

MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday

July 18, 2017

Maryland State Board of Education
200 W. Baltimore Street
Baltimore, Maryland 21201

The Maryland State Board of Education met in regular session on Tuesday, July 18, 2017, at 9:00 a.m. at the Nancy S. Grasmick State Education Building. The following members were in attendance: Mr. Andrew R. Smarick, President; Dr. Chester E. Finn, Jr., Vice President; Dr. Michele Jenkins Guyton; Dr. Justin M. Hartings; Ms. Stephanie R. Iszard; Dr. Rose Maria Li; Mr. Michael D. Phillips; Dr. David Steiner; Mr. Kyle J. Smith, student Board member; and Dr. Karen Salmon, State Superintendent of Schools. Absent: Dr. Irene Zoppi Rodriguez.

The following staff members were present: Elizabeth Kameen, Esq., Assistant Attorney General; Dr. Carol Williamson, Deputy State Superintendent, Office of Teaching and Learning; Dr. Miya Simpson, Executive Director, Office of the State Board; Kristy Michel, Deputy State Superintendent, Office of Finance and Administration; and Dr. Sylvia Lawson, Deputy State Superintendent, Office of School Effectiveness.

President Smarick called the meeting to order and then adjourned to Executive Session I at 9:03 a.m.

EXECUTIVE SESSION I

Pursuant to §3-305(b)(1) of the General Provisions, *Annotated Code of Maryland*, and upon motion by Ms. Iszard and seconded by Dr. Finn, with unanimous agreement the Maryland State Board of Education met in closed session on Tuesday, July 18, 2017 in Conference Room 1, 8th floor of the Nancy S. Grasmick State Education Building with all attending Board members. Also in attendance were Dr. Karen Salmon, State Superintendent of Schools, Dr. Miya Simpson, Executive Director to the Office of the State Board, and Assistant Attorney General Elizabeth M. Kameen. The Executive Session commenced at 9:08 a.m. (In favor – 9).

Nominations for President and Vice President were opened. Mr. Smarick nominated himself for President. Dr. Finn nominated himself for Vice President. Each spoke briefly on their candidacy. Board members each spoke. They described the need for Board leaders to be inclusive in their decision-making, cooperative with other Board members, to refrain from making personal statements and giving personal opinions to the press and to keep a true focus on equity for all children in our schools.

The Executive Session ended at 9:35 a.m.

RECONVENE

The meeting reconvened at 9:43 a.m.

ELECTION OF OFFICERS

Held the annual election of officers and re-elected Andrew R. Smarick as President (In favor: 9; opposed: 0; abstained: 0) and Dr. Chester E. Finn, Jr. as Vice President (In favor: 9; opposed: 0; abstained: 0), each for a second term.

INTRODUCTION OF NEW AND CONTINUING BOARD MEMBERS

President Smarick introduced and welcomed new State Board members Dr. Irene M. Zoppi Rodriquez (in absentia) and Mr. Kyle J. Smith (student representative). Mr. Smith expressed appreciation for his appointment and provided brief remarks.

President Smarick also welcomed members and staff of the Maryland Association of Boards of Education (MABE) and other guests.

CONSENT AGENDA

- Approval of Minutes of June 26 and June 27, 2017
- Personnel (copy attached to these minutes)
- Budget Adjustments for June, 2017

ACTION: Upon motion by Dr. Guyton and seconded by Dr. Finn, and with unanimous agreement, the Board approved the Consent Agenda as follows: (In Favor: 9; opposed: 0; abstained: 0).

ESSA ACCOUNTABILITY PLAN

An update on the feedback received on Maryland's Draft ESSA Consolidated State Plan.

As of July 18, 2017, the MSDE received 189 responses. Of these responses, 50 percent of responses were from teachers and parents, with teachers representing 38.86 percent. Preliminary support for the overall plan is at 63.6%. The MSDE will provide more updated feedback at the August 22nd State Board meeting.

Representatives of the Maryland Association of Boards of Education (MABE) and the Public School Superintendent Association of Maryland (PSSAM) were also present to provide feedback on behalf of their members.

ACTION: None. For information only.

BALTIMORE CITY PUBLIC SCHOOLS WAIVER REQUEST

Request for approval of the application to waive the post-Labor Day school start date and June 15 school end date for the following four schools in Baltimore City for the 2017-2018 school year: Harford Heights Elementary, James McHenry Elementary/Middle, Mary Rodman Elementary, and Commodore John Rodgers Elementary/Middle. Qualifying schools are those designated as low performing, at-risk, or charter.

