

MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday
January 30, 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, January 30, 2018, at 9:00 a.m. at the Nancy S. Grasmick State Education Building. The following members were in attendance: Mr. Andrew R. Smarick, President; Dr. Chester E. Finn, Jr., Vice President; Dr. Michele Jenkins Guyton; Dr. Justin M. Hartings; Ms. Stephanie R. Iszard; Dr. Rose Maria Li; Mr. Michael D. Phillips; Dr. David Steiner, and State Superintendent Dr. Karen B. Salmon. Mr. Kyle J. Smith, student Board member, was not in attendance.

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

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

President Smarick welcomed members and staff of the Maryland Association of Boards of Education (MABE) and other guests.

CONSENT AGENDA

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

- Minutes for December 4, December 5, and December 19, 2017
 - Dr. Guyton requested an amendment to the December 4th minutes to reflect the following language: “*Dr. Guyton emphasized that the Board be aware of language and assumptions we make regarding the Special Needs student community. The Board should not suggest that Special Education students should be held to a lower standard than other students.*”
- Personnel Actions
- Budget Adjustments for December, 2017

ACTION: Upon motion by Dr. Steiner and seconded by Dr. Finn, the Board approved the Consent Agenda as amended. (In Favor: 8; opposed: 0; abstained: 0)

REGULATORY ACTIONS

(Presenter: Mary Gable, Assistant State Superintendent, Division of Student, Family, and School Support)

➤ **COMAR 13A.03.02 Graduation Requirements for Public High Schools in Maryland (Adoption)**

Request for permission to adopt the proposed amendments updating the regulation by replacing the science assessment for HSA Biology and clarifying language. The MSDE proposed the removal of cut scores from the document because prior to the last revision, cut scores had not been a part of COMAR but were set as a State Board Action Item. Removing the scores will allow the State Board to approve cut scores without going through the promulgation process.

ACTION: Upon motion by Ms. Iszard and seconded by Dr. Steiner, the State Board granted permission to adopt the proposed amendments. (In favor: 8; Opposed: 0; Abstained: 0)

➤ **COMAR 13A.03.04 Test Administration and Data Reporting Policies and Procedures (Permission to Publish)**

Granted permission to publish amendments which: 1) update COMAR 13A.03.04.02 to clarify that “local school system” includes special schools and nonpublic schools approved under COMAR 13A.09.10 that use tests administered on behalf of the State Board; 2) update COMAR 13A.03.04.03 to prohibit the use of electronic devices (unless used for testing or administrative purposes) in testing rooms during testing, clarify the information needed for an archival document of testing groups, specify what the data reporting policy should include, and allow for electronic signature of forms and agreements; and 3) update COMAR 13A.03.04.04 to clarify that local school systems must designate a Local Accountability Coordinator and a School Test Coordinator, and outline the general duties of each.

ACTION: Upon motion by Dr. Li and seconded by Mr. Phillips, the State Board granted permission to publish the proposed amendments. (In favor: 8; Opposed: 0; Abstained: 0)

➤ **COMAR 13A.12.01.04 Options for Obtaining Initial Maryland Certification (Permission to Publish Amendments)**

Granted permission to publish proposed amendments,, which provide both a direct pathway for initial certification for those individuals who have achieved National Board Certification, as well as those content experts seeking an adjunct teacher certificate.

ACTION: Upon motion by Dr. Guyton, with a second by Dr. Hartings, the State Board granted permission to publish the proposed amendments. (In favor: 8; Opposed: 0; Abstained: 0)

➤ **COMAR 13A.12.01.05 General Requirements for Professional Certificates (Permission to Publish Amendments)**

Granted permission to publish amendments to allow those individuals seeking certification who do not hold a bachelor’s degree (i.e., specialized professional areas

and professional technical education candidates) to have the ability to present credit bearing coursework to fulfill the basic skills requirement in lieu of an assessment.

ACTION: Upon motion by Ms. Iszard, with a second by Dr. Li, the State Board granted permission to publish the proposed amendments. (In favor: 6; Opposed: 1 – Dr. Finn; Abstained: 1 – Dr. Steiner.)

➤ **COMAR 13A.12.01.08-1 Adjunct Certificate (New -Permission to Publish)**

Granted permission to publish the promulgation of new COMAR 13A.12.01.08-1 *Adjunct Certificate* to provide LEAs the ability to request an adjunct certificate for individuals with highly specialized content expertise (e.g. engineers, physicists, medical providers, artists) who are interested in teaching on a part-time basis, in the classroom as a teacher of record.

ACTION: Upon motion by Dr. Finn, with a second by Dr. Hartings, the State Board granted permission to publish. (In favor: 8; Opposed: 0; Abstained: 0)

➤ **COMAR 13A.12.03.04 Pupil Personnel Worker (Permission to Publish Amendments)**

Granted permission to publish amendments to 13A.12.03.04 *Pupil Personnel Worker* to clarify regulatory language and align it with current Maryland State Department of Education (MSDE) policy.

ACTION: Upon motion by Dr. Finn, with a second by Dr. Guyton, the State Board granted permission to publish the proposed amendments. (In favor: 8; Opposed: 0; Abstained: 0)

PUBLIC COMMENT

President Smarick explained the guidelines by which the State Board hears public comments. The following individuals provided public comments:

- *Catherine Carter* – Effective Methods to Identify Vision Disorders in Students (acuity and non-acuity)
- *Jerome Dancis* – Algebra I
- *Edward Burroughs* – Graduation Rates in Prince Georges County Public Schools
- *Janna Parker* – Prince Georges County Audit

PRINCE GEORGES COUNTY PUBLIC SCHOOLS AUDIT RESPONSE

(Presenters: Dr. Kevin Maxwell, Superintendent; Dr. Segun Eubanks, President, Board of Education; Senior Staff of PGCPS)

President Smarick provided an overview of the background, purpose, and timeline related to the *Independent Performance Audit of the Prince Georges County Public Schools*. He explained that the purpose of today's presentation is to hear directly from the school system's leadership in response to the audit findings, as part of the State Board's ongoing efforts to gather information and decide what, if any, State activity is appropriate moving forward.

Dr. Eubanks provided opening remarks and shared the Board's concerns about the key findings of the audit. He indicated that while the audit did not provide evidence that the system leadership directed schools to make grade changes or that there was system wide intimidation or fraud, the findings that were revealed were troubling and need to be addressed. Dr. Maxwell and his senior staff addressed each of the audit findings and the corrective actions that have been taken and/or are being developed. Dr. Maxwell also provided detailed responses to questions he received from the State Board in advance regarding the audit findings.

