

MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday
May 24, 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, May 24, 2016 at 9:00 a.m. at the Nancy S. Grasmick State Education Building. The following members were in attendance: Mr. Guffrie M. Smith, President; Dr. S. James Gates, Jr., Vice-President; Ms. Linda Eberhart; Dr. Chester Finn, Jr.; Dr. Michele Jenkins Guyton; Ms. Laurie Halverson; Ms. Stephanie R. Iszard; Mrs. Madhu Sidhu; Mr. Andrew R. Smarick; Ms. Quinn Wandalowski; Ms. Laura Weeldreyer and Dr. Jack Smith, Interim State Superintendent of Schools. Mr. James H. DeGraffenreidt, Jr. was absent.

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. Karen Salmon, Deputy State Superintendent for School Effectiveness.

President Guffrie Smith welcomed newly-appointed Board Member Laurie Halverson. Ms. Halverson said, "It is an honor to be here."

President Guffrie Smith welcomed members and staff of the Maryland Association of Boards of Education (MABE).

CONSENT AGENDA

Interim State Superintendent Smith recommended approval of the Consent Agenda.

Ms. Sidhu noted an amendment to the April 26, 2016 minutes.

Upon motion by Ms. Sidhu, seconded by Dr. Gates, and with unanimous agreement, the Board approved the Consent Agenda as follows: (In Favor – 11)

Approval of Minutes of April 26, 2016
Personnel (copy attached to these minutes)
Budget Adjustments for April 2016

LANGUAGE LEARNERS UPDATE

Interim State Superintendent Jack Smith introduced Heather Lageman, Director of Curriculum, and Susan Spinnato, Director of Instructional Programs, to provide an update on the educational programs for English Language Learners (ELs) in Maryland.

Ms. Spinnato said that Maryland is among the middle group of states in language learner populations in the country and has one of the most diverse varieties of languages in the country. She noted that the numbers are growing rapidly. She explained that a Task Force was created as a conduit for conversation and action in the state around the challenges and opportunities surrounding the growing number of ELs in Maryland.

Ms. Lageman discussed the history and background of the Task Force, its membership, the various subcommittees and its recommendations. She provided maps showing where the majority of EL students reside in the country and in Maryland. She introduced Carlos Beato, Founding Principal of the International High School at Langley Park in Prince George's County.

Mr. Beato stated, "We concentrate on the whole child. The entire school is focused on a growth mind set." He reported that the school has 95 students from eighteen countries with thirteen different languages spoken and noted that the education force are twelve month employees who work prior to students entering school in the fall. He said, "We are working to empower our families and students and concentrating on school culture this year." He discussed the various partnerships with organizations and noted that every Friday students receive interventions if needed. He expressed concern that transportation for after school activities is a challenge.

Ms. Spinnato introduced Margot Harris, an *English as a Second Language* (ESL) teacher at Patterson High School in Baltimore City.

Ms. Harris provided demographics of her school and explained that when a student enters the school they are tested and placed in an appropriate program. She noted that it can take up to five years to graduate and that many students repeat the ninth grade. She reported that there are bilingual social workers employed at the school and that students do succeed.

In response to a concern expressed by Ms. Sidhu about the need to encourage parents to speak English at home, Ms. Harris said that the ESL teacher is the link with the family. She encouraged Board members to visit her school and see the excellent programs being offered.

Dr. Gates asked if there is a way for the Board to see how the English language is being incorporated in math classes.

Dr. Guyton asked, "How do we help schools with smaller populations?"

Ms. Lageman said that the Task Force has provided best practices and resources for providing professional learning for teachers.

Ms. Lageman discussed a proposed 2016-2017 General Education Diploma (GED) Options Program to be piloted in Charles, Frederick, Montgomery and Prince George's Counties. She noted that the program includes strong career and technology preparation courses and flexible hours.

Ms. Harris said that they are hoping to develop a relationship with Baltimore City Community College.

Interim State Superintendent Smith reported that next year this program will be made available throughout the state.

