

# MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday

August 23, 2016

Maryland State Board of Education

200 W. Baltimore Street

Baltimore, Maryland 21201

The Maryland State Board of Education met in regular session on Tuesday, August 23, 2016 at 9 a.m. at the Nancy S. Grasmick State Education Building. The following members were in attendance: Mr. Andrew R. Smarick, President; Dr. S. James Gates, Jr., Vice-President; Dr. Chester Finn, Jr.; Dr. Michele Jenkins Guyton; Ms. Laurie Halverson; Ms. Stephanie R. Iszard; Ms. Jannette O'Neill-Gonzalez; Ms. Barbara J. Shreeve; Mrs. Madhu Sidhu;; Mr. Guffrie M. Smith; Ms. Laura Weeldreyer; Mr. David Edimo, Student Board Member and Dr. Karen Salmon, State Superintendent of Schools.

Elizabeth Kameen, Esq., Assistant Attorney General, and the following staff members were also present: Dr. Miya Simpson, Executive Director to the State Board and Dr. Sylvia Lawson, Deputy State Superintendent, Office of School Effectiveness.

President Smarick called the meeting to order and welcomed members and staff of the Maryland Association of Boards of Education (MABE).

## **CONSENT AGENDA**

Superintendent Salmon recommended approval of the Consent Agenda.

Upon motion by Dr. Gates, seconded by Mr. Smith, and with unanimous agreement, the Board approved the Consent Agenda as follows: (In Favor – 11 Dr. Guyton had not yet arrived)

- Approval of Minutes of July 26, 2016, as amended
- Personnel (copy attached to these minutes)

## **EVERY STUDENT SUCCEEDS ACT (ESSA) ACCOUNTABILITY PLAN**

Dr. Salmon introduced Mary Gable, Assistant State Superintendent, Division of Academic Policy and Innovation and Dr. Theresa Alban, Superintendent, Frederick County Public Schools, representing the Public School Superintendents Association of Maryland (PSSAM), to provide an update on the work of the ESSA Internal Committee, specifically related to accountability. She explained that this update includes feedback from stakeholders, information on other state models, and specific areas for discussion.

Dr. Alban expressed appreciation that more authority was afforded the state through ESSA and the collaborative approach MSDE has taken. She said, "That collaboration is absolutely essential as we move forward." She explained that PSSAM sent a letter to the U.S. Department of Education (USED) encouraging them to maintain the state's authority, opposing a single summative measure and asking for a longer timeline. She reported that PSSAM would like to see a State Accountability Model take a dashboard approach, include multiple measures, be flexible, and include core beliefs to achieve growth and equity. Dr. Alban noted that Maryland has the distinct advantage of the excellent research institutions in the State.

Dr. Alban said, "Once we label schools as failing, we label communities that are failing. We have to be very careful about labels." She said that a dashboard could include whether a school is exceeding, meeting or not meeting the standards. She also noted that PSSAM is in favor of the label "focus schools."

President Smarick said, "I love the idea of a customer service survey" suggested by PSSAM to glean input from parents and the community.

Dr. Alban suggested that the State should provide a customer service survey since many small school systems do not have the resources to implement such a program.

In response to a question by President Smarick about what should be considered in a statewide accountability system, Dr. Alban said, "Access is a critical variable."

Dr. Gates urged the importance of school accountability be directed to the children and families. He talked about the changes in the work world noting that accountability has to take into account that our economy is changing dramatically. He also noted that if the mode of teaching is paper and pencil and the student is tested on a computer, the mode effect can be substantial.

Dr. Alban agreed that the mode in which students are taught should agree with the testing method but cautioned that not all school systems have the necessary technology and resources. She said, "We do not have the technology in our schools or the training for our teachers."

Dr. Gates said, "The Board is going to bring this issue to the fore."

Dr. Alban said, "We are also accountable to the taxpayers. The role of the business community is important. We have many, many stakeholders with different expectations for our schools. We have to instill that knowledge is not stagnate. Things are going to change so rapidly."

Ms. Sidhu discussed her daughter's experience with the problem of mode effect. She said, "We have not solved the problem of technology." She also asked why surveys are only conducted in priority and focus schools. Ms. Gable said, "Surveys will continue to be in discussion."

