

MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday, October 23, 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, October 23, 2018 at 9:00 a.m. at the Nancy S. Grasmick State Education Building. The following members were in attendance: Dr. Justin M. Hartings, President; Ms. Stephanie R. Iszard, Vice President; Dr. Chester E. Finn, Jr., Dr. Vermelle Greene; Dr. Rose M. Li, Dr. Michele Jenkins Guyton; Ms. Jean Halle; 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; Amalie Brandenburg, Deputy State Superintendent, Office of Finance and Administration; Dr. Carol Williamson, Deputy State Superintendent, Office of Teaching and Learning; Gayle Secrist, Chief of Staff; and Dr. Miya T. Simpson, Executive Director, Office of the State Board.

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

President Hartings welcomed members of the Maryland Association of Boards of Education (MABE), Mr. C. Tolbert Rowe (MABE President, Caroline County Board of Education), Ms. Joy Schaefer (MABE Past President, Frederick County Board of Education), and other guests.

PUBLIC COMMENT

The following individuals provided public comment:

- ***Jonathan Roland*** – Graduation Requirements/Testing
- ***Kristen Roland*** – Financial Impact on Testing in Schools
- ***Michael Pugh*** – Public School Labor Relations Board

NEW BUSINESS

➤ ***Approval of Consent Agenda:***

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

- Minutes for September 25, 2018
 - Amendment made on page 3 under Action 1 to correct the voting record to read: In favor: 7 – Dr. Steiner, Dr. Finn, Ms. Halle, Dr. Li, Dr. Mele-McCarthy, Mr. Phillips, Mr. Awono; Opposed: 4 – Dr. Guyton, Dr. Hartings, Ms. Iszard, General Sumpter; Abstained 1 – Dr. Greene)
- Personnel Actions

- Budget Adjustments for September, 2018
- Selection of Candidates for 2018-2019 Incentive Program for Certification by the National Board for Professional Teaching Standards

ACTION: Upon motion by General Sumpter and seconded by Ms. Iszard, the State Board approved the Consent Agenda as amended. (In Favor: 12; opposed: 0; abstained: 0)

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

(Presenter: Dr. Carol Williamson, Chief Academic Officer; Ms. Mary Gable, Assistant State Superintendent, Division of Student, Family, and School Support; Ms. Sarah Spross, Assistant State Superintendent, Division of Educator Effectiveness)

- **COMAR 13A.12.04.03 Superintendents (Repeal and Replace) and COMAR 13A.12.01.06-1 Extraordinary Career Leader Certificate (NEW -Permission to Publish)**

Ms. Spross requested approval to publish amendments to COMAR 13A.12.04.03 and promulgation of COMAR 13A.12.01.06-1. Ms. Spross provided an update from the most recent meeting of the Professional Standards and Teacher Education Board (PSTEB) and their decisions related to the regulations. PSTEB voted against the amendment of COMAR 13A.12.04.03 and the promulgation of 13A.12.01.06-1. PSTEB proposed its own amendments to COMAR 13A.12.04.03 *Superintendents*, which would not include the *Extraordinary Career Leader Certificate*.

President Hartings explained the voting procedure and reviewed the Board's voting options: 1) to override the PSTEB vote, which would require a super majority of nine (9); 2) to present a motion to publish the amended regulation.

Mr. Awono expressed the opinion that the regulation is beneficial for the future of the State.

Dr. Steiner shared his belief that more choice is better than no choice, adding that LEAs are not required to apply the regulation.

Dr. Finn inquired about the makeup of the PSTEB Board.

Dr. Li suggested publishing the regulation and getting public comments. She also asked about LEAs applying for a waiver. Ms. Spross explained that there is a waiver provision that would be reviewed by the State Superintendent.

Dr. Greene explained her decision to abstain from the vote when this item was presented during the September 25th meeting, stating that she wanted additional information and an opportunity to hear other perspectives.

Dr. Mele-McCarthy reiterated that this is an optional regulation that allows for more innovative thinking and approaches to hiring.

