



EDUCATION PROFESSIONAL STANDARDS BOARD

Steven L. Beshear
Governor

100 Airport Road, 3rd Floor
Frankfort, Kentucky 40601
Phone: 502-564-4606
Fax: 502-564-7080
www.kyepsb.net

Phillip S. Rogers
Executive Director

April 2, 2009

Dear Search Committee:

I am writing to recommend to you Mr. Greg Ross. Greg is a dedicated educator with experience at both the K-12 and post-secondary levels. Any conversation with him quickly documents his love for teaching and for his students at Morgan Elementary School in Paducah, Kentucky. In addition to teaching, he has also served as the athletic director and head men's basketball coach at Mid-Continent University.

Greg's reputation as an effective educator has resulted in his selection by Governor Steven Beshear to serve on the 17 member Education Professional Standards Board, the state agency that oversees the teaching profession in Kentucky. Besides serving on the EPSB, Greg is also a member of the diversity committee of the Association of Childhood Educators International. His leadership ability is evident in his being elected President of the Paducah Education Association and selected as Ethnic Minority Director of the Kentucky Education Association.

Simply put, Greg is a well-prepared natural leader. While his academic and professional experiences have prepared him, it is his passion for and commitment to quality education for all children that sets him apart. Because of the depth and breadth of his experience in education—as teacher, coach, and policymaker—I cannot imagine that you would find a more qualified and dedicated individual.

Sincerely,

A handwritten signature in cursive script that reads "Phillip S. Rogers".

Phillip S. Rogers, Ed.D.
Executive Director

Superintendent Search Committee:

I am pleased to write this letter of recommendation for Dr. Greg Ross. I have known Greg for approximately 12 months. I became most familiar with him when he joined the department's team as a director in my office. As his immediate supervisor, I found him to be a good leader, effective communicator, and loyal and committed colleague.

Dr. Ross has effective leadership skills and is hard-working. His division of approximately 20 employees was primarily responsible for very high profile work within the agency. Greg was able to establish a culture focused on continuous improvement in order to meet and implement these ambitious goals and strategies. Given the fast pace and intensity of the work, I witnessed Greg's ability to resolve problems quickly and provide creative solutions to issues.

As a co-goal lead for the department's strategic priorities, his area of focus supported the work focused on effective teachers and leaders and statewide recruitment and retention strategies. In this role, he strengthened relationships with various district personnel, state level organizations, and with state institutions of higher education. Over time he established strong partnerships with various stakeholders.

He has strong written and verbal communication skills. Dr. Ross was responsible for publishing various guidance documents and newsletters. Another routine part of his work was to present or speak publically to various education policy groups.

In closing, while I worked with Greg I found him to be a loyal and committed colleague. He would provide regular updates to me in order to maintain an open line of communication and support. He was committed to nurturing the growth and development of other employees as well as his own personal growth.

It is for these reasons, I recommend Dr. Greg Ross enthusiastically. I believe his contributions will continue to be significant to education reform now and in the future.

Sincerely,

Felicia Cumings Smith

Associate Commissioner

Kentucky Department of Education



Kentucky Valley Educational Cooperative
JMJC, Suite 107 | One Community College Dr. | Hazard, KY 41701
(606)439-1119
Abbie Combs, Director of Innovations

December 23, 2013

To Whom It May Concern,

I have recently had the privilege of working with Greg Ross in the development and implementation of the Certified Professional Growth and Effectiveness System. I have found Greg to be hard working and dedicated to providing the best education possible for Kentucky students. Greg's work habits, educational methodology, and interpersonal skills are beyond reproach. I am honored to be asked to write this letter of recommendation.

I am pleased to learn of Greg's interest in applying for the school superintendent position in your district. With his background in education, this role would be a perfect fit. Greg is a wonderful instructional leader with a vast amount of experience at the local and state level. I have found him to be consistently professional, sensitive, and knowledgeable. He is well respected by his peers and co-workers. He works well with people, demonstrating an appreciation for differing viewpoints and respect for everyone. Most importantly, he has a deep understanding of curricular and instructional issues.

