



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

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TO: Members of the State Board of Education

FROM: Karen B. Salmon, Ph.D.

DATE: December 4, 2018

SUBJECT: MASSP Middle and High School Principals of the Year for 2019
MASSP Assistant Principal of the Year for 2019

PURPOSE:

To provide State Board recognition of the individuals selected by the Maryland Association of Secondary School Principals to represent Maryland as Principal of the Year at the middle and high school level and Assistant Principal of the Year.

EXECUTIVE SUMMARY:

Each year the Maryland Association of Secondary School Principals (MASSP) in collaboration with the National Association of Secondary School Principals (NASSP) selects a Principal of the Year who represents Maryland in Washington D.C. at the national awards ceremonies. In addition, we select an Assistant Principal of the Year.

MASSP's 2019 Middle School Principal of the Year is Ms. Cindy Dillon who was the Principal at Patapsco Middle School in Howard County last year and is currently the Principal of Centennial High School. She has been an educator with the Howard County Public School System for twenty-five years; working as a school-based administrator for seventeen of those years. Cindy is a collaborative leader who believes in cultivating an environment where both students and staff grow and learn together. When decisions need to be made, she insists the identified course of action will be, first and foremost, in the best interest of the students.

MASSP's 2019 High School Principal of the Year is Ms. Mildred Charley-Greene, Principal of Northwood High School in Montgomery County. As a Montgomery County elementary and middle school teacher, literacy coach, assistant principal and middle and high school principal, she has insisted on the ability of each individual to grow as learners and leaders. In 2013 she was appointed as principal of Northwood High School in Silver Spring. There she has championed inclusiveness, elevating the input of students, staff and families; working tenaciously to promote

the excellence in everyone. Students and staff embrace two mottos: #bettertogether and #believe. All students take part in culminating capstone projects that meet a school need. Staff work in professional learning communities to discuss methods of best meeting student needs. By adopting a pedagogy and culture of insistence, Ms. Charley-Greene celebrates individual contributions to the school community.

MASSP's Assistant Principal of the Year is Mr. John Seibel, Assistant Principal at Hammond High School in Howard County. John began his teaching career in 1993 as a 6th grade social studies teacher at Northwest Middle School in Taneytown, Maryland. In 2002 he transferred to Wilde Lake High School in Columbia, Maryland. Although a middle school background, he was given the opportunity to teach Advanced Placement Psychology and Advanced Placement United States Government his first two years.

John had the privilege to serve as an assistant principal at Wilde Lake for eight years. In 2012, John moved to Hammond High School in Columbia, Maryland. At Hammond John focused on increasing the graduation rate, 9th grade promotion rate, and minority student participation in Advanced Placement classes and SATs. Most notable was John's development and implementation of a week long summer acceleration academy for Hammond's students of color and Free and Reduced Meals students taking their first honors, gifted and talented, and/or Advanced Placement class.

ACTION:

Public recognition. No other action required.

Attachments



Maryland Association of Secondary School Principals

**Mildred Charley-Greene from Northwood High School
2019 High School Principal of the Year**



Mildred Charley-Greene

Throughout her 20 years as an educator, Mildred Charley-Greene has demonstrated her belief in the power of being a "warm demander." As a Montgomery County elementary and middle school teacher, literacy coach, assistant principal and middle and high school principal, she has insisted on the ability of each individual to grow as learners and leaders. In 2013 she was appointed as principal of Northwood High School in Silver Spring. There she has championed inclusiveness, elevating the input of students, staff and families; working tenaciously to promote the excellence in everyone. Students and staff embrace two mottos: #bettertogether and #believe. All students take part in culminating capstone projects that meet a school need. Staff work in professional learning communities to discuss methods of best meeting student needs. Parents and community members are present and welcome in the school, most recently building a dugout for the school baseball team and providing career shadow experiences for students.

By adopting a pedagogy and culture of insistence, Ms. Charley-Greene celebrates individual contributions to the school community. As a result, the school is busy six days week. Adult learning occurs in the evenings, Saturday school on the weekends and, through a partnership with a Wellness Center, families receive the medical, emotional and financial support they need to focus on learning. As the work continues, Ms. Charley-Greene remains committed to new and innovative ways to inspire all learners to discover the leader within themselves.



Maryland Association of Secondary School Principals

**Cindy Dillon from Patapsco Middle School
2019 Middle School Principal of the Year**



Cindy Dillon

Cynthia Dillon has been an educator with the Howard County Public School System for twenty-five years; working as a school-based administrator for seventeen of those years. Mrs. Dillon holds a Master of Education in Supervision and Administration from Loyola University in Maryland and a Bachelor of Science in Education from the University of Maryland, College Park. During her career she has served in a variety of school settings and is currently the proud principal of Patapsco Middle School.

