

MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday, July 24, 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, July 24, 2018 at 9:00 a.m. at the Nancy S. Grasmick State Education Building. The following members were in attendance: Dr. Chester E. Finn, Jr., Interim President; Dr. Vermelle Greene; Dr. Michele Jenkins Guyton; Ms. Jean Halle; Dr. Justin M. Hartings; Ms. Stephanie R. Iszard; Dr. Rose M. Li; Dr. Joan Mele-McCarthy; Mr. Michael Phillips; Dr. David Steiner; Brigadier General (BG) Warner Sumpter (Ret.); Mr. Bryce Awono, student Board member; and State Superintendent Dr. Karen B. Salmon.

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

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

Interim President Finn welcomed new State Board members Dr. Vermelle Greene and Mr. Bryce Awono, as well as staff of the Maryland Association of Boards of Education (MABE) and other guests.

ADJOURN TO EXECUTIVE SESSION I

Pursuant to §3-305 of the General Provisions Article, Annotated Code of Maryland, and upon motion of Dr. Hartings, seconded by Dr. Steiner and with unanimous agreement, the Maryland State Board of Education met in closed session on Tuesday, July 24, 2018, in Conference Room #1, 8th Floor, at the Nancy S. Grasmick Building. All board members were in attendance except for Mr. Michael Phillips. Also in attendance were Elizabeth Kameen, Esq., Assistant Attorney General, and Dr. Miya Simpson, Executive Director. The Executive Session commenced at 9:10 a.m. at which time nominations for President and Vice President were open. The Board voted to elect Justin Hartings as President and Stephanie Iszard as Vice President subject to a confirming vote in open session. The meeting was adjourned at 9:35 a.m.

ELECTION OF OFFICERS

Upon reconvening, the Board held the annual election of officers.

ACTION 1: Upon motion by Dr. Finn and seconded by Ms. Iszard, the State Board elected Dr. Justin Hartings as President (In favor: 10; opposed: 0; abstained: 1 – Dr. Hartings; Mr. Phillips had not arrived.)

***ACTION 2:** Upon motion by Dr. Finn and seconded by Dr. Steiner, the State Board elected Ms. Stephanie Iszard as Vice President (In favor: 10; opposed: 0; abstained: 1 – Ms. Iszard; Mr. Phillips had not arrived.)*

At a later time during the meeting, Mr. Phillips requested to put his vote on record for Dr. Hartings as President and Ms. Iszard as Vice President.

PUBLIC COMMENT

The following individuals provided public comment:

- **Josh Landers** – Underreporting of school violence and bullying in MD public schools
- **Dr. Henry Johnson** – COMAR 13A.12.01.05 *General Requirements for Professional Certificate*
- **Dayana Bergman** – Transparency and accountability in Baltimore County
- **Joe Koch** – COMAR 13A.12.01.05 *General Requirements for Professional Certificate*
- **Nathaniel Anderson** – School Violence

NEW BUSINESS

➤ **Approval of Consent Agenda:**

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

- Minutes for June 20, 2018
- Personnel Actions
- Budget Adjustments for June, 2018

***ACTION:** Upon motion by Dr. Guyton and seconded by Ms. Iszard, the State Board approved the Consent Agenda. (In Favor: 12; opposed: 0; abstained: 0. Mr. Phillips had not arrived.)*

➤ **Code of Maryland Regulations (COMAR)**

(Presenter: Mary Gable, Assistant State Superintendent, Division of Student, Family, and School Support; Gabriel Rose, Director, Pupil Transportation/Emergency Management; Sarah Spross, Assistant State Superintendent, Division of Educator Effectiveness)

- **COMAR 13A.06.07.01 Student Transportation (Permission to Adopt)**
Request for permission to publish the proposed amendments to COMAR 13A.06.07.01-.10 *Student Transportation*. This regulation was brought before the State Board on June 20, 2018 requesting adoption. Based on discussion and recommendations of the State Board at the June meeting, further revisions were made to 13A.06.07.07 *School Vehicle Driver and Trainee Disqualifying Conditions and Termination* and 13A.06.07.08 *School Vehicle Attendant Qualifications and*

Disqualifications to remove the second-degree assault automatic disqualification and to add language that second-degree assault should be addressed in the regulation and should be held to higher scrutiny.

ACTION: Upon motion by Dr. Steiner and seconded by General Sumpter, the State Board granted permission to publish the regulation. (In favor: 12; Opposed: 0; Abstained: 0.)

- **COMAR 13A.12.01.05 General Requirements for Professional Certificates**
Request for permission to publish the amendments to COMAR 13A.12.01.05 *General Requirements for Professional Certificates* to eliminate the basic skills test requirement for those individuals seeking certification who do not hold a bachelor's degree (i.e., specialized professional areas and professional technical education candidates).

