

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE March 26, 2019 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> |
|---------------------|---|---------------------|---|----------------------------|
| Dammann, Matthew W. | Education Program Specialist I, Attendance Specialist | 21 | Office of the Deputy for Teaching and Learning, Division of Assessment, Accountability, and Information Technology | TBD |
| Desi, Melissa | Education Program Specialist I, Educator Certification Specialist | 21 | Office of the Deputy for School Effectiveness, Division of Educator Certification and Program Approval | TBD |
| Downs, Shelley | Education Program Specialist I, Early Childhood Special Education Specialist | 21 | Office of the Deputy for Teaching and Learning, Division of Early Intervention and Special Education Services | TBD |
| Henriquez, Karla | Education Program Specialist II, Teacher Program Approval and Assessment Coordinator | 22 | Office of the Deputy for School Effectiveness, Division of Educator Certification and Program Approval | TBD |
| Lane, Sharice K. | Education Program Specialist I, Early Childhood Special Education Specialist | 21 | Office of the Deputy for Teaching and Learning, Division of Early Intervention and Special Education Services | TBD |
| McDowell, Monique | Education Program Specialist I, Extended Learning Specialist | 21 | Office of the Deputy for School Effectiveness, Division of Student Support, Academic Enrichment, and Educational Policy | TBD |
| Plummer, Michael A. | Education Program Specialist II, Program Manager for Assessment of Students with Disabilities | 22 | Office of the Deputy for Teaching and Learning, Division of Assessment, Accountability, and Information Technology | TBD |

I. Appointments Grade 19 and above (con't):

| <u>NAME</u> | <u>POSITION</u> | <u>SALARY GRADE</u> | <u>DIVISION/OFFICE</u> | <u>DATE OF APPOINTMENT</u> |
|----------------------|--|----------------------------|--|-----------------------------------|
| O'Quinn, Timothy D. | Education Program Specialist I, Education Research Associate/Data Analyst | 21 | Office of the Deputy for Teaching and Learning, Division of Assessment, Accountability, and Information Technology | TBD |
| Spence Jr, Rodney T. | Administrative Program Manager II (Chief of Procurement Services) | 20 | Office of the Deputy For Finance, Division of Business Services | 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> |
|--------------------|--|----------------------------|--|-----------------------------------|
| Achuo, Crystal | Academic CRD Teacher | IEPP | Office of the Deputy for School Effectiveness, Juvenile Services Education | 03/13/19 |
| Berry, Bennie | Academic Teacher | IEPP | Office of the Deputy for School Effectiveness, Juvenile Services Education | 03/27/19 |
| Debney, Jasmine | Vocational Rehabilitation Specialist I | 13/3 | Office of the Deputy for School Effectiveness, Division of Rehabilitation Services | 03/13/19 |
| Hill, Brooke | Vocational Rehabilitation Specialist I | 13/3 | Office of the Deputy for School Effectiveness, Division of Rehabilitation Services | 03/27/19 |
| Johnson, Cortina | Vocational Rehabilitation Specialist I | 12/3 | Office of the Deputy for School Effectiveness, Division of Rehabilitation Services | 05/16/18 |
| Kennedy, Sarah | Vocational Rehabilitation Specialist I | 13/14 | Office of the Deputy for School Effectiveness, Division of Rehabilitation Services | 03/13/19 |

| | | | | |
|----------------------|--|------|---|----------|
| Lavin, John G. M.D. | Physician Program Specialist (part-time) | 35 | Office of the Deputy for School Effectiveness, Division of Rehabilitation Services, Disability Determination Services | 02/13/19 |
| McKenzie, Niketha | Library Media Specialist | IEPP | Office of the Deputy for School Effectiveness, Juvenile Services Education | 03/13/19 |
| Sendak, Michael M.D. | Physician Program Specialist (Full-Time) | 35 | Office of the Deputy for School Effectiveness, Division of Rehabilitation Services, Disability Determination Services | 03/13/19 |

III. Other Actions: Promotional

| <u>NAME</u> | <u>POSITION</u> | <u>SALARY GRADE</u> | <u>DIVISION/OFFICE</u> | <u>DATE OF APPOINTMENT</u> |
|-------------|-----------------|---------------------|------------------------|----------------------------|
|-------------|-----------------|---------------------|------------------------|----------------------------|



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

March 26, 2019

BOARD LIST

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

Name: Matthew W. Dammann
Position: Education Program Specialist I, Attendance Specialist
Division/Office: Assessment, Accountability, and Information Technology
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$61,754 - \$99,148
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 experience coordinating or administering data collection. Experience in data analysis, applications development, data management or governance in education preferred; SAS (Statistical Analysis Software) experience desired.

