

MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday
February 27, 2018
Maryland State Board of Education
200 W. Baltimore Street
Baltimore, Maryland 21201

The Maryland State Board of Education met in regular session on Tuesday, February 27, 2018, 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. Michele Jenkins Guyton; Dr. Justin M. Hartings; Ms. Stephanie R. Iszard; Dr. Rose Maria Li; Mr. Kyle J. Smith, student Board member and State Superintendent Dr. Karen B. Salmon. Dr. Chester E. Finn, Jr., Vice President, Mr. Michael Phillips, and Dr. David Steiner were not in attendance.

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

President Smarick called the meeting to order and opened with the Pledge of Allegiance.

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

CONSENT AGENDA

President Smarick called for a motion to approve the Consent Agenda, which included the following items:

- Minutes for January 29 and 30, 2018
 - *There were two amendments on page 1 of the January 29th minutes: 1) remove “by phone” in describing Ms. Iszard’s attendance status; and 2) change the date of Dr. Guyton’s requested amendment to the minutes to December 4th (instead of December 5th as indicated).*
- Personnel Actions
- Budget Adjustments for January, 2018

ACTION: Upon motion by Dr. Guyton and seconded by Dr. Hartings, the Board approved the Consent Agenda as amended. (In Favor: 6; opposed: 0; abstained: 0)

PUBLIC COMMENT

President Smarick explained the guidelines by which the State Board hears public comments. The following individuals provided comments:

- *Camila Januario* – School Violence

- *Mandy Weinman* – Violence Prevention
- *Karen Herren* – Violence Prevention
- *Edward Burroughs* – Prince Georges County Public Schools Audit
- *Jerome Dancis* – Non-compliance with regulations

BRIDGE ACCOUNTABILITY RECOMMENDATIONS

(Dr. Dara Shaw, Director, Research)

Dr. Shaw presented information regarding Bridge data collection, analysis, and accountability, and responded to questions previously posed by Board members related to the current data available, collecting “transactional” Bridge data, and how LEAs score Bridge projects. Dr. Shaw presented several options for collecting “transactional” Bridge data and the option recommended by the MSDE to proceed with “status” data collection at high school completion, and add additional “yes/no” elements to annual data collections that would be validated at high school completion. Dr. Shaw also noted that if it is later determined that this option does not adequately address the research questions regarding Bridge the department will pursue other options.

Board members asked for clarification of the differences between the old and new/revised Bridge plan and discussed whether a review of historical Bridge data and the impact that participating in the old version of Bridge had on students’ post-high school outcomes merits further investigation.

***ACTION:** Upon motion by Dr. Guyton, with a second by Ms. Iszard, the State Board accepted the Department’s recommendation to proceed with “status” data collection at high school completion and add additional “yes/no” elements to annual data collections that would be validated at high school completion. (In favor: 6; Opposed: 0; Abstained: 0)*

ESSA IMPLEMENTATION AND TIMELINE

(Presenters: Ms. Mary Gable, Assistant State Superintendent, Division of Student, Family, and School Support)

Ms. Gable provided an update on the timeline to share information and gather recommendations from the State Board on the implementation of Maryland’s Draft Every Student Succeeds Act (ESSA) Consolidated State Plan. Ms. Gable also presented an overview of Maryland’s draft report card, which has been redesigned to provide clear and concise information on the new accountability system. Each of the indicators will also reflect how individual student groups are performing. Ms. Gable also shared examples and methodology for assigning scores.

Board members provided feedback on the draft report card and a recommendation was made to also include percentages on the report card. Questions were raised about how the standard will be set. Ms. Gable shared that data will be used to inform the standard to be set, along with research, best practices, and other factors. She noted that the standard can be revisited at a later date and adjusted if/as necessary.

***ACTION:** None. For information and discussion only.*

BUILDING A HIGH-QUALITY EARLY CHILDHOOD EDUCATION SYSTEM IN MARYLAND

(Presenter: Mr. Steven Hicks, Assistant State Superintendent, Early Childhood Development)

Mr. Hicks provided an overview of: research on quality elements in early childhood education and how Maryland's programs fare; Maryland's unique birth to 3rd grade governance structure and its implications; and early learning initiatives at the Division of Early Childhood Development.

