

KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION

COMMISSIONER — POSITION VACANCY

The Kentucky High School Athletic Association (KHSAA) Board of Control invites applications for the position of Commissioner of the Kentucky High School Athletic Association.

The Commissioner serves as the chief executive officer of the Association and provides strategic leadership and direction for interscholastic athletics throughout the Commonwealth of Kentucky. The Commissioner works under the authority and direction of the KHSAA Board of Control and is responsible for leading the Association's staff, operations, championships, rules administration, financial management, communications, and relationships with member schools and key stakeholders.

The Board seeks an accomplished, collaborative, and forward-thinking leader who understands the important role of education-based athletics and is prepared to guide the KHSAA through the changing landscape of interscholastic athletics while protecting the Association's mission, integrity, and commitment to Kentucky's student-athletes and member schools.

POSITION RESPONSIBILITIES

The Commissioner shall perform the duties established in the KHSAA Constitution, Bylaws, Tournament Regulations, Board of Control policies, and applicable state regulations. Major responsibilities include:

- Serve as the chief executive officer of the KHSAA, subject to the direction and oversight of the Board of Control.
- Provide strategic leadership and establish a clear vision for the continued growth and advancement of education-based athletics in Kentucky.
- Lead, supervise, develop, and evaluate Association personnel while fostering a professional, collaborative, accountable, and high-performing organizational culture.
- Oversee the daily administration and long-range operations of the KHSAA office.
- Interpret and administer the KHSAA Constitution, Bylaws, Tournament Regulations, policies, and other applicable rules and regulations.
- Administer and enforce Association rules, eligibility requirements, penalties, and due-process procedures in a fair, consistent, and transparent manner.
- Oversee the planning, administration, and management of KHSAA postseason competition and state championship events.
- Provide responsible oversight of the Association's budget, finances, contracts, revenues, assets, and business operations.
- Serve as a principal liaison between the KHSAA and its member schools, Board of Control, Kentucky Department of Education, Kentucky Board of Education, state

government, legislators, educational organizations, coaches, athletic administrators, officials, media, corporate partners, and other stakeholders.

- Represent and advocate for the KHSAA and education-based athletics before governmental bodies and other organizations at the state and national levels.
- Serve as a visible and effective spokesperson for the Association and communicate regularly and transparently with member schools, the public, media, and other stakeholders.
- Strengthen the Association's communications, public relations, digital media, and community engagement efforts.
- Promote sportsmanship, participation, safety, integrity, equity, and the educational value of interscholastic athletics.
- Monitor emerging issues and national trends affecting high school athletics and position the KHSAA to respond proactively to changes in legislation, regulation, technology, student participation, governance, and the broader athletic environment.
- Build productive relationships and seek consensus among stakeholders while maintaining the ability to make difficult and timely decisions when necessary.
- Identify opportunities to strengthen the Association's financial sustainability, partnerships, championship experiences, and services to member schools.
- Maintain all required reports and records and provide appropriate reports to the Board of Control and other governmental or regulatory entities.
- Perform other responsibilities assigned by the Board of Control or required of the Commissioner by the KHSAA Constitution, Bylaws, policies, regulations, or applicable law.

REQUIREMENTS FOR CONSIDERATION

To receive consideration, an applicant must demonstrate the education, experience, leadership ability, and professional qualifications necessary to successfully serve as the chief executive of a statewide education-based athletic association.

Required Qualifications

Applicants must:

- Hold a minimum of a bachelor's degree from an accredited college or university.
- Possess substantial professional experience in education, educational administration, athletic administration, association leadership, or a closely related field.
- Demonstrate progressively responsible leadership experience, including experience supervising personnel and managing complex organizational operations.
- Demonstrate knowledge and understanding of education-based interscholastic athletics and the role of the KHSAA.
- Possess demonstrated experience with organizational budgeting, financial oversight, and responsible stewardship of resources.
- Demonstrate exceptional written, verbal, interpersonal, and public communication skills.
- Demonstrate the ability to work effectively with governing boards, school administrators, athletic administrators, coaches, officials, governmental agencies, legislators, media, community partners, and the general public.
- Demonstrate sound judgment, integrity, professionalism, ethical leadership, and the ability to make difficult decisions in a highly visible environment.

