

# POLICY

## BOARD OF EDUCATION OF ANNE ARUNDEL COUNTY

**Related Entries: Policy 301.01**

**Responsible Office: BOARD OF EDUCATION OF ANNE ARUNDEL COUNTY**

### QUALIFICATIONS - SUPERINTENDENT

#### A. PURPOSE

To affirm compliance with both the minimal requirements set forth in the Education Article, *Annotated Code of Maryland* and the desired qualifications of the Board of Education.

#### B. POSITION

The Superintendent of Schools shall meet the qualifications as follows:

1. The professional preparation of the Superintendent shall include:
  - a. a strong academic preparation (an earned doctorate from an accredited university is preferred);
  - b. an understanding of Board-Superintendent roles and relationships;
  - c. a clearly stated management philosophy; and
  - d. eligibility for certification as a Maryland Superintendent including:
    - (1) eligibility for a professional certificate;
    - (2) a master's degree from an accredited institution;
    - (3) three years of successful teaching and two years of administration or supervision, preferably both; and
    - (4) courses in administration and supervision (60 hours of graduate credit may be substituted).
2. The personal characteristics of the Superintendent shall include:
  - a. an instructionally oriented philosophy;

- b. leadership qualities which:
    - (1) promote mutual respect and loyalty
    - (2) attract qualified personnel
    - (3) promote human resource development;
  - c. a recognition of the various educational needs of young people;
  - d. advocacy of equal educational opportunity;
  - e. the practice of participatory management;
  - f. excellent communication skills;
  - g. excellent human relations skills;
  - h. encouragement of citizen and parent involvement;
  - i. high standards of ethics, honesty, integrity, and personal conduct; and
  - j. good health and vigor.
3. The candidate should have experience in an urban-suburban school district as a superintendent, or deputy, associate, or assistant superintendent. Service as a director of a large segment of a school operation could be considered equivalent to such experience. The individual should have experience in administration, finance, curriculum development, school law, personnel administration, and school-community relations.
4. In addition to classroom teaching and administration or supervision to meet Maryland certification requirements, the candidate should:
- a. be committed to using anticipatory and creative approaches to problem solving;
  - b. have exhibited an ability to use appropriate planning processes;
  - c. have displayed evidence of professional growth; and
  - d. have participated in community affairs.

**Policy History:** Adopted on 12/21/11.

**Note previous policy history:** Replaces Policy 301.01, adopted 1966, revised 11/20/89.