Board members raised questions and expressed concerns regarding issues in the system's culture that may have contributed to the problem and how they will be addressed to avoid similar occurrences in the future; lack of consistency in grading policies and procedures; the value of a Maryland diploma; what may incentivize teachers and administrators to inflate grades; regaining trust within the community and improving communications; empowering and holding leadership accountable; improving processes and monitoring; and connecting the dots of the audit findings to understand why this occurred.

ACTION: None. For information and discussion only.

UPDATE ON U.S. DEPARTMENT OF EDUCATION'S FEEDBACK ON MARYLAND'S EVERY STUDENT SUCCEEDS ACT (ESSA) CONSOLIDATED STATE PLAN

(Presenter: Ms. Mary Gable, Assistant State Superintendent, Student, Family, and School Support)

Ms. Gable provided information regarding the U.S. Department of Education's (USDOE) approval of Maryland's ESSA Consolidated State Plan. Maryland received and responded to feedback from the USDOE in December and early January. Maryland's final Plan was submitted on January 10, 2018 and the MSDE was notified of the USDOE's final approval of the Plan on January 16, 2018.

Ms. Gable provided a brief overview of the implementation plan and timeline. A more detailed plan will be presented to the Board at a future meeting.

Board members discussed the need to determine what the 5-star rating means and also requested that the department look at data and decision points and bring information and recommendations back to the State Board.

Ms. Gable thanked the Board, the ESSA External Stakeholder Committee, the ESSA Internal Committee, multiple sub-committees, and the many stakeholders who participated for their support and contributions throughout the planning and development of the State Plan.

ACTION: None. For information and discussion only.

2017-2018 IDENTIFICATION OF “COMPREHENSIVE NEEDS” SCHOOLS FOR PURPOSES OF AWARDING QUALITY TEACHER STIPENDS

(Presenter: Kristy Michel, Deputy State Superintendent, Finance and Administration)

Ms. Michel presented the department’s request for approval of the identification of “comprehensive needs” schools for the 2017-2018 school year for the purpose of awarding the Quality Teacher Incentive Grant; specifically, approval to use Title I schools as identified for the 2017-2018 school year.

ACTION: Upon motion by Dr. Finn, with a second by Dr. Steiner, the State Board granted permission to identify 2017-2018 Title I schools as “comprehensive need” schools for the purpose of awarding the Quality Teacher Incentive Grant.. (In favor: 8; Opposed: 0; Abstained: 0)

BOARD REPORTS AND PLANNING

➤ *Committee Updates:*

- **Policy Review** - President Smarick provided an update on the work of the Policy Review Committee and asked Board members to send their feedback to him or Dr. Simpson. The committee will bring this back to the Board at the February 27th meeting. Dr. Hartings added that the Evaluation Committee will meet to discuss the evaluation process and may have additional information to provide related to the evaluation policy
- **Teacher Certification** - Dr. Steiner reported that the committee will meet with Sarah Spross and will bring recommendations back to the Board.
- **Kirwan Commission** – Dr. Finn shared that the interim report is being prepared and will be sent to the Commission members for review soon. He said copies can be made available to the Board and the Board could decide to have a discussion at a future information session or regular Board meeting.
- **Mental Health Committee** – Dr. Guyton and Ms. Iszard reported that the committee is working on adopting a model policy for suicide prevention and human trafficking protocols and drafting regulations to bring to the State Board related to HB 920 – *Primary and Secondary Education – School Personnel – Training Requirement*. The committee is also developing a community awareness campaign and exploring a peer support pilot program.
- **Graduation Task Force** – Dr. Hartings provided an update on the recent meetings and work of the Superintendent’s Task Force and Graduation Task Forces.

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. Finn, seconded by Mr. Phillips, and with unanimous agreement, the Maryland State Board of Education met in closed session on Tuesday, January 30, 2018 in Conference Room #1, 8th Floor, at the Nancy S. Grasmick Building. All board members were present except Mr. Kyle Smith. In attendance were Dr. Karen Salmon, State Superintendent of

Schools, Dr. Sylvia Lawson, Chief Performance Officer, Dr. Carol Williamson, Chief Academic Officer, Kristy Michel, Chief Operating Officer, Dr. Miya Simpson, Executive Director, Office of the State Board and Assistant Attorneys General, Elizabeth Kameen and Jackie La Fiandra. The Executive Session commenced at 12:30 p.m.

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

- *Allen S. v. Anne Arundel County Board of Education* – student transfer – Opin. No. 18-01
- *Michael McRae v. Baltimore City Board of School Commissioners* – substitute teacher salary – Opin. No. 18-02
- *Rodney and Rosi P. v. Montgomery County Board of Education* – denial of admission to gifted program – Opin. No. 18-03
- *Matthew Torres v. Baltimore City Board of School Commissioners* – non-renewal of certificate – Opin. No. 18-04
- *William and Darda W. v. Baltimore City Board of School Commissioners* – early K entry – Opin. No. 18-05

The Board deliberated one case. It will be published at a later date.

- *Sepeideh K. and Paul C. v. Anne Arundel County Board of Education* – out-of-area transfer

The Board received legal advice on the extent of their jurisdiction over school construction and on transfer laws and policies in the local education agencies in Maryland and across the Nation.

The Board discussed several internal board management items: How to share information from MSDE with the Board and its committees; suggested changes to charter school grant RFPs; volunteers to testify on certain bills.

Dr. Salmon distributed a letter from the National Transportation Safety Board. She also discussed possible allocation of personnel to monitor Prince George’s County Public School compliance with its Corrective Action Plan.

The Executive Session ended at 2:35 p.m.

BALTIMORE CITY SCHOOLS UPDATE

(Presenter: Ms. Tiara Booker-Dwyer, Director, Leadership Development and School Improvement)

Ms. Booker-Dwyer presented an update on the status of deliverables in the Memorandum of Understanding (MOU) between Baltimore City Public Schools and the MSDE. Ms. Booker-Dwyer provided background on the collaboration and development of the MOU, which provides customized support to 16 priority schools through leadership coaching, professional learning experiences, instructional transformation and school culture and climate. MSDE has leveraged staff from multiple divisions and grant funds to support MOU implementation. Baseline performance data has been collected and MSDE is in the process of collecting mid-year data to ascertain progress toward achieving school improvement goals. The department will continue to monitor progress through Instructional Audits,

Title I Monitoring Visits, and Learning Walks, and will also proceed with curriculum vetting as defined by the MOU. Intervention strategies will be adjusted, as necessary.

