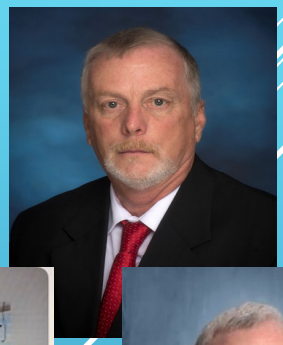
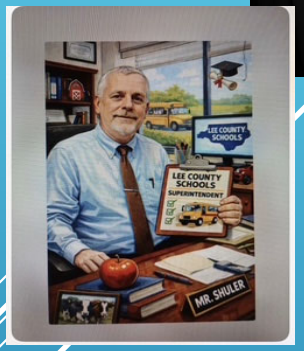
LEE COUNTY SCHOOL DISTRICT

"LEAD, EQUIP, & EMPOWER"







25-26 Superintendent Evaluation

Earl Ray Shuler, Superintendent

Earl.Shuler@lee.kyschools.us

ACKNOWLEDGEMENTS

- *Lee County Board of Education for their guidance!
- *Administrators and Administrative Staff
- *Staff and Students of Lee County Schools
- *Family, Parents, and Community

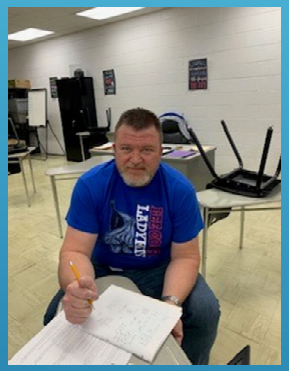
"TOGETHER WE CAN''

ADMINISTRATORS AND KEY STAFF
"TOGETHER WE CAN"
"ALWAYS BE KIND"

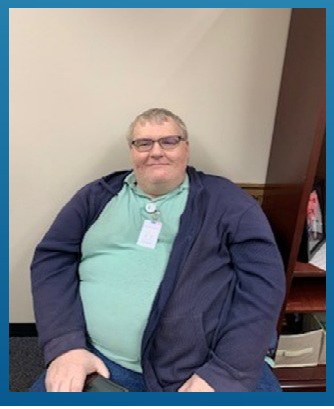


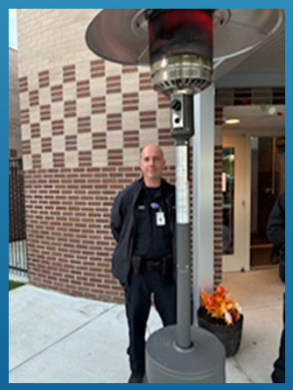
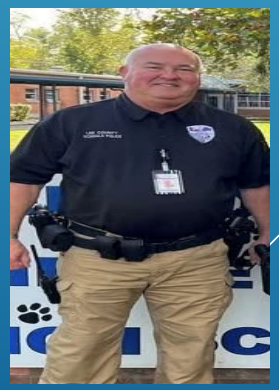
ADMINISTRATORS AND KEY STAFF



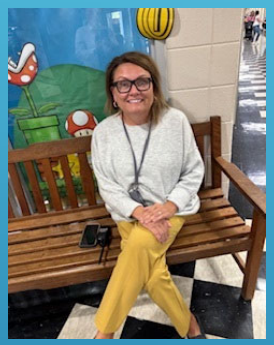







ADMINISTRATORS/KEY STAFF-SCHOOL COUNSELORS/ NEW ATC PRINCIPAL

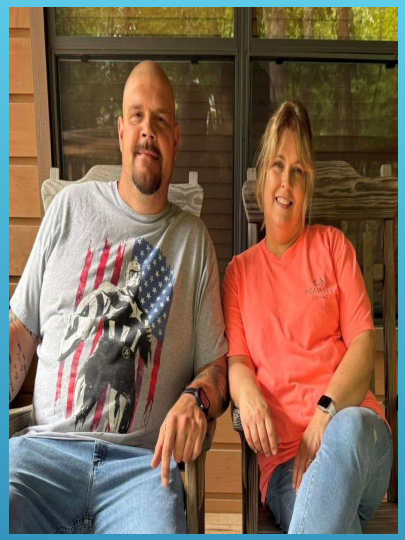




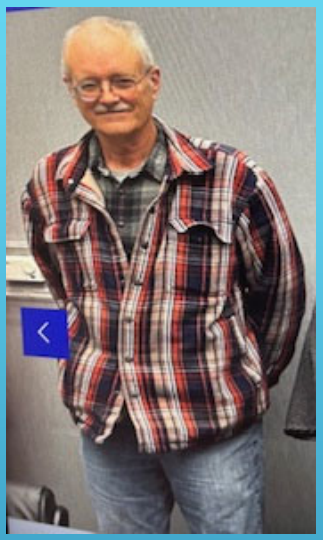












BOARD MEMBERS-DON NAPIER JR. CHAIR, DR. AVIS THOMPSON- VICE, WILLIAM OWENS, DAVID CAUDILL JR., STEPHEN LANHAM









Lee County School District, ...

5h

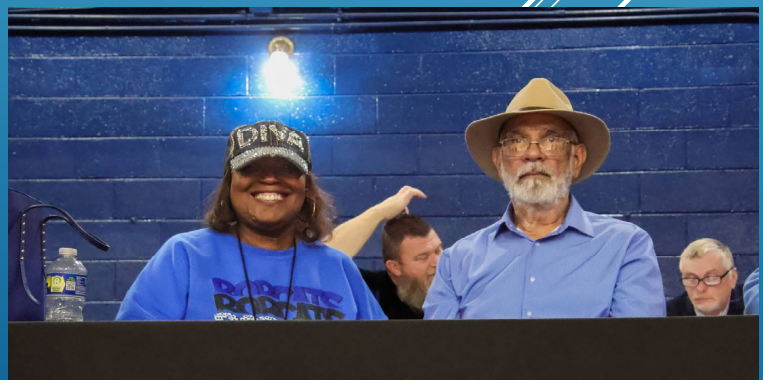
Lee County School Board Recognized During Board Appreciation Month











BOARD RECOGNITION



Athletes-March Meeting

Riley Hall- 4th in State Track, Jared Lucas- Top Bowler in Region, Corey Flinchum- Top scorer in Basketball in State, Natalie Reed over 1000 rebounds.



Athletes with Parents



KEA Presentation

Teacher Gram Durbin receives money from Mr. Davis of KEA for elementary music club.

BOARD RECOGNITIONS



COOK

Terri Thomas recognized with what she does in Foodservice especially with new pizza program.



Rogers Scholar

Students recognized as Rogers scholars at board meeting.



Rogers Scholars

More Rogers Scholars recognized.

VALEDICTORIAN AND SALUTATORIANS-MACY SMITH, JOCELYNN PECK, MAKAYLAH WARD



MISSION AND VISION STATEMENT

- Our mission is to LEAD, Equip, and Empower our students to visualize and achieve their dreams.

- Our Vision: in a world of diversity, our vision is to individualize opportunities for our students today so our graduates can achieve their best tomorrow.

My Focus for 2025-26

- 1. High visibility, accessible, and support from administrators and staff!
- 2. Continue a culture of "Kids First", "Everyone Counts", Family and Community Engagement! Always be KIND!
- 3. Safety, fiscal solvency, and meeting our District's needs!

