

Terence Hayes
75 Beech Tree Lane
Madisonville, Kentucky 42431
tmjzam@yahoo.com

January 11, 2020

To Whom It May Concern:

After being retired for about a year, I realize that I'm not ready to retire and have many more years of service to offer. Over the past 28 years I have built my career by doing what is in the best interest of children. My work in four different school districts has contributed in improving student achievement and school cultures. At this time, I am excited to submit my name to serve the community of Flagler County as Superintendent. I believe my experience and unique skill set will make me the best choice to lead Shelby County in becoming a high-performing, nationally recognized school district.

I believe that through collaboration with the Shelby County school board, parents, teachers, district staff and community partners, we can become one of the most innovative school districts in the state. A district that ensures all students are provided with an environment in which they feel safe, respected, and cared for; an environment in which they are empowered with the knowledge, skills, behaviors, and beliefs to spend a lifetime achieving their potential. This experience is not something that just happens; it is something that is developed. As Superintendent of Shelby County, I have the opportunity to set expectations and establish a strategic plan that develops administrators and teachers to prepare students in order to obtain their goals and become active members of the global economy. We will continue to focus on personalized learning, talent development and the growing culture of excellence.

During my tenure in an independent and a public school district, I have had the pleasure of working in different capacities; teacher at all three levels (elementary, middle, and high School), assistant high school principal, middle school and high school principal, and serving as a Superintendent in two different school districts. My ability to inspire and motivate others, my people skills to bring everyone together, the capability to create good team chemistry from all shareholders, and the attitude to lead by example with high expectations has helped to improve the academic success in each school district that I have served. Scoring the districts highest ever ACT scores and the improvement from all schools on the state assessment to allow our district to become a distinguished district are only a couple of statistics that mirror this success. This success has also allowed me to be selected as the 2017 KEDC (Kentucky Educational Development Cooperative) Superintendent of the Year.

As a school leader I created many programs to help students succeed. In Pineville Independent School District, I created a summer computer program to help students who were at risk of falling behind and being retained. This program improved our failure rate tremendously. In McLean County, I implemented the Non-Traditional Instructional Day (NTID) program. I arranged a plan for each student to have his/her own computer. One elementary school and all of the 9th grade students were one to one before I retired. I also created a positive culture by being visible and showing others how much they are appreciated. I cooked breakfast for the bus drivers, I cooked pork chop sandwiches for the staff. We established a "Family Night" each semester in which there would be no extra-curricular activities after school so everyone could spend time with their families. We also established the McLean County "Tailgate Party" in which the central office staff would serve and invite the staff and the

community to a tailgate before a football game to show our appreciation. These events continue even after I retired.

As I researched the Shelby County School District, it is evident that this community and school board desire a leader who will extend the momentum of improvement in Shelby County schools and one who is innovative, approachable, ethical, and an enthusiastic leader who is actively involved and visible throughout the district and community. Having these leadership characteristics makes me the right Superintendent for Shelby County. I have learned first-hand that a key to a districts success is consistent leadership which is a commitment that my family and I are willing and able to make. It is my hope that I will be selected to become the next Superintendent and together we will make Shelby County Schools the highest performing and innovative school district in the state; with the ultimate goal of supporting our most valuable resources, our children.

Sincerely,

Terence Hayes

Terence Neil Hayes
75 Beech Tree Lane
Madisonville, KY. 42431
270-484-9224
tmjzam@yahoo.com

**Professional
Objective:**

It is my desire to help lead Flagler County School District to one of the finest districts in the state. My career experiences and beliefs conform perfectly with this desire. I attend to use my skills as a leader to further the advancement of the Flagler County School District's mission, values, and goals.

Education:

Western Kentucky University
Educational Leadership Doctoral Program
50% complete

Murray State University – 12 Hours above Rank I
Superintendent Certification
July 2010

Murray State University- Rank I
Masters of Arts in School Administration
Principal K-12 and Supervisor of Instruction
Dec 2008

Murray State University - Rank II (fifth year)
May 1999
Major: Education

Lindsey Wilson College- Bachelor of Arts Degree
December 1989
Major: Middle School Education
Area of Emphasis: History and English

**Teaching
Experiences:**

McLean County Public Schools
August 2015 - 2018
Superintendent

Pineville Independent School District
September 2012- July 2015
Superintendent
Dawson Springs Junior High / High School
July 2010 – September 2012
Principal

Hopkinsville High School
August 2008- June 2010
Assistant Principal

Christian County Board of Education
August 2007 – May 2008
Positive Behavior Support (PBS) Intervention Coach

Hopkinsville High School
August 1997 – May 2007
History Teacher- World Civilization and U.S. History

Dawson Springs Independent School System
August 1990 – May 1997
Elementary and Middle School Teacher
5th, 6th, and 7th grade Social Studies/Language Arts

