

MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Wednesday, June 20, 2018
Maryland State Board of Education
200 W. Baltimore Street
Baltimore, Maryland 21201

The Maryland State Board of Education met in regular session on Wednesday, June 20, 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; Ms. Jean Halle; Dr. Justin M. Hartings; Ms. Stephanie R. Iszard; Mr. Michael Phillips; Dr. David Steiner; Brigadier General (BG) Warner Sumpter (Ret.); Mr. Kyle J. Smith, student Board member and State Superintendent Dr. Karen B. Salmon. (Dr. Rose Li and Dr. Joan Mele-McCarthy were absent).

The following staff members were present: Elizabeth Kameen, Esq., Assistant Attorney General; Dr. Sylvia Lawson, Deputy State Superintendent, Office of School Effectiveness; Gayle Secrist, Interim Deputy State Superintendent, Office of Finance and Administration; Dr. Carol Williamson, Deputy State Superintendent, Office of Teaching and Learning; 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.

PUBLIC COMMENT

The following individuals provided public comment:

Jeffrey Thompson – COMAR 13A.06.07 *Student Transportation* (Second Degree Assault as a Disqualifying Factor)

Nicole Landers – School Safety

Erin Abbel, Esq. – COMAR 13A.06.07 *Student Transportation* (Second Degree Assault as a Disqualifying Factor)

Todd Watkins – COMAR 13A.06.07 *Student Transportation* (Second Degree Assault as a Disqualifying Factor)

Robert Edwards – COMAR 13A.06.07 *Student Transportation* (Second Degree Assault as a Disqualifying Factor)

Leslie Margolis (Disability Rights MD) – Student Behavior Interventions

Jira Churchill – Student LGBTQ inclusion as part of safety/mental health standards

NEW BUSINESS

➤ ***Approval of Consent Agenda:***

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

- Minutes for April 24, 2018
 - Mr. Smith requested a correction on page 6 to reflect his opposition to the department's proposed definition of economically disadvantaged.
- Personnel Actions
- Budget Adjustments for April, 2018

ACTION: Upon motion by Dr. Finn and seconded by Dr. Steiner, the Board approved the Consent Agenda. (In Favor: 9; opposed: 0; abstained: 0. Mr. Phillips had not arrived.)

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

(Presenter: Mary Gable, Assistant State Superintendent, Division of Student, Family, and School Support; Sarah Spross, Assistant State Superintendent, Division of Educator Effectiveness; Gabriel Rose, Director, Pupil Transportation/Emergency Management; Steven Hicks, Assistant State Superintendent, Division of Early Childhood Development)

○ **COMAR 13A.06.07 Student Transportation (Permission to Adopt)**

Request for permission to adopt amendments. Mr. Gabriel Rose, Director, Pupil Transportation/Emergency Management, also presented an overview of the National Transportation Safety Board's (NTSB) Recommendations from its report released in April, 2017 in response to a collision between a Baltimore City school bus and a Maryland Transit Authority bus that occurred on November 1, 2016. The report identified two areas of concern for the Maryland State Department of Education (MSDE): 1) terms in COMAR 13A.06.07 that were not defined; and 2) clarification needed regarding when a local school system is required to submit a school vehicle driver or trainee's name, during pre-employment screening, to the MSDE for inclusion in the disqualified driver database.

Board members discussed the secondary assault requirement included in the regulation as a disqualifying factor, which was also a concern raised by individuals who provided public comment. In response to questions from Board members, Mr. Rose clarified that the inclusion of this factor was not a requirement of the NTSB and also that this was not a requirement applied to other public school personnel.

The Board requested that staff amend the language and bring a revised version back for further consideration.

○ **COMAR 13A.03.02.08 Grading and Reporting**

Request for permission to publish amendments to the regulation, which previously came before the Board on April 24, 2018. Based on comments received at that time, the regulation was revised and brought back before the Board. The revised regulation describes requirements that local school systems must incorporate in their grading

and reporting policies to include: grading scales, calculation of final grades, explanation of weights for honors and other courses, how attendance factors into the grade, information on grade changes procedures, and audit and appeal procedures.

