

MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday
August 25, 2015

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 25, 2015 at 9:10 a.m. at the Nancy S. Grasmick State Education Building. The following members were in attendance: Mr. Guffrie M. Smith, Jr., President; Dr. S. James Gates, Jr., Vice-President; Mr. James H. DeGraffenreidt, Jr.; Ms. Linda Eberhart; Dr. Chester Finn, Jr.; Dr. Michele Jenkins Guyton; Mr. Andrew R. Smarick; Ms. Quinn Wandalowski; and Dr. Lillian M. Lowery, State Superintendent of Schools. Mr. Larry Giammo, Ms. Stephanie R. Iszard, Mrs. Madhu Sidhu and Ms. Laura Weeldreyer were absent.

Elizabeth Kameen, Esq., Assistant Attorney General, and the following staff members were also present: Ms. Kristi Michel, Deputy State Superintendent for Finance and Administration, Dr. Miya T. Simpson, Executive Director to the State Board, Dr. Jack Smith, Deputy State Superintendent for Teaching and Learning, and Penelope Thornton Talley, Esq., Deputy State Superintendent for School Effectiveness.

President Smith explained the procedures for the new audio equipment installed in the Board room.

CONSENT AGENDA

President Smith asked for a motion to approve the Consent Agenda.

Upon motion by Mr. DeGraffenreidt, seconded by Dr. Gates, and with unanimous agreement, the Board approved the Consent Agenda as follows: (In Favor – 8)

- Approval of Minutes of July 28, 2015
- Personnel (copy attached to these minutes)

RECOGNITION OF BOARD MEMBERS LEAVING BOARD SERVICE AND APPOINTMENT OF NEW BOARD MEMBERS

Mr. Smith recognized Board members who left the Board and read a statement written by Ms. Diaz expressing her gratitude for her time on the Board. He also recognized two new Board members and noted that they were unable to attend. He welcomed Ms. Wandalowsky, the new student member.

ORAL ARGUMENTS

Ms. Kameen explained the procedures by which the Board hears oral arguments and introduced the following persons:

Jonathan Wrublewski, Appellant and
Sarab Gupta, Esq.

v.

Eric Schwartz, Esq. representing
Charles County Board of Education

EXPANSION OF COMPUTER SCIENCE ACROSS MARYLAND

Dr. Lowery introduced Cindy Hasselbring, Special Assistant to the State Superintendent: Special Projects, to provide a brief update on the progress of expanding access to Computer Science in Maryland.

Ms. Hasselbring introduced Dr. Kimberly Hill, Superintendent of Charles County Public Schools (CCPS); Heather Lageman, MSDE Curriculum and Related Professional Development, and Pat Yongpradit, Code.org Vice-President of Education. She explained that there is a need for a highly skilled workforce in this State noting that there are currently 17,754 openings in the computer and math occupations. She said, “We need to engage and prepare students.”

Mr. Yongpradit said “There is a mismatch between jobs and the student pipeline” explaining that the issue is access. He reported that his company, Code.org is a national non-profit organization hired to address these issues. He explained that his company is partnering with six local education agencies (LEAs) and have trained 566 K-12 teachers in Computer Science. He said that CCPS is the largest school system in the nation that has K-12 Computer Science classes and stressed that Maryland is uniquely set up to offer Computer Science to every student due to its tech credit, state leadership and partnership with organizations.

Ms. Hasselbring reported that the MSDE hosted an event in November to help people understand what Computer Science is and that schools applied and received a \$10,000 award to attend.

Dr. Hill said, “Computation skills are what every student needs – the ability to sit down and look at a problem, take it apart and solve it. As kids move through schools, doors open. Sometimes doors close. This will help to keep those doors open for kids.” She noted that what is lacking is curriculum and said that CCPS created a five-year plan to train teachers and implement Computer Science in all schools.