**Educational
Honors:**

Superintendent of the Year 2017 KEDC
(Kentucky Educational Development Corporation)
Increase Elementary Percentile from 18.1 to 67
Improvement of State Assessment Rankings from 148th to 24th
Increase in ACT scores (Best in School History)
Teacher of the Year 2000, 2003, 2005 (HHS)

**Organizations
And Activities:**

Kentucky Superintendent Advisory Council (KDE)
KDE Program Review Task Force
Kentucky Association of School Administration (KASA)
KASA River Region Executive Director
Summer Institute Planning Committee (KASA)
KEDC Executive Board of Directors
WKEC (West Kentucky Ed. Co-op) Board of Directors
Director of Federal Programs
Director of Facilities

Fellowship of Christian Athletes Club Sponsor
Sunday School Superintendent & Teacher

**Leadership
Experiences:**

McLean Public School District
Superintendent
2015 until Retirement (2018)
Two Distinguished Schools (Elem. Ranked 7th in Math)

Pineville Independent School District
Superintendent
2012 - 2015
All Schools improved in State Assessment
Improved from 18.3 percentile to 67 percentile

Dawson Springs Junior High/High School
Principal
2010 - 2012
Improvement of State Assessment Rankings from 148th to 24th
Increase in ACT scores in state ranking from 137th to 92nd

Hopkinsville High School
Boys Varsity Basketball Head Coach
1997- 2006

Dawson Springs Independent School System
Boys Varsity Basketball Head Coach
1991-1997

Dawson Springs High School Boys Varsity Assistant
Head JV and 7th & 8th Grade Basketball
August 1990-1991

**Coaching
Experience:**

Kentucky Boys Sweet Sixteen State Basketball (Final Four)
Regional Champs
District Champs
Conference Champs
Over 300 career wins

References

Rollie "Ashly" Troutman
McLean County Public School District
Assistant Superintendent
410 Hwy 136 East
Calhoun, Kentucky. 42327
270-273-5257 Work
270-316-1412 Cell

Jon Farley
McLean County Public School District
Principal: Marie Gatton Phillips Elementary School
410 Hwy. 136 East
Calhoun, Kentucky. 42327
270-736-2343 Work
270-831-3634 Cell

Alexis Seymore
Dawson Springs Independent School District
Superintendent (Retired)
Dawson Springs, Kentucky. 42408
270-871-7134 Cell

Jerry Green
Pikeville Independent School District
Superintendent/Mentor
148 2nd Street
Pikeville, Kentucky. 41501
606-454-9199 Cell
606-432-8161 Office

Clark Jones
Pineville Independent School District
Board Chairman
401 Virginia Avenue
Pineville, Kentucky. 40977
606-269-9735 Cell
423-626-9270 Work

Barbi Morris-Irby
McLean County Public School District
Teacher Calhoun Elementary
410 Hwy. 136 East
Calhoun, KY. 42327
270-499-2463 Cell

Barbi Morris-Irby
3rd Grade Teacher
Calhoun Elementary
Calhoun, KY
270-273-3264

To whom this may concern,

I am honored (and slightly saddened) to write this letter recommending Mr. Terry Hayes for the position of Superintendent. Mr. Hayes would be an asset to any community that values high expectations, knowledge and experience about how to move schools and a district forward, community engagement, understanding of diversity, and love and respect for all students.

Mr. Hayes is completely honest and forthright. He inspires loyalty among subordinates by expressing high aspirations for accomplishing great things for children. He is able to master the details of any operation without losing the big picture or forgetting that there is no reason to do anything in education if it doesn't benefit children.

Beyond his skill, knowledge, and experience, Mr. Hayes lives his personal and professional life as a model which benefits community, families, and students. He brings integrity and moral purpose to all that he does. He has been a beacon in our community. During his time here he has demonstrated tremendous compassion as we dealt with the devastating loss of students, staff, and valued community members. His faith and his commitment have always been evident and they have carried our district through some of our darkest times. There have been so many instances Mr. Hayes has made me incredibly proud to work for him. I have seen him pray with employees, buy clothing for needy families-he even mowed the grass at one school because that department was shorthanded! This and countless other acts of kindness and integrity demonstrate the depth of his character.

I hope you have the opportunity to meet Terry Hayes, and to experience his capability and vision. He is an exceptional leader and is sure to exceed all of your expectations. Please contact me if I can provide any further perspectives.

Sincerely,

Barbi Morris-Irby

To Whom It May Concern:

It is my pleasure and privilege to write a letter of recommendation for Mr. Terry Hayes as an employee for your district. I have known Terry personally since 1981 when he was my student and basketball player at South Hopkins High School. Terry has been successfully employed as a teacher, coach, assistant principal, principal, and currently as a superintendent.