The Board approved the regulations for publication with an amendment to the language adding that *each local education agency (LEA) will recognize any secondary school credit earned in any other LEA in Maryland.*

Ms. Kameen will work with department staff to reconstruct the regulation to include the amended language.

***ACTION:** Upon motion by Dr. Finn and seconded by Ms. Iszard, the State Board granted permission to publish the regulation with the amended language. (In favor: 9; Opposed: 0; Abstained: 0. Mr. Phillips had not arrived.)*

○ **COMAR 13A.03.04 Test Administration and Data Reporting Policies and Procedures**

Request for permission to adopt amendments to COMAR 13A.03.04 Test Administration and Data-Reporting Policies and Procedures. The proposed amendments (1) clarify that “local school system” includes special schools and nonpublic schools that use tests administered on behalf of the State Board of Education; (2) prohibits the use of electronic devices (unless used for testing or administrative purposes) in testing rooms during testing; and (3) clarifies that local school systems must designate a Local Accountability Coordinator and a School Test Coordinator and outlines general duties of each.

***ACTION:** Upon motion by Dr. Steiner and seconded by Dr. Guyton, the State Board granted permission to publish the regulation with the amended language. (In favor: 9; Opposed: 0; Abstained: 0. Mr. Phillips had not arrived.)*

○ **COMAR 13A.08.04 Student Behavior Interventions**

Granted permission to adopt amendments to add and clarify definitions and strengthen provisions which require a continuum of behavior interventions to be a part of a student’s Behavior Intervention Plan (BIP) or Individualized Education Plan (IEP).

Board members discussed reviewing the student discipline policy and requested to have a summary of current school discipline policies included in the Board materials for next month’s meeting. Dr. Salmon will provide this information and said there will also be future discussion on this, particularly as it relates to the new school safety subcabinet, and requested to have discussion and policy actions regarding student discipline dovetail with the subcabinets work.

***ACTION:** Upon motion by Dr. Steiner and seconded by Ms. Iszard, the State Board granted permission to publish the regulation with the amended language. (In favor: 9; Opposed: 0; Abstained: 0. Mr. Phillips had not arrived.)*

- **COMAR 13A.12.01.04 Options for Obtaining Initial Maryland Certification**
Request for permission to adopt the proposed amendments to provide 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. Steiner and seconded by Ms. Iszard, the State Board granted permission to adopt the regulation. (In favor: 10; Opposed: 0; Abstained: 0.)

- **COMAR 13A.12.04.03 Superintendents**
Ms. Spross presented information pertaining to the Superintendent Certification Requirement in response to questions raised by the Board at its May 22, 2018 meeting regarding including new language that allows for an individual with an exceptional background and/or skills to be considered for the Superintendent position. A workgroup comprised of multiple constituent organizations recommended proposed amendments to the regulation to establish two distinct superintendent certificates, as well as provide multiple pathways for certification. Draft regulatory language regarding the certification requirements for Superintendent was presented for discussion.

Board members discussed adding language that requires training and/or observation as part of the exceptional category, clarification on the Certificate II, and how districts will ensure that the relevant expertise is present on staff.

Board members agreed to meet with the Professional Standards and Teacher Education Board (PSTEB) as part of a joint committee. Dr. Hartings, Ms. Iszard, and General Sumpter were selected to represent the State Board on the committee.

ACTION: None. For information and discussion only.

- **COMAR 13A.12.01.05 General Requirements for Professional Certificates**
Request for permission to publish the proposed amendments eliminating the basic skills test requirement for those individuals seeking certification who do not hold a bachelor's degree (i.e., specialized professional areas and professional technical education candidates). The proposed regulatory change was recommended by the TIRA workgroup. Specifically, it was responded that LEAs are having difficulty not only recruiting but retaining PTE teachers because PTE teacher candidates often have difficulty passing basic skills assessments.

Board members expressed concern that allowing those individuals who do not hold a Bachelor's degree to have the ability to present credit bearing coursework to fulfill the basic skills requirement in lieu of an assessment was a barrier to employing qualified individuals in the career and technology programs.