Ms. Lageman reported that Maryland is in the process of developing/revising standards addressing the understanding and use of technology to include a more comprehensive and in-depth treatment of standards for Computer Science, Computational Thinking and Digital Literacy. She said that stakeholders pre-approved courses for Technology Education graduation

credit and said, “We are working with Institutes of higher Education to get teachers trained and provide instructional support to LEAs in all schools.” She said that Maryland is in the process of developing/revising standards for preK – 8 and that a workgroup is being established to determine areas of overlapping standards and resources to support a new K-8 Framework for Computing Education.

Ms. Hasselbring reported on early childhood Science, Technology, Engineering and Mathematics (STEM) initiatives, teacher certification programs and teacher professional learning opportunities. She thanked the Board for this opportunity and thanked the panelists who are putting a lot of time and effort into this important area.

Mr. DeGraffenreidt asked, “What are we looking at as measures of success?” Dr. Hill said, “We are just a couple of years in – the initial look is enrollment in higher level Computer Science courses. This school year our enrollment is 63 percent students of color. We want to align with our demographics.”

Mr. Yongpradit said, ‘There are studies that show that students who take AP Computer Science do better in other areas.’

Dr. Gates explained the impact of computational thinking and the power that it provides to students. He commended the panelists and said, “This is another way in which Maryland can lead the country in terms of educating and translating and the ability of our citizens to have a vibrant economic life in the future. This is one of those critical areas.” He expressed concern about the quality of core content and urged that it must be constantly monitored as we move through the process. He also noted that the name Computer Science may be a little misleading and suggested that the courses deal with computational-based logic, computational analysis and application which are valuable skills. He said, “I commend you all for this marvelous effort and would like to see it get to the next level.”

Ms. Eberhart said, ‘How do we get to the next level? What are the colleges doing in teacher preparation to make sure every teacher leading our schools in Maryland next year will be able to understand this? Do we go to the Public School Teacher Education Board (PSTEB) to add certification?’

Ms. Hasselbring said that staff is working with representatives at the University of Maryland to apply for national foundation funding. She said they are thinking about how to embed K-8 Computer Science curriculum but cautioned... “we don’t want to give teachers more to do. This framework is going to be very helpful.”

Ms. Eberhart said, “We need it for elementary teachers. It needs to be embedded.”

Mr. Yongpradit said that most teacher certification courses include Technical Education courses. He said his organization is helping teachers understand how to make students computational thinkers and that... “if districts don’t see this as a demand, they don’t look.”

Ms. Hasselbring said that MSDE offers AP Science teachers Computer Science training through the University of Maryland Baltimore County and reiterated the need to train elementary and middle school teachers in Computer Science.

Dr. Lowery said, "It does impact our thinking about the National Science Foundation Grant to look at these things. We are almost there. We can't answer definitively yet."

Mr. Smith said, "I like your collaborative effort. Keep doing this."

COMAR 13A.08.02 MARYLAND STUDENT RECORDS SYSTEM MANUAL RE-PROPOSAL

The Superintendent introduced Kristina Kyles-Smith, Assistant State Superintendent, Division of Student, Family and School Support, and John McGinnis, Specialist in Pupil Personnel, to answer any questions of the Board regarding the Re-Proposal of COMAR 13A.08.02 the *Maryland Student Records System Manual* (MSRSM). She requested permission to re-propose amendments to COMAR 13A.08.02.01, 13A.08.01.01E and 13A.02.06.02B(9).

Ms. Smith reported that there are four major categories of changes and updates that affect the MSRSM:

1. Updated language to improve clarity for LEAs in gathering data;
2. Updated language to align with amended policy and/or regulations
3. Changes in procedures at MSDE; and
4. Removal of redundant statements.

She also noted that significant revisions reflect changes in the *Maryland Guidelines for a State Code of Discipline* adopted in July, 2014.

Ms. Smith reported that the Board, at its May 2015 meeting, granted permission to publish the Manual and that subsequent to the publication, comments were received suggesting clarifying revisions. She explained that the revisions make it necessary to re-publish the proposed regulations for public comment.

In response to a question by Dr. Finn, Mr. McGinnis reported that the identification of student immigration status is voluntary and is geared primarily toward exchange students.

Dr. Finn said, "Are we discouraging illegal immigrants from attending Maryland schools? Is this going to have a chilling affect on children coming to school?"

