

## **MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION**

Tuesday, December 4, 2018  
Maryland State Board of Education  
200 W. Baltimore Street  
Baltimore, Maryland 21201

The Maryland State Board of Education met in regular session on Tuesday, October 23, 2018 at 9:00 a.m. at the Nancy S. Grasmick State Education Building. The following members were in attendance: Dr. Justin M. Hartings, President; Ms. Stephanie R. Iszard, Vice President; Dr. Chester E. Finn, Jr., Dr. Vermelle Greene; Dr. Rose M. Li, Dr. Michele Jenkins Guyton; Ms. Jean Halle; Dr. Joan Mele-McCarthy; Mr. Michael Phillips, Dr. David Steiner; Brigadier General (BG) Warner Sumpter (Ret.); Mr. Bryce Awono, Student Board Member; and State Superintendent Dr. Karen B. Salmon.

The following staff members were present: Elizabeth Kameen, Esq., Assistant Attorney General; Dr. Sylvia Lawson, Deputy State Superintendent, Office of School Effectiveness; Amalie Brandenburg, Deputy State Superintendent, Office of Finance and Administration; Dr. Carol Williamson, Deputy State Superintendent, Office of Teaching and Learning; Gayle Secrist, Chief of Staff; and Dr. Miya T. Simpson, Executive Director, Office of the State Board.

President Hartings called the meeting to order and opened with the Pledge of Allegiance.

President Hartings welcomed members of the Maryland Association of Boards of Education (MABE), Ms. Martha James-Hassan (MABE President-Elect, Baltimore City Board of Education), Ms. Mary Washington (MABE Board of Directors, St. Mary's County Board of Education), and other guests.

### **PUBLIC COMMENT**

The following individuals provided public comment:

- ***Dennis Jutras*** – 13A.04.07 *Gifted and Talented Education*
- ***Sharon Maneki*** – Teacher Certification & Shortage of Teachers of the Blind
- ***Jerome Dancis*** – Textbooks and International Comparisons
- ***Cheryl Bost*** – ESSA
- ***Jeff Thompson*** – Student Transportation

### **ORAL ARGUMENT**

The State Board heard the case of *Lee Thomassen v. Baltimore County Board of Education*. Ms. Kameen explained the procedures by which the Board hears oral arguments and introduced speakers.

### **NEW BUSINESS**

- ***Approval of Consent Agenda:***

President Hartings called for a motion to approve the Consent Agenda, which included the following items:

- Minutes for October 23, 2018
  - General Sumpter noted a correction on page 6. The minutes were amended to reflect the second action as, “ACTION 2.”
- Personnel Actions
- Budget Adjustments for October and November, 2018

***ACTION:** Upon motion by Dr. Finn and seconded by Ms. Iszard, the State Board approved the Consent Agenda as amended. (In Favor: 11; opposed: 0; abstained: 0; Dr. Mele-McCarthy had not arrived.)*

➤ **Recognition of Principals of the Year**

*(Presenters: Dr. Karen B. Salmon, State Superintendent; Scott Pfiefer, Maryland Association of Secondary School Principals; Terry Ball, Executive Director, Maryland Association of Elementary School Principals)*

Dr. Salmon introduced Mr. Scott Pfiefer, Executive Director of the Maryland Association of Secondary School Principals (MASSP) and Ms. Terry Ball, Executive Director of the Maryland Association of Elementary School Principals (MAESP) to introduce the individuals selected as MASSP and MAESP Principals and Assistant Principals of the Year. Honorees included:

- 2019 Middle School Principal of the Year: *Mrs. Cindy Dillon, Principal, Centennial High School, Howard County*
- 2019 High School Principal of the Year: *Ms. Mildred Charley-Greene, Principal, Northwood High School, Montgomery County*
- 2019 Assistant Principal of the Year: *Mr. John Seibel, Assistant Principal, Hammond High School, Howard County*
- 2018 National Distinguished Principal of the Year: *Mrs. Tracy Hilliard, Principal, Centerville Elementary School, Frederick County*
- 2018 National Outstanding Assistant Principal of the Year: *Mrs. Melissa Freistat, Assistant Principal, Pocomoke Elementary School, Worcester County*

