

Montgomery County Public Schools

Desired Characteristics

The District

Montgomery County Public Schools (MCPS), located in the suburban Washington, DC area, is committed to equity and excellence with a goal of preparing all students to be successful in college and career. As the 16th largest public school district in the United States, the District offers a premier education to an increasingly diverse student population of 144,000, attending over 200 schools, and supported by 22,000 employees.

MCPS has been recognized nationally for its steadfast progress in narrowing the achievement gap and was recently one of five national finalists for the 2010 Broad Prize for Urban Education. In addition, MCPS is committed to continuous improvement as an organization and is the proud recipient of the 2010 Malcolm Baldrige National Quality Award.

The Superintendent

After collecting input from over 3800 stakeholders, the Board of Education seeks a new Superintendent of Schools with the demonstrated ability to:

- Advance the work of the District by elevating student achievement, preparing all students to be college and career ready, and closing the achievement gap.
- Advocate vigorously for the needs of students and their education within the system, the community, the State of Maryland, and the nation.
- Be accountable and hold others accountable.
- Build trust within the organization and the community.
- Enhance working relationships with the Board, County officials, and State leaders.

In addition, the Board seeks an individual who possesses:

- A collaborative leadership style with staff, parents, community members, and government officials.
- A proven record of success as a leader in a large, complex organization.
- An unyielding belief in the value of diversity and a strong commitment to equity and excellence.
- Effective and engaging communication skills - verbal, non-verbal, written and listening.
- Knowledge about educational reform and “best practices” in urban/suburban school systems.
- Passion for and commitment to all students and the educational services they need, including Special Education, Gifted Education, and English as a Second Language.
- The highest levels of integrity and ethics.
- Visionary leadership skills with a keen understanding of the emerging role that technology will play in the lives of children.

Certification and Experience

Experience as a superintendent, a doctorate from an accredited university, and eligibility for a State of Maryland Superintendent Certificate are preferred. Non-traditional candidates will also be considered.

Application Procedure

For further information please review the Superintendent Search page on the Montgomery County Public Schools website – www.montgomeryschoolsmd.org. Applications should be completed through the Hazard, Young, Attea & Associates (HYA) website - www.hyasupersearches.com. All application materials relative to this position will be treated as confidential.