



Jack R. Smith, Ph.D.
Interim State Superintendent of Schools

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TO: Members of the State Board of Education
FROM: Karen B. Salmon, Ph.D. *KBS/clw*
DATE: February 28, 2017
SUBJECT: Maryland Superintendent of the Year - 2017

PURPOSE:

Dr. Theresa Alban, Superintendent, Frederick County Public Schools, will be recognized on her selection as Maryland's Superintendent of the Year – 2017.

BACKGROUND:

In July 2011, Dr. Theresa Alban was appointed Superintendent of Schools in Frederick County, Maryland, and was reappointed for a second term in July 2015. During her tenure with Frederick County Public Schools, Dr. Alban has ably navigated years of very lean funding levels while managing to maintain a record of outstanding student achievement, foster a model teacher-evaluation system, and initiate work toward a significantly revamped teacher salary scale.

Also during her tenure, every public high school in Frederick County has earned a spot each year on the national challenge index for student participation in rigorous course assessments such as Advanced Placement and International Baccalaureate tests. With growth of nearly 900 additional students since 2011 and significantly increased poverty reflected in students eligible for free and reduced-price meals, achievement at Frederick County Public Schools consistently outpaces Maryland and the U.S. with scores that surpass state and national averages on measures such as the College Board SAT. Home to Maryland's first charter school, FCPS has added two more since 2011. Frederick County has also become home to two additional Blue Ribbon Schools for a total of 10 schools with the national ranking, and one more state winner—we hope—on the way to national recognition.

In addition to being named the 2017 Maryland Superintendent of the Year, Dr. Alban has served on the Executive Committee for the Public School Superintendents Association of Maryland since 2013. She is a member of the Rotary Club of Frederick and on the board of directors of the Frederick County Chamber of Commerce and Goodwill Industries of Monocacy Valley. She also serves on the Frederick Center for Research and Education in Science and Technology

Governing Board. The American Cancer Society named Dr. Alban Regional Superintendent of the Year in 2012. In 2015 the Maryland Advisory Council for Gifted and Talented Education named her School System Administrator of the Year.

Dr. Alban came to Frederick County with 30 years of experience in public education. Prior to becoming Superintendent, she served as Chief Operating Officer at Howard County Public Schools, where she had also directed the Department of Student Assessment and Program Evaluation. In Montgomery County Public Schools, she directed the Department of Shared Accountability. Dr. Alban began her teaching career in Baltimore County Public Schools, where she became a specialist and later supervisor in the Department of Professional Development. She has worked as adjunct faculty and instructional facilitator at Towson University and the College of Notre Dame.

Dr. Alban received her Doctorate in Educational Measurement, Statistics, and Evaluation from the University of Maryland College Park, her Master's of Education from Loyola College, and her Bachelor's in Elementary and Special Education from the College of Notre Dame.

ACTION:

The Board wishes to congratulate Dr. Alban on her selection as Maryland's Superintendent of the Year for 2017 and to thank her for ongoing leadership as superintendent of the Frederick County Public Schools.

Attachment

TERESA R. ALBAN

EDUCATION

1996 - 2002 University of Maryland College Park
PhD Educational Measurement, Statistics, and Evaluation
Dissertation topic: *Evaluating School and Teacher Effectiveness: A Comparison of Analytic Models*

1982-1985 Loyola College Baltimore, MD
M. Ed. Educational Administration/Supervision

1977-1981 College of Notre Dame Baltimore, MD
B.A. Elementary Education/Special Education
Summa Cum Laude

MARYLAND STATE DEPARTMENT OF EDUCATION CERTIFICATION

Superintendent Certification
Principal/Supervisor Certification
Elementary and Middle 1-8 and Special Education K-12 Certification

PROFESSIONAL EXPERIENCE

2011- Present Frederick County Public Schools Frederick, MD
Superintendent
Serve as the Chief Executive Officer for Frederick County Public Schools—a system of over 40 thousand students, 65 schools, 5540 employees, and a budget over \$550 million

2008-2011 Howard County Public School System Ellicott City, MD
Chief Operating Officer, Division of Finance and Operations
Supervise key operational departments: School Facilities (including Building Services, Custodial Services, and Grounds Services), School Planning, Construction, Risk Management, Transportation, Technology (including Information Technology, Networks & Support Services, Print Shop, and Cable TV Services), Strategic Planning, Student Assessment, Testing, Research & Program Evaluation
Oversee department budgets totaling over \$100 million and capital budget projects over \$70 million
Serve on the Superintendent's Chiefs, Superintendent's Cabinet, Superintendent's District Planning Team, Cross Functional Leadership Team, and Chiefs' Executive Team
Coordinate systemic strategic planning efforts and develop the system's *Bridge to Excellence Master Plan*
Serve as the Superintendent's designee for hearing appeals related to employee discipline for all non-certificated staff members
Serve as the Incident Commander for the school system's Emergency Operation Center

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Develop and/or approve policy documents, reports to the Board of Education, and other relevant documents related to functions within the Division of Operations

Plan meetings, including professional development sessions, for senior level management

