

MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday, January 22, 2019
Maryland State Board of Education
200 W. Baltimore Street
Baltimore, Maryland 21201

The Maryland State Board of Education met in regular session on Tuesday, January 22, 2019, 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. Vermelle Greene; Dr. Rose M. Li; 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. (Dr. Chester E. Finn, Jr. was absent).

The following staff members were present: Elliott Schoen, Esq., Deputy Council (designee for 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), Ms. Nancy Reynolds and Ms. Shebra Evans, and other guests.

PUBLIC COMMENT

The following individuals provided public comment:

- ***Renuka Rege*** – School Discipline
- ***Lara Ohanian*** – Gifted and Talented Education
- ***Aarti Sidhu*** – School Discipline
- ***Shantay McKinily*** – School Discipline
- ***Ronza Othman*** – Teacher Certification for Teachers of the Blind

NEW BUSINESS

➤ ***Approval of Consent Agenda:***

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

- Minutes for December 4, 2018
 - Dr. Hartings noted a correction on page 6. The minutes were amended to reflect the vote taken regarding the formation of the Task Force on Student Discipline

Regulation to include the motion by General Sumpter, seconded by Ms. Iszard, and the unanimous vote of Board members.

- Personnel Actions
- Budget Adjustments for December, 2018
- 2018-2019 Identification of “Comprehensive Needs Schools” for Purpose of Awarding Quality Teacher Stipends

ACTION: Upon motion by General Sumpter and seconded by Dr. Steiner, the State Board approved the Consent Agenda as amended. (In Favor: 10; opposed: 0; abstained: 0)

REPORTS TO THE STATE BOARD FOR DISCUSSION AND/OR ACTION

➤ ***Kindergarten Readiness Assessment***

(Presenters: Steven Hicks, Assistant State Superintendent, Division of Early Childhood; Judy Walker, Early Learning Branch Chief)

Mr. Hicks presented an overview of Maryland’s 2018 KRA Results. The KRA version 1.5 was administered in 2015-16, 2016-17, and 2017-2018. New replacement items were piloted during the 2017-18 administration, which allowed for the creation of the KRA version 2.0 administered in the Fall of 2018. The state and district overall results were released in December, 2018 and the demographic and domain state and district level results were scheduled for release in January, 2019.

Board members inquired about prior learning experiences and students who demonstrate readiness, as well as disaggregation of the data by income. Mr. Hicks said the department is looking into these things and will share updates with the State Board once information is available.

Discussion also included the process for administering the KRA; working with Mathematica on a longitudinal study to examine performance between 2014 and most recent administrations; tracking performance over time; full census testing; and how the test can be used to identify students who are struggling earlier.

Mr. Hicks clarified that the test is not intended to be a diagnostic assessment, but can be a useful screening tool. He also noted that the department could look at early learning assessment related items as a snapshot, along with other tools that could prove useful.

Mr. Hicks shared that the department will host eight (8) Town Hall Meetings throughout the state this year.

Dr. Li reminded and encouraged Board members and the department to consider utilizing elderly populations (the Commission on Aging) for programs and opportunities that pair seniors with students in providing education supports and improving learning outcomes.

Ms. Iszard encouraged the use of phonics and emphasized its importance in promoting early literacy.

Dr. Hartings reiterated the importance of data and using it to inform policy decisions.

ACTION: None. For information and discussion only.

➤ ***Educator Preparation Programs: Standards and Competencies***

(Presenter: Ms. Sarah Spross, Assistant State Superintendent, Division of Educator Certification and Program Approval)

Ms. Spross provided information regarding the determination of educator preparation program requirements to include, entrance and exit requirements, clinical experience expectations, and the standards and competencies to be used for program approval. Ms. Spross reiterated that preparation and certification go ‘hand-in-hand.’ She provided an overview of all certification programs in the state and discussed the department’s engagement in efforts to attract more diverse students.

Ms. Spross presented data on Maryland and comparative data for other states to include the number of students and teachers, student-to-teacher ratios, per student expenditures, and average salary; import and export credentials; education preparation provider data; and enrollment and completer data.

