



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

200 West Baltimore Street • Baltimore, MD 21201 • 410-767-0100 • 410-333-6442 TTY/TDD • msde.maryland.gov

TO: Members of the State Board of Education

FROM: Karen B. Salmon, Ph.D. *KBS/cen*

DATE: October 25, 2016

SUBJECT: MAESP 2016 National Distinguished Principal and Assistant Principal of the Year

PURPOSE:

To provide State Board of Education recognition of the individuals selected by the Maryland Association of Elementary School Principals (MAESP) to represent Maryland as the 2016 National Distinguished Principal and Assistant Principal of the Year at the elementary level.

EXECUTIVE SUMMARY:

Each year MAESP, in collaboration with NAESP, selects a National Distinguished Principal who represents Maryland in Washington, D.C. at the NDP Awards Ceremony. The NDP for 2016 is Mrs. Kristin Shields who was principal of Mt. Hope/Nanjemoy Elementary School in Charles County. Mrs. Shields is currently the Director of Title I Programs in Charles County.

MAESP's Assistant Principal of the Year for 2016, Mr. Justin McConnaughey, was the Assistant Principal, last year, at Spring Ridge Elementary School in Frederick County. He was recognized in April at the MAESP Annual Conference. Mr. McConnaughey is currently the Principal at Brunswick Elementary School in Frederick County.

Recipient's profiles are attached.

ACTION:

Public recognition. No other action required.

Attachments

Kristin Shields bio

Kristin is the school principal who serves Thanksgiving dinner to more than 300 community members with the help of tireless volunteers.

She is the pirate who created a makeshift bookmobile and shows up at her students' doorsteps with a treasure chest full of books, games and healthy snacks.

She is the invisible food fairy who quietly places extra fruit and snacks in children's backpacks so they won't go hungry over the weekend.

Kristin Shields is a hero to the children and the community she serves.

As principal of Mt. Hope/Nanjemoy Elementary School for the past five school years, and a former vice principal at the school for five years, Mrs. Shields is familiar with the needs of her students and has built a strong, collaborative relationship with the Nanjemoy community.

Nanjemoy is a small town where being a principal means you get to know and become involved with just about everyone who lives in the town. And, in Nanjemoy, Kristin Shields is the face of public education. She is well respected and genuinely loved by her students, staff and community. She is passionate about children, and her move through the ranks as a teacher, vice principal and principal was a natural fit.

As principal of Mt. Hope/Nanjemoy, Mrs. Shields built relationships in the tiny rural community that made Charles County's smallest elementary school — a Title I school — a community center. Building strong relationships with students, staff and parents was important to Shields from the start of her career in education.

Open communication was one initiative Mrs. Shields used to build a culture of trust in the community. She developed a monthly parent newsletter and workshops, weekly bulletins for staff, volunteer nights for the community, an early childhood program called Breakfast with Books and several other special events for students and staff.

Mrs. Shields began her teaching career in Prince George's County and was also a math specialist. She started with Charles County Public Schools in 2000 as a vice principal at J.C. Parks Elementary School. She has also served as a principal at Parks and William A. Diggs Elementary School, as well as at Latrobe Elementary School in Pa. She has a bachelor's degree in elementary education from Indiana University of Pennsylvania and a master's degree in administration and supervision from Bowie State University.

Mrs. Shields, who is a first generation college student in her family, now serves as the Director of Title I schools for Charles County.

Justin McConnaughey bio

Brunswick Elementary's new principal, Justin McConnaughey, was recently named a National Assistant Principal Winner by the National Association of Elementary School Principals. This award follows the April announcement, when he was assistant principal at Spring Ridge Elementary, that the Maryland Association of Elementary School Principals had named him a state-level Assistant Principal of the Year.

McConnaughey played a vital role in the integrated arts instruction program at Spring Ridge, according to his then-principal Patricia Hosfelt. The school emphasizes STEAM—STEM (science, technology, engineering and math) with "A" added for arts. As assistant principal McConnaughey facilitated leadership team meetings, data team processes, and professional development.

"His interpersonal skills," Hosfelt said, "allowed others to approach him with ease, enabling him to communicate his knowledge of instruction, curriculum, and leadership. I witnessed his ability to effectively manage his school-based responsibilities, serve on systemic committees, and balance his personal life in an exemplary manner."

