



Karen B. Salmon, Ph.D.
State Superintendent of Schools

TO: Members of the State Board of Education

FROM: Karen B. Salmon, Ph.D.

DATE: May 22, 2018

SUBJECT: COMAR 13A.12.04.03
Superintendents

PURPOSE:

The purpose of this item is to provide additional information pertaining to superintendent certification requirement that was requested at the April 2018 meeting of the State Board of Education (SBOE).

HISTORICAL BACKGROUND:

In November 2017, the State Superintendent charged a new workgroup with reviewing Code of Maryland Regulations (COMAR) 13A.12.04.03 *Superintendents* to determine if the regulation requires amendments to meet the needs of Maryland. The workgroup, facilitated by the Maryland State Department of Education (MSDE), convened on November 28, 2017, January 24, 2018, February 20, 2018, and March 26, 2018, and was comprised of representatives/designees from the following constituent organizations:

- Dr. Justin Hartings, State Board of Education
- Dr. Alysissa James, Professional Standards and Teacher Education Board
- Dr. Emily Dow, Maryland Higher Education Commission
- Dr. Jennifer Rice, University of Maryland System
- Dr. Teresa Alban, Public School Superintendents' Association of Maryland
- Mr. William Middleton, Maryland Association of Boards of Education
- Sr. Sharon Slear, Maryland Independent College and University Association
- Ms. Megan Quinn, Maryland Association of School Personnel Administrators

On April 24, 2018, the MSDE presented the workgroup's recommendations to the SBOE which established two, distinct superintendent certificates, as well as provided multiple pathways for certification. Members of the SBOE expressed concern that the proposed regulations were too restrictive and asked the MSDE to provide the following additional information:

- Draft regulatory language (Attachment I) for superintendent that mirrors the qualification requirements outlined in Education Article §4-201 (Attachment II)
- Information regarding superintendent requirements in other states (Attachment III)

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On May 2, 2018, the Professional Standards and Teacher Education Board (PSTEB) reviewed the proposed regulation presented to the SBOE, Education Article §4-201, and the draft language reflective of the aforementioned statute. The PSTEB expressed their concerns regarding the alignment of the draft regulatory language to Education Article §4-201. In response to those concerns, the PSTEB has requested a conference committee meeting with the SBOE. (Attachment IV)

SUMMARY:

A workgroup comprised of multiple constituent organizations recommended proposed amendments to COMAR 13A.12.04.03 *Superintendents* to establish two, distinct superintendent certificates, as well as provide multiple pathways for certification. In response to concerns expressed by SBOE members, the MSDE is providing additional information regarding the certification requirements for superintendent for discussion.

ACTION:

For discussion only.

Attachments (4)

Title 13A

STATE BOARD OF EDUCATION

Subtitle 12 Certification

Chapter 04 Administrators and Supervisors

.03 Superintendents.

- A. This certificate qualifies an individual to be assigned as a county superintendent, deputy superintendent, assistant superintendent, or associate superintendent.
- B. The applicant shall have:
 - (a) Graduated from an accredited college or university;
 - (b) Completed two years of graduate work at an accredited college or university, including public school administration, supervision, and methods of teaching.
- C. A superintendent, deputy, associate, or assistant superintendent who enters Maryland from another state may obtain a Superintendent certificate if that individual meets the requirements of A and B.

Annotated Code of Maryland
Article – Education
Title 4 Local School Administration
Subtitle 2: County Superintendents
Section 4-201 Appointment; term; qualifications; vacancy; removal; suspension

§4-201.

(a) (1) This section does not apply to Baltimore City.

(2) Subsections (b), (c), (d), and (f) of this section do not apply in Prince George's County.

(3) Subsections (b)(2) and (3) of this section do not apply in Washington County.

(b) (1) The term of a county superintendent is 4 years beginning on July 1. A county superintendent continues to serve until a successor is appointed and qualifies.

(2) By February 1 of the year in which a term ends, the county superintendent shall notify the county board whether the superintendent is a candidate for reappointment.

(3) In the year in which a term begins, the county board shall appoint a county superintendent between February 1 and June 30. However, if the county board decides to reappoint the incumbent superintendent, the county board shall take final action at a public meeting no later than March 1 of that year.