ACTION: Upon motion by Dr. Finn and seconded by Ms. Iszard, the Board approved the waiver request for all 4 schools (In Favor: 8; Opposed: 0; Abstained: 1 – President Smarick)

INNOVATIVE SCHOOL SCHEDULE REPORT

An update and recommendations from the Innovative School Schedule Workgroup on innovative school schedules that enhance student achievement. The Workgroup was formed in October, 2016 and charged by the State Board to explore effective practices and impacts of innovative school schedules, with a focus on expanding the school day and year, and to develop recommendations that will be used to inform State Board members on innovative school scheduling models that do not allow for prolonged lapses in instructional time.

Ten recommendations were presented. The full report is attached. There was also some discussion around the *official* state definition of “at-risk.” MSDE staff will do additional research and provide an update to the State Board and recommendations for encouraging innovation among LEAs.

ACTION: None. For information only.

2015-2016 TEACHER AND PRINCIPAL EFFECTIVENESS RATINGS

Overview of information on teacher and principal effectiveness ratings for the 2015-2016 school year. The Education Reform Act of 2010 and Code of Maryland Regulations (COMAR) 13A.07.09 identify requirements for evaluation of teachers and principals. All teachers and principals are required to be evaluated annually using either the state evaluation model or an approved locally developed model. The state evaluation model consists of equally weighted measures of professional practice and student growth. Evaluation models are required to provide, at a minimum, overall ratings of highly effective, effective, and ineffective.

The 2015-2016 teacher and principal effectiveness ratings represent 56,704 teacher effectiveness ratings from 24 schools systems and 1,320 principal effectiveness ratings from 23 school systems. Approximately 98% of teachers and principals are rated as effective or highly effective.

MSDE is in the process of collaborating with stakeholders to improve the quality and consistency of the teacher and principal evaluation process within and across school systems in Maryland. Dr. Salmon will be reviewing this information with Superintendents and will return to the State Board with updates and feedback and discussion of next steps.

ACTION: None. For information only.

REVISIONS TO THE PROCEDURES FOR REMOVAL OF PROFESSIONAL ASSISTANTS AND SPECIAL APPOINTMENTS

Considered a request to approve proposed revisions to the State Board’s policy on the *Procedures for Removal of Professional Assistants*. This policy was adopted in January, 1995, and has had only minor revisions since that time. The proposed revisions are intended to address current issues and improve consistency and operations, while preserving the overall intent of the policy in terms of fairness and due process for MSDE employees facing termination.

ACTION: Upon motion by Dr. Finn, seconded by Dr. Steiner and with unanimous agreement, the Board approved the request (In Favor: 9; Opposed: 0; Abstained: 0)

STATE SUPERINTENDENT'S REPORT

- **District Spotlight on Innovation: Baltimore City Lab School Turnaround Strategy:**
Dr. Sonja Santelises, Superintendent, Baltimore City Public Schools, presented information on the Baltimore City Lab School Turnaround Strategy

- **Lead Higher:**
Update on the implementation of MSDE's *Lead Higher* initiative to close equity gaps for lower income students and students of color in Maryland's Advanced Placement (AP) and International Baccalaureate (IB) programs. Six local school systems have selected 22 schools for participation in the 2017-2018 cohort.

- **Baltimore City Schools Support Update:**
Discussion of Customized Support(s) for School Improvement

ACTION: None. For information only.

EXECUTIVE SESSION II

Pursuant to §3-305(b)(1) & (7) of the General Provisions Article, Annotated Code of Maryland, and upon motion by Dr. Steiner and seconded by Mr. Phillips, with unanimous agreement, the Maryland State Board of Education met in closed session on Tuesday, July 18, 2017 at 12:45 p.m., in Conference Room 1, 8th floor of the Nancy S. Grasmick State Education Building. All Board members were present. Also in attendance were Dr. Karen Salmon, State Superintendent of Schools, Dr. Sylvia Lawson, Deputy State Superintendent, Office of School Effectiveness; Dr. Carol Williamson, Deputy State Superintendent, Office of Teaching and Learning, Kristy Michel, Deputy State Superintendent, Office of Finance and Administration, Dr. Miya Simpson, Executive Director to the Office of the State Board, and Assistant Attorneys General Elizabeth Kameen, Jackie LaFiandra and Derek Simmons.