In response to a question by Ms. Iszard, Dr. Alban explained that providing a school with a letter grade does not describe appropriately what positive things are happening in the school.

Dr. Finn asked Dr. Alban to provide an example of a multiple measure. Dr. Alban explained that Grade Point Averages (GPAs) can be an important multiple measure for a school.

In response to a comment by Dr. Finn about the lack of research on students who take Advanced Placement (AP) courses but do not take or pass the AP test, Dr. Alban said, "There was a study done in Montgomery County. I feel that access is important."

In response to another question by Dr. Finn, Dr. Salmon said that the Maryland Longitudinal Data System (MLDS) does track students beyond high school.

Chandra Haislet (Director of Accountability and Data Systems) reported that MSDE has agreements with the Maryland Higher Education Commission (MHEC) and workforce groups to assist in tracking students after graduation.

In response to a question by Ms. O'Neill-Gonzalez, Ms. Haislet said that the MLDS can disaggregate the post secondary data demographically.

Ms. Gable discussed a consolidated State Plan and the ESSA Timeline noting that Dr. Salmon has asked staff to plan for the March 6, 2017 date for submission of Maryland's ESSA Plan to the USED. She explained that MSDE has requested that the scores from 2017-2018 be used solely to identify the lowest performing schools and that the scores for the 2018-2019 school year be used for accountability purposes.

In response to a question by Dr. Finn related to the timeline, Ms. Gable said that USED is required to respond to MSDE's submission within 120 days. This was a consideration in deciding on the submission deadline of March or July. She noted that there are pros and cons associated with each submission deadline related to planning and implementation.

Ms. Gable provided information on stakeholder input and discussed a summary of input received on common themes for accountability.

Ms. Weeldreyer expressed concern about the Board not receiving input from stakeholders and not setting any parameters suggesting the Board may need an all-day meeting to discuss this.

Dr. Guyton noted that the majority of the Information Session for September is dedicated to this issue but suggested it may need to be held earlier.

Mr. Smith suggested inviting stakeholders to participate in the Information Session to be held in September.

Dr. Finn urged that it should be a pre-planned meeting and that Board members should provide their ideas in advance of the meeting to advance the productivity of the meeting.

Ms. Gable discussed a summary of common themes for accountability.

In response to a question by President Smarick, Dr. Alban said that PSSAM has not tackled the number of multiple measures needed for accountability. Ms. Gable said that MSDE is going to provide the Board with their recommendations.

Dr. Finn suggested that a two-tiered dashboard system could be created – one for the parents and public and one for the school in order to provide the appropriate information to all groups.

Ms. Weeldreyer said that the State of Ohio has a dashboard with information that is not used for accountability.

President Smarick suggested metrics for usability and metrics for accountability.

Ms. Gable provided accountability discussion points for goals, multiple measures and differentiation and provided examples.

Dr. Finn said, "If we are preparing kids for tomorrow, proficient equals College- and Career-Ready. If not, what is proficient? College- and Career-Ready in Maryland is PARCC levels four and five."

Dr. Alban said, “We have been talking to leaders of community colleges -- they are very leery of PARCC. As SAT evolves, this may have to evolve over time. They don’t have trend data yet. Everything is so fluid right now.”

Dr. Guyton expressed concern about how proficiency is described. She said, “A lot of schools are doing career-readiness very well. We need to balance that by recognizing career and technology students.”

Ms. Gable provided examples of multiple measures for elementary/middle and high schools. She said, “We will continue to work on this. We are trying to do what is best for students.” She provided academic and non-academic indicators to measure school quality or student success.

Dr. Gates suggested years of science be included as an indicator, Dr. Guyton suggested the inclusion of school climate and safety and Dr. Finn suggested civic preparedness as an indicator.

In response to a question by Dr. Finn about the difficulty of disaggregating school climate and safety by student groups, Ms. Gable said, “There are going to be things that are disaggregated and some that are not.”

Ms. Halverson said, “I would like to see extra credit for improvement – closing the gap. We need a family engagement factor such as the number of volunteers in the school and community engagement as well as teacher training.”

Dr. Salmon agreed to provide a chart summarizing the Board’s suggestions.