PROFESSIONAL GROWTH PLAN 2025-26 FOR EARL RAY SHULER

STANDARD 1: STRATEGIC LEADERSHIP

THE SUPERINTENDENT CREATES CONDITIONS THAT RESULT IN STRATEGICALLY REIMAGINING THE DISTRICT'S VISION, MISSION AND GOALS TO ENSURE EVERY STUDENT GRADUATES FROM HIGH SCHOOL, IS GLOBALLY COMPETITIVE IN POST-SECONDARY EDUCATION AND/OR THE WORKFORCE, AND IS PREPARED FOR LIFE IN THE 21ST CENTURY. THE SUPERINTENDENT CREATES A COMMUNITY OF INQUIRY THAT CHALLENGES THE COMMUNITY TO CONTINUALLY REPURPOSE ITSELF BY BUILDING ON THE DISTRICT'S CORE VALUES AND BELIEFS ABOUT THE PREFERRED FUTURE AND THEN DEVELOPING A VISION

- Goals

1. Revisit our strategic plan for 25-26 school year- (Examine our vision and mission statement) *Involve students, staff, board members and community-Summer Retreat at schools followed by staff and community input. (In-progress)
2. Look at our core values and beliefs as a District. (In-progress)
3. Prioritize future goals for the district. (In-progress)
4. Review finances and the needs in the Master Facility Plan- (Determine if enough support for a Nickel Tax for capital construction projects and develop a plan as to how to accomplish support from staff and community). (Completed)
5. Review our Portrait of a Graduate to ensure it is what we want as a district for our students. (Revised and completed)
6. Develop a program for future educational leaders who will be ready to step up and assume leadership roles in the future. (Completed- Head Teacher)
7. Continue weekly Central Office Administrative meetings and monthly District Administrative meetings. (Completed)
8. Attend meetings of various educational agencies to stay informed and up to date (KASS, KASA, KVEC, KEDC, KSBA) as well as require administrators to attend these that relate to their position. (Completed)
9. Keep the community and the board involved in the District's plans and goals. Promote Lee County Schools. (Completed)
10. Implement new laws and board policies in the district. (Completed)
11. Assign staff and administrators to where we maximize their potential in positions and job responsibilities. (Continue philosophy of "NO WEAK LINKS"). (Completed)

WELCOME – RETREAT 2025

- Welcome- Lee County School Board members, administrators, staff, and community leaders
- 8:30- 12 Presentations by administrators
- A. Superintendent-Earl Shuler 25-26 goals
- B. CAD- Karen Angel
- C. Facilities-Thomas Miller
- D. Transportation-
- E. Foodservice- Jaime Shuler
- F. Technology-John Profitt
- G. Student Support Services-Philip Angel
- H. Virtual Program-James Dailey
- I. Finance-Tina Lucas
- J. LCE-Carol Napier
- K.LCMS/HS- Noah Noble

2ND HALF OF DAY

- 1-3:30
- A. Revisit mission and vision statement
- B. Revisit Portrait of a Graduate
- C. Community Engagement
- D. MFP-Needs and Capital Construction-
- E. Recruitment and Retention
- F. Future Leader Development

STANDARD 1: STRATEGIC LEADERSHIP

THE SUPERINTENDENT CREATES CONDITIONS THAT RESULT IN STRATEGICALLY REIMAGINING THE DISTRICT'S VISION, MISSION AND GOALS TO ENSURE EVERY STUDENT GRADUATES FROM HIGH SCHOOL, IS GLOBALLY COMPETITIVE IN POST-SECONDARY EDUCATION AND/OR THE WORKFORCE, AND IS PREPARED FOR LIFE IN THE 21ST CENTURY. THE SUPERINTENDENT CREATES A COMMUNITY OF INQUIRY THAT CHALLENGES THE COMMUNITY TO CONTINUALLY REPURPOSE ITSELF BY BUILDING ON THE DISTRICT'S CORE VALUES AND BELIEFS ABOUT THE PREFERRED FUTURE AND THEN DEVELOPING A VISION.

Actions:

*District retreat for ALL Administrators, Community leaders, and Board in Sedley Stewart Auditorium-Completed

* Administrative Meetings weekly -Completed

*Administrators Provided monthly reports to Board -Completed

*Shared updates on laws impacting education –Completed to Admin.

*Have high school Principal Complete Chamber of Commerce Leadership program –He Completed

*Weekly Action plans by Principals-Completed-on file

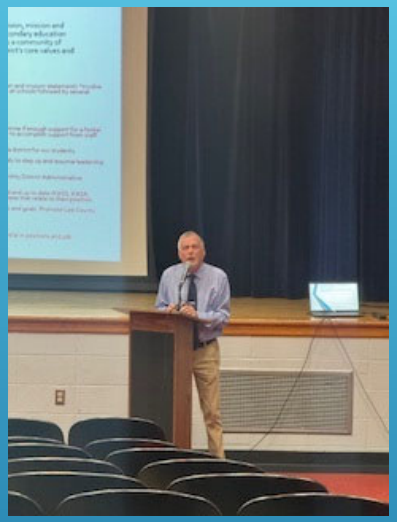
*KASS/KVEC/KASA/KEDC/KSBA meetings -Attended

*Administrators revised CSIP/CDIP plans Completed

*Continuous review of budget and Planning Monthly

*Re-Focus on portrait of a learner -Completed

*Update and add New board Policies-Several changes and Board additions



Mr. Shuler-Retreat 2025

Setting the stage for strategic plans and sharing the vision and mission with others.



SBDM Training

Mrs. Angel updated SBDM groups from LCE and LCMS/HS for the school year and got them re-certified.



KSBA -Lexington

Board Chairman-Donald Napier and Assistant-Chair Dr. Avis Thompson gets all latest KSBA updates and training at summer conference.



KVEC

Attend regular KVEC area superintendent monthly meetings.



KASS

Attend regular KASS meetings with Superintendents from across the state. KDE Commissioner Dr. Fletcher addressing the superintendents.



Retreat 25

Karen Angel the chief academic officer addresses the staff.



I-Ready Training

Staff receiving more training on use of I-Ready July 2025



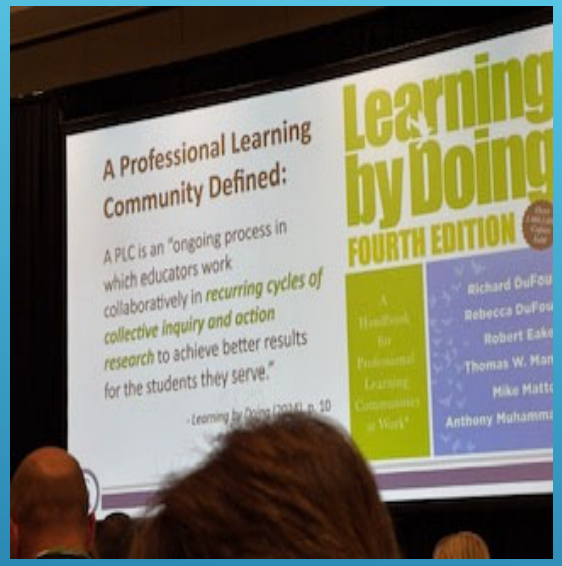
Retreat 25

Mr. Gray explains the future of Bobcat Academy and new initiatives. Also is new assistant principal at LCMS/HS. Dressed like Mr. Noble.



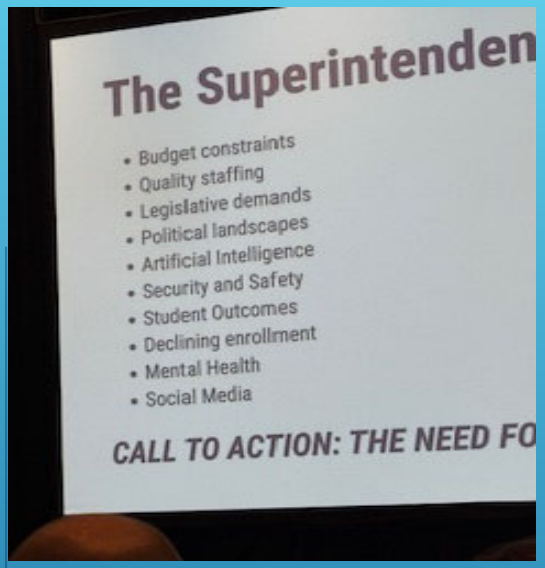
Retreat 25

Principal Noble outlines LCMS/HS programs and what his staff is focusing on for culture and instruction enhancement.



KASS –Winter Conference

Superintendents learning more about PLC's and how to incorporate into the schools with the community.



KASS- Current Issues

The current superintendents must deal with many things in education, above is a list for considerations.



Board meetings

Administrators and staff share out vision and mission for their programs and schools.

STANDARD 2: INSTRUCTIONAL LEADERSHIP

THE SUPERINTENDENT SUPPORTS AND BUILDS A SYSTEM COMMITTED TO SHARED VALUES AND BELIEFS FOCUSED ON TEACHING AND LEARNING WHERE PERFORMANCE GAPS ARE SYSTEMATICALLY ELIMINATED OVER TIME AND EVERY STUDENT GRADUATES FROM HIGH SCHOOL COLLEGE AND CAREER-READY.

