

MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday

May 22, 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, May 22, 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. Chester E. Finn, Jr., Vice President; Dr. Michele Jenkins Guyton; Ms. Jean Halle, Dr. Justin M. Hartings; Ms. Stephanie R. Iszard; Mr. Michael Phillips; Dr. David Steiner; Dr. Joan Mele-McCarthy; Brigadier General (BG) Warner Sumpter (Ret.); Mr. Kyle J. Smith, student Board member; and State Superintendent Dr. Karen B. Salmon. (Dr. Rose Li was absent).

The following staff members were present: Elizabeth Kameen, Esq., Assistant Attorney General; Dr. Sylvia Lawson, Deputy State Superintendent, Office of School Effectiveness; Kristy Michel, 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.

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.

President Smarick noted continued testing of live streaming was taking place.

President Smarick introduced new State Board members, Ms. Jean Halle and BG Warner Sumpter (Ret.).

PUBLIC COMMENT

The following individuals provided public comment:

Mrs. Melissa Wiley – School Safety and Great Mills High School Tragedy

Tom DeHart – State approval process for local superintendents.

Christopher Lloyd – COMAR 13A.12.04.03 *Superintendents*.

NEW BUSINESS

➤ *Approval of Consent Agenda:*

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

- Minutes for April 24, 2018
- Personnel Actions
- Budget Adjustments for April, 2018

***ACTION:** Upon motion by Dr. Finn and seconded by Dr. Steiner, the Board approved the Consent Agenda. (In Favor: 9; opposed: 0; abstained: 0. Dr. Guyton and Ms. Iszard were out of the room for a Mental Health subcommittee meeting with Mrs. Wiley and other representatives from Great Mills High School.)*

➤ **Regulatory Actions**

(Presenter: Mary Gable, Assistant State Superintendent, Division of Student, Family, and School Support; Sarah Spross, Assistant State Superintendent, Division of Educator Effectiveness; Steven Hicks, Assistant State Superintendent, Division of Early Childhood Development)

- **COMAR 13A.14.06 Child Care Subsidy Program (Permission to Publish)**
Request for permission to publish emergency and proposed actions to amend Regulation .03 under Code of Maryland Regulations (COMAR) 13A.14.06 *Child Care Subsidy Program*. The amendments update the child care subsidy income eligibility levels resulting in more low-income families and children being served.

Board members inquired about the reason this is presented as an “emergency” regulation and concerns regarding why it has not been monitored more regularly over the years. Ms. Gable explained that the regulation now includes language that states that the regulation will be reviewed each year and revisions made as needed.

***ACTION:** Upon motion by Mr. Smith and seconded by Dr. Hartings, the State Board granted permission to publish the emergency and proposed actions. (In favor: 9; Opposed: 0; Abstained: 0. Dr. Guyton and Ms. Iszard were not present for the vote.)*

- **COMAR 13A.15-.18 (Family Child Care, Child Care Centers, Child Care Letters of Compliance, and Large Family Child Care Homes) (Permission to Publish)**
Request for permission to publish amendments to COMAR 13A.15 *Family Child Care*, COMAR 13A.16 *Child Care Centers*, COMAR 13A.17 *Child Care–Letters of Compliance*; and COMAR 13A.18 *Large Family Child Care Homes*. The State Board approved amendments to regulations under these subtitles at their December 5, 2017 meeting that included: (1) background clearances; (2) child abuse and neglect information; (3) reasonable accommodations; (4) medical information for child care providers and staff of child care centers; (5) reasons to deny an applicant/application and health and safety training requirements for staff; (6) lead testing; (7) counting students; (8) swimming pool security; (9) care of children; (10) child discipline; and (11) reasons and procedures to suspend a registration or license. Due to the schedule of the General Assembly, the depth of the amendments to regulations, and an additional request, the regulations were returned to the State Board. The present change included adding “within 90 days of employment” to the Basic Health and

Safety training requirement. This will allow providers 90 days to complete the training while working in a child care program.

ACTION: Upon motion by Ms. Halle and seconded by Mr. Smith, the State Board granted permission to publish proposed amendments to the regulations. (In favor: 9; Opposed: 0; Abstained: 0. Dr. Guyton and Ms. Iszard were not present for the vote.)