General Sumpter stressed the role of local boards in hiring Superintendents and that they know what they want and need when making hiring decisions.

Ms. Iszard agreed with comments received from teachers who believe an education background is necessary in considering Superintendent candidates.

Dr. Hartings clarified the process for hiring a Superintendent and addressed rumors behind the motivation for the regulation that had come to his attention.

Dr. Guyton reiterated her position and concerns regarding the need for the regulation and the lack of support that has been received from stakeholders. She also noted that changes to the regulation could be made in the future as/should the need arise. Dr. Guyton also asked to clarify comments related to the motivation(s) behind the regulation, stating that she was not insinuating nor had she discussed with President Hartings the motivation of any current or past members regarding this regulation.

Following the discussion, the Board voted on two actions.

***ACTION 1:** Upon motion by Dr. Finn and seconded by Dr. Steiner, Board members voted on the motion to override the PSTEB vote opposing the proposed regulations. (In Favor: 8 - ; opposed: 4; abstained: 0). The motion failed to garner the required number of votes for a super majority (9) necessary to override PSTEB's decision to oppose the regulation.*

***ACTION 2:** Upon motion by Dr. Greene and seconded by Ms. Iszard, the State Board granted permission to publish amended regulatory language to COMAR 13A.12.04.03 Superintendents. (In favor: 7 – Dr. Hartings, Ms. Iszard, Dr. Greene, General Sumpter, Ms. Halle, Dr. Li, Dr. Guyton; Opposed: 4 – Dr. Steiner, Mr. Phillips, Dr. Mele-McCarthy, Mr. Awono; Abstained: 1 – Dr. Finn).*

- **COMAR 13A.04.07 Gifted and Talented Education (Permission to Publish)**
Ms. Gable provided an update on the identification of gifted and talented students as an accountability and reporting student group in the State's Every Student Succeeds Act (ESSA) Consolidated State Plan and requested permission to publish amended language. The purpose of these amendments is to provide local school systems with direction for identifying students and developing and implementing the gifted and talented education programs and services needed to develop these students' full potential. These regulations establish the minimum standards for student identification, programs and services, professional learning, and reporting requirements.

Dr. Finn commended the department on its work in getting the regulation to a good place and strengthening the identification portion. Dr. Finn encouraged the Board to continue to give attention to strengthening the programming side and the evaluation of those programs.

Board members discussed concerns about using achievement tests to assess giftedness and the importance of using other measures, as well as concerns about schools having to come up with funding for resources and how to address this issue.

Board members agreed to amend the language in section .02D to read, "...at least 10% of students in each school *as early as possible, but not later than grade 3*"

ACTION: Upon motion by Dr. Li, 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.14.06.03H Child Care Subsidy Program Income Eligibility Scale (Adoption)

Request for permission to adopt amendments to the regulation, which update the child care subsidy income eligibility levels and allow for more low-income families and children to be served.

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

➤ **Maryland Integrated Science Assessment (MISA) Standard Setting for Grades 5 & 8**
(Presenter: Dr. Jennifer Judkins, Assistant State Superintendent, Division of Assessment, Accountability, and Information Technology)

Dr. Judkins provided information regarding the process for establishing the cut scores that place student test scores into performance levels: Exceeded Expectations, Met Expectations, Approached Expectations, and Partially Met Expectations.

Board members discussed the use of "standards" vs. "expectations" in the language; concerns about gender bias and lower performance among males; and the need to also prepare and develop the skills of teachers. Board members also discussed whether this item required Board action (as opposed to being an information item) and if so, whether to vote immediately or bring the item back before the Board at a future date to allow additional time for Board members to review the information. It was recommended that the Board take immediate action on adoption of the regulation.

ACTION: Upon motion by Dr. Steiner and seconded by Mr. Awono, the State Board approved the recommended cut scores. (In favor: 8 – Dr. Finn, Dr. Hartings, Dr. Li, Dr. Steiner, Mr. Phillips, Mr. Awono, Ms. Halle, General Sumpter; Opposed: 0; Abstained: 4 – Dr. Guyton, Ms. Iszard, Dr. Mele-McCarthy, Dr. Greene).

