

Stephen McCauley

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PROFESSIONAL SUMMARY

Experienced school superintendent with 10 years of executive leadership in K–12 public education. Proven track record of enrollment growth, strengthening community trust, expanding programming, overseeing numerous six, seven, and eight-figure construction projects, and managing multimillion-dollar budgets. Skilled in community engagement, strategic planning, board relations, personnel leadership, and fiscal oversight.

CORE COMPETENCIES

- Strategic Planning & Vision Setting
 - Instructional Leadership
 - Financial & Operational Management
 - Community & Stakeholder Engagement
 - School Safety & Crisis Management
 - Policy Development & Implementation
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PROFESSIONAL EXPERIENCE

Superintendent

Paris City Schools, Paris, KY

July 2019 - Present

- Lead a district serving over 800 students across four schools with a \$7 million + budget
- Developed and implemented a multi-year strategic plan aligned to the newly revised district mission and vision statements
- Solidified enrollment and finances in a once struggling district to become the fastest growing school district in the state in 2025
- Strengthened community trust through creative partnerships and communication
- Passed three recallable nickel taxes with little to no opposition
- Completed over \$18 million of upgrades to school facilities including a new preschool center and orange turf field

- Secured hundreds of thousands of new dollars in donations to projects, scholarships and facility upgrades
- Served as an advisory member of the Paris Independent Schools Education Foundation board of directors which contributes \$40,000 per year to the district and has built an endowment of over \$700,000
- Expanded apprenticeship and co-op opportunities in the community, including the first registered dental apprentice in the state
- Maintained strong working relationship with Board of Education members through transparent communication
- Through strong fiscal management, the board has been able to increase salaries by at minimum 18% with many much higher, while providing for the highest carry-forward balance in district history
- Oversaw hiring and evaluation of all district leadership and staff

Assistant Superintendent of Operations

Paris City Schools, Paris, KY
July 2018 - June 2019

- Built and revised district budgets with Superintendent to improve financial standing of the district
- Forged Community Relationships with local businesses to help launch and expand Kentucky Apprenticeship Program
- Initiated numerous protocols in Human Resources, Transportation, Staff and Pupil Attendance and Maintenance/Operations
- Delivered presentations at local, regional and statewide conferences and meetings on a wide range of education related topics
- Produced and edited press release statements for the district
- Assisted superintendent in preparation for board meetings
- Cultivated relationships with surrounding district superintendents and assistant superintendents to develop a network of resources
- Chaired Local Planning Committee for the District Facilities Plan
- Oversaw all operational aspects of the district, including, Transportation, Facilities, Human Resources,

Director of Operations

Paris City Schools, Paris, KY **(2017–2018)**

- Oversaw district operations, supported superintendent with projects, contracts, and leadership coverage
- Led key initiatives including district communications, system transitions, and grant work

Director of Transportation (2017–2019)

Paris City Schools, Paris, KY

- Increased funding by \$100,000 annually while reducing costs through route and staffing efficiencies
- Strengthened team culture, communication, and operational systems

Director of Human Resources (2017–2019)

Paris City Schools, Paris, KY

- Streamlined hiring, staffing, and compliance systems across the district
- Led training, reporting, and personnel processes, including investigations and policy implementation

Director of Pupil Personnel (2014–Present)

Paris City Schools, Paris, KY

- Led attendance initiatives, compliance reporting, and court collaboration
- Coordinated district response to student matters and calendar development

EDUCATION

Education

University of the Cumberlands

- Ph.D. Leadership
- Superintendent Certification
- Director of Pupil Personnel Certification
- Instructional Supervisor Certification

Eastern Kentucky University

- Educational Leadership/Principalship

Morehead State University

- Health/Physical Education Teacher

PROFESSIONAL AFFILIATIONS

- Kentucky Association of School Superintendents
- Kentucky Association of School Administrators
- Central Kentucky Education Cooperative - President of Executive Board 2025-Present
- Kentucky Education Development Cooperative