During her career, Mrs. Dillon has served as: a Principal Leader working on the development of a program to promote National Board Certification for Principals; a mentor to new and aspiring educational leaders; an executive board member for the Howard County Administrators Association; and a member of the Superintendents School Safety and Advisory Cabinet, to name a few of her professional engagements. Cindy is a collaborative leader who believes in cultivating an environment where both students and staff grow and learn together. When decisions need to be made, she insists the identified course of action will be, first and foremost, in the best interest of the students.

Mrs. Dillon is a resident of Howard County, where she lives in Ellicott City with her husband. She has three children who are graduates of the Howard County Public School System.

John Seibel

EDUCATIONAL LEADER

Innovative instructional leader with a proven record of connecting students, staff, and parents to resources that lead to success. Deeply committed to ensuring an inclusive environment for all students to learn and staff to teach. A strong commitment to leading professional development focusing on instructional practices that are grounded in data, literacy skills, cultural sensitivity, and relationship building. Passionate commitment to mentoring students, paraeducators, teachers, and new administrators to show leadership is about service to community.

Key Accomplishments

- Implemented a realignment of student services that lead to substantially increasing the graduation rate and reducing the drop-out rate.
- Transformed the 9th grade team into a professional learning community focusing on literacy skill instruction for teachers resulting in reducing the number of students retained in the 9th grade.
- Implemented and supported English department SAT/PARCC common assessments that led to Hammond exceeding its SAT School Improvement targets.
- Planned, developed, and implemented a week-long summer acceleration academy for under-represented students taking their first honors, gifted and talented, and/or Advanced Placement class.
- Implemented and Supported student/parent mentor nights with forging partnerships with community groups to support academically struggling 9th and 10th grade students.

AREAS OF EXPERTISE

Instructional Leadership
Data Driven Best Practices

Mentoring/Coaching
Parent Engagement

Student and Staff Engagement
Collaborative Decision Making

EDUCATION

Master in Administration and Supervision, Johns Hopkins, 2000
Bachelor of Arts in History and Art History, Western Maryland College, 1989
Maryland Advanced Professional Certificate: Administrator I, Secondary Social Studies

PROFESSIONAL EXPERIENCE

HAMMOND HIGH SCHOOL Howard County Public School System, Maryland
Assistant Principal

2012 - 2018

- Created Summer Step-It-Up to Honors, Gifted and Talented, and Advanced Placement workshop to prepare students from traditionally under-represented student groups for rigorous coursework. Program also included staff mentors for students for their first year taking first rigorous course.
- Initiated and supported English department writing of common assessments mirroring PARCC and SAT assessment items resulting in Hammond's average English SAT increasing from 468 in 2013 to 557 in 2018.
- Increased the 9th grade promotion rate from 83.5 in 2015 to 90% 2017 by transforming the 9th Grade Team into a professional learning community by implementing continuing professional development credit (CPD) courses over the last three years on reading and writing literacy skills and standards based assessment
- Reduced 9th grade suspensions from 55 in 2013 to 35 2018 by implementing and supporting Parent/Student mentor nights and using of restorative practices in the disciplinary referral process.

- Increased graduation rate from 87% in 2012 to 93.77 2017 and reduced the drop-out rate from 9.5% in 2013 to 3.5 in 2017 by developing and implementing Hammond students Overcoming and Persevering for Excellence (HOPE) Team to implement strategic academic and social emotional supports for students and their families.
- Led the school's attendance team to implement data driven strategies leading to Hammond meeting or exceeding state attendance of 94% from 2014 to 2018.
- Led and implemented strategies to improve staff morale for Hammond's School Improvement Team and Positive Behavior Intervention Systems committee (PBIS) ranking Hammond as one of the top Howard County high schools in staff morale, as indicated on 2018 HCEA Job Satisfaction Survey and 2013-2016 Gallup Staff Survey.
- Served as mentor for the Maryland State Department of Education's 'Teach to Lead' program for staff from Leonard Town High School in St. Mary's county implementing a school wide 9th grade mentoring program.

WILDE LAKE HIGH SCHOOL Howard County Public School System, Maryland

2004 - 2012

Assistant Principal

- Implemented and supported quarterly teacher written HSA based common assessments leading to increases in Wilde Lake's English and social studies Maryland High School Assessment scores.
- Led and implemented school wide reading and writing strategies resulting in increases in the school's average English SATs.
- Transformed 9th grade team into a professional learning community resulting in a nearly 50% reduction in 9th grade retentions from 2010 to 2011.
- Led the school's attendance team to implement data driven strategies leading to Wilde Lake meeting or exceeding state attendance of 94% from 2004 to 2010.
- Developed partnership with nearby elementary schools for Wilde Lake fall and winter athletes to tutor reading and mentor academically and behaviorally struggling students.
- Wrote Government HSA Bridge project items and participated on field-test analysis for the Maryland State Department of Education.