In response to a question by Ms. Eberhart, Ms. Spinnato said that the GED does provide a Maryland high school diploma. She said, "We have a lot of public relations work to do" noting that the GED is aligned to the Common Core Standards. She said, "We want to see it as a credential that is equivalent to the regular diploma."

Mr. Smarick requested that the Board receive information on outcomes from other states.

COMAR 13A.05.07 PROGRAM FOR NON-ENGLISH AND LIMITED ENGLISH LEARNERS

Ms. Spinnato reported that the amended regulation incorporates new standards and new federal language and program requirements.

Upon motion by Dr. Gates, seconded by Mr. Smarick, and with unanimous agreement, the Board granted permission to publish changes to COMAR 13A.05.07 Program for Non-English and Limited English Learners. (In Favor – 11)

COMAR 13A.04.11 PROGRAMS IN WORLD LANGUAGES

Ms. Spinnato reported that the amended regulation incorporates revised standards that govern the Programs in World Languages. She noted that most school systems have started using these “refreshed” standards.

Upon motion by Ms. Sidhu, seconded by Ms. Weeldreyer, and with unanimous agreement, the Board granted permission to publish changes to COMAR 13A.04.11 Programs in World Languages. (In Favor – 11)

ACTIONABLE INSIGHTS ON TEACHER/PRINCIPAL EVALUATION

Interim State Superintendent Jack Smith introduced David Volrath, Planning and Development Officer, to present a report on an analysis of the 2014-2015 evaluation ratings of teachers and principals provided by LEAs.

Mr. Volrath reported that teacher effectiveness ratings increased this year and provided graphs depicting teacher effectiveness ratings across the state. He reported on an unexpected finding -- that increasing the percentage value of student growth benefits highly effective teachers, has negligible impact on effective teachers, and does not reward ineffective teachers.

There was brief discussion about the correlation between test scores among LEAs.

Mr. Volrath provided a change process loop which culminates in a final recommendation to the NXT Gen TPE Committee. He provided new Principal Professional Practice Standards for Educational Leaders and a recommendation to make no change in the teacher framework which will come back to the Board next month for approval to publish. He provided the TPE Work Group’s recommendation to delete any direct translation and attribution of student test scores to evaluations and includes one measure that is a Student Learning Objective (SLO) informed by assessment and a second measure that is either a school informed SLO or a direct translation of LEA determined school measures into an evaluation component measure for both frameworks.

After some discussion about the need for clarification, Ms. Weeldreyer suggested that the Board conduct an information session next month on this topic.

Chris Lloyd, President of the Montgomery County Teachers Association (MCTA), said “there is a need for effective evaluation and professional development.” He stressed the importance of teacher observation, student growth measures and professional learning.

Interim State Superintendent Smith suggested that the information session next month should include a discussion by members of the Work Group and Ms. Kameen’s input on a timeline and what is required by the Board and MSDE.

Ms. Iszard said, "I think all teachers are saying 'equip me'. That is what I hear."

COMAR 13A.08.01.02-.03 KINDERGARTEN READINESS ASSESSMENT

Interim State Superintendent Jack Smith introduced Dr. Rolf Grafwallner, Assistant State Superintendent, Division of Early Childhood, and requested permission to publish emergency regulations for COMAR 13A.08.01.02-.03 Kindergarten Readiness Assessment, which is necessary to meet the time requirements set forth in the new law.

Dr. Grafwallner explained the reasoning for the emergency regulations to implement the provisions of newly-enacted HB 657 Education – Pre-Kindergarten and Kindergarten Assessments – Administration which requires the State Board to adopt regulations before the 2016-2017 school year.

In response to a question by Ms. Eberhart, Dr. Grafwallner explained that Department staff determined that the testing of a representative sample of no less than 25 percent of the total kindergarten student population in the school system as of the first day of school would be a fair and equitable measure of kindergarten readiness.

