



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

TO: Members of the State Board of Education
FROM: Karen B. Salmon, Ph.D.
DATE: June 20, 2018
SUBJECT: COMAR 13A.12.04.03
Superintendents

PURPOSE:

The purpose of this item is to provide additional information pertaining to the superintendent certification requirement that was requested at the May 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. The workgroup 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 for superintendent that mirrors the qualification requirements outlined in Education Article §4-201
- Information regarding superintendent requirements in other states

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 requested a conference committee meeting with the SBOE.

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On May 22, 2018, the MSDE presented draft regulatory language that mirrors the requirements outlined in Education Article §4-201 and shared potential issues with that language, provided a 50-state review of the superintendent qualifications across the nation, and shared feedback regarding the PSTEB's concerns regarding the prospect of aligning the superintendent qualification to Education Article §4-201.

Members of the SBOE requested the MSDE provide new draft regulatory language that incorporates the proposed language from the workgroup, reciprocity, and new language that allows for an individual with an exceptional background, skills, etc., to be considered for the superintendent position. (Attachment I)

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. The MSDE is providing additional draft regulatory language regarding the certification requirements for superintendent for discussion.

ACTION:

For discussion only.

Attachment

Title 13A

STATE BOARD OF EDUCATION

Subtitle 12 Certification

Chapter 04 Administrators and Supervisors

.01 Purpose: This regulation explains the two options available to qualify for a Superintendent I certificate and three options available to qualify for a Superintendent II certificate.

.02 Superintendent I. This certificate qualifies an individual to be assigned as a county deputy superintendent, assistant superintendent or associate superintendent.

A. Traditional Certification.

(1) Education. The applicant shall have:

(a) A master's degree from an IHE;

(b) Have completed one of the following:

(i) An MSDE-approved program which leads to certification as a superintendent;

(ii) A program offered by an IHE leading to certification as a superintendent in the state in which the institution is located;

(iii) Forty-five (45) semester hours of graduate coursework, including a minimum of 15 semester hours in education administration taken at an IHE. Graduate coursework earned under §A(1)(a) may be applied toward the 45 required semester hours.

(2) Experience. The applicant shall have:

(i) 27 months of satisfactory teaching performance or satisfactory performance as a certified specialist as defined in COMAR 13A.12.03 in a PreK-12 setting; and

(ii) 24 months of satisfactory administrative or supervisory experience in a PreK-12 setting.

B. Reciprocal Certification.

(1) A deputy, associate, or assistant superintendent who enters Maryland from another state may obtain a Superintendent I certification if that individual holds a valid professional state certificate in a like or comparable area and presents verification of at least 36 months of satisfactory performance as a deputy, associate, or assistant superintendent during the past 7 years.

.03 Superintendent II. This certificate qualifies an individual to be a superintendent.

A. Traditional Certification.

(1) Education. The applicant shall have:

(a) A master's degree from an IHE;

(b) Have completed one of the following:

(i) An MSDE-approved program which leads to certification as a superintendent;

(ii) A program offered by an IHE leading to certification as a superintendent in the state in which the institution is located;

(iii) Sixty (60) semester hours of graduate coursework, including a minimum of 24 semester hours in education administration taken at an IHE. Graduate coursework earned under §A(1)(a) may be applied toward the 60 required semester hours.

(2) Experience. The applicant shall have:

(a) 27 months of satisfactory teaching performance or satisfactory performance as a certified specialist as defined in COMAR 13A.12.03 in a PreK-12 setting; and

(b) 24 months of satisfactory administrative or supervisory experience in a PreK-12 setting.

B. Reciprocal Certification.

(1) A superintendent who enters Maryland from another state may obtain a Superintendent II certification if that individual holds a valid professional state certificate in a like or comparable area and presents verification of at least 36 months of satisfactory performance as a superintendent during the past 7 years.

C. Extraordinary Career Leadership Certification

(1) At the request of a local school board, the State Superintendent of Schools may issue a Superintendent II certificate to an individual who has demonstrated extraordinary career leadership expertise, but who has not met the requirements in §A(1) or (2) of this regulation. The employing local board must submit a formal request letter which includes:

(a) Local board decision noting approval of the request;

(b) The job description;

(c) Rationale for requesting such certification of the individual;

(d) A statement identifying the exceptional qualifications of the candidate demonstrating extraordinary career leadership that compensates for lack of experience in prekindergarten-12 schools;

(e) The individual's completed application for certification; and

(f) Vitae and official transcripts of collegiate study demonstrating the conferral of a master's, its equivalent, or higher degree.