WILDE LAKE HIGH SCHOOL, Howard County Public School System, Maryland

2002 - 2004

Teacher

- Taught Advanced Placement psychology and United States Government.
- Served on the score finding committee for the new U.S. Government Maryland High School Assessment.
- Wrote test items and served on field-test and bias analysis committees for the Maryland Government HSA.

NORTHWEST MIDDLE SCHOOL, Howard County Public School System, Maryland

1993 - 2002

Teacher

- Taught 6th western hemisphere studies and 8 grade U.S. History social studies.
- Wrote test items and scored test for the Maryland State Department of Education's MSPAP assessment.

HONORS

Named the 2019 Assistant Principal of the Year by the Maryland Association of Secondary School Principals
 Awarded Letter of Commendation by Maryland National Guard 2000

TO: Karen B. Salmon, Ph.D. and Members of the State Board of Education

FROM: Theresa Ball, Executive Director

DATE: September 13, 2018

SUBJECT: MAESP 2017 National Distinguished Principal and Assistant Principal of the Year 2018

PURPOSE: To provide State Board of Education recognition of the individuals selected by the Maryland Association of Elementary School Principals (MAESP) to represent Maryland as the 2018 National Distinguished Principal and Assistant Principal of the Year at the elementary level.

Tracy Hilliard, principal of Centerville Elementary in Frederick County was selected as Maryland's 2018 National Distinguished Principal of the Year (NDP). Mrs. Hilliard received her award during MAESP's Annual Leadership Conference in Cambridge on March 17th. Mrs. Hilliard was not only surprised but humbled.

SUMMARY:

The award is presented each year as a collaborative effort between the National Association of Elementary School Principals (NAESP) and the Maryland Association of Elementary School Principals (MAESP). The NDP program was established in 1984 to recognize elementary and middle-level principals who set high standards for instruction, student achievement, character, and climate for students, families, and staffs in their learning communities.

Mrs. Hilliard was nominated and selected through a statewide search process conducted by MAESP. The criteria for the National Distinguished Principal award are defined by NAESP and MAESP. It requires that the applicant be a practicing principal with at least five years' experience in the principalship. The principal must demonstrate evidence of outstanding contributions to the community and to the education profession. Mrs. Hilliard joined other state NDP recipients for a two-day recognition events and ceremony in Washington D.C. in October 2018 including a gala held at the Capital Hilton ballroom.

Melissa Freistat, Assistant Principal of Pocomoke Elementary School in Pocomoke Maryland, last school year, Worcester County was selected as Maryland's 2018 National Outstanding Assistant Principal of the Year (NOAP). The award is presented each year as a collaborative effort between the National Association of Elementary School Principals (NAESP) and the Maryland Association of Elementary School Principals (MAESP). The NOAP program promotes recognition of assistant principals for excellence of leadership in their public and/or private elementary or middle schools.

Mrs. Freistat received her award during MAESP's Annual Leadership Conference in Cambridge on March 15th. The criteria for the National Outstanding Assistant Principal award are defined by NAESP and MAESP. It requires that the applicant be an active assistant principal for at least two years of a school where programs are designed to meet the academic and social needs of all students; contributes significantly to both the school and school community; demonstrates exceptional leadership in a particular school program; is respected by students, colleagues, parents and staff; and, sets high expectations for school staff and students.

The Maryland Association of Elementary School Principals is a joint member affiliate of the National Association of Elementary School Principals located in Alexandria, Virginia. MAESP is committed to advocacy, service, and support for its members. Members include principals, assistant principals, aspiring leaders, retired leaders and central office supervisors and administrators. MAESP is a professional organization that has been in existence since 1946.



**MELISSA FREISTAT, ASSISTANT PRINCIPAL POCOMOKE MIDDLE SCHOOL, WORCESTER COUNTY
MAESP'S 2018 OUTSTANDING ASSISTANT PRINCIPAL**

Mrs. Freistat received her award while assistant principal at Pocomoke Elementary School. Dr. Michael Browne, principal of Pocomoke Elementary and Melissa's immediate supervisor shared that Melissa is an 'outstanding leader whose primary focus in her role as assistant principal is to increase teacher capacity to improve student achievement; she is an amazing leader'.