REPORTS TO THE STATE BOARD FOR DISCUSSION AND/OR ACTION

- ***Update on Financial Reporting Requirements***
(Presenter: Ms. Amalie Brandenburg, Chief Operating Officer)

Ms. Brandenburg briefed the State Board on the status of the audit reports required of local school systems and requested authorization for the State Superintendent to notify the Comptroller to withhold funds from local school systems that are not in compliance with the provisions of §5-114 of the Education Article. Ms. Brandenburg reported that 23 of 24 systems had submitted their reports as of the date of the State Board meeting.

***ACTION:** Upon motion by Ms. Iszard and seconded by Dr. Finn, the State Board authorized the State Superintendent to notify the Comptroller to withhold funds from local school systems that are not in compliance with the provisions of §5-114 of the Education Article. (In favor: 11 – Dr. Hartings, Ms. Iszard, Dr. Finn, Dr. Li, Dr. Steiner, Dr. Guyton, Mr. Phillips, Dr. Mele-McCarthy, Ms. Halle, General Sumpter, Dr. Greene; Opposed: 0; Abstained: 1 – Mr. Awono).*

- ***Action Plan for Certification and Educator Preparation Programs Update***
(Presenter: Ms. Sarah Spross, Assistant State Superintendent, Division of Educator Certification and Program Approval)

Ms. Spross provided an update regarding the action plan to address the recommendations of the MSDE's comprehensive plan to increase the rigor and accountability of educator certification and teacher preparation programs in Maryland. The plan provides specific action items and a timeline for completing the necessary steps to develop policy and/or regulations related to activities identified by the MSDE, State Board, PSTEB, and recommendations of the Teacher Induction, Retention, and Advancement Act of 2016 Workgroup.

State Board members supported the proposed plan and timeline and asked for clarification of the actions/decision points between December and January. Ms. Spross explained that the first decision is regarding the options provided and will be considered in December, and that the second decision is about the types of certificates and progression from one to another.

Staff will provide a more detailed presentation at the December 4th State Board Meeting.

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

- ***Every Student Succeeds Act (ESSA) Implementation Update***
(Presenters: Ms. 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 and Dr. Shaw provided an update on the implementation of the Consolidated State Plan, with a focus on summative score cut points and determination of assignment of stars. Dr. Shaw presented alternative options for accountability and standard-setting, with uniform and non-uniform bands, for the Boards consideration.

Dr. Shaw presented the department's recommendation that the "percent of points" are spaced to meet considerations for making star assignments. This option meets "percent of point" and "band width" considerations for making star assignments (assignments are tied to "percent of point" standards, one- and five-star bands are narrow, three-star band is wide).

Dr. Shaw also presented the departments recommendation that Comprehensive Support and Improvement (CSI) Schools should receive stars based on the percentile rank result.

Board members discussed the proposed options and the department's recommendation. A question was also raised about whether a 1-star school could get help to improve. Ms. Gable explained that support and resources are available for those schools that need it and that Title I Schools could use Title I funding toward improvement efforts.

ACTION 1: Upon motion by Dr. Steiner and seconded by Ms. Iszard, the State Board adopted the departments recommendation for the criteria to be considered in setting cut scores. (In Favor: 12; Opposed: 0; Abstained: 0).

ACTION 2: Upon motion by Dr. Greene and seconded by Mr. Phillips, the State Board adopted the departments recommendation that CSI schools should receive the star earned based on the percentile rank result. (In Favor: 12; Opposed: 0; Abstained: 0).

