



BALTIMORE COUNTY PUBLIC SCHOOLS

Raising the bar, Closing gaps, Preparing for our future.



SEEKS A SUPERINTENDENT OF SCHOOLS

The Board of Education of the **Baltimore County Public Schools, Towson, Maryland**, is seeking a highly qualified, fully certified, educational leader to serve as Superintendent. The Board wishes to have the successful candidate assume the responsibilities of the position, **July 1, 2023**.

BALTIMORE COUNTY PUBLIC SCHOOLS SEEKS A SUPERINTENDENT WHO CAN DEMONSTRATE:

- Successful experience in an urban or suburban district with evidence of visionary leadership and an unwavering focus on improving educational opportunities and outcomes for ALL students, with particular attention on those that have been underserved.
- Understanding of the uniqueness and diversity of Baltimore County and possessing the ability and presence to motivate, engage and inspire all district stakeholders in pursuit of the district mission.
- Extensive experience as a results driven instructional leader with a successful record of implementing research-based curricula and pedagogy to improve academic outcomes.
- Evidence of effective communication skills and strategies to engage all district stakeholders, including local, state and national policymakers in a highly transparent manner.
- Courageous and bold leadership with the ability to work collaboratively with the board and staff to meet district challenges such as equitable resource allocation and management, zero-based budgeting, and developing, empowering and entrusting system leaders.

SALARY AND BENEFITS

The salary and benefits will be competitive and commensurate with districts of similar size and responsibilities.

REQUIREMENTS

The candidate must have or be qualified to obtain superintendent certification in Maryland. Questions about certification should be directed to the Maryland State Department of Education either by telephone at 410-767-0412 or through the MSDE Web site at <http://marylandpublicschools.org>.

DEADLINE AND SELECTION

All materials submitted as part of the Superintendent application will remain confidential to the fullest extent allowed by law, including Board review in a closed session of the Board of Education. After all applications have been reviewed and preliminary interviews conducted by the consulting firm, the qualified candidates will be presented to the Board for its consideration. Selection of candidates for final interview is the sole responsibility of the Board. The Board wants the successful candidate to assume the responsibilities of the position on July 1, 2023. All interested and qualified candidates wishing to be considered for the position should submit an application file online by April 13, 2023, and include:

- A letter of application stating personal qualifications, experiences, and reasons for interest in the position.
- A statement explaining the candidate's interest in being the next leader of BCPS.
- The online application form and a current resume.
- Four current letters of recommendation.

SELECTION TIMELINE

- Closing date for applications: April 13, 2023 (11:30 p.m. central time)
- Board of Education selects finalists to interview: April 25, 2023
- Interviews with the Board of Education: May 9, 2023
- Selection and announcement of new superintendent: May 2023
- Start date: July 1, 2023



QUESTIONS?

Questions should be directed to:

McPherson & Jacobson, L.L.C.

11725 Arbor Street, Suite 220 Omaha, NE 68144

888-375-4814 | Email: apps@macnjake.com

School System Website: <http://www.bcps.org>

Consultants:

Dr. Steve Joel: s_joel@macnjake.com

Dr. Ralph Ferrie: r_ferrie@macnjake.com

Mr. Robert Copeland: r_copeland@macnjake.com

Dr. Carl Harris: c_harris@macnjake.com

The Baltimore County Public Schools is an Equal Opportunity Employer. The district does not discriminate on the basis of race, religion, color, sex, age, national origin, or disability and, when needed, will provide reasonable accommodations to applicants and employees. Anyone requesting a reasonable accommodation in the application or recruitment process please contact McPherson & Jacobson at the address/phone/email above.

▶ DEADLINE TO APPLY: APRIL 13, 2023

Please do not contact the Board of Education or Baltimore County Public Schools directly.



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Baltimore County Public Schools, the nation's 22nd largest school system, is focused on raising the bar and closing gaps to prepare our students for the future. Thanks to innovative and talented leaders, teachers, staff, and students, BCPS celebrates many honors. The school system's core purpose is centered on increasing achievement for all students and providing a variety of pathways to prepare students for college and careers. BCPS is committed to building a school system where all students, regardless of their background, receive a world-class education and have the opportunities, access, and support they need to reach their highest potential.



111,094

STUDENTS (9/30/23)



176 SCHOOLS, CENTERS, AND PROGRAMS*

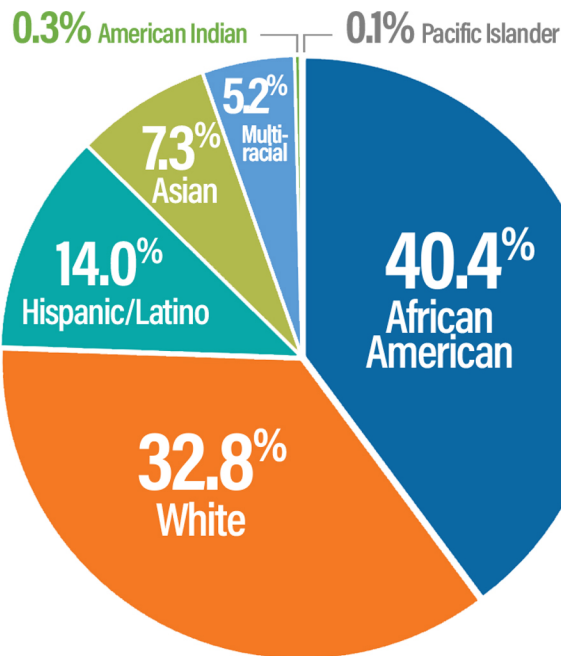
>> more than 21,000 employees



22nd largest school system in the United States



3rd largest in Maryland



86.2%

 Graduation rate

26

 Maryland Blue Ribbon Schools

394

 Grants to schools & offices from 2010 - 2022, totaling \$716,375

The Education Foundation of Baltimore County Public Schools



\$210,574,457

in scholarships awarded to 2022 BCPS graduates

- ★ Alicia Amaral Freeman, a teacher of English Learners and the BCPS 2022-2023 Teacher of the Year, was named one of seven finalists for 2022-2023 Maryland Teacher of the Year
- ★ Brianna Ross, BCPS social studies educator selected as Maryland's 2021-2022 Teacher of the Year.
- ★ Brad Fisher, BCPS administrative secretary named 2021-2022 Maryland's Education Support Professional of the Year.
- ★ Kimberly Culbertson, BCPS assistant principal named 2021-2022 Assistant Principal of the Year by the Maryland Association of Secondary School Principals.