➤ **Code of Maryland Regulations (COMAR)**

*(Presenter: Dr. Carol Williamson, Chief Academic Officer; Ms. Mary Gable, Assistant State Superintendent, Division of Student, Family, and School Support; Ms. Sarah Spross, Assistant State Superintendent, Division of Educator Effectiveness)*

- **COMAR 13A..04.05 Education that is Multicultural (Repeal) and COMAR 13A.01.06 Educational Equity (NEW -Permission to Publish)**  
Request for permission to repeal Code of Maryland Regulation (COMAR) 13A.04.05 *Education that is Multicultural* and to publish new 13A.01.06 *Educational Equity*.  
The new educational equity regulations establish equity as a priority for the Maryland State Department of Education and all local school systems.

*ACTION: Upon motion by Dr. Finn and seconded by Mr. Phillips, Board members voted on repeal COMAR 13A.04.05 Education that is Multicultural and granted permission to publish COMAR 13A.01.06 Educational Equity. (In Favor: 11 - ; opposed: 0; abstained: 0; Dr. Mele-McCarthy was not present for the vote).*

- **COMAR 13A.03.02.08 Grading and Reporting (Adoption))**

Request to adopt amendments to the regulation, which describe requirements that local school systems must incorporate into their grading and reporting policies. The regulation previously came before the State Board during the April 24, 2018 and June 20, 2018 meetings. Based on comments received, recommendations for amended language to strengthen the grading and reporting policies in local school systems were presented to the State Board at the July 24, 2018 meeting, at which time the State Board granted permission to publish the regulation.

Board members reiterated the importance of a Maryland State Diploma and ensuring consistency across LEAs to make sure that credits earned mean the same toward earning a Maryland diploma.

*ACTION: Upon motion by Ms. Iszard, and seconded by Dr. Guyton, the State Board granted permission to adopt amendments to the regulation. (In favor: 11; Opposed: 0; Abstained: 0. Dr. Mele-McCarthy was not present for the vote).*

**COMAR 13A.06.07 Student Transportation (Adoption)**

Request for permission to adopt proposed amendments to the regulation. Crime of second degree assault was added as a discretionary reason for a local school system supervisor of transportation to disqualify a school vehicle driver, a school vehicle driver trainee, or a school vehicle attendant from employment in those positions. Employment disqualification for second degree assault is within the discretion of the supervisor of transportation and is not an automatic reason for disqualification.

*ACTION: Upon motion by Ms. Halle and seconded by Ms. Iszard, the State Board granted permission to adopt the amended regulation. (In favor: 11; Opposed: 0; Abstained: 0. Dr. Mele-McCarthy was not present for the vote).*

**COMAR 13A.06.09 Maryland Early Literacy Initiative (Adoption)**

Request for permission to adopt the regulations. The regulations are designed to carry out the provisions of HB 1415, which establishes the Early Literacy Initiative, a competitive grant program for up to 50 qualifying schools (Title I) to develop an evidence-based early literacy program in the school to work with participating students to meet literacy proficiency targets by the end of the eighth grade or other literacy targets as determined by the Department.

*ACTION: Upon motion by Ms. Halle and seconded by Ms. Iszard, the State Board granted permission to adopt the amended regulation. (In favor: 11; Opposed: 0; Abstained: 0. Dr. Mele-McCarthy was not present for the vote).*

➤ ***Calendar Modification Request***  
(Presenter: Ms. Teresa Dantzler, Ombudsperson)

Request to approve the conditional waiver submitted by Baltimore City Public Schools to open school on Presidents Day, February 18, 2019, as an inclement weather make-up day for the 2018-2019 school year, if needed.