Dr. Lowery said, "If it is optional, shouldn't that be on the form?"

Ms. Smith said that the identification of immigration status and the social security number is optional and that students are able to enroll regardless of whether they include this information.

Mr. DeGraffenreidt said, “Will you modify the form to make it clear that it is optional?” Ms. Smith agreed to make that change.

Upon motion by Mr. DeGraffenreidt, seconded by Mr. Smarick, and with unanimous agreement, the Board granted permission to re-propose the amendments. (In Favor – 8)

ADOPTION OF THE 2016 STATE BOARD MEETING SCHEDULE

Upon motion by Mr. DeGraffenreidt, seconded by Dr. Gates, and with unanimous agreement, the Board adopted the 2016 State Board Meeting Schedule. (In Favor – 8)

PARTNERSHIP FOR THE ASSESSMENT OF READINESS FOR COLLEGE AND CAREERS (PARCC) UPDATE

The Superintendent asked Dr. Jack Smith and Dr. Douglas Strader, Supervisor, Education Accountability, to provide an update on the status of the PARCC assessments in Maryland after its 2014-2015 administration.

Dr. Strader reported that MSDE conducted a survey of local school district personnel to determine specific areas of concern and to gain knowledge around current issues that need to be addressed prior to test administration during the 2015-2016 school year. He discussed a table provided to the Board that contains a summary of the issues identified by the school districts and reflects whether the issues are unresolved, ongoing/in process or resolved. He noted that MSDE staff meets weekly with local accountability coordinators and as a result of those calls, this document will be updated on a regular basis. He explained that the discussions with LEA staff encompass the entire Maryland assessment program.

In response to a question by Dr. Finn, Dr. Smith said the PARCC results will be provided to high school staff in November and to elementary and middle school staff in December. He noted that parents and students will receive the results by January 1st and that the data will be aggregated.

Mr. DeGraffenreidt said, “This is the kind of scorecard for us to see.”

Dr. Smith said, “It is a good way to keep track of what is happening.”

CHARTER SCHOOLS

The Superintendent introduced Amanda Conn, State Liaison, Government Relations, and Carol Beck, Director, School Innovation, to provide an update on the implementation of Maryland’s Charter School Law which was revised during the 2015 Session of the Maryland General Assembly. She also requested that the State Board provide representation on a workgroup tasked to create appropriate standards and criteria for assessment of public charter schools by local boards of education as required by law.

In response to a question by Mr. Smarick about the newly adopted law giving local schools the authority to approve a charter school, Ms. Conn said that the State Board took no position on the bill explaining that the State Board hears an appeal if a charter school is not approved.

In response to a question by Mr. DeGraffenreidt, Ms. Beck said that there is evidence of charter school students closing the achievement gaps in Maryland schools. Mr. DeGraffenreidt said, “I would like to see those.” Ms. Beck discussed the purpose of the State’s public charter schools as follows:

- Close achievement gaps
- Increase high quality educational opportunities
- Allow, through chartering, public school freedom and flexibility in exchange for exceptional levels of results-drive accountability
- Encourage the replication of successful public charter schools

Mr. DeGraffenreidt asked, “Was there any revenue added by the legislature...no discussion of scale?” Ms. Beck said the law does not specify that.

Ms. Beck reported that the option under the appeals process gives the State Board the authority to remand the charter request back to the local board and direct the local board to grant the charter.

Ms. Beck discussed the following amendments to the law by the 2015 Maryland General Assembly – weighted lotteries; flexibility provisions for eligible schools and the creation of a funding study.

In response to a question by Mr. Smarick, Ms. Beck said that the law allows for eligibility for charter schools to receive federal funding.

In response to a question by Dr. Finn, Ms. Beck said there is nothing in the law that prevents a charter school to decide, after the fact, that it wants to move to a weighted lottery system. Ms. Conn reported that this issue cannot be appealed to the State Board.

Ms. Beck reported on a funding study to calculate the average operating expenditures by each local school system for students enrolled in a public school to serve as the baseline for determining commensurate funding for all public schools.

