

Baltimore City Schools – Chief Executive Officer (CEO) Job Description

Baltimore City Public Schools | CEO Job Description | Revised October 27, 2025

About Our District

Baltimore City Public Schools (City Schools) is one of the nation's first public school systems. Established in 1829, the district comprises more than 150 schools and programs, serving over 70,000 students and employing approximately 12,000 staff. City schools are a vibrant and continual source of pride and identity for generations of Baltimore residents and neighborhoods.

Baltimore City Schools consists of multiple types of schools, including neighborhood, charter, criteria-based, and choice programs. The Baltimore City Board of School Commissioners (Board) is committed to honoring City Schools' significant legacy and having schools evolve so that all students can achieve the future they can choose.

About the Chief Executive Officer Role

The Chief Executive Officer (CEO) will serve as a trusted partner to the Board, collaborating closely with the Board to translate strategic priorities into clear objectives, measurable outcomes, and robust operational plans. In this role, the CEO will act as steward of the Board's vision and strategic agenda — ensuring alignment across all levels of the organization, providing transparent governance reporting, and upholding accountability to the Board and the broader stakeholder community.

In addition, the CEO will cultivate and sustain meaningful relationships with city government leadership, philanthropic funders, and public-private partners, representing City Schools as both ambassador and convener. The successful candidate will work across sectors to build shared frameworks of action, advance policy and funding partnerships, and marshal the resources and collaborations needed to drive systemic progress and mission-critical impact.

Key Responsibilities (“The What”)

Academic Achievement and Student Success

- Accelerates measurable improvements in reading and math proficiency and expands focus on financial literacy and college/career pathways in alignment with the Blueprint for Maryland’s Future and City Schools’ Portrait of a Graduate.
- Ensures acceleration of learning for students with differing abilities and ensures inclusion and tailored support for students with IEPs.
- Ensures equitable access to a variety of after-school, tutoring, arts, sports, and enrichment programs.
- Guarantees high-quality, consistent learning experiences across all schools, regardless of neighborhood or school type.
- Promotes safe, supportive, and inclusive environments through mental health supports, attendance strategies, anti-bullying practices, and resource allocation for students facing homelessness.

Strategic Leadership and Vision

- Communicates a clear, equity-centered vision for student achievement and organizational excellence.
- Aligns district initiatives, resources, and personnel to address persistent gaps in literacy, math, and graduation outcomes.
- Sets measurable priorities around student safety, attendance, and engagement, and reports progress transparently to the community.
- Cultivates relationships with and manages a unionized charter school ecosystem of which 20% of the student population attends.

Talent Management and Culture Development

- Strengthens systems to recruit, retain, and support educators in high-needs schools and content areas.
- Builds and sustains a diverse, culturally competent workforce that reflects Baltimore’s communities and affirms student identity.
- Fosters a culture of accountability, collaboration, and student-centered decision-making.
- Provides professional growth and leadership development pathways for staff, cultivating future leaders from within the school system.
- Supervises negotiations and builds collaborative relationships with a unionized labor force, including 6 labor unions and nearly 12,000 unionized positions.

Community and Family Engagement

- Enhances family engagement through transparent communication and visible leadership.
- Expands multilingual and newcomer support, particularly for immigrant and multilingual learner families.
- Deepens partnerships with community-based organizations, local nonprofits, and higher education institutions.
- Sustains trust with parent organizations, unions, and staff associations through proactive engagement.

Operational and Financial Stewardship

- Oversees \$1.7B operating budget and resource allocations with an emphasis on long-term sustainability.
- Prioritizes modern, safe, and well-maintained facilities, addressing infrastructure inequities across schools and neighborhoods.
- Strengthens transportation, enrollment, and school assignment systems to stabilize and grow district enrollment.
- Aligns capital investments and development planning with educational priorities and community needs.
- Understands the 'Blueprint for Maryland's Future' and the state and federal funding structures affecting City Schools.
- Performs and promotes all activities in compliance with equal employment and non-discrimination policies; and fulfills all responsibilities and obligations set forth in federal laws, state laws, school board policies, administrative regulations, and professional standards

External Relations and Advocacy

- Serves as a visible, approachable, and empathetic leader within the Baltimore community.
 - Strengthens relationships with City Hall, the state legislature, and civic leaders to secure resources and influence policy.
 - Engages transparently with media and stakeholders to share progress and address challenges.
 - Advocates for Baltimore's students and families at local, state, and national levels.
 - Navigates complex policy environments ensuring City Schools have the resources it needs to meet its outcomes for students.
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Key Competencies (“The How”)

Visionary and Strategic Leader

- Leads City Schools through thoughtful planning and mobilizes the community behind a unified vision.
- Anticipates challenges and adapts strategies to achieve results.
- Aligns people, systems, and resources toward strategic goals.