Mr. Smith asked, “What other systems are using surveys? What changes have occurred because of the surveys?”

Dr. Gates said, “We need to work on what career readiness is. We need to track how students are doing after twelfth grade.”

Ms. Sidhu suggested the Board review a Report done by the National Association of State Boards of Education (NASBE) on student engagement.

Ms. Weeldreyer said, “I like extra credit for moving kids across the scales. We need to learn from past experience. There are models out there which show growth within a proficiency level. We need to be more nuanced.”

Dr. Finn said, “Growth across the spectrum is growth we want to incentivize.”

In response to a concern expressed by Ms. O’Neill-Gonzalez about students who start out disadvantaged, Ms. Gable said “There is a way to show that growth rate.” She noted the inclusion of a five-year graduation rate.

Dr. Gates and Dr. Finn suggested that Maryland is not doing enough for high achieving students.

President Smarick stated that 1) he is an advocate of surveying families about their schools 2) metrics may not capture the brilliant things schools are doing and 3) the Board needs to describe what the education system should accomplish.

Ms. Gable said, “We have put together a list of core beliefs. We will bring them back to you after the external committee looks at them.”

Dr. Guyton expressed concern that there needs to be instruments looking at special education students and students living in poverty. Ms. Gable noted that the inclusion of an alternate assessment model needs to differentiate between those students.

Ms. Gable provided samples of Ohio, Massachusetts and Nebraska’s Accountability Plans.

Dr. Alban thanked the Board and the team at MSDE for providing this opportunity for collaboration.

Dr. Salmon thanked the team and stated that the goal of future presentations is to integrate the discussion and comments made by the Board.

Ms. Shreeve said, “This is going to be ever changing work. There is no right or wrong. It is going to be ever evolving.”

### **COMMISSION TO REVIEW MARYLAND’S USE OF ASSESSMENTS AND TESTING IN PUBLIC SCHOOLS**

Dr. Salmon announced the appointment of Dr. Carol A. Williamson, as the Deputy State Superintendent for Teaching and Learning (Chief Academic Officer). Dr. Williamson thanked Dr. Salmon and the Board for this exciting opportunity.

Dr. Salmon thanked Board members for committing the time yesterday to weigh in on the Recommendations of the *Commission to Review Maryland’s Use of Assessment and Testing in Public Schools*. She introduced Tiara Booker-Dwyer, facilitator of the discussion, to give a brief update on the board’s input and noted that a summary document has been distributed to Board members.

Ms. Booker-Dwyer went over the highlights of the discussions.

Dr. Gates said, “Assessments should not be an event. It is an aspiration not a policy decision.”

President Smarick said, “We want to look at instruction and help LEAs with technology because of the mode effect. We need feedback from the twenty-four education agencies to incorporate into our thinking.”

### **STATE BOARD MEMBER DISCUSSION AND UPDATES**

- Ms. Iszard invited Board members and audience participants to a conference on human trafficking on September 24 in Bowie, Maryland. She also mentioned trying the *Kognito* demo, which uses conversation simulations featuring virtual humans to drive behavioral changes in physical, emotional and social health.
- Ms. Sidhu attended the Maryland PTA Annual Conference. She reported that more and more parents want social media contacts. She asked the Superintendent to emphasize to LEA leaders that parents want to use whatever mode of communication schools are using. She said, “Parents are being left out.”

- Ms. Halverson reported that she attended a Back to School Fair in Montgomery County.

President Smarick asked for Board input on the September Information Session to be held on September 26.

Ms. Weeldreyer suggested a conversation on core beliefs relative to accountability and suggested that national experts be invited into the conversation.

Ms. Shreeve urged that the Board would need a full day meeting on Monday in September to discuss ESSA and PARCC.

Dr. Finn suggested that if materials were provided to the Board in advance the meeting would be more efficient.

President Smarick said he will send out a questionnaire to Board members for their feedback.

In response to a call for discussion about a Board retreat in October, Dr. Guyton said that the retreat should be held earlier than October, to integrate the Board's Vision and Goals into its deliberations for the year.

President Smarick said he would work with Dr. Simpson to arrange a Board retreat as well as an Information Session in September.