*ACTION: Upon motion by Dr. Guyton and seconded by Dr. Li, the State Board approved the conditional waiver request. (In favor: 11; Opposed: 0; Abstained: 0. Dr. Mele-McCarthy was not present for the vote.)*

**REPORTS TO THE STATE BOARD FOR DISCUSSION AND/OR ACTION**

➤ ***Prince Georges County Audit Report***  
(Presenter: Ms. Amalie Brandenburg, Chief Operating Officer)

Ms. Brandenburg briefed the State Board on the findings of the Prince George's County Public Schools (PGCPS) Final Performance Audit Report. An initial audit was completed by Alvarez & Marsal in the fall of 2017 and the findings and recommendations were provided to the Maryland State Department of Education (MSDE) on October 31, 2017. Based on A & M's initial audit report, the State Board requested a second audit review of the PGCPS focusing on PGCPS' progress made on the initial audit recommendations and additional recommendations for improvement. The second audit was also conducted by A & M and consisted of three phases: an Action Plan Assessment, a follow-up Performance Audit, and a consolidation of Best Practices and Lessons Learned from the 2017-2018 audits.

Ms. Brandenburg presented a summary of the findings and follow-up actions to be taken by the MSDE's Office of Compliance and Monitoring.

Board members discussed having Prince George's County Public Schools address some of the items noted in the audit report as not met/completed, concerns about the on-site review form and process for gathering and reviewing information, and the adjusted graduation rate and the process for checking validity. It was also noted that the review document appears very similar to the grading and reporting document and to make sure that efforts are not redundant.

Dr. Hartings commended the district on the progress made.

*ACTION: None. For information and discussion only.*

➤ ***Every Student Succeeds Act (ESSA) Implementation Update***  
(Presenters: Ms. Mary Gable, Assistant State Superintendent, Division of Student, Family, and School Support; Dr. Dara Shaw, Executive Director, Office of Research and Strategic Data Use; Ms. Chandra Haislet, Director of Accountability and Data Systems)

Ms. Gable, Dr. Shaw, and Ms. Haislet provided an update on the implementation of the Consolidated State Plan, to include a demonstration of Maryland's Accountability System,

description and release of Maryland's Report Card, and an overview of the ESSA communication materials that have been developed to support local school systems, superintendents, principals, teachers, parents, and stakeholders.

Dr. Shaw explained the distinction between definitions for 1-star and CSI designation, and indicated it is possible to be one but not the other. Dr. Shaw also provided clarification between improvement and progress, explaining that growth refers to student growth/change and improvement refers to school improvement.

Board members recognized and thanked MSDE staff on their work on the ESSA plan and the amount of information the report card provides.

*ACTION: None. For information and discussion only.*

## **EXECUTIVE SESSION**

Pursuant to § 3-305(b)(1)&(7) of the General Provisions Article, Annotated Code of Maryland, and upon motion of Dr. Steiner, seconded by Mr. Phillips, and with unanimous agreement, the Maryland State Board of Education met in closed session on Tuesday, December 4, 2018 in Conference Room #1, 8<sup>th</sup> Floor, at the Nancy S. Grasmick Building. All board members were in attendance. Also in attendance were Dr. Sylvia Lawson, Chief Performance Officer, Dr. Carol Williamson, Chief Academic Officer, Amalie Brandenburg, Chief Operating Officer, Dr. Miya Simpson, Executive Director, Office of the State Board and Assistant Attorneys General, Elizabeth Kameen, Jackie La Fiandra, and Derek Simmons. The Executive Session commenced at 1:00 p.m.

At that time, the State Board approved five Opinions and three Orders for publication.

- *Lelah and Leon A. v. Prince George's County Board of Education* – early K entry ruling – Opin. No. 18-40
- *In the Matter of Education Article §4-201* – Petition for Declaratory Ruling – Opin. No. 18-41
- *Phil N., et al. v. Anne Arundel County Board of Education* – varsity field hockey team vandalism - Opin. No. 18-42
- *Jonathan and Danielle P. v. Calvert County Board of Education* – early K entry – Opin. No. 18-43
- *Lee Thomassen v. Baltimore County Board of Education* – teacher termination – Opin. No. 18-36
- *Latin Schools of America, LLC v. Baltimore City Board of School Commissioners* – denial of charter school application – Order No. OR18-10
- *Herbi and Yvonne M. v. Montgomery County Board of Education* – early K entry – Order No. OR18-11
- *Beverley G. Kelley v. Queen Anne's County Board of Education* – request for reconsideration – Order No. OR18-12

Ms. Kameen and Dr. Salmon reported to the Board on the status of Dr. Dallas Dance's educator certificate appeal and on the pending request to the State Superintendent to remove the Superintendent of Dorchester County Public Schools from office.