ACTION: None. For information and discussion only.

BOARD REPORTS AND PLANNING (CONT'D)

➤ ***Discussion of tentative agenda items for the February 26-27 State Board Meetings:***

- Bridge Accountability Recommendations
- Early Childhood Education
- Educational Testing Service (ETS)
- Definition of “At-Risk”
- Legislative Update
- Regulatory Actions

➤ ***Board Member Updates/Comments:***

- Dr. Li shared information regarding Experience Corps, an evidence-based intervention where a corps of seniors (adults) volunteer in the elementary schools to help K-3 students. Dr. Li requested to have them make a presentation to the Board. She would also like to publicize the intervention to the LEAs to work with AARP foundation, which can provide research and partnerships to go into schools and make a difference.
- Ms. Iszard extended an invitation to Board members to attend Cornerstone Christian Academy’s Black History Month celebration.

ACTION: None. For information and discussion only.

RECOGNITION OF THE 2017 MARYLAND SECONDARY SCHOOL ASSISTANT PRINCIPAL OF THE YEAR

(Presenter: Scott Pfeifer, Executive Director, Maryland Association of Secondary School Principals)

Ms. Debra O’Byrne, Assistant Principal at Glenwood Middle School, was recognized as the 2017 Maryland Secondary School Assistant Principal of the Year.

ACTION: None. For information and discussion only.

STATE SUPERINTENDENT’S REPORT

(Presenters: Dr. Dara Shaw, Director, Research; Chandra Haislet, Director, Accountability)

➤ ***Report on Graduation Cohort Data***

Dr. Shaw and Ms. Haislet presented the most recent data on Maryland’s 4-Year Adjusted Cohort Graduation and Dropout Rates and explained that the information was embargoed until noon on January 30, 2018, at which time the reports would be made available to the public.

Board members expressed concerns about whether data showing increases in graduation rates can be trusted given the recent accusations and audit revelations. Board members also discussed triangulating data and raised questions about content-based and competency-based diplomas in Maryland.

➤ **Updates**

Dr. Salmon and her staff also provided updates and responded to questions previously raised by State Board members regarding Bridge and graduation requirements, financial literacy education and the types of assessments used by LEAs to measure effectiveness of the literacy programs, and the ESSA Participation Rate

ACTION: None. For information and discussion only.

BALTIMORE COUNTY PUBLIC SCHOOLS

President Smarick expressed the Board's concerns about the recent news regarding the indictment of the former Superintendent of Baltimore County Public Schools, and the State's criminal and ethics investigations and procurement audit currently underway. He noted that the Board finds the news discouraging and worrisome. The State Board and the MSDE are currently awaiting the findings of the investigations and audit and will review all information closely to determine the appropriate next steps and action(s) to take.

ACTION: None. For information and discussion only.

REQUESTS FROM LOCAL SCHOOL SYSTEMS FOR CALENDAR MODIFICATIONS

(Presenter: Teresa Dantzler, Ombudsman)

Ms. Dantzler presented conditional requests from Dorchester County Public Schools, Saint Mary's County Public Schools, and Wicomico County Public Schools to open school on February 19, 2018, President's Day, if needed, for the 2017-2018 school year.

ACTION: Upon motion by Dr. Hartings, with a second from Dr. Li, the Board approved the conditional requests from Dorchester County Public Schools, Saint Mary's County Public Schools, and Wicomico County Public Schools to open school on February 19, 2018, President's Day, if needed, for the 2017-2018 school year. (In favor: 8; Opposed: 0; Abstained: 0)

Ms. Dantzler presented a request from Wicomico County Public Schools to waive two days of student attendance for the 2017-2018 school year.

ACTION: The State Board denied the request from Wicomico County Public Schools to waive two days of student attendance for the 2017-2018 school year. (In favor: 0; Opposed: 8; Abstained: 0)

Ms. Dantzler requested that the State Board grant authority to the State Superintendent to approve requests received from LEAs to open school on February 19, 2018, President's Day, as a snow make-up day, if needed.

ACTION: Upon motion by Dr. Finn, with a second from Ms. Iszard, the Board granted authority to the State Superintendent to approve requests received from LEAs to open school on February 19, 2018, President's Day, as a snow make-up day, if needed. (In favor: 8; Opposed: 0; Abstained: 0)

LEGISLATIVE UPDATE

(Presenter: Patrick Fleming, Director, Education Policy and Government Relations)

Mr. Fleming provided an overview of the status of the education legislation introduced during the 2017 General Assembly Legislative Session. Mr. Fleming highlighted the following bills for the State Board's consideration in providing letters of support or opposition.

➤ *HB 154 – State Board of Education – Membership – Teachers and Parents*

ACTION: Upon motion by Dr. Steiner, with a second by Ms. Iszard, the Board approved submitting a letter in opposition to HB 154. (In favor: 7; Opposed: 1 – Dr. Guyton; Abstained: 0).

➤ *SB 300 – Achieving Computer Science Collaborations for Employing Students Statewide (ACCESS) Act of 2018*

ACTION: Upon motion by Dr. Li, with a second by Dr. Finn, the Board approved submitting a letter of support and providing testimony for SB 300. (In favor: 8; Opposed: 0; Abstained: 0).

➤ *SB 301 – Protect Our Students Act of 2018*

ACTION: Upon motion by Dr. Finn, with a second by Dr. Steiner, the Board approved submitting a letter of support for SB 301. (In favor: 8; Opposed: 0; Abstained: 0).

FY 2019 BUDGET UPDATE

(Presenter: Ms. Kristy Michel, Deputy State Superintendent, Finance and Administration)

Ms. Michel provided an overview of the Governor's FY 2019 budget as it relates to funding for K-12 education and the MSDE.

ACTION: None. For information and discussion only.

OPINIONS

Ms. Kameen announced the following Opinions and Orders:

- *Allen S. v. Anne Arundel County Board of Education – student transfer – Opin. No. 18-01*
- *Michael McRae v. Baltimore City Board of School Commissioners – substitute teacher salary – Opin. No. 18-02*

- *Rodney and Rosi P. v. Montgomery County Board of Education* – denial of admission to gifted program – Opin. No. 18-03
- *Matthew Torres v. Baltimore City Board of School Commissioners* – non-renewal of certificate – Opin. No. 18-04
- *William and Darda W. v. Baltimore City Board of School Commissioners* – early K entry – Opin. No. 18-05

ADJOURNMENT

With no further business before the Board, the meeting was adjourned at 4:02 p.m.