Terry's work ethic is second to none. He is extremely dedicated to whatever task that is set before him. He is a critical thinker who analyzes all aspects of a situation before he draws conclusions and makes decisions. He has become an experienced administrator because of the various positions he has held.

Terry can also be characterized as consistent, honest and dependable. His consistency comes from the vast array of decisions he has made over several years as an administrator. As he has matured over the years, he has obviously become more consistent. Terry is one of the most honest people I know. Whatever he tells you, you can depend on it to be true and accurate. He is very forthright with his opinion and bases that opinion on facts and circumstances he knows to be true. I base his dependability on his job performance, but more personally, on his performance as an athlete. Terry simply never missed a practice or a game in the four years he played for me. He could always be counted on to practice and play at his highest level with a sincere desire to improve his performance.

The most significant accolade describing Terry is his genuine concern for students. This concern goes beyond just the academic development of his students, and includes such areas as behavior, responsibility, and character development. He envisions himself as a mentor to these students and addresses issues that go beyond a normal classroom. He wants them all to succeed in life and feels he should provide opportunities and insights that will make them successful, contributing members of society.

Respectfully,

Lonnie J. Burgett
Superintendent

Alexis Seymore
10147 Pineview Drive
Foley, AL 36535

To Whom It May Concern:

I am pleased to recommend Terry Hayes for the position of superintendent of your school system.

My association with Terry has spanned approximately thirty-five years. I first met him when he was a student in one of my classes; after he graduated from college, we were colleagues; finally, he was our high school principal when I was superintendent.

Mr. Hayes is an amazing young professional. From student to basketball star to teacher to principal and finally, to superintendent, he has overcome obstacles that would have thwarted a lesser individual. I think his Christian faith, infectious positive attitude, and determination to succeed have enabled him to achieve personal and professional goals.

I have been privileged to watch Terry grow into the professional that he is today. His outstanding moral character and inspirational attitude make him an excellent role model for teachers and staff alike. I believe he would be a wonderful asset and an effective leader for your school system and your community.

Yours truly,

Alexis Seymore
Dawson Springs School District Superintendent (retired)

April 24, 2015

Demetria Choice

2080 Bruns Lane

Cincinnati, Ohio 45244

To Whom It May Concern:

I am highly recommending Mr. Terry Hayes for the superintendent position in your district. I had the pleasure of working with him for three years at Hopkinsville High School (HHS). When I first became principal of HHS, he was the assistant principal and I was new to the community. Because Mr. Hayes had lived in the community and worked at the school for a number of years, he knew the culture and was able to advise me and help me navigate my way as principal. For this I am forever grateful. He was an outstanding leader and team player who helped me move the school forward academically.

Mr. Hayes was a hard worker and put in lots of hours, arriving early and remaining long after students had left the building. Among his many strengths, are his knowledge of instructional strategies, ability to coach teachers and handle student discipline issues in a respectful manner, always keeping their dignity intact. Because he is good at building relationships, he worked well with students, teachers, parents and members of the community. After spending many years as an educator in the Christian County School District which is a very diverse population, Mr. Hayes is very knowledgeable about cultural differences, and he respects those differences.

Mr. Hayes is a forward thinker, innovative and has the ability to develop great programs. He is always fair and the ultimate professional with everyone in which he comes in contact. He is also a great communicator. Mr. Hayes has carried these qualities forward and as a result, his career has progressed rapidly. His knowledge of every aspect of education has resulted in a very successful career, raising test scores in schools and districts along the way. I am looking forward to his continued progress as he continues to serve children and their communities. He would be an asset to any district fortunate enough to have him as their team leader.

Sincerely,

Demetria Choice



MURRAY STATE UNIVERSITY

www.murraystate.edu/registrar

Office of the Registrar
Murray State University
113 Sparks Hall
Murray, KY 42071-3312
(270) 809-5630

Record of: Terrence Neil Hayes

Page: 1

Issued To: **TERENCE NEIL HAYES**
75 BEECH TREE LN
MADISONVILLE, KY 42431-8060

Date Issued: 05-SEP-2019

Date of Birth: 10-JUL

Student ID: M00022497

SSN: [REDACTED]