Dr. Salmon updated the Board on the status of the assessment contracts pending at the Board of Public Works.

President Hartings informed the Board about correspondence he received from a legislator.

The Executive Session ended at 1:40 p.m.

## **STATE BOARD MEMBER REPORTS AND COMMENTS**

### **➤ Committee Reports**

- *Kirwan Commission* – Discussion of the Policy 5 Area Draft Report and the different perspectives on the establishment of a new governance body/structure to provide oversight and monitoring in implementing the Commission's recommendations. Several Board members expressed concerns and opposition to the need for a separate governing entity and how it affects the State Board's authority. Dr. Finn and Dr. Steiner indicated support for the proposed governance structure as meeting the needs of Maryland's students and ensuring accountability in the oversight and implementation of the Commission's recommendations.
- *Mental Health* – Dr. Salmon shared that Ed Clarke is no longer the Executive Director (ED) of the School Safety Center. Kate Hession is the newly hired ED.
- *Online Learning Policy* – Ms. Halle shared that the next committee meeting is scheduled for December 21<sup>st</sup>.
- *Commission on School-to-Prison Pipeline* – The Commission is preparing its final report and it should be available by January, 2019.
- *Maryland Association of Student Councils* – Mr. Awono reported on the recent MASCC conference.

## **REPORTS TO THE STATE BOARD FOR DISCUSSION AND/OR ACTION**

### **➤ Student Discipline**

President Hartings presented a proposal and draft charge to Board members to establish a Task Force on Student Discipline Regulations to examine the reforms adopted by the State Board in 2014 and make recommendations for policy and guidance changes, as needed. A draft charge was presented for the Board's consideration. Board members supported the proposal and offered suggestions for the composition of the Task Force membership and areas of focus to include, a review of related regulations, best practices, and recommendations developed through the work of other relevant statewide committees/commissions. Dr. Vermelle Greene was appointed to Chair the Task Force.

***ACTION:** Upon motion by General Sumpter, and seconded by Ms. Iszard, the State Board approved establishing a Task Force on Student Discipline Regulations. (In favor: 12; Opposed: 0; Abstained: 0)*

➤ ***Factor That Impact School Transfers***

*(Presenter: Ms. Sarah Spross, Assistant State Superintendent, Division of Educator Certification and Program Approval)*

Discussion of local school system's transfer policies and information regarding the state-rated capacity, utilization, and educational facilities master plans as they relate to school transfer policies. In addition, a report from the Education Commission of the States entitled, 50-State Comparison: Open Enrollment Policies was provided.

Ms. Spross reviewed data on intra-district school transfers and local school systems' transfer policies.

Board members expressed interest in expanding enrollment and transfer options for students/families. Board members discussed concerns around funding and transportation and the standard of review for the State Board in considering transfer appeals. Dr. Finn will work with Ms. Kameen to draft modifications to the regulation(s) related to standard of review.

***ACTION:** None. For information and discussion only.*

➤ ***Pathways to Obtain a Maryland Certificate***

Ms. Spross provided an overview and background information regarding the pathways leading to initial Maryland Certification, as aligned to the MSDE's comprehensive plan to increase the rigor and accountability of educator certification and teacher preparation programs in Maryland.

Board members discussed specific decision points for developing policy and regulations related to the certification action plan, including items identified by the State Board, MSDE, PSTEB, and recommendations of the Teacher, Induction, Retention, and Advancement Act of 2016 Workgroup. Board members supported the departments recommendation for not having transcript analysis as a pathway, accepting the traditional approved educator preparation program pathway, and accepting the alternative approved educator preparation program pathway.

Board members directed Ms. Spross to proceed in those areas that the State Board has indicated support and to bring information back to the State Board on additional decision points and recommendations.