Respectfully submitted,

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

Date: February 27, 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 audio recordings of the meetings are the official record of the meetings and can be located at: <http://www.marylandpublicschools.org/stateboard/Pages/Meetings-2017.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: January 30, 2018

Time: 12:30 pm

Location: 200 West Baltimore Street, Baltimore, MD 21201

Motion to close meeting made by: Dr. Finn

Seconded by: Mr. Phillips

Members in favor: 8

Opposed: 0

Abstaining: 0

Absent: 1

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) (1)	Internal Board Management	Information sharing, charter school grant RFPs, legislation
§ 3-305(b) (7)	Legal Advice	Legal appeals, school construction, transfer laws and policies



4. This statement is made by _____, Presiding Officer.

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE January 30, 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>
Belton, Nicassia R.	Education Program Manager II, Career and Technology Education Student and Assessment Services	24	Office of the Deputy For Teaching and Learning, Division of Career and College Readiness	TBD
Carter, Vincent R.	Fiscal Service Administrator III, Chief of Financial Management Services	20	Office of the Deputy for Finance and Administration, Division of Rehabilitation Services	TBD
Edmond, Shanna	Education Program Specialist I, Title I, Fiscal Management and School Improvement	21	Office of the Deputy for Teaching and Learning, Division of Curriculum, Research, Assessment and Accountability	TBD
Gonce, Paula M.	Education Program Specialist I, Access and Equity Program Specialist	21	Office of the Deputy for Teaching and Learning, Division of Special Education/Early Intervention Services	TBD
Greene, Reham I.	Accountant Manager II, Deputy Chief of Accounts Payable	20	Office of the Deputy for Finance and Administration, Division of Business Services	TBD
Hicks, Laura J.	Education Program Specialist I, School Library Media Specialist	21	Office of the Deputy for Teaching and Learning, Division of Curriculum, Research, Assessment, and Accountability	TBD
Hosken-Ralston, Jennifer L.	Education Program Specialist I, Elementary English Language Arts Specialist	21	Office of the Deputy for Teaching and Learning, Division of Curriculum, Research, Assessment and Accountability	TBD
Hunter-Crafton, Patricia C.	Education Program Specialist II, Coordinator, School Improvement and Title I	22	Office of the Deputy for Teaching and Learning and School Effectiveness, Division of Curriculum, Research, Assessment and Accountability/Division of Student, Family, and School Support	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>
Larenas, Karen	Education Program Specialist I, Special Education Resource and Policy Specialist	21	Office of the Deputy for Teaching and Learning, Division of Special Education/Early Intervention Services	TBD
Lavin, Stefanie E.	Education Program Specialist II, Nonpublic School Approval Specialist(s)	22	Office of the Deputy for School Effectiveness, Division of Educator Effectiveness	TBD
Nizer, Jennifer	Program Manager Senior II, Director, Office of Child Care	24	Office of the Deputy for Teaching and Learning, Division of Early Childhood Development	TBD
Spivey, Kimberly A.	Program Manager III, Nonpublic Schools BOOST Program Manager	21	Office of the Deputy for Finance and Administration, Division of Business Services	TBD
Tsigounis, Sherry L.	Child Care Licensing Regional Manager, Region II, Baltimore City	19	Office of the Deputy for Teaching and Learning, Division of Early Childhood Development	TBD
Verzi, Traci	Education Program Specialist I, Career and Technology Education	21	Office of the Deputy for Teaching and Learning, Division of Career and College Readiness	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>
Brown, Donetta	Office Clerk II	7/2	Office of the Deputy for Finance and Administration, Division of Rehabilitation Services	12/06/17

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

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Edelen, Kriston	Office Secretary III	10/3	Office of the Deputy for Finance and Administration, Division of Rehabilitation Services	01/03/18
Hanson, Shanicia	Vocational Rehabilitation Specialist II	13/3	Office of the Deputy for Finance and Administration, Division of Rehabilitation Services	12/06/17
Howard, Debra A.	Special Education Teacher	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education Program	12/06/17
Mowl, Faith	Vocational Rehabilitation Specialist II	13/3	Office of the Deputy for Finance and Administration, Division of Rehabilitation Services	12/06/17
Novak, Ashley	Vocational Rehabilitation Specialist II	13/3	Office of the Deputy for Finance and Administration, Division of Rehabilitation Services	01/31/18
Reevey, Lyndell L.	Special Education Teacher	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education Program	01/31/18
Williams, Andrew	Vocational Rehabilitation Specialist II	13/8	Office of the Deputy for Finance and Administration, Division of Rehabilitation Services	01/17/18
Yates, Leo	Staff Specialist II	16/15	Office of the Deputy for Finance and Administration, Division of Rehabilitation Services	01/03/18

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.
State Superintendent of Schools

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January 30, 2018

BOARD LIST

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

Name: Nicassia R. Belton
Position: Education Program Manager II,
Career and Technology Education (CTE) Student and Assessment Services
Division: Career and College Readiness
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 credit hours of post baccalaureate course work in Career and Technical Education, Education, Educational Administration/Supervision, Research, Public Administration, Information Management Systems, or in any related field.

EXPERIENCE:

Six (6) years of professional administrative, accountability or teaching experience in or affiliated with an education program including two (2) years of experience in coordinating or administering an education program or service directly related to the position. Experience with business intelligence software and/or Excel desired; administrative experience in an area related to accountability, information management, or a related field is preferred.

DESCRIPTION:

This is a professional position responsible for planning, leading, and supervising the work of staff who implement the CTE performance measurement and accountability system, Office of Civil Rights monitoring, CTE student organizations, CTE student organizations, CTE pathway program development, and the CTE Annual Awards of Excellence Program.

QUALIFICATIONS:

Education:

Purdue University (West Lafayette, IN) 2006 - Master's Degree in Mathematics w/ Specialization in Computation Finance.

Morgan State University (Baltimore, Maryland) 2003 - Bachelor's Degree in Mathematics with a concentration in Statistics; 2017 - Ed.D. Candidate in Mathematics Education (ABD).