Actions:

*Continue teacher mentor program-Completed

*Conducted a needs assessment

*Classroom visits and walkthroughs weekly by central office administrators-On file

*Stress high visibility and support of central office to schools Completed

*Administrative meetings weekly Every Week-on file

*Review CDIP/CSIP plans Completed

*Support funds for various programs requested for instruction –Ad much as possible

*Teachers at LCE/LCMS/HS take advantage of the Deeper Learning training Through KVEC

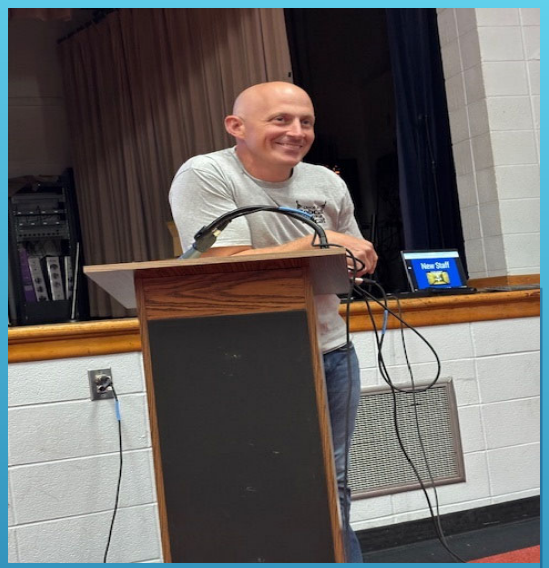
*Review current Schedules/Grants/Initiatives we have and what to continue-Completed

*Create plans for schools on bringing up test scores with the Chief Academic Officer-Most done by CAO



Extra Reading Time

Several students came in summer of 2025 to work on their reading skills with Mrs. Johnson.



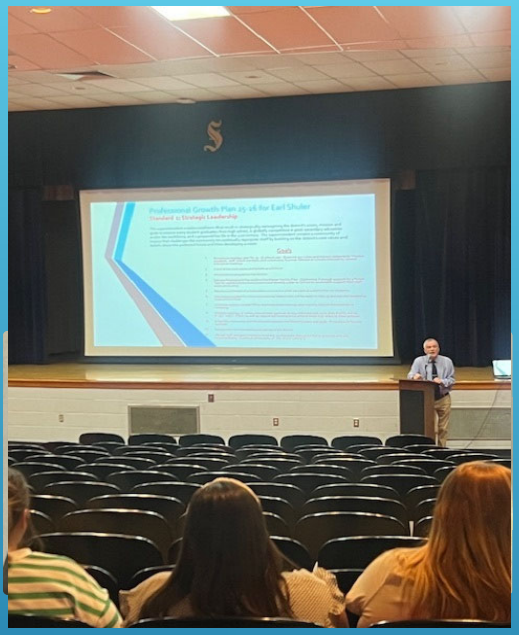
Principal Noble

Leading the Middle/High School in PLC's, leadership activities, and student activities. Mr. Noble and Mrs. Napier took a team to Fleming County to see what they were doing instructionally.



Principal Napier

Organized, providing direction, and explaining expectations for success.



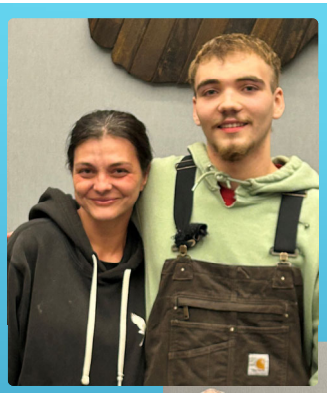
Superintendent Shuler

Setting up the tone and expectations for the 25-26 school year to staff.



CAO-Karen Angel

Providing on a regular basis instructional strategies to the teachers.





Student-Tyler Fox

Gave a speech had Lee County Schools Bobcat Academy has made him successful. Picture with Board members.



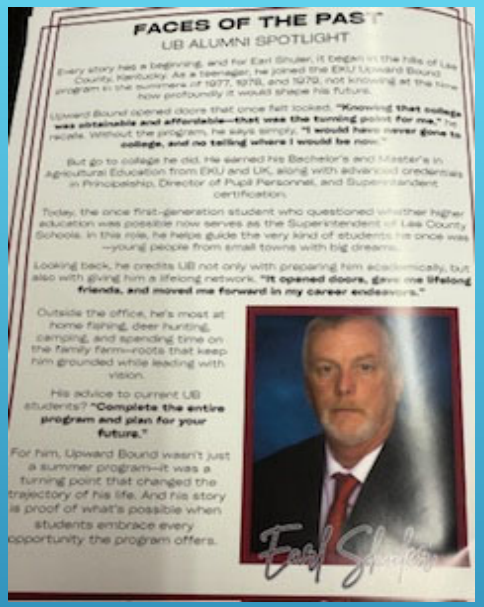






ATC Showcase

Lee Students show off in the fall projects they are working on to the parents and staff.



FACES OF THE PAST

UB ALUMNI SPOTLIGHT

Every story has a beginning, and for Earl Shuler, it began in the hills of Lee County, Kentucky. As a teenager, he joined the EKU Upward Bound program in the summers of 1977, 1978, and 1979, not knowing at the time how profoundly it would shape his future.

Upward Bound opened doors that once felt locked. **"Knowing that college was obtainable and affordable—that was the turning point for me,"** he recalls. Without the program, he says simply, **"I would have never gone to college, and no telling where I would be now."**

But go to college he did. He earned his Bachelor's and Master's in Agricultural Education from EKU and UK, along with advanced credentials in Principalship, Director of Pupil Personnel, and Superintendent certification.

Today, the once first-generation student who questioned whether higher education was possible now serves as the Superintendent of Lee County Schools. In this role, he helps guide the very kind of students he once was—young people from small towns with big dreams.

Looking back, he credits UB not only with preparing him academically, but also with giving him a lifelong network. **"It opened doors, gave me lifelong friends, and moved me forward in my career endeavors."**

Outside the office, he's most at home fishing, deer hunting, camping, and spending time on the family farm—roots that keep him grounded while leading with vision.

His advice to current UB students? **"Complete the entire program and plan for your future."**

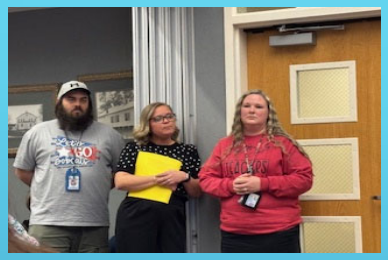
For him, Upward Bound wasn't just a summer program—it was a turning point that changed the trajectory of his life. And his story is proof of what's possible when students embrace every opportunity the program offers.

Earl Shuler

EKU Upward Bound Program

Mr. Shuler recognized in their spotlight page for the semi-annual update program as being a former UB student has made an impact in their community.









LCE SBDM Bd Update

Members of LCE SBDM present to the board their goals and accomplishments.

STANDARD 3: CULTURAL LEADERSHIP

THE SUPERINTENDENT UNDERSTANDS AND ACTS ON THE IMPORTANT ROLE A SYSTEM'S CULTURE HAS IN THE EXEMPLARY PERFORMANCE OF ALL SCHOOLS. HE/SHE WORKS TO UNDERSTAND THE PEOPLE IN THE DISTRICT AND COMMUNITY AS WELL AS THEIR HISTORY AND TRADITIONS AS THEY MOVE FORWARD TO SUPPORT AND ACHIEVE DISTRICT GOALS. THE SUPERINTENDENT MUST BE ABLE TO IMPROVE THE DISTRICT CULTURE, IF NEEDED, TO ALIGN THE WORK OF ADULTS WITH THE DISTRICT'S GOALS OF IMPROVING STUDENT LEARNING AND INFUSING THE WORK WITH PASSION, MEANING, AND PURPOSE.

Actions:

*Honor our Veterans and first responders program (Completed)

*Sent many thank you cards to staff/recognized staffs birthdays (Completed)

*Recognized staff, students, and community at board meetings (Completed)

*High visibility at all events-school and community by myself and administrators (Completed)

*Weekly newspaper clippings (Completed)

*Readifest, Festivals, opening day events (Completed)

*Participate with students/community in Wooly Worm activities and July 4th (Completed)







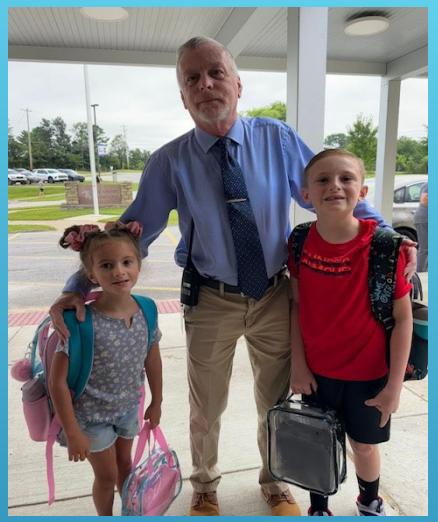


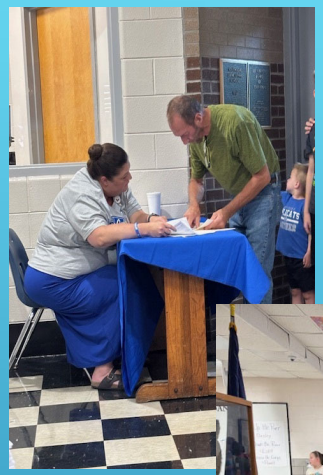




FCA AT ELEMENTARY AND OUR CROSS COUNTRY WINNERS!