***ACTION:** None. For information and discussion only.*

➤ ***Teacher Certification Assessments: Teaching Reading Elementary Education***

*(Presenter: Ms. Sarah Spross, Assistant State Superintendent, Division of Educator Certification and Program Approval)*

Ms. Spross requested approval of the Educational Testing Service (ETS) Praxis subject assessments for TREE and set the established qualifying scores for the test, as yet to be determined, as recommended by ETS.

*ACTION: Upon motion by Dr. Guyton, seconded by Ms. Iszard, the State Board approved the recommended qualifying scores. (Favor: 10; Opposed: 0; Absained: 0. Mr. Awono and Dr. Li were not present)*

Ms. Spross provided information on two certification subject assessments, the National Certification in Unified English Braille (NCUEB) and the Praxis 0633 *Braille Proficiency* for teachers of the Blind and Visually Impaired; and for the State Board to determine next steps for approving the assessment that best meets Maryland's needs. Ms. Spross requested 1) approval to amend the currently regulations to align the assessment requirement with all certification regulations to be taken prior to the issuance of a certificate; and 2) to adopt an NCUEB assessment for initial certification assessment for Blind/Visually Impaired to align with all other certification assessments to be considered during the assessment overview presentation.

*ACTION 1: Upon motion by Dr. Steiner, seconded by Dr. Greene, the State Board approved amendments to the regulations and adopted the NCUEB for initial certification. (Favor: 9; Opposed: 0; Abstained: 0. Mr. Awono, Dr. Finn, and Dr. Li were not present)*

Ms. Spross also requested approval of an updated qualifying score of 1180 on the redesigned 2016 Scholastic Aptitude Test (SAT) for those candidates who present this assessment to satisfy the basic academic skills assessment requirement, as well as determine the recommended implementation date of January 1, 2019.

*ACTION 1: Upon motion by Dr. Greene, seconded by Ms. Iszard, the State Board approved amendments to the regulations and adopted the NCUEB for initial certification. (Favor: 9; Opposed: 0; Absained: 0. Mr. Awono, Dr. Finn, and Dr. Li were not present)*

## **FUTURE AGENDA ITEMS/AGENDA PLANNING**

The State Board discussed tentative agenda items for the January meetings:

- Tuesday, January 22<sup>nd</sup>
  - Prince Georges County Public Schools Action Plan Update
  - Graduation Task Force
  - 2019 Legislative Session Overview
  - 2018 Kindergarten Readiness Results
  - State Superintendent Report
    - Curriculum Vetting Regulation (Supporting School Improvement)
  - Regulatory Actions
- Wednesday, January 23<sup>rd</sup>
  - Kirwan Commission Update and Discussion

## **OPINIONS**

Ms. Kameen announced the following Opinions and Orders:

- *Lelah and Leone A. v. Prince George's County Board of Education* – early K entry – Opinion No. 18-40
- *In the Matter of Education Article Section 4-201* – Petition for Declaratory Ruling – Opinion No. 18-41
- *Phil N., et al. v. Anne Arundel County Board of Education* – varsity field hockey team vandalism – Opinion No. 18-42
- *Jonathan and Danielle P. v. Calvert County Board of Education* – early K entry – Opinion No. 18-43
- *Lee Thomassen v. Baltimore County Board of Education* – teacher termination – Opinion No. 18-44
- *Latin Schools of America, LLC v. Baltimore City Board of School Commissioners* – denial of charter school application – Order No. OR18-10
- *Herbi and Yvonne M. v. Montgomery County Board of Education* – early K entry – Order No. OR18-11
- *Beverley G. Kelley v. Queen Anne's County Board of Education* – request for reconsideration – Order No. OR18-12

## **ADJOURNMENT**

With no further business before the Board, the meeting was adjourned at 4:32 p.m.

