

# MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday

March 28, 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, March 28, 2017 at 9:05 a.m. at the Nancy S. Grasmick State Education Building. The following members were in attendance: Mr. Andrew R. Smarick, President; Dr. Michele Jenkins Guyton; Ms. Laurie Halverson; Ms. Stephanie R. Iszard; Dr. Rose Maria Li; Ms. Barbara J. Shreeve; Mrs. Madhu Sidhu; Ms. Laura Weeldreyer; Mr. David Edimo, Student Board Member; and Dr. Karen Salmon, State Superintendent of Schools. Dr. Chester Finn, Jr., Vice President and Mr. Guffrie M. Smith were absent.

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

President Smarick called the meeting to order and introduced and welcomed members and staff of the Maryland Association of Boards of Education (MABE).

## **CONSENT AGENDA**

Superintendent Salmon recommended approval of the Consent Agenda.

Upon motion by Ms. Shreeve, seconded by Ms. Sidhu, and with unanimous agreement, the Board approved the Consent Agenda as follows: (In Favor – 8 Dr. Guyton had not yet arrived)

- Approval of Minutes of February 28, 2017, as amended
  - Ms. Halverson requested an amendment to the Minutes on page 13 by adding the following to her comments related to her visit to Northwest High School, “...and was impressed with a dual enrollment program where professors from Montgomery College teach engineering classes at the high school and students can earn an Associate’s Degree.”
  - Dr. Li requested clarification of page 12 of the Minutes regarding Dr. Finn’s vote on the Prince George’s County Public Schools waiver request. Dr. Simpson was asked to review the audio and amend the minutes as necessary.
- Personnel (copy attached to these minutes)
- Budget Adjustments for February, 2017

## **ESSA ACCOUNTABILITY PLAN**

The Superintendent introduced Mary Gable, Assistant State Superintendent, Division of Academic Policy and Innovation, to provide an update on school accountability, formative ratings, federal regulations and actions by the Maryland General Assembly.

Ms. Gable provided and discussed other state school accountability models which included different descriptors using a wide variety of symbols, words and colors to rate schools and explained that states are continually updating their accountability models. She provided the Board with a chart showing the different types of summative ratings that are included in Draft Consolidated State Plans for various states. Dr. Salmon reported that *WestEd* did the research for the overview provided to the Board and commented on the thoroughness provided in the report.

Ms. Gable reported that the U. S. Department of Education (USED) provided MSDE with a revised template and that staff is working to complete a second draft of Maryland's State Plan.

Tiffany Clark, Esq., Deputy Director, Education Policy and Government Relations, reported on SB 871/HB 978 – Education – Accountability – Consolidated State Plan and Support and Improvement Plans (Protect Our Schools Act of 2017). She explained that the House took up the bill but that the Senate has not yet voted. She reported on an amendment to the bill which increases academic indicators to 65% instead of 55% of a school's composite score by moving a certain school quality indicator to the academic indicator category. She also reported that an amendment also requires that the composite score must be calculated and presented in a specific manner. She explained the process that may or may not occur during this Session reminding the Board that the Governor has expressed his desire to designate school rating with an A-F system.

Ms. Gable introduced Christy Hovanetz, Senior Policy Fellow, Accountability, Foundation for Excellence in Education and Scott Sargrad, Managing Director, K-12 Policy, Center for American Progress, to discuss their research and perspectives on different type's accountability rating systems/models.

Mr. Sargrad explained the role of the Center for American Progress, the K-12 goals for his Organization and the following goals of his discussion:

1. Broad vision for accountability
2. Multiple options for school classifications
3. Pros and cons of classification models
4. Additional considerations for system design

Mr. Sargrad reported on three designs for school classifications: Performance Index Design, Matrix Design, and Decision Rules Design. He provided charts depicting the Designs as well as the pros and cons for each model.

There was discussion about the Designs and Dr. Salmon explained that the ESSA law requires substantial ratings for academics that must be easily understood by everyone.