ACTION: Upon motion by Dr. Li and seconded by Ms. Iszard, the State Board granted permission to adopt the regulation. (In favor: 12; Opposed: 0; Abstained: 0.)

- **COMAR 13A.12.01.08-1 Adjunct Certificate**
Request for permission to publish the promulgation of new COMAR 13A.12.01.08-1 *Adjunct Certificate*. The new regulatory language provides LEAs the ability to request an adjunct certificate for individuals with highly specialized content expertise (e.g. engineers, physicists, medical providers, artists) interested in teaching on a part-time basis in the classroom as a teacher of record. The regulation establishes the eligibility criteria for the issuance of the certificate, requires the LEAs to provide specific support and professional development to an individual who holds an adjunct certificate, and establishes the limitations of the certificate.

Dr. Li recommended an additional amendment to the language in section F(4) to read, *“Evaluations of the individuals teaching effectiveness.”*

ACTION: Upon motion by Dr. Li and seconded by Mr. Awono, the State Board granted permission to publish the regulation with the amended language. (In favor: 12; Opposed: 0; Abstained: 0.)

- **COMAR 13A.06.09 Maryland Early Literacy Initiative**
Request for permission to publish COMAR 13A.06.09 *Maryland Early Literacy Initiative*. This new regulation is designed to carry out the provisions of HB 1415, which establishes the Early Literacy Initiative, a competitive grant program for up to 50 qualifying schools (Title I) to develop an evidence-based early literacy program in the school to work with participating students to meet literacy proficiency targets by the end of the eighth grade or other literacy targets, as determined by the Department.

Board members discussed the need to more specifically define “evidence-based” literacy programs, what elements should be included, and using the National Reading Panel Criteria and the first two tiers of ESSA in developing the language. Dr. Steiner suggested adding the following language, *“satisfies the top two tiers of ESSA and cites the National Reading Panel Criteria.”* The language will be included as part of the grant application criteria.

Dr. Guyton asked for clarification of language in the regulation and if there is a difference between *developing* and *adopting a well-established* early literacy program in how grant funding can be used. She suggested clarifying the language to read “*adopt or implement.*”

ACTION 1: Upon motion by Dr. Steiner and seconded by Dr. Greene, the State Board approved adding more specific language to define “evidence-based.” (In favor: 12; Opposed: 0; Abstained: 0.)

ACTION 2: Upon motion by Dr. Steiner and seconded by Mr. Phillips, the State Board granted permission to publish the regulation with the amended language. (In favor: 12; Opposed: 0; Abstained: 0.)

○ **COMAR 13A.03.02.08 Grading and Reporting**

Request for permission to publish amendments to COMAR 13A.03.02.08 *Grading and Reporting*, which requires each local school system to develop a written policy on grading and reporting and to file its policies annually with the State Superintendent of Schools. The proposed amendment requires school systems to recognize and accept all credits a transfer student earns toward graduation in any other school system in Maryland and describes requirements that local school systems must incorporate into their grading and reporting policies.

ACTION: Upon motion by Dr. Guyton and seconded by Ms. Halle, the State Board granted permission to publish the regulation. (In favor: 12; Opposed: 0; Abstained: 0.)

○ **COMAR 13A.06.03.06 Interscholastic Athletics in the State - Classification**

Request for permission to adopt amendments to COMAR 13A.06.03.06 *Interscholastic Athletics in the State – Classification* regarding how schools are classified for parity and equitable participation in interscholastic athletics.

ACTION: Upon motion by Ms. Iszard and seconded by Dr. Guyton, the State Board granted permission to adopt the regulation with the amended language. (In favor: 11; Opposed: 0; Abstained: 0. Dr. Finn was out of the room.)

○ **COMAR 13A.07.11 Student Suicide Prevention and Safety Training**

Request for permission to adopt COMAR 13A.07.11 – *Student Suicide Prevention and Safety Training*, which includes language as required in the legislation but also requires that the annual training for certificated school personnel include understanding and responding to student mental health, student trauma, student safety, and other topics related to student social and emotional well-being. Local Superintendents are required to submit annual documentation by school, on the type of training, the number of certificated school personnel trained, the dates of the training, and the materials used for the training.

ACTION: Upon motion by General Sumpter and seconded by Ms. Iszard, the State Board granted permission to publish the regulation with the amended language. (In favor: 12; Opposed: 0; Abstained: 0.)