The Executive Session commenced at 1:00 p.m. (In favor: 9; Opposed: 0; Abstained: 0). At that time, the State Board deliberated four appeals and approved two Opinions and two Orders for publication.

- *Rodney Hudson v. Prince George's County Board of Education* – employee termination – Opin. No. 17-26
- *R.L. v. Baltimore City Board of School Commissioners* – student suspension – Opin. No. 17-27
- *Gregory Sutton v. Somerset County Board of Education* – employee termination – Order No. OR17-08
- *Susan Twigg v. Montgomery County Board of Education* – teacher termination – Order No. OR17-09

The Board received legal advice on the Frederick County Charter School decision and on identifying the lowest performing 5% of schools under ESSA.

The Board was apprised of three internal management issues: the status of the Prince George's County audit RFP; issues related to comprehensive needs schools teacher stipends; and the filing deadlines for Departmental bills.

The Executive Session ended at 1:55 p.m. at which time all staff left the meeting. The Board continued to meet to discuss the evaluation of the State Superintendent and Executive Director.

RECONVENE

The meeting reconvened at 3:22 p.m.

STATE SUPERINTENDENT'S REPORT (CONT'D)

➤ **Baltimore City Schools Support**

Update and discussion of Customized Support for School Improvement. A framework for systemic improvement, based on West Ed's Four Domains of Rapids School Improvement, was presented. This included: Turnaround Leadership, Talent Development, Instructional Transformation, and Culture Shift.

ACTION: None. For information only.

PUBLIC COMMENT

President Smarick explained procedures by which the Board hears public comments. The following individual provided public comments:

- Cheri Crow, Right to Read Maryland - *Improving teacher education in reading instruction so that teachers have the knowledge and tools to teach reading effectively*

STATE BOARD MEMBER DISCUSSION AND UPDATE

➤ **2018 State Board Meeting Dates**

President Smarick asked Board members to review the dates and provide any conflicts to Dr. Simpson. The Board will revisit the proposed dates at the August 22nd meeting.

➤ **Committee Updates**

- *Mental Health Committee* – Ms. Iszard provided an update on the committee's latest meeting and said the committee is preparing to submit a report and recommendations to the State Board. Dr. Guyton reminded the Board of the origins of the committee and thanked the Board for its commitment to this issue as a priority. She also invited Board members to join the committee and/or attend future meetings.

➤ **Review of the August Board Agenda**

President Smarick presented the following tentative items for the August 22nd Board agenda for Board members input/feedback:

- Oral Argument
- ESSA Plan
- Approve 2018 State Board Meeting Dates
- Annual Capital Budget and Five-Year Capital Improvement Plan
- Persistently Dangerous and Probationary Status Schools
- Superintendent's Update
- State Board Reports and Planning
- Regulatory Actions

Board members also inquired about future presentations/updates on the following:

- Teacher/Principal Evaluations
- Innovative Calendar Option
- “At-Risk” Definition(s)
- CREDO Study
- Teacher Recruitment, Induction, and Retention

ACTION: None. For information only.

OPINIONS

Ms. Kameen announced the following Opinions and Orders:

17-26 *Rodney Hudson v. Prince George’s County Board of Education* – employee termination (affirmed the local board’s decision)

17-27 *R.L. v. Baltimore City Board of School Commissioners* – student suspension (directed local board to do a specific action)

OR17-08 *Gregory Sutton v. Somerset County Board of Education* – employee termination (stayed pending a court decision)

OR17-09 *Susan Twigg v. Montgomery County Board of Education* – teacher termination (dismissed)

ADJOURNMENT

With no further business before the Board, the meeting adjourned at 4:30 p.m.

Respectfully submitted,

Karen B. Salmon, Ph.D.
Secretary/Treasurer

Date: August 22, 2017

The information included here provides a summary of the agenda items presented and actions taken during the meeting of the Maryland State Board of Education. The audio recordings of the meetings are the official record of the meetings and can be located at: <http://www.marylandpublicschools.org/stateboard/Pages/Meetings-2017.aspx>

MARYLAND STATE BOARD OF EDUCATION

PRESIDING OFFICER'S WRITTEN STATEMENT FOR CLOSING A MEETING ("CLOSING STATEMENT") UNDER OPEN MEETINGS ACT (General Provisions Article § 3-305)

1. Recorded vote to close the meeting.

Date: July 18, 2017

Time: 9:08 a.m.