Dr. Finn asked, “Is the mandate only to come up with the average without regard to other finer points? Ms. Beck said the directive for the study is to include looking at subgroups.

In response to a request by Dr. Finn, Kristi Michel said that the Scope of Work in a *Request for Proposal (RFP)* to hire a firm to conduct the study will include a mandate to specify subgroups and she agreed to provide the Board with a copy of the RFP when it is completed in September.

Mr. DeGraffenreidt said, “This is all about doing a funding study. What is really important is the RFP needs to specify what costs are relevant for decisions down the road. Averages don’t usually contribute to good decision making. I support getting granular in the information in the RFP.

Ms. Beck said that one aspect is the important unit of measure for the school house to find out how much is spent in the school building. Mr. DeGraffenreidt said, “You have to be careful about that if you have an antiquated building – about what the school building costs.”

Ms. Michel said, “There is a list of categories in the law.”

Mr. Smarick said that the category of special education needs to be separated since disabilities are so diverse.

Ms. Beck discussed the flexibility provisions dealing with staffing for eligible charter schools. Dr. Finn said, “Schools that don’t get flexibility can have a principal and staff that they don’t want. Ms. Beck said it has happened but not in many years.

President Smith asked for volunteers to serve on the workgroup Dr. Lowery noted earlier in the discussion. Mr. Smarick and Dr. Finn volunteered. Mr. Smith reported that Ms. Sidhu had volunteered as well.

STATE SUPERINTENDENT’S REPORT

- Dr. Lowery asked Ms. Thornton-Talley to provide a Race To The Top (RTTT) update. Ms. Thornton-Talley said the final process is currently in place and that LEA expenditures are at 100 percent. She said there is an outstanding figure of \$2500 for final resolution of the RTTT funding.
- Dr. Lowery introduced Dr. Karen Salmon to replace Dr. Katherine Oliver, who recently retired, as Assistant State Superintendent, Division of Career and College Readiness. Dr. Salmon thanked the Superintendent and State Board for providing her this great opportunity.
- President Smith introduced Dr. Miya Simpson, who is replacing Tony South as the Executive Director to the State Board. Dr. Simpson said, “I am really excited to be here and part of such a great and strong educational system.”
- The Superintendent reported that David Volrath, Teacher/Principal Evaluation Planning and Development Officer, was asked to attend a meeting of the Council of Chief State School Officers (CCSSO) to talk about a national plan on teacher leaders. She said, “He is getting national recognition based on his work in Maryland.”

BOARD MEMBER UPDATES

- Ms. Eberhart reported that she traveled to Denver last week to be part of a standard setting process in developing cut scores for PARCC assessments. She said, “It was a very unique professional development experience and very challenging to do such serious

work.” She also reported that Ms. Sidhu and Dr. Henry Johnson are working on this project this week.

- Dr. Gates reported that he gave the Keynote Address at a Science Professional Day noting that his message was that teachers are our true heroes.
- Mr. Smith reported that he visited the Promising Principals Academy noting the interesting dynamics and teamwork coming from the Academy participants. He thanked the MSDE leadership for their excellent work and said that there are lots of good things coming from this.

EXECUTIVE SESSION

Pursuant to §10-503(a)(1)(i) & (iii) and §10-508(a)(1), (7), & (8) of the State Government Article, Annotated Code of Maryland, and upon motion by Mr. DeGraffenreidt, seconded by Dr. Gates, and with unanimous agreement, the Board met in closed session on Tuesday, August 25, 2015, in Conference Room 1, 8th floor of the Nancy S. Grasmick State Education Building. All Board members were present except for Dr. S. James Gates, Jr., Larry Giammo, Stephanie Iszard, Madhu Sidhu, and Laura Weeldreyer. In attendance were Dr. Lillian Lowery, State Superintendent of Schools; Kristy Michel, Chief Operating Officer; Dr. Jack Smith, Chief Academic Officer; Penelope Thornton Talley, Esq., Chief Performance Officer; John White, Chief of Staff; and Dr. Miya Simpson, Executive Director, Office of the State Board. Assistant Attorneys General Elizabeth M. Kameen, Jackie La Fiandra, and Derek Simmons were also present. The Executive Session commenced at 12:15 p.m. (In favor – 8)

The State Board approved three Opinions for publication.