- ***Teacher Certification Assessments/Computer Science***
(Presenter: Sarah Spross, Assistant State Superintendent, Division of Educator Certification and Program Approval)

Request for approval of the Educational Testing Service (ETS) Praxis subject assessment for Computer Science (5652) and to adopt a qualifying score of 149 for the revised Praxis subject assessment for certification in the area of Computer Science, effective July 1, 2018.

ACTION: Upon motion by Dr. Steiner and seconded by Ms. Iszard, the State Board granted approval. (In favor: 12; Opposed: 0; Abstained: 0)

- ***Adult High School Pilot Waiver Request***
(Presenter: Dr. Karen B. Salmon, State Superintendent and Teresa Dantzler, Ombudsman)

Request from Goodwill Industries of the Chesapeake, Inc. to waive the service learning graduation requirement for the Goodwill Excel Center.

ACTION: Upon motion by Mr. Phillips and seconded by Ms. Iszard, the State Board approved the waiver request. (In favor: 12; Opposed: 0; Abstained: 0)

REPORTS TO THE STATE BOARD FOR DISCUSSION AND/OR ACTION

- ***Every Student Succeeds Act (ESSA) Implementation and Update***
(Presenters: Mary Gable, Assistant State Superintendent, Division of Student, Family, and School Support; Dr. Dara Shaw, Executive Director, Office of Research and Strategic Data Use)

Ms. Gable provided an update on the implementation of Maryland's Every Student Succeeds Act (ESSA) Consolidated State Plan, with a focus on how the department will incorporate equity into the accountability system. Ms. Gable also provided an update on the status of amendment waiver request's made to the U.S. Department of Education.

Dr. Shaw also discussed the state's system of meaningful differentiation and the indicators in the accountability system, as well as the minimum reporting requirements and the department's recommendations.

ACTION: None. For information and discussion only.

STATE BOARD MEMBER REPORTS AND COMMENTS

- **Committee Reports**
 - *Mental Health* – Ms. Iszard reported that she recently attended a meeting of the School Safety Commission.
 - *Kirwan Commission* – Dr. Steiner reported that he has shared the recommendations presented by the State Board's Teacher Certification Committee with the Kirwan Commission's Teacher Certification Subcommittee. The subcommittee was in

- agreement with the key elements presented in the State Board Committee’s report. Dr. Steiner also mentioned a recommendation for a performance –based assessment.
- *Graduation Task Force* – Dr. Williamson provided an update on the most recent committee and workgroup meetings and noted that the next meeting will be held on August 9th. Dr. Williamson also shared that the committee is compiling recommendations for a report to the State Board and is staying abreast of the work of the Kirwan Commission to show the recommendations are aligned.
 - *Governor’s P-20 Council* – Dr. Guyton spoke highly of a recent presentation to the Council’s at-risk group provided by Joy Schaeffer, who runs the at-risk subcommittee for the Kirwan Commission. She also noted the interagency collaborations that are taking place and the alignment of efforts.
 - *PSTEB Joint Committee* – Sarah Spross reported that the meeting is tentatively set for July 30th. Dr. Hartings indicated that he is unable to meet with the committee due to scheduling conflicts and asked if another Board member is available to serve in his place on the committee. Mr. Awono volunteered to serve on the Board on the committee.

➤ **Additional Reports, Comments, and Updates**

- Dr. Li shared that there are a growing number of seniors in Maryland that could assist with state literacy efforts.

STATE SUPERINTENDENT’S REPORT

➤ ***Lead Higher Update***

(Presenter: Reid Saaris, CEO and Founder, Equal Opportunity Schools)

An update on the implementation of the *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.

ACTION: None. For information and discussion only.

ADJOURN TO EXECUTIVE SESSION

Pursuant to §3-305(b)(1)&(7) of the General Provisions Article, Annotated Code of Maryland, and upon motion of Dr. Steiner, seconded by Mr. Phillips, and with unanimous agreement, the Maryland State Board of Education met in closed session on Tuesday, July 24, 2018, in Conference Room #1, 8th Floor, at the Nancy S. Grasmick Building. All board members were in attendance. Also in attendance were Dr. Karen Salmon, State Superintendent of Schools, Dr. Sylvia Lawson, Chief Performance Officer, Dr. Carol Williamson, Chief Academic Officer, Dr. Miya 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 1:20 p.m.

At that time, the State Board approved four Opinions and two Orders for publication.

