

MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday

January 24, 2017

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 24, 2017 at 9:10 a.m. at the Nancy S. Grasmick State Education Building. The following members were in attendance: Mr. Andrew R. Smarick, President; Dr. Michele Jenkins Guyton; Ms. Laurie Halverson; Ms. Stephanie R. Iszard; Dr. Rose Maria Li; Mrs. Madhu Sidhu; Ms. Laura Weeldreyer; Mr. David Edimo, Student Board Member; and Dr. Karen Salmon, State Superintendent of Schools. Dr. Chester Finn, Jr., Vice President; Ms. Barbara J. Shreeve; and Mr. Guffrie M. Smith; were absent. Ms. Jannette O'Neill-Gonzalez resigned from the Board for personal reasons.

Elizabeth Kameen, Esq., Assistant Attorney General, and the following staff members were also present: Dr. Carol Williamson, Deputy State Superintendent, Division of Teaching and Learning, Dr. Miya Simpson, Executive Director to the State Board, Kristy Michel, Chief Operating Officer and Dr. Sylvia Lawson, Deputy State Superintendent, Office of School Effectiveness.

President Smarick called the meeting to order and introduced and welcomed members and staff of the Maryland Association of Boards of Education (MABE).

CONSENT AGENDA

Superintendent Salmon recommended approval of the Consent Agenda.

President Smarick noted that Ms. Jannette O'Neill Gonzalez resigned from the Board for personal reasons.

President Smarick recognized members of the Maryland Association of Boards of Education (MABE) and the Maryland State Education Association (MSEA).

President Smarick shared a request received from Ms. Shreeve to amend the minutes from the December meeting to reflect that she did not cast her vote for Dr. Finn as Vice President of the Board. He also noted that this did not change the outcome of the election and that there were still enough votes to confirm Dr. Finn for position.

In response to a question by Dr. Guyton about the incentives for teachers to go to Comprehensive Schools and the sustainability of these incentives. Kristy Michel explained that as the law currently stands, those teachers in schools designated as a Comprehensive School will still receive the stipend but if that school is removed from comprehensive status, teachers will no longer receive the stipend. Dr. Guyton asked if it was possible to separate this topic from the consent agenda for further discussion. Dr. Salmon suggested that this issue be tracked during legislative session to see how it tracks and will keep the Board updated. She also noted that the department does not have the funding and that it comes from the Governor's office so the Board

may want to consider this for the next legislative session since the funding for this is unavailable at this time.

Upon motion by Ms. Sidhu, seconded by Ms. Halverson, and with unanimous agreement, the Board approved the Consent Agenda as follows: (In Favor – 7)

- Approval of Minutes of December 5, 2016, as amended
- Personnel (copy attached to these minutes)
- Budget Adjustments for December, 2016
- Comprehensive Schools Teacher Incentives

President Smarick read a Proclamation signed by the Governor declaring February, 2017 as National Career and Technology Education (CTE) Month. Dr. Salmon recognized Dr. Lynne Gilli, Assistant State Superintendent in the Division of Career and College Readiness, and introduced guest students representing some of CTE's service organizations.

Mr. Smarick said, "I am very impressed by CTE. The quality is extraordinary."

ESSA ACCOUNTABILITY PLAN

The Superintendent thanked Board members for participating in the ESSA Listening Tours conducted throughout the state during the month of January. She introduced Mary Gable, Assistant State Superintendent, Division of Academic Policy and Innovation, to provide an update on the work of the ESSA External Committee, Internal Committee and subcommittees related to the development of future drafts of Maryland's Consolidated State Plan for ESSA.

Ms. Gable provided a video of one of the Listening Tours noting that staff's message was "talk little – listen a lot." She provided information on the number of attendees and the number of local education agencies (LEAs) represented, which included: Washington County (72 attendees with 6 LEAs represented); Dorchester County (57 attendees with 7 LEAs represented); Baltimore City (139 attendees with 8 LEAs represented) and Prince George's County (with 128 attendees and 5 LEAs represented).

Ms. Gable discussed feedback received from stakeholders on accountability and assessment, support to teachers, support to low performing schools and well-rounded education. She noted the following general take away messages regarding what stakeholders value: 1) student growth as an important indicator; 2) preparing students for college and career; and 3) a process for setting annual measurable objectives (AMOs) above a hard target for achievement. Feedback related to the need for support for teachers included preparation and training to include working with diverse student needs and differentiated professional development. Related to low performing schools, stakeholders valued: community schools and explained the importance of partnering; the need for high quality teachers and leaders to support needs of diverse school populations; and building student and career pathways starting in elementary school.

President Smarick mentioned two commonalities he observed from the sessions he attended: "the teacher groups had lots of non-stop conversation with lots of ideas coming from them and in the accountability and assessment groups, people seemed to have more questions."

Ms. Weeldreyer noted that stakeholders also urged that schools need to be held accountable for something besides PARCC test scores. She also shared that there was great appreciation for looking at the data in different ways and also an interest in having more data points included. There was also interest in having some metric(s) related to inputs – more about what the school and the adults in the school are providing, such as access to higher level coursework.

Several Board members commented on feedback which addressed the importance of community involvement in the schools, to include the business community.

Dr. Guyton stated that she was impressed with how well organized the meeting she attended was and shared the concerns she heard related to low performing schools and discussions around the issue of a community school wrap around model and bringing in supports for things other than just academic issues.

Ms. Sidhu said, “We need to look at successful schools here in Maryland to see what is being done. We can learn from them. We should focus on what we do well. I am very proud of Maryland.”

President Smarick noted the need for a fuller discussion of Maryland’s standing and that of other states, such as Louisiana.

Ms. Gable assured Board members that the information from the Listening Tours will be gathered and considered.

Ms. Gable discussed the survey completed subsequent to the distribution of the ESSA Draft Consolidated State Plan and shared that the survey is also translated in Spanish. She provided sample feedback from stakeholders on the survey, which was also translated in Spanish. Ms. Gable provided a draft accountability matrix for elementary and middle schools as well as actual data on elementary and middle school students in English Language Arts (ELA) and mathematics. Some of the feedback received so far revealed: evenly divided responses about growth; a value for measuring students’ writing ability across academic disciplines; preference for dashboard information over summative scores; interest in programs incorporating music and the arts to support student success and integrating multiple disciplines; and having access to a full curriculum.