○ **COMAR 13A.12.04.03 Superintendents (Information and Discussion)**

Ms. Spross provided additional information pertaining to superintendent certification requirements and data regarding certification requirements in other states. Ms. Spross also presented the proposed amendments recommended by a workgroup comprised of multiple constituent organizations, to establish two distinct superintendent certificates, as well as provide pathways for certification.

Ms. Spross shared a letter of information from the Professional Standards for Teacher Education Board (PSTEB) requesting a joint committee conference comprised of board members from PSTEB and the State Board to discuss this regulation. Board members expressed interest but indicated the need to come to consensus among the State Board before meeting with the joint committee.

Board members discussed the option of stripping down the regulation to the requirement(s) outlined in the statute and the importance of providing local board's greater flexibility in hiring.

Board members proposed three possible tracks and asked Ms. Spross to explore:
1) traditional route will remain as is indicated in the current proposed policy;
2) determine/clarify the type(s) of degrees and experiences (i.e. exceptional leadership) that would be sufficient; and 3) reciprocity for anyone who has received a Superintendent's certificate in another state.

Board members requested that Ms. Spross bring a revised draft of the regulation back to the Board for further discussion and action.

ACTION: None. For information and discussion only.

○ **COMAR 13A.02.02.03 Emergency Plans (Permission to Adopt)**

Request for permission to adopt amendments to Regulations .03 and .04 under COMAR 13A.02.02 Emergency Plans, which incorporate by reference the MSDE Emergency Planning Guidelines for Local School Systems and Schools to accommodate students, staff, and visitors, with disabilities on public school grounds, in accordance with the federal American with Disabilities Act.

ACTION: Upon motion by Dr. Steiner and seconded by Mr. Phillips, the State Board granted permission to adopt the proposed amendments to the regulation. (In favor: 9; Opposed: 0; Abstained: 0; Dr. Guyton and Ms. Iszard were not present for the vote.)

- **COMAR 13A.05.02.04 State Administration (Permission to Adopt)**
Request for permission to adopt amendments to Regulation .04 under COMAR 13A.05.02 State Administration, which governs the identification of significant disproportionality under the Individuals with Disabilities Education Act.

ACTION: Upon motion by Dr. Steiner and seconded by Dr. Mele-McCarthy, the State Board granted permission to adopt the proposed amendments to the regulation. (In favor: 10; Opposed: 1 – Dr. Hartings; Abstained: 0.)

➤ **School Calendar Waiver/Modification Requests**

(Presenter: Dr. Karen B. Salmon, State Superintendent and Teresa Dantzler, Ombudsman)

Board members considered the following requests for calendar waivers/modifications:

- Request from Allegany County Public Schools to open for pupil attendance prior to Labor Day for the 2018-2019 school year.
- Request from Baltimore City Public Schools to waive the post-Labor Day school start date and the June 15 school end date for the following schools for the 2018-2019 school year:
 - Baltimore Collegiate School
 - City Springs Elementary/Middle School
 - Furman L. Templeton Preparatory Academy
 - KIPP Harmony Academy
 - Lille May Carroll Jackson School
 - New Song Academy
- Request from Baltimore City Public Schools to waive the post-Labor Day school start date for the following schools for the 2018-2019 school year:
 - 1) Harford Heights Elementary
 - 2) James McHenry Elementary/Middle
 - 3) Mary Rodman Elementary
 - 4) Academy for College and Career Exploration (ACCE)
 - 5) Commodore John Rodgers Elementary/Middle

ACTION: Upon motion by Dr. Finn and seconded by Ms. Iszard, the State Board approved calendar modification requests from Allegany County and Baltimore City, Public Schools for the 2018-2019 school year. (In favor: 11; Opposed: 0; Abstained: 0)

REPORTS TO THE STATE BOARD FOR DISCUSSION AND/OR ACTION

➤ **2017 National Assessment of Educational Progress (NAEP) Results**

(Dr. Dara Shaw, Executive Director, Office of Research and Strategic Data Use)

Dr. Shaw provided an overview of Maryland’s 2017 NAEP Mathematics and Reading Results (4th and 8th grade), released on April 10, 2018, as well as national results.