President Smarick reported that Dr. Finn was appointed to serve on the Commission on Innovation and Excellence in Education. The Commission will review the findings of the Adequacy Study (adequacy of funding for education) and provide a report (to the Governor and specified committees) on its findings and recommendations. President Smarick noted that Dr. Salmon is participating on the Commission as well.

### **SCHEDULE OF STATE BOARD MEETING DATES – JANUARY - DECEMBER 2017**

Upon motion by Mr. Smith, seconded by Dr. Gates, and with unanimous agreement, the Board adopted the schedule of Board meeting dates for January through December 2017, as amended. The schedule is attached to and made a part of these minutes. (In Favor – 12)

### **EXECUTIVE SESSION**

Pursuant to §3-305(b)(1) of the General Provisions Article, Annotated Code of Maryland, and upon motion by Dr. Gates, and seconded by Ms. Sidhu, and with unanimous agreement, the Maryland State Board of Education met in closed session on Tuesday, August 23, 2016, in Conference Room 1, 8<sup>th</sup> floor of the Nancy S. Grasmick State Education Building. All Board members were present. In attendance were Dr. Karen Salmon, State Superintendent of Schools, Dr. Sylvia Lawson, Chief Performance Officer, Dr. Miya Simpson, Executive Director, Office of the State Board, and Assistant Attorneys General Elizabeth M. Kameen, Jackie La Fiandra, and Derek Simonsen. The Executive Session commenced at 12:30 p.m. (In favor – 12)

The Board asked all staff to leave the meeting while they discussed internal board management issues, including board functioning. The discussion ended at approximately 1:30 p.m. at which time the Superintendent returned to the meeting to discuss staff issues. All staff returned to the meeting at approximately 2:00 p.m.

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

- *Beverly Byrd v. Baltimore City Board of School Commissioners* — teacher evaluation — Opin. No. 16-34
- *Danielle Green v. Baltimore City Board of School Commissioners* — assistant principal termination — Opin. No. 16-35
- *Cash Williams v. Prince George’s County Board of Education* — request for reconsideration — Order No. OR16-13

The Board received legal advice on a Food and Nutrition matter.

Amanda Conn, Esq., presented a proposed Departmental Legislative Bill for the Board’s approval.

Kristy Michel, Steve Brooks, and Monica Kearns presented the proposed Annual Budget and the Five-Year Library Capital Improvement Plan.

The Board discussed three internal board management issues — the retreat, handling emails sent to the State Board members from the public and distribution of correspondence.

The executive session ended at 2:50 p.m.

### **RECONVENE**

The meeting reconvened at 3 p.m.

### **PUBLIC COMMENTS**

President Smarick explained procedures by which the Board hears public comments. The following persons provided public comments:

- Vince McAvoy – Md. State schools’ use of social media displaying pictures of young children
- Cheryl Bost – ESSA and testing
- Theodora Scarato – radio frequency exposures in schools

### **ANNUAL CAPITAL BUDGET AND FIVE YEAR CAPITAL IMPROVEMENT PLAN**

Dr. Salmon introduced Irene Padilla, Assistant State Superintendent for Libraries, to answer any questions of the Board regarding the FY2018 Capital Budget and Five Year Capital Improvement Plan. Dr. Salmon requested adoption of the Budget and Plan for submission to the Maryland Department of Budget and Management.

Upon motion by Ms. Sidhu, seconded by Mr. Smith, and with unanimous agreement, the Board adopted the FY2018 Capital Budget and Five Year Capital Improvement Plan. (In Favor – 12)

### **COMAR 13A.02.08 RECOGNITION OF EMPLOYEE ORGANIZATIONS (REPEAL)**

The Superintendent asked Mary Gable to answer any questions of the Board regarding the repeal of COMAR 13A.02.08 Recognition of Employee Organizations.

Ms. Gable explained that the Maryland General Assembly established the Public School Labor Relations Board and, therefore, these regulations are no longer needed.

Upon motion by Dr. Gates, seconded by Ms. Weeldreyer, and with unanimous agreement, the Board granted permission to publish the proposed repeal of 13A.02.08 Recognition of Employee Organizations. (In Favor – 12)

**COMAR 13a.04.03 DRIVER EDUCATION PROGRAMS (REPEAL)**

The Superintendent asked Mary Gable to answer any questions of the Board regarding the repeal of COMAR 13A.04.03 Driver Education Programs.