- *Alexander and Arlene A. v. Harford County Board of Education* – student suspension – Opin. No. 18-21
- *Shahla F. v. Montgomery County Board of Education* – student transfer – Opin. No. 18-22
- *Coldstream Homewood Montebello Community Corporation, et al. v. Baltimore City Board of School Commissioners* – Opin. No. 18-23
- *Beverly G. Kelley v. Queen Anne’s County Board of Education* – censure of local board member – Opin. No. 18-24
- *Angela Wakhweya v. Prince George’s County Board of Education* – granting Appellant’s request to amend appeal – Order No. OR18-04
- *Gregory Sutton v. Somerset County Board of Education* – employee termination – Order No. OR18-05

The Board received legal advice on the recent Supreme Court case concerning service fee payments to unions and what their role was in labor relations.

Counsel explained the possible legal implications for the Prince George’s County Board of Education arising from the assault charges filed by one Board member against another.

Dr. Salmon provided an administrative updated on the status of the Prince George’s County performance audit.

Dr. Salmon also provided Board members with confidential embargoed PARCC data.

Dr. Salmon explained the timelines for presenting proposed legislation to the Governor. The Board discussed possible legislation.

The Board considered the elements of Dr. Salmon’s evaluation and the President appointed a committee to review the goals and objectives.

The Executive Session ended at 3:30 p.m.

STATE SUPERINTENDENT’S REPORT

➤ ***Online Learning Policies***

(Presenter: Dr. Carol Williamson, Chief Academic Officer; Val Emrich, Director of Instructional Technology)

An overview of online courses, the process, and the status of the Maryland Department of Education’s (MSDE) Virtual Online Program. Board members inquired about enrollment, vendor costs, accessibility, how Maryland compares to other states, policies and legislation related to charter schools offering online courses, and opportunities for expanding online learning. Board members also noted the need for quality control and ensuring it is developmentally appropriate.

A request was made for a future follow up presentation. President Hartings suggested forming a Board committee to work with staff to explore some of the issues raised. The following Board members agreed to serve on the committee: Ms. Halle (Chair), Dr. Guyton, Dr. Li, and Mr. Awono.

ACTION: None. For information and discussion only.

- **Update on Maryland Safe to Learn Act (Senate Bill (SB) 1265**
(Presenter: Ed Clarke, Executive Director, Maryland Center for School Safety)

An update on the bill passed during the 2018 legislative session, which creates a variety of statewide standards and guidelines. Mr. Clarke provided an overview of responsibilities, funding, and other requirements of the legislation. He also shared that the Maryland Center for School Safety has been made an independent unit within the Maryland State Department of Education (MSDE) and that Superintendent Salmon chairs the subcabinet. The Executive Director of the Maryland Center for School Safety provides staff.

ACTION: None. For information and discussion only.

- **Professional Standards for Educational Leaders Rubric**
(Presenter: Tiara Booker-Dwyer, ; William Slotnik, Founder and Executive Director, Community Training and Assistance Center (CTAC).

An overview of the history, purpose, and development of the rubric, which is designed to establish a common foundation and clear expectations that school system leaders may build upon to inform the evaluation of principals. The rubric is a resource to inform professional learning experiences for school-based administrators that will elevate their professional practice by identifying areas of promise and opportunities for growth within each standard.

ACTION: None. For information and discussion only.

FUTURE AGENDA ITEMS/AGENDA PLANNING

The State Board decided not to have an Information Session on Monday, August 27th and reviewed the following tentative agenda items for the Tuesday, August 28th meeting:

- ESSA Implementation Update
- PARCC Results
- Gifted and Talented Definition
- Discipline Policies
- State Board Reports
- Superintendent's Report
- Regulatory Actions

Board members also requested future presentations on bullying, Positive Behavioral Interventions and Supports (PBIS), and a follow-up to the online courses presentation.

REPORTS TO THE STATE BOARD FOR DISCUSSION AND/OR ACTION

➤ *Assessment Data Comparisons*

Dr. Shaw presented data related to the National Assessment of Educational Progress (NAEP), Advanced Placement (AP), SAT, and ACT. Information about college-going among Maryland students, as indicated by the National Student Clearinghouse, was also presented.

ACTION: None. For information and discussion only.

OPINIONS

Ms. Kameen announced the following Opinions and Orders:

- *Rita Bailey v. Somerset County Board of Education* – non-renewal of bus driver contract – Opin. No. 18-19 – affirmed local board’s decision
- *Louis Long v. Calvert County Board of Education* – employee termination – Opin. No. 18-20 – affirmed local board’s decision
- *Kristine Lockwood v. Howard County Board of Education* – lack of standing – Order No. OR18-03 - dismissed

ADJOURNMENT

With no further business before the Board, the meeting was adjourned at 4:35 p.m.

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

Date: August 28, 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 video recordings of the meetings are the official record of the meetings and can be located at:

<http://www.marylandpublicschools.org/stateboard/Pages/meeting-agendas/2018-06-20.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 24, 2018

Time: 9:35 a.m.