Results for Baltimore City Schools were also presented, as well as assessment result trends over time. Data included: overview of NAEP test: content, administration, sampling, and scoring; inclusion of special education students, Maryland data and trends; average scale score and percent at/above proficiency, Maryland results and trends; average scale score, national comparisons; average scale score at highest and lowest percentile, Maryland results and trends; average scale score of student groups, Maryland results and trends; and Baltimore City Schools' results and trends.

Board members discussed that in the past Maryland has excluded more than half of students with disabilities and the influence of that practice on scores. Discussion also focused on the disparity in student performance between wealthy students and low-income students, concerns about scale scores masking performance, suggestions that future presentations also include data on proficiency rates, and how to identify and help students who need it.

ACTION: None. For information and discussion only.

➤ ***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; Dr. Marcia Sprankle, Director, Title I and School Improvement)

Ms. Gable provided an update on the implementation of Maryland's Draft Every Student Succeeds Act (ESSA) Consolidated State Plan, with a focus on further clarification of the seven percent set-aside available in Title I, Part A and the proposed definition of economically disadvantaged, which is necessary for Maryland's accountability system. Ms. Gable also provide state comparison data on funding for school improvement.

Ms. Gable explained that historically, socio-economic status has been determined by students who receive Free and/or Reduced Price Meals (FARMS) through the U.S. Department of Agriculture's (USDA) National School Lunch Program (NSLP). In 2013-2014 the USDA introduced the Community Eligibility Program (CEP) as an option for schools and school systems with high concentrations of low income students, and that under CEP all students in the participating schools (240 in Maryland) are entitled to receive free meals under the school nutrition program. As part of this program, schools no longer collect household forms using USDA funds and without these forms the metric for economically disadvantaged is no longer a uniform, statewide measure.

Ms. Gable presented the following recommended definition for economically disadvantaged: *students are determined to be economically disadvantaged based on Direct Certification as approved by the USDA for the State of Maryland.* Board members discussed the impact of the recommended definition (and the use of direct certification) on certain districts with a high percentage of economically disadvantaged students and on how FARMS data will be used moving forward.

***ACTION:** Upon motion by Mr. Phillips and seconded by Dr. Steiner, the State Board approved the department's recommendation. (In favor: 7; Opposed: 2 – Dr. Finn, Mr. Smith; Abstained: 2 – Ms. Halle, Dr. Hartings)*

- **Recognition of the 2018-2019 Maryland Teachers of the Year**
(Presenters: Dr. Karen B. Salmon, State Superintendent; Dr. Darla Strouse, Director of Partnerships)

Recognized Maryland's 2018-2019 local Teachers of the Year who will represent their school systems in the State's Teacher of the Year program and competition for Maryland and National Teacher of the Year.

Allegany	Tiffany Moran
Anne Arundel	Heather E. Carnaghan
Baltimore City	LaQuisha Hall
Baltimore County	Brendan Penn
Calvert	Dr. Melaney M. Sanchez
Caroline	Andrea López Burns
Carroll	Tina Thomen
Cecil	Staci Lamb
Charles	Lynn Hopkins
Dorchester	Benedita Monteiro Gomes
Frederick	Timothy M. Snyder
Garrett	Jennifer Virts
Harford	Dr. Paula M. Stanton
Howard	Elizabeth Waltman
Kent	Amelia Ross Markosian
Montgomery	Kristen E. Kane
Prince George's	Daleisha Myers
Queen Anne's	Rhonda Moore
St. Mary's	Sarah Lorek

Somerset	Dr. Richard Warren Jr.
Talbot	Reneé Gilliard Warfield
Washington	Janine Barr Horst
Wicomico	Lisa Nicholson McKinnon
Worcester	Karen N. Holland

***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 Ms. Iszard, and with unanimous agreement, the Maryland State Board of Education met in closed session on Tuesday, May 22, 2018, in Conference Room #1, 8th Floor, at the Nancy S. Grasmick Building. All board members were in attendance except for Dr. Rose Maria Li. Also in attendance were Dr. Karen Salmon, State Superintendent of Schools, Dr. Sylvia Lawson, Chief Performance Officer, Dr. Carol Williamson, Chief Academic Officer, Kristy Michel, Chief Operating Officer, Dr. Miya Simpson, Executive Director, Office of the State Board and Assistant Attorneys General, Elizabeth Kameen, Jackie La Fiandra, Derek Simonsen and Law Clerk Laurian Della. The Executive Session commenced at 1:45 p.m.