Discussion included expansion of pre-K preschool development grants and the funding model, related legislation introduced in the 2018 legislative session, and recommendations of the Kirwan Commission.

ACTION: None. For information and discussion only.

BOARD REPORTS AND PLANNING

➤ *Committee Updates:*

- Policy Review – President Smarick highlighted the most recent revisions to the *Governance and Operations Manual*, which reflect the feedback received from Board members.

*ACTION: Upon motion by Ms. Iszard, with a second by Dr. Li, the State Board unanimously adopted the revised *Governance and Operations Manual*. (In Favor: 5; Opposed: 0; Abstained: 0. Ms. Guyton was not present.)*

- Mental Health Committee – Ms. Iszard reported that the department will present updates and recommendations at the March meeting.
- Teacher Certification – Ms. Iszard shared that the committee has been discussing entrance standards for undergraduate and graduate teacher preparation programs, internship models and certifications.
- Kirwan Commission – Dr. Salmon reported that the policy report is available. The Commission will establish workgroups and Dr. Salmon has volunteered to have MSDE staff on each workgroup. The workgroups are supposed to meet this Spring and into the summer and develop funding recommendations for the next legislative session.
- Superintendent's Workgroup – Dr. Hartings provided an update on the committee's most recent meeting and discussions regarding: 1) adjustments to recommended regulations so specialist can be included as eligible to be certified as Superintendents, which broadens the current eligibility criteria; 2) review of

timing requirements, which currently range from 27 months in some places to 3 years in others; 3) the need to have Superintendents complete particular programs and/or have required credit requirements and providing more flexibility in demonstrating that a candidate has the academic background without having to go through a particular program to meet the requirements; 4) broadening the exception for those certified in another state; and 5) acknowledgement of the local boards role in writing job requirements based on the needs of their district/communities and leaving that flexibility in the hands of the local boards.

- Graduation Task Force – Dr. Hartings shared that the group has met twice since the last State Board meeting and has heard from multiple stakeholders (higher education, employers, Department of Labor, Licensing and Regulations) regarding their views on the meaning of a Maryland Diploma and expectations of what graduates know and are able to do. Dr. Carol Williamson added that the task force has three committees: Content and Credits, Assessment, and Diploma’s.
- Maryland Association of Student Councils (MASC) – Mr. Smith shared the following updates:
 - He is working with MASC’s Executive Director to ensure that students are able to fully participate on task forces and workgroups within the MSDE.
 - On February 11th, Mr. Smith had the chance to visit the Eastern Shore and speak with students from Wicomico County to listen to and share ideas.
 - MASC held its third executive board meeting on February 24th and discussed topics such as sexual assault and harassment and ways schools can create inclusive environments. They also affirmed support for the *March for Our Lives* rally and the efforts of the organization.
 - MASC student leaders provided comment for the “Consent” bill in the Maryland House of Delegates.

Mr. Smith also shared that following the tragic events at Stoneman Douglas High School, student leaders across the county have rallied together to honor the memory of those who lost their lives and also to prevent future incidents. Mr. Smith added that as a school system official he looks forward to doing his part to address this and other issues such as the student counselor and student psychologist ratios, as well as the way the school system handles mental health support and resources for all students.

➤ ***Discussion of March 19-20th State Board Meetings***

The Board decided not to have an Information Session on Monday, March 19th and reviewed the following tentative agenda items for Tuesday, March 20th:

- ESSA Implementation Update
- Definition of “At-Risk”
- Online Learning Policies

- Graduation Requirement Task Force Update
- Recognition of 2018 Superintendent of the Year
- Mental Health Committee Update
- Legislative Update
- Regulatory Actions

➤ ***Board Member Updates/Comments:***

- Dr. Li shared that she provided testimony in support of SB 300 - *Achieving Computer Science Collaborations for Employing Students Statewide (ACCESS) Act of 201* and underscored the State Board's commitment to supporting implementation of computer science education in a way that reaches underserved populations.