Staff will work on revisions to the language and requirements and bring the regulation back to the Board.

➤ **COMAR 13A.12.01.08-1 Adjunct Certificate**

Request to adopt proposed new regulatory language to provide local education agencies (LEAs) the ability to request an adjunct certificate for individuals with highly specialized content expertise (e.g., engineers, physicists, medical providers, artists) interested in teaching on a part-time basis in the classroom as a teacher of record. The development of this new certificate area was at the recommendation of the TIRA workgroup.

Board members expressed concern that the Bachelor's degree requirement would limit the number of individuals with highly specialized content expertise a LEA could employ as an adjunct teacher. There was general consensus that the requirement should be removed.

Staff will make the recommended change to remove the B.S. requirement and the regulation will go back before the PSTEB, then returned to the State Board for action.

➤ **COMAR 13A.12.03.04 Pupil Personnel Worker**

Request for permission to adopt the proposed amendments to clarify regulatory language and align it with current MSDE practice and policy. The proposed amendment allows pupil personnel candidates the ability to use their experience as a specialist (e.g., school counseling, social worker) in lieu of teaching experience.

ACTION: Upon motion by Dr. Guyton and seconded by Ms. Iszard, the State Board granted permission to adopt the regulation. (In favor: 10; Opposed: 0; Abstained: 0)

➤ **Acknowledgment**

On behalf of Governor Larry J. Hogan, Ms. Tiffany Robinson (Deputy Chief of Staff to Governor Hogan) presented a proclamation to President Smarick in recognition of his leadership service to the State Board.

➤ **School Calendar Waiver/Modification Requests**

(Presenter: Dr. Karen B. Salmon, State Superintendent and Teresa Dantzler, Ombudsman)

Request for approval for The SEED School of Maryland to open for pupil attendance prior to Labor Day for the 2018-2019 school year.

ACTION: Upon motion by Dr. Steiner and seconded by Dr. Finn, the State Board approved a request from The SEED School of Maryland to open for pupil attendance prior to Labor Day for the 2018-2019 school year. (In favor: 10; Opposed: 0; Abstained: 0)

REPORTS TO THE STATE BOARD FOR DISCUSSION AND/OR ACTION

➤ **ESSA Implementation and Update**

(Presenters: Mary Gable, Assistant State Superintendent, Division of Student, Family, and School Support; Dr. Dara Shaw, Executive Director, Office of Research and Strategic Data Use; Dr. Marcia Sprankle, Director, Title I and School Improvement)

Ms. Gable provided an update on the implementation of Maryland’s Every Student Succeeds Act (ESSA) Consolidated State Plan, with a focus on identifying gifted and talented students as an accountability and reporting student group. The update also included information and options for recommendations on how to determine the scoring of academic progress for elementary and middle schools and readiness for post-secondary success measures for high schools.

Board members discussed the need to clarify language and specify and set requirements to provide more guidance to LEAs.

Dr. Shaw discussed student growth percentile and the department’s recommendations for allocating points. Board members requested data regarding PARCC performance aligned with SAT Scores

ACTION: None. For information and discussion only.

➤ ***Improving the Principal Evaluation System***
(Presenter: Ms. Tiara Booker-Dwyer, Director of Leadership Development and School Improvement)

Ms. Booker-Dwyer shared updates to the principal evaluation system for the 2018-2019 school year. She noted several improvements that have been made to include: 1) removed the “default-effective” reporting option; 2) added a “developing” tier to evaluation ratings; 3) defined “effective” tiers; 4) developed a rubric to support the evaluation of principals in alignment with the Professional Standards for Educational Leaders; and 5) provided the option for principals to be placed on a three-year evaluation cycle.

Board members discussed adding language that ties each rubric level to student achievement.

ACTION: None. For information and discussion only.

STATE SUPERINTENDENT’S REPORT

➤ ***Plan for Certification and Educator Preparation Programs***

Follow up on the action plan to address the recommendations of the MSDE comprehensive plan to increase the rigor and accountability of educator certification and teacher preparation programs in Maryland.