Location: 200 West Baltimore Street, Baltimore, MD 21201

Motion to close meeting made by: Dr. Hartings

Seconded by: Dr. Steiner

Members in favor: 11

Opposed: 0

Abstaining: 0

Absent: 1

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  _____, 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 24, 2018

Time: 1:20 p.m.

Location: 200 West Baltimore Street, Baltimore, MD 21201

Motion to close meeting made by: Dr. Steiner

Seconded by: Mr. Phillips

Members in favor: 12

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	Performance Evaluation
§ 3-305(b) (7)	Legal Advice	Legal appeals
§ 3-305(b) (14)	Procurement	Prince George's County Audit



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

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE July 24, 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>
Dammann, Matthew W.	Education Program Specialist II, Lead Monitoring Specialist	22	Office of the Deputy for Teaching and Learning, Division of Early Intervention and Special Education Services	TBD
Dillon, Luke G.	Education Program Specialist I, Title I and School Improvement Specialist	21	Office of the Deputy for Teaching and Learning, Division of Curriculum, Instructional Improvement and Professional Learning	TBD
Hicks, Carla M.	Fiscal Services Administrator V- Chief of Accounting	22	Office of the Deputy for Finance, Division of Business Services	TBD
Jaspers, Lea H.	Education Program Specialist I, Health Education	21	Office of the Deputy for Teaching and Learning, Division of Curriculum, Instructional Improvement and Professional Learning	TBD
Morrison, Brian M.	Education Program Manager II, Branch Chief – Special Education Policy and Accountability	24	Office of the Deputy for Teaching and Learning, Division of Early Intervention and Special Education Services	TBD
Myers, Marilyn D.	Field Director for Data Analysis and Accountability – Juvenile Services Education Program	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education	TBD
Schmidt, Eric	Program Manager II – Social Security Income Branch	20	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	TBD
Tituana, Juan F.	Education Program Specialist I, Online Testing Project Manager	21	Office of the Deputy for Teaching and Learning, Division of Assessment, Accountability and Information Technology	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>
Cooper, Sakina	Vocational Rehabilitation Specialist II	13/3	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	07/18/18
Kuhn, Donald	Staff Specialist II	16/0	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	06/06/18
Robinson, Tavion	Vocational Rehabilitation Specialist II	13/0	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	07/18/18

III. Other Actions: Promotional

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Hernandez Soto, Rousana	Child Care Licensing Specialist Supervisor	17	Office of the Deputy for Teaching and Learning, Division of Early Childhood, Office of Child Care	07/01/18
Chenowith, Theresa M.	Child Care Licensing Specialist Supervisor	17	Office of the Deputy for Teaching and Learning, Division of Early Childhood, Office of Child Care	07/01/18



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

July 24, 2018

BOARD LIST

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

Name: Matthew W. Dammann
Position: Education Program Specialist II,
Lead Monitoring Specialist
Division/Office: Early Intervention and Special Education Services
Salary Grade: State Salary Grade: 22
Annual 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, Special Education or a closely related field.

EXPERIENCE:

Five (5) years of professional administrative or teaching experience in or affiliated with special education or early intervention, experience coordinating or administering programs related to services for individuals with disabilities and their families is preferred.

DESCRIPTION:

This is a professional lead position responsible for the monitoring of local public agencies and local school systems to ensure compliance with the Individuals with Disabilities Education Act (IDEA) and the Code of Maryland Regulations (COMAR), and improve results for infants, toddlers, young children, and youth with disabilities and their families, birth through age 21.

QUALIFICATIONS:

Education:

Johns Hopkins University (Baltimore, Maryland) 2010 – Education Doctorate Degree in Elementary Administration; 2003 – Master’s Degree in Education Administration

Elmira College (Elmira, New York) 1998 – Master’s Degree in Reading Education; 1996 – Bachelor’s Degree in Elementary Education

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2007 – Present: Program Manager IV Accountability Support

Education Station/Catapult Learning (Baltimore, Maryland)

2005 – 2007: Manager of Research and Reporting

Baltimore County Public Schools (Timonium, Maryland)

2002 – 2005: Research and Assessment Specialist

Johns Hopkins University (Baltimore, Maryland)

2000 – 2002: Reading Specialist/Diagnostic Specialist

1999 – 2000: Middle School Teacher Mentor/Liaison

Edgemeade/Raymond A. Rogers School (Upper Marlboro, Maryland)

1998 – 1999: Reading Specialist

EMPLOYMENT STATUS:

Promotional



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

July 24, 2018

BOARD LIST

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

Name: Luke G. Dillon

Position: Education Program Specialist I,
Title I and School Improvement Specialist

Division/Office: Curriculum, Instructional Improvement and Professional Learning

Salary Grade: State Salary Grade: 21
Annual Salary Range: \$60,543 - \$97,203

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Five (5) years of professional teaching or administrative/supervision experience in or administering an education program directly related to the position; experience coordinating a school improvement program is preferred.