Ms. Gable explained that the Motor Vehicle Administration now has jurisdiction over this function and, therefore, these regulations are no longer needed.

Upon motion by Ms. Iszard, seconded by Dr. Finn, and with unanimous agreement, the Board granted permission to publish the proposed repeal of 13A.04.02 Driver Education Programs. (In Favor – 12)

**COMAR 13A.03.07 SEAL OF BILITERACY**

The Superintendent asked Mary Gable to answer any questions of the Board regarding the publication of COMAR 13A.03.07 Seal of Biliteracy.

Ms. Gable explained that the Maryland General Assembly adopted legislation to establish a voluntary recognition program for Maryland students who have achieved high levels of proficiency in English and another language.

Ms. Halverson expressed concern about the level of proficiency required to be eligible to obtain a Seal of Biliteracy in Montgomery County and that most students statewide may not have a pathway in foreign language courses that leads to eligibility for a Seal of Biliteracy based on current district standards.

Susan Spinnato, Instructional Programs Director, explained that the Intermediate High level of proficiency requires more of a student than just taking a language over the course of five years.

Upon motion by Ms. Weeldreyer, seconded by Mr. Smith, the Board granted permission to publish COMAR 13A.03.07 Seal of Biliteracy. (In Favor – 10; Ms. Halverson and Dr. Gates voted against the motion)

Ms. Weeldreyer said, “I would like to create the demand in the schools.”

**COMAR 13A.06.07 STUDENT TRANSPORTATION**

The Superintendent asked Mary Gable to answer any questions of the Board regarding the publication of COMAR 13A.06.07 Student Transportation.



Ms. Gable explained that as part of a periodic review of Student Transportation Regulations, the proposed changes were agreed upon by school superintendents and transportation directors and that no comments were received.

Dr. Finn questioned the school vehicle attendance qualifications and disqualifications which allow those with alcohol offenses, but not controlled substance offenses, to serve as school vehicle attendants.

Monica Kearns, Assistant State Superintendent, Division of Business Services, explained that some school systems would like the authority to move a school bus driver from a driver position to a bus attendant position.

Ms. Gable said, "I did investigate this. This is not inconsistency with the federal regulations."

In response to a question by Dr. Gates regarding liability implications, Elliott Schoen, Deputy Counsel to MSDE, said, "The LEA is doing the hiring and they make those decisions."

In response to a question by Mr. Edimo regarding alcohol but not controlled substances, Mr. Schoen explained that controlled substances are prohibited by federal law and that alcohol is not.

Ms. Gable agreed to collect more information on this matter if the Board agrees to table the decision.

Board members agreed to table the decision until further information is provided.

### **COMAR 13A.04.11 PROGRAMS IN WORLD LANGUAGES**

The Superintendent asked Mary Gable to answer any questions of the Board regarding the publication of COMAR 13A.04.11 Programs in World Languages.

Ms. Gable reported that there were no comments received subsequent to publication of these regulations.

Dr. Finn expressed concern about the term "cultural competence." He said, "Someone needs to define cultural competence."

Ms. Spinnato agreed to provide the Board with supporting evidence that measures cultural competence. She said, "We have had national and international standards for years."

Ms. O'Neill-Gonzalez explained that the term indicates understanding of the culture in which the language is spoken.

Ms. Halverson had a question about 13A.04.11.04(a) Language Comparisons.

The Board agreed to table the decision until further information is received.

### **STATE SUPERINTENDENT'S UPDATE**

- Dr. Salmon reported on a program entitled BOOST that provides scholarships to students to attend private schools. She reported that more than \$4.8 million was awarded to public

and private school students. In response to a request by Ms. Iszard, Dr. Salmon agreed to provide the Board with the list of private schools.

- Dr. Salmon agreed to provide the Board with a chart depicting the College and Career-Ready standards and graduation standards in relation to the ESSA regulations.
- She explained that she represented the Board at the Maryland Association of Counties (MACO) Conference. She stated that it afforded an opportunity for her to interact with legislators as well as the Governor. She reported that one of the presentations included an update on the 21<sup>st</sup> Century Facilities Commission which will be issuing recommendations and agreed to monitor this Commission and provide the Board with feedback.
- The Superintendent announced that technology is being updated for Juvenile Services Institutions and that teacher training will be included in the plans.

