



MARYLAND STATE SUPERINTENDENT OF SCHOOLS

Professional Qualifications and Personal Qualities

The next State Superintendent will have a contextual understanding of and a deep appreciation for Maryland's educational history to help every child receive the best education possible.

Experience

The successful candidate will satisfy Maryland's minimum statutory requirements for this position (Md. Code Annotated §2-302). The State Superintendent shall:

- (1) Be an experienced and competent educator;
- (2) Be a graduate of an accredited college or university;
- (3) Have at least 2 years of special academic and professional graduate preparation in an accredited college or university; and
- (4) Have at least 7 years of experience in teaching and administration.

Maryland's next State Superintendent will also possess the following:

- A deep understanding of learning theory, curriculum and instructional practice;
- Knowledge of today's best practices in schools;
- Experience implementing meaningful educational reform;
- A proven record of innovative problem-solving, coupled with the ability to utilize a transparent, collaborative process in decision making that invites multiple perspectives;
- A strong financial background with the ability to manage hundreds of millions of dollars in state and federal funding, audit processes and budgets;
- Experience and understanding of working within an increasingly digital world;
- Experience with policymaking and the executive and legislative branches of government, including working with members of Congress and the U.S. Department of Education;
- Leadership experience in large, diverse educational organizations, particularly one disrupted by the COVID-19 crisis; and
- Experience recruiting, working with, and retaining a diverse staff.

Skills

The successful candidate will have the ability to:

- Work with multiple partners and respect opinions, regardless of background, within and outside of education;
- Demonstrated commitment to diversity, equity, and inclusion that results in strong and positive relationships with individuals from a wide variety of backgrounds, perspectives, and experiences;
- Translate knowledge into action to benefit all students;
- Create a compelling and shared vision with diverse partners, communicate that vision and bring it to reality;
- Build an inspired and effective team, engage members and maximize strengths;
- Inspire partners and constituents around a vision, and lead boldly to bring that vision to reality;
- Excellent communication and interpersonal skills;
- Build strong relationships with the private sector, community members and policymakers; and
- Effectively deploy technology as a communication and teaching tool.

Desired Qualifications

The successful candidate should have:

- A commitment to and passion for inspiring and equipping each student for a successful life, and improving learning opportunities for historically underserved children;
- The ability to empower teachers, leaders and staff who carry out the vision;
- The desire to work through partnerships and interpersonal relationships with diverse people in a multitude of circumstances;
- A focus on the development of the whole child, including skills and attributes necessary for success;
- A commitment to public education and the structure of public education in Maryland;
- The disposition to share with and listen to education partners;
- Highly communicative and transparent leadership style that fosters an environment of trust, excitement, and high morale among students, staff, teachers, districts and the MSDE community;
- Record of achievement as a visionary leader who exhibits passion and who possesses the ability to inspire;
- Appreciation for student educational and extracurricular experiences;
- Demonstrated ability to think creatively and strategically while demonstrating an entrepreneurial spirit and a willingness to take risks;
- Successful experience working with a variety of unions;
- A commitment to be visible and approachable, and lead with dignity; and

- The desire to work with the Maryland State Board of Education to build public understanding and support for the state's educational goals.

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