Represent the district at key community and partnership functions

2007-2008 Howard County Public School System Ellicott City, MD

Executive Director, Department of Strategic Planning, Assessment, and Program Evaluation

Supervise the work of 5 offices: Strategic Planning and Program Enhancement, Research and Program Evaluation, Testing, Assessment, and System Performance Reporting

Serve on the Superintendent's Cabinet, Superintendent's District Planning Team, and Deputy Superintendent's Executive Team

Oversee structures and processes for the systemwide Bridge to Excellence Plan, division strategic plans, and related departmental action plans to ensure alignment and efficiency in all system efforts

Manage state and local assessment programs and reporting

Monitor the quality control processes for the development of the local assessment program

Coordinate evaluation projects and research to analyze the effectiveness of system initiatives and guide improvement efforts

Present findings from evaluation studies and assessment results to the Board of Education, Central Office staff, principals, and community groups

Oversee the development and implementation of a technology structure to facilitate the reporting of all assessment results and related reports to support school improvement planning processes

Respond to inquiries from the media concerning system performance reports

Develop graphic and narrative reporting of results for the systemic strategic plan

Plan and provide training to central office and school-based staff on understanding and interpreting data to guide instructional decisions and improvement processes

Provide leadership in the development of a strategic communications and public engagement plan as well as a system to support leadership development for Central Office leaders (including standards, evaluation processes, and professional development)

Plan meetings and retreats for district leadership (Cross Functional Team)

2005-2007 Howard County Public School System Ellicott City, MD

Director, Department of Student Assessment and Program Evaluation

Manage state and local assessment programs and reporting

Present findings from studies and assessment results to the Board of Education, Central Office staff, principals, and community groups

Monitor evaluation studies, research, and reporting for district initiatives

Plan and provide training to central office and school-based staff on understanding and interpreting data

Provide support to schools in using data to guide instruction and improvement processes

Guide the review of data with the systemwide School Support Team to design and implement the Division of Instruction's action plan

2004-2005 Montgomery County Public Schools Rockville, Maryland

Director, Department of Shared Accountability

Monitor evaluation studies and reporting for district initiatives, including grant-funded projects
Manage state and local assessment programs and reporting
Oversee development and implementation of models and analyses related to accountability
Present findings from studies and assessment results to the Board of Education, Superintendent's staff, principals, and community groups
Plan and provide training to central office and school-based staff on understanding and interpreting data
Develop graphic and narrative reporting of results for the systemic strategic plan
Supervise a department of 35 staff members, including coordinators, evaluation specialists, research analysts, data integration specialists, and clerical support staff
Prepare and oversee departmental budget of over \$2,000,000

2004 College of Notre Dame Baltimore, Maryland

Adjunct Faculty in Graduate Education Program

Teach research course for doctoral program

2003-2004 Montgomery County Public Schools Rockville, Maryland

Coordinator of Program Evaluation, Office of Shared Accountability

Coordinate evaluation studies and reporting for district initiatives

Supervise staff responsible for data analysis and program evaluation

2002-2003 Montgomery County Public Schools Rockville, Maryland

Coordinator of Student Assessment, Office of Shared Accountability

Monitor implementation of state mandated testing program

Provide training to support state and local assessment programs

Offer technical assistance for local assessment development to ensure alignment with curricular standards and state assessment limits

Present reports of test results to all stakeholder groups

2001-2002 Montgomery County Public Schools Rockville, Maryland

Evaluation Specialist, Office of Shared Accountability

Design programmatic evaluations for school system initiatives

Conduct programmatic evaluation for school system initiatives

Present reports of evaluation findings to all stakeholder groups

Provide technical assistance regarding evaluation plans to MCPS groups

2000 – 2001 Baltimore County Public Schools Towson, Maryland

Supervisor, Department of Professional Development

Complete programmatic evaluation and data collection for all programs offered by the department

Manage all grants awarded to the department

Supervise teacher mentors

Plan and provide professional development for BCPS personnel regarding assessment, instruction, and data-driven decision making

1998-2000 **Baltimore County Public Schools** Towson, Maryland
Specialist, Department of Professional Development
Coordinate Regional Professional Development grant initiatives
Conduct data collection and programmatic evaluation for BCPS Teacher Mentor Program
Supervise teacher mentors
Plan and provide professional development for BCPS personnel regarding assessment, instruction, and data-driven decision making

1996-1998 **Baltimore County/Towson University** Towson, Maryland
Professional Development Schools Instructional Facilitator
Teach university courses for the College of Education
Supervise PDS interns
Plan and provide professional development for BCPS personnel, university faculty, and preservice teacher candidates

1992-1997 **College of Notre Dame** Baltimore, Maryland
Adjunct Faculty in Elementary Education
Teach reading courses at both undergraduate and graduate levels

1981-1995 **Baltimore County Public Schools** Towson, Maryland
Teacher
GT Math/Science Middle School
Elementary Education (Grades 1,4, and 5)
Special Education Department Chairperson
Special Education (Level IV and Level V)