### OPINIONS

Ms. Kameen announced the following Opinions:

16-34 *Beverly Byrd v. Baltimore City Board of School Commissioners* – teacher evaluation (affirmed the local board’s decision)

16-35 *Danielle Green v. Baltimore City Board of School Commissioners* – Assistant Principal termination (affirmed the local board’s decision)

Ms. Kameen announced the following Orders:

OR 16-13 *Cash Williams v. Prince George’s County Board of Education* – request for reconsideration (denied the request)

### ADJOURNMENT

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

Respectfully submitted,



Karen B. Salmon, Ph.D.

Secretary/Treasurer

Date: 9/27/16

# MARYLAND STATE BOARD OF EDUCATION

## CLOSED SESSION I

On this 23rd day of August 2016, at the hour of 12 am/pm the Members of the State Board of Education voted as follows to meet in closed session:

Motion made by: Guffrie M. Smith, Jr.

Seconded by: Dr. James Gates

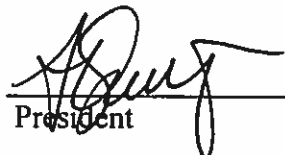
In Favor: 12 Opposed: 0 Member(s) Opposed: —

The meeting was closed under authority of §10-503 (a) (1) (I) and §10-508 (a) of the State Government Article of the Annotated Code of Maryland for the following reason(s): (check all which apply)

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

The topics to be addressed during this closed session include the following:

1. 2 Appeals and 1 Draft Order
2. To obtain legal advice
3. 2 Budget Items.
4. 1 Legislative Matter.
5. 4 Internal Board matters.

  
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President

**MARYLAND STATE DEPARTMENT OF EDUCATION  
PERSONNEL APPROVALS FOR THE August 23, 2016 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>
Lamb, John	Staff Specialist IV, Lead Childcare Subsidy Policy Analyst	19	Early Childhood Development	TBD
Pizzariello Haas, Beth Ann	Education Program Specialist I, Government and Social Studies	21	Curriculum Assessment and Accountability	TBD
Riggs, Nina K.	Education Program Specialist I, Secondary Mathematics Specialist	21	Curriculum Assessment and Accountability	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>
Bassomb, Justine Q.	Teacher, Academic – English	IEPP	Career and College Readiness – Juvenile Services Education	08/17/16
Grant, Danielle	Vocational Rehabilitation Specialist II	13/3	Division of Rehabilitation Services	08/31/16
Harman, Zachary	Services Specialist	9/0	Division of Rehabilitation Services	08/31/16
Reuter, Amy W.	Teacher, Academic – Resource	IEPP	Career and College Readiness – Juvenile Services Education	09/31/16
Ross Benedict, Amanda F.	Teacher, Academic – Mathematics	IEPP	Career and College Readiness – Juvenile Services Education	08/17/16
Urban, Heather L.	Teacher, School Guidance Counselor	IEPP	Career and College Readiness – Juvenile Services Education	08/20/16
Watkins, Donsha R.	Teacher, Special Education	IEPP	Career and College Readiness – Juvenile Services Education	08/17/16

**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>
Wieboldt, Janice F.	Teacher, Special Education	IEPP	Career and College Readiness – Juvenile Services Education	08/17/16

**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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August 23, 2016

BOARD LIST

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

**Name:** Beth Ann Pizzariello Hass  
**Position:** Education Program Specialist I, Government and Social Studies Specialist  
**Division:** Curriculum Assessment and Accountability  
**Salary Grade:** State Salary Grade: 21  
Annual Salary Grade: \$60,543 - \$88,424  
**Effective Date:** TBD

JOB REQUIREMENTS:

EDUCATION:

Master's Degree or equivalent 36 credit hours of post baccalaureate course work in Education, Educational Administration/Supervision, Secondary Social Studies, or a closely related field. Certification in Secondary Social Studies or a related field is preferred.