Location: 200 West Baltimore Street, Baltimore, MD 21201

Motion to close meeting made by: Ms. Stephanie Iszard

Seconded by: Dr. Chester Finn

Members in favor: 9

Opposed: 0

Abstaining: 0

Absent: 0

2. The meeting was closed under authority of Section 3-305(b) of the General Provisions Article of the Annotated Code of Maryland (check all provisions that apply). This meeting will be closed under General Provision Art. § 3-305(b) only.

- 1. To discuss: (i) the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of appointees, employees, or officials over whom this public body has jurisdiction; or (ii) any other personnel matter that affects one or more specific individuals.
- 2. To protect the privacy or reputation of individuals concerning a matter not related to public business.
- 3. To consider the acquisition of real property for a public purpose and matters directly related thereto.
- 4. To consider a matter that concerns the proposal for a business or industrial organization to locate, expand, or remain in the State.
- 5. To consider the investment of public funds.
- 6. To consider the marketing of public securities.
- 7. To consult with counsel to obtain legal advice.
- 8. To consult with staff, consultants, or other individuals about pending or potential litigation.
- 9. To conduct collective bargaining negotiations or consider matters that relate to the negotiations.
- 10. To discuss public security, if the public body determines that public discussion would constitute a risk to the public or to public security, including: (i) the deployment of fire and police services and staff; and (ii) the development and implementation of emergency plans.
- 11. To prepare, administer, or grade a scholastic, licensing, or qualifying examination.
- 12. To conduct or discuss an investigative proceeding on actual or possible criminal conduct.
- 13. To comply with a specific constitutional, statutory, or judicially imposed requirement that prevents public disclosures about a particular proceeding or matter.
- 14. Before a contract is awarded or bids are opened, to discuss a matter directly related to a negotiating strategy or the contents of a bid or proposal, if public discussion or disclosure would adversely impact the ability of the public body to participate in the competitive bidding or proposal process.

3. For each provision checked above, disclosure of the topic to be discussed and the public body's reason for discussing that topic in closed session.

Citation (insert # from above)	Topic	Reason for closed-session discussion to topic
§ 3-305(b) (1)	Internal Board Management	Election of Officers

4. This statement is made by Andrew R. Smarick, Presiding Officer.

MARYLAND STATE BOARD OF EDUCATION

PRESIDING OFFICER'S WRITTEN STATEMENT FOR CLOSING A MEETING ("CLOSING STATEMENT") UNDER OPEN MEETINGS ACT (General Provisions Article § 3-305)

1. Recorded vote to close the meeting.

Date: July 18, 2017

Time: 1:00 p.m.

Location: 200 West Baltimore Street, Baltimore, MD 21201

Motion to close meeting made by: Dr. David Steiner

Seconded by: Mr. Michael Phillips

Members in favor: 9

Opposed: 0

Abstaining: 0

Absent: 0

2. The meeting was closed under authority of Section 3-305(b) of the General Provisions Article of the Annotated Code of Maryland (check all provisions that apply). This meeting will be closed under General Provision Art. § 3-305(b) only.

- 1. To discuss: (i) the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of appointees, employees, or officials over whom this public body has jurisdiction; or (ii) any other personnel matter that affects one or more specific individuals.
- 2. To protect the privacy or reputation of individuals concerning a matter not related to public business.
- 3. To consider the acquisition of real property for a public purpose and matters directly related thereto.
- 4. To consider a matter that concerns the proposal for a business or industrial organization to locate, expand, or remain in the State.
- 5. To consider the investment of public funds.
- 6. To consider the marketing of public securities.
- 7. To consult with counsel to obtain legal advice.
- 8. To consult with staff, consultants, or other individuals about pending or potential litigation.
- 9. To conduct collective bargaining negotiations or consider matters that relate to the negotiations.
- 10. To discuss public security, if the public body determines that public discussion would constitute a risk to the public or to public security, including: (i) the deployment of fire and police services and staff; and (ii) the development and implementation of emergency plans.
- 11. To prepare, administer, or grade a scholastic, licensing, or qualifying examination.
- 12. To conduct or discuss an investigative proceeding on actual or possible criminal conduct.
- 13. To comply with a specific constitutional, statutory, or judicially imposed requirement that prevents public disclosures about a particular proceeding or matter.
- 14. Before a contract is awarded or bids are opened, to discuss a matter directly related to a negotiating strategy or the contents of a bid or proposal, if public discussion or disclosure would adversely impact the ability of the public body to participate in the competitive bidding or proposal process.

3. For each provision checked above, disclosure of the topic to be discussed and the public body's reason for discussing that topic in closed session.