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2017 – Present: Career and Technology Education Accountability Coordinator

University of Maryland (Baltimore, Maryland)

2015 – 2017: Associate Director of Pre-College Programs

The Career Adviser, LLC (the careeradviser.com)

2015 – Present: CEO, Founder and Lead Consultant

International Association of Black Actuaries (IABA) (Windsor, Ct)

2009 – Present: Chair of Education Committee

Morgan State University (Baltimore, Maryland)

2008 – 2014: Director of Actuarial Science Program

2009 – 2014: Director of Summer Academy of Math and Science (SAMS) Program

2012 – 2014: Summer Training Academy in Robotics and (Cyber) Security Program

2008 – 2013: Coordinator of School of Computer Mathematical and Natural Sciences (SCMNS) High School Outreach

EMPLOYMENT STATUS:

Promotional



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

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January 30, 2018

BOARD LIST

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

Name: Vincent R. Carter
Position: Fiscal Services Administrator III,
Chief of Financial Management Services
Division: Rehabilitation Services
Salary Grade: State Salary Grade: 20
Annual Salary Range: \$56,743 - \$91,107
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Four years of professional experience in the preparation and execution of budgets. Two years of the required experience must have been in direct supervision of other professional employees. Experience with State statute desired.

DESCRIPTION:

This is a professional position responsible for directing the activities of the Financial Management Services Branch. The major activities of this branch directly support the mission of the Division of Rehabilitation Services and include the following: budget preparation and monitoring; grants management; monitoring and controlling expenditures; audits; fund recovery; reporting to federal agencies; procurement of commodities, equipment and services.

QUALIFICATIONS:

Education:

Morgan State University (Baltimore, Maryland) 2003 - Master's Degree in Business Administration; 1990 - Bachelor's Degree in Accounting.

Experience:

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

2017 – Present: Acting Fiscal Director

2011 – 2017: Accountant Advanced, Accounts Payable

2004 – 2011: Accountant II, Maryland Business Enterprise Program

The Johns Hopkins University (Baltimore, Maryland)

1997 – 2003: Senior Financial/Budget Analyst

The Pennsylvania State University (University Park, Pennsylvania)

1991 – 1997: Assistant to the Financial Officer

EMPLOYMENT STATUS:

Promotional



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January 30, 2018

BOARD LIST

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

Name: Shanna Edmond
Position: Education Program Specialist I/Title I,
Fiscal Management and School Improvement
Division: Curriculum, Research, Assessment and Accountability
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$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 in Education, Education Administration/Supervision, Educational Research, Education Policy or a related field.

EXPERIENCE:

Four 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 services directly related to the position; experience coordinating a school improvement program is preferred.

DESCRIPTION:

This is a professional position responsible for providing technical assistance and support to Title I schools and school systems adhering to the requirements of the Every Student Succeeds Act (ESSA) including Title I school wide and targeted assistance programs, and for the ongoing design, development, implementation, and evaluation of these programs to improve the teaching and learning of disadvantaged children.

Shanna Edmond

Page Two

QUALIFICATIONS:

Education:

Loyola University (Baltimore, Maryland) 2008 - Master's Degree in Curriculum and Instruction.

Lincoln University (Lincoln University, Pennsylvania) 2000 - Bachelor's Degree in Biology.

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2016 – Present: Education Program Specialist I, Extended Learning Specialist

The SEED School of Maryland (Baltimore, Maryland)

2012 – 2016: Title I Coordinator/Family Involvement Coordinator

Baltimore County Public Schools (Cockeysville, Maryland)

2008 – 2012: Teacher

Baltimore City Public Schools (Baltimore, Maryland)

2000 – 2008: 8th Grade Instructor, Chinquapin Middle School

EMPLOYMENT STATUS:

Promotional



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January 30, 2018

BOARD LIST

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

Name: Paula M. Gonce
Position: Education Program Specialist I,
Access and Equity Program Specialist
Division: Special Education/Early Intervention Services
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$60,543 - \$97,203
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Master's Degree or equivalent 36 post baccalaureate course work in Special Education, Education Administration/Supervision or related field.

EXPERIENCE:

Four (4) years of professional experience in or affiliated with special education programs or services directly related to the position. Experience in the areas of evidence based practices for children with special needs and early intervention for students with behavior difficulties, autism, and other developmental disabilities preferred.

DESCRIPTION:

This is a professional position that serves as a Program Specialist in the delivery of training and technical assistance to Local School Systems (LSS) and individual schools to improve conditions for learning for students with disabilities on behalf of the Maryland State Department of Education (MSDE), Division of Special Education/Early Intervention Services (DSE/EIS). Also, this position serves as a technical expert responsible for providing oversight and support related to access and equity for students with disabilities.

QUALIFICATIONS:

Education:

University of Maryland Baltimore County (Baltimore, Maryland) 2001 - Master's Degree in Applied Behavior Analysis; 1989 - Bachelor's Degree in Psychology and Sociology.

Experience:

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

2016 – Present: Manager, Communication and Education Supports

The Chimes School (Baltimore, Maryland)

2012 – 2016: Behavior Analyst

1998 – 2001: Assistant Director II

Johns Hopkins Bayview (Baltimore County, Maryland)

2009 – 2011: Clinical Supervisor

The Columbus Organization

2007 – 2009: Behavior Specialist/Case Coordinator

Kennedy Krieger Institute (Baltimore, Maryland)

2006 – 2007: Clinical Specialist III/Psychology Associate

2001 – 2004: Clinical Specialist III/Psychology Associate

2001: Behavior Data Specialist

1995 – 1998: Program Specialist

Man Alive, Inc. (Baltimore, Maryland)

2005 – 2006: Clinical Director

University of Maryland (Baltimore, Maryland)

2004 – 2005: Clinical Research Assistant

EMPLOYMENT STATUS:

New



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January 30, 2018

BOARD LIST

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

Name: Reham I. Greene
Position: Accountant Manager II,
Deputy Chief of Accounts Payable
Division: Business Services
Salary Grade: State Salary Grade 20
Annual Salary Range: \$56,743 – \$91,107
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Six years (6) of experience examining, analyzing and interpreting accounting systems, records and reports by applying General Accepted Accounting Principles. Three years (3) of required experience must be direct supervision of other professional employees.

