

Chief Equity and Innovation Officer

The Howard County Public School System (HCPSS) is one of the leading school systems in Maryland and the nation. Our mission is to ensure academic success and social-emotional well-being for our approximately 57,000 students in an inclusive and nurturing environment that closes opportunity gaps. To learn more about employment with HCPSS, please visit <https://www.hcpss.org/employment/>.

DESCRIPTION

Under the direction of the Deputy Superintendent, the Chief Equity and Innovation Officer is responsible for leading the annual performance management and monitoring cycle and systemic planning and accountability, resulting in a strategic plan aligned with the district mission and student achievement goals. This position will have responsibility for setting and implementing an overarching vision for the following offices: Blueprint for Maryland's Future, College and Career Readiness Pathways, Diversity, Equity, and Inclusion (DEI), Data-Based Decisions, Leadership Development, Program Innovation, Strategic Planning and Accountability, and Teacher and Paraprofessional Development. This position requires an inspiring, collaborative, courageous, innovative, and visionary leader with outstanding people and management skills.

ESSENTIAL POSITION RESPONSIBILITIES

Diversity, Equity, and Inclusion

- Ensures equity framework drives decision-making across the system.
- Revises and evaluates implementation of equity framework.
- Provides strategic leadership in the development of culturally specific and culturally responsive policy and service delivery models, as well as creating standardized guidelines and criteria for HCPSS culturally responsive and culturally specific programming and initiatives.
- Works closely with the Department of Human Resources to design and implement strategies for recruiting and retaining Central Office and school-based leaders of color.
- Collaborates with the Office of Leadership Development to develop leadership development curriculum and educational opportunities and provide career advancement pathways for communities of color and LGBTQIA+ staff.
- Collaborates with the Data-Based Decisions and Strategic Planning and Accountability teams to develop and monitor key performance indicators (KPIs) and analyze and share observations regarding programmatic practice and innovation, internal and external DEI metrics, and organizational culture and practice.
- Monitors progress toward our DEI vision and achievement of our DEI goals as well as the execution of strategies that map toward those goals.
- Oversees professional learning on diversity, equity, and inclusion and aligns with strategic priorities.
- Oversees improvement of learning environments focusing on engagement and inclusion.
- Collaborates with district administrators to develop, lead, and implement a systematic process that identifies and addresses inequities and other barriers to student engagement and achievement.
- Works with schools and departments/offices to make sure all HCPSS employees have the knowledge, skills, dispositions, and tools needed to demonstrate cultural responsiveness when supporting students, staff, and families.
- Works with Division leaders to ensure that an equity framework is used when making all significant system-wide decisions.

Strategic Planning and Accountability

- Provides leadership in strategic planning and implementation, aligned to systemic priorities and the Blueprint for Maryland's Future.
- Leads cross-organizationally to develop the procedures, processes, and system structures needed for system priorities to thrive and scale.
- Establishes, evaluates, and revises systemic strategic priorities.
- Works with leadership to align all efforts with systemic priorities.
- Assists departments and schools in articulating and implementing plans aligned to strategic priorities.
- Works across the system to minimize siloing and create coherent aims and procedures.
- Oversees the research, design and evaluation functions of the district, including qualitative and quantitative data cycles and monitoring school performance.

Program Innovation and College and Career Readiness Pathways

- Oversees development and refinement of alternative instructional pathways to ensure students graduate college and career ready (e.g., digital education, extended day, extended year programs, dual enrollment, apprenticeships).
- Leads the community schools' program and extends best practices to all schools.
- Oversees College and Career Readiness pathways and innovative approaches to delivering instruction (digital education, beyond school day, beyond school year, extended school day, etc.) to ensure all students are college and career ready.