EXPERIENCE:

Four (4) years of professional administrative, and /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 a secondary social studies/government program is required.

DESCRIPTION:

This is a professional position serving as specialist for US Government programs, products, and assessments aligned to the Maryland College and Career Ready Standards for students in grades 9-12.

**QUALIFICATIONS:**

**Education:**

Towson University (Towson, Maryland) 2007 – Master’s Degree in Education

Mount Saint Mary’s University (Emmitsburg, Maryland) 2003 – Bachelor’s Degree in Secondary Education in Social Studies

**Experience:**

Baltimore County Public Schools/Franklin High School-(Reisterstown, Maryland)

2003 – Present: American Government/Advance Placement Human Geography/United States History

2010 – 2013: Coordinator of AVID Program (Advancement via Individual Determination Program)

Apex Learning Facilitator

2012 – Present: Program Advisor

2011 – Present: Advance Placement Human Geography Reader

Towson University (Towson, Maryland)

2009 – 2012: Adjunct Professor

**EMPLOYMENT STATUS:**

New Hire



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

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August 23, 2016

BOARD LIST

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

**Name:** John Lamb  
**Position:** Staff Specialist IV, Lead Childcare Subsidy Policy Analyst  
**Division:** Early Childhood Development  
**Salary Grade:** State Salary Grade: 19  
Annual Salary Grade: \$53,193 - \$77,699  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

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

**EXPERIENCE:**

Four (4) years of professional administrative experience working with child care, child care subsidy program rules and regulations or a related area. Testing child care subsidy enhancements for (CCATS), drafting of policies, procedures and practices for child care subsidy programs providing training, or determining child care subsidy eligibility is desirable.

**NOTE:**

Additional experience directly related to the position may be substituted for the education requirement on a year-to-year basis for up to six years.

**DESCRIPTION:**

This is a lead professional position responsible for assisting with the management of the Office of Child Care – Child Care Subsidy Branch and for providing lead assistance for drafting regulations and policy, providing technical assistance to social services, and monitoring oversight of program performance.



**QUALIFICATIONS:**

**Education:**

Anne Arundel Community College (Arnold, Maryland) completed course work

**Experience:**

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

- 2011 – Present: Program Access Supervisor
- 2007 – 2011: Temporary Cash Assistance and Work Opportunities unit Supervisor
- 2004 – 2007: Administrative Officer III - Child Care Subsidy
- 2001 – 2004: Administrative Officer II - Child Care Subsidy
- 1997 – 2001: Administrative Officer I - Child Care Subsidy
- 1996 – 1997: Administrative Specialist II - Child Care Subsidy
- 1989 - 1996: Administrative Specialist I - Child Care Subsidy

United States Fellowship Group Home

- 1998 – 2008: Assistant Director – Child Care

**EMPLOYMENT STATUS:**

Re-Hire



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

200 West Baltimore Street • Baltimore, MD 21201 • 410-767-0100 • 410-333-6442 TTY/TDD • MarylandPublicSchools.org

August 23, 2016

BOARD LIST

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

**Name:** Nina K. Riggs  
**Position:** Education Program Specialist I, Secondary Mathematics Specialist  
**Division:** Curriculum Assessment and Accountability  
**Salary Grade:** State Salary Grade:21  
Annual Salary Grade: \$60,543 - \$88,424  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

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

**EXPERIENCE:**

Four (4) years of professional administrative, and/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 a secondary mathematics program is required.

**DESCRIPTION:**

This is a professional position serving as specialist for secondary mathematics programs and products aligned to the Maryland College and Career Ready Standards for students in grades 6-12.

**QUALIFICATIONS:**

**Education:**

Loyola University (Timonium, Maryland) 2014 – Master’s Degree in Educational Leadership with Certification in Administration

Towson University (Towson, Maryland)

2007 - Master’s Degree Equivalency, Secondary Mathematics Education

1995 - Bachelor’s Degree in Science Mathematics, track in Secondary Education

**Experience:**

Baltimore County Office of Mathematics (Baltimore, Maryland)

2008 – Present: Secondary Mathematics Resource Teacher

Overlea High School (Baltimore, Maryland)

2004- 2008: Secondary Mathematics Department Chairman

Kenwood High School (Baltimore, Maryland)

