

## A NATIONAL SEARCH

is underway for a new Chief of School Police

## Baltimore City Public Schools

Baltimore, Maryland



CHIEF OF SCHOOL POLICE



BALTIMORE, MD

THE **01.**  
**OPPORTUNITY**

**BALTIMORE CITY  
PUBLIC SCHOOLS**

**A national search is underway to attract a highly qualified candidate to lead the Baltimore City Schools Police Department in Baltimore, Maryland.**

This excellent opportunity arises because the current Chief of School Police for is retiring after nearly 20 years of dedicated service. The Chief of City School Police revamped its deployment strategy and successfully implemented diversion programs, developed critical school safety measures, community engagement strategies, and de-escalation programming for district staff.

# 02.

## BACKGROUND

**Baltimore City Public Schools (City Schools) is the main public school system in Baltimore, Maryland.**

The Baltimore City Schools Police Department (City Schools Police) is responsible for policing property owned, leased, operated, or controlled by Baltimore City Public Schools, and its school police officers have all the powers of any peace or police officer in the state. The Chief of School Police (Chief) is

responsible for the safety and security of all city schools and offices. The Chief will build and foster positive relationships with community members and law enforcement agencies to provide meaningful input that helps address safety issues in the schools.



# ABOUT CITY SCHOOLS

**Founded in 1829, City Schools encompasses a wide range of educational institutions (151), including elementary, middle, and high schools, as well as charter and special schools, serving 75,881 students in the 2023-2024 school year.**

The focus of the school system is to prepare students for higher education and a life-sustaining career. City Schools employs over 10,000 staff members committed to innovative educational practices, integrating technology into the classroom, and fostering a supportive learning environment that addresses the varied needs of its student body.

City Schools reflect the diversity of the City of Baltimore, with 71% of the student population identifying as Black or African American, 19% Hispanic, 7% White, and Asian, American Indian, and Pacific Islander, each constituting less than 5%.



# 04 CITY OF BALTIMORE

With 585,708 residents, Baltimore is the most populated city in Maryland and the 30th largest city in the United States.

The city has a rich cultural and historical heritage that boasts museums, historic sites, and neighborhoods with unique character, and entertainment venues that include professional and collegiate athletic events. The city presents a compelling blend of affordability, cultural richness, and a strategic location for living, working, and playing.



# 05. BALTIMORE CITY SCHOOL POLICE

**School Police have all the powers of any peace or police officer in the state. They receive the same basic academy training as Baltimore City police officers.**

The office operates under the authority of the Baltimore City Public Schools and is guided by the General Orders approved by the Baltimore City Board of School Commissioners (Board). The Board ensures effective oversight and adherence to national standards of law enforcement within the educational environment. The Chief of schools provides administrative oversight of the School Police, while the Chief of school police provides day-to-day management of the department. This structure ensures that the Department not only maintains safety and security in schools but also operates with integrity and professionalism, aligning with the broader educational objectives and community standards of Baltimore City Public Schools.

**Baltimore City  
School Police**  
ensure that  
students and staff  
have safe, secure  
environments  
for teaching and  
learning.



City Schools Police are responsible for ensuring students and staff have safe, secure environments for teaching and learning. In addition to patrolling, responding to calls, and investigating offenses, police officers counsel students, de-escalate conflict, advise school staff on security issues, and provide information to parents. They also work to build relationships in the communities at their schools, where they act as mentors and promote safety.



# 06. THE POSITION

**The Chief of School Police plays a crucial role in cultivating a safe, supportive, and educational environment across all Baltimore City Public Schools.**

Charged with ensuring safety for students, staff, faculty, and visitors, this Chief must have significant law enforcement expertise and a deep understanding of the educational environment, all while collaborating with various schools and allied police agencies.

Responsibilities include consulting with senior leadership to prioritize public safety concerns and collaborating with law enforcement partners and stakeholders to develop community engagement initiatives, crime prevention strategies, and emergency response protocols. Additionally, the Chief will modernize safety and security approaches and provide leadership for a department of both officers and civilian employees. The next Chief will spearhead efforts to reimagine and elevate the department's impact, fostering an environment where all stakeholders feel safe, respected, and protected.