Ms. Spross identified areas where the department is seeking the State Board’s input and consensus to move forward in developing recommendations to bring back for further consideration and action related to entrance and exit requirements and pathways to certification.

Discussion topics and recommendations for further information included: the importance of understanding gender learning differences and male-specific pedagogy; ethics and cultural responsibility standards; greater emphasis on mental health; and disparities in disciplinary actions and addressing disruptive behavior through alternative approaches (restorative practices).

Board members came to consensus on each of the following recommendations and encouraged the department to move forward: developing Educator Preparation Programs (EPP) entrance regulations; developing EPP exit regulations; developing regulatory language for performance review program pathways; and developing regulatory language for nonpublic experience pathways. The department will bring recommendations back to the State Board for consideration and action.

ACTION: None. For information and discussion only.

REPORTS TO THE STATE BOARD FOR DISCUSSION AND/OR ACTION

➤ ***Update on Prince Georges County Public Schools (PGCPS) Action Plan***

(Presenter: Dr. Monica Goldson, Superintendent, Prince Georges County Public Schools; Dr. Alvin Thornton, Chair, Prince Georges County Board of Education)

Dr. Goldson, accompanied by PGCPs Board President Dr. Thornton, provided an update on the districts progress in implementing recommendations and the action plan resulting from the independent performance audit of the Prince Georges County Public Schools' graduation rates conducted by Alzarex & Marsal Public Services, LLC. Dr. Goldson highlighted the key findings of the audit and the improvements that had been made to date, noting areas where the recommendation had been fully, partially, or not met. Improvements included reducing grade change use and misuse, nearly eliminating ineligible graduations, and increased compliance with administrative procedure and state requirements. The district continues to work on the systems' technology issues related to attendance and is exploring the creation of a tool that can complement the SchoolMax system to support the monitoring and enforcement of excessive absence procedures. The district is also addressing the school-level accountability recommendation and developing performance metrics to monitor the timeliness and adherence to grading procedures. Dr. Goldson also shared some of the best practices that the district has developed and/or implemented and reviewed the timeline for further actions to be taken.

Board members inquired about and discussed quality controls for Bridge programs. Dr. Hartings thanked Dr. Goldson and Dr. Thornton and commended them on the improvements that have been made, noting that their efforts and attention to improving their processes could serve as a model for other districts.

ACTION: None. For information and discussion only.

EXECUTIVE SESSION

Pursuant to § 3-305(b)(1)&(7) of the General Provisions Article, Annotated Code of Maryland, and upon motion of Mr. Awono, seconded by Dr. Steiner, and with unanimous agreement, the Maryland State Board of Education met in closed session on Tuesday, January 22, 2019 in Conference Room #1, 8th Floor, at the Nancy S. Grasmick Building. All board members were in attendance except Chester Finn. Also in attendance were Dr. Sylvia Lawson, Chief Performance Officer, Dr. Carol Williamson, Chief Academic Officer, Amalie Brandenburg, Chief Operating Officer, Dr. Miya Simpson, Executive Director, Office of the State Board and Assistant Attorneys General, Elliott Schoen, Jackie La Fiandra, and Derek Simmons. The Executive Session commenced at 1:00 p.m.

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

- *Karina D. v. Montgomery County Board of Education* – student transfer – Opin. No. 19-01
- *Shantell D. v. Baltimore City Board of School Commissioners* – transfer – Opin. No. 19-02
- *Jennifer Hoover v. Montgomery County Board of Education* – workplace bullying - Opin. No. 19-03
- *Leslie P. v. Anne Arundel County Board of Education* – student transfer – Opin. No. 19-04
- *Parents of Student A. v. Howard County Board of Education* – student discipline/involuntary transfer – Opin. No. 19-05
- *Colin and Lori W. v. Frederick County Board of Education* – administrative transfer – Opin. No. 19-06

- *Allison York v. Prince George's County Board of Education* – teacher termination – Opin. No. 19-07

The State Board agreed to send a letter to Wayne Foote, Allegany County Board Member, requesting him to respond to allegations made by the local board and others concerning conduct that could result in his removal from the board.

Dr. Salmon presented a background summary on the role of the Division of Rehabilitation Services (DORS) and possible changes in the future.