ACTION: *None. For information and discussion only.*

EXECUTIVE SESSION

Pursuant to § 3-305(b)(1)&(7) of the General Provisions Article, Annotated Code of Maryland, and upon motion of President Smarick, seconded by Dr. Li, and with unanimous agreement, the Maryland State Board of Education met in closed session on Tuesday, February 27, 2018, in Conference Room #1, 8th Floor, at the Nancy S. Grasmick State Education Building. All board members were present except Chester E. Finn, Jr., Michele Jenkins Guyton, Michael Phillips, and David Steiner. In attendance were Dr. Karen Salmon, State Superintendent of Schools; Dr. Carol Williamson, Deputy State Superintendent, Office of Teaching and Learning; Kristy Michel, Deputy State Superintendent, Office of Finance and Administration; Dr. Sylvia Lawson, Deputy State Superintendent, Office of School Effectiveness; Dr. Miya T. Simpson, Executive Director, Office of the State Board; and Assistant Attorneys General, Elizabeth Kameen, Jackie La Fiandra and Derek Simmons. The Executive Session commenced at 12:20 p.m.

At that time, the State Board approved one Opinion and two Orders for publication.

- *Sepeideh K. and Paul C. v. Anne Arundel County Board of Education* – out-of-area transfer – Opin. No. 18-06
- *Susan Ballinger v. St. Mary's County Board of Education* – teacher termination – Order No. OR18-01
- *Lee Thomassen v. Baltimore County Board of Education (II)* – violation of GINA – Order No. OR18-02

The Board deliberated three cases. They will be published at a later date.

- *Bash Pharoan v. Baltimore County Board of Education* – 2018-19 school calendar
- *Cindy Rose v. Frederick County Board of Education* – PARCC refusal policy
- *M.S. v. Prince George's County Board of Education* – expulsion

The Board received legal advice on (1) the creation of standing committees and the open meetings law; (2) legal options for further follow-up on Prince George's County audit and corrective action plan; (3) requests by vendors to present to the Board; (4) sharing Bridge Project data with MLDSC; (5) the *Bradford* case and school construction funding for Baltimore City Schools.

The Board discussed possible supplemental budget requests it might make to the Governor.

Administrative Matters

Dr. Salmon distributed a letter in response to legislator's questions about MSDE's use of the NASTEC database. She announced that PARCC was a nationally recognized, peer reviewed high school assessment and that the New Meridian contract governing the PARCC Assessment would be presented soon to the Board of Public Works for approval. She also unveiled the newly branded Maryland Assessment Program. Finally, she noted that the Board needed to develop a process for awarding National Board Certified Teacher bonuses.

Internal Board Management

At 1:35 p.m., all staff left the meeting and the Board conducted the Superintendent's Evaluation Review with Dr. Salmon.

The Executive Session ended at 2:00 p.m.

RECONVENING

President Smarick reconvened the meeting. Mr. Smith acknowledged the two finalists for the 2018 Student Board Member.

STATE SUPERINTENDENT'S REPORT

➤ Maryland Comprehensive Assessment Program (MCAP)

Dr. Salmon provided an update on the MCAP, which is designed to gather information that helps Maryland schools strengthen instruction and improve student performance so that graduates are ready to move into the workforce or a postsecondary institution. All Maryland state assessments, including the Kindergarten Readiness Assessment (KRA), High School Assessments in social studies and science, government and biology, as well as the fifth and eighth grade science assessments, will be part of MCAP. Dr. Salmon will come back to the Board with further updates and the communications plan.

ACTION: None. For information and discussion only.

➤ Updates

○ Judy Center Presentation

(Presenter: Ms. Amy Beal, Judy Center Partnership Specialist)

Ms. Beal provided an overview of the Judith P. Hoyer Early Child Care and Family Education Centers and the range of services provided for children age birth through kindergarten. The Judy Center of Washington County was highlighted

ACTION: None. For information and discussion only.

○ ***Intra-district Transfer Policies***

As a follow up to previous discussions, Dr. Salmon provided information on the number of requested intra-district transfers as compared to the number of State Board appeals related to these transfers. Data show that the numbers vary by district and that the majority of the requests are handled at the local level and do not come before the State Board. Dr. Salmon shared that the common reasons for the transfer requests include child care concerns or when the parent is an employee in the system and is requesting that the child be closer to the parent's workplace. Dr. Salmon also shared that the most common reasons for denial are generally around student performance and behavior and/or capacity issues at the desired school.

