

## MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday  
September 27, 2016  
Maryland State Board of Education  
200 W. Baltimore Street  
Baltimore, Maryland 21201

The Maryland State Board of Education met in regular session on Tuesday, September 27, 2016 at 9 a.m. at the Nancy S. Grasmick State Education Building. The following members were in attendance: Mr. Andrew R. Smarick, President; Dr. S. James Gates, Jr., Vice-President; Dr. Chester Finn, Jr.; Dr. Michele Jenkins Guyton; Ms. Laurie Halverson; Ms. Stephanie R. Iszard; Ms. Jannette O'Neill-Gonzalez; Ms. Barbara J. Shreeve; Mrs. Madhu Sidhu; Mr. Guffrie M. Smith; Ms. Laura Weeldreyer; Mr. David Edimo and Dr. Karen Salmon, State Superintendent of Schools.

Elizabeth Kameen, Esq., Assistant Attorney General, and the following staff members were also present: 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 welcomed members and staff of the Maryland Association of Boards of Education (MABE). Dr. Salmon welcomed the Interim Superintendent of Schools from Garrett County, Mrs. Barbara Baker.

### **CONSENT AGENDA**

Superintendent Salmon recommended approval of the Consent Agenda.

Upon motion by Dr. Gates, seconded by Mr. Smith, and with unanimous agreement, the Board approved the Consent Agenda as follows: (In Favor – 10 Mr. Edimo and Dr. Guyton had not yet arrived)

- Approval of Minutes of August 22 and 23, 2016, as amended
- Personnel (copy attached to these minutes)
- Budget Adjustments for July and August, 2016

### **PARCC ASSESSMENT SCORE REPORT**

Dr. Salmon introduced Dr. Carroll Visintainer, Assistant State Superintendent, Division of Curriculum, Assessment and Accountability and Ms. Shandra Haislett, Director of Accountability and Data Systems, to provide the Board with state and district level PARCC assessment results for the 2015-2016 test administration.

Dr. Visintainer provided a 2016 PARCC assessment timeline noting that there is much work to be done and training and collaboration is ongoing. She said, "It is a heavy lift." She reported that the intention is to get data back to local education agencies (LEAs) as soon as possible.

There was brief discussion about student participation criteria and what performance levels indicate. Dr. Visintainer provided the 2016-2017 assessment results for English Language Arts

for grades 3-8 and English Language Arts End of Course for grades 9-1, broken down by five performance levels (Level 1 – Not Yet Met; Level 2- Partially Met; Level 3 – Approached; Level 4 – Met; Level 5 – Exceeded). She also provided a summary of percentage point change of Maryland’s 2015 and 2016 PARCC Performance for English Language Arts. She noted that students with results falling into levels one and two will receive remediation and retest opportunities.

Dr. Visintainer also provided the 2016-2017 assessment results for Mathematics for grades 3-8 and Mathematics End of Course for Algebra I, Algebra II and Geometry, broken down by the five performance levels. She also provided a summary of percentage point change of Maryland’s 2015 and 2016 PARCC Performance for Mathematics.

President Smarick said, “We are seeing no movement from the baseline.” Dr. Visintainer said, “We hope to see some gains. We are making progress; 2016 data will help with this. There is plenty of hard work left to be done.”

In response to a question by Dr. Finn about when parents are notified of their student’s results, Dr. Visintainer explained that this varies by district and agreed to provide the Board with this information. In response to a question by Dr. Gates, Dr. Visintainer said that the date for distribution of test results to parents can be codified.

Dr. Salmon explained that assessment results are trending the same as they always have in Maryland but with more rigorous standards. She noted, “There is a connection between assessment and instruction.”

Dr. Visintainer provided charts depicting:

- English Language Arts grades 3-8 and grade 10 by race as well as Maryland’s 2015 and 2016 PARCC performance by race summarized as percentage point change for grades 3-8 and English 10.
- Mathematics grades 3-8 and Algebra I, Algebra II and Geometry by race as well as Maryland’s 2015 and 2016 PARCC performance by race summarized as percentage point change for grades 3-8, Algebra I, Algebra II and Geometry.
- English Language Arts grades 3-8 and grade 10 by student groups as well as Maryland’s 2015 and 2016 PARCC performance by student groups summarized as percentage point change for grades 3-8 and English 10.
- Mathematics grades 3-8 and Algebra I, Algebra II and Geometry by student groups as well as Maryland’s 2015 and 2016 PARCC performance by student groups summarized as percentage point change for grades 3-8, Algebra I, Algebra II and Geometry.

She also provided maps of Maryland showing percentage of students scoring performance levels 4 and 5 for 2016 for English Language Arts grades 3-8 and grade 10 and Mathematics grades 3-8 and Algebra I broken down by local school districts.

Ms. Weeldreyer requested data showing which LEAs offer advanced courses. Ms. Haislett explained that the ESEA Waiver required that all school systems offer advanced courses and that the number of courses vary among LEAs. Mr. Smarick asked for this data by school district and by subgroups.