Ms. Hovanetz reported on the Mission, Vision and Guiding Principles of the Foundation for Excellence in Education. She discussed the A-F rating system and reported that seventeen states have adopted an A-F system. She also reported that student achievement data, research, and

public opinion support A-F school grading. Ms. Hovanetz provided the following nine fundamental principles of the A-F School Grading System:

1. Use clear and transparent descriptors of A, B, C, D, and F.
2. Include only objective, concise student learning outcomes measures.
3. Measure college and career readiness in high school.
4. Balance measures of student performance and progress.
5. Calculate student progress toward grade level and advanced achievement.
6. Focus attention on the progress of the lowest performing students in each school, irrespective of race, ethnicity, or socioeconomic status.
7. Report results in a timely manner as close to the end of the school year as possible.
8. Communicate clearly to parents.
9. Establish rigorous criteria, with automatic increases, in order to earn A, B, C, D or F grades.

Ms. Hovanetz provided information on how assigning grades to schools has impacted other school districts and, in particular, Florida's formula for student achievement.

Mr. Smarick said, "Some people say that A-F is unkind." Ms. Hovanetz said, "We are not grading students or teachers but rather schools. It is tough love."

Ms. Iszard said, "We need to be aware that we are dealing with individuals, communities and parents when we label these schools."

Dr. Guyton expressed concern about using the A-F rating. Ms. Hovanetz explained that rating a school as an F makes a difference in motivating the school to improve. She described behaviors that were changed in schools that received a poor rating. She said, "We are doing a disservice to our kids by not being honest with parents. We shouldn't lower our expectations for students."

In response to a comment by Ms. Weeldreyer, Ms. Hovanetz said that the shock of a letter grade triggers actions.

Dr. Salmon thanked the presenters and said that research shows that accountability, overall, positively impacts data.

In response to a question by Ms. Halverson about the legality of the amendment to the legislation being discussed by the General Assembly, Ms. Kameen reported that the amendment to change the percentage of academic measures could result in an unapproved State Plan.

The Board agreed to send another letter to members of the General Assembly expressing its strong opposition to the amendment to HB 978 by explaining that adding "*access to or credit for completion of a well-rounded curriculum that is indicative of on-track progress...is not an academic indicator.*"

## **STATE SUPERINTENDENT'S UPDATE**

### **Spotlight on Baltimore County Public Schools (BCPS)**

Dr. Salmon introduced Dr. Dallas Dance, Superintendent, BCPS, to brief the Board on some exciting programs taking place in Baltimore County.

Dr. Dance reported that BCPS has thirty schools that offer 100 magnet offerings and introduced Verletta White, Chief Academic Officer for BCPS, to further elaborate on two of the programs.

Ms. White reported on the Northwest Academy of Health Sciences, a unique middle/high school magnet opportunity, that partners with the Northwest Hospital and Northwest High School, and provides college and career pathways as well as internships. She explained that students have an opportunity to earn a specialized certificate while graduating from high school.

Ms. White also reported on an Early College Program at Woodlawn High School which is partnered with the Community College of Baltimore County (CCBC). She noted that students who graduate will receive a high school diploma as well as an Associate's Degree. She explained that adjunct professors provide classes to students at the high school and that transportation is provided to students to take classes at the CCBC campus as well.

Dr. Dance said, "We listened to our community and focused on equity." He reported that there is a need to open additional magnet schools over the next few years.

In response to a question by Ms. Halverson, Dr. Dance said that the college courses are free to students who are accepted in the programs.

Dr. Dance explained that they are providing these opportunities throughout their large county to provide equity to all students in Baltimore County.

Ms. White explained that BCPS staff listened to their communities to find out what kinds of opportunities parents want for their children and found a way to provide accessibility for all students.

### **Update on Regionalization Plan Implementation**

The Superintendent introduced Sarah Spross, Assistant State Superintendent, Division of Educator Effectiveness, and Marcella Franczkowski, Assistant State Superintendent, Division of Special Education/Early Intervention Services, to discuss regionalization plans provided in their Divisions.

Ms. Spross reported that her Division divided the State into five regions and introduced her leadership team. She explained that caseloads were re-designed to provide direct support to each region and other Divisions as well. She reported that they provide approval for higher education programs and can increase technical assistance to all stakeholders. She noted that needs around the State are very different so regionalized training is being provided. She also noted that there will be a webinar conducted at several institutes of higher education for graduates on gaining teacher certification in Maryland. She said, "It is really exciting to see how quickly we have been able to enact these things."