Dr. James D. Fielder, Secretary of the Maryland Higher Education Committee, addressed the Board regarding teacher certification and accreditation standards, and the need for urgency moving forward.

ACTION: None. For information and discussion only.

REPORTS TO THE STATE BOARD FOR DISCUSSION AND/OR ACTION

➤ *Assessment Data Comparisons*

Dr. Shaw presented data related to the National Assessment of Educational Progress (NAEP), Advanced Placement (AP), SAT, and ACT. This information included comparisons, where possible, as well as information about college-going among Maryland students as indicated by the National Student Clearinghouse.

ACTION: None. For information and discussion only.

ADJOURN TO 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 General Sumpter, and with unanimous agreement, the Maryland State Board of Education met in closed session on Wednesday, June 20, 2018 in Conference Room #1, 8th Floor, at the Nancy S. Grasmick Building. All board members were in attendance except for Dr. Rose Maria Li and Joan Mele-McCarthy. David Steiner left the meeting at 1:30 p.m. Also in attendance were Dr. Karen Salmon, State Superintendent of Schools, Dr. Sylvia Lawson, Chief Performance Officer, Dr. Carol Williamson, Chief Academic Officer, Dr. Miya Simpson, Executive Director, Office of the State Board and Assistant Attorneys General, Elizabeth Kameen, Jackie La Fiandra, Derek Simmons and Law Clerk Laurian Della. The Executive Session commenced at 12:30 p.m.

At that time, the State Board approved two Opinions and one Order for publication.

- *Rita Bailey v. Somerset County Board of Education* – non-renewal of bus driver contract – Opin. No. 18-19
- *Louis Long v. Calvert County Board of Education* – employee termination – Opin. No. 18-20
- *Kristine Lockwood v. Howard County Board of Education* – lack of standing – Order No. OR18-03

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

- *Alexander and Arlene A. v. Harford County Board of Education* – student suspension

The Board received legal advice on the charter school appeal process; the authority of the Board to conduct a performance/grade audit of the Prince George's County School System. Ms. Kameen and Mr. Simmons updated the Board on an Office of the Attorney General criminal investigation of a food services provider.

Dr. Salmon updated the Board on possible legislation to present to the Governor.

Dara Shaw discussed the Climate Survey and answered Board member questions about specific items.

Dr. Simpson confirmed that the Board members, Chester Finn and General Warner Sumpter, and the Superintendent had completed the Open Meetings Act training.

At 2:15, all staff left the meeting and the Board began the nomination process for President and Vice President.

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

STATE SUPERINTENDENT'S REPORT

➤ *MSDE Accomplishments Report*

Dr. Salmon highlighted the recent report, *Strengthening Education in Maryland: Accomplishment Highlights 2018*, which provides an overview of the department's accomplishments over the last year.

STATE BOARD MEMBER REPORTS AND COMMENTS

➤ Committee Reports

- *Mental Health* – The committee will provide a report next month. Dr. Guyton and Ms. Iszard are also working with the School Safety Commission and will serve on the Behavior Assessment Guidelines Workgroup.
- *Kirwan Commission* – Dr. Finn shared that the Commission will continue to meet through the summer to grapple with final recommendations. The Commission has formed several subcommittees, one of which is the College and Career Readiness Committee, which Dr. Finn will chair. The committee includes a CTE subcommittee chaired by Dr. Salmon.
- *Graduation Task Force* – Dr. Hartings and Dr. Williamson provided an update on the most recent committee meeting and workgroups. The task force has one more meeting and will provide a report and recommendations to the Board in August or September.

➤ Additional Reports, Comments, and Updates

- Dr. Finn acknowledged President Smarick and Mr. Smith as their Board terms come to an end. Board members shared their sentiments.
- Mr. Smith attended the recent *Civics Education Symposium*, which focused on the importance of civics education in the state. Mr. Smith also expressed his gratitude to the Board and students in Maryland for entrusting him with this role.
- Dr. Hartings was selected by Governor Hogan to represent Maryland at the White House Office of Science and Technology Policy STEM Summit, which will focus on developing a new 5-year strategy for federal STEM education policy.