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

- *Chris K. v. Anne Arundel County Board of Education* – student discipline – Opin. No. 18-16
- *Kathy Tamburo v. Baltimore County Board of Education* – damages and calculations – Opin. No. 18-17
- *Mandy V. v. Anne Arundel County Board of Education* – residency – Opin. No. 18-18

Principal Counsel provided legal advice on a school calendar issue and on the appointment of a superintendent in Baltimore County.

The Board discussed one procurement matter concerning the Prince George’s County School System audit.

The Board discussed several internal management items: Board elections; superintendent evaluation; appointment of a representative to the Maryland Public Broadcasting Commission.

The Executive Session ended at 2:45 p.m.

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

REPORTS TO THE STATE BOARD FOR DISCUSSION AND/OR ACTION

➤ ***Plan for Certification and Educator Preparation Programs***
(Presenter: Ms. Sarah Stross, Assistant State Superintendent, Division of Educator Effectiveness)

The State Board's Teacher Preparation Subcommittee, comprised of Dr. Finn, Ms. Iszard, and Dr. Steiner, and staffed by Ms. Spross, presented their report and recommendations. The subcommittee was formed to review the current state of teacher preparation in Maryland and to recommend changes to ensure that teachers in Maryland are prepared to be effective in the classroom from the beginning of their professional career. Recommendations focused on the following areas:

- Traditional and nontraditional program requirements
- Extending and professionalizing the clinical internship
- Reviewing and adopting educator assessments as a certification requirement
- Developing an accountability system for Maryland's Educator Preparation Programs that uses multiple measures to present a comprehensive review of each program

Discussion also included the proposed action plan to address the recommendations of the Teacher Induction, Retention, and Incentive Act workgroup and the Maryland State Department of Education (MSDE) comprehensive plan to increase the rigor and accountability of educator certification and teacher preparation programs in Maryland.

Next steps include discussions and collaborations with the higher education community, as well as continued discussions with other stakeholder groups.

ACTION: None. For information and discussion only.

➤ ***Budget and Legislative Session Updates***
(Kristy Michel, Chief Operating Officer; Patrick Fleming, Director, Education Policy and Governmental Relations)

Ms. Michel presented an overview of the budget items included in the state's FY 2019 operating budget and highlighted some of the budget related legislation from the 2018 session.

Mr. Fleming presented a final legislative overview and synopsis of bills passed related to education that were before the 2018 General Assembly.

➤ ***Update on Prince Georges County Public Schools Audit Follow-Up***
(Presenters: Dr. Karen B. Salmon, State Superintendent)

President Smarick provided brief background information on the Prince George's audit leading into the next phase in the process. Dr. Salmon provide an update on next steps,

which include: an emergency sole source RFP with Alvarez & Marsal Public Sector Services, LLC (who conducted the initial audit) for a follow-up audit ; developing a scope of work for the follow-up performance audit that will incorporate: findings and recommendations from the preliminary report, a review of the graduation records of the class of 2018, interviews with stakeholders, leadership and staff, a review of Maryland statute and codes, a review of Prince Georges County policies and procedures, and a review of student data captured in the data management system. A performance audit will also include a review of the status of the action plan previously presented by Prince Georges County Public Schools in response to the audit.