In response to a question by Dr. Finn, Mr. Smarick suggested adding a phrase "sufficient to yield valid data" to allow LEAs to use a different percentage for testing where there is a very small number of kindergarten students. Interim State Superintendent Smith agreed to work with statisticians to address the questions from the Board and make appropriate changes. It was agreed that this item would be tabled and included on the June Agenda for approval.

RECOGNITION OF MARYLAND'S 2016-2017 TEACHERS OF THE YEAR (TOY)

Interim State Superintendent Smith welcomed Maryland's Teachers of the Year (TOY) and explained that they will be competing for selection of Maryland's State TOY. He introduced Dr. Darla Strouse, Executive Director, Partnerships and Development, to brief the Board on the TOY Program.

Dr. Strouse thanked the Board, local superintendents of schools, TOY Coordinators and the many corporate sponsors who make this program possible and provided a background on the TOY Program. She presented a Citation and inscribed Portfolio to each TOY and photos were taken.

President Guffrie Smith announced that the Board would recess for lunch to attend the Teacher of the Year Luncheon and would reconvene in Executive Session at 1:30 p.m.

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, May 24, 2016, in Conference Room 1, 8th floor, of the Nancy S. Grasmick State Education Building. All board members were present except for James H. DeGraffenreidt, Jr. Interim State Superintendent Smith and the following staff members were in attendance: Dr. Henry Johnson, Interim Deputy for Teaching and Learning/Chief Academic Officer, Dr. Karen Salmon, Interim Deputy for School Effectiveness/Chief Performance Officer, and Dr. Miya Simpson, Executive Director, Office of the State Board. Principal Counsel Elizabeth M. Kameen and Assistant Attorneys

General Jackie La Fiandra, and Derek Simmons were also present. The Executive Session commenced at 1:30 p.m. (In favor – 11)

Internal Board Management/Personnel

The Board began with a discussion of the terms of the Superintendent's contract that they would prefer and propose. All staff, except the Executive Director and Principal Counsel, left the room during this discussion.

Staff returned at 2:25 p.m. At that time, the State Board approved five Opinions and one Order for publication. Dr. Smith left the room during the deliberation of the *Pulley* case.

- *Deborah Pulley, Kimberly Roof, and Robin Welsh v. Calvert County Board of Education* – salary, benefits, compensation – Opin. No.16-16
- *D.J. v. Baltimore City Board of School Commissioners* – student suspension – Opin. No. 16-17
- *R.P. v. Baltimore City Board of School Commissioners* – student suspension – Opin. No. 16-18
- *Antoinette Murphy v Prince George's County Board of Education* – bus driver termination – Opin. No. 16-19
- *Cash Williams v. Prince George's County Board of Education* – end of year evaluation – Opin. No. 16-20
- *Reginald W. v. Howard County Board of Education* – motion for reconsideration – Order No. OR16-07

The session ended at 2:30 p.m.

RECONVENE

The meeting reconvened at 2:40 p.m.

MARYLAND ASSOCIATION OF STUDENT COUNCILS (MASC) ANNUAL REPORT

Interim State Superintendent Jack Smith introduced Mr. Lance Ledebur, Executive Director, Maryland Association of Student Councils (MASC), and Angela Chin, President of MASC, to report on the activities of the MASC.

Ms. Chin gave a brief history and mission of the MASC, which provides students an opportunity to experience leadership training, advocacy skills, and student-led activities. She discussed the many events held during the 2015-2016 school year and noted a decline in membership this year. She explained that the decline has occurred primarily in the Eastern Shore districts.

Mr. Ledebur said, "We are setting up meetings and inviting regional advisors in order to recoup the membership numbers."

Ms. Sidhu asked that she be invited to the meetings to support the MASC.

Mr. Ledebur introduced the newly-elected officers for the 2016-2017 school year.

PRESIDENT'S ANNOUNCEMENT

President Guffrie Smith announced that the Board has selected a new State Superintendent and introduced Dr. Karen Salmon who will begin her appointment on July 1, 2016. He also asked for

a motion to appoint Dr. Salmon as Interim State Superintendent for the period June 1, 2016 through June 30, 2016.