Dr. Visintainer provided an LEA summary of PARCC assessment results for grades 3-8 in English Language Arts, English 10 and Algebra I, Algebra II and Geometry.

In response to a question by Mr. Smith about a strategy to share assessments results with stakeholders, Dr. Visintainer said that the most important thing is to accelerate achievement. She said, "We need to drill down to see a pattern between instruction and assessment. The urgency is deeply felt. The spirit is 'we are all in this together.'"

Dr. Gates also noted that there has been a trend in this country for over a decade of not paying particular attention to the "high flyers." He stated that "this data is counter to that and is an example of a system that is treating kids that are at the upper end, giving them opportunity for growth at an accelerated pace; and that is extraordinary."

Ms. Sidhu stressed the need to share best practices noting the need to investigate what causes the consistently high scores for Asian students in Maryland. Dr. Visintainer agreed with Ms. Sidhu's suggestion.

Ms. Iszard expressed concerns about the scores, particularly regarding the African-American and Hispanic student results and the disservice to these students. "This should not be. We need to make sure quality of instruction is available across the board." Dr. Visintainer said, "The tests give us good information to change instruction."

Ms. Weeldreyer said, "It is not just about student performance, it is about implementation of Common Core."

Dr. Gates stressed that there are numerous variables under which school systems and MSDE have no control, such as community and parental involvement. He said, "There is a lot of room for the use of data here. There is a much more complicated dynamic here." He stressed the need to talk about strategies for addressing these if there is to be impact.

Ms. O'Neill-Gonzalez said, "We cannot ignore socio- economic status as one big issue related to the performance of the Hispanics, Latino's and the African American students. You can have the best curriculum and teachers and try different strategies. But there are many other factors." She also questioned how access can be given to after-school programs, noting, "there are other factors that need to be supplemented."

Dr. Guyton expressed concern that special education students are not included in these discussions. She said, "I truly believe that special education students can learn and it is our responsibility to keep them as a priority in our educational system." She requested data on a correlation between PARCC scores at end of the subject and the actual grades for the subject.

Ms. Iszard said, "Our priority as a Board has to be this -- we are creating a generation of disenfranchised children. We have to do something."

Ms. Shreeve said, "These numbers are alarming; but it's a whole new set of standards. It is a whole new curriculum that's only been out there for a short amount of time. Raising the

standards is new. We need to give it time.” She feels this is a Board priority and that the Board is really committed to holding people accountable and improving these numbers.

Ms. O’Neill-Gonzalez reminded the Board of the need to take into account the “historical data and historical reality” and not to ignore what has been learned from the past. “What else can we do? What extra steps do we need to take to make a true difference and impact and bring everyone to the same playing field?”

Mr. Smith said, “I have been here seven years and we still see the same data. We keep changing and saying it’s going to get better but there are some root problems here that we can’t overlook.”

He added, “a lot has to do with teaching and training, but it’s not just teaching the material but also about looking at perceptions and attitudes, getting parents more involved, getting information to them and getting down to the heart of people in order to make changes. There are things that we can’t control, but we need to do more.”

Dr. Finn expressed concern that parents around the state do not have information about their child’s performance last year and no one knows when it will be sent.

Dr. Gates said, “We have to be responsible for solutions. It is on our shoulders. It’s the economic future of our state.”

In response to a question by Ms. Halverson, Dr. Visintainer reported that students are not reading non-fiction as much as in the past.

Ms. Weeldreyer requested that growth data and the mode effect of administering assessments electronically versus paper and pencil be discussed at the October Board meeting. President Smarick agreed to include items addressed by the Board at the next meeting.

#### **MARYLAND’S USE OF ASSESSMENTS AND TESTING IN PUBLIC SCHOOLS**

Dr. Salmon reported that the Board held a very productive discussion during the Information Session held on Monday, September 26th on the recommendations of the *Commission to Review Maryland’s Use of Assessment and Testing in Public Schools*. She provided a document outlining the recommendations and the Board’s comments.

Upon motion by Dr. Guyton, seconded by Mr. Smith, and with unanimous agreement, the Board approved its recommendations in order to meet the October 1, 2016 deadline. (In Favor – 12)

#### **ESSA ACCOUNTABILITY PLAN**

Dr. Salmon introduced Mary Gable, Assistant State Superintendent, Academic Policy and Innovation, to provide an update on Maryland’s Accountability Plan as mandated by the *Every Student Succeeds Act* (ESSA).

Ms. Gable introduced Dr. David Steiner, Executive Director, Johns Hopkins University Institute for Education Policy, to provide input into Maryland’s Accountability Plan.

Dr. Steiner explained that he has talked to many education chiefs across the country and they are all facing challenges to create a fair and equitable Accountability Plan. He explained that ESSA sets the following targets for states: annual accountability and long-term and interim goals. He noted that the long-term goals must be created for all students in all subgroups. He said, "superintendents will have to state that subgroups must be at a certain level on a certain date."

Dr. Steiner said that while almost every state has growth indicators, many use value added measures (VAM). He stated that VAMs are potentially misleading and explained why. Dr. Steiner also explained that ESSA requires gap closures among subgroups.