STATE BOARD MEMBER REPORTS AND COMMENTS

➤ Committee Reports

- Mental Health – shared the new video created to promote mental health awareness
- Kirwan Commission – the Commission will continue to meet through the summer.
- Graduation Task Force – an update on the most recent committee meeting and workgroups

➤ Additional Reports, Comments, and Updates

- Mr. Smith shared information about a session on school funding that was held for student leaders and included Ms. Michel as one of the presenters.
- Dr. Guyton attended the *Ready at Five* conference

FUTURE AGENDA ITEMS/AGENDA PLANNING

The State Board decided not to have an Information Session on Monday, June 18th and reviewed the following tentative agenda items for the Wednesday, June 20th meeting.

- ESSA Implementation Update
- Online Learning Policies
- Baltimore City MOU Update
- Principal Evaluation
- Teacher Certification Committee Recommendations
- State Superintendents Report
- Lead Higher Presentation
- Juvenile Services Education
- Budget Update
- Regulatory Actions

Dr. Finn also requested a future presentation on understanding the implication(s) of the economic disadvantaged/poverty definition.

Liz Kameen provided legal guidance on the State Board's interpretation and the legislative intent of the 2018 legislation allowing schools to add an additional 5 days at the end of the calendar year, as needed, for weather-related and other emergency closings during the year. Based on her review it was advised that the legislative intent concerns 5 days at the end of the school calendar

to cover weather related and other emergency closings. Local school systems could build a calendar with the 5 additional days at the end of the year and if they needed to use them they would, if not the school year would end on June 15th. This will allow school systems to have more flexibility and advanced planning time, as well as provide timely notification to the public/community. Ms. Kameen will prepare a formal letter of information to Superintendents.

ADJOURNMENT

With no further business before the Board, the meeting was adjourned at 4:56 p.m.

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

Date: June 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: May 22, 2018

Time: 1:45 p.m.

Location: 200 West Baltimore Street, Baltimore, MD 21201

Motion to close meeting made by: Dr. Steiner

Seconded by: Ms. Iszard

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)	Personnel	Staff resignation
§ 3-305(b) (7)	Legal Advice	Legal appeals and school calendar law
§ 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 May 22, 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>
Gordon, Emily	Education Program Supervisor, Chief of Extended Learning	22	Office of the Deputy for School Effectiveness, Division of Student, Family and School Support	TBD
Johnson, Kim Y.	Program Manager II, Director, Office of Equity Assurance and Compliance Administrative	20	Office of the Deputy for Finance and Administration, Agency Equity Officer	TBD
Kahler, Jason C.	Education Program Specialist II, Career & Technology Accountability Coordinator	22	Office of the Deputy for Teaching and Learning, Division of Career and College Readiness	TBD
Mitchell, Charlie	Education Program Specialist I – Early Learning Education Program and Assessment Specialist	21	Office of the Deputy for Teaching and Learning, Division of 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>
Callahan, Heather	Vocational Rehabilitation Specialist I	12/3	Office of the Deputy for Finance and Administration, Division of Rehabilitation Services	5/23/18
DeWitt, Robert	Vocational Rehabilitation Specialist I	12/3	Office of the Deputy for Finance and Administration, Division of Rehabilitation Services	5/23/18
Egbujor, Cynthia	Vocational Rehabilitation Specialist II	13/3	Office of the Deputy for Finance and Administration, Division of Rehabilitation Services	4/25/18

II. Appointments Grade 18 and below (con't):

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Ejk, Jennifer	Vocational Rehabilitation Specialist II	13/3	Office of the Deputy for Finance and Administration, Division of Rehabilitation Services	4/11/18
Fossett-Williams, Jamesa	Vocational Rehabilitation Specialist I	12/3	Office of the Deputy for Finance and Administration, Division of Rehabilitation Services	5/8/18
Parker, Zion	Vocational Rehabilitation Specialist II	13/3	Office of the Deputy for Finance and Administration, Division of Rehabilitation Services	4/25/18

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

May 22, 2018

BOARD LIST

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

Name: Emily Gordon
Position: Education Program Supervisor,
Chief of Extended Learning
Division: Student, Family and School Support
Salary Grade: State Salary Grade: 22
Annual Salary Range: \$64,608 - \$103,743
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Five years for administrative or teaching experience in, or affiliated with, an education program, including two years of experience in coordinating or administering a federally or State regulated education program or service directly related to the position; managing an out of school time program and experience coordinating student services program preferred.