Mr. Smith asked for clarification regarding students who may request a transfer to a particular high school in order to participate in a special program that is not offered in their county/district. Dr. Salmon said that would depend on local school policy(ies) and whether or not there is space and access.

ACTION: None. For information and discussion only.

○ ***Local Grading Policies***

Dr. Salmon shared information the Department recently collected from each LEA regarding local grading policies, which included grade changes, numerical value of a failing grade, impact of attendance on grades, and grade appeals by parent/guardian. Based on analysis of the information, Dr. Salmon indicated that there is a need to review and strengthen the current regulations for what MSDE requires in terms of information from LEAs regarding grading policies. She will work with Assistant Attorney General Kameen and other department staff to bring updated regulations back to the Board for consideration and to glean more information about how local grading policies are administered in local systems with regard to graduation requirements and attendance policies.

Board members agreed that the information was very eye opening and stressed the need to ensure that standards are equally applied and have the same meaning across the state.

ACTION: None. For information and discussion only.

○ ***Prince Georges County Public Schools (PGCPS) Independent Audit Update***

Dr. Salmon solicited the Boards reaction and direction regarding proposed ideas and next steps related to the audit findings and the responses and proposed action plan presented by PGCPS to the State Board at the January 30th meeting.

Dr. Salmon explained that after careful thought, analysis, and discussions with her staff, she proposes sending a letter to Dr. Kevin Maxwell, PGCPS Superintendent, requesting further action as follows:

- 1) Request that PGCPS provide a monthly progress report on the milestones in the Corrective Action Plan. The monthly report should include changes made in protocols, process, and procedures, and how these changes promote a culture of compliance in PGCPS.
- 2) Request that PGCPS respond to the questions raised by the State Board that were not previously addressed and those posed in MSDE's analysis of the audit findings.

Dr. Salmon also recommended that the MSDE dedicate a full-time employee, over the course of the year to monitor PGCPS' implementation of and compliance with the Corrective Action Plan, as well as its grade changing and student attendance policies as they relate to earning a Maryland high school diploma. The monitor's role will include a review of the internal random audits conducted by PGCPS to check for the scope, integrity, and results of each audit.

Dr. Salmon also noted the importance of and need for an additional independent third-party audit once PGCPS's has made the proposed changes. Dr. Salmon recommended that in doing so the State Board offer to play the same role it did in the original audit.

President Smarick agreed that the proposed next steps are necessary and appropriate, and reiterated that he and members of the Board were alarmed by the findings of the audit, adding that "simply too many students have been graduated despite falling short of the expectations that we had and, unfortunately, this does a disservice to boys and girls and undermines, ultimately, the value of a Maryland diploma. So, I think these actions today are going to help ensure that the districts leadership takes the steps necessary to fix these internal processes so we have faith this doesn't happen again. The State just needs to be confident that the districts' graduates have earned the diploma's that they ultimately receive, and I think these steps that we are taking today are going to be the right ones needed to rebuild that trust."

President Smarick thanked Dr. Salmon and her team, as well representatives from PGCPS, for their efforts and for coming forward to the Board with their plans.

***ACTION:** Upon motion by Ms. Iszard with a second by Dr. Li, the State Board accepted the action plan proposed by Dr. Salmon. (In Favor: 5; Opposed: 5; Abstained: 0. Dr. Guyton was not present)*

LEGISLATIVE UPDATE

(Presenter: Patrick Fleming, Director, Education Policy and Government Relations)

Mr. Fleming provided an overview of the status of recent education legislation introduced during the 2018 General Assembly Legislative Session. Mr. Fleming highlighted the following bills and updates:

- *Education Development Collaborative (EDCo)*
Governor Hogan has appointed 10 members to the EDCo Board. Board Member Phillips was appointed as the State Board representative.
- *HB 350/SB 300 – Achieving Computer Science Collaborations for Employing Students Statewide (ACCESS) Act of 201.*
Both bills have been heard in the respective Houses. The House bill was voted favorable with amendments.
- *HB 281 Education – Computer Science – Curriculum and Professional Development (Securing the Future: Computer Science Education for All)*
The bill has been voted out of committee as favorable with amendments by the Ways and Means Committee. Mr. Fleming noted that this may be the vehicle by which computer science programs move forward.
- *HB 351/SB 301 Protect Our Students Act of 2018*
The bill has been voted out of committee as favorable with amendments by the Ways and Means Committee. The House hearing is scheduled for March 1st. The Senate held a hearing and has voted unfavorable.
- *HB 355/SB 302 – Accountability in Education Act of 2018*
The House hearing is scheduled for March 1st.
- *HB 1415/SB 1092 Education Commission on Innovation and Excellence in Education*
No hearing date has been scheduled yet.

Dr. Salmon asked the Board to let her know if they are interested in submitting letters on any of the bills that have been introduced in the 2018 Session.

ACTION: None. For information and discussion only.

ESSA WAIVERS

Dr. Salmon briefly explained the types, purposes, and need for ESSA waivers for alternative assessments now that the ESSA Plan has been approved.

ACTION: None. For information and discussion only.

REGULATORY ACTIONS

(Presenter: Mary Gable, Assistant State Superintendent, Division of Student, Family, and School Support)

➤ **COMAR 13A.12.01.08-1 Adjunct Certificate (Permission to Publish)**

Request for permission to publish the promulgation of new COMAR 13A.12.01.08-1 *Adjunct Certificate* with clarifying language that the Adjunct Certificate can only be issued to a part-time employee and that the local school system provide either side-by-side coaching or co-teaching with a professional certificated teacher.

ACTION: Upon motion by Ms. Iszard and seconded by Mr. Smith, the State Board granted permission to publish. (In favor: 5; Opposed: 0; Abstained: 0; Dr. Guyton was not present.)

➤ **COMAR 13A.07.08 Incentive Program for Certification by the National Board for Professional Teacher Standards (NBPTS) (Permission to Adopt)**

Request for permission to adopt proposed amendments to COMAR 13A.07.08 *Incentive Program for Certification by the National Board for Professional Teacher Standards (NBPTS)* to align with NBPTS requirements and clarify existing language in the following sections: .02 Definitions, .03 Eligibility Criteria, .04 Selection Procedure, and .06 Costs.

ACTION: Upon motion by Dr. Hartings and seconded by Ms. Iszard, the State Board granted permission to adopt the proposed amendments. (In favor: 5; Opposed: 0; Abstained: 0. Dr. Guyton was not present.)

SCHOOL CALENDAR WAIVER/MODIFICATION REQUESTS

(Presenter: Teresa Dantzler, Ombudsman)

- **Baltimore City Public Schools**

- Request to open schools on the Monday after Easter (April 2nd) as an inclement weather make-up day for the 2017-2018 school year.

ACTION: Upon motion by Ms. Iszard and seconded by Mr. Smith, the State Board approved the requested calendar modification for the 2017-2018 school year. (In favor: 5; Opposed: 0; Abstained: 0. Dr. Guyton was not present.)

- **Garrett County Public Schools**

- Request to open for pupil attendance prior to Labor Day for the 2018-2019 school year.

***ACTION:** Upon motion by Ms. Iszard and seconded by Mr. Smith, the State Board granted a waiver to open prior to Labor Day for the 2018-2019 school year. (In favor: 5; Opposed: 0; Abstained: 0. Dr. Guyton was not present.)*

OPINIONS

Ms. Kameen announced the following Opinions and Orders:

- *Sepeideh K. and Paul C. v. Anne Arundel County Board of Education* – out-of-area transfer – Opin. No. 18-06 – local board’s decision stands
- *Susan Ballinger v. St. Mary’s County Board of Education* – teacher termination – Order No. OR18-01 – dismissed as untimely
- *Lee Thomassen v. Baltimore County Board of Education (II)* – violation of GINA – Order No. OR18-02 – dismissed as untimely and for lack of jurisdiction

ADJOURNMENT

With no further business before the Board, the meeting was adjourned at 4:02 p.m.

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

Date: March 20, 2018

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: February 27, 2018

Time: 12:20 p.m.