DESCRIPTION:

This is a professional position responsible for defining, capturing, assuring quality, and reporting development of enrollment and attendance data within the Accountability Office of the Division of Assessment, Accountability, and Information Technology.

Matthew W. Dammann

QUALIFICATIONS:

Education:

The John Hopkins University (Baltimore, Maryland) 2010 – Ed.D Degree in Teacher Development & Leadership, 2003 – Education Administration

Elmira College (Elmira, New York) 1998 – Master’s Degree in Reading Education
1996 – Bachelor’s Degree Elementary Education

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2018 – Present: Education Program Specialist II-Lead Special Education Monitoring Specialist
2006 – 2018: Program Manager IV-Accountability Support Manager

Catapult Learning (Baltimore, Maryland)

2005 – 2006: Manager, Research & Reporting

Baltimore County Public Schools (Baltimore, Maryland)

2002 – 2005: Research/Testing Specialist

The Johns Hopkins University (Baltimore, Maryland)

2000 – 2002: Diagnostic Specialist
1999 – 2000: Mentor/Liaison – Baltimore City Middle School Teacher

Edgemeade/Raymond A. Rogers School (Upper Marlboro, Maryland)

1998 – 1999: Reading Specialist

EOP of Chemung County (Elmira, New York)

1996 – 1998: Program Coordinator

Ernie Davis Community Center (Elmira, New York)

1994 – 1996: Educational Coordinator

EMPLOYMENT STATUS:

New Hire



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

March 26, 2019

BOARD LIST

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

Name: Melissa Desi
Position: Education Program Specialist I, Educator Certification Specialist
Division/Office: Educator Certification and Program Approval
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$61,754 - \$99,148
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Four years of professional teaching or administrative work in or affiliated with an education program; experience that includes the interpretation and application of policies and regulations and/or certification policies and procedures is desired.

DESCRIPTION:

This is a professional position responsible for providing technical assistance and expertise in all aspects relating to the application and interpretation of certification regulations and determining certification eligibility for teachers and other professional personnel currently employed and seeking employment in public and certain nonpublic schools and State institutions.

Melissa Desi

QUALIFICATIONS:

Education:

Loyola University Maryland (Baltimore, Maryland) 2004 – Master’s Degree in Education, 1995 -
Bachelor’s Degree in Education, Minor coursework in Economics, Statistics, and Accounting

Experience:

University of Maryland, Baltimore (Baltimore, Maryland)

2018 – Present: Assistant to the Director (Program Specialist)

State of Maryland, Department of Labor, Licensing and Regulation (Baltimore, Maryland)

2011 – 2018: Grant Manager, Office of Adult Education and Literacy Services

Loyola University Maryland (Baltimore, Maryland)

2001 – 2005: Assistant Director of Teacher Education

1999 – 2001: Assistant Director of Academic Services and Support

Cap Gemini America/Sequoia Software Corporation (Baltimore, Maryland)

1997 – 1999: Business Analyst/Instructional Designer (Consultant)

Baltimore County Public School System (Baltimore, Maryland)

1995 – 1997: Teacher

EMPLOYMENT STATUS:

New Hire



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

March 26, 2019

BOARD LIST

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

Name: Shelley Downs
Position: Education Program Specialist I, Early Childhood Special Education Specialist
Division/Office: Early Intervention and Special Education Services
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$61,754 - \$99,148
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master's Degree in Early Childhood Special Education, Early Childhood Education, or Special Education.