Amalie Brandenburg updated the State Board about the Governor's proposed state budget.

Administrative Matters

- Dr. Salmon reviewed the status of embargoed assessment data that will be publically released.
- Dr. Salmon updated the State Board regarding pending legislation.
- Dr. Salmon updated the State Board about an ongoing Baltimore County audit.
- Dr. Salmon shared the State Board's response to the Kirwan Commission recommendations.

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

STATE BOARD MEMBER REPORTS AND COMMENTS

➤ **Committee Reports**

- *Kirwan Commission* – Dr. Steiner reported that the Commission voted at its most recent meeting on recommendations across the five areas of focus: 1) Early Childhood Education; 2) High Quality and Diverse Teachers and Leaders; 3) College and Career Readiness Pathways; 4) More Resources to Ensure All Students are Successful; and 5) Governance and Accountability. He shared that the future work of the Commission will involve a subgroup looking at funding, acknowledging that the final price tag will depend on acceleration of implementation. He noted that the biggest ticket items will be related to teacher pay and incentives and PreK. The tentative date for completion of the final report and recommendations is December, 2019. The Commission, as well as the State Board, will move forward with recommendations where/as possible. Dr. Hartings reminded members of the information session to be held on January 23rd with moderators of each of the Commission's workgroups.
- *Online Learning Policy* – Ms. Halle shared that the committee met on January 16th and heard a presentation from Keith Kruger, CEO, Consortium for School Networking (CoSN). Mr. Kruger provided a general overview of CoSN and reviewed highlights from their 2019 report, *Driving K-12 Innovation*. The committee continues to refine its goals and objectives, which inform recommendations to be presented to the Board. The next meeting is scheduled for February 20th.

- *Task Force on Student Discipline Regulations* – Dr. Greene reported that the Task Force is prepared to hold its first meeting on January 26th. Dr. Greene explained the process and structure of operations for the Task Force. The Task Force will plan stakeholder panels and Dr. Greene invited Board members and others to submit names. Dr. Hartings acknowledged that there are many individuals and stakeholder groups with interest in this work and noted that while they may not have a representative assigned to the Task Force, there will be opportunities to provide input and feedback (through panel participation, written correspondence, and/or public comment at State Board meetings).
- *Commission on School-to-Prison Pipeline* – Mr. Phillips shared that the Commission’s final report has been completed and is now available for public review.

➤ **Discussion of Committee Assignments**

- Dr. Hartings reviewed the list of committees and member assignments, noting that replacements are needed for positions held by former State Board Member Dr. Michele Guyton, who served on the Governor’s P-20 Council, School Safety Subcommittee, Maryland Adult Learning Advisory Council (MALAC), MSDE’s Individuals with Disabilities Education Act (IDEA) Advisory Council, and the State Board’s Mental Health Committee. Board members volunteered to assume these roles as follows: Ms. Halle – MALAC; Dr. Mele-McCarthy – Mental Health and IDEA Advisory Council; and General Sumpter – P-20 Council and School Safety.

Ms. Halle, Dr. Mele-McCarthy, and General Sumpter also agreed to serve on the State Board’s Strategic Planning Committee, chaired by Vice President Iszard.

State Board members also discussed and agreed to establish an Orientation Committee to develop a process and framework for onboarding new members. Dr. Hartings (Chair), Ms. Iszard, and Mr. Phillips will serve on this committee.

Dr. Joan Mele-McCarthy also agreed to serve on the Policy Committee, working with President Hartings and Dr. Li.

ACTION: None. For information and discussion only.

NEW BUSINESS

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

(Presenter: Ms. Mary Gable, Assistant State Superintendent, Division of Student, Family, and School Support; MSDE Staff)

- **COMAR 13A.06.05 *School Supplies and Equipment* (Repeal) and COMAR 13A.06.05 *Purchase and Use of Accessible Teaching and Learning Materials* (Replace)**

Request for permission to publish the repeal of COMAR 13A.06.05 *School Supplies and Equipment* and to replace with COMAR 13A.06.05 *Purchase and Use of Accessible Teaching and Learning Materials*. The existing chapter of COMAR

13A.06.05 does not effectively support today's instruction practices. The repeal and replacement of the existing chapter will direct school systems to develop policies and procedures for the purchase and acquisition of accessible textbooks and supplemental curricular resources, in print, and in digital formats, that support teaching and learning in and out of the classroom.