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

Date: December 4, 2018

***The information included here provides a summary of the agenda items presented and actions taken during the meeting of the Maryland State Board of Education. The video recordings of the meetings are the official record of the meetings and can be located at:***

***<http://www.marylandpublicschools.org/stateboard/Pages/meeting-agendas/2018-06-20.aspx>***

**MARYLAND STATE BOARD OF EDUCATION**  
**PRESIDING OFFICER'S WRITTEN STATEMENT FOR CLOSING A MEETING ("CLOSING STATEMENT") UNDER OPEN MEETINGS ACT (General Provisions Article § 3-305)**

1. Recorded vote to close the meeting.

Date: December 4, 2018

Time: 1:00 p.m.

Location: 200 West Baltimore Street, Baltimore, MD 21201

Motion to close meeting made by: Dr. Steiner

Seconded by: Mr. Phillips

Members in favor: 12

Opposed: 0

Abstaining: 0

Absent: 0

2. The meeting was closed under authority of Section 3-305(b) of the General Provisions Article of the Annotated Code of Maryland (check all provisions that apply). This meeting will be closed under General Provision Art. § 3-305(b) only.

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

3. For each provision checked above, disclosure of the topic to be discussed and the public body's reason for discussing that topic in closed session.

Citation (insert # from above)	Topic	Reason for closed-session discussion to topic
§ 3-305(b) (7)	Legal Advice	Legal appeals, Dorchester County Public Schools legal matter, educator certificate appeal, and correspondence from legislator re: ESSA Report Card
§ 3-305(b) (14)	Contract Matters	Update on assessment contracts pending at Board of Public Works.



4. This statement is made by \_\_\_\_\_, Presiding Officer.

**MARYLAND STATE DEPARTMENT OF EDUCATION  
PERSONNEL APPROVALS FOR THE December 04, 2018 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>
Biddle, Hazar Z.	Education Program Specialist I, English Learners	21	Office of the Deputy for Teaching and Learning, Division of Curriculum, Instructional Improvement and Professional Learning	TBD
Harris, Paula M.	Education Program Manager II, Director of Program Improvement and Family Support	24	Office of the Deputy for Teaching and Learning, Division of Curriculum, Instructional Improvement and Professional Learning	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>
Ferrio, Jessie	Staff Specialist I	15/4	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	11/7/18
Iwanicki, Arthur	Academic, English Teacher	IEPP	Office of the Deputy For School Effectiveness, Juvenile Services Education	10/24/18
James-Womack, Brittany	Academic, Resource Teacher	IEPP	Office of the Deputy For School Effectiveness, Juvenile Services Education	11/07/18
Oliver, Shafonda	Vocational Rehabilitation Specialist II	13/3	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	11/07/18
Ritter, Christine	Vocational Rehabilitation Specialist Supervisor	17/19	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	11/21/18
Streett, Constance	Accounting Supervisor I	17/20	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	12/5/18

**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

---

December 04, 2018

**BOARD LIST**

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

**Name:** Hazar Z. Biddle  
**Position:** Education Program Specialist I, English Learners  
**Division/Office:** Curriculum, Instructional Improvement & Professional Learning  
**Salary Grade:** State Salary Grade: 21  
Annual Salary Range: \$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, English Language Learning, or a related field. Maryland certification ESOL (English for Speakers of Other Languages) is preferred.

**EXPERIENCE:**

Four (4) years of professional administrative or teaching experience in or affiliated with an education program. Administrative experience in an area related to English Language Learning programs is required.

**DESCRIPTION:**

This is a professional position responsible for providing technical assistance and programmatic support to the State and to local education agencies (LEAs) for state and local programs, data, assessments, and accountability for English learners (ELs).

Hazar Z. Biddle

**QUALIFICATIONS:**

**Education:**

American College of Education (Indianapolis, Indiana) 2018 - Master's Degree in Educational Leadership

Tishreen University (Latakia, Syria) 2004 – Bachelor's Degree in English Literature English for Speaker of other Languages.