- *Antainez Keene v. Baltimore City Board of School Commissioners* – employee termination – Opin. No. 15-28
- *Bayani Libit v. Baltimore City Board of School Commissioners* – employee termination – Opin. No. 15-29
- *Jonathan Wrublewski v. Charles County Board of Education* – teacher termination – Opin. No. 15-30 (**This Opinion was withdrawn on August 27, 2015 due to a voting issue.**)

Amanda Conn explained the details of proposed Departmental Legislation concerning child care facilities.

Elizabeth Kameen, Principal Counsel, provided legal advice on the removal procedures pertaining to local board members and the Board deliberated the grounds for issuing charges to remove a member of the Dorchester County Board of Education. A decision will be issued in October.

Ms. Kameen also provided legal advice on a Montgomery County Maintenance of Effort issue.

Dr. Lowery and Kristy Michel provided an administrative update on the FY 2017 Budget Enhancement Process and the Five Year Capital Library Improvement Program.

President Guffrie Smith addressed two internal board management issues – attendance at the NASBE Conference in Baltimore and an upcoming Board retreat.

At 2:00 p.m. all staff left the meeting except Ms. Kameen and Dr. Simpson. Dr. Lowery explained to the Board that she was resigning her position effective September 11, 2015. The Board accepted Dr. Lowery's resignation with regret and voted to appoint Dr. Jack Smith, Chief Academic Officer, as the Interim State Superintendent of Schools subject to discussions and agreement concerning salary and other terms.

The executive session ended at 2:30 p.m.

RECONVENE

The meeting reconvened at 2:35 p.m.

ANNUAL CAPITAL BUDGET AND FIVE-YEAR CAPITAL IMPROVEMENT PLAN AND THE COUNTY LIBRARY CAPITAL GRANT PROGRAM

Dr. Lowery introduced Kristi Michel and Irene Padilla, Assistant State Superintendent, Library Development and Services, to answer any questions of the Board about the Annual Capital Budget, the Five-Year Capital Improvement Plan, and the County Library Capital Grant Program.

Upon motion by Mr. DeGraffenreidt, seconded by Dr. Finn, and with unanimous agreement, the Board adopted the Annual Capital Budget, the Five-Year Capital Improvement Plan, and the County Library Capital Grant Program. (In Favor – 8)

BULLYING, HARASSMENT OR INTIMIDATION IN MARYLAND PUBLIC SCHOOLS UPDATE

Dr. Lowery asked Ms. Kristina Kyles-Smith to provide a general update on the report, *Bullying, Harassment, or Intimidation in Maryland Schools: A Report to the Maryland General Assembly on Incidents Reported Under the Safe Schools Reporting Act of 2005*.

Ms. Kyles-Smith introduced Dr. Michael Ford, School Safety Specialist, to discuss the topic with the Board.

Dr. Ford explained that in 2005, the Maryland General Assembly enacted the School Safety Act which required all county boards to report incidents of harassment or intimidation against students in public schools, create a report form and develop a model anti-bullying policy. He reported on the findings for the 2013-2014 school year.

Dr. Ford said there were a total 4,587 reported incidents showing a decrease from the last two years. He provided charts depicting the numbers and descriptions of incidents, methods used to

investigate the incidents and the corrective actions taken by school districts. Dr. Ford discussed the Model Bullying Reporting Procedures and the MSDE bullying prevention technical assistance provided to school systems to ensure they are implementing a coordinated program of student services. He said many schools do not have a safe culture and climate and that this plays into bullying. Dr. Ford discussed the school intervention strategies being used in Maryland public schools and points of interest which include school surveys and suggestions by the American Psychological Association.

Dr. Guyton said, "Thank you for a great job on this important topic."