Tess Blumenthal, McConnaughey's former principal at Walkersville Elementary, cited interpersonal relationships as one of his extraordinary strengths: "He wrote a personal 'good bye' postcard to every student at Parkway Elementary, where he had been a teacher....He contributed to the warm, nurturing climate of our school and assisted me in creating a great culture here at WES."

In supporting Mr. McConnaughey's award nomination, Spring Ridge Elementary PTA President Saleena Devore shared that in her time at Spring Ridge the school has had several assistant principals. She thought she knew what to expect from an assistant principal, but, she wrote, "Mr. McConnaughey exceeded all of my expectations."

McConnaughey earned his bachelor's degree in physical education and health education at Shepherd University in 2003, and Frederick County Public Schools hired him later that year. In 2010 he earned his master's degree in curriculum and instruction, also from Shepherd, and then completed educational leadership certification in 2012 at Hood College. He taught physical education at Parkway, Yellow Springs, Spring Ridge, Kemptown and Monocacy Elementary schools. In 2012 he was promoted to assistant principal at Walkersville Elementary, and in 2015 he transferred to Spring Ridge. McConnaughey has served on several FCPS committees including the Board of Education's Family Life Advisory Committee and on the School Health Council. He was also a member of the Maryland State Department of Education's 2015-2016 Promising Principals Academy.



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TO: Members of the State Board of Education
FROM: Karen B. Salmon, Ph.D. *KBS/cen*
DATE: October 25, 2016
SUBJECT: MASSP Middle and High School Principals of the Year for 2016
MASSP Assistant Principal of the Year for 2017

PURPOSE:

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

EXECUTIVE SUMMARY:

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

MASSP's 2016 Middle School Principal of the Year is Ms. Liza Hastings, principal at Bennett Middle School in Wicomico County where she has served for five years. Ms. Hastings has led her staff into creating classrooms that intellectually engage all students so that they will become lifelong learners who know how to think critically. She believes strongly in instilling growth mindset in her students so that they understand that taking academic risks in the classroom is something to be valued.

MASSP's 2016 High School Principal of the Year is Dr. Annette Wallace, principal at Pocomoke High School in Worcester County. She is committed to providing every student access to a high quality education as well as dedicated to opening doors to post-secondary learning opportunities for every student. Her students' success is the direct result of her staff's commitment to fostering student engagement, providing rich instructional experiences to every student, and increasing access to Advanced Placement/Dual Enrollment opportunities school-wide.

MASSP's 2017 Assistant Principal of the year is Mr. Robert Willoughby, Assistant Principal at North Caroline High School in Caroline County. Mr. Willoughby has helped the staff focus on improving the school climate and making it more student-focused, opening up conversations on student achievement, investigating teaching strategies, unpacking standards and reorganizing staff and school to meet the needs of our students. The school is making improvement and negotiating through the rewarding, yet sometimes uncomfortable, process of positive school reform.

ACTION:

Public recognition. No other action required.

Attachments

Liza Hastings from Bennett Middle School 2016 Middle School Principal of the Year

Liza Hastings has served as principal of Bennett Middle School in the Wicomico County school district for five years. Mrs. Hastings' prior experiences in education include assistant principal at Bennett Middle School, dean of students and history teacher at Wicomico High School in Salisbury, Maryland, and social studies and reading teacher at Glen Avenue Elementary School in Salisbury. Bennett Middle has a very diverse student population: 597 of its 999 students receive Free and Reduced lunch; 71 students participate in the gifted and talented program; 45 students are English language learners, and 142 students receive special education services. Through her tenure as principal at Bennett Middle, Hastings has created a vision of Engaging, Exciting, and Empowering students. She realizes the importance of building relationships with students so that they will be excited about their school and their learning. Mrs. Hastings has led her staff into creating classrooms that intellectually engage all students so that they will become lifelong learners who know how to think critically. She believes strongly in instilling a growth mindset in her students so that they understand that taking academic risk in the classroom is something to be valued. She also teaches this growth mindset by helping students to understand that mistakes are okay provided that we learn from them. Her desire is for her students to leave her school as productive citizens who believe that they can make a difference in their school and their community!

Mrs. Hastings tries to model what she expects every day. She talks with students in the hallways and in the classrooms on a daily basis. Mrs. Hastings raps for her students at every annual talent show. She has performed several dances with the BMS step team and has even recently competed in a lip sync battle with several of her teachers. She does all of this to bridge the gap between administration and students so that students feel comfortable approaching her. She also does this as a model for her staff to see how she values connecting with students. Her students find her approachable and someone with whom they can have fun; however, they also are quick to say that Mrs. Hastings has high expectations for their academic and social progress.