ACTION: Upon motion by Ms. Halle and seconded by General Sumpter, Board members approved the request for permission to publish the repeal of COMAR 13A.06.05 School Supplies and Equipment and replace with COMAR 13A.06.05 Purchase and Use of Accessible Teaching and Learning Materials. (In Favor: 8; opposed: 0; abstained: 0; Ms. Iszard and Mr. Awono were not present).

- **COMAR 13A.05.05.02 School Counseling Program (Repeal and Replace)**
Request for permission to publish amendments to COMAR 13A.05.05.02 *School Counseling Program*. The proposed regulations define, update, and clarify the requirements for school counseling programs to support and unify the role of school counselors in students' academic, career, and personal/social performance to enhance school success based upon the American School Counseling Association (ASCA) National Model.

ACTION: Upon motion by Dr. Mele-McCarthy, and seconded by Dr. Steiner, the State Board granted permission to publish the amended regulation. (In Favor: 8; opposed: 0; abstained: 0. Ms. Iszard and Mr. Awono were not present).

- **COMAR 13A.05.05.04 School Psychology Program (Repeal and Replace)**
Request for permission to publish amendments to COMAR 13A.05.05.04 *School Psychology Program*. The proposed regulations further define and clarify the role of the school psychology program to support the expanded role of school psychologists based upon the National Association of School Psychologists (NASP) guidelines.

ACTION: Upon motion by Dr. Mele-McCarthy, and seconded by Dr. Li, the State Board granted permission to publish the amended regulation. (In Favor: 8; opposed: 0; abstained: 0. Ms. Iszard and Mr. Awono were not present).

- **COMAR 13A.12.02.23 Blind/Visually Impaired (Publish)**
Request for permission to publish amendments to COMAR 13A.12.02.23 *Blind/Visually Impaired*. The proposed regulation removes the current language requiring that a teacher certified in Blind/Visually Impaired present a qualifying score on an approved test of braille competency at the time of the first certificate renewal to align the test submission with all other teaching areas, by requiring it at the time of application.

ACTION: Upon motion by General Sumpter, and seconded by Dr. Steiner, the State Board granted permission to publish the amended regulation. (In Favor: 8; opposed: 0; abstained: 0. Ms. Iszard and Mr. Awono were not present).

- **COMAR 13A.12.01.05 *General Requirements for Professional Certificates* (Adopt)**

Request for permission to adopt amendments to COMAR 13A.12.01.05 *General Requirements for Professional Certificates*. The proposed amendments eliminate the basic skills test requirement for those individuals seeking certification in specialized and professional technical education who do not hold a bachelor's degree.

ACTION: Upon motion by Dr. Greene, and seconded by Mr. Phillips, the State Board adopted the amended regulation. (In Favor: 8; opposed: 0; abstained: 0. Ms. Iszard and Mr. Awono were not present).

- **COMAR 13A.12.01.08-1 *Adjunct Certificate* (Adopt)**

Request for permission to adopt new COMAR 13A.12.01.08-1 *Adjunct Certificate*. The new regulatory language addresses the LEAs continuing need to hire individuals with highly specialized content expertise and interest in teaching on a part-time basis as a teacher of record. Specific regulatory language establishes the eligibility criteria for the issuance of the certificate, requires LEAs to provide specific support and professional development to an individual who holds an adjunct certificate, and establishes the limitations of the certificate.

ACTION: Upon motion by Dr. Li and seconded by Dr. Steiner, the State Board adopted the amended regulation. (In Favor: 8; opposed: 0; abstained: 0. Ms. Iszard and Mr. Awono were not present).

- **COMAR 13A.01.05 *Appeals to the State Board* (Adopt)**

Request for permission to adopt as a final regulation, COMAR 13A.01.05 *Appeals to the State Board*. The regulation includes procedures for removal of local board members.