(4) If a county board is unable to appoint a county superintendent by July 1 of a year in which a term begins, the provisions of subsection (d) of this section apply.

(c) (1) An individual may not be appointed as county superintendent unless he:

(i) Is eligible to be issued a certificate for the office by the State Superintendent;

(ii) Has graduated from an accredited college or university; and

(iii) Has completed 2 years of graduate work at an accredited college or university, including public school administration, supervision, and methods of teaching.

(2) The appointment of a county superintendent is not valid unless approved in writing by the State Superintendent.

(3) If the State Superintendent disapproves an appointment, he shall give his reasons for disapproval in writing to the county board.

(d) If a vacancy occurs in the office of county superintendent, the county board shall appoint an interim county superintendent who serves until July 1 after his appointment.

(e) (1) The State Superintendent may remove a county superintendent for:

(i) Immorality;

(ii) Misconduct in office;

(iii) Insubordination;

(iv) Incompetency; or

(v) Willful neglect of duty.

(2) Before removing a county superintendent, the State Superintendent shall send the county superintendent a copy of the charges against the county superintendent and give the county superintendent an opportunity within 10 days to request a hearing.

(3) If the county superintendent requests a hearing within the 10-day period:

(i) The State Superintendent promptly shall hold a hearing, but a hearing may not be set within 10 days after the State Superintendent sends the county superintendent a notice of the hearing; and

(ii) The county superintendent shall have an opportunity to be heard publicly before the State Superintendent in the county superintendent's own defense, in person or by counsel.

(f) On notification of pending criminal charges against a county superintendent as provided under § 4–206 of this subtitle, the county board may suspend the county superintendent with pay until the final disposition of the criminal charges.

Superintendent Qualifications: 50 States Review

	Degree Requirements	Req'd Teaching Experience	Req'd Administrative Experience	Alternative Pathway OR Comments	Link to citation
Alabama	Master's degree & complete approved 6th-yr level program. OR doctoral degree	5 yrs total in education (teaching, admin, supervisor, etc)	3 yrs in preceding 5 yrs of appt	None	https://law.iustia.com/codes/alabama/2016/title-16/chapter-9/section-16-9-2
Alaska	Endorsement from approved superintendency program	5 yrs total in education (teaching req'd for 3 yrs)	5 yrs total in education (admin req'd for 1 yr)	One-yr path w/renewal options (master's degree, 5 yrs admin, enroll in supt program)	https://education.alaska.gov/TeacherCertification/forms/Limited_Type_B_Superintendent_Certification.pdf
Arizona	Master's or higher degree (incl 60 grad hours) and complete program in ed admin (w/36 grad hours in ed admin)	3 yrs	Complete practicum as supt, or 2 yrs as supt/asst supt/assoc supt, and pass state assessment	Certification reciprocity (comparable certificate and good standing)	https://cms.azed.gov/home/GetDocumentFile?id=57a6409faadebe02a4f442a
Arkansas	Advanced degree or advanced program of study (w/internship)	Current teaching license 4 yrs	Current building level or program admin license + pass state assessment	None	http://www.arkansased.gov/public/userfiles/HR_and_Educator_Effectiveness/HR_Educator_Licensure/administrator%20licensure/District_Level_Adm_Application_2013.pdf
California	Approved ed admin program	Current teaching license 3 yrs	2 yrs	None	http://ecs.force.com/mbdata/mstab3nU?SID=a0i700000009va5&Rep=SPP
Colorado	Bachelors + grad program for ed admin	3 yrs	Pass state assessment	None	http://ecs.force.com/mbdata/mstab3nU?SID=a0i700000009va5&Rep=SPP
Connecticut	Master's degree + 30 grad hrs beyond; 36 hrs in special ed	80 months (6.5 yrs) w/50 months in public/nonpublic	30 months (2.5 yrs)	None	http://portal.ct.gov/SDE/Certification/Administrative-Endorsements
Delaware	Doctoral degree in ed admin/leadership OR master's degree + approved program	5 yrs	2 yrs	None	http://regulations.delaware.gov/AdminCode/title14/1500/1593.shtml
Florida	No specific requirements; only 26 of 67 superintendents are appointed by board; the rest are elected officials				http://ecs.force.com/mbdata/mstab3nU?SID=a0i700000009va5&Rep=SPP