President Smarick expressed concerns about level three not being considered college and career ready and how this may be interpreted based on how it is reported. Superintendent Salmon noted that the scores represent those of third and fourth graders and reminded him that the Board has not made a final decision on what represents college and career ready. It was agreed that there is a need for a larger conversation around the many philosophical questions that have been raised.

Ms. Weeldreyer encouraged further discussion related to proficiency and college and career ready.

Ms. Iszard said, “You can’t tell if a third grader is college and career ready.”

Ms. Gable provided charts depicting academic achievement indicators for ELA and mathematics by subgroups.

Dr. Guyton asked, "Are PARCC scores the only academic measures?" Ms. Gable said that the PARCC scores are part of the state accountability system and must be given to all students although alternative assessments are included in this graph. She noted that this measure must identify the lowest performing schools in the state.

In response to a question by Ms. Sidhu, Dr. Salmon said that she and her staff will be sharing the Plan across the nation and will also have an expert peer review that will be conducted by the Council of Chief State School Officers (CCSSO).

Ms. Gable explained proficiency measures for elementary and middle school students by academic achievement targets and outcomes at different performance levels. Ms. Gable agreed to reformat this chart to provide more easily understood data. She provided a student academic growth value matrix which included student performance for the 2015 school year.

Dr. Salmon acknowledged there may be other ways to demonstrate growth. "We should look at those ways. We need an easily understood system of accountability."

Ms. Gable presented a graph depicting School Quality Student Success Measure Option on Absenteeism which reflected the number of students absent greater than 20 days from 2015 to 2016. She also provided information on Student Success and School Quality and Graduation Indicators. She presented a draft Accountability Matrix for elementary and middle schools which includes Academic Achievement, Academic Progress, Progress in English Language Proficiency and School Quality/Student Success.

COMMISSION ON ASSESSMENTS REPORT RECOMMENDATIONS

Dr. Salmon provided the Board with the Commission to Review Maryland's Use of Assessments and Testing in Public Schools' recommendations and the Board's comments from two work sessions. She noted that time required for state testing is being reduced and suggested that the Department survey local superintendents a second time and provide that data to members of the General Assembly.

Renee Spence, Executive Director of the Public School Superintendents Association of Maryland (PSSAM) stated that, by law, LEAs must report testing data on their websites.

Ms. Halverson said that she was a participant on the Testing Commission and was under the impression that legislators on the Commission were convinced that LEAs fell under the two percent requirement for testing.

The Superintendent said that she is going to survey superintendents again.

Ms. Spence said that LEAs are beginning to make changes and implementing recommendations.

Cheryl Bost, President of the Maryland State Education Association (MSEA) reported that they found major discrepancies among LEAs.

CHARTER SCHOOL FUNDING STUDY

Dr. Salmon asked Kristy Michel, Chief Operating Officer, to discuss the final report on *The Study of Funding Provided to Public Schools and Public Charter Schools in Maryland*.

Ms. Michel reported that a contract was awarded to the American Institutes for Research (AIR) in March of 2016. She introduced Dr. Jesse Levin and Dr. Drew Atchison, to discuss the Report and answer any questions of the Board.

Dr. Levin reported that charter schools in Maryland have close relationships with the districts in which they are located and discussed the purpose of the study: *To calculate the average operating expenditures by each local school system for students enrolled in a public school that is not a public charter school or stand-alone special education school, to be aggregated at the State level to serve as the baseline for determining commensurate funding for all public schools.*

He reviewed the key study objectives, the research steps and the key findings.

In response to a question by President Smarick, Dr. Levin said that they checked on the effect of the exclusion of all stand-alone special education, alternative and vocational schools in the analytical database and that the effect was negligible.

Dr. Levin explained that they used straight averages and regression analysis to predict charter school spending and found that straight averages do not provide apples-to-apples comparison of traditional and charter school spending. He said that using regression analysis, in all but one district (Frederick), average actual spending per pupil on charter schools was higher than for traditional schools with the same characteristics.

Dr. Levin reported that differences in per-pupil allocation (PPA) formulas impact dollars allocated to charters across districts. He explained the exclusion of funding sources from revenue pools and provided examples of special education funding in which some LEAs do not include these revenues in their PPA calculation, but make direct special education services available to charter schools. He noted a close link between service arrangements for charter schools and PPA formulas and a wide variation in overhead spending across charter schools.

In response to a question by Dr. Guyton related to special education services, Dr. Levin said, "We didn't do an impact study on the cost effectiveness of special education service arrangements."

In response to a question by President Smarick regarding overhead costs, Dr. Levin said that they did look at overhead rates and that data is available in the Report.

Dr. Levin discussed the Study recommendations as follows:

1. Create consistent charter school financial reporting
2. Prepare district financial data systems for uniform school site reporting
3. Establish benchmarks for overhead expenses
4. Model predicted expenses for schools
5. Establish policies and practices for more equitable access to facilities

In response to a question by Ms. Weeldreyer, Ms. Michel said that this Report was transmitted to the General Assembly and that this presentation is for information only.

Board members expressed concerns about special education funding, the lack of grant funding, the amount of charter school funding that is not dedicated to students and the duplicative costs related to management fees required by charter schools.

In response to a question by Mr. Edimo about the research done by other states, Dr. Levin said that Maryland has done an amazing job of studying this issue.

COMMISSION ON ASSESSMENTS REPORT RECOMMENDATIONS

The Superintendent provided the *Final Report of the Study of the Adequacy of Education Funding in Maryland* completed by Augenblick, Palaich and Associates (APA) in December, 2016. She asked Ms. Michel to discuss the results and recommendations.

Ms. Michel reported on three approaches: evidence-based, professional judgment and successful schools. She provided a chart depicting a recommendation for blended per pupil base and weights before and after adjustment for federal funds. She discussed the recommended adequacy cost estimates for original and current adequacy studies. She said, "Where we are today is not where the Commission thought we could be today." She discussed the most significant recommendations to the State's funding formulas and their impact.

Ms. Weeldreyer noted that United Way has been doing work on students who are not eligible for certain programs such as Free and Reduced Prices Meals (FARMS). Ms. Michel said that her staff can look into that.

Ms. Michel also reported that the Report recommends expanding high-quality prekindergarten programs to all four year olds. She discussed the total cost of all the recommendations and noted that four districts would receive a decrease of funding as a result of implementation of the recommendations.