ACTION: Upon motion by Ms. Halle, and seconded by Mr. Phillips, the State Board adopted the amended regulation. (In Favor: 8; opposed: 0; abstained: 0. Ms. Iszard and Mr. Awono were not present).

➤ ***Calendar Modification Request***

(Presenter: Ms. Teresa Dantzler, Ombudsperson)

Request for approval of conditional waiver applications from Dorchester County Public Schools and Garrett County Public Schools requesting to open school on February 18, 2019, President's Day, as necessary in the case of inclement weather, for the 2018-2019 school year. In addition, it was requested that the State Board grant authority to the State Superintendent to approve requests received from local school systems to open school on February 18, President's Day, as a snow make-up day, if needed, for the 2018-2019 school year.

***ACTION:** Upon motion by Dr. Steiner and seconded by General Sumpter, the State Board approved the conditional waiver requests and granted authority for the State Superintendent to approve requests received from local school systems to open school on February 18, President's Day, as a snow make-up day, if needed, for the 2018-2019 school year.. (In favor: 8; Opposed: 0; Abstained: 0. (Ms. Iszard and Mr. Awono were not present.)*

STATE SUPERINTENDENT'S REPORT

➤ ***Every Student Succeeds Act (ESSA) – Report Card 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 reviewed the roll-out of the Maryland Report Card, released in December 2018, along with the strengths and areas for improvement that have been identified and lessons learned. They also presented an update on upcoming enhancements to be made prior to the 2019 Report Card release and the status of the website, as well as a description of the appeals process and application to appeal accountability results.. Dr. Shaw also provided clarification regarding the courses and grade bands for access to and credit for a well-rounded curriculum at the middle school level.

Dr. Salmon shared feedback received on the report card. Positive feedback included: on-time release; easy to read; data made available in advance; scheduled conference calls with public information officers and the media prior to the release; communication with local accountability coordinators; and the alignment of the report card with the ESSA plan. The areas for improvement that were recommended included: releasing the communication plan sooner and communicating all business rules to superintendents and local accountability coordinators.

Dr. Salmon noted that an updated report would be provided to State Board in February, with data disaggregated by gender.

Board members commended and thanked MSDE staff for their work.

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

➤ ***2019 Legislative Session Overview***

(Presenter: Ms. Tiffany Clark, Director, Legislative Affairs)

Ms. Clark provided an overview of the 2019 Legislative Session, the Maryland General Assembly, and the legislative process. She also discussed the State Board's role during the legislative session and explained that in responding to bills of interest the Board may decide to provide written testimony, oral testimony, or both in support of or opposition to a bill. Ms. Clark briefed State Board members on the status of PreK-12 education-related bills currently before the Maryland General Assembly, highlighting significant legislation that had been

introduced to date. She also reviewed the 2019 Legislative Session timeline, noting particular dates of interest.

By consensus, State Board members supported submitting a letter of opposition to HB 87 State Board of Education – Membership – Teachers and Parents (and cross-filed Senate Bill)

Dr. Salmon and Ms. Clark will prepare weekly updates on bills to send to Board members to keep them informed, as the session moves and things may change very quickly.

ACTION: None. For information and discussion only.

- Dr. Salmon invited State Board members to visit Cheltenham Youth Detention Center with her. Dr. Simpson will poll members on tentative dates to determine availability and identify the best option.

FUTURE AGENDA ITEMS/AGENDA PLANNING

The State Board discussed tentative agenda items for the February meeting:

- Tuesday, February 28th
 - Certification Routs/Prep/Competencies/Tests
 - Analysis of Report Card Data
 - Graduation Cohort Data
 - Recognition – Milken Award Recipient
 - State Superintendent Report
 - Curriculum Vetting Regulation (Supporting School Improvement)
 - Special Education
 - Teacher Evaluation Draft Recommendations
 - 2019 Legislative Update
 - Regulatory Actions

OPINIONS

Mr. Schoen announced the following Opinions and Orders:

- *Karina D. v. Montgomery County Board of Education* – student transfer – Opinion No. 19-01
- *Shantell D. v. Baltimore City Board of School Commissioners* – transfer – Opinion No. 19-02
- *Jennifer Hoover v. Montgomery County Board of Education* – workplace bullying – Opinion No. 19-03
- *Leslie P. v. Anne Arundel County Board of Education* – student transfer – Opinion No. 19-04
- *Parents of Student A. v. Howard County Board of Education* – student discipline/involuntary transfer – Opinion No. 19-05
- *Colin and Lori W. v. Frederick County Board of Education* – administrative transfer – Opinion No. 19-06
- *Allison York v. Prince George’s County Board of Education* – teacher termination – Opinion No. 19-07

ADJOURNMENT

With no further business before the Board, the meeting was adjourned at 4:32 p.m.