Superintendent Qualifications: 50 States Review

	Degree Requirements	Req'd Teaching Experience	Req'd Administrative Experience	Alternative Pathway OR Comments	Link to citation
Georgia	Master's degree or higher	Current teaching license	Have Tier I Education Leadership certificate; pass state assessments	None	https://www.gapsc.com/Rules/Current/Certification/505-2-.153.pdf
Hawaii	No specific requirements; appointed by board				http://ecs.force.com/mbdata/mftab3nU?SID=a0i700000009va5&Rep=SPP
Idaho	Doctoral degree or completion of post-master's program (incl internship)	4 yrs total in P-12 setting	See to the left	None	http://www.teaching-certification.com/teaching/idaho-principal-certification.html
Illinois	Master's + 30 hrs in ed leadership	None specified	2 yrs (principal/director/chief school business official) w/admin license + pass state assessment	None	https://www.isbe.net/Pages/Professional-Educator-License-Administrative-Endorsements.aspx
Indiana	Doctoral degree or approved program	2 yrs + teaching license	Pass state assessment	None	https://www.doe.in.gov/licensing/administrative-licenses#Superintendent
Iowa	Doctoral degree OR Master's + 30 hrs in admin	None specified	3 yrs	None	http://ecs.force.com/mbdata/mftab3nU?SID=a0i700000009va5&Rep=SPP
Kansas	Approved graduate school leadership program	5 yrs	Pass state assessment	One common admin credential for all positions	http://www.ksde.org/Agency/Division-of-Learning-Services/Teacher-Licensure-and-Accreditation/Licensure/License-Requirements/School-Leadership-License-Requirements
Kentucky	Master's degree	Current teaching license	2 yrs (principal/director/chief school business official) w/admin license Completed Level 1 and 2 prep for principal certification	None	http://www.epsb.ky.gov/mod/page/view.php?id=213
Louisiana	None specified	5 yrs	5 yrs + pass state assessment + hold Level 2 Ed Leader certificate	None	https://www.teachlouisiana.net/pdf/application/EdLeader.pdf
Maine	Master's degree	3 yrs	3 yrs	None	https://www1.maine.gov/doe/cert/initial/010requirementslist.pdf
Maryland	Master's degree + 24 post-master's hrs	3 yrs	2 yrs	State Supt can issue waiver if justified	http://www.dsd.state.md.us/comar/comarhtml/13a/13a.12.04.03.htm

Superintendent Qualifications: 50 States Review

Massachusetts	Initial: approved program post-bac level + internship	Initial: 3 yrs district-wide/school-based	Initial (see left); Professional (1 yr induction + 3 yrs on Initial license)	Provisional route: 3 yrs in exec/admin role in educational setting + pass assessment	http://www.doe.mass.edu/lawsregs/603cmr7.html?section=09
	Degree Requirements	Req'd Teaching Experience	Req'd Administrative Experience	Alternative Pathway OR Comments	Link to citation
Michigan	Master's degree or higher in ed leadership	None specified	None specified	Alt: (master's/higher or bachelors/3yrs as admin) and Experience-Based (admin exp prior to 2010 and learning hrs)	https://www.michigan.gov/documents/mde/AdminCert_530855_7.pdf
Minnesota	Specialist/doctoral degree or BA + 60 hrs	3 yrs	internship	None	https://www.revisor.mn.gov/rules/?id=3512.0200
Mississippi	Master's, Specialist, OR doctoral degree in ed admin	6 yrs (teach + admin)	*3 yrs (of the 6 to the right)	Alternative program (Path to Quality School Leadership)	http://www.mde.k12.ms.us/OEL/admin
Missouri	Master's or higher in ed admin	None specified	Have principal's certificate and pass state assessment	None	http://www.teaching-certification.com/teaching/missouri-principal-certification.html
Montana	Specialist OR doctoral degree in ed leadership (incl 18 hrs in admin and at least 12 beyond master's)	3 yrs	1 yr	Non-traditional: complete non-traditional program and 5 yrs admin	https://opi.mt.gov/Class3AdmLicenseSP
Nebraska	Specialist OR doctoral degree w/at least 60 grad hrs	2 yrs	1 semester practicum; either valid teaching/admin license	None	http://www.teaching-certification.com/teaching/nebraska-principal-certification.html
Nevada	Master's degree	3 yrs + current license	None specified	None	http://ecs.force.com/mbdata/mftab3nU?SID=a0i700000009va5&Rep=SPP
New Hampshire	Post-master's, specialist, doctoral degree approved ed program in admin	None	3 yrs	None	http://www.gencourt.state.nh.us/rules/state_agencies/ed500.html