FUTURE AGENDA ITEMS/AGENDA PLANNING

The State Board decided not to have an Information Session on Monday, July 23rd and reviewed the following tentative agenda items for the Tuesday, July 24th meeting:

- ESSA Implementation Update
- Lead Higher Presentation

- Principal Evaluation Rubric
- Mental Health Panel
- Safe to Learn Act Presentation
- Online Learning Policies
- Regulatory Actions

OPINIONS

Ms. Kameen announced the following Opinions and Orders:

- *Rita Bailey v. Somerset County Board of Education* – non-renewal of bus driver contract – Opin. No. 18-19 – affirmed local board’s decision
- *Louis Long v. Calvert County Board of Education* – employee termination – Opin. No. 18-20 – affirmed local board’s decision
- *Kristine Lockwood v. Howard County Board of Education* – lack of standing – Order No. OR18-03 - dismissed

ADJOURNMENT

With no further business before the Board, the meeting was adjourned at 4:30 p.m.

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

Date: July 24, 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: June 20, 2018

Time: 12:30 p.m.

Location: 200 West Baltimore Street, Baltimore, MD 21201

Motion to close meeting made by: Dr. Steiner

Seconded by: BG Warner Sumpter (Ret.)

Members in favor: 10

Opposed: 0

Abstaining: 0

Absent: 2

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 and charter school appeal process
§ 3-305(b) (14)	Procurement	Prince George's County Audit



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

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE June 20, 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>
Duque, Matthew	Education Program Specialist II, Senior Research and Data Specialist	22	Office of the Deputy for Teaching and Learning, Office of Research	TBD
Francois, Amir G.	Education Program Specialist II, Senior Research and Data Specialist	22	Office of the Deputy for Teaching and Learning, Office of Research	TBD
Riesett, Brandon L.	Education Program Specialist I, Technology Accessibility Specialist	21	Office of the Deputy for Teaching and Learning; Division of Curriculum, Instructional Improvement and Professional Learning	TBD
Sprankle, Marcia	Assistant State Superintendent	ES-07	Office of the Deputy for Teaching and Learning, Division of Curriculum, Instructional Improvement and Professional Learning	TBD
Zeinali, Matta	Fiscal Services Administrator V, Chief of Accounting	22	Office of the Deputy for Finance and Administration, Division of Business Services	TBD

II. Appointments Grade 18 and below:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Kuhn, Donald	Staff Specialist I	16/0	Office of the Deputy for School Effectiveness Division of Rehabilitation Services	06/06/18

III. Other Actions: Promotional/Reassignment

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Kearns, Monica	Executive Director	25	Office of the Deputy for Finance, Office of Policy and Fiscal Analysis	TBD
Lee-Shockley, Christy	Assistant State Superintendent	ES-06	Office of the Deputy for Finance, Division of Business Services	TBD



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

June 20, 2018

BOARD LIST

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

Name: Matthew R. Duque
Position: Education Program Specialist II,
Senior Research and Data Specialist
Division/Office: Office of Research
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 from an accredited college or university.

EXPERIENCE:

Five (5) years of professional, administrative, or teaching experience in or affiliated with an education program or a related field; this experience to include executing, coordinating, or administering a data analysis, research, or program evaluation in education or a related field. Experience in quantitative research design, program evaluation, and statistical analysis procedures are preferred; SAS (Statistical Analysis Software) experience desired.

DESCRIPTION:

This is a professional position responsible for supporting the assessment of the agency's progress toward its mission by assisting in the development of the agency's research agenda, evaluating the implementation and outcomes of individual agency programs, describing and analyzing agency data, and by conducting and /or facilitating large-scale empirical research.

QUALIFICATIONS:

Education:

University of Southern California (Los Angeles, California) 2014 – Ph.D. in Urban Education Policy.

University of Massachusetts (Boston, Massachusetts) 2005 – Master’s in Secondary Education (History).

Boston University (Boston, Massachusetts) 2007 – Physics Certificate.