Location: 200 West Baltimore Street, Baltimore, MD 21201

Motion to close meeting made by: Mr. Smarick

Seconded by: Dr. Li

Members in favor: 5

Opposed: 0

Abstaining: 0

Absent: 4

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)	Personnel	Personnel decision
§ 3-305(b) (1)	Internal Board Management	Performance evaluation
§ 3-305(b) (7)	Legal Advice	Legal appeals, creation of standing committees and open meetings laws, Prince George's County audit, presentation by outside vendors, dissemination of Bridge Project data, and school construction

4. This statement is made by  _____, Presiding Officer.

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE February 27, 2018 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>
Ciulla, Vicky C.	Education Program Specialist II, Special Education Lead Resources & Policy Specialist	22	Office of the Deputy for Teaching and Learning, Division of Special Education/Early Intervention Services	TBD
Frazier, Shirley A.	Fiscal Services Administrator III, Deputy Budget Chief	20	Division of Business Services Office of the Deputy for Finance and Administration	TBD
Frizzell, Matthew O.	Education Program Specialist I, Education Data Reporting & Compliance Specialist	21	Office of the Deputy for Teaching and Learning, Division of Curriculum, Research, Assessment and Accountability	TBD
Lee, Alysia D.	Education Program Supervisor, Coordinator of Fine Arts	22	Office of the Deputy for Teaching and Learning, Division of Curriculum, Research, Assessment and Accountability	TBD
Wrightson, Christopher M.	Education Program Specialist I, High School Accountability Specialist	21	Office of the Deputy for Teaching and Learning, Division of Curriculum, Research, Assessment and Accountability	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>
Akab-A-Sei, John Kum	Academic Teacher	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education Program	03/01/18
Kelly, Timothy	Vocational Rehabilitation Specialist II	13/3	Office of the Deputy for Finance and Administration, Division of Rehabilitation Services	02/14/18

III. Other Actions: Promotional

NAME

POSITION

**SALARY
GRADE**

DIVISION/OFFICE

**DATE OF
APPOINTMENT**



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

200 West Baltimore Street • Baltimore, MD 21201 • 410-767-0100 • 410-333-6442 TTY/TDD • MarylandPublicSchools.org

February 27, 2018

BOARD LIST

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

Name: Vicky C. Ciulla
Position: Education Program Specialist II,
Special Education Lead Resources and Policy Specialist
Division: Special Education/Early Intervention Services
Salary Grade: State Salary Grade: 22
Annual Salary Range: \$64,608 - \$103,743
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Master's Degree or equivalent 36 post baccalaureate course work in Special Education, Education Administration/Supervision or Education related field.

EXPERIENCE:

Four (4) years of experience in coordinating or administering special education programs and related services for individuals with disabilities and their families is preferred. Experience with direct supervision of other professional employees desired.

DESCRIPTION:

This is a professional position responsible for Special Education policy development and review, product development, and cross-divisional technical assistance activities of the Division with public agencies to carry out federal and state regulations, maintain compliance, and participate in the Maryland State Performance Plan and Annual Performance Report.

QUALIFICATIONS:

Education:

Towson State University (Towson, Maryland) 1984 – Master’s Degree in Reading; 1977 - Bachelor’s Degree in Clinical Psychology.

The Johns Hopkins University (Baltimore, Maryland) – 12 credits in Special Education.

Experience:

Arrow Center for Education (Baltimore, Maryland)

2016 – Present: School Principal

Maryland State Department of Education (Baltimore, Maryland)

2014 – 2016: Education Program Specialist II – Special Education Resource & Policy Specialist

Baltimore County Public Schools (Baltimore, Maryland)

2008 – 2014: Principal, Berkshire Elementary School

2005 – 2008: Coordinator of Alternative Programs, Dropout Prevention, and Summer School

2002 – 2005: Supervisor, Home and Hospital Program

2000 – 2002: Assistant Principal, Jacksonville Elementary

1996 – 2000: Special Education Specialist, Northeast Area Schools

1994 – 1996: Assistant Principal

1989 – 1994: Special Education Specialist, Holabird Middle School

1988 – 1989: County Wide Professional Development and Reading Teacher

1987 – 1988: Reading Specialist, Elmwood Elementary School

1984 – 1987: Special Education Teacher/Reading Specialist

EMPLOYMENT STATUS:

Rehire/Reinstatement



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

200 West Baltimore Street • Baltimore, MD 21201 • 410-767-0100 • 410-333-6442 TTY/TDD • MarylandPublicSchools.org

February 27, 2018

BOARD LIST

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

Name: Shirley A. Frazier
Position: Fiscal Services Administrator III,
Deputy Budget Chief
Division: Business Services
Salary Grade: State Salary Grade: 20
Annual Salary Range: \$56,743 - \$91,107
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Bachelor's Degree from an accredited four-year college or university; coursework in Accounting, Business Administration, Economics, Finance, or Public Administration or related area.

EXPERIENCE:

Four years of professional experience with analyzing and developing financial, budget, and control systems for multiple programs. Management and/or supervisory experience desired. At least two years of experience with Maryland State budgeting procedures desired. Experience with MS Excel and data management software is preferred.

DESCRIPTION:

This position performs professional level work serving as the Deputy Chief of the Budget Branch, and is responsible for supervising the preparation, presentation, and administration of the Department's operating budget. The operating budget exceeds \$7.7 billion annually, includes more than 40 programs, and involves multiple General, Special, Federal, and General fund revenue sources.

QUALIFICATIONS:

Education:

University of Phoenix (Phoenix, Arizona) 2007 - Master's Degree in Management Science.

Bowie State University (Bowie, Maryland) 1998 – Bachelor's Degree Business in Administration/
Economics.

EXPERIENCE:

Department of Labor Licensing and Regulations (Baltimore, Maryland)

2012 - 2016: Agency Budget Specialist Supervisor

2016 – Present: Budget Administrator

Maryland State Department of Education (Baltimore, Maryland)

1999 – 2012: Agency Budget Specialist Lead

Comptroller of the Treasury, Annapolis Data Center (Annapolis, Maryland)

1989 – 1999: Administrative Aide

EMPLOYMENT STATUS:

New



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

200 West Baltimore Street • Baltimore, MD 21201 • 410-767-0100 • 410-333-6442 TTY/TDD • MarylandPublicSchools.org

February 27, 2018

BOARD LIST

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

Name: Matthew O. Frizzell
Position: Education Program Specialist I,
Education Data Reporting and Compliance Specialist
Division: Curriculum, Research, Assessment and Accountability
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$60,543 - \$97,203
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Possession of a Master's Degree or equivalent 36 credit hours of post-baccalaureate course work from an accredited college or university.

EXPERIENCE:

Four (4) years of administrative or teaching experience in or affiliated with an education program this experience to include coordinating or administering an education data analysis program or education research related area. Experience in statistical analysis, applications development and research, or data management preferred; SAS (Statistical Analysis Software) experience desired.

DESCRIPTION:

This is a professional position responsible for providing technical assistance for the development, documentation, compilation, quality assurance, and coordination of data files as part of federally mandated data submissions program including the U.S. Department of Education EDFacts Initiative, Common Core of Data State Non-fiscal Public Elementary/Secondary Education Data, the Civil Rights Data Collection, and federal reporting requirements related to Maryland's Report Card.

QUALIFICATIONS:

Education:

New York University (New York, New York) 2007 – Master’s Degree in Secondary English Education.

West Virginia Wesleyan College (Buckhannon, West Virginia) 2003 - Bachelor’s Degree in English Literature.

Experience:

George Washington University, Center on Education Policy (Washington, D.C.)

2016 – Present: Senior Research Associate

2013 – 2015: Research Associate

2013: Graduate Intern

George Washington University, Department of Sociology (Washington, D.C.)