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

Date: February 26, 2019

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/Meetings-2019.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: January 22, 2019

Time: 1:00 p.m.

Location: 200 West Baltimore Street, Baltimore, MD 21201

Motion to close meeting made by: Mr. Awono

Seconded by: Dr. Steiner

Members in favor: 10

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) (7)

Legal Advice

Legal appeals and Allegany County Board of Education legal matter.



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

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE January 22, 2019 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>
Dennis, Scott A.	Assistant State Superintendent	(ES-7)	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	TBD
Goodrich, Lindsey	Special Education Program Coordinator	IEPP	Office of the Deputy For School Effectiveness Juvenile Services Education System	TBD
Lopez, Robin D.	Education Program Specialist II, Program Compliance and Monitoring Specialist	22	Office of the Deputy For Finance, Office of Compliance and Monitoring	TBD
Loretta, Kellie J.	Education Program Specialist I, Special Education Compliant Investigation Specialist	21	Office of the Deputy for Teaching and Learning, Division of Early Intervention and Special Education Services	TBD
Plump, Sharon L.	Program Manager II – Regional Director for Western Maryland (Region I)	20	Office of Deputy for School Effectiveness, Division of Rehabilitation 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>
Brent, Harry	Staff Specialist III – Financial Representative	18	Office of the Deputy for Finance, Division of Business Services	01/02/19
Brown, Donetta	Administrative Aide	11/0	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	01/16/19
Handy, Teresa	Child Care Licensing Specialist Trainee	13	Office of Deputy for Teaching and Learning, Division of Early Childhood	01/02/19
Imhoff, Nicholas	Staff Specialist III – Financial Representative	18	Office of the Deputy for Finance, Division of Business Services	01/02/19

Knox, Frederick	Vocational Rehabilitation Specialist II	13/3	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	01/16/19
Martin, Kimberly	Special Education Teacher	IEPP	Office of Deputy for School Effectiveness, Juvenile Services Education System	01/01/19
Powers, Elizabeth	Staff Specialist II	17/3	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	01/16/19
Richardson, Simone	Vocational Rehabilitation Specialist II	13/3	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	01/16/19
Rineman, Michelle	Staff Specialist II	17/6	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	01/16/19
Robinson, Lisa	Special Education Teacher	IEPP	Office of Deputy for School Effectiveness, Juvenile Services Education System	01/01/19
Toth, Beth	Special Education Teacher	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education System	01/01/19

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

January 22, 2019

BOARD LIST

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

Name: Scott A. Dennis
Position: Assistant State Superintendent
Division/Office: Division of Rehabilitation Services
Salary Grade: State Salary Grade: (ES-7)
Annual Salary Range: \$101,261 – \$135,221
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Master's Degree or 36 hours of post Baccalaureate coursework in from an accredited college or university with coursework in Management, Supervision and Administration, Vocational Rehabilitation or a closely related field.

EXPERIENCE:

Extensive experience with managing Rehabilitation Services programs that serve individuals with disabilities.

DESCRIPTION:

This is an executive level position serving as a member of the MSDE executive team responsible for providing statewide leadership, administration, oversight, coordination, and direction to programs and activities of the Division of Rehabilitation Services (DORS) and for assuring the efficiency and success of Vocational Rehabilitation Programs and Disability Determination Services.