HIGH SCHOOL VOLLEYBALL, WELCOMING MY GREAT NEPHEW AND NIECE AT LCE, OPEN HOUSES AT LCE AND LCMS/HS














READIFEST 2025-COMMUNITY PARTNERS




JACKSON
Propane Plus


















PHARMACY
TECHNICIAN




WOOLLY WORM 2025

































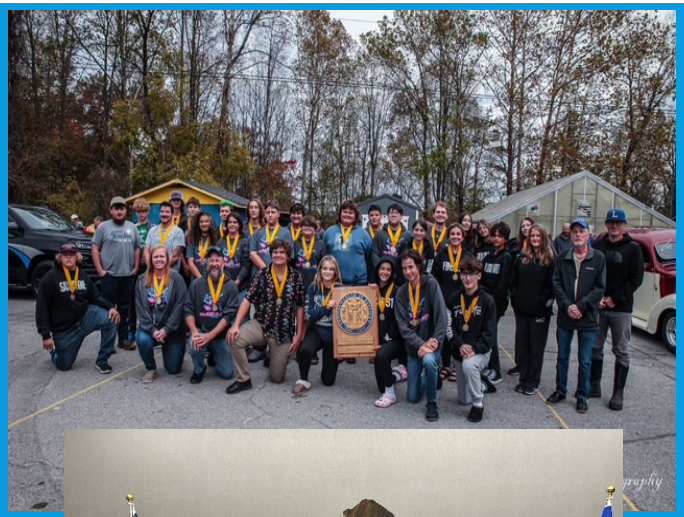



HALLOWEEN FESTIVITIES 2025

OUR BAND WHO COMPETED AT NATIONALS, STUDENT COUNCIL MEMBERS, CHEERLEADERS













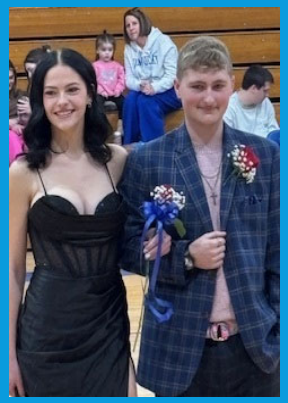




SENIOR HOMECOMING 2025 & THE GIRLS TEAM OF 2005 REGIONAL WINNERS WITH COACH HOGAN

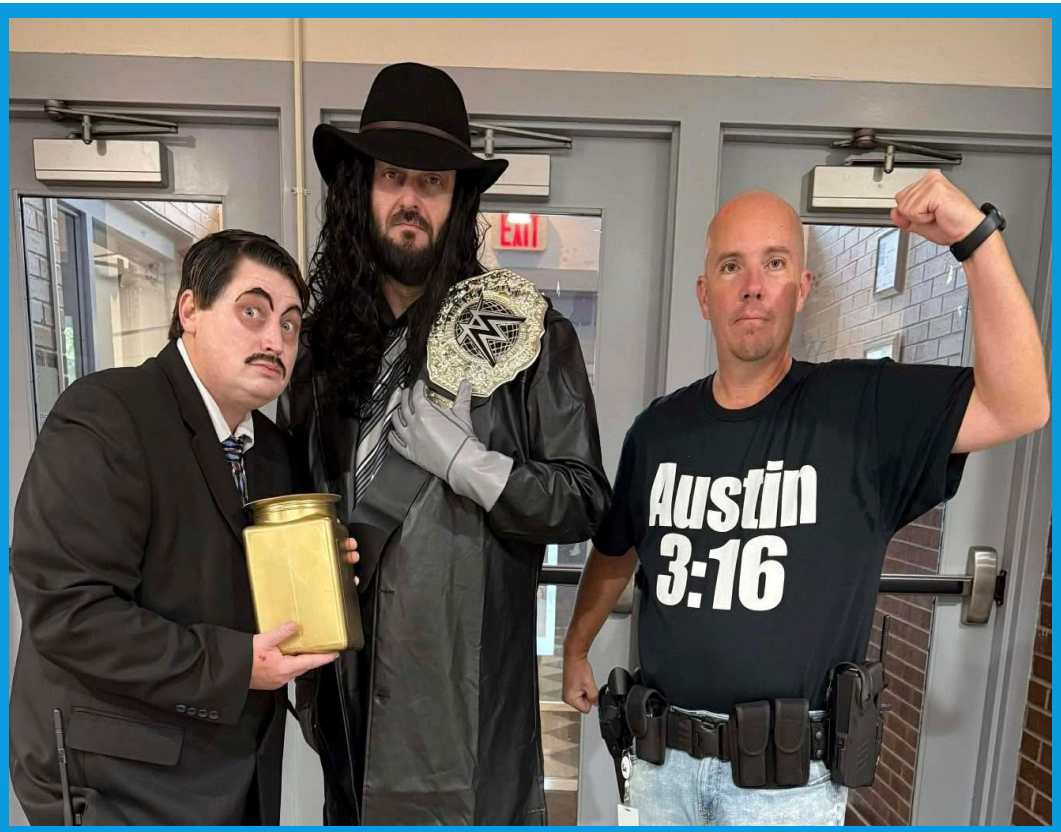





HALLOWEEN FEST AT THE SCHOOLS





OLIVIA FLINCHUM-WITH ROGERS SCHOLAR PROJECT, BOARD RECOGNIZES GIRLS WHO HELPED WITH HEALTH DEPARTMENT TOBACCO PROJECT, AND OUR CROSS COUNTRY TEAM IS RECOGNIZED BY BOARD







NEW ADDITIONS ADDED TO LCE PLAYGROUND





MIDDLE SCHOOL COOKBOOK SHOWCASE DAY- NOVEMBER 25















Calendar Sample

Sample of the many activites posted at the LCE and LCMS/HS, every week many activities.



8th Grade Volleyball Night

Players and parents recognized by crowd at LCMS/HS.



LCE Winners

Donnie Best led the 3rd grades to a big win in Jackson County Tournament.



56th District Winners

Mr. Gray leads the 6th and 8th grade to winning the district in Middle School Volleyball



XMAS Band Concert

MS and HS band played for parents and community doing a wonderful Christmas performance.

SPRING BAND/CHOIR CONCERT























Lee Hosts 56th District Basketball Tournament

Pictures from the tournament and at the regionals in Breathitt.



Corey Flinchum makes the 2500th Point Club







LCE Student Rewards

Students enjoyed a reward with lunch at Dairy Queen.



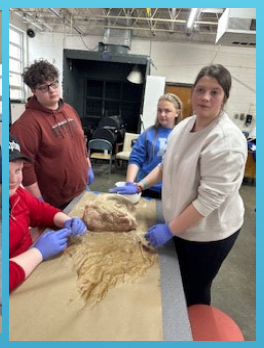


Bowling-Jared Lucas wins Regional Singles Bowling Title-Jared receives Scholarship to Bowl at University or the Cumberlands

AG DEPARTMENT HAM CURING PROJECT




















LCMS/HS Academic Team

THE TEAM HAS DONE WELL THIS YEAR.





LCE Academic Team

Many LCE students will be moving on to regional events. Mrs. Napier and I served as Master of Ceremonies since LCE hosted.



MS Science Experiments

Ms. Hudson classes performs science experiments. Raylan Shuler is prepared for the activity.



Valentines Day

Picture with my great niece and nephew for Valentines Day they are LCE students.



Little League Teams

Community involvement with little league teams using our LCE gymnasium to help our LCE students in sports activities.



1000 Rebound

Natalie Reed gets 1000th rebound on 2-17-26. Mother is an LCE teacher and step-dad our foodservice director.