Hastings realizes that real change only comes through empowering her school community. Teacher leaders in her building lead professional development sessions for the faculty so that they can learn from each other. Teachers plan together in professional learning communities twice per week. Hastings has also created "classroom visits" where the entire faculty is scheduled to visit teacher leaders' classrooms and watch those teachers in action! Thanks to these efforts, teachers at Bennett Middle School are often seen visiting each other's classrooms, planning together outside of scheduled times, and sharing ideas with Mrs. Hastings and their colleagues.

Mrs. Hastings' belief in empowerment goes beyond the empowering of her teachers. She also feels strongly about empowering her students. Prior to Mrs. Hastings taking the lead at Bennett Middle School, there were very few extracurricular activities for students – now there are clubs and activities for all students with a variety of backgrounds and interests. All of these clubs came from student requests and initiative. Unfortunately, BMS lost a student to leukemia this year – BMS students organized a fundraiser event that raised \$6,500 for the Leukemia/Lymphoma Society. Students at Bennett Middle truly believe that they can make a difference and they are doing it every day!

Mrs. Hastings has also worked to establish a strong faith-based partner. Through her efforts, Oak Ridge Baptist Church has donated school supplies, hosted a back to school carnival that welcomed several thousand people to the school, and provided holiday gifts to over three hundred children.

LIZA WHAYLAND HASTINGS, MASTERS OF EDUCATION

EDUCATION

- 2008** **Master of Education** **Salisbury University, Public School**
Administration
- 1996** **Bachelor of Arts** Washington College, History
- Maryland Educator Certificate – Advanced Professional, Administration I/II,
Social Studies 5-12**

PROFESSIONAL EXPERIENCE

- 2011-present** **Bennett Middle School, Fruitland MD, principal**
Instructional leader of 1070+ students and staff of 135
- 2008-2011** **Bennett Middle School, Salisbury, MD, assistant principal**
Oversaw instruction, discipline, testing, and scheduling
- 2006-2008** **Wicomico High School, Salisbury, MD, dean of students**
Oversaw discipline for assigned grade levels, mentor coordinator, ILT chair
- 1998-2006** **Wicomico High School, Salisbury, MD, teacher**
Taught World History, United States History, You and the Law; ILT chair,
Professional Development School liaison, Smaller Learning Communities task force
chair, Junior class advisor
- 1997-1998** **Glen Avenue Elementary School, Salisbury, MD, teacher**
5th grade teacher of social studies, Reading, Spelling

OTHER INFORMATION

- 2017 MASSP Maryland Middle School Principal of the Year
- Member of The Association for Supervision and Curriculum Development and National Association of Secondary School Principals
- Active member of Oak Ridge Baptist Church – School partnership coordinator

Annette Wallace from Pocomoke High School 2016 High School Principal of the Year

Dr. Annette Wallace has served as principal of Pocomoke High School in Worcester County since 2012. She is committed to providing every student access to a high quality education as well as dedicated to opening doors to post-secondary learning opportunities for every student.

In the 2011-2012 school year Pocomoke High Students completed a cumulative total of 68 bridge projects in order to meet state testing requirements. In a mere 4 years, in the 2015-2016 school year, every student completed the state testing requirement by test score alone; not one bridge project was needed. Also, in the 2011-2012 school year, African American students at Pocomoke High were consistently not passing these same state assessments. African American Students were scoring at rates of 20% (and sometimes greater) below their White student Peers on the High School Assessment in both reading and in math. By 2014-2015 African American students at Pocomoke passed these assessments at the same rate as their peers in reading at 94% and at 98% in mathematics High School Assessments. Yet another remarkable data growth began in the year prior to Dr. Wallace's principalship. In 2012, only 39 students embraced the opportunity to enroll in Advanced Placement/Dual Enrollment courses. That number soared to 91 students as of 2016. Through increasing the enrollment rate, the school also increased the AP test pass rate from 24% in 2011-2012 to 39% this past school year. Each accomplishment is the direct result of the staff's commitment to fostering student engagement, providing rich instructional experiences to every students, and increasing access to Advanced Placement/Dual Enrollment opportunities school-wide.