EXECUTIVE SESSION

Pursuant to § 3-305(b)(1)&(7) of the General Provisions Article, Annotated Code of Maryland, and upon motion of General Sumpter, seconded by Mr. Awono, and with unanimous agreement, the Maryland State Board of Education met in closed session on Tuesday, October 23, 2018 in Conference Room #1, 8th Floor, at the Nancy S. Grasmick Building. All board members were in attendance. Also in attendance were Dr. Sylvia Lawson, Chief Performance Officer, Dr. Carol Williamson, Chief Academic Officer, Amalie Brandenburg, Chief Operating Officer, Gayle Secrist, Chief of Staff, and Dr. Miya Simpson, Executive Director, Office of the State Board and Assistant Attorneys General, Elizabeth Kameen, Jackie La Fiandra, and Derek Simonsen. The Executive Session commenced at 12:45 p.m.

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

- *In Re: Baltimore City Public Charter School Mandatory Fees* – petition for declaratory ruling – Opin. No. 18-32
- *Janis Sartucci, et al. v. Montgomery County Board of Education (Julius West Middle School and Albert Einstein High School* – installation of artificial turf fields – Opin. No. 18-33
- *The DaVinci Collaborative, LTD v. Baltimore City Board of School Commissioners* – denial of the charter school application – Opin. No. 18-34
- *Turing Point Foundation, Inc. v. Prince George's County Board of Education* – petition for declaratory ruling/appeal – Opin. No. 18-35
- *N.Z. v. Montgomery County Board of Education* – early K entry – Opin. No. 18-36
- *Keith and Venera J. v. Montgomery County Board of Education* – student transfer – Opin. No. 18-37

- *Joey and Kristin H. v. Charles County Board of Education* – student transfer – Opin. No. 18-38
- *Angela S. v. Harford County Board of Education* – student transfer – Opin. No. 18-39
- *Janis Sartucci v. Montgomery County Board of Education (Richard Montgomery High School)* – installation of artificial turf fields – Order No. OR18-08
- *Matthew Feldman v. Montgomery County Board of Education* – teacher termination – Order No. OR18-09

Ms. Brandenburg provided a confidential update on the Prince George’s County Audit.

Dr. Williamson explained two bills to be submitted to the Governor’s Office for possible introduction in the next legislative session.

Dr. Williamson provided SAT/ACT data to the Board.

The President and Board members discussed possible sanctioning options if Frederick County Public Schools opts out of the Climate Survey field test.

The Executive Session ended at 2:10 p.m.

STATE SUPERINTENDENT’S REPORT

➤ Maryland High School Graduation Task Force Update and Recommendations

Dr. Williamson provided an overview and update on the work of the Maryland High School Graduation Task Force, to include its charge and a summary report of final recommendations. The Task Force was co-chaired by Dr. Carol Williamson, Deputy Superintendent, Office of Teaching and Learning, and Dr. Dara Shaw, Executive Director, Office of Research.

Dr. Williamson reported that the Maryland High School Graduation Task Force was first convened in January 2018 at the request of the Board and Superintendent. The group was to make recommendations to the Board and Superintendent on COMAR 13A.03.02 *Graduation Requirements for Public High Schools in Maryland*. Specifically, the Task Force was asked to focus on three areas: credit and program requirements (number of credits, subject areas, and other requirements), assessments, and options for awarding high school diplomas. All decisions were informed by current research, data, and experts. Twenty-four organizations and stakeholder groups were invited to have a representative sit on the Task Force. The Task Force met 14 times between January and September 2018. Each meeting was three hours, and all were open to the public.

The presentation and report included recommendations that constitute a change to COMAR 13A.03.02 and/or require action of the State Board, Superintendent, and/or Maryland State Department of Education with a focus on credit and program requirements (number of credits, subject areas, and other requirements), assessments, and options for awarding high school diplomas.

State Board members discussed course requirements and scheduling, technology education, and available courses; allowing computer science as a math credit; and the alignment of the Task Force recommendations with the Kirwan Commission's work and forthcoming recommendations. It was also suggested that national experts be invited to speak to the Board at a future meeting(s).

State Board members thanked and commended staff on their work and the report.

ACTION: None. For information and discussion only.

