



January 12, 2021

Dear Hiring Committee,

Please accept this letter of recommendation for Dr. Greg Ross as he seeks the position of Superintendent. I have worked closely with Dr. Ross for the past four years in my role as Chief of Schools.

Dr. Ross brings experience as a school principal from two districts as well as his prior role at the Kentucky Department of Education as Director of Next Generation Professionals. He completed his Masters of Arts degree in teaching as well as a Doctorate of Education. His accomplishments such as public speaking at educational conferences, varied experiences in the educational field, and specific honors he has received make him a well rounded and knowledgeable candidate.

An important role of any superintendent is the ability to create and lead teams to ensure continuous improvement. Dr. Ross has demonstrated that he embraces this tenet evidenced by the coaching model that he has implemented at The Academy for Leadership at Millcreek. He has systematically built, developed, and sustained a robust school leadership team by recognizing and delegating tasks based on strengths of team members. He recognizes the importance of balance on a team ensuring that different strengths are represented as well as the value of nurturing those individual talents so they reach their highest potential.

Leading a district through a lens of continuous improvement is another critical attribute of a Superintendent. Dr. Ross has extensive knowledge of the instructional process and the use of data to make decisions for children. He has guided that work in his current role resulting in increased student achievement.

Communication with all stakeholders is a critical role for a Superintendent. Dr. Ross has demonstrated this ability as well in his current role with videos, virtual family meetings, and dinners with the principal to discuss issues and concerns. He sets expectations for staff and students that are designed to maximize performance. He recognizes the importance of connecting to all stakeholders and will bring this experience to any new role. He will hold others accountable for the same requiring clear, concise communication from his team.

Finally, you will find that Dr. Ross has a great heart for education. His belief system is strong and focuses on what is best for students so I anticipate that he would bring this to the district. He does not waver in his beliefs and he will hold others accountable to deliver the best service possible to the students, families and the community.

**AN EQUAL OPPORTUNITY SCHOOL DISTRICT**

Board of Education: Tyler Murphy, Chair • Amy Green, Vice Chair • Tom Jones • Christy Morris • Stephanie Spires

Acting Superintendent Marlene Helm

450 Park Place, Lexington, Kentucky 40511 • Phone: 859.381.4100 • [www.fcps.net](http://www.fcps.net)

Sincerely,  
Lisa Smith, EdS  
Chief of Schools, Fayette County Public Schools  
859-684-8416