Citation (insert # from above)	Topic	Reason for closed-session discussion to topic
§ 3-305(b) (1)	Internal Board Management	Update on PG County RFP; definition of comprehensive needs schools; deadline for Department Bills; and employee evaluations.
§ 3-305(b) (7)	Legal Advice	Obtained legal advice on legal appeals and lowest performing schools.

4. This statement is made by Andrew R. Smarick, Presiding Officer.

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE July 25, 2017 BOARD MEETING**

I. Appointments Grade 19 and above:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Eccles, Robert W.	Education Program Specialist II, Teacher Education Program Approval Specialist	22	Office of School Effectiveness, Division of Educator Effectiveness – Teacher Education Program Approval	TBD

II. Appointments Grade 18 and below:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Dodson, Michael O.	Principal	IEPP	Office of School Effectiveness, Juvenile Services Education System	July 05, 2017
McCarden, Catherine N.	Fiscal Services Officer I	16	Office of School Effectiveness, Juvenile Services Education System	July 19, 2017
Smith, Julie R.	Human Resources Officer I – Talent Acquisition	15	Office of Finance and Administration, Office of Human Resources, Staff Employment	July 19, 2017

III. Other Actions: Promotional

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Dwyer, June B.	Program Manager II (Chief of the Administrative Services & Procurement	20	Office of Finance and Administration, Division of Business Services, Chief of the Administrative Services Branch	TBD



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

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July 25, 2017

BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

Name: Robert Williams Eccles
Position: Education Program Specialist II, Teacher Education Program Approval Specialist
Division: Education Effectiveness – Teacher Education Program Approval
Salary Grade: 22
Salary Range: \$64,608 - \$103,743
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master's Degree or equivalent 36 post baccalaureate credit hours of course work in Education, Educational Administration/Supervision or related field.

EXPERIENCE:

Five years of professional teaching, staff development or administrative work in or affiliated with professional teacher education programs, nonpublic schools or local school systems human resources; experience that includes working with institutions of higher education on program approval issues and local school system certification is desirable.

DESCRIPTION:

This is a professional position is responsible for providing coordination and technical assistance to institutions of higher education, local school systems, and nonpublic schools to ensure that teacher education programs and teacher certification conform to statutory requirements of the Code of Maryland Regulations.

www.MarylandPublicSchools.org

Robert W. Eccles
Page Two

QUALIFICATIONS:

Education:

University of Pennsylvania (Philadelphia, Pennsylvania) 2010 - Master's Degree in Education Policy

Northwestern University (Evanston, Illinois) 2003 - Bachelor's Degree in History

Experience:

Coppin State University (Baltimore, Maryland)

2013 – Present: Director of Teacher Education Advisement & Retention Center

2011 – 2013: Pre-advisement Coordinator, School of Education

EMPLOYMENT STATUS:

New Hire



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State Superintendent of Schools

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July 25, 2017

BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

Name: June B. Dwyer
Position: Program Manager II (Chief of the Administrative Services Procurement)
Division: Business Services
Salary Grade: 20
Salary Range: \$56,743 - \$91, 107
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Bachelor's Degree from an accredited college or university in Business Administration, Finance, Accounting, or a related area. Master's Degree is a plus.

EXPERIENCE:

Three (3) years of professional experience with coordinating procurement, contract administration, and /or related administrative services. Management and /or supervisory experience desired.

DESCRIPTION:

This is a professional position serving as the Chief of the Administrative Services Branch responsible for providing management and leadership of procurement and support services related to the agency's procurement of commodities and services, and the provision of mail distribution, duplication, and other support services to the agency.

QUALIFICATIONS:

Education:

Drexel University (Philadelphia, Pennsylvania) 1984 - Bachelor's Degree in Design and Merchandising

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2015 – Present: Agency Procurement Supervisor

2011 - 2015: Agency Procurement Specialist II

JCB Unicom (Crofton, Maryland)

2005 – 2010: Operations Manager

Smithsonian Business Ventures (Washington, DC)

2002 – 2005: Merchandise Planner, Museum Store

Smithsonian Institution (Washington, DC)

1995 – 2002: Assistant Buyer, Museum Stores

EMPLOYMENT STATUS:

Promotional

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE July 25, 2017 BOARD MEETING**

I. Appointments Grade 19 and above:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Belton, Nicassia R.	Education Program Specialist II, Career & Technology Accountability Coordinator	22	Office of the Deputy for Teaching and Learning, Division of Career and College Readiness	TBD

II. Appointments Grade 18 and below:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
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III. Other Actions: Promotional

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
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State Superintendent of Schools

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July 25, 2017

BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

Name: Nicassia R. Belton
Position: Education Program Specialist II, Career & Technology
Accountability Coordinator
Division: Career and College Readiness
Salary Grade: 22
Salary Range: \$64,608 - \$94,335
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Master's Degree or equivalent 36 credit hours of post baccalaureate course work in Education, Educational Administration/Supervision, Public Administration, Information Management Systems, or in any related field.

