

BULLETIN BOARD

Prepared to Lead: Superintendent Qualifications

Required Qualifications

While Michigan law does not stipulate any specific requirements to be hired as a superintendent, it's not quite as simple as it first appears. If an individual hired as a superintendent was not employed as a school administrator of some kind in Michigan prior to 2010, he or she **MUST** begin the process of earning an Administrator Certificate in K-12 Administration within six months of being hired and obtain the certificate within three years.

Once hired as a superintendent, individuals are required to obtain six semester hour credits or 180 State Continuing Education Credit Hours (or a combination of both) every five years. This is something for boards of education to consider when working with the superintendent on his/her professional development plan.

Desirable Qualifications

When hiring a new superintendent, it is reasonable for boards of education to seek candidates who possess an Administrator Certificate in K-12 Administration and/or an advanced degree. If a board elects to pursue a nontraditional candidate, such individuals will need to begin the alternative route to an Administrator Certificate in K-12 Administration within six months of being hired and obtain the certificate within three years.

Beyond the basic certificate, the following credentials are available in Michigan. Understanding these credentials may assist boards of education in distinguishing highly qualified candidates during a search and supporting the professional development of the superintendent once hired.

A Basic Central Office Endorsement—*This is earned through graduate work beyond a Master of Arts degree in Education Leadership or Administration through an MDE-approved higher education program in Educational Leadership or Administration.*

Superintendent Specialty Endorsement or Central Office Specialty Endorsement—*Specialty endorsements are performance-based against MDE-approved standards. Candidates are recommended for Specialty Endorsements by the sponsoring MDE-approved professional association based on successful completion of a performance-based program.*

Superintendent Enhanced Endorsement or Central Office Enhanced Endorsement—*Enhanced Endorsement programs must be both performance- and impact-based against MDE-approved standards. Candidates are recommended for Enhanced Endorsements by the sponsoring MDE-approved professional association based on successful completion of a performance- and impact-based program.*

Ed.S.—*An Ed.S. is an Education Specialist degree. It is a post-master's degree for those working in educational administration.*

Ed.D.—*An Ed.D. is a doctorate in education with a focus on applying research and foundational knowledge to real world organizational, leadership and education issues. This degree is conferred by a college of education.*



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Ph.D.—A Ph.D. is a doctorate degree in philosophy. The Ph.D. in Education is earned through a research degree program designed for individuals whose career goals include teaching and conducting research at the university level who may have chosen to specialize in an education-related field.

Note: Program participation is not proof of degree or endorsement; endorsements must be verified by MDE documentation and degrees must be verified by university documentation.

MASB's Executive Search Services stand ready to help boards recruit and retain effective superintendents. For questions about superintendent qualifications or search, please contact Donna Oser at 517.327.5923 or Alexis Mollitor at 517.327.5927.



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