1999 – 2004: Secondary Mathematics Teacher

Lansdowne Middle School (Baltimore, Maryland)

1996 – 1999: Secondary Mathematics Teacher

**EMPLOYMENT STATUS:**

New Hire

Addendum

MARYLAND STATE DEPARTMENT OF EDUCATION  
PERSONNEL APPROVALS FOR THE August 23, 2016 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>
McKnight, Ernestine	Education Program Manager II, Director, Program Improvement and Family Support	24	Student, Family and School Support	TBD
Williamson, Carol A.	Deputy State Superintendent for Teaching and Learning (Chief Academic Officer)	ES9	Office of the State Superintendent	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>
Evelo, Dena M.	Principal	IEPP/ Admim	Career & College Readiness, Juvenile Services Education	08/31/16

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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August 23, 2016

BOARD LIST

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

**Name:** McKnight, Ernestine  
**Position:** Education Program Manager II, Director, Program Improvement and Family Support  
**Division:** Student, Family and School Support  
**Salary Grade:** State Salary Grade: 24  
Annual Salary Grade: \$73,612 - \$118,197  
**Effective Date:** TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

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

DESCRIPTION:

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

NOTES:

Possession of a Doctorate in a field related to promoting academic achievement may be substituted for one year of the required experience.

**QUALIFICATIONS:**

**Education:**

University of Maryland (College Park, Maryland) 1975 – Master’s Degree in Elementary Education; 1972 – Bachelor’s Degree in Early Childhood Education

Bowie State University (Bowie, Maryland) 1996 – 18 credits in Education Supervision/Administration Certification

Anne Arundel Community College (Arnold, Maryland) 1970- Associate of Arts Degree in Elementary Education

**Experience:**

Maryland State Department of Education (Baltimore, Maryland) On Loan from Anne Arundel County Public School Title I Specialist

2014-2016: Education Specialist I

2013-2014: Interim Director, Program Improvement and Family Support Branch

2007-2013: Education Specialist I, Title I Specialist

Anne Arundel County Public Schools (Annapolis, Maryland)

2000-2007: Elementary School Principal- Tyler Heights Elementary

1999-2000: Assistant Principal – Germantown Elementary School

1998-1999: Administrative Intern - Germantown Elementary School

1976-1998: Elementary School Resources and Classroom Teacher

Parole Community Day Care Center (Annapolis, Maryland)

1972-1975: Parole Community Day Care Center Director

**EMPLOYMENT STATUS:**

New Hire



August 23, 2016

BOARD LIST

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

**Name:** Carol A. Williamson, Ed. D.

**Position:** Deputy State Superintendent for Teaching and Learning (Chief Academic Officer)

**Division:** Office of the State Superintendent

**Salary Grade:** State Salary Grade: ES9  
Annual Salary Grade: 114,874 – 153,532

**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

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

**EXPERIENCE:**

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

**DESCRIPTION:**

This position reports directly to the State Superintendent and is charged with improving overall academic excellence. This position is responsible for supervising five Assistant Superintendents within the Department. The Chief Academic Officer is responsible for department leadership and oversight of the following divisions: 1) Curriculum, Assessment and Accountability, 2) Early Childhood Development, 3) Special Education and Early Intervention Services, 4) Career and College Readiness (which includes Juvenile Services Education Programs), and 5) Library Development Services.

**QUALIFICATIONS:**

**Education:**

University of Maryland (College Park, Maryland) 1982 - Ed.D. in Curriculum and Instruction

George Washington University (Washington, DC) 1976 – Master’s Degree in Human Relations and Administration

Salisbury State College (Salisbury, Maryland) 1972- Bachelor’s Degree in Elementary Education

**Experience:**

Queen Anne’s County Public Schools (Centreville, Maryland)

2008 – Present: Superintendent

2000 – 2008: Associate Superintendent

1992 – 2000: Assistant Superintendent for Curriculum and Instruction

Dorchester County Public Schools

1988 – 1992: Director of Instruction

1981 – 1988: Curriculum Supervisor

1979 – 1981: Curriculum Specialist

1971 – 1979: Classroom Teacher, Grades 4 and 5

**EMPLOYMENT STATUS:**

New Hire