He also noted that there is a challenge to articulate the vision to everyone to make improvement happen. He noted that his colleagues are working on a tool that enables one to see these real numbers – a Student Subgroup Growth Rate Simulator.

In response to a question by Dr. Gates about Maryland's goal to make all students college or career ready, Dr. Steiner said, "We have to move the goal posts. There isn't a huge gap of entry into a job and community college." He explained that the federal law requires long-term and ambitious goals for all students. He stated that this has caused a lot of very confused thinking across the country.

In response to a question by Ms. Halverson, Dr. Steiner said that there will be a comparison of Maryland's students to students in other states by way of the National Assessment of Educational Progress (NAEP), although the law does not require a comparison.

In response to a question posed by Ms. Weeldreyer, Dr. Steiner suggested looking at the work of the Ohio State Education Agency. He said that PARCC is rethinking where its future lies and that he believes PARCC provides one of the strongest testing vehicles. He said, "Using other state's PARCC results is a challenge." He urged the use of some really tough criteria noting that parents want to know if their child is on track for a decent future.

Regarding student test scores, Ms. Iszard said, "We are in a state of emergency."

Ms. O'Neill-Gonzalez asked about narrowing the gap between student groups, Dr. Steiner said, "When you line up good curriculum, highly-trained teachers and good assessments – what you teach and how will you teach it -- is the most important thing." He stressed that student performance results need to be clear and parent-friendly. He said, "There is research on school climate -- there are unintended consequences."

Dr. Salmon said, "We need to be providing good examples of best practices. We don't have that capacity. We need to put that into the pipeline."

Ms. Sidhu noted that in the past there was a Voluntary State Curriculum that provided teachers the flexibility to teach outside of it. Dr. Steiner said that switching to a state curriculum would be more effective than the current program. Ms. O'Neill-Gonzalez said, "If we did a state level curriculum, we need to take into account cultural differences between children."

In response to a question by Dr. Gates about the use of SAT, ACT or PARCC, Dr. Steiner said, "There are real challenges either way."

President Smarick thanked Dr. Steiner for his enlightening presentation.

### **EXECUTIVE SESSION**

Pursuant to §3-305(b)(1) of the General Provisions Article, Annotated Code of Maryland, and upon motion by Dr. Finn, and seconded by Mr. Smith, and with unanimous agreement, the Maryland State Board of Education met in closed session on Tuesday, September 27, 2016, in Conference Room 1, 8<sup>th</sup> floor of the Nancy S. Grasmick State Education Building. All Board members were present. In attendance were Dr. Karen Salmon, State Superintendent of Schools, Dr. Sylvia Lawson, Chief Performance Officer, Kristy Michel, Chief Operating Officer, 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 12:30 p.m. (In favor – 12)

At that time, the State Board approved six Opinions and two Orders for publication.

- *Ted and Diane G. v. Montgomery County Board of Education* — student transfer — Opin. No. 16-36
- *Jared H. and Matthew Murguia v. Montgomery County Board of Education* — dress code/wearing of Washington Redskins attire — Opin. No. 16-37
- *Nikunj and Yogini P. v. Montgomery County Board of Education* — student transfer — Opin. No. 16-38
- *Rajendra and Erika P. v. Montgomery County Board of Education* — student transfer — Opin. No. 16-39
- *Torraine Stubbs v. Anne Arundel County Board of Education* — employee termination — Opin. No. 16-40
- *Daryl Young v. Montgomery County Board of Education* — termination — Opin. No. 16-41
- *Sandra A. v. Montgomery County Board of Education* — student transfer — Order No. OR16-14
- *Devon and Bonnie C. v. Montgomery County Board of Education* — student transfer — Order No. OR16-15

The State Board received legal advice on the following matters:

- Charter school law re: eligible charter schools
- The letter of advice issued by the Chief of Opinions in the Attorney General's Office re: the school calendar Executive Order
- Allegations of violations of IDEA
- Status of the AdvoServe matter

Kristy Michel presented the proposed Annual Operating Budget and the Capital Budget.

Dr. Salmon distributed PARCC data, including those with small cell sizes that must remain confidential.

Dr. Salmon briefly described the proposed CAEP legislation that will be sent to the Governor's Office.

The Board discussed two internal board management issues. It set October 24<sup>th</sup> as the date for the retreat. Members were asked to propose nominations for membership on the Maryland Public Broadcasting Commission.

The executive session ended at 2:00 p.m.

### **RECONVENE**

The meeting reconvened at 2:00 p.m.

### **RECOGNITION OF EGATE SCHOOLS**

The Superintendent explained that MSDE and the State Advisory Council on Gifted and Talented Education initiated the *Excellence in Gifted and Talented Education (EGATE) Awards Program* to recognize schools that offer superior gifted and talented programs aligned with the objectives and criteria of the *Maryland Criteria for Excellence in Gifted and Talented Program* guidelines. She announced the following schools and introduced representatives from each school:

- Calverton Elementary School (Prince George's County)
- Kenmoor Middle School (Prince George's County)
- University Park Elementary School (Prince George's County)
- Hamilton Elementary/Middle School (Baltimore City)
- Hampstead Hill Academic (Baltimore City)
- Fountaindale Elementary School (Washington County)

Photos were taken and certificates were presented.