DESCRIPTION:

This is a professional position serving as Chief of the Accounts Payable Section and is responsible for providing leadership and administering technical assistance in planning, directing and controlling accounts payable, grant accounting, and related functions of the Accounting Branch. Assures that transactions are verified, recorded, and reported timely and accurately to management in accordance with Generally Accepted Accounting Principles (GAAP) and guidelines established by the Comptroller's Office and Department of Budget and Management (DBM) and in compliance with federal regulations and practices.

QUALIFICATIONS:

Education:

Stevenson University (Baltimore, Maryland) 2014 – Master’s Degree in Forensic Accounting.

University of Baltimore (Baltimore, Maryland) 2003 – Bachelor’s Degree in Accounting.

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2015 – Present: Fiscal Service Administrator V, Chief of Accounting

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

2013 – 2015: Chief Fiscal Officer

Maryland State Retirement and Pension System (Baltimore, Maryland)

2010 – 2013: Accountant Supervisor II

MENTOR Maryland (Catonsville, Maryland)

2007 - 2010: General Ledger Supervisor/State Accounting Manager

Games Workshop America (Glen Burnie, Maryland)

2006 – 2007: Senior Accountant

Educate, Inc. DBA Sylvan Learning Centers (Baltimore, Maryland)

2005 – 2006: Senior Accountant

Capital Women’s Care, LLC (Rockville, Maryland)

2004 – 2005: Senior Accountant/Accountant Manager

Health Care Management Group (Rockville, Maryland)

2002 – 2004: Staff Accountant

United Way of Central Maryland (Baltimore, Maryland)

1998 – 2002: Senior Accounting Coordinator

EMPLOYMENT STATUS:

Voluntary Demotion



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January 30, 2018

BOARD LIST

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

Name: Laura J. Hicks
Position: Education Program Specialist I,
School Library Media Specialist
Division: Curriculum, Research, Assessment, and Accountability
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$60,543 - \$97,203
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Master's Degree or equivalent 36 credit hours of post baccalaureate course work in a Library Media program.

EXPERIENCE:

Four (4) years of experience as a school based media specialist and at least two (2) years in a leadership role. Library Media leadership experience with state/national associations or at the district level is preferred.

DESCRIPTION:

This is a professional position responsible for providing leadership and technical assistance to local school systems, Maryland State Department of Education (MSDE) staff members and other stakeholders for the implementation and use of information literacy skills to support student achievement and school reform.

QUALIFICATIONS:

Education:

McDaniel College (Westminster, Maryland) 2004 - Master's Degree in School Library Media.
University of Maryland (College Park, Maryland) 1986 - Bachelor's Degree in Food Science.

Experience:

Frederick County Public Schools (Frederick, Maryland)

2015 - Present: School Library Media Specialist, Frederick High School

2004 – 2015: School Library Media Specialist, West Frederick Middle School

2002 – 2004: Information Resource Specialist

McDaniel College (Westminster, Maryland)

2004: Adjunct Professor

Frederick County Public Libraries (Frederick, Maryland)

2000 – 2002: Library Associate I

EMPLOYMENT STATUS:

New



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January 30, 2018

BOARD LIST

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

Name: Jennifer L. Hosken Ralston

Position: Education Program Specialist I,
Elementary English Language Arts Specialist

Division: Curriculum, Research, Assessment, and Accountability

Salary Grade: State Salary Grade: 21
Annual Salary Range: \$60,543 – \$97,203

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Master's Degree or equivalent 36 credit hours of post baccalaureate course work in Education, Educational Administration/Supervision, Reading/English Language Arts or a closely related field. Certification in Reading and/or English Language Arts is required.

EXPERIENCE:

Four (4) years of professional administrative, accountability or teaching experience in a or affiliated with an education program including two (2) years of experience in coordinating or administering an education program or services directly related to the position. Experience with an Elementary English Language Arts education program is preferred.

DESCRIPTION:

This is a professional position responsible for providing technical assistance to local school systems for developing effective initiatives for improving elementary school student performance in English Language Arts (ELA) programs.

QUALIFICATIONS:

Education:

Frostburg State University (Frostburg, Maryland) 2004 - Master of Education (Reading); 2001 - Bachelor of Science Degree in Early Childhood/Elementary Education; 2004 - Certificate I and II Administration and Supervision.

Trinity Washington University (Washington, DC) 2017 - Graduate-level coursework for certified Academic Language Therapist License.

Experience:

Allegany County Public Schools (Cumberland, Maryland)

- 2014 – Present: Reading Specialist, K-5, Parkside Elementary
- 2009 – 2014: Teacher, Fourth and Fifth Grade
- 2006 – 2009: Reading Instructional Specialist, K-5
- 2001 – 2006: Teacher, Fourth and Fifth Grade, Frost Elementary
- 2000 – 2001: Teacher, Fourth Grade, South Penn Elementary

Washington County Public School (Hagerstown, Maryland)

- 1995 – 2000: Teacher, Fifth Grade, Old Forge Elementary

EMPLOYMENT STATUS:

New



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January 30, 2018

BOARD LIST

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

Name: Patricia C. Hunter Crafton

Position: Education Program Specialist II,
Coordinator, School Improvement and Title I

Division: Curriculum, Research, Assessment and Accountability/
Student, Family, and School Support

Salary Grade: State Salary Grade: 22
Annual Salary Range: \$64,608 - \$103,743

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Five years of administrative or teaching experience in, or affiliated with, an education program, including two years of experience in coordinating or administering an education program or service directly related to the position; experience coordinating a school improvement program is preferred.

DESCRIPTION:

This is a professional position responsible for providing lead technical assistance and support to Title I schools and school systems adhering to the requirements of the Every Student Succeeds Act (ESSA), including Title I school wide and targeted assistance programs, and for the ongoing design, development, implementation, and evaluation of these programs to improve the teaching and learning of disadvantaged children.

QUALIFICATIONS:

Education:

University of New England (Portland, Maine) 2009 – Master’s Degree in Education (Educational Leadership Concentration).

Rochester Institute of Technology (Rochester, New York) 2001 – Bachelor’s Degree in Biotechnology.