University of Pittsburgh (Pittsburg, Pennsylvania) 1998 – Bachelor’s Degree in Political Science, Sociology Economics.

Experience:

Office of the State Superintendent of Education (Washington, DC)

2017 – Present: Education Research Analyst

Insight Policy Research, Inc. (Arlington, Virginia)

2016 – 2017: Senior Researcher

Baltimore County Public Schools (Towson, Maryland)

2014 – 2016: Data Strategist

Rossier School of Education, University of Southern California (Los Angeles, California)

2010 – 2014: Graduate Research Assistant

Boston Public Schools (Boston, Massachusetts)

2004 – 2010: High School World History/Physics Teacher

EMPLOYMENT STATUS:

New Hire



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

June 20, 2018

BOARD LIST

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

Name: Amir G. Francois
Position: Education Program Specialist II,
Senior Research and Data Specialist
Division/Office: Office of Research
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 from an accredited college or university.

EXPERIENCE:

Five (5) years of professional, administrative, or teaching experience in or affiliated with an education program or a related field; this experience to include executing, coordinating, or administering a data analysis, research, or program evaluation in education or a related field. Experience in quantitative research design, program evaluation, and statistical analysis procedures are preferred; SAS (Statistical Analysis Software) experience desired.

DESCRIPTION:

This is a professional position responsible for supporting the assessment of the agency's progress toward its mission by assisting in the development of the agency's research agenda, evaluating the implementation and outcomes of individual agency programs, describing and analyzing agency data, and by conducting and /or facilitating large-scale empirical research.

QUALIFICATIONS:

Education:

University of Virginia, Curry School of Education (Charlottesville, Virginia) 2017 – Ph. D. in Applied Developmental Science and Educational Psychology.

Washington University in St. Louis, College of Arts and Sciences (St. Louis, Missouri) 2008 – Bachelor's Degree in Philosophy-Neuroscience-Psychology.

Experience:

Baltimore City Public Schools, Office of Achievement and Accountability (Baltimore, Maryland)

2016 – Present: Program Evaluator II – Title I, Department of Research Services

Johns Hopkins Bloomberg School of Public Health (Baltimore, Maryland)

2015 – 2016: Adjunct Instructor

2014 – 2016: Postdoctoral Fellow, Department of Mental Health

University of Virginia, Curry School of Education (Charlottesville, Virginia)

2010 – 2014: Graduate Research Assistant, Race-Ethnicity-Culture Lab

Edward W. Brooke (Roslindale, Massachusetts)

2009 – 2010: 4th Grade Associate Teacher

Nobel and Greenough School (Dedham, Massachusetts)

2009: Assistant Science Teacher

2008 – 2009: Diversity Initiatives and Science Teaching Fellow

Washington University Department of Psychiatry (St. Louis, Missouri)

2005 – 2008: Research Associate

EMPLOYMENT STATUS:

New Hire



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

June 20, 2018

BOARD LIST

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

Name: Brandon Lee Riesett
Position: Education Program Specialist I,
Technology Accessibility Specialist
Division/Office: Curriculum, Instructional Improvement and Professional Learning
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 Special Education, Instructional Technology, Assistive Technology, Web-based Design or a related field.

EXPERIENCE:

Four (4) years of professional work experience with assistive technology, digital learning, and accessibility compliance.

DESCRIPTION:

This is a professional position responsible for ensuring that all digital products generated by the Maryland State Department of Education (MSDE) are accessible to individuals with disabilities.

QUALIFICATIONS:

Education:

University of Maryland University College (Adelphi, Maryland) 2014 – Coursework in Distance Education and E-learning; 2012 – Master’s Degree in Instructional Technology.

Towson University (Baltimore, Maryland) 2005 – Bachelor’s Degree in Secondary Education, Social Studies and History.