EXPERIENCE:

Four (4) years of direct teaching experience with additional experience in the design and implementation of early childhood assessment practices and protocols; experience must include coordinating services within community-based or school-based programs that include children with disabilities and their families.

DESCRIPTION:

This position is responsible for the provision of programmatic support & technical assistance to local Infants and Toddlers Programs (LITPs), local school systems (LSSs) preschool special education services, community and school-based public and private early childhood programs for the implementation of a statewide birth through five seamless, comprehensive system of coordinated services for children with disabilities and their families.

Shelley M. Downs

QUALIFICATIONS:

Education:

University of Maryland College Park (College Park, Maryland) 1995 – Master’s Degree in Education-Human Development

Hampton University (Hampton, Virginia) 1986 – Bachelor’s Degree in Early Childhood Education Special Education

Bermuda College (Devonshire, Bermuda OC) 1982 – Associate’s Degree in Psychology

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2015 – Present: Education Program Specialist I – Pre-Kindergarten Program Specialist

Department of Education-Child Development Programme (Sandys, Bermuda)

2003 – 2015: Portage Programme Supervisor

2000 – 2003: Home Intervention Worker

Department of Education-West Pembroke Primary School (Pembroke, Bermuda)

1997 – 2000: Learning Support Teacher

Department of Education-Prospect Preschool (Devonshire, Bermuda)

1996 – 1997: Special Education Teacher

Department of Education-Devonshire Preschool (Devonshire, Bermuda)

1995 – 1996: Special Education Teacher

Child Development Programme – Department of Education (Devonshire, Bermuda)

1986 – 1995: Home Invention Worker

EMPLOYMENT STATUS:

New Hire



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

March 26, 2019

BOARD LIST

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

Name: Karla Henriquez
Position: Education Program Specialist II, Teacher Program Approval and Assessment Coordinator
Division/Office: Educator Certification and Program Approval
Salary Grade: State Salary Grade: 22
Annual Salary Range: \$65,901 - \$105,818
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Five years of professional teaching, staff development or administrative work in or affiliated with professional teacher education programs, nonpublic schools or local school systems human resources; experience that includes working with institutions of higher education on program approval issues and local school system certification is desirable.

DESCRIPTION:

The Teacher Program Approval & Assessment Coordinator, working under the direction of the Director of Educator Certification & Assessment / State & Federal Reporting Branch will coordinate, develop, support data collection & reporting for all federal / State reports; certification grant programs; & will manage certification testing requirements.

Karla Henriquez

QUALIFICATIONS:

Education:

Arizona State University (Tempe, Arizona) 2012 – Master’s Degree in K-12 Education, 2009 – Bachelor’s Degree in Secondary Education (Spanish)

Experience:

Anne Arundel Public Schools (Annapolis, Maryland)

2015 – Present: Special Education Teacher

Mesa Public Schools (Mesa, Arizona)

2012 – 2015: Special Education Teacher

2011: Student Teaching

Child and Family Resources (Phoenix, Arizona)

2010 – 2012: Family Support/Early Childhood Interventionist

EMPLOYMENT STATUS:

New Hire



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

March 26, 2019

BOARD LIST

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

Name: Sharice K. Lane
Position: Education Program Specialist I, Early Childhood Special Education Specialist
Division/Office: Early Intervention and Special Education Services
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$61,754 - \$99,148
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master's Degree in Early Childhood Special Education, Early Childhood Education, or Special Education.

EXPERIENCE:

Four (4) years of direct teaching experience with additional experience in the design and implementation of early childhood assessment practices and protocols; experience must include coordinating services within community-based or school-based programs that include children with disabilities and their families.

DESCRIPTION:

This position is responsible for the provision of programmatic support & technical assistance to local Infants and Toddlers Programs (LITPs), local school systems (LSSs) preschool special education services, community & school-based public & private early childhood programs for the implementation of a statewide birth through five seamless, comprehensive system of coordinated services for children with disabilities and their families.