STATE BOARD MEMBER REPORTS AND COMMENTS

➤ **Committee Reports**

- *Online Learning Policy* – Ms. Halle reported that the committee held its first meeting and had general discussion around the objectives of the committee, philosophy, and what other states are doing. The committee will meet monthly and access and opportunity will be a focus.
- *Mental Health* – The committee did not meet this month. Dr. Guyton shared that she had an opportunity to hear a presentation regarding Youth Mental Health First Aid Project AWARE presented to the Governor's P-20 Council. Dr. Guyton also mentioned that she attended Governor Hogan's press conference where he announced the launch of the *Safe Schools Maryland School Safety Initiative*. President Hartings and Vice President Iszard also attended this event.

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

- *National Association of State Boards of Education Conference Update:* General Sumpter shared information regarding the 2018 NASBE Conference held in October, which focused on equity and excellence. He also commended Mr. Awono on his excellent contributions as a panelist during one of the sessions on school safety.

OPINIONS

Ms. Kameen announced the following Opinions and Orders:

- *In Re: Baltimore City Public Charter Schools Mandatory Fee* – petition for declaratory ruling – Opinion No. 18-32
- *Janis Sartucci, et al. v. Montgomery County Board of Education (Julius West Middle School and Albert Einstein High School)* – installation of artificial turf fields – Opinion No. 18-33
- *The Davinci Collaborative, LTD v. Baltimore City Board of School Commissioners* – denial of charter school application – Opinion No. 18-34
- *Turning Point Foundation, Inc. v. Prince George's County Board of Education* – petition for declaratory ruling/appeal – Opinion No. 18-35
- *N. Z. v. Montgomery County Board of Education* – early K entry – Opinion No. 18-36
- *Keith and Venera J. v. Montgomery County Board of Education* – student transfer – Opinion No. 18-37

- *Joey and Kristin H. v. Charles County Board of Education* – student transfer – Opinion No. 18-38
- *Angela S. v. Harford County Board of Education* – student transfer – Opinion No. 18-39
- *Janis Sartucci v. Montgomery County Board of Education (Richard Montgomery High School)* – installation of artificial turf fields – Order No. OR18-08
- *Matthew Feldman v. Montgomery County Board of Education* – teacher termination – Order No. OR18-09

FUTURE AGENDA ITEMS/AGENDA PLANNING

The State Board decided not to have an Information Session on Monday, December 3rd and reviewed the following tentative agenda items for the Tuesday, December 4th meeting:

- Oral Argument
- ESSA Implementation Update
 - Report Card
- Student Discipline Discussion
- Prince Georges County Audit Report
- Recognition of Principals of the Year
- Superintendent’s Report
 - Curriculum Resources/Evidence-Based
- Regulatory Actions
 - 13A.01.06 Educational Equity

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: December 4, 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: October 23, 2018

Time: 12:45 p.m.

Location: 200 West Baltimore Street, Baltimore, MD 21201

Motion to close meeting made by: General Sumpter

Seconded by: Mr. Awono

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) & (13)	Confidential Matters	Draft PG County Audit findings, Departmental Bills, Embargoed SAT/ACT Data
§ 3-305(b)(7)	Legal Advice	Frederick County School Climate Survey legal issue and Legal appeals



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

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE October 23, 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>
McDonald, K. Vanessa	Fiscal Services Administrator V, Budget Branch Chief	22	Office of the Deputy for Finance, Division of Business Services	TBD
Passa, Katherina	Program Manager IV, Accountability Support Manager and Lead Accountability Analyst/Coordinator	22	Office of the Deputy for Teaching and Learning, Division of Assessment, Accountability and Information Technology	TBD
Powell, Karen M.	Education Program Manager I, Chief of Interagency Initiatives and Rates	23	Office of the Deputy for Teaching and Learning, Division of Early Intervention and Special Education Services	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>
Allen, Desiree	Teacher, School Guidance Counselor	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education	10/10/18
Jordan, Kimbry	Teacher, School Guidance Counselor	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education	10/10/18
McCormick, Shane J.	Executive Associate II	15	Office of the Deputy for School Effectiveness, Assistant to Deputy State Superintendent	10/24/18
Moore, Kerri	Vocational Rehabilitation Specialist II	13/3	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	10/17/18
Rhmiro, Meghann	Vocational Rehabilitation Specialist II	13/3	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	10/24/18
Ryan, Nichole	Teacher, Special Education	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education	10/10/18