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New Jersey	Advanced degree in leadership or admin	None specified	None specified	Valid out-of-state admin certificate OR NJ principal certificate + master's + 5 yr admin	http://www.state.nj.us/education/educators/license/endorsements/0101CE.pdf
New Mexico	Master's degree + 18 hrs in ed admin	Current license	Pass state assessment	Out-of-state license (+ 6 yrs total in education w/3 yrs as teacher)	https://webnew.ped.state.nm.us/bureaus/licensesure/how-to-apply/educational-administration-pre-k-
	Degree Requirements	Req'd Teaching Experience	Req'd Administrative Experience	Alternative Pathway OR Comments	Link to citation
New York	Master's degree + 60 grad hrs + approved program	See to the right	3 yrs teaching/admin	Endorsement of Certificate, Complete Ed Leadership in other state, or Exceptionally Qualified Pathway for School District Leader	http://eservices.nysed.gov/teach/certhelp/CertRequirementHelp.do
North Carolina	Advanced graduate in admin or bachelor's + 5 yrs leadership	None specified	1 yr	None	http://www.ncpublicschools.org/licensure/administrator/
North Dakota	Masters's degree	3 yrs	2 yrs	State can issue provisional certificate to an individual not meeting Level I credential	https://www.nd.gov/dpi/SchoolStaff/SAO/credentials/supt/
Ohio	Master's degree	2 yrs	3 yrs	Alt license: MA, 3.0 gpa, 5 yrs experience in teaching, admin, management; future course/mentor expectations	http://education.ohio.gov/Topics/Teaching/Licensure/Apply-for-Certificate-License/Administrator-Licenses

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Oklahoma	Master's degree	None specified	2 yrs	Alt program principal/supt: 2 yrs relevant work experience, declare of intent	http://sde.ok.gov/sde/sites/ok.gov.sde/files/OS_DE_Admin_Chart-REVISED_July_2012.pdf
Oregon	Master's degree or higher	None specified	None specified	Exceptional Admin License at the sole discretion of the Commissioner of Education for 'unconventionally qualified applicant'	http://www.oregon.gov/tspc/Pages/first-time-license.aspx
Pennsylvania	Advanced degree in ed leadership	6 yrs	3 yrs	None	http://www.teaching-certification.com/teaching/pennsylvania-principal-certification.html
	Degree Requirements	Req'd Teaching Experience	Req'd Administrative Experience	Alternative Pathway OR Comments	Link to citation
Rhode Island	Advanced degree	8 yrs of educational experience, including both teaching and administration.	See to the left	None	http://www.ride.ri.gov/portals/0/uploads/documents/teachers-and-administrators-excellent-educators/educator-certification/cert-requirements/adm-supersch-req.pdf
South Carolina	Master's Degree	3 yrs of experience as a pre-k-12 or postsecondary teacher	2 yrs as a school or school district administrator, post secondary administrator, or school business administrator.	Alt: Sr. leadership (CEO/military) w/10yrs exp; must complete admin courses in 3 yrs	https://ed.sc.gov/scdoe/assets/File/stateboard/documents/64.pdf
South Dakota	Master's degree + 15 grad hrs	3 yrs (incl 1 yr w/classroom or direct service experience)	None specified	Alt certification routes may be available for qualified candidates who meet certain requirements	https://doe.sd.gov/board/packets/documents/011917/item12doc4.pdf
Tennessee	None specified	None specified	5 yrs (teach + admin) Current principal license	None	http://ecs.force.com/mbdata/mbtab3NE?SID=a0i700000009vZr&Rep=ALR

