

Michigan Department of Education



POSITION OPENING

STATE SUPERINTENDENT

Michigan's State Board of Education is conducting a national search for a State Superintendent to lead the Michigan Department of Education. This position also serves as the Chairman of the State Board. The Superintendent reports to the State Board of Education, assists the Board in developing policy and in fulfilling its constitutional obligations, and is responsible for the implementation of policies established by the Board.

ROLES AND RESPONSIBILITIES OF THE STATE SUPERINTENDENT

- Serve as the leader of the Michigan Department of Education including managing a department with a budget of \$165 million and 500+ employees, plus distribution of \$19.9 billion of the state school aid budget.
- Assists the State Board of Education in developing, implementing, and monitoring progress on the goals of Michigan's Top 10 Strategic Education Plan and related initiatives.
- Fosters alliances, programs, and partnerships with an array of educational stakeholder groups to advance policies and practices that support local school districts and improve the quality of education for all students.
- Develops collaborative and cooperative working relationships with other government departments and agencies, the Executive Office of the Governor, and the State Legislature to support adequate and equitable funding to ensure all students have the opportunities and access to succeed.
- Serves as the leading public face for the Michigan Department of Education and as an advocate for all public school children's education and wellness needs.
- Ensures that all children, including children who experience foster care and who are indigenous and/or live on sovereign tribal lands, are provided with the necessary supports, opportunities, and access to succeed in our public schools.
- Ensures that local school districts are providing students receiving special education services with legally required and necessary supports.
- Proactively addresses critical priorities including teacher shortages, literacy growth and achievement, and support for underserved school communities.



QUESTIONS? Email HYA Associates

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TIMELINE

Deadline to apply: August 5, 2025

1st round interviews: Week of August 18, 2025

Final interviews: Week of August 25, 2025

Formal appointment: September 9, 2025

Position to begin: October 4, 2025

**1.37 Million
Students
K-12**

**500+
Staff
Members**

**823
Traditional &
Public School
Academy Districts**

**56
Intermediate
School
Districts**

**Responsible for
\$19.9 Billion of
State School
Aid Budget**

**Represents
24% Entire
State
Budget**

**8
Elected
Board
Members**

**82.8%
4-Year
Graduation
Rate**

**Commensurate with experience,
salary will be up to \$272,000
plus a comprehensive
state benefits package.**

For additional information scan the QR code or visit
the HYA website at: www.hyasearch.com



HYA HAZARD
YOUNG
ATTEA
ASSOCIATES

SEEKING QUALIFIED APPLICANTS STATE SUPERINTENDENT



The State Superintendent is appointed by the State Board of Education and serves as the Board's chair, though as a non-voting member. As the principal executive officer of the Michigan Department of Education (MDE), the Superintendent leads the Department, advises the State Legislature on education policy and funding needs, and ensures implementation of State Board policies, strategic goals and initiatives, and statutory requirements and regulations. The Superintendent is the primary spokesperson for K-12 public education and a dedicated advocate for all school children.



DESIRED PROFESSIONAL QUALIFICATIONS AND PERSONAL CHARACTERISTICS

- Extensive successful educational leadership experience, ideally in a challenging context.
- Deep understanding of Michigan's unique education governance model, including the roles and limitations of the State Board and Superintendent.
- An excellent communicator and active, responsive listener, who is proactively approachable and accessible to all stakeholders and clear and comfortable communicating across all formats and audiences.
- Has a vision and strategy for education improvement that can effectively improve learning and outcomes for all children including special populations.
- Authentically exhibits humility, empathy, and compassion in serving all students and staff.
- Has the political savvy to navigate competing priorities and viewpoints, demands of special interest groups, and rapidly changing external conditions and keep what is best and right for students first and foremost.
- Proven ability to successfully navigate critical needs and crises with equanimity and resolve leading to successful outcomes.
- An outstanding team builder who excels at developing and nurturing high performing boards, leadership teams, and working committees/task forces.
- A skilled organizational manager who has earned a reputation of the highest integrity, exemplifies trustworthiness, and models a productive, collaborative work ethic.
- Possesses a passionate commitment to upholding and enhancing the vital role of Michigan's public education system and the Michigan Department of Education.



DEADLINE TO APPLY: AUGUST 5, 2025

All application documents must be presented in one continuous file in PDF format and submitted via email with

MDE STATE SUPERINTENDENT in the subject line to:

mikerichie@hyasearch.com

INCLUDE IN APPLICATION: letter of interest, full resume, five professional references with names, titles and contact information.

All applications will be reviewed by the search firm and the State Board of Education. Selection of candidates for interviews is the sole responsibility of the Board. Upon Board selection for interviews, the identities of those candidates selected and their application materials will be made public.