Sherif, Oumie	Teacher, School Guidance Counselor	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education	10/10/18
Shook, Penelope	Staff Specialist III – Rehabilitation Services	18/5	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	10/17/18
Spencer, Erika	Teacher, Academic, Resource/Social Studies	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education	10/10/18
Trabert, Michael	Staff Specialist II, Rehabilitation Services	16/0	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	10/17/18
Wheeler, Chelsea	Vocational Rehabilitation Specialist II	13/3	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	10/17/18
Wilerson, Sieda	Teacher, Academic, Science/CRD	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education	10/10/18
Wilmore, Giselle	Teacher, School Guidance Counselor	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education	09/26/18
Zagorski, Gloria	Teacher, Resource	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education	10/10/18

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

October 23, 2018

BOARD LIST

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

Name: K. Vanessa McDonald
Position: Fiscal Services Administrator V (Budget Branch Chief)
Division/Office: Business Services
Salary Grade: State Salary Grade: 22
Annual Salary Range: \$64,608 - \$94,335
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Five (5) years of professional experience with analyzing and developing financial, budget, and control systems for multiple programs. Two years of experience with Maryland State budgeting procedures and/or management – supervisory experience desired.

DESCRIPTION:

This is a professional position serving as the Chief of the Budget Branch. The position is responsible for the development, justification, execution, and analysis of the Department's budgets. The Department's budgets exceed \$8 billion annually, include more than 40 programs, and involve General, Federal, Special and Reimbursable fund sources.

K. Vanessa McDonald:

QUALIFICATIONS:

Education:

Capitol College (Laurel, Maryland) 2011 – Master’s Degree Information & Telecommunications Systems Management

University of Phoenix (Rockville, Maryland) 2009 – Master’s Degree in Business Administration

Experience:

State of Maryland, Department of Labor, Licensing and Regulation (Baltimore, Maryland)

2017 – Present: Interim Budget Director - Chief of Budget, and Fiscal Systems

State of Maryland, Department of Budget and Management (Baltimore, Maryland)

2010 – 2017: Program Manager Budget

Bowhead Systems Management (Columbia, Maryland)

2001 – 2010: Team Lead/Senior Systems Analyst

EMPLOYMENT STATUS:

New Hire



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

October 23, 2018

BOARD LIST

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

Name: Katerina Passa, Ph.D
Position: Program Manager IV – Accountability Support Manager & Lead Accountability Analyst/Coordinator
Division/Office: Assessment, Accountability, and Information Technology
Salary Grade: State Salary Grade: 22
Annual Salary Range: \$64,608 - \$103,743
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master’s Degree or 36 post baccalaureate credit hours of coursework from an accredited college or university is required.

EXPERIENCE:

Five years of administrative or teaching experience in or affiliated with an education program; this experience to include coordinating or administering an education research 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:

These are professional positions responsible for directing and managing information management activities to support the development, coordination, implementation and maintenance of the accountability program for the Division of Assessment, Accountability, and Information Technology.

Dr. Katerina Passa:

QUALIFICATIONS:

Education:

State University of New York at (Albany, New York) 2007 - Doctorate in Educational Psychology and Methodology: 2003 Masters of Science Degree in Education

University of Ioannina, (Greece) 2000 - Bachelor of Science Degree in Philosophy, Education

Experience:

ICF International (Fairfax Virginia)

2007 – 2017: Technical Specialist/Senior Research Associate

2017 – Present: Senior Regional Analyst

EMPLOYMENT STATUS:

New Hire



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

October 23, 2018

BOARD LIST

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

Name: Karen M. Powell
Position: Education Program Manager I, Chief of Interagency Initiatives & Rates
Division/Office: Early Intervention and Special Education Services
Salary Grade: State Salary Grade: 23
Annual Salary Range: \$68,959 - \$110,729
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master's Degree or higher in Social Work, Public Health, Business Administration, or other related field.