PUBLIC COMMENTS

Dr. Smith explained procedures by which the Board hears public comments. The following individual provided public comments: Lyn J. Munday

OPINIONS

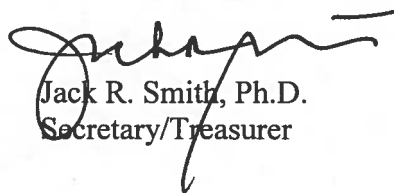
Ms. Kameen announced the following Opinions:

- 15-28 *Antainez Keene v. Baltimore City Board of School Commissioners* – employee termination (affirmed the local board's decision)
- 15-29 *Bayani Libit v. Baltimore City Board of School Commissioners* – fraudulent student grades (affirmed the local board's decision)
- 15-30 *Jonathan Wrublewski v. Charles County Board of Education* – teacher termination (the opinion of the Board has been withdrawn and will be discussed at the September 22nd Board Meeting)

ADJOURNMENT

With no further business before the Board, the meeting adjourned at 3:05 p.m.

Respectfully submitted,



Jack R. Smith, Ph.D.
Secretary/Treasurer

Date: 9/22/15

MARYLAND STATE BOARD OF EDUCATION

CLOSED SESSION

On this 25th day of August 2015, at the hour of 12:00 am/pm, the Members of the State Board of Education voted as follows to meet in closed session:

Motion made by: James DeGraffenreid

Seconded by: S. James Gates

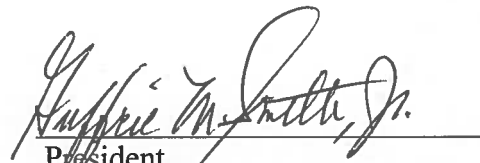
In Favor: 1 Opposed: N/A Member(s) Opposed: N/A

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 judiciary 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. 3 Legal Appeals.
2. Departmental Legislation
3. Removal of local board members
4. Maintenance of Effort.
5. Administrative Updates.
6. Internal Board Management.



President

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE AUGUST 14, 2015 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>
*Dickson, Gail Clark	Education Program Supervisor, Chief of Program Improvement	22	Student, Family and School Support	TBD
Matthews, Keisha D.	Academic Program Coordinator, Juvenile Services Education	20	Career and College Readiness Juvenile Services Education	07/03/15
Naparstek, Diane	Program Manager II, (Chief Local Financial Reporting and Policy)	20	Business Services	08/14/15
Olumiji, Tiombe	Special Education Program Coordinator, Juvenile Services Education	IEPP	Career and College Readiness Juvenile Services Education Program	TBD
Stewart, Janette A.	Child Care Licensing Regional Manager	19	Office of Child Care	08/14/15

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>
Barad, Jonathan	Staff Specialist III	18	Rehabilitation Services	08/19/15
Haynes, Derrick	Vocational Rehabilitation Specialist II	13	Rehabilitation Services	08/05/15
McCarty, Bernard L. Jr.	Teacher, Academic		Career and College Readiness	
Peterman, Mercedes	Vocational Rehabilitation Specialist II	13	Rehabilitation Services	08/19/15
Rhodes, Collin J.	Teacher, Academic		Career and College Readiness	
Rich, George E.	Teacher, Itinerant Special Education/Resources	IEPP	Career and College Readiness	08/05/15

*This personnel appointment was approved by the State Board at their July 28, 2015 meeting. Correction made on credentials.

III. Other Actions:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY</u> <u>GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF</u> <u>APPOINTMENT</u>
-------------	-----------------	-------------------------------	------------------------	--------------------------------------



Lillian M. Lowery, Ed.D.
State Superintendent of Schools

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

July 28, 2015

BOARD LIST

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

Name: Gail Clark Dickson
Position: Education Program Supervisor, Chief of Program Improvement
Division: Student, Family and School Support
Salary Grade: State Salary Grade: 22
Annual Salary Range: (\$64,608 - \$103,743)
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

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

DESCRIPTION:

This is a professional position responsible for supervising six (6) Education Program Specialists and two (2) support staff positions allocated to administer and monitor certain Title I, Part A grants to local school systems, as well as the State's Title I School Improvement Grants under Section 1003.