Ms. Franczkowski introduced her leadership team and provided a graphic showing how regionalization will increase quality and timeliness of service delivery, efficiency and alignment of resources, implementation and scale up of evidence-based practices and will strengthen partnerships and effective communities of practice. She explained that Division staff is aligned and assigned to complement their specific region. She explained that the Division is tracking questions that are received throughout the state and that each region is supported by the provision of online tools and resources as well as a team including trained staff and consultants.

Dr. Salmon thanked the presenters and agreed to provide additional updates on other programs and activities being conducted in the Department.

### **EXECUTIVE SESSION**

Pursuant to §3-305(b)(1) of the General Provisions, *Annotated Code of Maryland*, and upon motion by Ms. Weeldreyer, and seconded by Ms. Halverson, and with unanimous agreement, the Maryland State Board of Education met in closed session on Tuesday, March 28, 2017, in Conference Room 1, 8<sup>th</sup> floor of the Nancy S. Grasmick State Education Building. All Board members were present. In attendance were Dr. Karen Salmon, State Superintendent of Schools, Dr. Carol Williamson, Deputy State Superintendent, Division of Teaching and Learning, Kristy Michel, Deputy State Superintendent, Finance and Administration, Dr. Sylvia Lawson, Deputy State Superintendent, Office of School Effectiveness, Dr. Miya Simpson, Executive Director to the Office of the State Board, and Assistant Attorney General Elizabeth M. Kameen. The Executive Session commenced at 12:45 p.m. (In favor – 9)

At that time, the State Board approved three Opinions and one Order for publication.

- *In Re: Board of Education of Howard County v. Renee Foose and Renee Foose v. Board of Education of Howard County* – resolution of jurisdictional issues – Opin. No. 17-13
- *Gabrielle G. v. Montgomery County Board of Education* – student suspension – Opin. No. 17-14
- *Jeffrey U. v. Howard County Board of Education* – residency – Opin. No. 17-15
- *Cathy G. v. Montgomery Co. Board of Education* – student transfer – Order No. OR17-04

Ms. Kameen provided legal advice on the request to waive the athletic regulation; the relationship between ESSA and State law; and the legal requirements to educate all students, including immigrants, in our schools.

Dr. Salmon addressed a personnel issue.

The session ended at 2:20 p.m.

### **RECONVENE**

The meeting reconvened at 2:35 p.m.

## **LEGISLATIVE UPDATE**

Ms. Tiffany Clark, Esq., Deputy Director, Education Policy and Government Relations, provided information and updates on the status of several bills under consideration before the Maryland General Assembly to include:

- HB 499 State Department of Education – Employment Categories and Practices
  - State Board submitted a letter of opposition
  - As of today, no movement on the House or Senate versions of this bill.
- HB 461 Education – Accountability Program – Assessments (Less Testing, More Learning Act of 2017)
  - State Board submitted a letter of opposition
  - Passed the House floor with amendments
  - Currently in the Senate EHE
  - The crossfile SB 452 passed the Senate floor with amendments
- HB 978 Education – Accountability – Consolidated State Plan and Support and Improvement Plans (Protect Our Schools Act of 2017)
  - State Board submitted a letter in opposition
  - Passed by the House
  - On the Senate floor today
- HB 590 State Board of Education – Membership – Teachers and Parents
  - State Board submitted a letter of opposition
  - As of today, no movement on the House or Senate bill
- HB 715 Institutions of Higher Education – Teacher Preparation Programs – Accreditation and Approval
  - Passed the House floor
  - Has a hearing in Senate EHE on 3/29
- SB 319 Pathways in Technology Early College High (P-TECH) School Act of 2017
  - State Board submitted a letter in support of this bill
  - Passed the Senate floor
  - Ways and Means hearing on 3/21
  - Cross filed but has not been passed by the House
  - Will likely move forward since the Senate bill has moved through
- SB 908 Maryland Education Development Collaborative – Establishment
  - Passed the Senate Floor
  - Heard in the House on 3/21
- HB 878 Public Charter School Act of 2017
  - Voted on favorably by the Ways and Means committee
  - Senate did not hold a hearing on it
- SB 618 Education – Achievement School District – Establishment
  - Received an unfavorable report from the Senate EHE Committee
- HB 587 Education – Libraries – Reorganization of Governance Structure
  - Currently in the House and Senate for hearings
- SB 335 Career Apprenticeship Opportunity Act of 2017
  - No movement in the House or Senate
- HB 516 Workgroup to Study the Implementation of Universal Access to Prekindergarten for 4-year-olds

