



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

TO: Members of the State Board of Education
FROM: Karen B. Salmon, Ph.D.
DATE: August 28, 2018
RE: Joint Conference Committee
COMAR 13A.12.04.03 *Superintendents*

PURPOSE:

The purpose of this item is to provide an update regarding the Joint Conference Committee meeting, held on July 30, 2018. During that meeting, members of the State Board of Education (SBOE) and the Professional Standards Teacher Education Board (PSTEB) met to discuss proposed regulatory language regarding Code of Maryland Regulations (COMAR) 13A.12.04.03 *Superintendents*. The purpose of a Joint Conference Committee is to minimize the difference of opinion between the two boards before proposed regulatory actions are submitted for publication in the Maryland Register.

HISTORICAL BACKGROUND:

In November 2017, the State Superintendent charged a new workgroup with reviewing COMAR 13A.12.04.03 *Superintendents* to determine if the regulation requires amendments to meet the needs of Maryland. The workgroup, facilitated by the Maryland State Department of Education (MSDE), convened on November 28, 2017, January 24, 2018, February 20, 2018, and March 26, 2018. The workgroup was comprised of representatives/designees from the following constituent organizations:

- Dr. Justin Hartings, State Board of Education
- Dr. Alyssia James, Professional Standards and Teacher Education Board
- Dr. Emily Dow, Maryland Higher Education Commission
- Dr. Jennifer Rice, University of Maryland System
- Dr. Teresa Alban, Public School Superintendents' Association of Maryland
- Mr. William Middleton, Maryland Association of Boards of Education
- Sr. Sharon Slear, Maryland Independent College and University Association
- Ms. Megan Quinn, Maryland Association of School Personnel Administrators

On April 24, 2018, the MSDE presented the workgroup's recommendations to the SBOE which established two, distinct superintendent certificates, as well as, provided multiple pathways for certification. Members of the SBOE expressed concern that the proposed regulations were too restrictive and asked the MSDE to provide the following additional information:

- Draft regulatory language for superintendent that mirrors the qualification requirements outlined in Education Article §4-201
- Information regarding superintendent requirements in other states

On May 2, 2018, the Professional Standards and Teacher Education Board (PSTEB) reviewed the proposed regulation presented to the SBOE, Education Article §4-201, and the draft language reflective of the aforementioned statute. The PSTEB expressed their concerns regarding the alignment of the draft regulatory language to Education Article §4-201. In response to those concerns, the PSTEB requested a conference committee meeting with the SBOE.

On May 22, 2018, the MSDE presented draft regulatory language that mirrors the requirements outlined in Education Article §4-201 and shared potential issues with that language, provided a 50-state review of the superintendent qualifications across the nation, and shared feedback regarding the PSTEB's concerns regarding the prospect of aligning the superintendent qualification to Education Article §4-201.

Members of the SBOE requested the MSDE provide new draft regulatory language that incorporates the proposed language from the workgroup, reciprocity, and new language that allows for an individual with an exceptional background, skills, etc., to be considered for the superintendent position.

On July 20, 2018, a Joint Conference Committee meeting was held. Participants included:

SBOE members

- Ms. Stephanie Izsard, Vice President
- Dr. David Steiner
- Brigadier General Warner Sumpter, Ret.
- Mr. Bryce Awono

PSTEB members

- Dr. Alyssia James, Chair
- Mr. Darren Hornbeck
- Dr. John Mayo

Participants reviewed the May 22, 2018 version of the proposed regulatory language and agreed on a Superintendent I and II certificate and the traditional and reciprocal certification requirements. Discussion focused on the Extraordinary Career Leadership certification requirements for an individual serving as a county superintendent. It was requested that the MSDE provide new draft regulatory language including language to:

- Incorporate coursework requirements from Education Article §4-201 into the Traditional and Extraordinary Career Leadership Certificate requirements
- Align the degree requirement found in Education Article §4-201 with the language in the proposed regulatory language.
- Create two certificates for the Extraordinary Career Leadership route
 - Provisional Extraordinary Career Leadership Certificate
 - Require a mentoring experience to include, as determined by the Local Board of Education
 - Instruction/Curriculum
 - Communication
 - Budget
 - Administration
 - Education law and regulation
 - One (1) year validity period
 - Non-renewable
 - Non-transferable

- Extraordinary Career Leadership Certificate
 - Four (4) year validity period
 - Non-transferrable
 - Renewable at the request of the Local Board of Education for which they are employed

The PSTEB will discuss the outcome of the Joint Conference Committee meeting during their September 13, 2018 meeting. The MSDE will provide a summary of their feedback at the September SBOE meeting.

SUMMARY:

A workgroup comprised of multiple constituent organizations recommended proposed amendments to COMAR 13A.12.04.03 *Superintendents* to establish two, distinct superintendent certificates, as well as provide multiple pathways for certification. A Joint Conference Committee comprised of both SBOE and PSTEB members further discussed and expanded the requirements of the Extraordinary Career Leadership Certificate to include a provisional, one year certificate. The MSDE is currently working on providing additional draft regulatory language regarding the certification requirements for superintendent which will be available for review at the September meeting.

ACTION:

For discussion only.