



Karen B. Salmon, Ph.D.  
State Superintendent of Schools

200 West Baltimore Street • Baltimore, MD 21201 • 410-767-0100 • 410-333-6442 TTY/TDD • msde.maryland.gov

**TO:** Members of the State Board of Education

**FROM:** Karen B. Salmon, Ph.D.

**DATE:** January 30, 2018

**SUBJECT:** MASSP Assistant Principal of the Year for 2017

---

**PURPOSE:**

To provide the State Board recognition of the individual selected by the Maryland Association of Secondary School Principals to represent Maryland as Assistant Principal of the Year at the middle school level.

**EXECUTIVE SUMMARY:**

Each year the Maryland Association of Secondary School Principals (MASSP) in collaboration with the National Association of Secondary School Principals (NASSP) selects an Assistant Principal of the Year who represents Maryland in Washington, D.C. at the national conference award ceremonies.

MASSP's 2017 Assistant Principal of the Year is Ms. Debra O'Byrne, assistant principal at Glenwood Middle School in Howard County.

Debra started her teaching career in 1991 for the Baltimore City Public Schools at Lyndhurst Elementary School where she taught second and third grade. In 1993, she moved to Howard County Public Schools to teach fifth grade at Waverly Elementary school. After teaching fifth grade for several years, she had the privilege to be appointed the fifth grade team leader of the newly opening Ilchester Elementary School in 1996. During her tenure teaching fifth grade, Ms. O'Byrne wrote curriculum and assessments for fifth grade science. In August of 1999, Ms. O'Byrne transferred to Mount View Middle School to teach sixth grade science until she was appointed assistant principal in 2003. She has served as assistant principal at Ellicott Mills Middle School, Mount View Middle School, and Glenwood Middle School. Currently as a member of the MASSP Executive Board, Ms. O'Byrne serves as the Middle School Representative. She prides herself on being a champion for the implementation of Restorative

Members of the State Board of Education

January 30, 2018

Page 2

Practices at Glenwood Middle school which promotes student voice, improves relationships and enhances academics.

**ACTION:**

Public recognition. No other action required.

Attachments

**Debra O'Byrne**  
**Assistant Principal, Glenwood Middle School**  
**2017 MASSP Assistant Principal of the Year**

Ms. Debra O'Byrne, pictured to the right with her principal, Robert Motley, is an assistant principal at Glenwood Middle School in Howard County, Maryland. Growing up in Pennsylvania, Debra attended Kutztown University in Kutztown, Pennsylvania earning a Bachelor of Education. While attending Kutztown University, Debra completed her student teaching under the supervision of Bishop Grosseteste College in Lincoln, England. Debra also holds a Masters of Science in Administration and Supervision from Johns Hopkins University as well as a Certificate of Advanced Studies in Educational Leadership for Changing Populations from the College of Notre Dame of Maryland. In 1995, she was awarded Howard County's Best – Teacher of the Year. In addition, she has been nominated and recognized several times by the Howard County Special Education Community Advisory Committee.

Debra started her teaching career in 1991 for the Baltimore City Public Schools at Lyndhurst Elementary School where she taught second and third grade. In 1993, she moved to Howard County Public Schools to teach fifth grade at Waverly Elementary school. After teaching fifth grade for several years, she had the privilege to be appointed the fifth grade team leader of the newly opening Ilchester Elementary School in 1996. During her tenure teaching fifth grade, Ms. O'Byrne wrote curriculum and assessments for fifth grade science. In August of 1999, Ms. O'Byrne transferred to Mount View Middle School to teach sixth grade science until she was appointed assistant principal in 2003. She has served as assistant principal at Ellicott Mills Middle School, Mount View Middle School, and Glenwood Middle School. Currently as a member of the MASSP Executive Board, Ms. O'Byrne serves as the Middle School Representative. She prides herself on being a champion for the implementation of Restorative Practices at Glenwood Middle school which promotes student voice, improves relationships and enhances academics.

Outside of school, Debra is an active community volunteer teaching religious education, and working with the aquatic program division of Special Olympics. She has coached girls' basketball and field hockey. Debra is the mother of two teenage girls and enjoys spending time with her family. She also enjoys traveling and is an avid Baltimore Ravens fan.

## **DEBRA LYNN O'BYRNE**

1209 Emmaus Road • Woodbine, MD 21797 • Phone (443)864-0043 • E-Mail [debra\\_o'byrne@hcpss.org](mailto:debra_o'byrne@hcpss.org)

---

### **OBJECTIVE:**

Student achievement is a shared responsibility involving the student, family, educators, and the community. As Principal, collaboration with all stakeholders to cultivate the continuous growth of students and enhance the leadership skills and teaching craft among all staff members will be the highest priority.

