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Board of Education of Baltimore County Begins Superintendent Search Process, Announces Search Team

TOWSON, MD -- The Board of Education of Baltimore County has started the process to recruit the next superintendent of Baltimore County Public Schools. The selection of a superintendent is one of the most important responsibilities of the Board.

The Board selected Ray and Associates, Inc., a Cedar Rapids, Iowa, firm specializing in educational executive leadership searches, to assist with the recruitment. Founded in 1975, Ray and Associates has previously conducted successful searches for Anne Arundel County Public Schools, Baltimore City Public Schools, Howard County Public Schools, and Prince George's County Public Schools, among many other large districts. More information regarding Ray and Associates is available on their website at www.rayassoc.com.

Ray and Associates, Inc., will provide the continuum of services to assist the Board in hiring an exemplary leader who will meet the specific district needs and positively impact the education of all students. The Board is committed to equitably providing every student the highest quality, 21st century education in a safe, secure, and positive environment; conducive to high levels of teaching, learning, and student engagement; and resulting in globally competitive students prepared for their chosen college and/or career path.

A five-phase process will be used for the superintendent search:

Phase One—Board Input and Preparation

Phase Two—Profile Development and Process (to include stakeholder input opportunities)

Phase Three—Recruitment and Screening

Phase Four—Candidate Presentation

Phase Five—Selection of Finalists, Superintendent, and Future Planning

The Ray and Associates team will come to Baltimore County to facilitate board member and community input sessions. The team will also set up an online survey in order to inform the Board on the key characteristics the community seeks in the next superintendent. The Board is committed to include many voices in this process.

The specific timeline for the search phases, including dates for public input opportunities, will be shared once finalized. The search will be completed in time to meet the Board's legal requirement to hire a superintendent before July 1, 2019.

The following Ray and Associates team members will be supporting the Board with the superintendent search:

Mr. Ryan Ray

President/St. Louis, MO

Ryan serves the firm as President and assists with all aspects of our executive searches. He also assigns all background investigative work on candidates and supervises the team's work. He has an earned master's degree from Lindenwood University in St. Louis and a bachelor's degree from the University of Missouri in Columbia, Missouri. Mr. Ray has worked with Ray and Associates for over 10 years.

Ms. Gloria Davis

Regional Search Associate/Chicago, IL

Gloria serves the firm as a Regional Search Associate, team member, and background investigator and, as such, performs the recruiting and screening of candidates. She earned a Bachelor's degree in Elementary Education from Southern Illinois University and a Master's degree in Education Administration from Washington University. She also did her doctoral studies at Saint Louis University. In her 40+ years in education she served as a teacher, principal, assistant superintendent, and superintendent.

Dr. Mary Fasbender

Regional Search Director/St. Charles, IL

Mary serves the firm as a Regional Search Director, team member, and background investigator and, as such, performs the recruiting and screening of candidates. She has an earned Doctorate in Education from Northern Illinois University and has over 40 years of experience in the education field having served as a teacher, assistant principal, assistant superintendent, and superintendent in Illinois.

Dr. Michael Rush

Regional Search Director/Lakewood, NJ

Michael serves the firm as a Regional Search Director, team member, and background investigator and, as such, performs recruiting and screening of candidates. He has an earned Doctorate in Educational Leadership from Nova Southeastern University and was a superintendent, deputy superintendent, and principal in New Jersey for 15 years. Dr. Rush also worked with the New Jersey Department of Education for 5 years.

The Board of Education of Baltimore County (Board) is committed to equal employment opportunities in the recruitment, employment, training, promotion, and retention of qualified individuals without discrimination. The Board does not discriminate against employees or applicants for employment in any manner prohibited by federal, state, and local laws.

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