Dr. Salmon said that there has been some feedback on this preliminary data and that meetings will resume in late April and May.

Ms. Michel said that she will come back to the Board with recommendations for FY 2019.

In response to a question by Ms. Halverson, Ms. Michel said that public school systems did not provide information on prekindergarten. Dr. Salmon said, "For years we have been complaining that prekindergarten has not been funded. LEAs have funded them on their own."

Ms. Halverson said, "There needs to be a plan on how to come up with that money." Dr. Salmon said, "It is our job to provide the program. It is someone else's job to fund it."

President Smarick said, "We can let the legislature know our opinion on this."

EXECUTIVE SESSION

Pursuant to §3-305(b)(1) of the General Provisions Article, Annotate Code of Maryland, and upon motion by Ms. Weeldreyer, and seconded by Ms. Halverson, and with unanimous agreement, the Maryland State Board of Education met in closed session on Tuesday, January 24, 2017, in Conference Room 1, 8th floor of the Nancy S. Grasmick State Education Building. All Board members were present except Chester E. Finn, Jr., Barbara J. Shreeve, and Guffrie M. Smith, Jr. In attendance were Dr. Karen Salmon, State Superintendent of Schools, Dr. Carol

Williamson, Deputy State Superintendent, Office for Teaching and Learning, Kristy Michel, Deputy State Superintendent, Office of Finance and Administration, Dr. Sylvia Lawson, Deputy State Superintendent, Office of School Effectiveness, Dr. Miya Simpson, Executive Director, Office of the State Board, and Assistant Attorneys General Elizabeth M. Kameen, Jackie La Fiandra and Derek Simmons. The Executive Session commenced at 12:40 p.m. (In favor – 7)

At that time, the State Board approved six Opinions, and one Order for publication.

- *J.B. v. Harford County Board of Education* – termination from summer jobs program – Opin. No.17-01
- *Catherine H. v. Prince George's County Board of Education* – student transfer – Opin. No. 17-02
- *Shanelle I. v. Baltimore City Board of School Commissioners* – early K entry – Opin. No. 17-03
- *In Re: Prince George's County Travel Fund* – petition for declaratory ruling – Opin. No. 17-04
- *A.M. v. Prince George's County Board of Education* – student suspension – Opin. No. 17-05
- *Gordon & Tamara M. v. Prince George's County Board of Education* – Opin. No. 17-06
- *Board of Education of Howard County v. Renee Foose* – petition for declaratory ruling – Order No. OR17-01

The State Superintendent of Schools signed one order for publication.

- *J.B. v. Harford County Board of Education* – motion to waive transcript cost – Order No. OR17-01

Counsel to the Board provided legal advice on school choice issues.

Dr. Salmon provided updates to the Board on AP data (embargoed until February 22, 2017), PARCC, Inc. changes, and the Frederick County data incident.

The President reminded Board members about the requirements for filing reimbursement requests.

The session ended at 2:05 p.m.

RECONVENE

The meeting reconvened at 2:25 p.m.

STATE SUPERINTENDENT'S UPDATE

- Cecil County Innovative Practices

Dr. Salmon introduced Dr. D'Ette Devine, Superintendent, Cecil County Public Schools, to discuss a new Cecil County Career and Technology Center.

Dr. Devine provided photos of the innovative school and explained that the old CTE Center could not accommodate the increase in enrollment and that the LEA purchased a Research and Design Facility and repurposed the building. She reported that the school provides a room for teacher professional development, a greenhouse for the agriculture program, pre-existing labs and space for many new programs.

In response to a question by Mr. Smarick about funding, Dr. Devine reported that the project was funded by the county, state and LEA at under \$20 million.

In response to a question by Ms. Sidhu, Dr. Devine said the old school now houses Support Services.

Dr. Salmon urged Board members to visit the school.

- Framework for Support to Low Performing Schools

The Superintendent asked Dr. Williamson and Tiara Booker-Dwyer, MSDE Ombudsman, to brief the Board on a Framework for Support to Low Performing Schools.

Dr. Williamson reported that there are currently twenty-one Priority Schools in Baltimore City, noting that there is all new leadership in the Baltimore City Public Schools (PCPS), and provided a proposed partnership between BCPS and MSDE. She outlined programs with national recognition that will be provided to support the schools. She reported that Tiara Booker-Dwyer will assume the role of Director of Principal Teaching and Learning.

Ms. Booker-Dwyer explained that she will be working with Priority Schools and looking at feeder schools by researching data and providing needed support to Priority and feeder schools.

Dr. Williamson reported on key areas of improvement to unlock school success and the next steps in this process.

In response to a question by Ms. Sidhu, Dr. Williamson explained that Title I funding provides a focus on attendance issues.

In response to a question by Ms. Halverson about the elimination of Resource Officers, Dr. Williamson said she will look into this and let the Board know how schools will be dealing with discipline issues.

President Smarick said, "\$7 million SIG Program produced no changes. We have to have a sense of urgency. Do you feel that this plan may do it for us?"

Dr. Williamson said that she feels there will be great changes which may take a couple of years. She said, "We have a whole team put together."

In response to a question by Ms. Iszard about working with the community and families, Dr. Williamson said that they will be building on community and family involvement.

In response to another question by Ms. Iszard about providing professional development for parents, Dr. Williamson said that a process has not been set up yet but is in development.

- Graduation and Dropout Rates

Dr. Salmon reported that graduation rates improved statewide for the class of 2016 compared with the class of 2015. She also noted that Maryland continues to perform above the national average. Dr. Salmon said that Maryland's dropout rate is at an all-time low and provided data on cohort graduation and dropout rates.

- Kindergarten Readiness Assessment Data

The Superintendent distributed the report, *Readiness Matters: Informing The Future*.

Dr. Williamson provided information on how to find specific information in the report stating, "We have to do a better job of going out and helping people use the data."

In response to a question by Ms. Sidhu, Dr. Williamson said that LEAs are choosing their samples randomly.

- Social Studies Data

Dr. Williamson explained that a more in-depth report on the Middle School Social Studies Assessment will be provided at the next Board meeting. She discussed various options on which the Board could consider if the upcoming legislative session votes to eliminate the Middle School Social Studies Assessment.