### **COMAR 13A.02.01.01 LOCAL BOARDS OF EDUCATION**

Dr. Salmon requested permission to publish the repeal of COMAR 13A.02.01.01 Local Boards of Education and asked Mary Gable to brief the Board on this action.

Ms. Gable explained that the existing regulations for local board meetings are no longer needed, as the local boards of education follow the Open Meetings Act.

Upon motion by Mr. Smith, seconded by Ms. Weeldreyer, and with unanimous agreement, the Board granted permission to publish the repeal of COMAR 13A.02.01.01 Local Boards of Education. (In Favor – 12)

### **COMAR 13A.05.07 PROGRAMS FOR NON-ENGLISH AND LIMITED-ENGLISH PROFICIENT STUDENTS**

Dr. Salmon requested permission to adopt amendments to COMAR 13A.05.07 Programs for Non-English and Limited-English Proficient Students and asked Mary Gable to brief the Board

on this action. The proposed revision incorporates the World Class Instructional Design and Assessment (WIDA) standards, includes federal program requirements and updates definitions.

Upon motion by Dr. Finn, seconded by Ms. Weeldreyer, and with unanimous agreement, the Board granted permission to adopt the amendments. (In Favor – 12)

#### **COMAR 13A.12.03.02 SCHOOL COUNSELOR**

Dr. Salmon requested permission to adopt amendments to COMAR 13A.12.03.02 School Counselor and asked Mary Gable to brief the Board on this action. The proposed amendments meet new certification requirements as a result of legislation adopted by the Maryland General Assembly during the 2015 legislative session under the title, “Professional Standards and Teacher Education Board – School Counselors – Certification Renewal Requirement (Lauryn’s Law).”

Upon motion by Ms. Sidhu, seconded by Mr. Smith, and with unanimous agreement, the Board granted permission to adopt the amendments. (In Favor – 12)

Dr. Guyton and Mr. Edimo expressed concern that these regulations do not go far enough to address the needs of students.

#### **COMAR 13A.04.11 PROGRAMS IN WORLD LANGUAGES**

Dr. Salmon requested permission to adopt amendments to COMAR 13A.04.11 Programs in World Languages and asked Mary Gable to brief the Board on this action. Ms. Gable explained that at the August State Board meeting, a request was made to further define and explain, “*cultural competence*.” She noted that Board members were provided information to address this issue in the draft document, *Maryland World Readiness Standards for Learning Language*, which includes sample grade level indicators at each proficiency level and provides examples of how students can demonstrate cultural competence and understanding.

Upon motion by Dr. Gates, seconded by Ms. O-Neill-Gonzalez, and with unanimous agreement, the Board granted permission to adopt the amendments. (In Favor – 12)

Dr. Finn commented, “I am not satisfied that we got a proper metric or definition.”

#### **FISCAL YEAR 2018 BUDGET ESTIMATES AND REQUESTS**

The Superintendent invited Kristy Michel to answer any questions of the Board and asked for approval of the FY 2018 Budget Estimates and Requests for submission to the Department of Budget and Management.

Upon motion by Ms. Sidhu, seconded by Ms. Weeldreyer, and with unanimous agreement, the Boards approved the FY 2018 Budget Estimates and Requests. (In Favor – 12)

#### **FISCAL YEAR 2018 COUNTY LIBRARY CAPITAL GRANT PROGRAM**

The Superintendent invited Kristy Michel to answer any questions of the Board and asked for approval of the FY 2018 County Library Capital Grant Program.



Upon motion by Ms. Sidhu, seconded by Ms. Weeldreyer, and with unanimous agreement, the Board approved the FY 2018 County Library Capital Grant Program. (In Favor – 12)

Ms. Sidhu said, “I am very impressed with what local communities are doing. It takes effort and commitment. Some amounts are so small.”

#### **ORANGE RIBBON FOR HEALTHY SCHOOL HOURS PROGRAM**

Dr. Salmon invited Dr. Lawson to provide information on the *Orange Ribbon for Healthy School Hours Program*. She requested approval of the criteria that a local school system must meet to prove the school system is enforcing school start times and criteria that are consistent with recommendations in House Bill 39.

Dr. Lawson provided background and a historical perspective for this item. She reported that the program will begin in the 2017-2018 school year.

Dr. Guyton said, “I am in favor of this legislation. This is a voluntary incentive program; it doesn’t go far enough. I would like to find out how to strengthen it.”

Walter Sallee, Director of Student Services and Strategic Planning, explained that the push back was due to local autonomy issues. He said, “additional conversations need to be had.”

Ms. Sidhu explained that while funding is expressed as the problem, there are models to achieve this and LEAs must agree. She said, “One concern is how does it affect parents for children to come home early?”

Mr. Sallee said that three LEAs presented options – some with costs and some without costs.

Dr. Lawson reported that the Howard County School Board estimated the cost could be as high as \$19 million.

Ms. Halverson said, “It is a puzzle. It is hard to move everything around.”

