

PERSONNEL: Professional

Permanent: Assignment, Transfer, and Promotion

Educational Leadership Opportunities for Baltimore County Personnel

One of the most significant leadership positions in the Baltimore County Public Schools is that of the classroom teacher. The success of the school system in meeting its objectives depends upon the capabilities of teachers in their interaction with children. Other positions in our school system are designed to support and enhance those capabilities. Promotions will be made from a pool of candidates selected from an open application process based on a set of advertised minimum requirements for school leadership positions. These minimum requirements include the State certification requirements (COMAR 13A.12.0.4.04) for principals.

Factors considered in promotion include the professional growth and aptitude of the person, as evidenced by additional graduate training; personal qualifications including character, ability and personality; capacity for proper public relations in community; capacity for personal relations with other members of the professional staff; leadership potential; relationships with pupils; quality of classroom instruction; and training required for certification appropriate to the position involved. All individuals who feel they possess these factors are encouraged to apply for advertised school leadership vacancies to the Department of Personnel.

The Board of Education feels that serious consideration should always be given to local candidates, since promotion from within the ranks is usually preferable, when qualifications comparable to those possessed by outside candidates are assured. The Board recognizes, however, that the welfare of the children demands that the best candidates be chosen regardless of source.

Due to the multiplicity of moves that result from vacancies created due to promotions, retirements, new school construction, and similar reasons, no specific vacancies are announced. However, the Superintendent's staff automatically considers all those administrators currently assigned, taking into consideration not only the above-named factors for promotion, but any request these persons have made for a change of assignment. Teachers who desire to be considered for administrative positions are required to follow procedures outlined in this rule.

Leadership development opportunities, like all professional development opportunities, will be an outgrowth of the individual development planning processes. A specific leadership strand of courses in Baltimore County Public Schools' Staff Development and Inservice Program will provide opportunities for all interested employees. Further, opportunities for professional development are available in colleges and universities, workshops and seminars, and individual, self-directed study and research.

Rule
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Superintendent of Schools