**Additional key duties of the Chief of School Police include the following:**

- Facilitate contemporary departmental training, communication, and collaboration with local law enforcement agencies, particularly the Baltimore Police Department.
- Craft and execute strategies to maintain robust engagement with the school community, including faculty, staff, students, parents, and visitors, to foster an inclusive, safe, and welcoming environment.
- Collaborate with internal and external stakeholders to identify and implement opportunities for enhancing campus safety and security policies, practices, services, physical environments, and communications.
- Provide senior leadership with insightful data analysis on crime patterns, staffing challenges, and other pertinent information to drive informed decision-making and foster a culture of transparency and accountability.
- Proactively monitor and address public safety risks and responses, including crime prevention, education, investigation, victim assistance, community relations, emergency communications, and initiatives like “safe passage.”
- Develop and implement strategies to improve quality, safety, financial performance, employee wellness, and customer satisfaction within the department.
- Foster a diverse and inclusive school community —diversity, equity, and inclusion are crucial components, and the Chief will be a leader in supporting these concepts.
- Address staffing issues while managing overtime and increasing the morale of incumbent officers.
- Be a present and thoughtful leader who prioritizes departmental understanding of mental health issues and the response to distressed individuals.
- Direct the preparation of the annual departmental budget and oversee the allocation and expenditure of resources to ensure efficient and effective operations.



# 07.

## THE IDEAL CANDIDATE



**The ideal candidate will be a dynamic, empathetic leader who understands the unique challenges of maintaining safety in an educational setting.**

They must balance law enforcement needs with student welfare, possess strong communication skills, and be able to build trusting relationships while contributing to students' educational and personal development. The next Chief should have a record of success in recruiting, supporting, mentoring, and retaining staff from underrepresented groups. The ideal candidate will also have the following key qualities and characteristics:

**Leadership in Community Policing:** Demonstrated ability in leading community policing initiatives, collaborating with the school community members, including CEOs, executive directors, principals, administrators, teachers, support staff, custodians, nurses, social workers, cafeteria workers, students, and parents.

**Law Enforcement Expertise:** Experience managing emerging critical incidents and serious criminal violations and having the skills to distinguish between matters that should be dealt with through the school disciplinary process and behavior that requires police intervention.

**Community Partner:** Strong skills in building partnerships with school administrators and engaging in continuous communication to define the roles and responsibilities of the school police.

**Positive Role Modeling:** Desire to serve as a positive role model to students, setting clear behavioral standards, being honest and consistent, and fostering quality relationships within the school community.

**Educational Contributor:** Experience in law-related education, including teaching students about social competence, problem-solving, and responsible citizenship.

**Visibility and Engagement:** Commitment to being highly visible and accessible within the school environment, patrolling school grounds, and building rapport with students, parents, and staff.

# 08. QUALIFYING CRITERIA

**A bachelor's degree with seven years of administrative and/or supervisory experience in law enforcement or a related field is required.**

A graduate degree and executive-level training are a plus. Additional qualifications, as outlined in City Schools' position description, which can be [found here](#).

## Special Requirements

- Maryland - certification or the ability to obtain such certification within one year
- Must possess and maintain a valid driver's license.

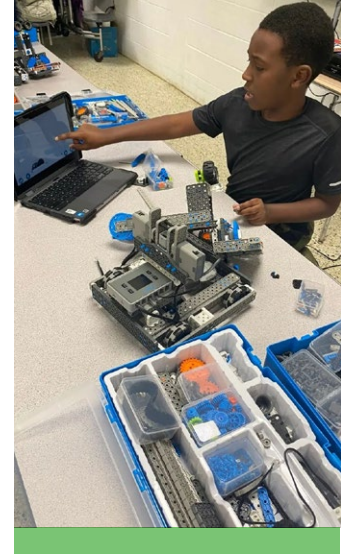


## 09. COMPENSATION & BENEFITS

This at-will position has a competitive salary for the region, and the starting salary will be commensurate with the selected candidate's experience and education. The salary is augmented by an excellent benefits package. Further details on compensation and benefits may be obtained through Public Sector Search & Consulting, Inc.

# 10.

## NOMINATION AND APPLICATION PROCEDURES



### TO APPLY

Please email a cover letter, resume, and five references to [apply@publicsectorsearch.com](mailto:apply@publicsectorsearch.com). This position is open until filled. Candidates are strongly encouraged to apply early for optimal consideration. Confidential inquiries and nominations are welcomed and should be directed to Public Sector Search & Consulting, Inc.

### APPLY WITH CONFIDENCE

Confidential inquiries are welcomed and should be directed to the Project Manager:

#### Public Sector Search & Consulting, Inc.

**Mr. Gary Peterson, President/CEO (Chief of Police, Ret.)**

Telephone: (916) 622-5323

Email: [gary@publicsectorsearch.com](mailto:gary@publicsectorsearch.com)

#### EEO Statement, Visa Policy, ADA Accommodation

Baltimore City Public Schools does not discriminate in any aspect of employment on the basis of race, color, ancestry or national origin, religion, sex, sexual orientation, gender identity, gender expression, marital status, disability, veteran status, genetic information, or age. For inquiries regarding the nondiscrimination policies, please contact the EEO Manager, 200 E. North Avenue, Room 208, Baltimore, MD 21202; 410-396-8542



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