Scott A. Dennis

QUALIFICATIONS:

Education:

Towson State University (Towson, Maryland) 2006 – Master’s Degree in Professional Studies,
1982 – Bachelor’s Degree in Psychology

Experience:

Division of Rehabilitation Services (Baltimore, Maryland)

2018 – Present: Acting Assistant State Superintendent

2001 – Present: Director, Administration and Financial Service

1997 – 2001: Assistant Director, Disability Determination Services

1990 – 1996: Director of the Maryland Business Enterprise Program for the Blind

1990 - 1991: Staff Specialist – Rehabilitation Services

EMPLOYMENT STATUS:

Promotional



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

January 22, 2019

BOARD LIST

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

Name: Lindsey M. Goodrich
Position: Special Education Program Coordinator
Division/Office: Office of the Deputy for School Effectiveness, Juvenile Services Education System
Salary Grade: State Salary Grade: Institutional Educator Pay Plan Administrator Schedule
Annual Salary Range: \$102,778 - \$107,922
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master's Degree in Special Education, Education, or Administration/Supervision and in possession of or eligible for certification in Special Education from the Maryland State Department of Education. Possession of a Maryland Special Education Supervisor or Administrator Certificate is preferred.

EXPERIENCE:

Three years of professional administrative/supervisory and special education teaching experience; a minimum of two years within an alternative, urban, juvenile justice or similar institution or in a program serving a predominately disadvantaged population is preferred.

DESCRIPTION:

This is a professional position responsible for the Statewide development, implementation, and coordination of special education services for students within MSDE's Juvenile Services Education System.

Lindsey M. Goodrich

QUALIFICATIONS:

Education:

College of Notre Dame (Baltimore, Maryland) 2010 – Master’s Degree in Special Education/Elementary Education

McDaniel College (Baltimore, Maryland) 2014 – Certificate in Administration and Leadership

Towson University (Towson, Maryland) 2006 – Bachelor’s Degree in Family Studies

Experience:

Baltimore County Public Schools (Baltimore, Maryland)

2017 – Present: IEP Chair/Special Education Department Chair – Sparrows Point Middle School

Anne Arundel Evening High School (Glen Burnie, Maryland)

2016 - 2017: Assistant Administrator

2018 – Present: Special Educator – Nantucket Elementary School

2010 – 2017: Special Education Department Chair/Former Classroom Teacher – Meade Middle School

Needles Case Management (Owings Mills, Maryland)

2007 – 2008: Marketing Assistant

Casey Cares Foundation (Baltimore, Maryland)

2006 – 2008: Grant Coordinator/Program Coordinator

Friendship School (Eldersburg, Maryland)

2006 – 2007: Development Assistant

EMPLOYMENT STATUS:

New Hire



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

January 22, 2019

BOARD LIST

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

Name: Robin D. Lopez
Position: Education Program Specialist II – Program Compliance and Monitoring Specialist
Division/Office: Office of the Deputy for Finance, Office of Compliance and Monitoring
Salary Grade: State Salary Grade: 22
Annual Salary Range: \$65,901 - \$105,818
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master’s Degree or equivalent 36 post-baccalaureate credit hours of course work in Education Administration, Public Administration, Business Administration, Auditing, or related field from an accredited college or university.

EXPERIENCE:

Five (5) years of administrative experience conducting, coordinating and administering compliance reviews and on-site assessments in an educational environment. Considerable experience in interpreting, compiling, and analyzing internal and external educational information and policies; or any equivalent combination of training and experience which provides the required knowledge, skills, and abilities.

DESCRIPTION:

This is a professional position serving as the program specialist for the Office of Compliance and Monitoring responsible for the coordinating, developing, and implementing Office Initiatives related to academic validations; providing administrative and policy support to the Director of the Office of Compliance and Monitoring in matters related to process, procedures and remedies of academic validation.