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2016 – Present: Education Program Specialist I, Title I and School Improvement

The Delaware Met Charter High School (Wilmington, Delaware)

2015: School Leader

The Academies at Frederick Douglass High School (Baltimore, Maryland)

2014 – 2015: Interim Campus Principal

2011 – 2014: Assistant Principal

2007 – 2011: Department Head and Instructional Support Teacher

2005 – 2007: Secondary Science Teacher

G.E. Chaplin, Inc. (Parkville, Maryland)

2003 – 2005: Sales Representative

ESS Inc. (Laurel, Maryland)

2002 – 2003: Quality Assurance Data Coordinator

Novavax, Inc. (Rockville, Maryland)

2001 – 2002: Quality Control Technologist

In Vitro Technologies (Baltimore, Maryland)

2001: Production Assistant (Lab Support)

EMPLOYMENT STATUS:

Promotional



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January 30, 2018

BOARD LIST

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

Name: Karen Larenas
Position: Education Program Specialist I,
Special Education Resource and Policy Specialist
Division: Special Education/Early Intervention Services
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$60,543 - \$97,203
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Master's Degree or equivalent 36 post baccalaureate course work in Special Education, Education Administration/Supervision or Education related field.

EXPERIENCE:

Five (5) years of experience in coordinating or administering special education programs or services directly related to the position. Experience with direct supervision of other professional employees desired.

DESCRIPTION:

This is a professional position responsible for Special Education policy development and review, product development, and cross-divisional technical assistance activities of the Division with public agencies to carry out federal and State regulations, maintain compliance, and participate in the Maryland State Performance Plan and Annual Performance Report.

QUALIFICATIONS:

Education:

University of Maryland (College Park, Maryland) 2009 - Master's Degree in Early Childhood and Special Education.

Howard University (Washington, District of Columbia) 1996 - Master's Degree in Business Administration/Health Services Administration.

Florida A and M University (Tallahassee, Florida) 1994 - Bachelor's Degree in Health Care Management.

Experience:

Prince George's County Public Schools (Hyattsville, Maryland)

2016 – Present: Special Education Program Coordinator

2014 – 2016: Head Start Program Coordinator

2010 – 2014: Infant and Toddler Special Educator and Part B Representative

2007 – 2010: Preschool Special Educator

2000 – 2007: Grade level Chairperson and Pre-Kindergarten, Second Grade and Fifth Grade General Educator

State Interagency Coordinating Council

2013 – Present: Governor appointed Vice Chair

Danya International (Silver Spring, Maryland)

2016: Comprehensive Services and School Readiness Consultant

Prince George's County Department of Health (Largo, Maryland)

2009: Summer Intern

Mid-Atlantic Permanente Group (Rockville, Maryland)

1999 – 2000: Senior Analyst

St. Agnes Healthcare (Catonsville, Maryland)

1997 – 1999: Senior Consultant

CIGNA Dental (Plantation, Florida)

1996 – 1997: Marketing Analyst

EMPLOYMENT STATUS:

New



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January 30, 2018

BOARD LIST

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

Name: Stefanie E. Lavin

Position: Education Program Specialist II,
Nonpublic School Approval Specialist(s)

Division: Educator Effectiveness

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 Education, Special Education or related field.

EXPERIENCE:

Five years of professional work experience in education that must include experience in the application of regulations. Administration and/or supervisory experience in a special education setting desirable.

DESCRIPTION:

This is a professional position serving as a lead technical specialist responsible for providing leadership, technical and legal expertise in all aspects of the approval of nonpublic educational programs, including those for students with disabilities who are unable to be educated in public schools.

QUALIFICATIONS:

Education:

College of Notre Dame of Maryland (Baltimore, Maryland) 2001 - Master of Arts Degree in Teaching.

University of Maryland at College Park (College Park, Maryland) 1998 – Bachelor of Arts Degree in Studio Art.

Loyola College of Maryland (Baltimore, Maryland) 2005 – Certificate in School Administration and Supervision.

Experience:

Baltimore County Public Schools (Towson, Maryland)

2013 – 2017: Principal

2007 – 2013: Assistant Principal

2001 – 2007: Art Teacher

EMPLOYMENT STATUS:

New



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January 30, 2018

BOARD LIST

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

Name: Jennifer A. Nizer
Position: Program Manager II,
Director, Office of Child Care
Division: Early Childhood Development
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, Early Childhood Education, child development, social work, psychology, or a related field from an accredited college or university.

EXPERIENCE:

Five (5) years of professional experience with managing, designing, developing, implementing, and/or maintaining child development programs or management, administration and/or supervision of Child Care Licensing Programs.

DESCRIPTION:

This a professional management position serving as the Director of the Office of Child Care within the Division of Early Childhood Development and is responsible for the overall management and policy development for the implementation of the State's child care programs and is responsible for the oversight for improving the quality and availability of child care in order to help improve school readiness for all children.

QUALIFICATIONS:

Education:

Towson State University (Towson, Maryland) 2003 – Master’s Degree in Early Childhood Education; 1993 – Bachelor’s Degree in Early Childhood Education.

Experience:

Creative World School (Tampa, Florida)

2015 – Present: CW Support Coach

Institute for Early Childhood Professionals (Tampa, Florida)

2014 – 2015: Manager – Child Development Center

Johns Hopkins Bayview Medical Child Development Center (Baltimore, Maryland)

2001 – 2014: Director

Maryland State Child Care Association (Baltimore, Maryland)

2009 – 2015: President

Howard Community College (Columbia, Maryland)

2011 – 2014: Adjunct Faculty

Essex Community College (Baltimore, Maryland)

2012 – 2014: Adjunct Faculty

Towson University (Towson, Maryland)

2004 – 2006: Adjunct Faculty

Casa of Baltimore City (Baltimore, Maryland)

2003 – 2004: Volunteer - Advocate

Knowledge Beginnings (Laurel, Maryland)

2000 – 2001: Executive Director

Columbia Association (Columbia, Maryland)

1999 – 2000: Training Coordinator

EMPLOYMENT STATUS:

New



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January 30, 2018

BOARD LIST

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

Name: Kimberly Ann Spivey
Position: Program Manager III,
Nonpublic Schools BOOST Program Manager
Division: Business Services
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$60,543 - \$97,203
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Five (5) years of professional experience with administering programs, two (2) of which must include experience managing and using technology systems for administering programs. Management and/or supervisory experience desired.

NOTES:

Two (2) additional years of experience as defined above may be substituted for the required education.

DESCRIPTION:

This is a professional position serving as Program Manager for the Broadening Options and Opportunities Today (BOOST) Scholarship Program. BOOST provides State-funded scholarships to students who qualify for free or reduced-price meals to attend nonpublic schools. Approximately 2,400 scholarships were awarded in 2016-2017 and 151 schools participated.