2012 – 2013: Graduate Assistant

New York City Department of Education (New York, New York)

2010 – 2012: Lead Teacher - English

International Leadership Charter School (Bronx, New York)

2007 – 2010: Lead Teacher – Interdisciplinary Curriculum

EMPLOYMENT STATUS:

New



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

200 West Baltimore Street • Baltimore, MD 21201 • 410-767-0100 • 410-333-6442 TTY/TDD • MarylandPublicSchools.org

February 27, 2018

BOARD LIST

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

Name: Alysia D. Lee
Position: Education Program Supervisor,
Coordinator of Fine Arts
Division: Curriculum, Research, Assessment, and Accountability
Salary Grade: State Salary Grade: 22
Annual Salary Range: \$64,608 - \$103,743
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Master's Degree or equivalent 36 credit hours of post baccalaureate course work in Fine Arts or Fine Arts Education.

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 Fine Arts. Experience with K-12 Fine Arts programs preferred.

NOTES:

1. Two years of additional experience as defined above may be substituted for the Master's Degree.
2. Possession of a Doctorate in a field related to the position may be substituted for one year of the experience requirements.

DESCRIPTION:

This is a professional position responsible for the supervision and coordination of all activities of the Office of Fine Arts for kindergarten through high school.

QUALIFICATIONS:

Education:

Peabody Conservatory of Music, Johns Hopkins University (Baltimore, Maryland) 2006 – Master’s Degree in Vocal Performance/Vocal Pedagogy.

University of North Carolina, School of the Arts (Salem, North Carolina) 2003 – Bachelor’s Degree in Vocal Music Performance Major.

Experience:

Sister Cities Girl Choir (Baltimore, Maryland)

2012 – Present: Executive Director

Orchestra of St. Luke’s (New York, New York)

2008 – 2011: Music Teaching Artist

Bloomington School of Music (New York, New York)

2006 – 2011: Vocal Music Teaching Artist

Harlem Academy (New York, New York)

2007 – 2008: Associate Development Director

Young Audiences (New York, New York)

2006 – 2007: Communications Manager

EMPLOYMENT STATUS:

New



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

200 West Baltimore Street • Baltimore, MD 21201 • 410-767-0100 • 410-333-6442 TTY/TDD • MarylandPublicSchools.org

February 27, 2018

BOARD LIST

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

Name: Christopher M. Wrightson
Position: Education Program Specialist I,
High School Accountability Specialist
Division: Curriculum, Research, Assessment and Accountability
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$60,543 - \$97,203
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Possession of a Master's Degree or equivalent 36 credit hours of post-baccalaureate course work from an accredited college or university.

EXPERIENCE:

Four (4) years of experience with education data; this experience to include coordinating or administering data analysis, applications development and research, or data management preferred; SAS (Statistical Analysis Software) experience desired.

DESCRIPTION:

This is a professional position responsible for supporting the Accountability Office within the Division of Curriculum, Research, Assessment, and Accountability and responsible for collecting, analyzing, and reporting on student level information that includes student demographics, Maryland High School Assessment status and results, College and Career Readiness indicators, and accountability related details.

QUALIFICATIONS:

Education:

The Johns Hopkins University (Baltimore, Maryland) ABD –Ph.D. Candidate

Loyola University Maryland (Baltimore, Maryland) 2012 – Master’s Degree in Teaching.

Loyola College (Baltimore, Maryland) 2009 – Bachelor’s Degree Business Administration, Second Major in Philosophy.

Experience:

The Johns Hopkins University (Baltimore, Maryland)

2013 – Present: Research - Doctoral Candidate

Baltimore County Public Schools (Towson, Maryland)

2017 – Present: Substitute Teacher

2012 – 2013: Classroom Teacher, Baltimore Highlands Elementary

2011 – 2012: Substitute Teacher

Inter, Straighter Line (Baltimore, Maryland)

2013 – 2014: Intern

The Park School (Brooklandville, Maryland)

2012: Faculty, Park Camps, Computer Science and Robotics

California Analysis Center Inc. (Annapolis Junction, Maryland)

2010 – 2011: Web Developer

California Analysis Center, Inc. (Linthicum, Maryland)

2009 – 2010: Research Analyst

PHH Arval (Baltimore, Maryland)

2006 – 2009: Intern

California Analysis Center Inc. (Elkridge and Fort Meade, Maryland)

2008: Intern

The Greyhound, Loyola College (Baltimore, Maryland)

2007 – 2009: Business Manager

Freelance Web Development

2006 – Present: Web Developer

EMPLOYMENT STATUS:

New