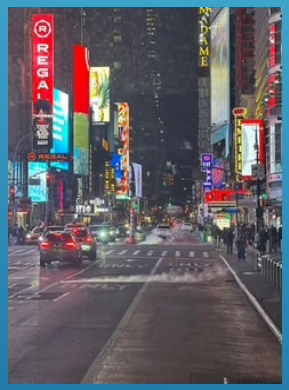
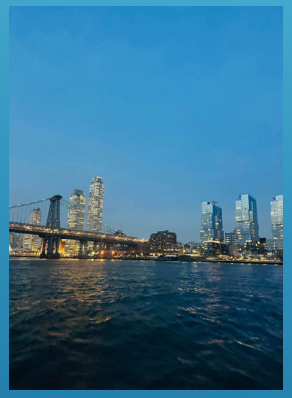
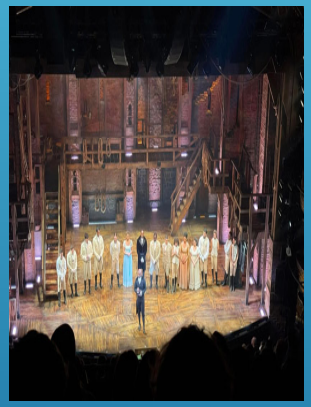

Senior Night

2-17-26











26 NEW YORK SENIOR TRIP

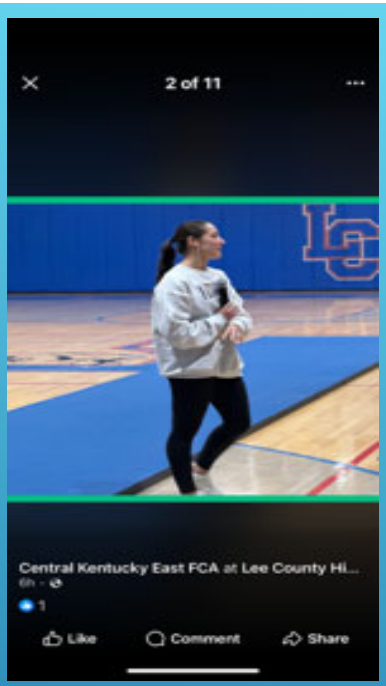







Tennis

Our team won several matches this year and went to state.



FCS

FCS brings a UK gymnast champ to talk to our students. She was an "All American"



ATC Clubs

HOSA, FBLA, etc. from our ATC continues to showcase their abilities.



Track goes to State.





FFA does Community Projects in Beattyville.



SCHOOL ACTIVITIES



















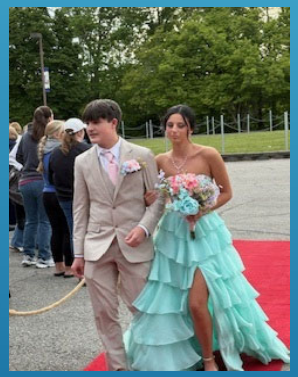
PROM 2026













PROM 26











SENIORS HONORS NIGHT

















SENIORS HONORS

















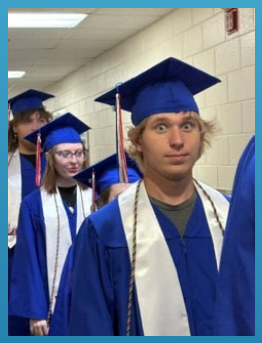






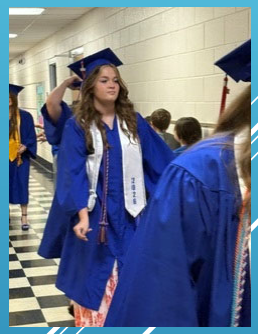











SENIOR WALK



HEADSTART 2026 GRADUATION











LCE FBLA DEMONSTRATIONS









LCMS STLP (STUDENT TECHNOLOGY LEADERSHIP PROGRAM) COMPETES AT STATE- RUPP ARENA







BANQUETS AND AWARDS
















KINDERGARTEN GRADUATION
























2025 - 2026 8th Grade
2026





12TH GRADE GRADUATION












STANDARD 4 HUMAN RESOURCE LEADERSHIP

The superintendent ensures the district is a professional learning community with process and systems in place that result in recruitment, induction, support, evaluation, development and retention of a high-performing, diverse staff. The superintendent uses distributed leadership to support learning and teaching, plans professional development, and engages in district leadership succession planning.

Actions:

*Hire a second SRO and sub for our school police department

*Updated at our recruitment and retention program

* Bus driver evaluation program utilized – have transportation director trained at KDE to be a driver trainer

*Utilized a recruitment video for district

*Partners for rural impact in schools- PRI Initiative

*use of KVEC holler programs for staff trainings

*Worked at fulfilling certified vacancies with certified staff

*School staffing plans & allocations

*review employee evaluations

*Review budgets



LEE COUNTY STAFF 25-26 THE PEOPLE WHO MAKE IT HAPPEN EACH DAY



Attendance

Mr. Angel checks with the attendance clerks almost every day at the schools



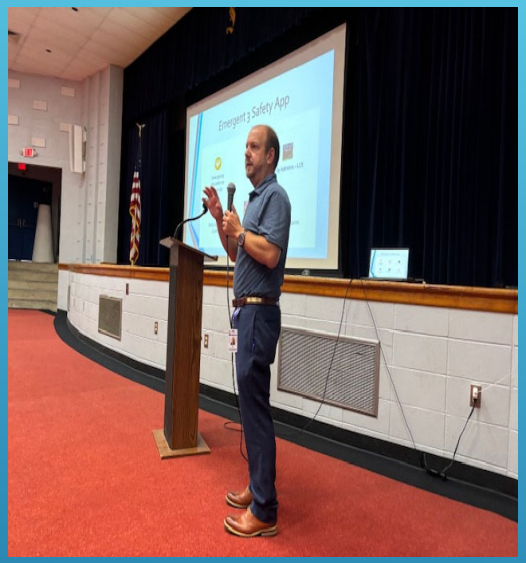
NEW SRO

Philip Noble became the third SRO for the Lee County Schools Police Department- Unit 52. Will also be teaching a law enforcement pathway at LCHS



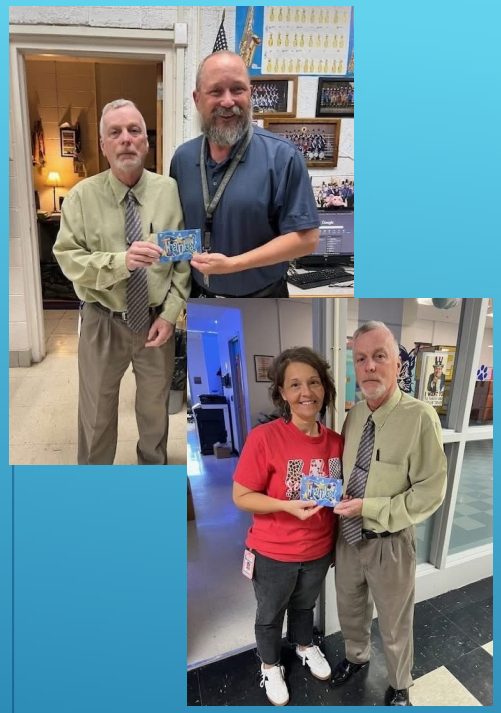
New Staff 25-26

They have stepped up to the challenge to help move our District forward



DPP Angel

Updates staff at beginning of the school year on emergency and crisis procedures.



Staff Recognition

Mr. Barrett and Mrs. Wise was voted on by their staff for going on and above!



Staff Recognition

Cody Johnson and Rachael Childers also voted on by staff for all the activities they do beyond the daily job.



Mrs. Estes

Recognized by staff



"Shannon"

Recognized by staff.



MRS. Huff

Recognized by staff.



Santa Claus visits LCE

Thanks to our SRO Philip Noble and being a team player to see we had a Santa for the kids.



Principal Noble

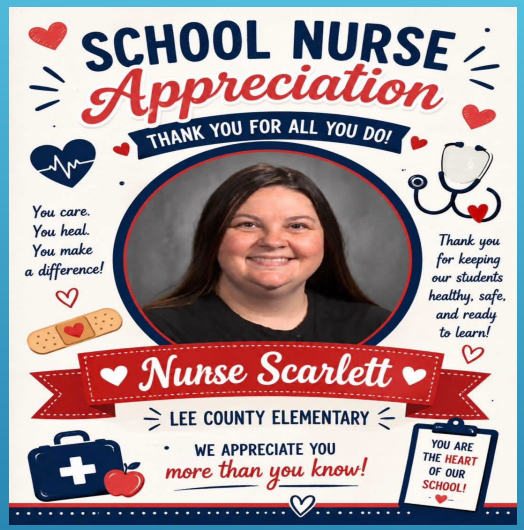
Always going the extra mile. Ballgames, banquets, etc.