SELECTED PROFESSIONAL ACTIVITIES

National Conference Presentations

"Paths to Excellence: Formative Assessment and Evaluating School & Teacher Effectiveness", Invited Speaker, RTM Fall Education Congress, 2015
"What Works in Gifted Education in Maryland", Invited Panelist, National Association for Gifted Children Annual Convention, 2014
"Balancing Accountability and Improvement: The Use of Value-Added Models in Local School Systems", Invited Presenter, MARCES Value-Added Conference, 2004.
"Ensuring a Strong Start for No Child Left Behind: A Montgomery County Public Schools Success Story", NSBA, 2004.
"Implications of No Child Left Behind Mandates on Local School Districts", AACE, 2003.
"Holding Schools and Teachers Accountable: A Comparison of Analytic Approaches and their Implications for Policy", AERA, 2003.
"A Survey of Measurement, Statistics, and Evaluation Doctoral Programs in North America", NCME, 2000.
"Professional Development Model for a Community of Learners", ASCD National Conference, 1998.

Selected Local Professional Presentations

"The Future of Education", Invited Panelist, Council of Educational Administrators & Supervisors of Maryland Conference, 2016

"Trailblazing Project Management: A Collaborative Approach to Deploying Student Digital Devices", ASBO Fall Conference, 2015

Invited VIP Speaker, Techniques for Success Teachers Conference, FRIENDS & DSNMC, 2015

"Developing and Maintaining Sustainable Partnerships", Invited Panelist, Maryland-DC Campus Compact Presidents' Institute, 2014

"Building Your Brand: Social Media and Community Outreach", Invited Panelist, Maryland Superintendent Leadership Symposium, Discovery Education and PSSAM, 2013

"Rally Around the Promise", FCPS Community Forum, 2013

"FCPS: Return on Investment", Invited Keynote Speaker, Frederick County Chamber of Commerce Board of Trustees, 2012

"FCPS: The Promise of Public Education", Invited Speaker, Leadership Frederick County 2013, 2014, 2015

"Using Data for Decision Making", HPCSS Leadership Cohorts, 2007, 2008, and 2010

"The Predictive Validity of Formative Assessments", Invited Panelist, Mid-Atlantic Regional Educational Laboratory's Forum, 2008.

"Understanding Assessment and Its Role in Decision Making", MABE Workshop Session, 2006, 2007, and 2008.

"The ABCs of the MSA and HSA", Invited Presenter, MABE Annual Conference, 2006.

"High School Assessments: Issues and Implications", Invited Presenter, MABE Annual Conference, 2004.

"Linking High School Graduation to High Stakes Tests", Invited Panelist, MABE, 2004.

"The Impact of the No Child Left Behind Legislation on Public School Accountability", Howard University Evaluation Institute, 2003 and 2004.

Research Publications

"Balancing Accountability and Improvement: Introducing Value-Added Models to a Large School System", Value Added Models in Education: Theory and Applications, 2005.

"Holding Schools and Teachers Accountable: A Comparison of Analytic Approaches and their Implications for Policy", Paper presented at AERA National Conference, 2003.

"Contributions of Instructional Practices to Reading Achievement in a Statewide Improvement Program" *Journal of Educational Research*, 2000.

Curriculum Publications

Grade 6 Science Standard and GT Guide, Baltimore County Public Schools (BCPS), 1995.

Differentiated Instruction Handbook, BCPS, 1995.

Integrated Reading/Writing/Language Arts, BCPS, 1989-1991.

PROFESSIONAL AND CIVIC MEMBERSHIPS

Public School Superintendents Association of Maryland (Secretary 2013, President Elect 2014, President 2015, Past President 2016)

Maryland State Council on Educational Opportunity for Military Children (2014-present)

Frederick County Chamber of Commerce (Board of Directors 2012- present)

Frederick Center for Research and Education in Science and Technology Governing Board (2014-present)

Goodwill Industries of Monocacy Valley (Board of Directors 2014-present)

Rotary Club of Frederick

Frederick County Business Roundtable for Education

Maryland Fine Arts Education Advisory Panel (Co-chair 2012-2015)
University System of Maryland Hagerstown Advisory Board
Hood College Graduate Advisory Council
Higher Education Regional Center Advisory Board (2013-2014)
County Executive's Education Leadership Team (2014)
American Association of School Administrators
Association of School Business Officials

AWARDS RECEIVED

Maryland Superintendent of the Year, 2017
Outstanding Educator in Gifted and Talented Education—School System Administrator,
Maryland State Advisory Council for GTE, 2015
Regional Superintendent of the Year, American Cancer Society, 2012
Leadership Frederick County Executive Program, 2013
Outstanding New Professional, UMCP College of Education Alumni Association, 2011
Leadership Citation, Howard County Public School System, 2011
Leadership Howard County, 2011
International Association for Testing and Evaluation Scholarship, 2000
Distinguished Program in Teacher Education 1998, ATE
Kappa Delta Pi, Educational Honor Society, Towson University
Delta Epsilon Sigma, Honor Society, College of Notre Dame
Baltimore County Public Schools Recognition Award, 1997
Thanks to Teachers Award, WJZ-TV and League of Women Voters, 1990
Lavinia Wegner Award for Excellence in Education, College of Notre Dame, 1981

REFERENCES

Available upon request