

SUPERINTENDENT SEARCH DETAILS

SEARCH TIMELINE

- Application Deadline: April 17, 2026
- Interviews: Completed by April 30, 2026
- Position begins July 1, 2026

REQUIRED CANDIDATE CRITERIA

- Maryland Superintendent Certification
- Doctorate, either in Education or Public Administration
- Minimum experience as a Maryland public school classroom teacher: 5 years.
- Minimum experience as a Maryland public school principal: 5 years.
- Knowledge of the Maryland education system, laws, funding, curriculum, assessment, and the Blueprint for Maryland's Future.
- Harford County resident for the last 3 years

IDEAL CHARACTERISTICS

The Ideal Candidate will possess the following characteristics:

- **Leadership & Experience:** Proven ability to lead a diverse public school system, with over 20 years of continuous experience preferably with Harford County Public Schools, including in-classroom teacher, principal, and central office administration.
- **Community & Family Relationship Builder:** A candidate who builds consensus and fosters a culture of mutual trust, and respect among staff, students, parents, and community members.
- **Strong Moral Compass:** An ethical and transparent leader who holds high standards of integrity, honesty, compassion, courage, and flexibility, and expects those traits in staff and students.
- **Student-Centric Focus:** Committed to engaging students and developing programs that directly support student achievement and well-being.
- **Support for HCPS Employees:** Dedicated to creating a positive culture and addressing the needs of employees, improving teacher retention, and enhancing staff diversity and professional growth.
- **Administrative Competence:** Strong skills in managing complex programs, including: fiscal accountability policy development, school safety, and facility management.

APPLICATION FOR SUPERINTENDENT OF SCHOOLS

PERSONAL INFORMATION

Full name: _____ Phone: _____

Home Address: _____

Email: _____

EDUCATION

Institution | Graduation Date | Degree

CURRENT/MOST RECENT EMPLOYMENT

Title: _____ Start and end dates: _____

Employer: _____ Phone: _____

Address: _____

Reason for leaving position: _____

Immediate supervisor: _____ Phone: _____

MARYLAND SUPERINTENDENT CERTIFICATION

Do you currently hold a Maryland Superintendent's Certificate? Yes No *If no, have you applied?* Yes No

BACKGROUND INFORMATION

Have you ever been involuntarily terminated? Yes No *If yes, please attach an explanatory statement.*

Anything in your background that could affect performance? Yes No *If yes, please attach an explanatory statement.*

REFERENCES

- 1) Name: _____ Role/Relationship: _____
Email: _____ Phone: _____
- 2) Name: _____ Role/Relationship: _____
Email: _____ Phone: _____
- 3) Name: _____ Role/Relationship: _____
Email: _____ Phone: _____

ADDITIONAL

- 1) The successful candidate will be required to file a financial disclosure statement.
- 2) Please submit a personal resume including all experience.

APPLICANT CERTIFICATIONS

I certify that all statements made on this application are true, accurate, and complete. As part of this application process, I authorize the district or its agents to conduct work history, reference checks and criminal background checks and to contact the Maryland State Department of Education and receive information regarding my certification status.

Signature: _____ Date: _____

RETURN APPLICATION TO:

Kelly L. Griffith, Ed.D., Lead Consultant
MABE Superintendent Search Service
621 Ridgely Avenue, Suite 300
Annapolis, MD 21401
410-841-5414; 800-841-8197
Kgriffith@mabe.org; <https://www.mabe.org/>

The Board of Education of Harford County does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates, as required by Title IX and its regulations, including in admission and employment. HCPS' Non-discrimination policy can be located at [NON-DISCRIMINATION POLICY](#) on the HCPS website under Board of Education Policies and Procedures.