Dr. Wallace embraced expanding access to and preparation for Advanced Placements/Dual Enrollment opportunities for all students at Pocomoke by creating a *Pathway* for students who were looking to challenge themselves academically. The AP Pathways program was created for all students at Pocomoke. The AP/Dual Enrollment mirrors the racial body of the school – this program singlehandedly eliminated the enrollment and achievement gap for AP/DE at Pocomoke. Students who choose to be a part of the *Pathway* are placed in a cohort style learning environment, they are enrolled in advanced coursework and AP/DE opportunities at early grades, are provided with a personal iPad, and take courses in Latin.

Dr. Wallace's commitment to every student gaining an education beyond high school is illustrated most clearly through Project 100. Project 100 is Pocomoke High School's goal for 100% of students to gain an education beyond high school either through a formal work-force development program, a college or university, or the military. The catalyst for this project was devised from the dreams of students; 80% of PHS students dreamed of earning a college degree yet only 26% of students from Pocomoke actually earned a college degree. Through the work of the Project 100 Vanguard team 100% of the 2015 senior class at Pocomoke High School was accepted into a college/university.

Dr. Wallace's prior experiences include: Mathematics teacher and coach at Stephen Decatur High School and Assistant Principal at Pocomoke High School. She holds a Bachelor of Science degree in Mathematics from Salisbury University, a Masters of Education degree in School Leadership from Wilmington University, and a Doctoral degree in Educational Leadership from the University of Maryland, Eastern Shore.

Annette E. Wallace

Education:

*University of Maryland
Eastern Shore*
Princess Anne, MD
Degree Awarded:
Doctor of Education, 2015
School Leadership, GPA 4.0
Wilmington University
Georgetown, DE
Degree Awarded:
Master of Education, 2010
School Leadership, GPA
3.93/4.0
Salisbury University
Salisbury, MD
Degree Awarded:
Bachelor of Science, 2003
Mathematics, Concentration in
Secondary Education, GPA
3.7/4.0

Certification:

Advanced Professional
Certificate, Maryland State
Department of Education,
Mathematics Education 7-12,
Administrator I, II, &
Superintendent 2015-2020

Professional Affiliations & Community

Organizations:

- Atlantic General Hospital
Corporate Board of Directors
- Salisbury University Varsity
Club Board of Directors
- United Way Board of
Directors
- MPSSAA Classifying
Committee
- Kappa Delta Pi (National
Education Honor Society)
- Pi Mu Epsilon (National
Mathematics Honor Society)
- National and Maryland
Council of Mathematics
Teachers
- Worcester County Teachers
Association
- National and Maryland
Education Association
- Spence Baptist Church,
Lifetime Member

Professional Strengths

- Exceptional verbal and written communication skills
- Data-driven instructional leader capable of collecting, managing, disaggregating, examining, and explaining statistical results
- Extensive knowledge of instruction and curriculum
- Strong sense of finance as demonstrated by proficient management of Pocomoke High Schools portion of the \$1.1 million dollar 21st Century Grant
- Organized, detail-oriented problem solver

Professional Experience:

Worcester County Board of Education

Principal

Pocomoke High School

June 2012- Present

Pocomoke, MD

- Coordinated the inception of and served as a member of the Project 100 team – a team whose goal is for 100% of our students at PHS to gain an education beyond high school
- Coordinated the One-to-One iPad initiative at PHS which was financially supported by grants our school procured
- Increased AP/Dual enrollment by about 50% while raising AP/Dual Enrollment pass rate by about 50%

Worcester County Board of Education

Extended Day Administrator

Pocomoke High School

June 2010- June 2012

Pocomoke, MD

Principal: Mr. Tyrone E. Mills

- Served as an Internal Coordinator for the Accreditation for Growth process
- Coordinated the Horizons After School Academy
- Served as a member of the School Improvement Advisory Committee
- Served as a member of the Minority Student Achievement Advisory Committee
- Participated in the Educator Effectiveness Regional Academy
- Participated in the Aspiring Principals Institute
- Participated in the Lower Eastern Shore Leadership Institute
- Participated in the Salisbury University Academy for Leadership in Education
- Served as a member of the Common Core Standards for Mathematics Learning Community

Worcester County Board of Education

Mathematics Teacher

Stephen Decatur High School

August 2003- June 2010

Berlin, MD

Principal: Mr. Louis H. Taylor

- Served as an Internal Coordinator for the Accreditation for Growth process
- Named Who's Who Among American Teachers
- Developed Statistics county-wide exams
- Developed Algebra II county-wide curriculum
- Oversaw the Accreditation for Growth Character Committee
- Coordinated Maryland Mathematics Month school-wide activities
- Supervised Salisbury University and University of Maryland Eastern Shore student teachers
- Coached Varsity Soccer and Softball for seven years
- Proctored and scored the 19th Annual Salisbury University High School Mathematics Contest
- Pioneered the Professional Development School program at Salisbury University