- Passed the Senate and House floor
  - Voting in subcommittee and full committee today
- SB 145 Education – Statewide Kindergarten Assessment – Completion
  - Passed the Senate and House floor
  - Should be voting in subcommittee and full committee this week
- HB 548 Education – Prekindergarten Student Assessment – Moratorium
  - No movement on the House Bill
  - Senate bill passed with an amendment with a moratorium on “the administration of a *mandatory* early learning assessment for enrolled PreK students”; however, there are no mandatory assessments so unclear what that means
- SB 153 Public Schools – Length of School Year Adjustment – State of Emergency
  - Passed the Senate floor and had a hearing in the House on 3/21
  - No further movement to date
- HB 1240 Individualized Education Programs
  - Passed the House with amendments
  - Hearing in EHE on 4/5
- HB 174 Education Children with Disabilities
  - Passed the House with amendments
  - Identical Senate bill passed 3<sup>rd</sup> reading today
  - May go to conference committee at some point
- SB 866 Adult High School Pilot Program
  - Passed both Senate and House floor
  - Not scheduled for a hearing yet (as of today)
- SB 263 Education – Maryland High School Diploma – Civics Test Requirement
  - Received an unfavorable report from Ways and Means
  - No movement in the Senate
- SB 458 Education – Foreign Language Requirement – Computer Programming Language Courses
  - Received an unfavorable report from the Senate
  - Referred to interim study by Ways and Means
- HB 705 Education – PARCC Testing – Children with Disabilities (Ben’s Rule)
  - No movement as of today

**COMAR 13A.06.01.02.03 PROGRAMS FOR FOOD AND NUTRITION**

The Superintendent asked for permission to publish COMAR 13A.06.01.02.03 Programs for Food and Nutrition, as amended.

Upon motion by Mr. Edimo, seconded by Ms. Iszard, and with unanimous agreement, the Board granted permission to publish COMAR 13A.06.01.02.03 Programs for Food and Nutrition, as amended. (In favor – 8; Dr. Guyton was absent)

**COMAR 13A.02.01.04 LENGTH OF SCHOOL YEAR**

The Superintendent asked for permission to publish COMAR 13A.02.01.04 Length of School Year. She explained that this amendment would reduce from five to three the number of days by

which school systems must extend their calendars in order to obtain a waiver of the 180-day school year requirement when necessary.

Upon motion by Ms. Weeldreyer, seconded by Ms. Iszard, and with unanimous agreement, the Board granted permission to publish COMAR 13A.02.01.04 Length of School Year. (In Favor – 8)

### **COMAR 13A.12.02.21 HEARING IMPAIRED**

The Superintendent asked for permission to publish COMAR 13A.12.02.21 Hearing Impaired.

Upon motion by Ms. Halverson, seconded by Ms. Shreeve, and with unanimous agreement, the Board granted permission to publish COMAR 13A.12.02.21 Hearing Impaired. (In favor – 8))

### **COMAR 13A.05.10.01-.03 AUTOMATED EXTERNAL DEFIBRILLATOR PROGRAM IN HIGH SCHOOLS**

The Superintendent asked for adoption of COMAR 13A.05.10.01-.03 Automated External Defibrillator Program in High Schools.

In response to a question by Ms. Halverson, Ms. Gable reported that school staff is responsible for the maintenance of this equipment.

Upon motion by Ms. Sidhu, seconded by Mr. Edimo, and with unanimous agreement, the Board adopted COMAR 13A.05.10.01-.03 Automated External Defibrillator Program in High Schools. (In favor – 8)

### **WAIVER REQUEST OF COMAR 13A.06.03 INTERSCHOLASTIC ATHLETICS**

Dr. Salmon introduced Dr. Lawson to brief the Board on a request received from Baltimore City Council President Bernard C. “Jack” Young to waive the interscholastic athletics all-star regulations, COMAR 13A.06.03.04C(5), to allow the President’s Cup all-star game to be held. Dr. Lawson explained that all-star games permitted by this regulation support education based athletics to minimize absences from school, loss of instructional time, loss of students’ time from school teams during the sport season, and are intended to be school-based events to celebrate the achievements of students in their school. The President’s Cup is an all-star game that does not meet these purposes. As such, Dr. Salmon recommended that this request be denied.