- Equal Opportunity Schools Update

Dr. Salmon reported that at the last superintendents' meeting a presentation was provided on equity opportunities for students of color to participate in Advanced Placement (AP) and International Baccalaureate (IB) courses. She said that this is being investigated to determine if students, in all Maryland schools, who should be in these courses have the opportunity to participate in high level courses. She said, "I am going to be looking at innovative funding for schools by next year."

13A.02.01 LOCAL BOARDS OF EDUCATION (PERMISSION TO PUBLISH)

The Superintendent asked for permission to publish 13A.02.01 Local Boards of Education.

Upon motion by Ms. Weeldreyer, seconded by Ms. Sidhu, and with unanimous agreement, the Board granted permission to publish 13A.02.01 Local Boards of Education. (In favor – 7)

13A.03.01 STANDARDS FOR KINDERGARTEN PROGRAMS (PERMISSION TO PUBLISH)

The Superintendent asked for permission to publish 13A.03.01 Standards for Kindergarten Programs.

Upon motion by Ms. Weeldreyer, seconded by Ms. Sidhu, and with unanimous agreement, the Board granted permission to publish 13A.03.01 Standards for Kindergarten Programs. (In favor – 7)

13A.12.01.03 PERSONNEL (PERMISSION TO PUBLISH)

The Superintendent asked for permission to publish 13A.12.01.03 Personnel.

Upon motion by Ms. Sidhu, seconded by Ms. Iszard, and with unanimous agreement, the Board granted permission to publish 13A.02.01 Local Boards of Education. (In favor – 7)

13A.12.02.15 PROFESSIONAL AND TECHNICAL EDUCATION AND 13A.12.02.16 WORK-BASED LEARNING COORDINATOR (PERMISSION TO PUBLISH)

The Superintendent asked for permission to publish 13A.12.02.15 Professional and Technical Education and 13A.12.02.16 Work-Based Learning Coordinator.

Upon motion by Ms. Halverson, seconded by Dr. Guyton, and with unanimous agreement, the Board granted permission to publish 13A.12.02.15 Professional and Technical Education and 13A.12.02.16 Work-Based Learning Coordinator. (In favor – 7)

13A.05.01.08 INDIVIDUALIZED EDUCATION PROGRAM (IEP) TEAM RESPONSIBILITIES (PERMISSION TO PUBLISH)

The Superintendent asked for permission to publish 13A.05.01.08 Individualized Education Program (IEP) Team Responsibilities.

In response to a question by Ms. Weeldreyer about who conducts the evaluations, Marcella Franczkowski, Assistant State Superintendent, Division of Special Education, reported that thirty-six people with specific qualifications conduct evaluations of blind or visually impaired students who may require orientation and mobility instruction.

Upon motion by Ms. Sidhu, seconded by Mr. Edimo, and with unanimous agreement, the Board granted permission to publish 13A.05.01.08 Individualized Education Program (IEP) Team Responsibilities. (In favor – 7)

13A.03.04 TEST ADMINISTRATION AND DATA REPORTING POLICIES AND PROCEDURE (PERMISSION TO PUBLISH)

The Superintendent asked for permission to publish 13A.03.04 Test Administration and Data Reporting Policies.

In response to a concern expressed by Dr. Guyton and a brief discussion about LEA reporting policies, Dr. Salmon agreed to look into the matter and report back to the Board.

The action on this item was tabled.

13A.02.08 RECOGNITION OF EMPLOYEE ORGANIZATIONS (REPEAL)

The Superintendent asked for permission to repeal 13A.02.08 Recognition of Employee Organizations.

The Superintendent explained that these regulations are no longer needed as the Public School Labor Relations Board now has jurisdiction over this function.

Upon motion by Ms. Weeldreyer, seconded by Ms. Sidhu, and with unanimous agreement, the Board repealed 13A.02.08 Recognition of Employee Organizations. (In favor – 7)

13A.04.03 DRIVER'S EDUCATION (REPEAL)

The Superintendent asked for permission to repeal 13A04.03 Driver's Education.

Upon motion by Ms. Weeldreyer, seconded by Ms. Sidhu, and with unanimous agreement, the Board repealed 13A.04.03 Driver's Education. (In favor – 7)

13A.03.07 MARYLAND SEAL OF BILITERACY (PERMISSION TO ADOPT)

The Superintendent asked for permission to adopt 13A.03.07 Maryland Seal of Biliteracy.

Board members expressed concern that LEAs are not providing enough access to students who want to learn foreign languages. Ms. Halverson said she hoped that the adoption of the Seal of Biliteracy policy would "encourage districts to increase the rigor of their foreign language programs and to have AP level foreign language available in their schools so it is accessible to all students."

In response to a question by Ms. Weeldreyer, Ms. Gable explained that a Spanish speaking students who learns English would have to demonstrate proficiency in both languages to receive a Seal of Biliteracy.

Dr. Li urged that language courses should begin earlier in schools in Maryland.

Upon motion by Mr. Edimo, seconded by Ms. Sidhu, and with unanimous agreement, the Board adopted 13A.03.07 Maryland Seal of Biliteracy. (In favor – 7)

SCHOOL CALENDAR WAIVER PROCESS

The waiver applications received from Allegany and Garrett County Public Schools to begin school prior to the Labor Day start date required by Executive Order 01.01.2016.13 were presented. Superintendent Salmon noted that each application met the standard for exemption and requested approval of the recommendations.

Upon motion by Ms. Iszard, seconded by Ms. Weeldreyer, and with unanimous agreement, the Board approved the waiver for Allegany and Garrett County Public Schools for the 2017-2018 school year. (In Favor – 7)

LEGISLATIVE AND BUDGET UPDATES

Dr. Salmon invited Kristy Michel to provide an update to the Board on the Governor's Allowance for K-12 Education and MSDE Programs for FY 2018. She also asked Tiffany Clark, Esq., Deputy Director, Education Policy and Government Relations, to provide a legislative update.

Ms. Michel provided information on the Aid to K-12 Education, the MSDE Budget and other Budget items.

Ms. Clark provided information on the following bills:

- HB 18 Task Force to Improve PARCC Scores for Maryland Public School Students

Dr. Salmon explained that the Department is working on this issue at the present time.

- HB 75 – Education – Graduation Requirements – Fine Arts

Dr. Salmon explained that graduation requirements fall under the purview of the State Board of Education. She agreed to keep the Board apprised of the need for Board members to weigh in on this bill.