- Demonstrate the ability to develop organizational strategy, lead change, build consensus, and successfully manage multiple priorities.
- Meet all employment, background-check, retirement-system, and other eligibility requirements applicable to the position.

Preferred Qualifications

The Board will give strong consideration to candidates who possess:

- A master's degree or advanced degree, particularly in educational leadership, administration, business, law, sports administration, or a related field.
- Significant experience in secondary education and/or interscholastic athletic administration.
- Senior-level executive or administrative leadership experience.
- Experience working with a governing board or similar policy-making body.
- Knowledge of KHSAA governance, rules, regulations, championships, and member-school operations.
- Experience with legislative, governmental, regulatory, or public-policy matters.
- Experience managing large-scale athletic events, tournaments, championships, or similar programs.
- Demonstrated success in communications, media relations, public relations, digital media, branding, or organizational advocacy.
- Experience developing partnerships, sponsorships, or other revenue opportunities.
- A record of developing and leading successful teams and organizations.
- Demonstrated ability to anticipate change and develop innovative solutions while maintaining the traditions and educational mission of interscholastic athletics.

LEADERSHIP CHARACTERISTICS

The Board of Control seeks a Commissioner who will:

- Put students and member schools at the center of the Association's work.
- Lead with integrity, fairness, consistency, transparency, and accountability.
- Be highly visible, accessible, and responsive to KHSAA member schools.
- Communicate clearly and consistently with the Board of Control, staff, schools, media, and public.
- Listen to differing viewpoints and build productive relationships across the Commonwealth.
- Respect the traditions of Kentucky high school athletics while recognizing when innovation and change are necessary.
- Demonstrate the work ethic, energy, judgment, and commitment necessary to lead a highly visible statewide organization.
- Be proactive rather than reactive in addressing challenges facing interscholastic athletics.
- Serve as a strong advocate and public voice for education-based athletics and the students and schools served by the KHSAA.

EMPLOYMENT

The Commissioner is employed by the KHSAA Board of Control.

In accordance with the KHSAA Constitution, the Board of Control shall employ the Commissioner for a term of one (1) to four (4) years and shall determine compensation for the position.

Salary and benefits will be established by the Board of Control and will be commensurate with the responsibilities of the position and the qualifications and experience of the successful candidate.

Current or retired members of the Kentucky Teachers' Retirement System (KTRS) must comply with all applicable KTRS rules and regulations regarding employment, retirement, and eligibility.

The successful candidate must meet all retirement-system eligibility and participation requirements applicable to the position.

The position is based at the KHSAA headquarters in Lexington, Kentucky, and requires regular statewide travel as well as attendance at meetings, championships, conferences, and other events that may occur during evenings and weekends.

APPLICATION REQUIREMENTS

To be considered, applicants must submit a complete application packet containing:

1. **Letter of Application** describing the candidate's interest in the position and qualifications to serve as Commissioner.
2. **Current Résumé or Curriculum Vitae** detailing education, professional experience, leadership responsibilities, and relevant accomplishments.
3. **Professional References** — a minimum of five references representing individuals familiar with the candidate's leadership, professional experience, character, and ability to perform the responsibilities of the position.
4. **Leadership Statement** of no more than two pages addressing the candidate's vision for the future of the KHSAA and education-based interscholastic athletics in Kentucky.

Additional information may be requested from candidates selected to advance in the process.

APPLICATION AND SELECTION TIMELINE

September 16, 2026

Application period opens.

October 16, 2026

Application period closes. Complete application materials must be received by the established deadline to receive consideration.

November 2026

Interviews with selected finalists.

By November 30, 2026

Board of Control selection and anticipated hiring of the next KHSAA Commissioner.

Applications should be submitted to:

Ms. Claudette Herald

President-Elect

KHSAA Board of Control

claudette.herald@oldham.kyschools.us

ABOUT THE KHSAA

The Kentucky High School Athletic Association is the organization designated to manage interscholastic athletics for its member schools throughout the Commonwealth. The Association administers athletic competition, establishes and enforces eligibility and competition rules, conducts postseason tournaments and state championships, and works with member schools to promote the educational values of participation in interscholastic athletics.

The next Commissioner will have the opportunity to lead one of Kentucky's most visible education-based organizations while helping shape the future of high school athletics throughout the Commonwealth.

The Kentucky High School Athletic Association is an Equal Opportunity Employer.