Upon motion by Mr. Smith, seconded by Dr. Guyton, and with unanimous agreement, the Board approved the criteria that a local school system must meet to prove the school system is enforcing school start times and criteria that are consistent with recommendations in House Bill 39. (In Favor – 12)

#### **BULLYING, HARASSMENT AND INTIMIDATION POLICY UPDATE**

Dr. Salmon invited Dr. Lawson to provide an update on *Maryland’s Model Policy to Address Bullying, Harassment or Intimidation* and asked the Board to approve the expansion of the term *electronic communication* to include social media communication.

In response to a question by Ms. Sidhu, Dr. Lawson reported that this policy relates to students only.

Dr. Guyton said, “This is important. I want to look at this more closely. It is much more dangerous than other types of bullying.”

Ms. Halverson requested an amendment to include the words “but not limited to” in paragraph 2 under Definitions of Bullying, Harassment, or Intimidation.

Upon motion by Dr. Guyton, seconded by Ms. Sidhu, and with unanimous agreement, the Board approved *Maryland’s Model Policy to Address Bullying, Harassment or Intimidation*, as amended. (In Favor – 12)

### **PUBLIC COMMENTS**

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

- Buzzy Hettleman – violations of law and best practices in standards-based IEP goals and services
- Rocky Bostick – racism and homophobia

### **STATE BOARD MEMBER DISCUSSION AND UPDATE**

President Smarick reported that the Board would hold a Retreat on Monday, October 24, 2016. He asked Board members to provide him with suggested agenda items for the retreat and regular October 25, 2016 Board meeting.

The President opened the floor to discussion of Executive Order 01.01.2016.09 Starting the Public School Year After Labor Day, which authorizes the State Board to grant waivers for local districts that apply and to set forth rules and regulations related to the waivers. President Smarick reported that the Attorney General’s Office could not give a definitive answer to the question of legality of the Governor’s Executive Order.

Dr. Gates said, “This Board was charged by law, practice and policy to decide what is good for Maryland children on policy. If there are good reasons, we should look at that. This is disturbing. I was told we are an independent Board.”

Upon motion by Dr. Finn, seconded by Dr. Guyton, and with unanimous agreement, the Board directed staff to draft guidance that the Board can approve at its next meeting that makes clear to districts, charter schools and the public that the Board intends, beginning immediately, to approve, expeditiously, requests for waivers from the calendar limits set by Executive Order 01.01.2016.19, provided that such requests are justified by reasonable explanations of the educational benefits to students that will be advanced by such waivers; and further directs staff to begin, during this interim, the process of developing suitable regulations to continue to carry out the Board’s intent as stated in this motion. (In Favor – 12)

Dr. Guyton reported that she, along with several other Board members, attended the Equip for Freedom Conference on October 24<sup>th</sup>, which dealt with the issue of human trafficking. She urged that more public relations needs to be provided to the public on this issue. Other Board members who attended also shared their thoughts and experiences at the conference and stressed the importance of this issue.

President Smarick announced the following items for the October Board meeting:

- Recognition of Principals of the Year
- ESSA Plan
- PARCC Data
- Charter School Funding
- Teacher Workgroup Report
- Regulatory Items
- Draft Guidance on School Calendar Waivers

Mr. Smith was selected as the National Association of State Boards of Education (NASBE) Delegate for Maryland.

President Smarick announced that Dr. Gates was awarded the University of Maryland's President's Medal, the highest honor the university can bestow. The Board and audience congratulated him.

#### **STATE SUPERINTENDENT'S UPDATE**

Dr. Salmon reported on the BOOST Program, which provides scholarships for students who are eligible for the free or reduced-price lunch program to attend eligible nonpublic schools. She reported on the criteria used to award the scholarships and thanked the Board for their work with staff on this program.

#### **OPINIONS**

Ms. Kameen announced the following Opinions:

- 16-36 *Ted and Diane G. v. Montgomery County Board of Education* – student transfer (remanded back to the local board)
- 16-37 *Jared H. and Matthew Murgula v. Montgomery County Board of Education* – wearing Redskins sportswear (affirmed the local board's decision)
- 16-38 *Nikunj and Yogini P. v. Montgomery County Board of Education* – student transfer (affirmed the local board's decision)
- 16-39 *Rajendra and Erika P. v. Montgomery County Board of Education* – student transfer (remanded back to the local board)
- 16-40 *Torraine Stubbs v. Anne Arundel County Board of Education* – employee termination (affirmed the local board's decision)
- 16-41 *Daryl Young v. Montgomery County Board of Education* – termination (affirmed the local board's decision)

Ms. Kameen announced the following Orders:

- OR 16-14     *Sandra A. v. Montgomery County Board of Education* – student transfer  
(dismissed as untimely)
- OR 16-15     *Devon and Bonnie C. v. Montgomery County Board of Education* – student  
transfer (dismissed as untimely)

**ADJOURNMENT**

With no further business before the Board, the meeting adjourned at 3:30 p.m.

Respectfully submitted,



Karen B. Salmon, Ph.D.