Sharice K. Lane

QUALIFICATIONS:

Education:

American University (Washington, D.C.) 2017 – Master’s Degree in Public Administration Policy

Rush University (Chicago, Illinois) 2008 – Master’s Degree in Speech Language Pathology

University of Illinois (Champaign, Illinois) Bachelor’s Degree in Speech and Hearing Science

Georgetown University (Washington, D.C.) 2018 – Early Childhood Intervention Certificate

Experience:

District of Columbia Public Schools (Washington, D.C.)

2017 – Present: Speech Language Pathologist

Georgetown University (Washington, D.C.)

2017 – 2018: Research Assistant/Fellow

American University (Washington, D.C.)

2016 – 2017: Research Associate

Sunrise Therapy-Tender Touch (Lakewood, New Jersey)

2015 – Present: Contract Speech Language Pathologist

Connections Therapy Center (Lanham, Maryland)

2015 - 2016: Clinic Manager

National Speech Language Therapy Center (Washington, D.C.)

2011 – 2015: Associate Director

St. Coletta of Greater Washington (Washington, D.C.)

2011 – 2014: Assistive Technology Manager/Speech Language Pathologist

Arlington Pediatric Therapy Management (Arlington Heights, Illinois)

2008 – 2011: Speech Language Pathologist

EMPLOYMENT STATUS:

New Hire



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

March 26, 2019

BOARD LIST

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

Name: Monique S. McDowell
Position: Education Program Specialist I, Extended Learning Specialist
Division/Office: Student Support, Academic Enrichment and Educational Policy
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$61,754 - \$99,148
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Possession of a Master's Degree or equivalent 36 credit hours of post-baccalaureate course work in Education, Education Supervision/Administration, School Counseling or a related field.

EXPERIENCE:

Four (4) years of professional administrative or teaching experience within an educational setting.

DESCRIPTION:

This is a professional position serving as the Extended Learning Specialist responsible for providing technical assistance & administration to local recipients of Federal funds utilized for afterschool programs that are designated to improve the academic achievement of disadvantaged children.

Monique S. McDowell

QUALIFICATIONS:

Education:

Audrey Cohen College (New York, New York) 2001 – Master’s Degree in Education Administration

College of New Rochelle (New Rochelle, New York) – Bachelor’s Degree in Psychology Education

Experience:

Foundations, Inc. (Mt. Laurel, New Jersey)

2015 – Present: Project Specialist

2011 – 2015: National Training Lead Educational Specialist/Project Specialist

Self-Employed (Columbia, Maryland)

2007 – Present: Education Consultant – Technical Assistance Provider

Nepperhan Community Center (Yonkers, New York)

2009 – 2011: Project Director

Metropolitan College of New York (New York, New York)

2005 – 2011: Adjunct Professor

Highbridge Community Life Center (Bronx, New York)

2005 – 2009: Director of Youth Services

EMPLOYMENT STATUS:

New Hire



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

March 26, 2019

BOARD LIST

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

Name: Michael A. Plummer
Position: Education Program Specialist II – Program Manager for Assessment of Student with Disabilities
Division/Office: Assessment, Accountability and Information Technology
Salary Grade: State Salary Grade: 22
Annual Salary Range: \$65,901 -\$105,818
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Master’s Degree or equivalent 36 credit hours of post baccalaureate credit hours from an accredited college or university. Course work in Education, Educational Administration/Supervision, Special Education, or a related field is preferred.

EXPERIENCE:

Five (5) years of professional administrative or teaching experience in or affiliated with an education program; experience that includes executing, coordinating, and program evaluation is preferred. Experience with special education assessments desired.

DESCRIPTION:

This is a professional position responsible for managing the implementation of the Maryland Comprehensive Assessment program as it relates to students with disabilities and serve as the Project Manager for all alternate assessments to include the Alternate Maryland Integrated Science Assessment (Alt-MISA) and the Multi-State Alternate Assessment (MSAA) for reading and mathematics, for students with significant cognitive disabilities as required by the federal Every Student Succeeds Acts (ESSA) and the Individuals with Disabilities Education Act (IDEA).