EXPERIENCE:

Five (5) years of senior level management and leadership experience in a related field. Demonstrated knowledge of government practices in rate setting for youth programs. Interagency experience in a healthcare or human services setting. Experience working at a State or Federal Organization.

DESCRIPTION:

This position is responsible for the management and execution of interagency efforts to implement an equitable and efficient rate setting process, ensure compliance with applicable State and Federal regulations, and provide technical assistance for residential and nonresidential child care programs for youth requiring out of home placements.

Karen M. Powell

QUALIFICATIONS:

Education:

University of Maryland School of Social Work (Baltimore, Maryland) 2000 – Master’s Degree in Social Work

University of Baltimore (Baltimore, Maryland) 1997 - Master’s Degree in Counseling Psychology

Duke University (Durham, North Carolina) 1990 – Bachelor’s Degree in Psychology

Experience:

University of Maryland School of Social Work Ruth Young Center (Baltimore, Maryland)

2017 – Present: Associate Director/Clinical Faculty Instructor

2017 – Present: Adjunct Instructor

2016 -2017: Assistant Director/Clinical Faculty Instructor

Maryland Department of Human Resources/Social Services Administration (Baltimore, Maryland)

2009 – 2016: Program Manager I – Training and Organizational Development

Anne Arundel Community College (Anne Arundel, Maryland)

2014 – 2016: Adjunct Instructor

Baltimore City Community College (Baltimore, Maryland)

2013 – Present: Adjunct Instructor

Morgan State University (Baltimore, Maryland)

2010 – 2012: Adjunct Instructor

Maryland Department of Human Resources/Social Services Administration (Baltimore, Maryland)

2008 – 2009: Social Services Administrator III (Family Centered Practice Supervisor)

2006 – 2008: Social Services Administrator II Kinship Care Policy Analyst

Baltimore City Department of Social Services (Baltimore, Maryland)

2000 – 2006: Family Social Work Supervisor

1991 – 2000: Case Manager

EMPLOYMENT STATUS:

New Hire

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE October 23, 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: Promotional:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Tiderman, Laia	Program Manager IV – Accountability Support Manager	22	Office of the Deputy for Teaching and Learning, Division of Assessment, Accountability and Information Technology	TBD



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

October 23, 2018

BOARD LIST

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

Name: Laia R. Tiderman
Position: Program Manager IV – Accountability Support Manager
Division/Office: Assessment, Accountability, and Information Technology
Salary Grade: State Salary Grade: 22
Annual Salary Range: \$64,608 - \$105,743
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master’s Degree or 36 post baccalaureate credit hours for coursework from an accredited college or university is required.

EXPERIENCE:

Five years(s) of administrative or teaching experience in or affiliated with an education program; this experience to include coordinating or administering an education research 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 directing and managing information management activities to support the development, coordination, implementation and maintenance of the accountability program for the Division of Assessment, Accountability, and Information Technology.

Laia R. Tiderman

QUALIFICATIONS:

Education:

University of Maryland Baltimore County (Baltimore, Maryland) 2009 – Master’s Degree in Applied Sociology

Towson University (Towson, Maryland) 2002 – Bachelor’s Degree in Social Sciences

Experience:

Maryland Longitudinal Data System Center (Baltimore, Maryland)

2015 – Present: Education Program Specialist - Associate Director for Data Management

Maryland State Department of Education (Baltimore, Maryland)

2015 – Present: Education Program Specialist II – Accountability Coordinator

2011 - 2015: Education Program Specialist I – Accountability & Data Specialist

2007 – 2011: Administrator II – Data Quality Analyst

2007: DP Staff Specialist – Education Data

EMPLOYMENT STATUS:

Promotional