Upon motion by Ms. Iszard, seconded by Dr. Guyton, and with unanimous agreement, the Board appointed Dr. Karen Salmon as Interim State Superintendent for the period June 1, 2016 through June 30, 2016. (In Favor – 11)

President Guffrie Smith said, “Thank you for being part of this process. We have a lot of faith in you. We are proud of you.”

Dr. Salmon thanked the Board for the very rigorous process and thanked Interim State Superintendent Smith for his incredible leadership. She said, “Maryland has an outstanding school system. What is important is we still have challenges. I am hoping to help the Board meet those challenges. This is a crucial time.”

Board members provided their thanks and support to Dr. Salmon.

Interim State Superintendent Smith said, “I have great affection for all of you. Any way I can be of service, call me. If you can be of service to me, I will call you. Each of you has shown that you are truly interested in students. I have loved working with this staff.”

PUBLIC COMMENTS

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

- Dr. Fran Bowman – Dyslexia and the training of teachers
- Theodora Scarato – False information posed on Montgomery County website regarding radio frequency information

COMAR 13A.10.01 HOME INSTRUCTION

Interim State Superintendent Jack Smith introduced Mary Gable, Assistant State Superintendent, Division of Academic Policy and Innovation, and requested permission to adopt revisions to COMAR 13A.10.01.01-.05, Home Instruction.

Ms. Gable reported that the proposed amendments 1) allow flexibility in instructor and location of instruction, 2) allow enrollment in courses offered by accredited or unaccredited colleges without requiring the approval of a supervising nonpublic school or institution prior to enrollment. She reported that there were approximately 24 public comments provided which are summarized on the transmittal memo.

Upon motion by Ms. Eberhart, seconded by Ms. Weeldreyer, and with unanimous agreement, the Board adopted revisions to COMAR 13A.10.01.01-.05 Home Instruction. (In Favor – 11)

COMAR 13A.12.03.02 SCHOOL COUNSELOR

Interim State Superintendent Smith asked Sarah Spross to discuss amendments to COMAR 13A.12.03.02 School Counselor and requested permission to publish the proposed amendments.

Ms. Spross provided an historical background of the legislation adopted in 2015 to address a perceived need to increase school counselor awareness and skills in recognizing indicators of mental illness and behavioral district.

Upon motion by Ms. Eberhart, seconded by Ms. Weeldreyer, and with unanimous agreement, the Board granted permission to publish the proposed amendments. (In Favor – 11)

In response to a question by Ms. Sidhu, Interim State Superintendent Jack Smith agreed to provide the Board with ratios of students to school counselors across the state. Ms. Spross said that this was one of the key points discussed by the work group noting that the ratios are very uneven across the state.

In response to a question by Ms. Halverson, Amanda Conn, State Liaison, reported that there was no opposition to the legislation. Ms. Halverson said, “There is so much more that needs to be done.” Ms. Spross said, “It is not the only solution. It is one piece.”

Dr. Guyton said, “It is very appropriate to do this. Identification is going to change over the next five years.”

Upon motion by Ms. Halverson, seconded by Dr. Guyton, and with unanimous agreement, the Board granted approval to publish amendments to COMAR 13A.12.03.02 School Counselor with the proposed tentative timeline. (In Favor – 11)

STATE SUPERINTENDENT’S UPDATE

Interim State Superintendent Smith reported that approximately two-thirds of the state assessments have been administered and that 94 percent are being conducted online. He noted that initial reports are to be transmitted to parents shortly and that disaggregated reports will be provided to the Board early in August, 2016. He said that the data will be useful to inform the work of the Board.

Interim State Superintendent Smith introduced Cecilia Roe, Director of Instructional Assessment and Professional Learning, to give an update on the *Every Student Succeeds Act* (ESSA).

Ms. Roe discussed Title II Part A Supporting Effective Instruction and Part B National Activities outlining the changes. She explained that the funding formula remains the same for 2016-2017 but gradually shifts toward an increase for children living in poverty over the next several years.

