



# POSITION ANNOUNCEMENT

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

Office of Human Resources · 200 West Baltimore Street · Baltimore, MD 21201 · 410-767-0019 · 410-333-3045 TTY/TDD

## OFFICE OF THE DEPUTY FOR SCHOOL EFFECTIVENESS JUVENILE SERVICES EDUCATION SYSTEM

September 11, 2020

### OPEN AND CONTINUOUS RECRUITMENT

The Maryland State Department of Education is accepting applications on a continuing basis to build an applicant pool for both current and future position vacancies in congregate care juvenile facilities. Applicants will remain active for one year following receipt and will be considered as openings occur.

**POSITION TITLE:** Principal

**SALARY:** \$89,529 - \$105,806  
\$3,000.00 - - Sign-on incentive - - for Maryland Professional Certified Teachers

**NATURE OF WORK:** This is a professional position serving as Principal, responsible for providing school-based supervision and leadership to professional classroom-based teaching staff of the education program for residents of a congregate care juvenile services facility.

**DUTIES AND RESPONSIBILITIES:** Serves as the immediate supervisor of teachers and staff in a juvenile services facility; coordinates the activities of the school program with institutional officials; monitors special education services; maintains educational records; counsel's students; supports the work of the local school improvement team.

**MINIMUM QUALIFICATIONS:** **EDUCATION:** A Master's Degree in School Administration and Supervision or Master's Degree with 18 graduate credits in School Administration and Supervision and in possession or eligible for a Maryland Administrator II or Principal Certificate.

**EXPERIENCE:** Three years of satisfactory teaching experience is preferred. Principal experience is preferred; previous alternative/urban/ juvenile services education experience desired.

**ESSENTIAL REQUIREMENTS:** Knowledge of the principles and practices of school administration; knowledge of academic curriculum planning, development, and implementation; knowledge of principles and practices of effective middle, secondary, and GED programs, as well as occupational, media and transition services; knowledge of juvenile rehabilitation theory and practice; skill in time management, personal organization, and administrative detail; skill in the development of effective work teams; ability to communicate effectively and to establish and maintain effective working relationships.

**PROCEDURE FOR APPLICATION:** Applicants must include their resume, complete a Maryland State Department of Education (MSDE) Application for Employment, [Juvenile Services Education \(JSE\) Application Addendum](#) - AND- a copy of their current or *most recent Teaching Certificate or related credentials* indicating application for *Principal, Juvenile Services Education*. The application, resume, and any support documentation must clearly demonstrate that the applicant meets the prerequisite Minimum Qualifications and possesses the Essential requirements for the position. Completed Applications must be directed to the Staff Employment Section, Office of Human Resources, Maryland State Department of Education, 200 W. Baltimore Street, Baltimore, MD 21201 or faxed to 410.333.8950.

To apply for this position online go to [MSDE Jobs on JobAps](#) or for inquiries or an MSDE Application, contact 410.767.0019, TTY/TDD 410.333.3045, or visit our [website marylandpublicschools.org](#).

*Appropriate accommodations for individuals with disabilities are available upon request.*

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**AFFIRMING EQUAL OPPORTUNITY IN PRINCIPLE AND PRACTICE**

**PROCESS:** Applications will be screened and placed in one of these categories: Best Qualified, Better Qualified, Qualified, or Not Qualified. Applications will continue active consideration for one year from the date of receipt. Requests to continue active consideration for an additional year will be honored providing the request is made in the twelfth month of receipt of the application. If an applicant declines to be interviewed two times or refuses a position two times, the application will be removed from active consideration.

**CONDITIONS OF EMPLOYMENT:** Employees in this classification are subject to Substance Abuse Testing in accordance with Code of Maryland Regulation 17.04.09, Testing for Illegal Use of Drugs. Applicants must consent to State Police and Child Protective Services (CPS) Investigations/Background Checks as a routine procedure for all employees required to work in State Juvenile Services Facilities. Proof of eligibility to work in compliance with the Immigration Reform and Control Act is required. If, once employed, it is determined that the incumbent does not qualify for at least a Principal/Administrator II Certificate, the incumbent's employment will be terminated. Also, failure to maintain a Maryland Principal/Administrator II Certificate will be the basis for termination of employment.

**SELECTION PROCESS:** Please make sure that you provide sufficient information on your application to show that you meet the qualifications for this recruitment. All information concerning your qualifications must be submitted by the closing date. We will not consider information submitted after this date. Successful candidates will be ranked as Best Qualified, Better Qualified, or Qualified and placed on the eligible (employment) list for at least one year.

For education obtained outside of the U.S., a copy of the equivalent American education as determined by a foreign credential evaluation will be required prior to hire. The resulting certified eligible list for this recruitment may be used for similar positions in this or other State agencies.

The assessment may consist of a rating of your education, training, and experience related to the requirements of the position. It is important that you provide complete and accurate information on your application. Please report all experience and education that is related to this position.

**CLOSING DATE:** For immediate consideration please submit your application – Open and Continuous