EXPERIENCE: Five (5) years of professional administrative, accountability or teaching experience in or affiliated with an education program including two (2) years of experience in coordinating or administering an education program or service directly related to the position. Experience with business intelligence software and/or Excel desired; administrative experience in an area related to accountability, information management, or a related field is preferred.

DESCRIPTION:

This is a professional position serving as the lead technical expert responsible for administering, managing, and monitoring the state Career and Technology Education (CTE) Accountability System and for providing leadership and coordination to Maryland school systems and community colleges regarding performance management and accountability.

www.MarylandPublicSchools.org

Nicassia R. Belton
Page Two

QUALIFICATIONS:

Education:

Purdue University (West Lafayette, In) 2006 - Master's Degree with Mathematics

Morgan State University (Baltimore, Maryland) 2003 – Bachelor's Degree in Mathematics with a concentration in Statistics

Experience:

University of Maryland (University of Maryland, Maryland)

2015 – Present: Associate Director of Pre-College Programs

The Career Adviser, LLC (Baltimore, Maryland)

2015 – Present: CEO, Founder and Lead Consultant

International Association of Black Actuaries (IABA) (Windsor, CT)

2009 – Present: Chair of Education Committee

Morgan State University (Baltimore, Maryland)

2008 – 2014: Director of Actuarial Science Program

2009 – 2014: Director of Summer Academy of Math and Science (SAMS) Program

2012 – 2014: Director of Summer Training Academy in Robotics and Cyber Security Program

2008 – 2013: Coordinator of School of Computer Mathematical and Natural Science High School Outreach Initiatives

EMPLOYMENT STATUS:

New Hire

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE July 18, 2017 BOARD MEETING**

I. Appointments Grade 19 and above:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Sprankle, Marcia A.	Education Program Manager II, Director, Program Improvement and Family Support Branch	24	Office of the Deputy for School Effectiveness, Division of Student, Family and School Support	TBD

II. Appointments Grade 18 and below:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
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III. Other Actions: Promotional

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
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State Superintendent of Schools

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July 18, 2017

BOARD LIST

The following professional appointment is submitted for approval by the State Board of Education:

Name: Marcia A. Sprankle
Position: Education Program Manager II, Director, Program Improvement and Family Support Branch
Division: Student, Family, and School Support
Salary Grade: State Grade: 24
Annual Salary Range: \$73,612 - \$118,197
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Master's Degree or equivalent 36 credit hours of post baccalaureate course work in Education, Educational Administration/Supervision, or in any related field.

EXPERIENCE:

Six (6) years of professional experience in coordinating or administering education programs or services, including one year of experience supervising professional education program staff.

DESCRIPTION:

This is a professional position serving as Branch Chief, responsible for providing direction, leadership and supervision for administering federal and state programs designed to promote improved academic achievement in schools that serve low-income children.

Marcia A. Sprankle
Page Two

QUALIFICATIONS:

Education:

Wilmington University (New Castle, Delaware) 2009 – Doctorate in Education (Innovation and Leadership)

Regent University (Virginia Beach, Virginia) 1996 – Master’s Degree in Education (Curriculum and Instruction/Education Administration)

Norfolk State University (Norfolk, Virginia) 1989 – Bachelor’s Degree in Early Childhood Education

Experience:

Talbot County Public Schools (Easton, Maryland)

2016 – Present: Curriculum Supervisor

2008 – 2016: White Marsh Elementary School, Principal

2005 – 2008: Easton Middle School, Principal

2000 – 2005: Easton Elementary School, Principal

1999 – 2000: St. Michael’s Middle/High School, Assistant Principal

1997 – 1999: Easton Elementary School, First Grade Teacher

Red Mill Elementary (Virginia Beach, Virginia)

1994 – 1997: Third Grade Teacher

1989 – 1994: Second Grade Teacher

EMPLOYMENT STATUS:

New Hire