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January 27, 2021

Fayette County Public Schools
ATTN: Superintendent Search Committee
450 Park Place
Lexington, KY 40511

To the members of the search committee for Fayette County Superintendent,

I am writing this letter in support of Dr. Greg Ross' application for Superintendent of Fayette County Public Schools, and I am delighted to highly recommend him for this position. Dr. Ross is the Principal at The Academy for Leadership at Millcreek Elementary (TALME) in Lexington, Kentucky. I know him because he attended two of my fall 2020 University of Kentucky EDL 709 *Evidence-Based Decision Making* courses as a guest lecturer, to speak with students who are enrolled in the UK-FCPS Urban Leadership Initiative Principal Preparation Program as well as to the larger cohort of principal leadership preparation students across and beyond Kentucky. It was such a privilege to have him as a guest host in our class. Not only did he inspire students during these Leadership Spotlights by sharing his experiences as a school and community leader, he had also prepared interactive and meaningful lectures to support the students' learning. He included TALME's instructional specialist as a part of the presentations because of her integral role at the school, which signaled to our students the collaborative and mentoring approach to his work.

I originally had asked if he would be willing to speak specifically in any of the following areas: the components of building a strong team, the importance of growing building leaders, the professional code of ethics for certified personnel, cultural sensitivity, cultural competency, implicit bias, positive behavior strategies, building a solid school-wide plan, creating intrinsic motivators in schools of poverty, creative scheduling to meet the different needs in an elementary school, and giving students opportunities for lifelong success. Dr. Ross immediately responded when I contacted him. He understood our over-arching purpose, which is to ground aspiring leaders in ways that are co-created with FCPS leaders to transform urban schools by addressing specific student and community socio-cultural needs, the policies and politics of schooling, and issues related to diversity, equity, and inclusion. After talking for some time over the phone, Dr. Ross asked if he could attend class more than once in order to fully address both the importance of creating culturally responsive schools and building strong teams and leaders. He wanted to provide ample time for both of these areas.

Dr. Ross' preparations and intentionality during his visit were apparent, as was his commitment

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to building strong teams, humbly listening to and learning from communities where he serves, and supporting teachers. His unswerving transformational, servant leadership style that centers equity left a strong impact on the students in our course. They still speak of his visits, and I know that his presence was influential for them as they think about how they, too, will lead in schools one day soon. I trust that this is only the first of more collaborations to come, because Dr. Ross cares deeply about leadership preparation, mentoring, and specifically approaching his role to serve in a manner that is genuine and helpful for schools, the individuals within them, and the diverse communities within which schools and individuals exist.

From multiple conversations I have had with others, Dr. Ross leaves a positive and encouraging impression. I felt the same way upon getting to know him and think that the committee will, too. I believe that his curriculum vitae highlights how his past experiences have helped to prepare him for each stage in his career. It will be an honor, and great benefit for future leaders, to continue partnering with Dr. Ross in the UK-FCPS Urban Leadership Initiative Principal Preparation Program. If chosen as the next Superintendent, I am confident that Dr. Ross will remain focused on equity, justice, and excellence for all students, communities, and the staff, teachers, and leaders who are a part of Fayette County Public Schools.

I am so pleased to recommend him for this position. Dr. Ross will continue to be an inspirational, capable leader for community members, students, teachers, and other stakeholders in Fayette County, and I would be happy to help in any way. Please feel free to be in touch anytime at 702-553-9505 or at amanda.potterton@uky.edu.

Sincerely,



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