



# Maryland State Board of Education

200 W. BALTIMORE STREET / BALTIMORE, MARYLAND 21201-2595 / (410) 767-0467

**TO:** Members of the State Board of Education  
**FROM:** James H. DeGraffenreidt, Jr. *JHD*  
**DATE:** September 27, 2011  
**SUBJECT:** State Superintendent Search Process: Development of a Leadership Profile

---

## **PURPOSE:**

To provide an opportunity for the Board to discuss and provide guidance to the State Superintendent Search Firm on the structure and process for obtaining stakeholder and community input in the development of a Leadership Profile that will be used to guide the search for the next State Superintendent of Schools.

## **BACKGROUND:**

In April 2011, the State Board announced its intention to conduct a nation-wide search to find a new State Superintendent of Schools to replace Dr. Nancy S. Grasmick who retired on June 30, 2011. On August 4, 2011, following a competitive bid process, the State Board announced the selection of Hazard, Young, Attea and Associates (HYA) based in Rosemont, Illinois, as the successful bidder. One of the key and early elements in the work plan proposed by HYA is the development of a leadership profile that will be used to guide the recruitment and selection of the next State Superintendent of Schools.

## **EXECUTIVE SUMMARY:**

The State Board has been asked to provide guidance to HYA concerning how input should be obtained from the community and other stakeholders throughout the state in the development of the leadership profile. Specifically the Board has been asked to identify broad categories of community and stakeholder groups and organizations for HYA to reach out to provide input in the profile development, the number and locations of regional public meetings to be convened by HYA, the format for the regional meetings, and the timing of the online survey that will be conducted by HYA to obtain additional public and organizational involvement in the development of the leadership profile.

## **ACTION:**

The Board is asked to provide the requested guidance to the search firm.