Read Across America at LCE

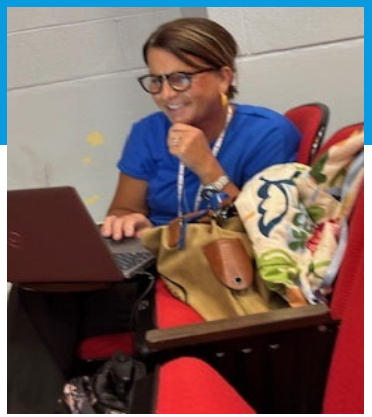
County Judge and Jailer read to elementary students. Sheriff and Superintendent and many others also participated



Scarlett Caudill

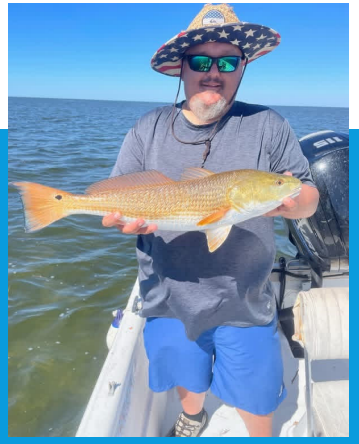
One of the two school nurses. Rhonda Kendal serves at LCMS/HS

RETIREES 26-27









HUMAN RESOURCES IS THE MOST CHALLENGING JOB FOR A SUPERINTENDENT

- 1. Recruitment of good staff.
- 2. Training of staff.
- 3. Other districts always trying to recruit our good staff.
- 4. Staff and "Social Media".
- 5. Staff and their wont's- certain positions, pay, don't want to do extra-service jobs needed in district. (Little groups forming-forgetting the big picture).
- 6. Public relations of staff with parents and community.
- 7. Corrective Action Plans, Suspensions, Reprimands, and Terminations.

s

Standard 5: Managerial Leadership

The superintendent ensures that the district has processes and systems in place for budgeting, staffing, problem-solving, communicating expectations, and scheduling that organize the work of the district and give priority to student learning and safety. The superintendent must solicit resources (both operating and capital), monitor their use, and assure the inclusion of all stakeholders in decision about resources so as to meet the 21st century needs of the district.

Actions:

*met with PVA to gain information for board on tax rates (completed)

*weekly meeting with facilities and assisted with safety walkthroughs, had a risk assessment performed (bi-weekly)

*Revised organizational chart for District staff responsibilities (completed)

*review master facility plan and met with our RSA (Architects) and board on projects started district facility planning process

*work with finance director on finance and budgets (completed)

* superintendent advisory council at LCMS/HS-(not done on regular basis)

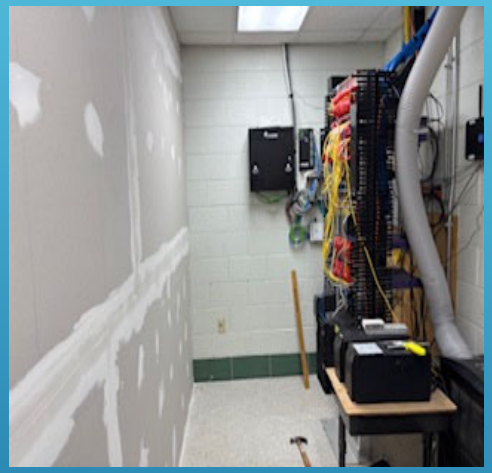
* road check plan for severe weather and order another special needs bus(completed)

*met with mayor and county judge executive on SRO financing for LCMS/HS (completed-denied by mayor and done by fiscal court)

*New office at LCE for Second Counselor- (completed)

*Rubber mulch for LCE older playground- (completed)

*Vehicle for DPP visits- (completed)



Protecting LCE TECH-Equipment

Maintenance summer 25 built a wall to protect equipment at LCE library storage.



NEW CANOPY AT LCMS ???????

Poles were retaining water and freezing and solution was simple, drill a hole. Company sent a man to do so we would not void warranty.





BUS-SIDE ROADS

Buses travel many side roads and sometimes we have incidents such as dropping off edge when meeting other vehicles and getting stuck.



School Fleet

At insurance request we purchased two used vans to have at schools for several uses, whereby employees do not have to drive own vehicles for school activities.





Central Office Staff

Each year our central office staff helps beautify around our building. They take pride in the way it looks.



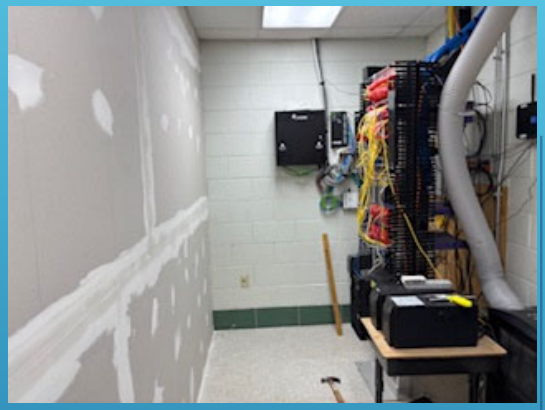
LCE Playground

To meet health department requirements and request the old LCE playground was renovated with new drainage and rubber mulch.



New Sidewalk

Sidewalk constructed at LCE to connect front walk to the walk on side of building.



Wiring Closet

Wall added in a storage room in the LCE library to provide extra space for cooling and security of the technology wiring.



New Counselor Office at LCE

Office created for second counselor at LCE from part of custodial and foodservice storage area.



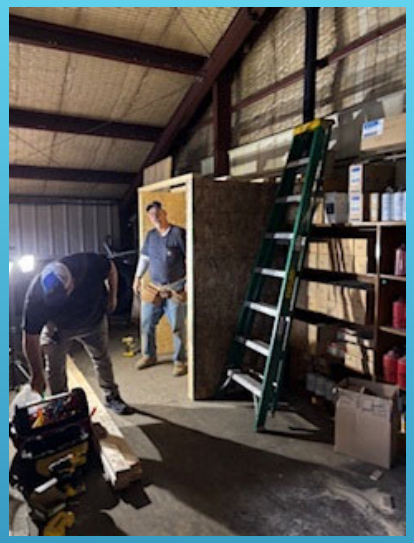
LCE Sports Upgrade

New scoreboards, chairs, and scorers table added by a donation and general funds.



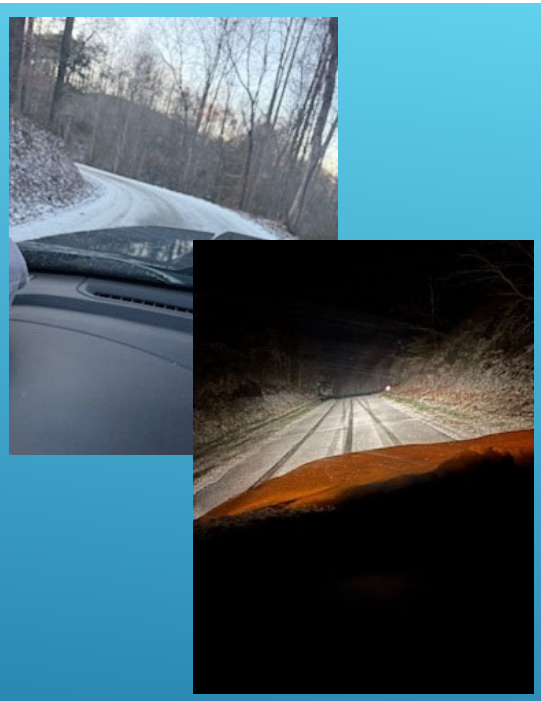
First Snow Day

Released early in unexpected snow in November.



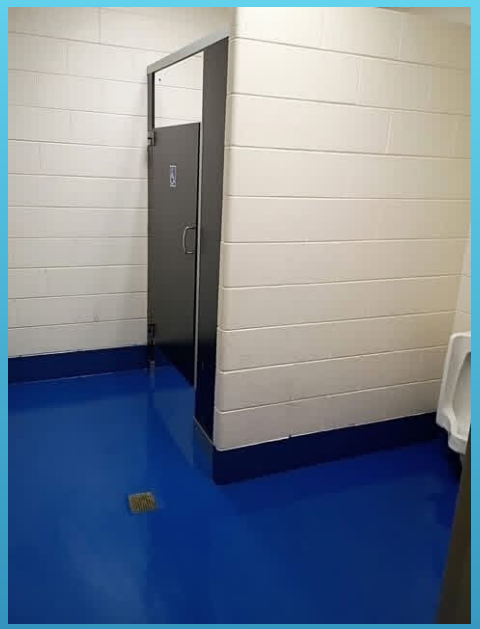
Network Closet

New network/hardware closet at bus garage, Thomas and Scotty building to John Profitt specs.