In response to a question by Mr. Edimo about federal law under Title 9, Dr. Lawson explained that this law ensures equality for women. She explained that women are not afforded equal opportunity in this request.

Upon motion by Ms. Shreeve, seconded by Ms. Iszard, and with unanimous agreement, the Board denied the waiver request of COMAR 13A.06.03 Interscholastic Athletics. (In Favor – 8)

### **PUBLIC COMMENTS**

President Smarick explained procedures by which the Board hears public comments. No public comments were provided.



## **STATE BOARD MEMBER DISCUSSION AND UPDATE**

### **Vision and Mission Statements**

Ms. Halverson requested the addition of language dealing with social and emotional learning under the Mission Statement. Ms. Iszard noted that this is already included under the fifth bullet, *Promote students' physical, mental, social and emotional well-being.*

Upon motion by Mr. Edimo, seconded by Ms. Halverson, and with unanimous agreement, the Board adopted its Vision and Mission Statements. (In Favor – 8)

### **Board Priorities**

Board members discussed several of the priorities identified during the Fall Retreat to include:

- ESSA Implementation
- Student Services
- Educator Effectiveness
- Stakeholder Engagement
- Legislative
- Budget

Ms. Weeldreyer recommended that stakeholder engagement, legislative, and budget be viewed as ongoing priorities connected to each of the other priorities and incorporated throughout the plan.

In response to a comment by Dr. Li about including Gifted and Talented Education, Dr. Salmon reported that staff is working on this issue and agreed to provide the Board with a presentation on the Gifted and Talented Program.

The Board discussed next steps and the Strategic Planning committee agreed to develop a draft plan outlining tentative goals based on the Board's priorities.

### **Mental Health Committee**

Ms. Iszard reported that presentations were made at the last meeting which provided a link between mental health issues, suicide and human trafficking. She reported that the Committee will be looking at the state regulations to see if and/or where policy changes may be needed.

### **Center for Research on Education Outcomes (CREDO)**

President Smarick provided the Board with a letter from Dr. Macke Raymond, Director of CREDO, an independent and non-partisan group whose mission is to provide policy makers and the public with rigorous analysis of the effectiveness of important education programs in K-12 public education. He explained that they are asking MSDE to partner by providing data in order to compare the effectiveness of Maryland Charter Schools to all others in the nation.

Ms. Kameen expressed concern about the legality of entering into an agreement and said she would look into the Procurement Law for Maryland.

Ms. Sidhu noted that she will provide the Superintendent with a Report prepared over the last several years which provides an evaluation of the Charter Schools in Maryland.

The Board tabled the item until Ms. Kameen reports back on the legality of such a partnership.

### **Tentative Agenda Items for April**

Tuesday, April 25

- ESSA
- *Project Lead The Way*
- Encouraging Innovation and Personalized Learning
- Social Studies Update
- Interim Report on Innovative School Calendars
- State Legislative Updates
- Regulatory Actions
- Board Committee Updates

Ms. Shreeve questioned the designation of whether special Board meetings are work sessions or information sessions. Board members discussed distinctions between the two. Ms. Kameen said that it needs to be made clear if special meetings are work or information sessions. Ms. Shreeve requested an information session on the State Budget.

### **Board Member Updates/Comments**

Ms. Halverson reported that she visited Chevy Chase Elementary School where the EGATE winners were announced. She noted that more than 150 English as a Second Language (ESOL) students attended.

Ms. Iszard thanked Board members for attending the Read Across America celebration, describing it as “an amazing day.”

Ms. Sidhu reported that she also attended an excellent EGATE celebration.

Ms. Shreeve explained that she attended a play at Winters Mill High School and lauded the amazing work done in the high schools. She also announced that the Maryland Association of Student Councils (MASC) will be holding its Annual Conference in Ocean City, Maryland next week and shared with the Board that it is a great event.

Ms. Shreeve also commented that Darla Strouse, Director of Partnerships, did a great job announcing the designation of Blue Ribbon Schools in Maryland last week.