DESCRIPTION:

This is a professional position responsible for supervising, managing and coordinating the Extended Learning Section, which involves providing direction and support to the Youth Development Director, Education Program Specialists, and 21st Century Community Learning Centers (CCLC) grantees as well as overseeing grants, contracts and operations related to 21st CCLC.

QUALIFICATIONS:

Education:

Goucher College (Baltimore, Maryland) 2009 – Master’s Degree in Education with an At-Risk Specialization; 2008 – Bachelor’s Degree in Special Education and Psychology

Experience:

Hot Spots Extended Care Programs Inc. (Lutherville, Maryland)

2010 – Present: Executive Director

2009 – 2010: Program Director and HSECP Coordinator

First Connections Training Inc. (Forest Hill, Maryland)

2010 – 2016: Educational Trainer

Celebree Learning Centers (Lutherville, Maryland)

2008 – 2009: Early Childhood Educator (Part-Time)

EMPLOYMENT STATUS:

New Hire



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

May 22, 2018

BOARD LIST

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

Name: Kim Y. Johnson
Position: Program Manager II,
Director, Office of Equity Assurance and Compliance Administrative
Division: Office of the Deputy for Finance and Administration
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.

EXPERIENCE:

Five years of fully encompassing professional level work experience implementing an equal opportunity in employment or equal access program and ensuring adherence to regulatory requirements and fair practice standards. Proficiency with MS Office Suite (Excel, PowerPoint, Word and Access). Prior supervisory experience preferred.

DESCRIPTION:

This position serves as the principal Equal Employment Opportunity (EEO) Officer for MSDE, and the employee is charged with monitoring compliance with State and Federal equal opportunity laws and policies and promoting a work environment free of any unlawful discrimination, harassment and retaliation.

QUALIFICATIONS:

Education:

University of Maryland School of Law (Baltimore, Maryland) 1993 – Juris Doctorate Degree in Law

University of Maryland, University College (Baltimore, Maryland) 1990 – Bachelor’s Degree in Paralegal Studies

Howard University (Washington, D.C.) 1988 – Bachelor’s Degree in Sociology English

Experience:

State of Maryland Department of Health and Mental Hygiene (Baltimore, Maryland)

2017 – Present: Administrator II, EEO and MBE Compliance Officer

2011 – 2015: Administrator I, Administrative Proceedings Representative

Law Offices of Kim Y. Johnson (Cheltenham, Maryland)

2002 – Present: Attorney

State of Maryland - Judiciary (Annapolis, Maryland)

2015 – 2016: Associate Attorney

Baltimore Police Department (Baltimore, Maryland)

2006 – 2009: Director, EEO Compliance Division

Baltimore City Law Department (Baltimore, Maryland)

2004 – 2006: Deputy/Chief Solicitor

EMPLOYMENT STATUS:

New Hire



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

May 22, 2018

BOARD LIST

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

Name: Jason C. Kahler
Position: Education Program Specialist II, Career & Technology Accountability Coordinator
Division: Career and College Readiness
Salary Grade: 22
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 Education, Educational Administration/Supervision, Public Administration, Information Management Systems, or in any related field.

EXPERIENCE:

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

DESCRIPTION:

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

Jason C. Kahler:
Page Two

QUALIFICATIONS:

Education:

McDaniel College, (Westminster, Maryland) 2017 Master's Degree in Educational Leadership

California State University (Chico, California) 2005 Bachelor's Degree in Political Science

Experience:

Anne Arundel County Public Schools/Baltimore City Public Schools

2010 – 2018: School Data Coordinator and Instructor

GlobalSpec, Inc. (Towson, Maryland)

2007 – 2009: Marketing Specialist

EMPLOYMENT STATUS:

New Hire



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

May 22, 2018

BOARD LIST

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

Name: Charlie Mitchell

Position: Education Program Specialist I,
Early Learning Education Program and Assessment Specialist

Division: Early Childhood Development

Salary Grade: State Salary Grade: 21
Annual Salary Range: \$60,543 - \$97,207

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Four (4) years of professional experience in coordinating or administering an education program or service directly related to Early Learning.