Perhaps one of Greg's greatest attributes is his wide range of experience. Most recently he served as Director of the Division of Next Generation Professionals- Kentucky Department of Education where he directed Title II, Teacher and Leader Effectiveness, and Diversification. He has also served as a school administrator, classroom teacher and athletic director and coach. In addition to his role in education, Greg finds time to get involved in extra duties that require time outside of his work. Unlike many people these days, whenever he adopts a cause or pursues a new interest he is guaranteed to be highly committed.

My personal experience with developing leadership leads me to conclude that those who are highly successful have creative and effective approaches to solving problems and getting work done. They appreciate differences and get along with staff at all levels and they have good interpersonal skills, including communication, problem solving, and teamwork abilities. Leaders must possess the skills that guide them to work with others harmoniously and efficiently. They must appreciate individual differences and use those differences to the best advantage of the school they serve.

I have observed these interpersonal skills in Greg. His communication skills are effective to facilitate teamwork that is necessary in a leadership role. I feel Greg has the skills to work with individuals from diverse groups who do not share common norms, values, or

vocabularies but who do offer unique expertise, insights, and perspectives. Greg will align his goals to the goals of others during collaborative activities and to manage conflicts by devising win-win solutions. He would influence the behaviors of others in a positive way and use effective communication and persuasive skills. He would soon become an active member of any team and an asset to any program.

Greg puts careful thought into the decision making process. He has an unusual ability to notice what others overlook. His greatest asset as an educational leader might be that he recognizes when change is necessary. He will avoid change for the sake of doing things differently and advocate for change that will target student academic success. He has a system for problem solving that includes thinking through a problem, gathering data, and encouraging all involved to share their ideas and talents. When it is evident that change is necessary Greg will work with the staff to plan a new set of expectations while providing assistance for individuals who are most resistant to change. His focus will be on improvement and his strategy will be to find alternative ways to approach problems and issues. He will work to develop an open, supportive environment where transformations can take place and to encourage staff to expand their skills in support of self-transformation.

Greg is a leader who participates with others on an equal basis while intent on ensuring that schools keep their purpose, goals, and outcomes clearly and consistently in focus. I believe that joining your team and taking on greater leadership roles will refine and expand these admirable qualities. He will certainly contribute to any group as he absorbs information and uses it to become an even better instructional leader. He is a quality educator who will no doubt excel in any area he chooses to pursue.

I could continue with descriptions of Greg's many other excellent qualities- his work ethic, high energy level, and creativeness to name a few. He will make a wonderful school superintendent. It is without reservation that I recommend his for that position.

Sincerely,

Abbie Combs, KVEC Director of Innovations

To Whom It May Concern:

It is my pleasure to provide a reference for Greg Ross who I have known and worked with in various capacities from the fall of 2008 to present. I first met Mr. Ross while working with the Kentucky Education Association ("KEA") Diversity Committee and subsequently have had the privilege to work with him through ACE Corp., his private certified professional development training company, to arrange training for clients/members with a focus on certification ethical issues. Mr. Ross also served on the Kentucky Education Professional Standards Board, the sole teacher licensing agency in the state of Kentucky, for a short time. In all situations, I have been impressed with Mr. Ross' dedication to improving the education profession for certified and classified school employees, as well as his professionalism in carrying out difficult tasks.

While working on the KEA Diversity Committee, Mr. Ross and a group of certified and classified KEA members were charged with the responsibility of establishing and initiating programs that would have the effect of promoting diversity in the teaching profession. Additionally, the Diversity Committee's work promoted teaching tolerance and acceptance of cultural differences in the classroom to students. As the owner of ACE Corp., Mr. Ross has provided a number of clients/members with professional development training in a safe tolerant environment and I have received nothing but compliments from those clients/members following participation in those sessions.

Greg Ross has my highest recommendation. I believe he would be an asset to any agency, organization, company, or program. If you need additional information, please do not hesitate to contact me.