In response to a question by Ms. Eberhart, Ms. Roe said that less money will be coming into Maryland schools over the next few years since Maryland is not a high poverty state.

In response to a question by Dr. Finn, Ms. Gable reported that the Act does include additional requirements by states.

In response to a question by Dr. Guyton, Ms. Roe read the definition of the requirement of “evidence-based” as opposed to “scientifically-based” programs and activities. She explained that this requirement will give LEAs more flexibility in the use of federal funds. She said, “There is a strong emphasis on innovation.”

PRESIDENT’S REPORT

President Guffrie Smith announced that there will be a Board Retreat in August and that Dr. Simpson will poll members to determine the date. He asked Board members if they wanted to include on a tentative agenda for the June Information Session a discussion of the Teacher/Principal Evaluation System. Dr. Finn explained that he will be unable to attend that

session and is very interested in this discussion. Dr. Salmon offered to allow more time on the Board's regular June and July meeting agendas for this important discussion.

In response to a question by Dr. Finn, Dr. Salmon said that the Board will receive an update on ESSA accountability at its June or July meeting.

President Guffrie Smith acknowledged student Board member, Quinn Wandalowski, noting that this is her last Board meeting as a State Board member. He said, "We appreciate your service and wish you well" and presented her with a gift on behalf of the Board.

Ms. Wandalowski thanked the Board members, Dr. Simpson and Dr. Jack Smith for "making my opinions valued;" adding, "I admire your deep concern for education."

STATE BOARD MEMBER UPDATES AND DISCUSSION

- Ms. Iszard reported that she attended an *Excellence in Education Conference* which celebrated the teachers in Bowie, Maryland and included charter and private schools. She said that it was an outstanding conference and that it was an affirming time for teachers.
- Ms. Sidhu expressed concerns about the water problem in the schools in Maryland. Interim State Superintendent Jack Smith reported that individual LEAs can address this issue and he agreed to introduce this topic at the next Superintendents' meeting.
- Dr. Gates reported that he served on a panel at a conference in Baltimore conducted by *US News and World Reports*.
- Dr. Finn expressed concern about the importance of addressing teacher preparation. Interim State Superintendent Jack Smith explained that there is a stakeholder group working on this issue and that there will be decisions required by the Board.

Dr. Salmon recognized her colleagues who received Career and Technology in Education Awards.

OPINIONS

Ms. Kameen announced the following Opinions:

- 16-16 *Deborah G. Pulley, et.al. v. Calvert County Board of Education* – salary benefits compensation (affirmed the local board's decision in part, reversed the local board's decision in part)
- 16-17 *D. J. v. Baltimore City Board of School Commissioners* – student suspension (remanded back to the local board)
- 16-18 *R. P. v. Baltimore City Board of School Commissioners* – student suspension (remanded back to the local board)
- 16-19 *Antoinette Murphy v. Prince George's County Board of Education* – bus driver termination (affirmed the local board's decision)
- 16-20 *Cash Williams v. Price George's County Board of Education* – end of year evaluation (affirmed the local board's decision)

Ms. Kameen announced the following Order:

OR 16-07 *Reginald Whitlock v. Howard County Board of Education* – motion for reconsideration (declined to reconsider)

ADJOURNMENT

With no further business before the Board, the meeting adjourned at 4:08 p.m.

Respectfully submitted,



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

Date: 6/28/16

MARYLAND STATE BOARD OF EDUCATION

CLOSED SESSION

On this 24th day of May, 2016, at the hour of _____ am/pm, the Members of the State Board of Education voted as follows to meet in closed session:

Motion made by: Dr. S. James Gates

Seconded by: Mrs. Madhu Sidhu

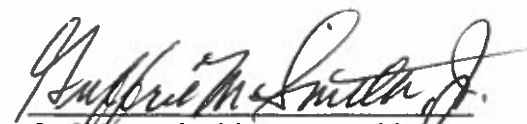
In Favor: _____ Opposed: 0 Member(s) Opposed: _____

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:

1. Discuss 4 Legal Appeals.
2. Review 1 Draft Order.
3. Review 1 Draft Opinion.
4. Obtain Legal Advice.
5. Discuss Internal Board Management matters.