- SB 153 Public Schools – Length of School Year Adjustment – State of Emergency

The Superintendent said, “There may be more things the Boards wants to weigh in on.”
The President said, “We will take this under advisement.”

DISPROPORTIONALITY UPDATE

Dr. Salmon asked Dr. Lawson to discuss the Department’s response to the state regulation which requires it to develop a method to analyze local school system discipline data to determine whether there is a disproportionate impact on students of color and students with disabilities.

Dr. Lawson said, “Maryland has made significant progress but there is still important work to do.” She discussed MSDE’s charge and the process to develop a model. Dr. Lawson reported that the implementation will take a three-phase approach:

1. Initial Data Review
2. Root Cause Analysis
3. Full Implementation

She reported that three groups will not be included in the data set: pre-K, non-public school and alternative school students.

Ms. Weeldreyer urged that the Department eventually collect pre-K data. In response to a concern expressed by Ms. Weeldreyer, Dr. Lawson said that the risk ratio is set at three but looking at data in the future, that number could be changed. Ms. Weeldreyer asked if the data will be shared with the public. Dr. Lawson said, “We are not ready.” Ms. Weeldreyer said, “We need transparency” and suggested that the Board come back in a year to look at the data.

Dr. Li asked, “Has there been thought given to looking at the comparison of how many students?” Dr. Salmon said, “We discussed that. Later on we may look at variations of competence intervals. We are working on that.”

Board members expressed their comments and concerns about how the data is reviewed and shared. Dr. Salmon explained that most states don't look at the school level data, they look at the district level data.

PUBLIC COMMENTS

President Smarick explained procedures by which the Board hears public comments. The following persons provided public comments:

- Cheryl Bost – Vice President, Maryland State Education Association (MSEA) – discussed MSEA's response to Maryland's Draft Consolidated Plan for ESSA.
- Dr. Ann Bain – discussed the need for a proficiency exam for teachers on the foundations of reading
- Dr. J. H. Snider – expressed concerns with MSDE and Anne Arundel County Public Schools for not providing K-12 employee compensation data.
- Kimberly Humphrey/Beth Doory/Amanda White – discussed Maryland's methodology for identifying disproportionate disciplinary impact on students of color and students with disabilities.

STATE BOARD MEMBER DISCUSSION AND UPDATE

A letter from Ms. O'Neill-Gonzalez was read regarding her need to resign from the Board and her appreciation for the opportunity to serve on the Board.

President Smarick reported that the July Board meeting is rescheduled for July 17-18, 2017.

President Smarick provided tentative agenda items for the February Board meetings, noting that an information session will be held on Monday, February 27th for a more in-depth discussion of the State's Draft Consolidated Plan for Implementation of ESSA.

OPINIONS

Ms. Kameen announced the following Opinions:

- 17-01 *J.B. v. Harford County Board of Education* – termination from summer jobs program (affirmed the local board's decision)
- 17-02 *Catherine H. v. Prince George's County Board of Education* – student transfer (remanded back to the local board)
- 17-03 *Shanelle I. v. Baltimore City Board of School Commissioners* – early entry into kindergarten (reversed the local board's decision)
- 17-04 *In Re: Prince George's County Travel Funds* – petition for declaratory ruling (declaring use of funds)
- 17-05 *A. M. v. Prince George's County Board of Education* – student suspension (remanded back to the local board)

17-06 *Gordon and Tamara M. v. Prince George's County Board of Education* – pre-K eligibility (affirmed the local board's decision)

Ms. Kameen announced the following Orders:

OR 17-01 *J.B. v. Harford County Board of Education* – motion to waive transcription cost (denied)

OR 17-02 *Board of Education of Howard County v. Renee Foose* – motion to shorten response time (granted)

ADJOURNMENT

With no further business before the Board, the meeting adjourned at 5:05 p.m.

Respectfully submitted,



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

Date: 2/28/17

MARYLAND STATE BOARD OF EDUCATION

EXECUTIVE SESSION

On this 24th day of January 2017, at the hour of 12:40 am/pm, the Members of the State Board of Education voted as follows to meet in closed session:

Motion made by: Madhu Sidhu

Seconded by: Laura Weclarcyev

In Favor: _____ Opposed: _____ Member(s) Opposed: _____

The meeting was closed under authority of §10-503 (a) (1) (I) and §10-508 (a) of the State Government Article of the Annotated Code of Maryland for the following reason(s): (check all which apply)

- (1) To discuss: (I) the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of appointees, employees, or officials over whom it has jurisdiction; or (ii) any other personnel matter that affects one or more specific individuals.
- (2) To protect the privacy or reputation of individuals with respect to a matter that is 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.

The topics to be addressed during this closed session include the following:

1. 7 Appeals
2. 1 Draft Order
3. Obtain legal advice
4. 5 Internal Board Management Items



Andrew R. Smarick, President

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE January 24, 2017 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>
Bowers, Jaime M.	Education Program Specialist II, Chief, Assessment Reporting and Professional Development and External Assessment Program	22	Curriculum, Assessment, and Accountability	TBD
Cambra, Alexandra R.	Education Program Manager I, Chief, Educator Effectiveness (Nonpublic Schs)	23	Educator Effectiveness	TBD
Creed, Brianna	Education Program Specialist I, High School Assessment Specialist	21	Curriculum, Assessment, and Accountability	TBD
Kirk, Casey L.	Education Program Specialist I, Learning Management System Administrator	21	Curriculum, Assessment, and Accountability	TBD
McEachin, Latanya	Program Manager III, Chief of Finance, Reporting and Coordination Branch	21	Business Services Finance, Reporting and Coordination Branch	TBD
Smink-Meadows, Kelly	Education Program Manager I, Chief of Educator Certification	23	Educator Effectiveness	TBD
Syed, Kausar	Accountant Manager II, Deputy Chief of General Accounting	20	Business Services General Accounting	TBD

II. Appointments Grade 18 and below:

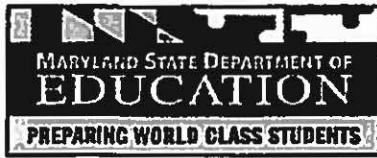
<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Bartee, Tyonne	Vocational Rehabilitation Specialist II	13/3	Division of Rehabilitation Services	01/18/17
Bischoff, Susanne D.	Teacher, Special Education	IEPP	Office of School Effectiveness, Juvenile Services Education System	01/04/17