QUALIFICATIONS:

Education:

Anne Arundel Community College (Arnold, Maryland) 2006 – Completed Coursework in Business/Public Administration and Computer Information Systems.

Northeast High School (Pasadena, Maryland) 1980 – Maryland High School Diploma.

Experience:

State of Maryland Public School Construction Program (Baltimore, Maryland)

2005 – Present: Program Manager, Capital Budgets and Improvement Programing

1991 – 2005: Agency Budget Specialist II and Fiscal Associate I

Anne Arundel County Department of Social Services (Annapolis, Maryland)

1991: Fiscal Clerk II

Maryland State Department of Education (Baltimore, Maryland)

1984 – 1987: Fiscal Clerk II

EMPLOYMENT STATUS:

Promotional



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January 30, 2018

BOARD LIST

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

Name: Sherry L. Tsigounis
Position: Child Care Licensing Regional Manager,
Region II, Baltimore City
Division: Early Childhood Development
Salary Grade: State Salary Grade: 19
Annual Salary Range: \$53,193 - \$85,401
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Possession of a Bachelor's Degree in child development, education, social work or psychology from an accredited college or university.

EXPERIENCE:

Five years of experience inspecting, licensing and monitoring child care centers, family day care homes and non-public nursery schools.

DESCRIPTION:

This is a professional position responsible for managing the regional Child Care office and all regulatory activity involved in the licensure of child care centers, the registration of family day care homes, the issuance of letters of compliance to certain religious child care programs, and the approval of nonpublic nursery schools in Baltimore City. This position also recommends enforcement actions as needed to ensure Licensee compliance with regulatory standards and, in general, supports the Office of Child Care's goal of protecting children in out of home care. This position may represent the Office of Child Care in regional and/or State public relation activities as needed.

QUALIFICATIONS:

Education:

Towson University (Towson, Maryland) 2016 – Master’s Degree in Early Childhood Education;
1996 – Bachelor’s Degree in Early Childhood Education.

Villa Julie College (Greenspring, Maryland) 1990 – Associate of Arts Degree in Child
Development.

Experience:

Maryland State Department of Education (Baltimore, Maryland)

- 2014 – Present: Child Care Licensing Supervisor
- 2005 – 2014: Child Care Licensing Specialist
- 2001 – 2003: Child Care Licensing Specialist

Kiddie Academy International, Inc. (Belair, Maryland)

- 2004 – 2005: Education Specialist
- 2003 – 2004: Corporate Operations Manager

Baltimore City Public Schools (Baltimore, Maryland)

- 1996 – 2001: Child Care Director/Teacher, Mergenthaler Vo-Tech High School

EMPLOYMENT STATUS:

Promotional



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January 30, 2018

BOARD LIST

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

Name: Traci Verzi
Position: Education Program Specialist I,
Career and Technology Education
Division: Career and College Readiness
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$60,543 - \$97,203
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Master's Degree or equivalent 36 credit hours of post baccalaureate course work in Career and Technology Education, educational Administration/Supervision, Public Administration, or in any related field.

EXPERIENCE:

Four (4) years of teaching and/or administrative/supervisory experience in/or related to career and technology education.

DESCRIPTION:

This is a professional position serving as the Regional Coordinator in the Division of Career and College Readiness (DCCR) responsible for providing leadership, coordination and technical assistance to Local School Systems (LSS) and Community Colleges within an assigned region of the State and responsible for planning, developing, evaluating and improving Career and Technology Education (CTE) programs.

QUALIFICATIONS:

Education:

Walden University (Minneapolis, Minnesota) 2011- Master's Degree in General Psychology.

University of Maryland Baltimore County (Baltimore, Maryland) 2003 - Bachelor's Degree in Psychology.

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2013 – Present: Staff Specialist, Child Care Licensing Training Approval Coordinator

Howard Community College (Columbia, Maryland)

2012 – 2016: Adjunct Faculty

TLV Training for Child Care (Severn, Maryland)

2010 – 2013: Training Consultant

Anne Arundel Community College T.E.A.C.H. Institute (Arnold, Maryland)

2008 – 2012: Adjunct Faculty

People to People International Student Ambassador Program (Kansas City, Missouri)

2007 – 2010: Facilitator

Anne Arundel County Recreation and Parks, School Age Child Care (Annapolis, Maryland)

2006 – 2012: Training Director

2004 – 2006: School Age Child Care Director

Anne Arundel County Public Schools (Annapolis, Maryland)

2004 – 2006: Interim Teacher

EMPLOYMENT STATUS:

New

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE January 30, 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>
Kirk, Casey L.	Academic Program Coordinator, Juvenile Services Education	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education Program	TBD

II. Appointments Grade 18 and below:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
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III. Other Actions: Promotional

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
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January 30, 2018

BOARD LIST

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

Name: Casey L. Kirk
Position: Academic Program Coordinator, Juvenile Services Education
Division: Juvenile Services Education Program
Salary Grade: Institutional Educator Pay Plan: IEPP Administrator Schedule
Annual Salary Range: \$100,763 - \$105,806
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master's Degree in Education with a specialty in Curriculum and Instruction or a related field; possession of, or eligibility for, a Maryland Administrator I or II preferred.

EXPERIENCE:

Five years of satisfactory teaching experience in 7-12 education environment – alternative/urban education setting desired – and 3 years satisfactory administrative or supervisory experience. Special education and grant administration experience preferred.

DESCRIPTION:

This is a professional position providing leadership and management for the academic Juvenile Services Education Program, including Middle School, High School, or General Educational Development (GED) level instruction.

QUALIFICATIONS:

Education:

Notre Dame of Maryland University (Baltimore, Maryland) 2010 – Master’s Degree in Leadership in Teaching; 2008 – Teaching Certification; 2014 Ph.D. – Instructional Leadership Program 27 credits earn for

Towson University (Towson, Maryland) 2003 – Bachelor’s Degree in English.

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2017 – Present: Education Program Specialist I, Learning Management System Administrator

2015 – 2017: Education Program Specialist I, Online Professional Program Specialist
(Contractual)

2013 – 2015: Education Program Specialist I, Professional Learning Specialist
(Contractual)

St. Mary’s County Public School System (Leonardtown, Maryland)

2009 - 2011: Twilight/Credit Recovery Teacher (Great Mills High School)

Charles County Public Schools (Waldorf, Maryland)

2011 – 2013: English/Reading Intervention Teacher

EMPLOYMENT STATUS:

Promotional