Road Checks

From 3 am to sometimes during the day roads must be checked to determine if safe for students to come to school. Transportation director and Superintendent must make these tough decisions.



Bathroom Renovation

Bathrooms in LCE gym got facelift with stalls and new blue epoxy floor paint this year.



Salt Spreader

Added to our maintenance department helped in time, need only one person, no one in back of truck shoveling into a small hopper spreader. Good for safety and efficiency.





LCE GYM PADS RE-DONE

Noted by safety audit of old wall mats with rips, had a group to come in and re-do on site at LCE.







New Road Proposal 2-26 for Future

KY Department of Highways came to LCE to show possible new road routes . One proposal would take small section of land in front of LCE. Community and school officials came to review.



Generator Installations

All three schools (LCE, LCMS, LCHS) get much needed generators another item off MFP.



Steps at LCE

Much needed steps at LCE from center parking lot to lower parking lot. Handrails also were added.





New Chiller at LCE

Chiller being replaced at LCE. Took a crane to lift and bring in.

LEE COUNTY SCHOOLS-BIG WIN FOR DISTRICT FACILITIES

Tax Presentation

August 28, 2025

1. Majority Board voted to pursue "Nickel Tax"
2. Board put in 2.4% of nickel tax and levied 2.6% to tax payers. (Could have taken 4% increase non-nickel that was non-recallable)
3. No petition to bring to ballot.
4. Nickel tax passed. Increased bonding potential for building projects for the future.
5. 17 other counties also got it passed. (No more nickel taxes after 2025 for school districts)
6. Mr. Shuler and other superintendents went to Frankfort to lobby for it to pass in HB 500. Passed.
7. This was third time school pursued nickel tax- first two times failed.
8. Huge success for our district, 150% match from State

STANDARD 6- COLLABORATIVE LEADERSHIP

The superintendent, in concert with the local board of education , designs structures and processes that result in broad community engagement with support for and ownership of the district vision. Acknowledging that strong communities, the superintendent proactively creates, with school and district staff, opportunities for parents, community members, government leaders, and business representatives to participate with their investments of resources, assistance, and goodwill.

ACTIONS:

*worked with all principal's on events and scheduling (completed)

*DBA, chamber of commerce, MKRADC, Lee County RTA, Extension service, fire department, city council, masonic lodge, shrine club, churches, newspapers, and others (attended many)

*worked with YSC and FRYSC, Gear-Up, and PRI (completed but Gear Up grant not renewed0

*networking with local superintendents (completed)

*Close work with ATC-(completed)

*collaboration with school administrators on various topics -Truancy, PD, Safe Schools, etc.(completed)

*work with administrative team on needs assessment (on-going)

*attend monthly KEDC local superintendents meetings -to discuss current issues and problems we all are facing (completed bi-monthly)

*Community Agencies with School Involvement-KRCC, Mountain Comp., Moores Medical Clinic, Juniper Health(completed)







MR. SHULER AND WIFE SPENDS TIME WITH MISS KENTUCKY A FORMER FOSTER CHILD, RAY FIXING SOUP BEANS WITH GRANNY'S KETTLE FOR VARIOUS COMMUNITY GROUPS, AND RAY ATTENDING REGIONAL FCA EVENT IN POWELL WITH MR. OWENS



VBS-Bear Track

Mr. Shuler – Bear Track VFD member #713 explains equipment on fire trucks to the children.



Church Van

Mr. Shuler drives church van when needed and also serves as a trustee at Bear Track Bible Church. Also, teach a few adult Bible Study classes.



Performing Wedding Ceremony

Never would have thought Mr. Shuler occasionally does funeral and wedding ceremonies upon request. Ordained by the Christian Global Outreach Ministries.



Shriners-Lee County

Always trying to help kids whether taking to the hospitals or supporting our local youth in parades, Woolly Worm, or Trick-or-Treat on Main.



CHFS Team

My wife Brenda far right is a Foster Parent Supervisor and our paths cross many times working with troubled youth, or training Lee Staff on recognizing Signs of Abuse.



Shop with a COP

FRYSC and YSC teamed up with City and County Police Officers to provide toys and clothes to needy children at Christmas.



Downtown Business Alliance

I serve as a long time board member.



Sitting in on a UK School of Design Workshop

UK students came to Beattyville and I had spent a Saturday with them , do they invited me to a workshop on designs for Beattyville.

25-26 ACTIVITIES INVOLVED IN:

- 1. DBA –Downtown Business Alliance-board member
- 2. Three Forks Museum- board member
- 3. Bear Track Fire Department-treasurer/fire fighter
- 4. Proctor Masonic Lodge- Chaplain
- 5. Lee County Shriner Club- vice-president, member of Oleika ShrineTemple
- 6. Bear Track Bible Church-trustee & mission committee, assist leading Bible study when asked
- 7.Lee County Extension Service- council representative
- 8.Middle KY Community Action- board member
- 9. Judge (Judge Dean) appointed appraiser for Lee County- state and master commissioners sales
- 10. Lee County Tax Grievance/Review committee-appointed position (by Judge Mays)
- 11.KVEC & KEDC Co-ops- Superintendents board, (26-29) on Executive Superintendents board of KEDC

STANDARD 7-INFLUENTIAL LEADERSHIP

The superintendent promotes the success of learning and teaching by understanding, responding to, and influencing the larger political, social, ethical, and cultural context. From this knowledge, the superintendent works with the board of education to define mutual expectations, policies, and goals to ensure the academic success for all students.

ACTIONS:

*ATTENDED MONTHLY CO-OP MEETINGS (KVEC OR KEDC)-in-person or virtual

*Scheduled calls with board attorney

*Participated in meetings with mayor, jailer, sheriff, pva, judge-executive

*attend chamber commerce, Middle Kentucky river council (Bd. Member), city council, downtown Beattyville alliance, extension council, civic organizations meetings (Church, shriners, masonic lodge, Fire department)

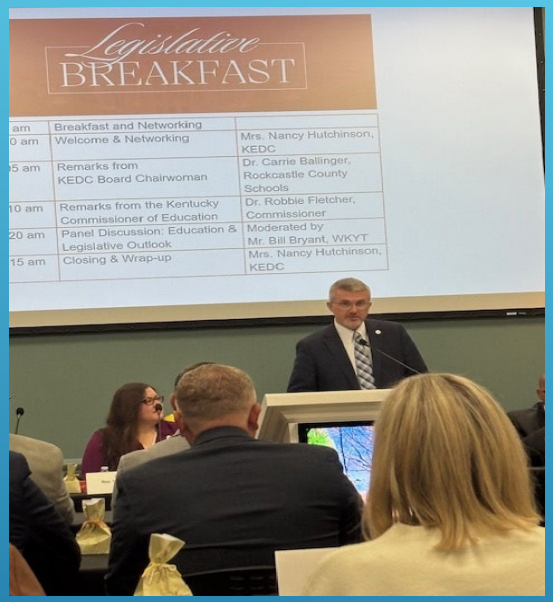
*attend KASS summits-member of KASS and KASA

*attend KSBA meetings-local, regional and state

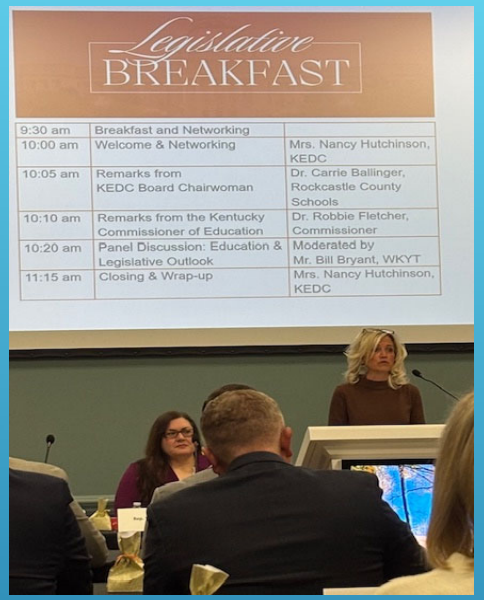
*use of social media, Messenger, and newspapers to get messages out

*high visibility in school activities and parent programs

*Meet with our local state representative and programs they have





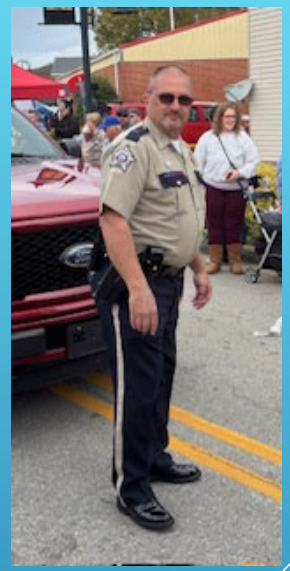


COMMISSIONER ROBBIE FLETCHER SPEAKS TO SUPERINTENDENTS, DR. JAMES EVANS DEPUTY DIRECTOR AT KEDC AND FORMER LEE COUNTY SUPERINTENDENT ALWAYS WILLING TO HELP, DR. CARRIE BALLINGER SUPERINTENDENT AND BOARD CHAIR FOR KEDC.