II. Appointments Grade 18 and below (con't):

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Black, Stacey A.	Vocational Rehabilitation Specialist II	13/20	Division of Rehabilitation Services	01/18/17
Brown, Angel D.	Rehabilitation Center Residential Advisor	9/2	Division of Rehabilitation Services	01/18/17
Dashiell, Sonja A.	School Guidance Counselor	IEPP	Office of School Effectiveness, Juvenile Services Education System	01/18/17
Gilbert, Angela D.	Vocational Rehabilitation Specialist II	13/3	Division of Rehabilitation Services	01/18/17
Hodge, Lisa M.	Teacher, Special Education	IEPP	Office of School Effectiveness, Juvenile Services Education System	01/04/17
Hults-Mokros, Melissa C.	Teacher Supervisor	APC30/12	Division of Rehabilitation Services	01/18/17
Kim, Elaine H.	IT Programmer Analyst	17	Office of Information Technology	01/18/17
Shindler, Eric A.	Teacher, Special Education	IEPP	Office of School Effectiveness, Juvenile Services Education System	01/04/17

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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State Superintendent of Schools

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January 24, 2017

BOARD LIST

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

Name: Jaime M. Bowers
Position: Education Program Specialist II – Chief, Assessment Reporting
Professional Development, and External Assessment Program
Division: Curriculum, Assessment and Accountability
Salary Grade: State Salary Grade: 22
Annual Salary Range: \$64,608 - \$103,743
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION: Possession of a Master's Degree or equivalent 36 credit hours of post-baccalaureate course work from an accredited college or university.

EXPERIENCE:

Five (5) years of professional experience in or affiliated with an education program; this experience to include two years coordinating or administering education assessment-research programs or services directly related to the position.

DESCRIPTION:

This is a professional position responsible for managing the reporting and related professional development of the Maryland State Assessment Program as well as managing the implementation of the national and international portion of the Maryland State Assessment Program.

QUALIFICATIONS:

Education:

Hood College (Frederick, Maryland) 2010 - Master's Degree in Education (Reading Specialization).

Shepherd University (Shepherdstown, West Virginia) 2000 - Bachelor's Degree Elementary Education 1-9.

Maryland State Department of Education Advanced Professional Teaching Certificate in Elementary Education 1-9 and Special Education Reading Specialization in K-12

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2015 – Present: Education Program Specialist 1 – Accountability Data Specialist

Walkersville Elementary (Walkersville, Maryland)

2010 – 2015: Literacy Specialist and Professional Development Coach

2009 – 2010: Math Intervention Teacher and Summer Academy Teacher

2005 – 2009: Reading Intervention Teacher and Summer Academy Teacher

2004 – 2005: 5th Grade Classroom Teacher ELA and Social Studies

Lincoln Elementary (Frederick, Maryland)

2000 – 2004: 3rd and 4th Grade Classroom Teacher; ELA, Math, Social Studies, and Science

EMPLOYMENT STATUS:

Promotional



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January 24, 2017

BOARD LIST

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

Name: Alexandra R. Cambra
Position: Education Program Manager I
Chief, Educator Effectiveness (Nonpublic Schools)
Division: Educator Effectiveness
Salary Grade: State Salary Grade: 23
Annual Salary Range: \$68,959 - \$110,729
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Possession of a Master's Degree or equivalent 36 credit hours of post-baccalaureate course work.

EXPERIENCE:

Six years of related experience in coordinating or administering education programs or services.

DESCRIPTION:

This position serves as the Branch Chief and is responsible for working under the direction of the Assistant State Superintendent for Educator Effectiveness. The Branch Chief will provide direct supervision to eight (8) education specialists and support staff responsible for the regulatory and statutory oversight of nonpublic school approval, teacher preparation program approval, and educator certification.

QUALIFICATIONS:

Education:

Loyola College (Baltimore, Maryland) 2001 - Master's Degree in Clinical Psychology.

The George Washington University (Washington, D.C.) 1994 - Bachelor's Degree in Clinical Psychology.

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2015 – Present: Acting Branch Chief/Education Program Manager I, (Acting) Chief of Nonpublic School Approval

2012 – Present: Education Program Specialist II, Nonpublic School Approval Specialist

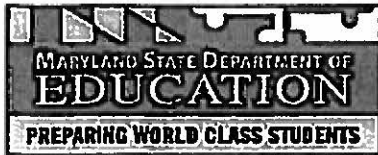
Kennedy Krieger Schools (Baltimore, Maryland)

2001 – 2012: Specialist, Admissions, Compliance & Transition

1999 – 2001: Group Leader, Extended Therapeutic Day Program

EMPLOYMENT STATUS:

Promotion



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January 24, 2017

BOARD LIST

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

Name: Brianna Creed
Position: Education Program Specialist I, High School Assessment Specialist
Division: Curriculum, Assessment and Accountability
Salary Grade: 21
Salary Range: \$60,543 – 97,203
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Possess of a Master's Degree or equivalent 36 credit hours of post-baccalaureate course work from an accredited college or university.

EXPERIENCE:

Four (4) years of professional experience in or affiliated with an education program; this experience to include two years coordinating or administering an education program or services directly related to the position.

DESCRIPTION:

This is a professional position responsible for providing technical assistance for the high school level assessments (HSAs) as part of the Maryland Assessment Program.

QUALIFICATIONS:

Education:

University of Maryland (Baltimore County) 2002 Master's Degree in Public Policy & Secondary Education, Curriculum and Instruction

University of Maryland (College Park, Maryland) 2001 Bachelor's Degree in British and American Literature

Experience:

Maryland Institute of Policy Analysis and Research University of Maryland Baltimore County (Catonsville, Maryland)

2016 – Present: Graduate Research Assistant/Health Policy Analyst

Connections Education, Person Inc. (Baltimore, Maryland)

2014 – 2016: Senior Manager of Curriculum and Development

Maryland Council of Teachers of English Language Arts (MDTELA) (Baltimore, Maryland)

2013 – 2015: Liaison Officer to State and Local Organizations

Maryland State Department of Education (Baltimore, Maryland)

2012 – 2014: Education Program Specialist, Secondary Language Arts and Assessment

Howard County Education Association (Columbia, Maryland)

2011 -2012: Government Relations Committee

Jiangsu Education Services for International Exchange (JESIE) (Nanjing, China)

2011 Teacher Trainer

Howard County Public Schools (Columbia, Maryland) Wilde Lake High School

2002 – 2012: Instructional Team Leader of English Department

Professional Development Coordinator

Teacher Development Liaison

EMPLOYMENT STATUS:

Promotional



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January 24, 2017

BOARD LIST

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

Name: Casey L. Kirk
Position: Education Program Specialist I
Learning Management System Administrator
Division: Curriculum, Assessment, and Accountability
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$60,543 - \$97,203
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Master's Degree or equivalent 36 credit hours of post baccalaureate course work in Instructional Technology, Computer Science, or K-12 Education.

