

Maryland State Department of Education

State Superintendent of Schools

Desired Characteristics

After seeking input from its Board members, parents, staff, students, and community via regional forums, interviews, and an online survey, the Maryland State Board of Education seeks an individual with impeccable ethics who possesses the following characteristics:

A visionary, inspirational leader who:

- Is committed to Maryland's vision of becoming a world-class, benchmarked educational system preparing all students to graduate high school being college and career ready
- Understands the educational needs of the whole child - academic, physical, aesthetic, social, emotional, and behavioral - and seeks to provide services and programs designed to address all of those needs
- Believes in the value of racial, economic, religious, ethnic, and regional differences and works proactively to ensure that the workforce understands, honors, and reflects that diversity across the State
- Communicates effectively and secures the commitment of constituents to the mission and vision of public education in the State of Maryland

A collaborative, dynamic educator who:

- Understands curriculum and instruction and applies this understanding to efforts in closing the achievement gap while improving learning for all students
- Engages all stakeholder groups in collaborative dialogue regarding improvement efforts and works to create meaningful partnerships with educators, parents, community groups, business interests, and political leaders
- Values the contributions of educators and strives to support and develop a highly knowledgeable, professional, and diverse workforce across the State
- Understands the legislative process, is a champion for children within the political process, and serves as the state-wide voice of public education

A knowledgeable, capable manager who:

- Embodies servant leadership and promotes a culture within the Department which is customer-friendly and conducive to improving student learning
- Recognizes and celebrates the varying needs and capacity of the 24 school systems in the State and supports innovation and flexibility in service delivery
- Is thoughtful about state and federal regulations and encourages quality in meeting requirements while still preparing children for the 21st century

With regard to leadership experiences and credentials, the successful candidate should:

- Be, or be eligible to become, certified in the State of Maryland as a Superintendent
- Have classroom teaching and building/district leadership experience
- Possess an earned doctorate from a nationally accredited university