Secretary/Treasurer

10/25/16

# MARYLAND STATE BOARD OF EDUCATION

## CLOSED SESSION

On this 27th day of September 2016, at the hour of 12:30 am/pm, the Members of the State Board of Education voted as follows to meet in closed session:

Motion made by: Dr. Chester Finn

Seconded by: Guffrie M. Smith, Jr.

In Favor: 12 Opposed: 0 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 and 2 Draft Orders
2. To obtain legal advice
3. 2 Budget Items.
4. 1 Legislative Matter.
5. 4 Internal Board matters.

  
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President

**MARYLAND STATE DEPARTMENT OF EDUCATION  
PERSONNEL APPROVALS FOR THE September 27, 2016 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>
March, Toni	Vocational Rehabilitation Director III	24	Rehabilitation Services, Office for Blindness and Vision Services	TBD
May, Patricia F. Ph.D.	Psychologist II (part-time)	20	Rehabilitation Services, Disability Determination Services	TBD
Muller, Lynne E. Ph.D.	Education Program Supervisor Chief of Student Services & School Counseling	22	Student, Family, and School Support	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>
Adebayo, Adebukola	Vocational Rehabilitation Specialist II	13/3	Disability Determination Services	09/28/16
Buckley, Maria	Vocational Rehabilitation Specialist II	13/3	Disability Determination Services	09/14/16
Chan, Helen	Vocational Rehabilitation Specialist II	13/3	Disability Determination Services	09/28/16
Cohen, Mami	Vocational Rehabilitation Specialist II	13/3	Disability Determination Services	09/28/16
Daniel, Shayanna	Vocational Rehabilitation Specialist II	13/3	Disability Determination Services	09/28/16
Garvin, Daleena	Vocational Rehabilitation Specialist II	13/3	Disability Determination Services	09/14/16
Haskins, Allison	Vocational Rehabilitation Specialist II	13/3	Disability Determination Services	09/28/16
Hill, Ezra E. Jr.	Teacher, Academic	IEPP	Career and College Readiness, Juvenile Service Education	09/14/16

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>
Hoyt, William	Vocational Rehabilitation Specialist II	13/6	Disability Determination Services	09/28/16
Mayers, Shannan	Vocational Rehabilitation Specialist II	13/3	Disability Determination Services	09/28/16
Miller, Denise M.	Teacher, Special Education	IEPP	Career and College Readiness, Juvenile Service Education	08/31/16
Ojiera, Michael	Vocational Rehabilitation Specialist II	12/3	Disability Determination Services	09/28/16
Smith, Gayle M.	Teacher, Academic	IEPP	Career and College Readiness, Juvenile Service Education	09/14/16
Stran, Steven	Vocational Rehabilitation Specialist II	12/3	Disability Determination Services	09/28/16
Szalczyk, Bryarly	Vocational Rehabilitation Specialist II	13/3	Disability Determination Services	09/28/16
Wright, Lawrence	Vocational Rehabilitation Specialist II	13/3	Disability Determination Services	09/14/16
Zeglin, Jori	Vocational Rehabilitation Specialist II	12/3	Disability Determination Services	09/28/16

III. Other Actions: Promotional

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
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Karen B. Salmon, Ph.D.  
Acting State Superintendent of Schools

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September 27, 2016

BOARD LIST

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

**Name:** Toni March  
**Position:** Vocational Rehabilitation Director III – Office For Blindness and Vision Services  
**Division:** Office For Blindness and Vision Services  
**Salary Grade:** State Salary Grade: 24  
Annual Salary Range: \$73,612 - \$118,197  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

Possession of a Bachelor's Degree with coursework in Management, Supervision and Administration, or a closely related field. A Master's Degree is preferred.

**EXPERIENCE:**

Eight (8) years of professional experience in rehabilitation or in the adjudication or processing of disability claims is required. Five (5) years of the required experience must have included direct supervision of other professional employees or specialized experience as the technical lead in establishing eligibility and providing rehabilitation services for clients with disabilities or in developing disability claims and establishing eligibility for Social Security Disability Benefits and Supplemental Security Income.

**DESCRIPTION:**

This is a management position serving as Director of Blind and Vision Services responsible for Coordinating and implementing a delivery system to promote the economic and personal independence of individuals with disabilities designed to enhance achievement of individual goals and program outcomes.



**QUALIFICATIONS:**

**Education:**

University of Baltimore (Baltimore, Maryland) 2012 – Master’s Degree in Public Administration Policy.

Towson University (Towson, Maryland) 1988 – Bachelor’s Degree in Psychology.

**Experience:**

Maryland State Department of Education, Division of Rehabilitation Services (Baltimore, Maryland)

2015 – Present: Program Manager I - Rehabilitation

2005 – 2015: Vocational Supervisor

1995 – 2005: Vocational Rehabilitation Specialist

Dove Pointe/Formerly Wicomico Teen Adult Center (Salisbury, Maryland)

1990 – 1995: Program Coordinator

**EMPLOYMENT STATUS:**

New Hire



September 27, 2016

BOARD LIST

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

**Name:** Patricia F. May, Ph.D.  
**Position:** Psychologist II (part-time)  
**Division:** Rehabilitation Services, Disability Determination Services  
**Salary Grade:** State Salary Grade:20  
Annual Salary Range: \$56,743 - \$91, 107  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

Determined by the Maryland State Board of Examiners of Psychologists under the licensing requirements for Psychologists.

