

2024 Maryland State Superintendent Search Summary

The Maryland State Board of Education established a Search Committee in October 2023 to begin the process of identifying the next Maryland State Superintendent of Schools for a term beginning July 1, 2024. The Search Committee was chaired by State Board Vice President Dr. Joshua Michael and also includes President Clarence Crawford, Dr. Joan Mele-McCarthy, Rachel McCusker, Nick Greer, and Abisola Ayoola. In December 2023, the State Board identified the firm Hazard Young, Attea, and Associates (HYA) to assist with the search.

With a national reach and a local focus, HYA has conducted over 1,400 educational leadership searches nationwide, at both the local and state level. [Dr. Monica Browne](#) and [Dr. Jack Smith](#), were the associates named to work with the State Board. The HYA Administrative Team in Chicago provided support and the technology infrastructure. Once an agreement was reached, Dr. Browne and Dr. Smith worked with the State Board to determine a calendar for the search (**below**). The position was posted on the HYA website in late December 2023 in order to generate interest and awareness with a note to indicate that substantially more information would be available for candidates and stakeholders by late January 2024 following the completion of a significant portion of stakeholder and public engagement.

Engagement Phase

The first step in the search process was the engagement phase. A comprehensive engagement process was developed to ensure that leadership criteria would be aligned with the priorities. Browne and Smith met with groups and individuals from across the state to gather feedback about stakeholders' perceptions of the necessary skills and personal and professional characteristics of the new State Superintendent. A description of the stakeholders who participated in the engagement is included in the [Community and Leadership Profile Report](#). Stakeholder feedback was collected through interviews and focus groups, ensuring inclusivity and informed decision-making. Additionally, a survey was conducted that provided information about the priorities of the respondents. There were 353 respondents to the survey and HYA conducted more than 30 focus groups. A breakdown of the survey respondents and focus groups can be found on page 4 of the Community and Leadership Profile Report.

The resulting Community and Leadership Profile provided valuable insights throughout the selection process, and served as the foundation for the [Desired Characteristics](#) that were identified as essential in the person named to serve in the role. [Findings](#) from the Engagement Phase were presented to the State Board of Education in public session on January 23, 2024.

Recruitment Phase

The recruitment phase of the work began when the position was posted on the HYA site in late December and continued until the position closed on March 1, 2024. Individuals were encouraged to provide the names of educational leaders they believed would be a good fit for the position. Browne and Smith contacted the individuals referred to them and leveraged the HYA national network of associates to identify and recruit potential applicants, including non-traditional candidates. Extensive network and advertising strategies were used to ensure a diverse pool of highly qualified candidates. As of the close of the application on March 1, 2024, almost 40 individuals had expressed interest in the position, with 26 fully completing applications.

Selection Phase

During the first week of March, the selection phase of the search began when resumes and references of all applicants were provided to the State Board members. Using a research-based strategy that allowed for all voices to be heard, the State Board reviewed all candidates and identified those with whom they wanted to hold an initial interview. First round interviews were held on March 22, 2024, and once again, all board members engaged in a process and discussion to identify finalists. Final interviews were scheduled for and held on April 13, 2024.

The Board deliberated and made its candidate selection following the final interviews. Transition services will be provided as part of the HYA search process, as requested by the State Board and the new State Superintendent.

SEARCH CALENDAR OF EVENTS

Activity	Dates
Planning meeting with Board	Wednesday, December 20, 2023
Initial Posting	Thursday, December 21, 2023
Community Engagement: Leadership profile development interviews/focus groups	January 4 - 20, 2024
Online survey open/close	January 4 - 20, 2024
<i>Leadership Profile Report</i> presented to the Board	Tuesday, January 23, 2024
Formal Posting and Advertising	Wednesday, January 24, 2024
Application Deadline	Friday, March 1, 2024
Seminar for interviews and the selection stages of the search process. Slate presented to the State Board for the initial paper screen and review of applicants.	Monday, March 4, 2024
Board initial interviews	Friday, March 22, 2024
Board identifies semi-finalists	Friday, March 22, 2024
Board interviews with semi-finalists	Saturday, April 13, 2024
Board identifies finalist(s)	Saturday, April 13, 2024
Appointment of Superintendent	Wednesday, April 24, 2024
Transition meeting with the Board and new superintendent	To be determined after appointment of new Superintendent