Professional, Leadership, and Organizational Development

- Oversees professional learning for paraprofessionals, teachers, and leaders.
- Revises and evaluates implementation of district-level professional learning.
- Designs and coordinates delivery of leadership professional development to ensure current and aspiring district administrators have the knowledge and skills to be successful in their jobs and prepared for career pathways.
- Develops the selection criteria for each leadership program and oversees the selection process for the participants, using the definitions of leader excellence as a guide.
- Monitors the quality of leadership development programming by collecting, analyzing, and responding to data to ensure expectations of the program are being met.
- Collaborates with the Deputy Superintendent and Directors to develop ideas, proposals, and meaningful learning experiences for district leaders.
- Oversees and facilitates the professional learning experiences for cohorts of developing leaders using research-based best practices.
- Collaborates and partners in the recruitment and retention efforts with the Department of Human Resources to ensure highly qualified candidates are available to serve in the capacity of school and district leaders.
- Provides input and support to division leadership regarding prioritization of professional development needs, evaluation of professional development for administrators, and reviews of current research.
- Identifies successful leadership development programs and partners that align to the definitions of leader excellence.

The above list is a summary of the functions of the job, not an exhaustive or comprehensive list of all possible job responsibilities, tasks, and duties.

MINIMUM QUALIFICATIONS

Applicants must meet all of the following qualifications listed below to be considered for the vacancy. Use the application, letter of introduction, and resume to specifically address each qualification.

Education

- Master's degree from an accredited college or university in education.

Certification/Licensure

- Current Professional Maryland State Department of Education (MSDE) certificate/license with Administrator I endorsement.

Experience

- Five (5) years of experience as a central office administrator in a preK-12 public education setting, three (3) years of which should include:
 - Supervision of professional staff.
 - Direct communication, collaboration, and partnership with the Board of Education, school system leadership, staff, and school communities.
 - Advocacy for and implementation of change within a diverse public-school environment.
 - Development and implementation of DEI initiatives and Professional and Leadership Development.

PREFERRED QUALIFICATIONS

- Doctoral degree from an accredited college or university in education or related field.
- Current Professional Maryland State Department of Education (MSDE) certificate/license with the Administrator II, Superintendent I, or Superintendent II endorsements.
- Experience conceptualizing, initiating, monitoring, and evaluating new or current programs.
- Experience working with student services and/or college and career readiness.

SELECTION REQUIREMENTS

Applicants who meet the minimum qualifications will be included in further evaluation. The evaluation may be a rating of your application based on your education, training, and experience as they relate to the requirements and preferred qualifications of the position. Therefore, it is essential that you provide complete and accurate information on your application. Please report all related education, dates, and hours of work. Clearly indicate your college degree and major on your application, if applicable.

For education obtained outside the U.S., any job offer will be contingent on the candidate providing an evaluation for equivalency by a [foreign credential evaluation service](#) prior to starting employment (and may be requested prior to interview).

EMPLOYMENT INFORMATION

This is a 12-month per year position in the Executive Unit. The minimum starting salary for this position is \$190,000. Actual salary placement will be in accordance with the salary procedures of the Howard County Public School System. Under the Fair Labor Standards Act, this position is exempt from overtime.

APPLICATION REQUIREMENTS

Complete applications must be submitted by the closing date. Information submitted after this date will not be added. Incomplete applications will not be accepted. Resumes will not be accepted in lieu of a completed application.

Only applicants who submit all the requested information by the closing date of the vacancy will be considered for this position. Interviews will be limited to those applicants who, in addition to meeting the basic requirements, have experiences and education that most closely match the position qualifications and the needs of the school system.

Please note that a completed application includes:

- A complete application form that includes a listing of employment locations with dates of employment and names of direct supervisors.
- All supplemental materials (i.e.: resume, letter of introduction, transcripts, certificate/license) required to verify that you meet the minimum qualifications.

For questions regarding this vacancy, please contact recruitmentinquiries@hcpss.org.

Equal Opportunity Employer

HCPSS celebrates diversity and is committed to creating an inclusive environment for all employees and applicants and prohibits discrimination, harassment, and retaliation of any kind. HCPSS is committed to the principle of equal employment opportunity for all employees in providing them with a work environment free of discrimination and harassment. All employment decisions at HCPSS are based on organizational needs, job requirements and individual qualifications, without regard to race, color, religion or belief, national, social or ethnic origin, sex (including pregnancy), age, physical, mental or sensory disability, sexual orientation, gender identity and/or expression, marital, civil union or domestic partnership status, veteran status or present military service, family medical history or genetic information, family or parental status, or any other characteristic protected by federal, state or local laws.