### **OPINIONS**

#### **Ms. Kameen announced the following Opinions:**

17-13 *Board of Education of Howard County v. Renee Foose and Renee Foose v. Board of Education of Howard County* – Petition for Declaratory Ruling (Issued four declarations. Declined to issue remaining requests for declaration. Directed parties to try to mediate and then to report back to the Board in 60 days.)

17-14 *Gabrielle G. v. Montgomery County Board of Education* – student suspension (affirmed the local board’s decision)

17-15 *Jeffrey U. v. Howard County Board of Education* – residency (referred to the Office of the Department of Administrative Hearings for a hearing)

**Ms. Kameen announced the following Order:**

OR 17-04 *Cathy G. v. Montgomery County Board of Education* – student transfer (dismissed as untimely)

**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: May 23, 2017

**MARYLAND STATE DEPARTMENT OF EDUCATION  
PERSONNEL APPROVALS FOR THE March 28, 2017 BOARD MEETING**

**I. Appointments Grade 19 and above:**

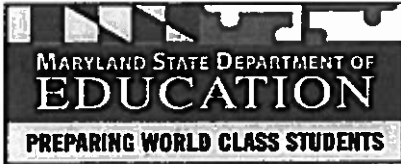
<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
La marca Lessner, Cynthia	Program Manager IV – Chief of Early Childhood Collaboration & Program Improvement	22	Early Childhood Development	TBD

**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>
Coyle, Trisha M.	Teacher, Academic – English	IEPP	Office of School Effectiveness, Juvenile Services Education System	03/29/17
Hentz, Brian T.	Teacher, Academic – Mathematics	IEPP	Office of School Effectiveness, Juvenile Services Education System	03/01/2017
Hines, Debrea L.	Teacher, School Guidance Counselor	IEPP	Office of School Effectiveness, Juvenile Services Education System	03/29/17
Hruz, Patrick G.	Teacher, Academic – Social Studies	IEPP	Office of School Effectiveness, Juvenile Services Education System	03/29/17
Kilby, Sarah C.	Staff Specialist III – Coordinator of Selected Nutrition Programs	18	School and Community Nutrition Services	03/15/17
Tran, Emily A.	Child Care Licensing Specialist, Trainee	13	Early Childhood Development, Office of Child Care	03/29/17
Williams-Randolph, Erica C.	Teacher, Special Education	IEPP	Office of School Effectiveness, Juvenile Services Education System	03/29/17

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

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March 28, 2017

BOARD LIST

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

**Name:** Cynthia La Marca Lessner  
**Position:** Program Manager IV – Chief of Early Childhood Collaboration & Program Improvement  
**Division:** Early Childhood Development (DECD)  
**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, Administration/Supervision, Early Childhood, Social Work or a closely related field.

**EXPERIENCE:**

Eight (8) years of professional administrative experience in management, administration and/or supervision of Early Childhood Education Programs.

**NOTES:**

Two additional years of experience as defined may substitute for the Master's Degree.

**DESCRIPTION:**

This is a professional position responsible for managing the Collaboration and Program Improvement Branch in the Division of Early Childhood Development(DECD) including the Head Start State Collaboration Project and early childhood and school-age care quality initiatives.

**QUALIFICATIONS:**

**Education:**

The Johns Hopkins University (Baltimore, Maryland) 2012 – Master’s Degree in Special Education/Early Childhood Education

Arizona State University (Tempe, Arizona) 1998 – Bachelor’s Degree in Psychology

**Experience:**

Maryland State Department of Education (Baltimore, Maryland)

2014 – Present: Staff Specialist III - Early Childhood Coordinator

Howard County Community College (Columbia, Maryland)

2012 – Present: Adjunct Faculty Instructor Early Childhood Education

Community Action Council of Howard County (Columbia, Maryland)

2004 - 2014: Head Start Mental Health/Disabilities Coordinator

2013 – 2014: Head Start Education/Disabilities Coordinator

The Care Center of Howard County (Columbia, Maryland)

2009 – 2009: Behavioral Specialist/Consultant

Anne Arundel County Community Action Agency (Brooklyn Park, Maryland)

2002 – 2004: Head Start Lead Teacher/Director

FACES of Crisis Nursey (Phoenix, Arizona)

2000 -2002: Head Start Lead Teacher

**EMPLOYMENT STATUS:**

Promotion