Experience:

Baltimore County Public Schools (Catonsville, Maryland)

2014 – Present: eLearning Teacher, Secondary Education

Harford County Public Schools (Bel Air, Maryland)

2005 – 2014: Teacher (Home Bound Student Pilot)

EMPLOYMENT STATUS:

New Hire



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

June 20, 2018

BOARD LIST

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

Name: Marcia A. Sprankle
Position: Assistant State Superintendent for Curriculum, Instructional Improvement and Professional Learning
Division: Curriculum, Instructional Improvement and Professional Learning
Salary Grade: Executive Salary Plan – ES 07
\$99,275 - \$132,569
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master's Degree or 36 credit hours of post-baccalaureate coursework in Education, or Education Administration/Supervision.

EXPERIENCE:

Extensive experience in educational supervision and management in the areas of school administration, school improvement, school performance, program assessment, and teacher/principal/leadership development.

DESCRIPTION:

This is an executive service position that provides leadership, management, administration, guidance and supervision to the Curriculum, Instructional Improvement and Professional Learning activities. This role requires strong organizational leadership skills in order to align the work processes, facilitate collaboration and planning, and build a cohesive team. This position provides executive direction and leadership for the Maryland College and Career Ready Standards, Next Generation Science Standards and the Partnership for Assessment for Readiness of College and Career (PARCC) assessment.

QUALIFICATIONS:

Education:

Wilmington University (New Castle, Delaware) 2009 – Doctorate in Education (Innovation and Leadership)

Regent University (Virginia Beach, Virginia) 1996 – Master’s Degree in Education (Curriculum and Instruction/Education Administration)

Norfolk State University (Norfolk, Virginia) 1989 – Bachelor’s Degree in Early Childhood Education

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2017-Present: Education Program Manager II - Director, Program Improvement and Family Support Branch

Talbot County Public Schools (Easton, Maryland)

2016 – Present: Curriculum Supervisor

2008 – 2016: White Marsh Elementary School, Principal

2005 – 2008: Easton Middle School, Principal

2000 – 2005: Easton Elementary School, Principal

1999 – 2000: St. Michael’s Middle/High School, Assistant Principal

1997 – 1999: Easton Elementary School, First Grade Teacher

Red Mill Elementary (Virginia Beach, Virginia)

1994 – 1997: Third Grade Teacher

1989 – 1994: Second Grade Teacher



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

June 20, 2018

BOARD LIST

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

Name: Matta Zeinali
Position: Fiscal Services Administrator V,
Chief of Accounting
Division/Office: Business Services
Salary Grade: State Salary Grade: 22
Annual Salary Range: \$64,608 - \$103,743
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Bachelor's Degree or 36 post-baccalaureate credit hours of coursework from an accredited college or university in Accounting. CPA desired.

EXPERIENCE:

Five years of professional experience with managing, designing, and developing financial control systems for multiple programs. Two (2) years of the required experience must include direct supervision of other professional employees.

DESCRIPTION:

This is a professional position responsible for planning, directing, and controlling activities of the Accounting Branch, which consists of 29 accounting staff members, to ensure that financial transactions are verified, recorded and reported to management in accordance with Generally Accepted Accounting Principles and in compliance with State and Federal regulations and practices.

QUALIFICATIONS:

Education:

Strayer University (Owings Mills, Maryland) 2012 – Master’s Degree in Accounting and Taxation.

University of Baltimore (Baltimore, Maryland) 1991 – Bachelor’s Degree in Accounting.

Harford Community College (Bel Air, Maryland) 1989 – Associate’s Degree in Psychology.

Experience:

Department of Public Safety and Community Supervision (Towson, Maryland)

2014 – Present: Assistant Director of Budget Management

Maryland Department of Housing and Community Development (Crownsville, Maryland)

2013 – 2014: Director of Loan and Insurance Accounting

Maryland State Retirement and Pension System (Baltimore, Maryland)

2011 – 2013: Retired Life (Payroll) Manager

State of Maryland Treasurer’s Office (Annapolis, Maryland)

2004 – 2011: Treasury Specialist, Accounting Manager, CMIA Coordinator

University of Maryland University College (Adelphi, Maryland)

2003 – 2004: Finance Operations Manager

University of Maryland Baltimore County (Catonsville, Maryland)