DESCRIPTION:

This is a professional position responsible for providing assistance and technical support to Title I schools and school systems as they move through the levels of school improvement and assisting in the design, development, implementation and evaluation of federal and State programs to improve the teaching and learning of disadvantaged students in Maryland.

QUALIFICATIONS:

Education:

Notre Dame of Maryland University (Baltimore, Maryland) 2006 – Master’s Degree in Education Leadership

State University of New York (Oneonta, New York) 1999 – Bachelor’s Degree in Education and International Studies

Experience:

Baltimore City Public Schools Office of Enrollment (Baltimore, Maryland)

2018 – Present: Educational Specialist – Student Support

2015 – 2017: Title I Educational Specialist – Instructional Coach

2011 – 2015: Title I Educational Specialist – School Improvement

2007 – 2011: Specialist for ELL Family Engagement – Communications Department

2001 – 2006: Teacher, Schoolwide Technology Coordinator – Calvin Rodwell Elementary School

EMPLOYMENT STATUS:

New Hire



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

July 24, 2018

BOARD LIST

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

Name: Carla M. Hicks
Position: Fiscal Services Administrator V,
Chief of Accounting
Division/Office: Business Services, Accounting Branch
Salary Grade: State Salary Grade: 22
Annual Salary Range: \$64,608 - \$103,743
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Bachelor's Degree or 36 post-baccalaureate credit hours of coursework from an accredited college or university in Accounting. CPA desired.

EXPERIENCE:

Five years of professional experience with managing, designing, and developing financial control systems for multiple programs. Two (2) years of the required experience must include direct supervision of other professional employees.

DESCRIPTION:

This is a professional position responsible for planning, directing, and controlling activities of the Accounting Branch, which consists of 29 accounting staff members, to ensure that financial transactions are verified, recorded and reported to management in accordance with Generally Accepted Accounting Principles and in compliance with State and Federal regulations and practices.

QUALIFICATIONS:

Education:

Stevenson University (Stevenson, Maryland) 23 credits toward Master's Degree in Forensic Accounting

College of Notre Dame of Maryland (Baltimore, Maryland) 2003 – Bachelor's Degree in Accounting and Human Resources

Experience:

Maryland Department of Housing and Community Development (Crownsville, Maryland)

2017 – Present: Director of Fund Accounting

2014 – 2017: Accounting Supervisor – Grant Manager

2011 – 2014: Advanced Accountant – Grant Accountant

Carroll Independent Fuel (Baltimore, Maryland)

2008 – 2011: Senior Accountant

Bravo Health, Inc. (Baltimore, Maryland)

2007 - 2008: Senior Accountant

Robert Half (Baltimore, Maryland)

2006 – 2007: Accounting Consultant

Sinclair Broadcast Group (Hunt Valley, Maryland)

2005 – 2006: Financial Reporting Analyst

EMPLOYMENT STATUS:

New Hire



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

July 24, 2018

BOARD LIST

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

Name: Lea H. Jaspers
Position: Education Program Specialist I,
Health Education
Division/Office: Curriculum, Instructional Improvement and Professional Learning
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$60,543 - \$97,203
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Master's Degree or equivalent 36 credit hours of post baccalaureate course work in Education, Educational Administration/Supervision, Health Education, or a related field. Maryland certification in Health Education is preferred.

EXPERIENCE:

Four (4) years of professional work experience in PreK-12 Health Education teaching and administration, or supervision within and education setting.

DESCRIPTION:

This is a professional position responsible for providing leadership, technical assistance, and coordination in the implementation of Health Education programs in the public schools in Maryland.

QUALIFICATIONS:

Education:

Ithaca College (Ithaca, New York) 2007 – Master’s Degree in Health Education; 2006 – Bachelor’s Degree in Health Education

Experience:

Maryland State Department Education (Baltimore, Maryland)

2018 – Present: Education Program Specialist I - Health and Physical Education Specialist

2014 – 2018: Staff Specialist II -Wellness Specialist

Anne Arundel County Public Schools – Arundel High School (Gambrills, Maryland)

2009 – 2014: Curriculum Writer

2010 – 2011: Nutrition Teacher - Broadneck High School

2007 – 2011: Health & Physical Education Teacher - J. Albert Adams Academy

2007 – 2008: Family & Consumer Science Lead Teacher - Lindale Middle School

EMPLOYMENT STATUS:

Promotional



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

July 24, 2018

BOARD LIST

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

Name: Brian M. Morrison
Position: Education Program Manager II,
Branch Chief – Special Education Policy and Accountability
Division/Office: Early Intervention and Special Education Services
Salary Grade: State Salary Grade: 24
Annual Salary Range: 73,612 – 118,197
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Possession of a Master’s Degree or equivalent 36 credit hours of post-baccalaureate course work.