GOVERNOR ANDY BRASHEAR SPEAKS TO SUPERINTENDENTS, PRESIDENT OF SENATE ROBERT STIVERS VISITS LEE COUNTY, SHERIFF JOE LUCAS ALWAYS AROUND WHEN WE NEED HIM!









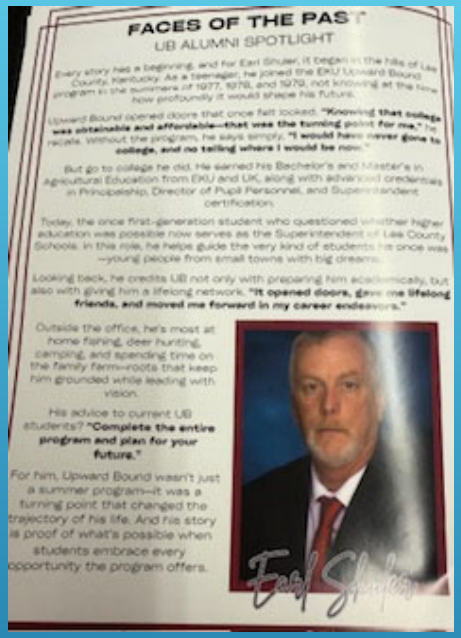








STEVE MAYS –COUNTY JUDGE EXECUTIVE READY FOR HALLOWEEN, MR. ROCKY ADKINS-GOVERNORS REP. SPEAKS AT KEDC, MR. KEITH GABBARD- CEO OF PRTC, SENATOR BRANDON SMITH, STATE REP. TIMMY TRUETT, AND JUDGE STEVE MAYS, AND SCOTT JACKSON-MAYOR SPEAK AT PRTC PROGRAM IN LEE COUNTY


FACES OF THE PAST

UB ALUMNI SPOTLIGHT

Every story has a beginning, and for Earl Shuler, it began in the hills of Lee County, Kentucky. As a teenager, he joined the EKU Upward Bound program in the summers of 1977, 1978, and 1979, not knowing at the time how profoundly it would shape his future.

Upward Bound opened doors that once felt locked. **"Knowing that college was obtainable and affordable—that was the turning point for me,"** he recalls. Without the program, he says simply, **"I would have never gone to college, and no telling where I would be now."**

But go to college he did. He earned his Bachelor's and Master's in Agricultural Education from EKU and UK, along with advanced credentials in Principalship, Director of Pupil Personnel, and Superintendent certification.

Today, the once first-generation student who questioned whether higher education was possible now serves as the Superintendent of Lee County Schools. In this role, he helps guide the very kind of students he once was—young people from small towns with big dreams.

Looking back, he credits UB not only with preparing him academically, but also with giving him a lifelong network. **"It opened doors, gave me lifelong friends, and moved me forward in my career endeavors."**

Outside the office, he's most at home fishing, deer hunting, camping, and spending time on the family farm—roots that keep him grounded while leading with vision.

His advice to current UB students? **"Complete the entire program and plan for your future."**

For him, Upward Bound wasn't just a summer program—it was a turning point that changed the trajectory of his life. And his story is proof of what's possible when students embrace every opportunity the program offers.

Earl Shuler

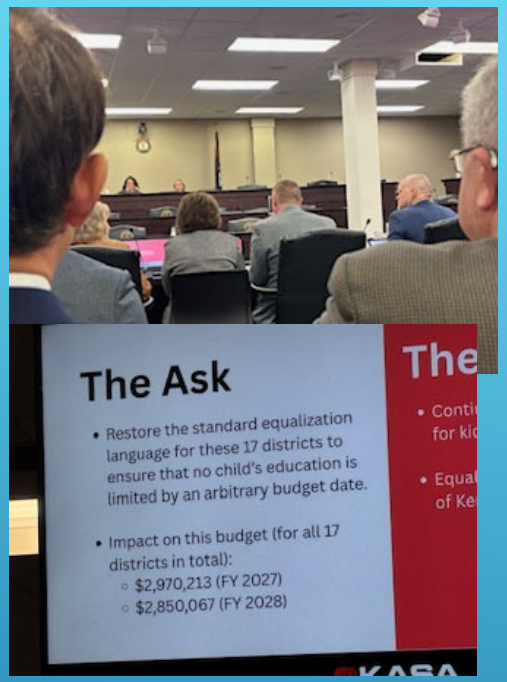
EKU

Eastern Kentucky University recognizes Mr. Shuler as a former Upward Bound student and where he is now.



Fire Department

Representing Bear Track Fire Department at the county fire station with other fire department representatives.



Attended a Session at Frankfort

Showed support with 17 other Superintendents for nickel equalization at a House meeting on HB 500.

MAKING CONNECTIONS AND BROADEN OUR NET WORK OF PEOPLE!

Downtown Beattyville Alliance



Andy Barr US Representative visits Beattyville- Avis, William, and myself attend event. KY Senate President Stivers also attended.









KEDC

Nancy Hutchinson Executive Director and Dr. James Evans, Deputy Director provides many resources for school districts and superintendents.

New Policies enacted in 2025-26

1. Procedure 03.125- AP 22

(Expense Reimbursement)

2. Policy 9.2-(Student Welfare and Wellness

3. Procedure- 09.4281

(Grievances Procedure)

4. Procedure 01.421- (Public Participation in Open Meetings)

5. Procedure 04.32- (Student Nutrition Procurement)

6. Procedure 05.1- (Hall of Fame)

Plus Legislative updates to current policies

STEPS FOR SCHOOL YEAR 2025-26:

- 1. LCSPD-Hire our own SRO for LCMS/HS also a SRO substitute officer-apply for a COPS Grant (COMPLETED)
- 2. Storage building at LCE
- 3. Finish District Master Facility Plans Updates for KDE (COMPLETED)
- 4. Tax rates revisit (Look at a Nickle Tax for capital construction)
- 5. Order a new Special Needs Bus
- 6. Combine two administrative positions at LCMS/HS(COMPLETED)
- 7. Day Retreat for Administrators & Board in July in auditorium
- 8. Possible staff decrease at school(s) due to declining enrollment (COMPLETED-Cut 1 LCHS)
- 9. Transportation Shop truck with utility bed (not bought)
- 10. Stop arm cameras on all buses (new cameras in side buses but few stop arm cameras)
- 11. Tennis Courts renovated and bathrooms nearby (courts renovated-no bathrooms yet)
- 12. Generators at the Schools New generators all 3 schools- still like ATC)
- 13. Review and update our strategic plan for the district-(In progress)

CHALLENGES FOR LEE COUNTY SCHOOLS

- 1. Teacher Recruitment- (Finding Qualified and Committed Staff with strong work ethics)
- Developing future leaders from our staff
- 2. Declining Enrollment/Increase in Special Needs Students
- 3. Uncertainty of State and Federal Funding
- 4. Fighting Social Media
- 5. Matching pay scales of surrounding districts for staff
- 6. Older buildings- repairs and updating)-limited funding
- 7. Non-traditional parents
- 8. Operating on a low budget with increased cost (supplies/materials, fuel, bus cost, insurances, etc.)

SENIORS 2026- WE HAVE LEAD, EQUIPPED, AND EMPOWERED THEM FOR THEIR FUTURE!



MY FAMILY AND I THANK YOU!!!!!!!!!!!!



Casey Ray (Grandson)-

8th grader 25-26- on golf team, avid hunter and fisherman.











My wife – Brenda a strong advocate for children-20 plus years in social work and foster care programs. Celebrated our 42 years of marriage on July 16, 2025.



Marissa- my only child, local cosmetologist (Hair Expressions), and holds a 4 year degree from EKU in social work, also spent two years at HCTC for nursing.