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Texas	Master's degree and completion of an approved supt educator prep program	None specified	Principal Certificate or equivalent	None	http://ecs.force.com/mbdata/mbtab3NE?SID=a0i700000009vZr&Rep=ALR
Utah	Master's degree or higher	3 yrs	None specified	None	http://ecs.force.com/mbdata/mbtab3NE?SID=a0i700000009vZr&Rep=ALR
Vermont	Master's degree	5 yrs experience including 3 or more as a PK-12 Educator	2 yrs	2 yr provisional licenses and 1 yr emergency licenses may be obtained for superintendents when a LSS cannot identify a qualified person	http://education.vermont.gov/sites/aoe/files/documents/edu-educator-quality-licensing-rules-082217.pdf
	Degree Requirements	Req'd Teaching Experience	Req'd Administrative Experience	Alternative Pathway OR Comments	Link to citation
Virginia	Doctoral degree in ed admin/leadership from accredited IHE	5 yrs (incl 2 yrs in teaching)	2 or more years of education admin experience/supervision pl-12	Opt 2) MA + 30 and transcript analysis. Opt 3) MS + out of state Superintendent endorsement, Opt 4) MA + Sr. leader (CEO/military) and rec from school board	https://law.lis.virginia.gov/admincode/title8/ageny20/chapter22/section600/
Washington	master's degree + approved program	None specified	None specified	3 yrs experience in the admin role at the P-12 level while holding a regular certificate issued by another state.	http://apps.leg.wa.gov/wac/default.aspx?cite=181-79A-211

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West Virginia	master's degree + approved program; minimum gpa and internship.	None specified	3 yrs	None	http://ecs.force.com/mbdata/mbtab3nU?SID=a0i700000009va5&Rep=SPP
Wisconsin	Specialist degree or the equivalent.	3 yrs (can substitute Pupil Services)	None specified	None	https://dpi.wi.gov/tepd/licensing/types/administrator
Wyoming	BA + leadership program	None specified	None specified	One common admin credential for all positions	http://ptsb.state.wy.us/Licensure/AdditionalSchoolPersonnel/SchoolAdministrator/tabid/236/Default.aspx

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STEB PROFESSIONAL STANDARDS AND TEACHER EDUCATION BOARD
Maryland State Department of Education

May 9, 2018

Mr. Andrew R. Smarick, President
Maryland State Board of Education
200 West Baltimore Street
Baltimore, Maryland 21201

RE: Proposed Regulatory Language to Code of Maryland Regulations (COMAR) 13A.12.04.03
Superintendents

Dear President Smarick:

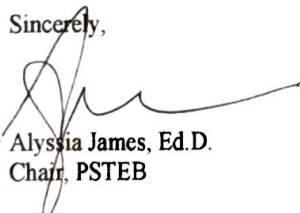
On behalf of the Professional Standards and Teacher Education Board (PSTEB), I am requesting a Joint Conference Committee with you and identified members of the State Board of Education (SBOE) to discuss the regulatory requirements for the certification of county Superintendents. As you are aware, both the PSTEB and SBOE have a role in adopting all teacher certification regulations. Given the strong interest in this regulation by both of our boards, I believe it would be beneficial to discuss the regulation and possible ways to amend it in a collaborative setting. The purpose of a Joint Conference Committee is to minimize the difference of opinion between the two boards before proposed regulatory actions are submitted for publication in the *Maryland Register*.

Conference committees have traditionally consisted of eight members, including the President of the SBOE and the Chair of PSTEB. The President and Chair select three members from their respective Boards to serve. The President and Chair preside over the committee meeting. In addition to myself, the PSTEB has identified the following members to participate:

- Mr. Darren Hornbeck, Maryland State Education Association
- Mr. Christopher Lloyd, Maryland State Education Association
- Dr. John Mayo, Public School Superintendents Association of Maryland

Please let me know who from the SBOE plans to participate in the Joint Conference Committee and we will ask MSDE staff to find a time and location for our meeting. Thank you for your time and attention to this matter and we look forward to meeting with you to discuss the county superintendent regulation.

Sincerely,


Alysia James, Ed.D.
Chair, PSTEB

c: Sarah Spross
Darren Hornbeck
Christopher Lloyd
John Mayo