Sincerely,

Bridget S. Brown
Attorney, Legal Services

January 8, 2014

To Whom It May Concern:

It is with great pleasure that I recommend consideration of Dr. Gregory Ross for a position in your organization. I have had the privilege of working with Dr. Ross during his tenure at the Kentucky Department of Education. KDE and KASA frequently partner to improve educational opportunities for Kentucky's children. This provided me the opportunity to work closely with Dr. Ross during the ongoing development and implementation of Kentucky's new teacher and principal effectiveness system. As Division Director leading much of the work, I learned first-hand his commitment to providing our students the best education possible through improving teaching and learning.

One of the things I admire most about Dr. Ross is his passion and commitment to the work at hand. He is extremely supportive and is an effective and responsible team member. He is not afraid to share his passion for kids and all that entails with others, while remaining humble and being a good listener. I have found this to be a gift not all have.

Dr. Ross, through his career journey, has many impressive accomplishments. He is a great leader of leaders, able to share his thoughts and experiences through various formats, including writing and speaking. His personal educational accomplishments speak for themselves, both through organized and personal learning experiences.

If Dr. Ross's skill set meets your placement needs, he will be a positive force for your organization. If you would like to speak to me personally, I am available at 502.875.3411.

Sincerely,



Shirley LaFavers

Director, Professional Development



EDUCATION PROFESSIONAL STANDARDS BOARD

Steven L. Beshear
Governor

100 Airport Drive, 3rd Floor, Frankfort, Kentucky 40601
Phone (502) 564-4808 Fax (502) 564-7080
www.epsb.ky.gov

Robert L. Brown
Executive Director

January 7, 2014

Dear Sir or Madam:

I met Greg Ross in March of 2008 when he was appointed to serve as a member of the Education Professional Standards Board (EPSB). The EPSB is responsible for regulating the education profession in Kentucky which includes educator certification, accreditation of educator preparation programs, and educator discipline. During his tenure as a board member, Greg often served as a level-headed and rational voice during very emotional discussions. His focus was always on what was best for the children of the Commonwealth and he never wavered in wanting to ensure that Kentucky's educators were the best in the country. He was a leading voice on the EPSB as it adopted new preparation standards for teachers and principals and helped guide the advancement in admission standards and clinical experiences that the agency is currently implementing.

Upon his promotion to an administrative position in July of 2010, Greg's appointment as a teacher representative to the EPSB ended, and although I was happy for his promotion, I was very sorry to see him leave the EPSB. However, our loss soon became a gain to the profession. As a board member, Greg saw the dearth of remedial training available for respondents in disciplinary cases and created ACE, Corp. Through this company, Greg has offered remedial professional development in the areas of ethics, classroom management, cultural competency, and confidentiality. Greg is a go-getter and reliable. My staff has worked with him on a regular basis since he left the EPSB and has had nothing but praise for him. Additionally, individuals who have used ACE, Corp have been very pleased with the training they received.

I have also worked with Greg in assisting educators who have ethical questions or issues. He is compassionate and willing to ask for direction when someone brings a problem to him which is out of his comfort zone. He will not back down from a challenge.

In his current position with the Kentucky Department of Education (KDE), Greg has collaborated on projects with the EPSB and filled in as a designated board member for the Commissioner of Education. Working as an educator in a school district is vastly different from working for a state education agency, but Greg has mastered the learning curve and is continuing to work towards improving Kentucky's schools. At KDE, Greg has had to dive into the murky waters of implementing education policy, but he has kept his focus on what is best for Kentucky school children.

I would recommend Greg to any organization as a leader and an educator. His commitment to education and the advancement of learning in Kentucky is amazing. Any workplace would be lucky to have him.

If you have any questions, please do not hesitate to contact me.

Thank you,

A handwritten signature in black ink, appearing to read "Alicia A. Sneed". The signature is fluid and cursive, with the first name being the most prominent.

Alicia A. Sneed
Director of Legal Services