Mrs. Freistat was nominated and selected through a statewide search process conducted by MAESP. She holds a Master's Degree in School Leadership from Wilmington University Georgetown Delaware; and, a Bachelor of Science Degree in Elementary Education from Salisbury University in Salisbury, Maryland. Melissa served as assistant principal at Pocomoke Elementary from 2014 to this past year. Prior to that assignment, Mrs. Freistat served as Assistant Principal at Snow Hill High School in Snow Hill, Maryland. She is currently the Assistant Principal at Pocomoke Middle School.

Mrs. Freistat's primary focus is to increase teacher capacity to improve student achievement. She teamed with both the literacy and mathematics coaches to design a system of personalized professional development for every teacher through a *system of choice*. With the new professional development system, teachers have options for individualizing their professional learning. Mrs. Freistat worked closely with the Pocomoke Elementary school's Leadership Team to meet the diverse needs of students through use of evidence-based programs and interventions. Mrs. Freistat's passion is "to ensure that a safe, nurturing, positive learning environment is made available to all with an outcome of resiliency among learners including the ability to thrive socially, emotionally and academically". Mrs. Freistat was often included by students in their celebrations through personal invitation. She is well respected and trusted by her colleagues, staff, parents, and students.

Restructuring "school" to embrace personalized learning for all students was an ongoing process for Mrs. Freistat while at Pocomoke Elementary. Mrs. Freistat collaborated with the Leadership Team to determine best practices including evidence-based programs, resources and interventions necessary to ensure equitable access to educational and behavioral success.

Louis Taylor, Superintendent of Schools, shared that "Mrs. Freistat built a community of encouragement for educators. Spearheading the Maryland State Department of Education's Model for Peer to Peer Coaching, instituting personalized professional development and providing leadership opportunities to teachers, the teaching staff at Pocomoke Elementary School has become a model for professional creativity".

Mrs. Freistat is an outstanding educational leader.





TRACY HILLIARD, PRINCIPAL CENTERVILLE ELEMENTARY SCHOOL, FREDERICK COUNTY
MAESP'S 2018 NATIONAL DISTINGUISHED PRINCIPAL

Mrs. Hilliard has been principal at Centerville Elementary since 2013. Prior to this assignment she served as principal at Tuscarora Elementary School. She holds a Bachelor's Degree from Delaware State College in Dover, Delaware; a master's Degree from McDaniel College in Westminster Maryland and is currently in a Doctoral program through Seton Hall University in New Jersey.

Mark Pritts, Elementary Instructional Director Frederick County shared this about Mrs. Hilliard:

"As Mrs. Hilliard's supervisor, we applaud her constant and consistent efforts to lead the students, staff, and community daily at Centerville Elementary. Leading an elementary school that hovers around 1000 students each year is a tremendous responsibility, one that she embraces and looks forward to every fall. One visit to her school and it will become clear why Centerville Elementary school was chosen as a Maryland Blue Ribbon School. Mrs. Hilliard is at the heart of its success."

Mrs. Hilliard is proud of her accomplishments including Centerville Elementary being named a 2016 Maryland Blue Ribbon School and a 2017 National Blue-Ribbon School. Centerville's mission statement 'where our starts shine bright' is exemplified by the daily actions of Mrs. Hilliard. She greets her student scholars each morning and encourages and supports each student scholar in succeeding academically and behaviorally. Mrs. Hilliard has facilitated and sustained a collaborative partnership with parents strengthening the home-school connection through planned teaching and informational days and nights for parents to visit and to be a part of their 'scholar's' learning. The sessions included information on reading, writing, and STEAM activities as well as information on productive struggle in math.

Along with her staff, Mrs. Hilliard is proud of her staff's professional learning accomplishments and awards which includes local recognition for Outstanding Teachers of the Year and National Board Certification. Mrs. Hilliard recognizes the importance of being both an instructional leader and a manager. She utilizes her resources and school-based building leaders to support student achievement. She works collaboratively with her team to identify academic targets and monitor school progress to implement instructional strategies to increase scholar achievement.

Mrs. Hilliard has created a culture of continuous learning for adults, students and parents. She provides opportunities for staff, students and parents to grow. She connects with her students building relationships that assist in connecting students with school and to build their confidence in learning and behaving.

Ashleigh Duclos, a parent at of a Centerville Elementary 'STAR' shared this about Mrs. Hilliard:

"Being a principal is an amazing and important job that comes with a lot of responsibility. As a parent, you look to the principal to be the leader of your school and create a positive learning environment where students, as well as parents, feel welcomed and safe. Mrs. Tracy Hilliard has worked to ensure that each child who enters through her school doors each morning is provided all the tools needed to be successful and feels like they are an important part of the Centerville team!"