References:

- Louis H. Taylor, Assistant Superintendent for Administration, Worcester County Public Schools
- Thomas D. Zimmer, Principal, Stephen Decatur High School
- Matthew J. Record, Assistant Principal, Pocomoke High School

Mr. Robert Willoughby from North Caroline High School MASSP 2017 Assistant Principal of the Year

Mr. Robert Willoughby, NBCT, is an assistant principal at North Caroline High School in Caroline County, Maryland. A product of Caroline County Public Schools, Rob went on to attend Washington College in Chestertown, Maryland, earning a Bachelors of Arts in History and Political Science. Rob also holds a Masters of Arts in History from Washington College as well as a Masters of Education from NorthCentral University. He was awarded certification by the National Board of Professional Teaching Standards in 2009 and is currently pursuing a doctorate in Public Administration from West Chester University.

Rob started his career in education at Colonel Richardson High School as a history and government teacher from 2002-2011, as well as serving as a coach, class advisor and sponsor for various clubs including the Student Government Association and the National Honor Society. In 2011, he was appointed Assistant Principal of Lockerman Middle School in Denton and in 2015 was appointed Assistant Principal of North Caroline High School in Ridgely. Since 2010, he has coached Parliamentary Procedure teams for both Colonel Richardson and North Caroline FBLA chapters, with each team qualifying for competition at the national level. In 2015, Rob was part of the second cohort of the Governor's Promising Principal's Academy. Rob also serves as the President of the Caroline County Administrators and Supervisors Association (ASACC) and in 2015 was appointed by Governor Hogan to serve on the Governor's P-20 Leadership Council.

Outside of school, Rob is active in his community and church, serving in various community service clubs. Rob serves on the Board of Directors of CARCO Federal Credit Union and is a member of the Ethics Commission for the Town of Federalsburg. He enjoys golf, traveling and is an avid Baltimore Ravens fan.

ROBERT WAYNE WILLOUGHBY

EDUCATION

Doctor of Public Administration Anticipated 2019
West Chester University
West Chester, Pennsylvania

Master of Education in Athletic Administration 2012
North Central University
Prescott Valley, Arizona

Master of Arts in History 2005
Washington College, Chestertown Maryland

Bachelors of Arts in History and Political Science 2002
Washington College, Chestertown Maryland
Maryland Teacher Education Program
The Dennis Barry Leadership Award
The Political Science Award
Thesis: A Republican Institution in Democratic Times: The History of the Electoral College as a Political Institution.
(Passed with Honors in History and Political Science)

EMPLOYMENT

Assistant Principal, North Caroline High School Effective July 1, 2015
Caroline County Public Schools, Maryland

Assistant Principal, Lockerman Middle School 2011-2015
Caroline County Public Schools, Maryland

Faculty, University of Phoenix 2009-Present
Phoenix, Arizona
Courses Taught: The Constitution
Elementary Social Studies Methods
Capstone Experience
Ancient Worlds

Social Studies Teacher, Colonel Richardson High School 2002-2011
Caroline County Public Schools, Maryland
Courses Taught: American Government
AP US Government and Politics
Business Law
US History
World History
Contemporary Issues

CERTIFICATION

Advanced Professional Certificate
Maryland State Department of Education
History 7-12
Political Science 7-12
Geography 7-12
Social Studies 7-12
Administrator I

Administrator II

Certification – Social Studies/History, Adolescence/Young Adult

National Board for Professional Teaching Standards

PROFESSIONAL ORGANIZATIONS

National Association of Secondary School Principals

National Council for Social Studies

Association for Supervision and Curriculum Development

Coalition of Essential Schools

National School Reform Faculty

Administrators and Supervisors Association of Caroline County (President)

COMMUNITY AND CIVIC INVOLVEMENT

Maryland Republican Party (Parliamentarian)

Federalsburg Lion's Club

Ethics Commission, Town of Federalsburg, Maryland

CARCO Federal Credit Union (Member, Board of Directors)

Governor's P-20 Leadership Council (Representing School Administrators throughout Maryland)

REFERENCES

Available Upon Request.