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# Maryland State Superintendent Search Update

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*January 23, 2024*



STATE OF MARYLAND

MARYLAND STATE DEPARTMENT OF EDUCATION (MSDE)



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# Materials to Review:

Search Process Steps

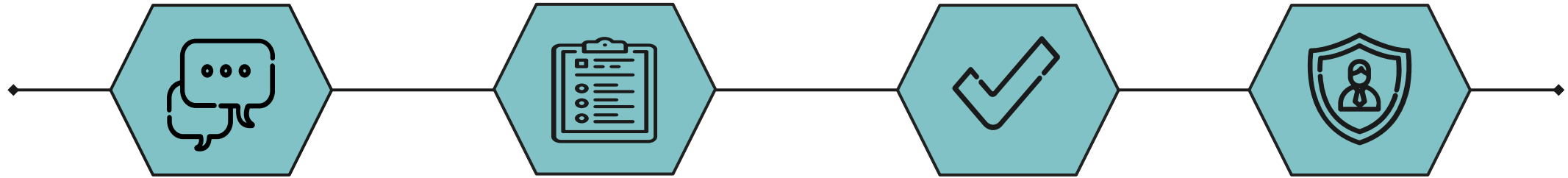


STATE OF MARYLAND

MARYLAND STATE DEPARTMENT OF EDUCATION (MSDE)

Leadership Profile  
List of Desired Characteristics

# HYA SEARCH PROCESS



## ENGAGE

- ✓ Planning meeting
- ✓ Survey
- ✓ Focus groups
- ✓ Board interviews
- ✓ Leadership Profile & List of Desired Characteristics

## RECRUIT

- ✓ Job posting
- ✓ Advertising
- ✓ Resumes
- Screening Interviews
- Reference Checks

## SELECT

- Slate
- Presentation
- Interviews
- Negotiations

## TRANSITION

- Transition Dashboard
- Coaching/mentoring documents

# ENGAGE PHASE

PLANNING MEETING

BOARD INTERVIEWS

Focus Group Planning

FOCUS GROUPS

Town Hall Meetings

STAKEHOLDER SURVEY

HYA

- Leadership Profile Report
- List of Desired Characteristics

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# Purpose: Guide the Search



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# Key Strengths...

- Favorable Climate for Educational Reform: Blueprint for Maryland's Future
- Strong Educational Experts in MSDE
- High Functioning State Board of Education
- Recent Efforts Toward Collaboration and Responsiveness at MSDE

**...To Name a Few**

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# Challenges:

- Affordability and Implementation of Blueprint for Maryland's Future
- Working with Two Governing Bodies
- Rebuilding of Trust & Relationships
  - Lawmakers
  - LEAs
  - Boards
- Enhance the Reputation of MSDE
- Keep the Focus on Ideals of the Blueprint for Maryland's Future

## Key Desired Characteristics

- ★ **Innovative**
- Collaborative**
- Reform-minded leader**
- Outstanding communicator**
- Experienced**
- Compassionate**
- Unflappable**