Effective Communicator and Collaborator

- Builds trust through listening, transparency, and clear communication with students, families, staff, and partners.
- Balances diverse interests through diplomacy and skilled negotiation.

Instructional and Operational Steward

- Demonstrates expertise in teaching and learning leadership with coherent alignment of resources.
- Uses data and evidence-based practices to manage systems with integrity and fairness.
- Ensures inclusive practices and targeted strategies to close opportunity gaps.
- Champions multilingual and special education programs to meet the needs of all learners.
- Understands and advocates for students and families facing housing and food insecurity.

Culture Builder and Emotionally Intelligent Leader

- Demonstrates empathy, humility, and resilience under pressure.
- Promotes belonging, collaboration, and shared accountability.

Innovative, Data-Informed Decision Maker

- Uses data to identify challenges and inform innovative solutions.
- Translates complex information into actionable goals and measurable outcomes.

Minimum Qualifications

- Minimum of 10 years of progressive leadership experience in K–12 education, including at least 5 years in a senior administrative role (urban district experience strongly preferred).
 - Eligible for or in possession of a COMAR 13A.12.05.04B professional Superintendent II certificate issued by the Maryland State Department of Education.
 - Demonstrated success improving student learning, advancing equity, and leading systemic change.
 - Deep knowledge of educational policy, governance, fiscal management, and operations.
 - Experience working effectively in diverse, multicultural, and multilingual communities.
 - Strong financial management and budget oversight skills.
 - Exceptional written, verbal, and public communication abilities.
 - Commitment to public education and to becoming an active, long-term member of the Baltimore community.
 - Ability to lead with resilience, integrity, and strategic focus during times of change.
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Salary and Benefits

The salary range for this executive position is \$315,000 to \$375,000 annually, with a midpoint of \$345,000, commensurate with qualifications, demonstrated competencies, and depth of leadership experience. In addition to a competitive base salary, the organization offers a comprehensive benefits package that may include performance-based incentives, retirement plan contributions, robust health and wellness coverage, generous paid leave, and professional development opportunities. The final compensation package will be determined based on the candidate's experience, expertise, and alignment with organizational priorities.

How to Apply

Alma Advisory Group is honored to support this search. Qualified candidates should submit a letter of interest tailored to this opportunity, along with a current résumé demonstrating the qualifications above, at:

<https://apply.workable.com/almaadvisorygroup/j/E156664FD0/>

NOTICE OF NONDISCRIMINATION

Baltimore City Public Schools (“City Schools”) does not discriminate in its employment, programs, and activities based on race, ethnicity, color, ancestry, national origin, nationality, religion, sex, sexual orientation, gender, gender identity, gender expression, marital status, pregnancy or parenting status, family structure, ability (cognitive, social/emotional, and

physical), veteran status, genetic information, age, immigration or citizenship status, socioeconomic status, language, or any other legally or constitutionally protected attributes or affiliations. Discrimination undermines our community's long-standing efforts to create, foster, and promote equity and inclusion for all. Some examples of discrimination include acts of hate, violence, harassment, bullying, or retaliation. For more information, see Baltimore City Board of School Commissioners Policies [JBA \(Nondiscrimination – Students\)](#), [JBB \(Sex-Based Discrimination – Students\)](#), [JICK \(Bullying, Harassment, or Intimidation of Students\)](#), [ACA \(Nondiscrimination – Employees and Third Parties\)](#), [ACB \(Sexual Harassment – Employees and Third Parties\)](#), [ACD \(ADA Reasonable Accommodations\)](#), and [ADA \(Equity\)](#), and the accompanying City Schools Administrative Regulations. City Schools also provides equal access to the Boy and Girl Scouts and other designated youth groups. [Link to Full Nondiscrimination Notice.](#)

The above is intended to describe the essential content of and requirements for the performance of this job. It is not to be construed as an exhaustive statement of duties, responsibilities or requirements related to the essential functions of the position.