---

### **QUALIFICATIONS:**

- Serve on Safety and Security HCPSS Advisory Committee.
  - Coordinate and collaborate with HCPSS Office of Academic Intervention to promote student achievement.
  - Develop the School Improvement Plan in collaboration with chairperson.
  - Analyze data to drive instructional decision making with the School Improvement Team and grade level teams.
  - Demonstrate knowledge of curriculum and assessments through four years of writing as a member of curriculum writing teams.
  - Coordinate school wide discipline plan, incorporating PBIS significantly reducing student behaviors impacting instruction and suspensions.
  - Plan strategic Professional Development for staff based on assessed needs of student data.
    - Depth of Knowledge, MAP, Strengths Training, Co-Teaching Model, Literacy, Data Protocols, Restorative Practices/Student Voice and Community Building
  - Observe and evaluate teachers using Danielson model to recognize quality instruction and provide feedback to promote student achievement.
  - Serve as Special Education Administrator/IEP Chairperson for Regional Program for Emotionally Disturbed students.
  - Demonstrate exemplary organizational and interpersonal skills as the School Accountability Coordinator who oversees all state and local assessments.
  - Serve on system level policy committee for Discipline/Student Code of Conduct 9200, Articulation Committee, Academic Calendar Committee, Responsible Use of Technology and Social Media 8080, Technology Security 3040, and Negotiations HCAA Middle School Representative
  - Chair, New Teacher Orientation Registration.
  - Provide systemic training for bus drivers on behavior management, antibullying and positive relationship.
  - Present at Administrators Hot Topic Session.
  - Facilitate workshops and meetings for culturally diverse families on PARCC, MSA, Literacy, and Special Education.
  - Coaching Level I and II: Leadership Coaching for Results - Labs and Practice
  - Serve and training as Cultural Proficiency Liason Glenwood Middle School
  - Training in Cultural Proficiency Introductory Awareness Series
  - Completed Maryland Instructional Leadership Institute (MILI)
  - Facilitator School Security Community Forum for HCPSS Joint Task Force on School Safety
-

## **DEBRA LYNN O'BYRNE**

1209 Emmaus Road • Woodbine, MD 21797 • Phone (443)864-0043 • E-Mail [debra\\_o'byrne@hcpss.org](mailto:debra_o'byrne@hcpss.org)

---

### **ACCOMPLISHMENTS:**

- Maryland 2018 Assistant Principal of the Year - MASSP
  - Completed Maryland Leadership Institute.
  - Completed Howard County Public Schools Leadership Fellows Program.
  - Administrator Licensure Exam – Admin I/II Certificate.
  - Howard County's Best of 1995 – Best Teacher Award.
  - Nominated and recognized SECAC several years
- 

### **LICENSURE:**

- Advanced Professional Certification Grades 1 – 8
  - S – R (Special Education and Reading Endorsement)
  - Administrator I/II
- 

### **PROFESSIONAL AFFILIATIONS:**

- Howard County Administrators Association (HCAA)
  - Maryland Association of Secondary School Principals (MASSP)
    - MASSP Executive Board Middle School Representative
    - MASSP Assistant Principal Conference Chairperson and Planning Committee
  - National Association of Secondary School Principals (NASSP)
- 

### **CAREER/EMPLOYMENT HISTORY:**

#### **• HOWARD COUNTY PUBLIC SCHOOLS:**

##### **Glenwood Middle School, Assistant Principal (June 2010 to Present)**

Principal: Mr. Robert Motley and Mr. David Brown

##### **Mount View Middle School, Assistant Principal (July 2006 to June 2010)**

Principal: Mr. James L. Evans and Mrs. Kathleen McKinley

##### **Ellicott Mills Middle School, Assistant Principal (July 2003 – June 2006)**

Principal: Mr. Michael Goins

##### **Mount View Middle School**

Educator (August 1999 – June 2003)

Sixth Grade Science

##### **Deep Run Elementary and Ilchester Elementary Schools**

Team Leader/Educator (August 1996 – July 1999)

Fifth Grade

##### **Rockburn Elementary and Waverly Elementary Schools**

Educator (August 1993 – July 1996)

Fifth Grade

#### **• BALTIMORE CITY PUBLIC SCHOOLS:**

##### **Lyndhurst Elementary School**

Educator (August 1991 – July 1993)

Second and Third Grade

**DEBRA LYNN O'BYRNE**

1209 Emmaus Road • Woodbine, MD 21797 • Phone (443)864-0043 • E-Mail [debra\\_o'byrne@hcpss.org](mailto:debra_o'byrne@hcpss.org)

---

**EDUCATION:**

- **COLLEGE OF NOTRE DAME**  
Baltimore, Maryland  
Certificate of Advanced Studies in Educational Leadership for Changing Populations  
Doctoral Level Courses, ABD  
2007-2010
  
  - **JOHNS HOPKINS UNIVERSITY**  
Baltimore, Maryland  
Masters of Science in Administration and Supervision  
1992 – 1996
  
  - **KUTZTOWN UNIVERSITY**  
Kutztown, Pennsylvania  
Bachelor of Science in Education  
1986 – 1990
  
  - **BISHOP GROSSETESTE COLLEGE**  
Lincoln, England  
Primary Education Curriculum – Student Teaching  
Fall 1990
-