Guffie M. Smith, Jr., President

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE MAY 24, 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>
Crafton, Patricia	Education Program Specialist I, Title I and School Improvement Specialist	21	Student, Family, and School Support	TBD
Smith, Julie L. Ph.D.	Psychologist II	20	Rehabilitation Services, Disability Determination Services	06/08/16
Reinhard, W. William	Designated Administrative Manager Senior II Director of Communications	24	Office of State Superintendent of Schools Communications and Strategic Planning	TBD
Williams, Rene	Program Manager IV – Chief of Child Care Subsidy Branch	22	Early Childhood Development, Office of Child Care	TBD

II. Appointments Grade 18 and below:

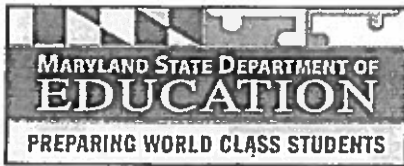
<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Cusumano, Peter J.	Teacher, Academic – Mathematics	IEPP	Career and College Readiness, Juvenile Services Education System	7/06/16
Jahnke, Andrew P.	Teacher, Career Technology Education	IEPP	Career and College Readiness, Juvenile Services Education System	4/27/16
Peters, Robert J. Jr.	Teacher, Academic – Office Systems Management	IEPP	Career and College Readiness, Juvenile Services Education System	5/11/16
White, Megan	Vocational Rehabilitation Specialist II	13/3	Rehabilitation Services	5/25/16

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>
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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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Jack R. Smith, Ph.D.
Interim State Superintendent of Schools

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May 24, 2016

BOARD LIST

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

Name: Patricia Crafton
Position: Education Program Specialist I, Title I and School Improvement Specialist
Division: Student, Family, and School Support
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$60,543 - \$97,203
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Four (4) years of professional teaching or administrative/supervision experience in or affiliated with, an education program, including two years of experience coordinating or administering an education program directly related to the position; fiscal experience in or affiliated with education is preferred.

DESCRIPTION:

Provides technical assistance to schools and local school systems on effective practices that lead to increased academic performance of schools receiving Title I, Part A funds, Title I Section 1003(a) funds and/or School Improvement Grant funds (SIG); provides accurate interpretation and guidance on ESEA and amended ESEA for schools and school systems; Researches, compiles and provides information and recommendations to schools and local school systems for school improvement and comprehensive school reform; maintains mandatory LEA visits for specific purposes (i.e. validation, school wide program, teacher qualification, parent involvement, and Title I monitoring). Performs other duties as assigned.

QUALIFICATIONS:

Education:

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

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

Experience:

The Delaware Metropolitan Charter High School (Wilmington, Delaware)

2015: Chief Schools Officer

Baltimore City Public School System (Baltimore, Maryland)

2014 – 2015: Interim Campus Principal

2011 – 2014: Assistant Principal – Teaching & Learning

2007 – 2011: Department Head – Science Instruction

2005 – 2007: Science Teacher

EMPLOYMENT STATUS:

New Hire



May 24, 2016

BOARD LIST

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

Name: William W. Reinhard
Position: Administrative Manager Senior II Director of Communications
Division: Office of State Superintendent of Schools
Salary Grade: State Salary Grade: 24
Annual Salary Range: \$73,612 - \$118,197
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Bachelor's Degree from an accredited college or university.

EXPERIENCE:

At least two years of management level experience leading a communications office, which provided the applicant with the competencies and expertise described below under Essential Requirements.

DESCRIPTION:

This position reports to the Chief of Staff and is responsible for supervising the Maryland State Department of Education (MSDE) Office of Communications. The Communications director leads communication and outreach efforts that keep internal and external stakeholders informed about State education policies, programs and new initiatives that effect Maryland schools, students, educators and the communities we serve, as well as, advises and assists the Chief of Staff in the creation and implementation of major strategic communications initiatives of the Department.