EXPERIENCE:

Four (4) years of professional work experience in the technical administration of Learning Management Systems and complex web applications. Minimum of one year experience working in the K-12 environment required.

DESCRIPTION:

This is a professional position responsible for providing leadership and technical assistance for the instructional design, implementation, administration, and maintenance of the Maryland State Department of Education's (MSDE) statewide Learning Management System application and the digital resource repository.

QUALIFICATIONS:

Education:

College of Notre Dame of Maryland (Baltimore, Maryland) 2010 - Master's Degree in Leadership and Teaching.

Towson University (Towson, Maryland) 2003 - Bachelor's Degree in English.

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2015 – Present: Education Program Specialist I, Online Professional Program Specialist

2013 – 2015: Education Program Specialist, Professional Learning Specialist

Charles County Public Schools (Waldorf, Maryland)

2011 – 2013: High School Literacy Teacher (Thomas Stone High School)

St. Mary's County Public Schools (Great Mills, Maryland)

2007 – 2011: High School English Teacher (Great Mills High School)

EMPLOYMENT STATUS:

Promotional



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January 24, 2017

BOARD LIST

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

Name: Latanya McEachin
Position: Program Manager III
Chief of Finance, Reporting and Coordination Branch
Division: Business Services
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$60,543 - \$97,203
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Bachelor's Degree or 36 post-baccalaureate credit hours of coursework from an accredited college or university in Accounting, Business Administration, or a related area.

EXPERIENCE:

Five years of professional experience with managing, designing, and developing financial control systems for multiple programs. Two (2) years of the required experience must include direct supervision of other professional employees.

DESCRIPTION:

This is a profession position serving as the Chief of the Finance, Reporting and Coordination Branch. The position provides technical assistance to program staff in support of fiscal program objectives, and supports the efficient and effective allocation of financial resources in accordance with regulations and policies.

Latanya McEachin
Page Two

QUALIFICATIONS:

Education:

Morgan State University (Baltimore, Maryland) 1992 - Bachelor's Degree in Accounting.

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2015 – Present: Staff Specialist III – Financial Reporting

2005 – 2015: Fiscal Services Officer

Department of Human Resources (Baltimore, Maryland)

2001 – 2005: Accounting Supervisor Child Care Administration

EMPLOYMENT STATUS:

Promotional



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January 24, 2017

BOARD LIST

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

Name: Kelly Smink-Meadows
Position: Education Program Manager I
Chief of Educator Certification
Division: Educator Effectiveness
Salary Grade: State Salary Grade: 23
Annual Salary Range: \$68,959 - \$110,729
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Possession of a Master's Degree or equivalent 36 credit hours of post-baccalaureate course work.

EXPERIENCE:

Six years of related experience in coordinating or administering education programs or services.

DESCRIPTION:

This position serves as the Branch Chief and is responsible for working under the direction of the Assistant State Superintendent for Educator Effectiveness. The Branch Chief will provide direct supervision to eight (8) education specialist and support staff responsible for the regulatory and statutory oversight of nonpublic school approval, teacher preparation program approval, and educator certification.

QUALIFICATIONS:

Education:

Johns Hopkins University (Baltimore, Maryland) 2008 - Master's Degree in Early Childhood Special Education.

University of Baltimore (Baltimore, Maryland) 2001 - Bachelor's Degree in Psychology.

Community College of Baltimore County Essex (Baltimore, Maryland) 1999 - Associates Degree in General Studies.

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2015 - Present: Acting Education Program Manager I, Branch Chief, Division of Educator Effectiveness

2014 -- Present: Education Program Specialist II, Nonpublic School Approval Specialist

Trellis Services (Hunt Valley, Maryland)

2008 -- 2015: Autism Waiver Case Manager

Kennedy Krieger Schools (Baltimore, Maryland)

2009 -- 2014: Coordinator of Educational and Assistive Technologies

2006 -- 2009: Assistive Technology Coordinator

2003 -- 2006: Teacher -- Special Education (Leap Program)

EMPLOYMENT STATUS:

Promotional



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January 24, 2017

BOARD LIST

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

Name: Kausar Syed
Position: Account Manager II
Deputy Chief of General Accounting
Division: Business Services
Salary Grade: State Salary Grade: 20
Annual Salary Range: \$56,743 - \$01,107
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Bachelor's Degree in Accounting or a Bachelor's Degree with 30 credit hours in Accounting and related courses; including or supplemented by 3 credits hours in Auditing. Possession of a CPA Certificate is preferred.

EXPERIENCE:

Six years of professional experience examining, analyzing and interpreting accounting systems, records and reports by applying Generally Accepted Accounting Principles (GAAPs). Three years of the required experience must have been in direct supervision of other professional employees. Experience with FMIS and ADHOC reporting is desired.

DESCRIPTION:

This is a professional position serving as Chief of the General Accounting Section, responsible for providing leadership and technical expertise in ensuring that financial transactions are verified, recorded to management in accordance with Generally Accepted Accounting Principles (GAAPs) and in compliance with State and federal laws, regulations and practices.

QUALIFICATIONS:

Education:

Towson University (Towson, Maryland) 2002 - Bachelor Degree in Accounting.