Michael A. Plummer

QUALIFICATIONS:

Education:

Temple University (Philadelphia, Pennsylvania) 1996 – Master’s Degree in Education

Point Park University (Pittsburgh, Pennsylvania) 1984 – Bachelor’s Degree in Journalism/Communications

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2018 – Present: Assessments Quality Review Consultant

Baltimore Teacher Network (Baltimore, Maryland)

2018 – Present: Deputy Director of School Administration

Phillips Programs for Children and Families (Laurel, Maryland)

2017 – 2018: Education Program Supervisor

Maryland School for the Blind (Baltimore, Maryland)

2004 – 2017: Assessments & IEP Coordinator

Kiddie Academy International (Abingdon, Maryland)

2002 – 2004: Director of Education

Board of Child Care Tide Point Child Learning Center (Baltimore, Maryland)

2000 – 2002: Director of Early Childhood Education

EMPLOYMENT STATUS:

New Hire



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

March 26, 2019

BOARD LIST

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

Name: Timothy D. O’Quinn
Position: Education Program Specialist I – Education Research Associate/Data Analyst
Division/Office: Assessment, Accountability, and Information Technology
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$61,754 - \$99,148
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 data management and analysis experience, this experience to include coordinating or administering data analysis in an education related area. Experience in statistical analysis, applications development and information management; SAS (Statistical Analysis Software) experience desired.

DESCRIPTION:

These are professional positions responsible for data management, data analysis, and data reporting within the Accountability Office of the Division of Assessment, Accountability, and Information Technology.

Timothy D. O'Quinn

QUALIFICATIONS:

Education:

Loyola College (Baltimore, Maryland) 1989 – Bachelor's Degree in Mathematics

Experience:

University of Maryland School of Pharmacy (Baltimore, Maryland)

2018 – 2019: SAS Programmer

Maryland State Department of Education (Baltimore, Maryland)

2008 – 2018: Program Manager/Analyst – Accountability, Reporting, and Analysis

Education Station, a division of KLC School Partnerships (Baltimore, Maryland)

2006 – 2008: Senior Data Analyst

Woodhaven Health Services (Baltimore, Maryland)

2005 – 2006: Senior Data Analyst

AdvancePCS / Caremark (Hunt Valley, Maryland)

2001 – 2005: Senior Data Analyst

Integrated Health Services (Sparks, Maryland)

1997 – 1999: Research / Database Analyst

2000 – 2001: Research / Database Analyst

EMPLOYMENT STATUS:

New Hire



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

March 26, 2019

BOARD LIST

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

Name: Rodney T. Spence Jr.
Position: Administrative Program Manager II (Chief of Procurement Services)
Division/Office: Business Services – Procurement Services
Salary Grade: State Salary Grade: 20
Annual Salary Range: \$57,878 - \$92,930
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Bachelor's Degree from an accredited college or university in Business Administration, Finance, Accounting, or a related area. Master's Degree is a plus.

EXPERIENCE:

Three (3) years of professional experience with coordinating procurement, contract administration, and/or related administrative services. Management and/or supervisory experience desired.

DESCRIPTION:

This is a professional position serving as the Chief of the Procurement Services responsible for providing management and leadership of Procurement and Support Services related to the agency's procurement of commodities and services, and the provision of mail distribution, duplication, and other support services to the agency.

Rodney T. Spence Jr.

QUALIFICATIONS:

Education:

Coppin State College (Baltimore, Maryland) – 2003 Bachelor’s Degree in Mass Communications Journalism

Texas Southern University (Houston, Texas) – 2006 43 course semester hours toward Juris Doctorate

Experience:

Department of Public Safety and Correctional Services (Towson, Maryland)

2018 – Present: Procurement Supervisor

Maryland Insurance Administration (Baltimore, Maryland)

2015 – 2018: Procurement Officer Supervisor

The Howard County Department of Social Services (Columbia, Maryland)

2013 – 2015: Procurement Officer II

Department of Human Resources, Procurement Division (Baltimore, Maryland)

2013: Procurement Specialist Trainee

Department of Social Services (Columbia, Maryland)

2012 – 2013: Family Investment Specialist II

Capitol Cross Roadside and Recovery (Windsor Mills, Maryland)

2010 – 2012: Procurement Assistant

EMPLOYMENT STATUS:

New Hire