QUALIFICATIONS:

Education:

Indiana University (Bloomington, Indiana) Master's Degree in Journalism

University of Wisconsin (Madison, Wisconsin) Bachelor's Degree in Political Science/Communication Arts

Experience:

Maryland State Department of Education

2016 – Present: Acting Director of Communications

2001 – 2016: Education Program Supervisor of Communication and Public Information

Aspen Publishers (Alexandria, Virginia)

1999 - 2001: Acquisitions Editor/Nonprofit Management

Capitol Publications (Alexandria, Virginia)

1994 – 1999: Executive Editor/Nonprofit Management Division

American Association of Community Colleges (Washington, DC)

1988 – 1994: Director of Public Affairs/News Services

1987 – 1988: Assistant to the President

EMPLOYMENT STATUS:

Promotional



May 24, 2016

BOARD LIST

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

Name: Julie L. Smith, Ph.D.
Position: Psychologist II (Part Time)
Division: Rehabilitation Services, Disability Determination Services
Salary Grade: State Salary Grade: 20
Annual Salary Range: \$56,743 - \$91,107
Effective Date: 6/8/2016

JOB REQUIREMENTS:

EDUCATION:

Determined by the Maryland State Board of Examiners of Psychologists under the licensing requirements for Psychologists.

EXPERIENCE:

Two years of experience rendering psychological services or engaged in psychological research after receipt of the License as a Psychologist.

DESCRIPTION:

Responsible for interpreting psychological evidence, prescribe psychological evaluation needs and participate as the psychological examiner in the adjudication of Social Security and Supplemental Income disability claims.

Julie Smith, Ph.D.

Page Two

QUALIFICATIONS:

Education:

Miami Institute of Psychology (Miami, Florida) 1998 – Doctorate in Philosophy.

Experience:

Baltimore Washington Medical Center (Glen Burnie, Maryland)

Present: Mental Health Clinician (Part-Time)

Department of Hygiene and Mental Health (Jessup, Maryland)

2002 – Present: Forensic Evaluator

Springfield Hospital (Sykesville, Maryland)

2000 – 2008: Psychologist II

EMPLOYMENT STATUS:

New Hire



May 24, 2016

BOARD LIST

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

Name: Rene' D. Williams
Position: Program Manager IV – Chief of Child Care Subsidy Branch
Division: Early Childhood Development
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, Administration/Supervision, Early Childhood, Social Work or a closely related field.

EXPERIENCE:

Eight (8) years of professional administrative experience in management, administration and/or supervision Licensing Programs.

DESCRIPTION:

This is a professional position serving as the Manager of the Child Care Subsidy Branch responsible for providing leadership, management and the oversight of Maryland State Department of Education's (MSDE) delivery of child care services to approximately 18,000 children statewide and the administration of \$1 million in State and federal funds.

QUALIFICATIONS:

Education:

Tuskegee University (Tuskegee, Alabama) 1989 – Master's Degree in Counseling and Student Development.

Tuskegee University (Tuskegee, Alabama) 1987 – Bachelor's Degree in Biology.

Experience:

Montgomery County Government (Rockville, Maryland)

2015 – Present: Program Manager – Child Care Subsidy Programs

Shelter for Homeless Families (Rockville, Maryland)

Present: Resident Assistant (Part-Time)

Alabama State Department of Human Resources, Child Care Subsidy Division (Montgomery, Alabama)

2007 – 2012: Program Specialist – Child Care Management

East Alabama Mental Health (Opelika, Alabama)

1997 – 2012: Mental Health Technician

Child Care Resource Center (Opelika, Alabama)

2004 – 2007: Program Services Manager

1997 – 2004: Parent Services Supervisor

Tuskegee University (Tuskegee, Alabama)

1989 – 1992: Residence Life, Director/Counselor

1989 – 1990: Assistant Sociocultural Coordinator

1987 – 1989: Graduate Intern, Residence Hall Assistant Director/Counselor

EMPLOYMENT STATUS:

New Hire