DESCRIPTION:

This is a professional position responsible for assuring compliance with the provisions requested by the General Assembly to implement the state approved early childhood assessment: Ready 4 Kindergarten: Maryland's Early Childhood Comprehensive Assessment System (EC-CAS).

QUALIFICATIONS:

Education:

The Johns Hopkins University (Baltimore, Maryland) 2018 – Ph.D. in Sociology; 2014 – Master’s Degree in Sociology

Trinity University (San Antonio, Texas) 2011 – Bachelor’s Degree in Philosophy and Urban Studies

Experience:

School Achievement in Baltimore Elementary Schools (SABES) (Baltimore, Maryland)

2012 – Present: Research Assistant (Part-Time)

Baltimore Education Research Consortium Early Education Data Collaborative (Baltimore, Maryland)

2015 – Present: Analyst (Part-Time)

The Johns Hopkins University School of Sociology (Baltimore, Maryland)

2012 – 2014: Research Assistant

2011 – 2012: Research Assistant

Trinity University (San Antonio, Texas)

2010 – 2011: Research Assistant, Promise Neighborhoods

2010: Surveyor, Out of School Time Provider

EMPLOYMENT STATUS:

New Hire

MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE May 22, 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>
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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>
Judkins, Jennifer	Assistant State Superintendent for Assessment and Accountability	ES-6	Office of the Deputy for Teaching and Learning	TBD



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

May 22, 2018

BOARD LIST

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

Name: Jennifer Judkins
Position: Assistant State Superintendent,
Assessment and Accountability
Division/Office: Deputy for Teaching and Learning
Salary Grade: State Salary Grade: (ES-6)
Annual Salary Range: \$92,333 - \$123,236
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Applicants should possess a Master's Degree or 36 hours of post Baccalaureate coursework in Education. Doctoral degree preferred.

EXPERIENCE:

Extensive experience in educational supervision and management in the areas of, school performance, program assessment, and school accountability.

DESCRIPTION:

This position serves as the Assistant State Superintendent for the Division Assessment, Accountability and Information Technology. This position reports directly to the Deputy State Superintendent for Teaching and Learning and is responsible for the direction and oversight of the State's student assessment, school accountability programs, and oversees related information technology.

QUALIFICATIONS:

Education:

University of Washington (Tacoma, Washington) 2016 – Education Doctorate in Educational Leadership; 1996 – Master’s Degree in Education; 1994 – Bachelor’s Degree in Mathematics/Minor - Chemistry

Experience:

Smarter Balanced Assessment Consortium (Los Angeles, California)

2016 – Present: Director, Mathematics

Office of the Superintendent of Public Instruction (OSPI) (Olympia, Washington)

2012 – 2016: Secondary Mathematics Assessment Specialist

Tacoma Public Schools (Tacoma, Washington, Olympia, Washington)

2014 – 2015: Superintendent Intern

Bethel School District (Graham, Washington)

2011 – 2012: High School Teacher

Devry University (Federal Way, Washington), Tacoma Community College (Tacoma, Washington), Pierce College (Steilacoom, Washington), HighLine Community College (Des Moines, Washington)

2010 – 2012: Adjunct Mathematics Instructor

Kaplan Academy of Washington (Washington State)

2009 – 2010: Secondary Mathematics Teacher

Educational Services District (Vancouver, Washington)

2004 – 2005: Mathematics Specialist

Washington State University (Vancouver, Washington)

2004 – 2005: Mathematics Education Instructor (Adjunct)

Mt. Hood Community College (Gresham, Oregon), Clark College (Vancouver, Washington)

2003 – 2004: Mathematics Instructor

Portland State University (Portland, Oregon)

2001 – 2004: Mathematics Instructor/University Supervisor/Research Associate

Vancouver Public Schools (Vancouver, Washington)

1996 – 2001: Middle School Teacher/Department Head

Sylvan Learning Center (Vancouver, Washington/Beaverton, Oregon)

1996 – 1997: Teacher – Study Skills, Reading, Mathematics and SAT Preparation

EMPLOYMENT STATUS:

New Hire