Experience:

State Highway Administration (Baltimore, Maryland)

2014 – Present: Division Chief of Financial Systems and Inventory Management
Division

Maryland State Department of Education (Baltimore, Maryland)

2008 – 2014: Accountant Manager II (Chief of General Accounting)

Salisbury Management Inc. (Baltimore, Maryland)

2003 – 2008: Senior General Ledger Accountant

Best Choice Video (Ontario, Canada)

1993 – 1999: Owner General Manager

Wal-Mart (Ontario and Albertan, Canada)

1988 – 1993: Customer Service Representative

EMPLOYMENT STATUS:

Promotional

Addendum

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE January 24, 2017 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>
Booker-Dwyer, Tiara	Education Program Manager II, Director of School, Teacher, and Principal Improvement	24	Academic Policy and Innovation	TBD
Dantzler, Teresa D.	Education Program Specialist II Ombudsman	22	Office of the Chief of Staff	TBD
Sumpter, Channel	Fiscal Services Administrator VI – Director of Audit	23	Office of the State Superintendent	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>
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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>
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January 24, 2017

BOARD LIST

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

Name: Tiara Booker-Dwyer
Position: Education Program Manager II, Director of School, Teacher, and Principal Improvement
Division: Academic Policy and Innovation
Salary Grade: 24
Salary Range: \$73,612 - \$118,197
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Possession of a Master's Degree in Education

EXPERIENCE:

Six (6) years of related experience in coordinating or administering education programs or services. Three years of the required experience must have been in direct supervision of other professional employees.

DESCRIPTION:

This position serves as the Program Manager for Teacher and Principal Evaluation (TPE), specifically charged with providing leadership to sustaining Maryland's Teacher/Principal Evaluation Systems and support to the 24 Local Education Agencies (LEAs). Also this position provides leadership and management for Maryland's lowest performing schools according to the strategic direction set by State Superintendent of Schools in response to the Every Student Succeeds Act (ESSA) along with providing direction, leadership, and supervision to the statewide system of school support, overseeing staff, budget, and operations relating to the functions of the unit.

Tiara Booker-Dwyer:
Page Two

QUALIFICATIONS:

Education:

The Johns Hopkins University (Baltimore, Maryland) 2013-Graduate Certificate in School Administration and Supervision; 2008-Master's Degree in Biology

Lincoln University (Oxford, Pennsylvania) 2003-Bachelor's Degree in Biology

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2016 – Present: Education Program Specialist Communication Ombudsman

2014 – 2016: Education Program Specialist – STEM Coordinator

2011 – 2013: Education Program Specialist STEM Coordinator

Maryland Business Roundtable for Education (Baltimore, Maryland)

2013 – 2014: Program Director

AP Ventures (Baltimore, Maryland)

2013 -2015: Lead Subject Matter Expert – College and Career Readiness Standards

Indian Creek Upper School (Crownsville, Maryland)

2007 – 2011: STEM Program Director

College Board (New York, New York)

2010 Advanced Placement Biology Exam Reader

University of Phoenix (Tempe, Arizona)

2009 – 2010: Biology Instructor

The Johns Hopkins University (Baltimore, Maryland)

2004 – 2005: Biology and Developmental Biology Teaching Assistant

University of Maryland Baltimore County Upward Bound Program (Baltimore, Maryland)

2003 – 2009: Science Instructor

EMPLOYMENT STATUS:

Promotional



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January 24, 2017

BOARD LIST

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

Name: Teresa D. Dantzler
Position: Education Program Specialist II, Ombudsman
Division: Office of the Chief of Staff
Salary Grade: 22
Salary Range: \$64,608 - \$103,743
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Possession of a Master's Degree or equivalent 36 credit hours of post-baccalaureate course work.

EXPERIENCE:

Five years of administrative or teaching experience in, or affiliated with, an education program, including two years of experience in coordinating or administering an education program or service directly related to the position option.

DESCRIPTION:

This position serves as the Communication Ombudsman for Maryland State Department of Education And is responsible for responding to both verbal and written letters and communications, resolving constituent complaints and representing the State Superintendent of Schools at special meetings and functions.

Teresa D. Dantzer:
Page Two

QUALIFICATIONS:

Education:

Morgan State University (Baltimore, Maryland) 2002-Master's Degree in Business Administration in Finance; 1994 - Bachelor's Degree in Management

Experience:

Maryland State Department of Education

2014 – Present: Administrative Program Manager II (Chief, Administrative Service Branch)

Department of Health and Mental Hygiene-Budget Management Office (Baltimore, Maryland)

2012 – 2014: Administrator III (Chief Financial Officer/DHMH Operations)

Department of Health and Mental Hygiene –Administration (Catonsville, Maryland)

2009 – 2012: Accountant Supervisor I

2008 – 2009: Agency Grants Specialist-Lead

2007 - 2008: Agency Grants Specialist II

Countrywide Full Spectrum Lending (Columbia, Maryland)

2006 – 2007: Loan Specialist

America's Moneyline/Bravo Credit Corporation (Greenbelt, Maryland)

2003 – 2006: Loan Processor

TJ Maxx, (Hanover, Maryland)

2002 – 2003: Merchandising Assistant Manager

Ames Department Store (Baltimore, Maryland)

1994 – 2002: Operations Assistant Manager

EMPLOYMENT STATUS:

Promotional



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January 24, 2017

BOARD LIST

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

Name: Channel Sumpter
Position: Fiscal Services Administrator VI – Director of Audit
Division: Audit Office
Salary Grade: 23
Salary Range: \$68,959 - \$110,729
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Bachelor's Degree in Accounting, Finance, Economics or related area. Possession of a CPA Certificate is preferred.

EXPERIENCE:

Six years of professional experience in the preparation and execution of Financial Audits. Two years of the required experience must have been in direct supervision of other professional employees. Expertise with federal, State and/or local government compliance is desired.

DESCRIPTION:

This is a professional position serving as Director of the Audit Office, responsible for providing direction and management for all audit activities and ensuring that the Maryland State Department of Education's (MSDE) budgets and financial resource allocation and usage are in compliance with State and federal laws, regulations, and practices and for implementing the State statute as mandated in the Education Article.

Channel Sumpter:
Page Two

QUALIFICATIONS:

Education:

Morgan State University (Baltimore, Maryland) 1999-Bachelor's Degree in Accounting

Experience:

Maryland Transit Administration

2012 – Present: Director of Audit

Maryland Department of Transportation

2007 – 2012: Lead Auditor

Maryland Office of Legislative Audits

2003 – 2007: Senior Auditor

1999 – 2003: Staff Auditor

EMPLOYMENT STATUS:

New Hire