1998 – 2003: Plant Fund Accountant Supervisor, Grant Accountant

Liberty Lending Inc. (Baltimore, Maryland)

1998 – 1998: Financial Analyst

Athletic Footwear and Apparel (Sparks, Maryland)

1992 – 1998: General Accounting Manager, Staff Accountant

EMPLOYMENT STATUS:

New Hire



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

June 20, 2018

BOARD LIST

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

Name: Moncia L. Kearns
Position: Fiscal Services Administrator V,
Executive Director
Division/Office: Office of Policy and Fiscal Analysis
Salary Grade: State Salary Grade: 25
Annual Salary Range: \$78,595 – \$123,186
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Master's Degree or 36 post-baccalaureate credit hours of coursework from an accredited college or university in Business Administration, Accounting, or a related area.

EXPERIENCE:

Five years of professional experience with designing, developing and managing financial control systems for multiple programs. Two (2) years of the required experience must include direct supervision of other professional employees. Demonstrated advanced skill in Microsoft Excel is needed for this position.

DESCRIPTION:

This is a management position responsible for directing the operations of the Division of Business Services, which includes the Accounting Branch, the Administrative Services Branch (including Procurement), the Budget Branch, and the Finance, Reporting and Coordination Branch.

QUALIFICATIONS:

Education:

University of Denver (Denver, Colorado) 2000 – Master’s Degree in International Public Policy;
1991 – Bachelor of Arts in Communications with an emphasis in Journalism and International
Studies

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2014 – Present Assistant State Superintendent of Business Services

City of Baltimore, Bureau of the Budget and Management Research (Baltimore, Maryland)

2012 – Present: Fiscal Research Analyst

2011 – 2012: Performance Data Specialist

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

2003 – 2011: Budget and Policy Analyst

National Conference of State Legislatures (Denver, Colorado)

1993 – 2003: Policy Specialist

EMPLOYMENT STATUS:

Demotion



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

June 20, 2018

BOARD LIST

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

Name: Christy Lee-Shockley
Position: Assistant State Superintendent for the Division of Business Services
Division/Office: Business Services
Salary Grade: State Salary Grade: ES-06
Annual Salary Range: \$114,874 – \$134,203
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master's Degree or 36 post baccalaureate credit hours of coursework in Business Administration, Education Policy or a related area.

EXPERIENCE:

Eight years of professional experience with managing, designing, developing, and implementing financial control systems. Two years of the required experience must have included direct supervision of professional employees.

DESCRIPTION:

This position serves as the Agency's Chief Financial Officer responsible for leading and overseeing the management of operations of the Maryland State Department of Education's Office of Business Services, which includes the Director of Business Services, Accounting Branch, Administrative Services Branch, Budget Branch, Finance Reporting and Coordination Branch and School Facilities Branch. The position also oversees the Local Financial Reporting Office and the Pupil Transportation Office.

QUALIFICATIONS:

Education:

Strayer University (Owings Mills, Maryland) 2014 – Master’s Degree in Business Administration Public; 2011 – Bachelor’s Degree in Accounting; 2008 – Associate’s Degree in Accounting, Certified Public Accountant (Candidate)

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2017 – Present Director of Business Services

2016 – 2017 Fiscal Services Administrator V, Budget Branch Chief

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

2010 – Present Administrative Program Manager IV, Director of Financial Management
Systems and Procurement

Traffipax, Inc. (Linthicum Heights, Maryland)

2009 – 2010 Senior Financial Analyst

America On-Line (AOL), LLC (Dulles, Virginia)

2006 – 2009 Accountant

Robert Half International (Baltimore, Maryland)

2005 - 2006 Accountant (On contract to America On-Line)

All Risks, LTD (Cockeysville, Maryland)

2004 – 2005 Accounting Coordinator

AON Risk (Owings, Mills, Maryland)

1999 – 2004 Senior Accounting Analyst

Neighbor Care (Baltimore, Maryland)

1998 – 1998 Accounts Payable Coordinator

Baltimore Healthy Start (Baltimore, Maryland)

1996 – 1998 Accountant

EMPLOYMENT STATUS:

Promotion