**EXPERIENCE:**

Two years of experience rendering psychological services or engaged in psychological research after receipt of the License as a Psychologist.

**DESCRIPTION:**

To interpret psychiatric and psychological evidence, prescribe psychiatric and psychological evaluations needs and participate as the mental consultant in the adjudication of Social Security and Supplemental security income disability claims.

**QUALIFICATIONS:**

**Education:**

Northern Illinois University (DeKalb, Illinois) 2005 – Doctor of Psychology.  
Possesses a current State of Maryland License as a Psychologist.

**Experience:**

MedOptions, Inc. – Health Care (Towson, Maryland)

2009 – 2015: Psychologist

Kennedy Krieger Institute, Family Centre (Baltimore, Maryland)

2007 – 2008: Research Associate IV

Columbia Counseling Center (Columbia, Maryland)

2005 – 2007: Psychology Associate (part-time)

Private Practice (Towson, Maryland)

2005 – 2007: Psychology Associate (part-time)

**EMPLOYMENT STATUS:**

New Hire



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September 27, 2016

BOARD LIST

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

**Name:** Lynne E. Muller, Ph.D., NCC. LCPC-S  
**Position:** Education Program Supervisor – Chief of Student Services and School Counseling  
**Division:** Student, Family, and School Support  
**Salary Grade:** State Salary Grade: 22  
Annual Salary Range: \$64,608 - \$103,743  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

A Master's Degree or equivalent 36 post baccalaureate credit hours of course work in School Guidance and Counseling, Pupil Personnel, Education Administration/Supervision, or related Education area.

**EXPERIENCE:**

Five years of administrative experience in, or affiliated with school counseling, including two years of experience coordinating or administering school counseling, pupil personnel, or student services programs. Experience in interpreting, implementing, and communicating education policies is desirable.

**DESCRIPTION:**

This is a professional position serving as Section Chief of Student Services responsible for providing staff supervision and lead technical expertise for coordinated student services as required by Code of Maryland Regulations (COMAR) 13A.05.05.

**QUALIFICATIONS:**

**Education:**

Union Graduate School (Schenectady, New York) 1993 – Doctor of Philosophy- Counselor Education and Supervision.

Loyola College (Baltimore, Maryland) 1979 – Master's Degree in Education, Guidance and Counseling. 1988 – C.A.S.E Program

Johns Hopkins University (Baltimore, Maryland) 1987 – C.A.S.E. Program.

Towson State University (Towson, Maryland) 1972 – Bachelor of Science in Education

**Experience:**

Maryland State Department of Education (Baltimore, Maryland)

2014 – 2016: Education Specialist, Student Support Services, Breakthrough Center

2011 – 2014: Education Specialist, Student Support Services, Race to the Top

Stevenson University (Owings Mills, Maryland)

2014 – 2015: Adjunct Faculty, Human Services Administration

McDaniel College (Westminster, Maryland)

2012 – 2014: Adjunct Faculty, School Counseling

Baltimore County Public Schools (Baltimore, Maryland)

2005 – 2010: Coordinator, Office of School Counseling

1997 – 2005: Supervisor, Office of Guidance and Counseling

1992 – 1997: Guidance Department Chairman, Dundalk High School

1989 – 1992: Supervisor, Office of Guidance and Counseling

1985 – 1989: Department Chairman of Guidance, Dundalk High School

1983 – 1985: Guidance Counselor, Deep Creek Middle School

1979 – 1983: Guidance Counselor, McCormick Elementary School

1972 – 1979: Elementary Teacher

Johns Hopkins University (Baltimore, Maryland)

2002 – 2005: Associate Instructor

Loyola College (Baltimore, Maryland)

1988 – 2002: Adjunct Instructor

United States Postal Service (Baltimore, Maryland)

1991 – 1997: Consultant

**EMPLOYMENT STATUS:**

New Hire

Addendum

MARYLAND STATE DEPARTMENT OF EDUCATION  
PERSONNEL APPROVALS FOR THE September 27, 2016 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>
DeVaughn, Ashley	Education Program Specialist I, Title I and School Improvement Specialist	21	Student, Family, and School Support	TBD
Warfield, Renee	Education Program Specialist II, Coordinator of Migrant Education	22	Student, Family, and School Support	TBD
Wood, Jennifer	Education Program Specialist I, Education Research & Accountability Specialist	21	Curriculum, Assessment and Accountability	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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September 27, 2016

BOARD LIST

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

**Name:** Ashley De Vaughn  
**Position:** Education Program Specialist I, Title I and School Improvement Specialist  
**Division:** Student, Family, and School Support  
**Salary Grade:** State Salary Grade: 21  
Annual Salary Grade: \$60,543 - \$97,203  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

A Master's Degree or equivalent 36 post baccalaureate credit hours of course work in Education, Education Administration/Supervision, Educational Research, Education Policy or a related field.