**Experience:**

Instructional Lead Teacher – High Point High School (Beltsville, Maryland)

2015 – Present: ESOL Instructional Lead Teacher – ESOL Dept. Chair

ESOL Teacher Parkdale High School (Riverdale, Maryland)

2014 – 2015: ESOL Teacher

Teaching Assistant North Carolina Virtual Public School (Raleigh, North Carolina)

2012 – 2014: Teacher Assistant

English Lead Teacher for Speaker of Other Languages (Salmia, Kuwait,)

2009 – 2010: ESOL Teacher – Curriculum Advisor

Track Inc. (Latakia, Syria)

2004 – 2009: Manager and Instructional Lead Administrative

**EMPLOYMENT STATUS:**

New Hire



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

December 04, 2018

**BOARD LIST**

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

**Name:** Paula M. Harris  
**Position:** Education Program Manager II  
Director of Program Improvement and Family Support  
**Division/Office:** Curriculum, Instructional Improvement & Professional Learning  
**Salary Grade:** State Salary Grade: 24  
Annual Salary Range: \$73,612 - \$118,197  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

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

**EXPERIENCE:**

Six (6) years of professional experience in coordinating or administering education programs or services, including one year of experience supervising professional education program staff.

**DESCRIPTION:**

This is a professional position serving as Branch Chief responsible for providing direction, leadership & supervision for administering federal & State programs designed to promote improved academic achievement in schools that serve low-income children.

Paula M. Harris

**QUALIFICATIONS:**

**Education:**

The Johns Hopkins University (Baltimore, Maryland) 2002 – Master’s Degree in Administration & Supervision of Schools

Bowie State University (Bowie, Maryland) 1977 – Bachelor’s Degree in Early Childhood Education

**Experience:**

Prince George’s County Public Schools (Marlboro, Maryland)

2014 – Present: Continuous Improvement Specialist

2009 – 2014: Area Instructional Director

2007 – 2009: Regional Instructional Specialist

2002 – 2007: Title I Instructional Improvement Specialist

Anne Arundel County Public Schools (Annapolis, Maryland)

1978 – 2002: Classroom Teacher, Title 1 Resource Teacher

**EMPLOYMENT STATUS:**

New Hire

**MARYLAND STATE DEPARTMENT OF EDUCATION  
PERSONNEL APPROVALS FOR THE December 04, 2018 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>
-------------	-----------------	-------------------------	------------------------	--------------------------------

**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>
-------------	-----------------	-------------------------	------------------------	--------------------------------

**III. Other Actions: Promotional**

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Clark, Tiffany	Designated Administrative Manager Senior II, Director of Education Policy and Governmental Relations	24	Office of the State Superintendent, Government Relations	TBD



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

---

December 04, 2018

**BOARD LIST**

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

**Name:** Tiffany J. Clark  
**Position:** Director of Education Policy and Governmental Relations  
**Division/Office:** Office of the State Superintendent  
**Salary Grade:** State Salary Grade: 24  
Annual Salary Range: \$73,612 - \$118,197  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

A Master's Degree or 36 post baccalaureate credit hours of coursework in Education, Public Administration or a related field. Juris Doctor (J.D.) is preferred.

**EXPERIENCE:**

Five years of administrative and/or management experience in an education or related field/program. Experience with Education Policy or Government relations is desirable.

**DESCRIPTION:**

This management service position, which reports to the State Superintendent and is responsible for coordinating education policy and legislative operations for the Office of the State Superintendent and the Maryland State Board of Education, managing all Department relations with the Maryland General Assembly, communicating and advising department leadership, executive leadership in other state agencies, educational and education advocacy organizations.

**QUALIFICATIONS:**

**Education:**

The University of Texas School of Law (Austin, Texas) 2010 - Ph.D. Degree in Juris Doctorate.

University of California, Berkeley (Berkeley, California) 2006 - Bachelor of Arts Degree in Political Science.

**Experience:**

Maryland State Department of Education (Baltimore, Maryland)

2016 – Present: Deputy Director, Governmental Relations

Department of Legislative Services, Maryland General Assembly (Annapolis, Maryland)

2012 – 2016: Senior Policy Analyst/Committee Counsel

2011 – 2012: Legislative Associate to Mary L. Washington

District Court Maryland, District 5 (Upper Marlboro, Maryland)

2010 – 2011: Judicial Law Clerk to The Honorable Thomas J. Love

**EMPLOYMENT STATUS:**

Promotion