Level: Graduate

Course Level: Graduate				SUBJ NO.	COURSE TITLE	CRED GRD	PTS R
Program of Study				Institution Information continued:			
Major : PMCert-School Superintendent				Fall 1997			
Degree Awarded Master of Arts in Education 13-DEC-2008				HIS 500	Top.WWI& WWII	3.00 C	6.00
Major : School Admin				Ehrs: 3.00 GPA-Hrs: 3.00 QPts: 6.00 GPA: 2.00			
SUBJ NO.				Good Standing			
COURSE TITLE				Spring 1998			
CRED GRD				ADM 630	Meth Of Research	3.00 A	12.00
PTS R				Ehrs: 3.00 GPA-Hrs: 3.00 QPts: 12.00 GPA: 4.00			
INSTITUTION CREDIT:				Good Standing			
Fall 1993				Fall 1998			
EDU 633	Curriculum Dev	3.00 A	12.00	EDU 649	Res In Education	3.00 A	12.00
Ehrs: 3.00 GPA-Hrs: 3.00 QPts: 12.00 GPA: 4.00				Ehrs: 3.00 GPA-Hrs: 3.00 QPts: 12.00 GPA: 4.00			
Good Standing				Good Standing			
Spring 1994				Summer 1999			
EDU 631	Mtv & Lrng Thry	3.00 A	12.00	EDU 665	Fld Exp Env Edu	3.00 A	12.00
Ehrs: 3.00 GPA-Hrs: 3.00 QPts: 12.00 GPA: 4.00				Ehrs: 3.00 GPA-Hrs: 3.00 QPts: 12.00 GPA: 4.00			
Good Standing				Good Standing			
Summer 1994				Fall 1999			
HIS 546	His Of Kentucky	3.00 C	6.00	HIS 600	Dev His Thinking	3.00 C	6.00
Ehrs: 3.00 GPA-Hrs: 3.00 QPts: 6.00 GPA: 2.00				Ehrs: 3.00 GPA-Hrs: 3.00 QPts: 6.00 GPA: 2.00			
Good Standing				Good Standing			
Summer 1995				Spring 2000			
EDU 650	Wksp:NASA Aero 2	3.00 C	6.00	PSY 681	Adv Adolescent	3.00 C	6.00
Ehrs: 3.00 GPA-Hrs: 3.00 QPts: 6.00 GPA: 2.00				Ehrs: 3.00 GPA-Hrs: 3.00 QPts: 6.00 GPA: 2.00			
Good Standing				Good Standing			
Fall 1995				Fall 2006			
EDU 645	Hist Of Edu In Us	3.00 B	9.00	ADM 600	Intro Edu Ldrshg	3.00 A	12.00
Ehrs: 3.00 GPA-Hrs: 3.00 QPts: 9.00 GPA: 3.00				***** CONTINUED ON PAGE 2 *****			
Good Standing				***** CONTINUED ON NEXT COLUMN *****			

Tracy Roberts

Tracy Roberts, University Registrar



MURRAY STATE UNIVERSITY

www.murraystate.edu/registrar

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Student ID: M00022497

SSN: [REDACTED]

Level: Graduate

SUBJ NO.	COURSE TITLE	CRED	GRD	PTS	R	SUBJ NO.	COURSE TITLE	CRED	GRD	PTS	R
Institution Information continued:						Institution Information continued:					
ADM 645	Edu Resources Mgt	3.00	A	12.00		Summer 2010					
Ehrs: 6.00 GPA-Hrs: 6.00 QPts: 24.00 GPA: 4.00						ADM 739	The School Superintendency	3.00	A	12.00	
Good Standing						ADM 779	Superintendency Practicum	3.00	A	12.00	
Spring 2007						Ehrs: 6.00 GPA-Hrs: 6.00 QPts: 24.00 GPA: 4.00					
ADM 624	Sch/Community Rel	3.00	A	12.00		Good Standing					
ADM 644	Survey Res Sch	3.00	A	12.00		***** TRANSCRIPT TOTALS *****					
ADM 664	School Principal	3.00	A	12.00		Earned Hrs GPA Hrs Points GPA					
Ehrs: 9.00 GPA-Hrs: 9.00 QPts: 36.00 GPA: 4.00						TOTAL INSTITUTION	72.00	72.00	255.00	3.54	
Good Standing						TOTAL TRANSFER	0.00	0.00	0.00	0.00	
Fall 2007						OVERALL	72.00	72.00	255.00	3.54	
ADM 655	Curric/Prog Devel	3.00	A	12.00		***** END OF TRANSCRIPT *****					
ADM 663	School Law	3.00	A	12.00							
Ehrs: 6.00 GPA-Hrs: 6.00 QPts: 24.00 GPA: 4.00											
Good Standing											
Fall 2008											
ADM 650	Clinical Supervis	3.00	A	12.00							
ADM 668	Prac/Sem Edu Lead	3.00	A	12.00							
Ehrs: 6.00 GPA-Hrs: 6.00 QPts: 24.00 GPA: 4.00											
Good Standing											
Fall 2009											
ADM 749	School District Administration	3.00	A	12.00							
Ehrs: 3.00 GPA-Hrs: 3.00 QPts: 12.00 GPA: 4.00											
Good Standing											
Spring 2010											
ADM 759	Strategic Planning in Edu	3.00	A	12.00							
Ehrs: 3.00 GPA-Hrs: 3.00 QPts: 12.00 GPA: 4.00											
Good Standing											
***** CONTINUED ON NEXT COLUMN *****											

Tracy Roberts

Tracy Roberts, University Registrar