**EXPERIENCE:**

Four (4) years of professional teaching or administrative/supervision experience in or affiliated with, an education program, including two years of experience coordinating or administering an education program directly related to the position; fiscal experience in a affiliated with education programs is preferred.

**DESCRIPTION:**

This position provides support to schools and systems with low performing schools and is responsible for providing technical assistance to Title I schools implementing strategies and programs to improve student performance, including implementation of Maryland's Title I 1003(g) School Improvement Grant (SIG) with identified schools and school systems.

Ashley DeVaughn:

Page Two

**QUALIFICATIONS:**

**Education:**

Florida A&M University (Tallahassee, Florida) 2009 - Masters of Applied Social Science  
Concentration Political Science/Public Policy

Fort Valley State University (Fort Valley, Georgia) 2007 - Bachelor's in Political Science

**Experience:**

Baltimore City Public Schools (Baltimore, Maryland)

2011 – 2015: Family and Community Engagement Specialist

Baltimore City Community College (Baltimore, Maryland)

2010 – Present: Political Science Adjunct Professor

Job Opportunity Task Force (Baltimore, Maryland)

2011 – 2012: Community Liaison Contractor

Business Interface LLC (Baltimore, Maryland)

2010 – 2011: Workforce Development Trainer/Business Resources Consultant

Florida A&M University (Tallahassee, Florida)

2008 – 2009: Graduate Assistant & Teaching Assistant

Darrell L. Burrow, P.C. (Norther & Middle, Georgia)

2007 – 2008: Paralegal

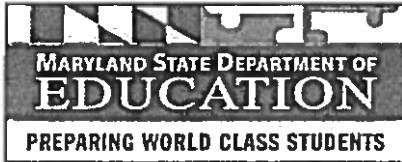
Breedlove, Lassiter & York, LLP (Decatur, Georgia)

2006 – 2007: Paralegal

**EMPLOYMENT STATUS:**

New Hire





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September 27, 2016

BOARD LIST

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

**Name:** Renee Warfield  
**Position:** Education Program Specialist II, Coordinator of Migrant Education  
**Division:** Student, Family and School Support  
**Salary Grade:** State Salary Grade: 22  
Annual Salary Grade: \$64,608 - \$103,743  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

Master's Degree or equivalent 36 credit hours of post-baccalaureate course work in Education, Education Policy, or a related area.

**EXPERIENCE:**

Five (5) 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. Supervisory experience is preferred.

**DESCRIPTION:**

This position provides lead support to schools and systems in improvement and it is responsible for providing lead technical assistance to schools and systems in the areas of comparability, fiduciary requirements and grant amendments for Title I, Part A and Migrant Education, Title I, Part C. management, and improvement of educational programs for children of migrant farm workers and fishers.

Renee Warfield:  
Page Two

**QUALIFICATIONS:**

**Education:**

Salisbury University (Salisbury, Maryland) 2006 – Master’s Degree in M.Ed. Secondary Education  
2002 – Bachelor’s Degree in Spanish

**Experience:**

Talbot County Public Schools (Easton, Maryland)

2014 – Present: Spanish /ESOL Teacher – Easton High School

2007 – 2014: Spanish /ESOL Teacher – St. Michaels Middle School

Dorchester County Library (Cambridge, Maryland)

2005 – 2006: Desubra su Biblioteca Program Coordinator

Cambridge South Dorchester High School (Cambridge, Maryland)

2003 – 2005: Teacher

**EMPLOYMENT STATUS:**

New Hire



September 27, 2016

BOARD LIST

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

**Name:** Jennifer Wood  
**Position:** Education Program Specialist I, Education Research & Accountability Specialist  
**Division:**  
**Salary Grade:** State Salary Grade: 21  
Annual Salary Grade: \$60,543 - \$97,203  
**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:

Four (4) years of administrative or teaching experience in or affiliated with an education program; this experience to include coordinating or administering an education research program in an education research related area. Experience in statistical analysis, applications development and research, or data management preferred; SAS (Statistical Analysis Software) experience desired.

NOTE:

Two additional years of experience directly related to the position may be substituted for the required Master's Degree.

DESCRIPTION:

This is a professional position responsible for providing program support and technical assistance for conducting research related to the education accountability program within the Division of Curriculum, Assessment, and Accountability.

Jennifer Wood:  
Page Two

**QUALIFICATIONS:**

**Education:**

Pennsylvania State University (University Park, PA) 2007 – Bachelor's Degree in Psychology

University of Maryland Baltimore County (Baltimore, Maryland) 2008 – Graduate Coursework in Applied Developmental Psychology, Data Analytic Procedures and Research Methods

**Experience:**

Baltimore City Public Schools (Baltimore, Maryland)

2012 – Present: Data Analyst – Special Education

District of Columbia Public Schools (Washington, DC)

2011: Performance Management Analyst

Archdiocese of Baltimore (Baltimore, Maryland)

2008 – 2011: School Data Specialist

**EMPLOYMENT STATUS:**

New Hire