EXPERIENCE:

Six years of related experience in coordinating or administering education programs or services. Three years of the required experience must have been in direct supervision of other professional employees.

DESCRIPTION:

This position is responsible for directing the Individuals with Disabilities Education Act (IDEA) Part C & Part B Sections 611 & 619 services and reporting to the federal Office of Special Education Programs (OSEP) performance data, including results and compliance for services to infants, toddlers, young children, and youth with disabilities and their families, birth through age 21. This position coordinates & directs activities of the Branch and oversees implementation of multiple aspects of the statewide interagency systems of services, provides supervisory oversight for compliance and improved results through monitoring for results driven accountability.

QUALIFICATIONS:

Education:

University of Maryland Baltimore County (Catonsville, Maryland) 2012 – Ph.D. in Applied Developmental Psychology, 2004 – Master’s Degree in Applied Developmental Psychology; 2000 – Bachelor’s Degree in Psychology

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2013 – Present: Education Program Supervisor – Special Education Policy & Data

2007 – 2013: Education Program Specialist II Lead Monitoring Specialist -
Maryland Infants & Toddlers

Kennedy Krieger Institute (Baltimore, Maryland)

2007: Senior Planning Coordinator – Family Support Services

University of Maryland Medical Center (Baltimore, Maryland)

2004 -2007: Service Coordinator – Early Intervention Services

EMPLOYMENT STATUS:

Promotional



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

July 24, 2018

BOARD LIST

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

Name: Marilyn D. Myers
Position: Field Director for Data Analysis and Accountability
Division/Office: Juvenile Services Education
Salary Grade: State Salary Grade: IEPP
Annual Salary Range: \$105,407 - \$109,820
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master's Degree or equivalent 36 post baccalaureate credit hours of coursework in Education or Education Administration/Supervision. Possession of or eligible for a Maryland Certificate with Administrator I and II endorsements.

EXPERIENCE:

Three years of satisfactory Principal or administrative/supervisory experience. Experience in a juvenile/alternative education program or in an education program providing services to an institutionalized population preferred. Experience in managing or administering a state-wide program is preferred.

DESCRIPTION:

This is a professional position serving as one of two principal assistants to the Juvenile Services Education Program Director/Executive Director providing leadership in the development and oversight of data management, Power School, accountability and instructional support for Maryland's Juvenile Services Educational Program.

QUALIFICATIONS:

Education:

Capella University (Minneapolis, Minnesota) 2007 – Ph.D. in Educational Leadership

Nova Southeastern University (Ft. Lauderdale, Florida) 2001 – Master’s Degree in Educational Leadership

University of North Florida (Jacksonville, Florida) 1997 – Bachelor’s Degree in Secondary Education Social Studies

Florida Community College (Jacksonville, Florida) Associate’s Degree in General Education

Experience:

Maryland State Department of Education –Juvenile Services Education (Baltimore, Maryland)

2016 - Present: Principal – Charles Hickory School

Calvert Education Services (Hunt Valley, Maryland)

2014 – 2015: Executive Director/Chief Academic Officer

Duval County Public School (Jacksonville, Florida)

2010 – 2014: Principal – Schools for the Future (Virtual Instruction Academy)

2004 – 2006: Principal – Assistant – Vice Principal of Curriculum

1997 – 2004: Social Studies Teacher

Florida Virtual School (Orlando, Florida)

2006 – 2009: Instructional Leader (Principal)

EMPLOYMENT STATUS:

Promotion



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

July 24, 2018

BOARD LIST

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

Name: Eric M. Schmidt
Position: Program Manager II,
Social Security Income Branch
Division/Office: Division of Rehabilitation 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 college or university; course work in Management, Supervision, or Administration is desirable. A Master's Degree is preferred.

EXPERIENCE:

Six (6) years of professional experience in rehabilitation or in the adjudication or processing of disability claims. Three (3) years of the required experience must have included direct supervision of other professional employees or specialized experience as the technical lead providing rehabilitation services for clients with disabilities or in developing disability claims and establishing eligibility for SSDI and SSI.

DESCRIPTION:

This is a professional management position responsible for managing and directing all Social Security grants and program operations for the Division of Rehabilitation Services. These include: Cost Reimbursement; Ticket to Work; State Verification & Exchange System (SVES); Promoting Opportunity Demonstration Grant.