Robin D. Lopez:

QUALIFICATIONS:

Education:

Howard University (Washington, D.C.) 2016 – Education Doctorate in Educational Leadership and Policy

College of New Rochelle (New Rochelle, New York) 1998 – Master’s Degree in Early Childhood Education

Virginia State University (Petersburg, New York) 1992 – Bachelor’s Degree in Marketing Management

Experience:

Baltimore City Public Schools (Baltimore, Maryland)

2012 – 2018: Manager, Federal Grants

2004 – 2006: Instructional Support Teacher – Reading Language Arts

Baltimore County Public Schools (Towson, Maryland)

2008 – 2012: Title I Compliance Specialist

Maryland State Department of Education (Baltimore, Maryland)

2006 -2008: School Performance Specialist

Fund for Educational Excellence (Baltimore, Maryland)

2003 – 2004: Literacy Professional Developer

EMPLOYMENT STATUS:

Promotional



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

January 22, 2019

BOARD LIST

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

Name: Kellie J. Loretta

Position: Education Program Specialist I, Special Education Complaint Investigation Specialist

Division/Office: Office of the Deputy for Teaching and Learning, Early Intervention and Special Education Services

Salary Grade: State Salary Grade: 21
Annual Salary Range: \$61,754 - \$99,148

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Juris Doctorate, or a Master's Degree or equivalent 36 post Baccalaureate credit hours of course work in Education, Special Education or a related field.

EXPERIENCE:

Four (4) years of professional experience in evaluation or compliance monitoring, supervision/administration, or related experience within or affiliated with an organization serving school-aged children with disabilities.

DESCRIPTION:

This position serves as a Complaint Investigation Specialist to ensure compliance with the State and federal laws for the education of students with disabilities under the Individuals with Disabilities Education Act (IDEA). The specialist's primary responsibility is investigating complaints and providing technical assistance in order to resolve conflicts between public agencies and parents.

Kellie J. Loretta

QUALIFICATIONS:

Education:

West Virginia University (Morgantown, West Virginia) 2008 – Master’s Degree in Educational Leadership Studies 45 hours towards Ed.D

Fairmont State University (Fairmont, West Virginia) 2004 – Bachelor’s Degree Elementary Education and Special Education

Experience:

Cumberland Valley School District (Mechanicsburg, Pennsylvania)

2015 - Present: Supervisor of Special Education

2014 – 2015: Instructional Specialist

2012 – 2014: Regular Education Teacher

Monongalia County Board of Education (Morgantown, West Virginia)

2008 – 2012: IEP Compliance Specialist

2006 – 2008: Special Education Teacher

Harrison County Board of Education (Clarksburg, West Virginia)

2003 – 2006: Special Education Teacher

Fairmont State University (Fairmont, West Virginia)

2008 – 2009: Gear - up Site Coordinator

EMPLOYMENT STATUS:

New Hire



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

January 22, 2019

BOARD LIST

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

Name: Sharon L. Plump

Position: Program Manager II – Regional Director for Western Maryland (Region I),
Office of Field Services

Division/Office: Office of the Deputy for School Effectiveness, Division of Rehabilitation Services

Salary Grade: State Salary Grade: 20
Annual Salary Range: \$57,876 - \$92,930

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Bachelor's Degree is required; 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 client with disabilities or in developing disability claims and establishing eligibility for SSDI and SSI.

DESCRIPTION:

This is a professional position responsible for planning, directing, managing and maintaining accountability for the Vocational Rehabilitation Services program within the Office of Field Services in the Allegany, Carroll, Frederick, Garrett and Washington Counties. This position serves as the primary agent for developing and maintain cooperative and coordinated services delivery systems within the offices in the Western Maryland area.

Sharon L. Plump:

QUALIFICATIONS:

Education:

Loyola College (Baltimore, Maryland) 1995 – Master’s Degree in Counseling Psychology

Towson State University (Towson, Maryland) – 1990 Bachelor’s Degree in Psychology/Sociology

Experience:

Maryland State Division of Rehabilitation Services (Baltimore, Maryland)

2017 – Present: Program Manager I – Rehabilitation Services

2011 – 2017: Vocational Rehabilitation Specialist Supervisor (Westminster, Maryland)

1998 – 2011: Vocational Rehabilitation Technical Specialist (Westminster, Maryland)

1995 – 1998: Vocational Rehabilitation Specialist

Sinai Hospital of Baltimore, Vocational Services Program (Baltimore, Maryland)

1990 – 1995: Vocational Specialist – Vocational Services Program

Taylor Manor Hospital (no longer in business)

1990 - Psychiatric Nurse Counselor

EMPLOYMENT STATUS:

New Hire