for a new Rector. It involved much reflection and input from members of the congregation.



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SAMPLE BALLOT:

Please select ONE (1) candidate that you want to represent the Parent seat on the Superintendent Search.

_____ **Mike Alexander**

_____ **Karin Bennett**

_____ **Judith Bradley**

_____ **Adam Kesler**

_____ **Robert Mattheu**

_____ **Chlise Robinson**

_____ **Ashley Sheffield**

_____ **Kathleen Sims**