QUALIFICATIONS:

Education:

Towson University (Towson, Maryland) 1999 – Bachelor’s Degree in Sociology/History
Catholic University (Washington, DC) 2007- Master’s Degree in Anthropology/Sociology – Ph.D.
(ABD)

Experience:

Division of Rehabilitation Services (Baltimore, Maryland)

- 2018 – Present: Acting Program Manager – Social Security Income
- 2015 – 2017: Staff Specialist II – Social Security Income Specialist
- 2013 - 2015: VR Technical Specialist
- 2011 - 2013: VR Specialist – Westminster
- 2010 – 2013: Vocational Rehabilitation Specialist
- 2010 – 2011: VR Claims Examiner – Disability Determination Services

TRC (Lanham, Maryland)

- 1997 – 2009: Project Manager

Catholic University of America (Washington, DC)

- 2004 – 2007: Graduate Teaching Assistant

EMPLOYMENT STATUS:

Promotional



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

July 24, 2018

BOARD LIST

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

Name: Juan F. Tituana
Position: Education Program Specialist I,
Online Testing Project Manager
Division/Office: Assessment, Accountability and Information Technology
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$60,543 - \$97,203
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Four (4) years of professional work experience in or affiliated with an education program; this experience to include two years coordinating or administering an education program or services directly related to the position. Fluency in Spanish is desirable.

DESCRIPTION:

This is a professional position responsible for providing leadership and technical expertise to support and manage the implementation of online testing for statewide assessments grades 3 through high school. The position provides facilitation and coordination of MSDE staff, the staff of contractors, and the staff of local school systems responsible for implementation of online testing in schools throughout the state. This position also assists with the training and monitoring of the LEA 24 – Special Placement Schools.

QUALIFICATIONS:

Education:

University of Maryland (College Park, Maryland) 1988 - Ph.D. in Educational Administration, Supervision Curriculum Educational Communications; 1980 – Master’s Degree in Educational Administration, Supervision Curriculum Educational Technology; 1978 – Bachelor’s Degree in Broadcast Communications History

Experience:

Shorelight Education-American Access Program/American University (Washington, D.C.)

2017 – Present: Student Advisor/Special Project Coordinator

Media and Language Interchange, LLC (Olney, Maryland)

2016 – 2017: Director and English-Spanish Translator

ELS Language Centers (Washington, DC)

2010 - 2016: Center Director

National Geographic Society/ Television (Washington, DC)

2000 – 2010: Translations Director

1998 – 2000: Translations Manager

1993 – 1998: Translations Coordinator

EMPLOYMENT STATUS:

New Hire

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE July 24, 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>
Bradenburg, Amalie E.	Deputy State Superintendent	ES-9	Office of the State Superintendent, Office of Finance	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: Under Delegated Appointment Authority by the SBOE

<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

July 24, 2018

BOARD LIST

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

Name: Amalie E. Bradenburg
Position: Deputy State Superintendent
Division/Office: Office of Finance
Salary Grade: State Salary Grade: ES-9
Annual Salary Range: 114,874 - \$153,532
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master's Degree or equivalent 36 post baccalaureate credit hours of coursework in Business, Public Administration, Finance or related area.

EXPERIENCE:

Extensive experience in government finance administration and management.

DESCRIPTION:

This is a management position providing leadership and oversight for all fiscal operations including Budget, Accounting, procurement, and Financial Coordination; Oversees the Department's Office of Policy and Fiscal Analysis, Office of Fiscal Planning, Research and Evaluation, and Office of Compliance and Monitoring; Collaborates with the Office of the Attorney General, other State agencies, and local school systems regarding legal issues, mission critical operations, and program funding; Serves as the Department's Fair Practices Officer; Supervises facilities and general service; completes special projects assigned by the State Superintendent.

QUALIFICATIONS:

Education:

University of Maryland (College Park, Maryland) 2005 – Master’s Degree in Business Administration, Finance and Statistics; 1996 – Bachelor’s Degree in Engineering

Experience:

Anne Arundel County Office of the County Executive (Anne Arundel County, Maryland)

2015 - Present: Education Officer

Steven R. Schuh, County Executive Transition Team (Anne Arundel County, Maryland)

2015 – Present: Ex-Officio Member

Mike Pantalides, Mayor of Annapolis Transition Team (Annapolis, Maryland)

2013 – 2017: Chair the Human Services Group

York International Corporation (Columbia, Maryland)

2000 – 2002: Service Sales Engineer

Nalco Chemical Company (Greenbelt, Maryland)

1997 – 2000: District Representative

EMPLOYMENT STATUS:

New Hire