QUALIFICATIONS:

Education:

Bowie State University (Bowie, Maryland) 2014 – Ed.D. Degree in Education Leadership

University of Kentucky (Lexington, Kentucky) 1981 - Master's Degree in Social Work.

Western Kentucky University (Green, Kentucky) 1974- Bachelor's Degree in Sociology Social Work

Maysville Community College (Maysville, Kentucky) 1972 – Associate's Degree in Sociology Education.

Certifications:

Eastern Kentucky (Richmond, Kentucky) 1989 - Certificate in School Administration.

Bowie State University (Bowie, Maryland) 2014 - Coursework in Education Leadership.

Georgetown University (Washington, D.C.) 2005 – Executive Leadership Management.

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2011 – Present: Education Program Specialist II-Title I Coordinator

YouthBuild, USA (Somerville, Massachusetts)

2010 – 2012: Consultant Coach

Association for Supervision and Curriculum Development (Alexandria, Virginia)

2001 – 2010: Director of Constituent Programs and Regional Director for Constituent Relations

McREL (Denver, Colorado)

1997 – 2001: Senior Consultant

Kentucky Department of Education (Frankfort, Kentucky)

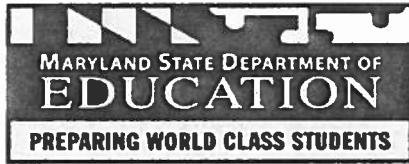
1994 – 1997: Distinguished Educator Consultant

Fayette County Public Schools (Lexington, Kentucky)

1974 – 1994: Associate Principal, Guidance Specialist, School Social Worker and Teacher

EMPLOYMENT STATUS:

New Hire



Lillian M. Lowery, Ed.D.
State Superintendent of Schools

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

August 14, 2015

BOARD LIST

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

Name: Keisha Denise Matthews
Position: Academic Program Coordinator, Juvenile Services Education
Division: Career and College Readiness
Salary Grade: IEPP Administrator Schedule
(\$89,529 - \$105,806)
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

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

DESCRIPTION:

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

QUALIFICATIONS:

Education:

Drexel University (Philadelphia, Pennsylvania) 2007 - Master's Degree in Instruction with Concentration in Educational Administration and Supervision.

University of Maryland Eastern Shore (Princess Anne, Maryland) 1998 - Bachelor's Degree in Biology.

Morgan State University (Baltimore, Maryland) 2013 - Present enrolled in Urban Education Doctoral Program.

Towson State University (Baltimore, Maryland) 2003 - Graduate course work for Teacher Certification.

Experience:

Baltimore City Public School System (Baltimore, Maryland)

2013 – Present: Science and STEM Coordinator, Office of Teaching and Learning

2009 – 2013: Academic Content Liaison, School Support Networks

2005 – 2009: Job Embedded Professional Developer/Instructional Support Teacher & Technology Liaison

Urban Teacher Center and Lesley University

2014 – Present: Clinical Faculty, School of Education

Notre Dame University of Maryland

2013 – 2015: Adjunct Professor, School of Education

The New Teacher Project (Brooklyn, New York)

2005 – 2010: Secondary Science & Mathematics Instructional Coach

YMCA of Central Maryland (Baltimore, Maryland)

2003 – 2004: Program Coordinator and Assist Director

1999 – 2005: Lead Science Teacher

2000 – 2010: After School Program Instructor/Lead Teacher

2006 – 2008: Chairperson for the School Improvement Team

2007 – 2008: Positive Behavior Intervention School (PBIS) Letter

2004 – 2006: Team Leader

2000 – 2003: Mentor Teacher

EMPLOYMENT STATUS:

New Hire



Lillian M. Lowery, Ed.D.
State Superintendent of Schools

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

August 14, 2015

BOARD LIST

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

Name: Diane Naparstek
Position: Program Manager II
Chief Local Financial Reporting and Policy
Division: Business Services
Salary Grade: Salary Grade: 20 (\$56,743 - \$91,107)
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION: A Bachelor's Degree from an accredited college or university with coursework in Business Administration or a related field.

EXPERIENCE: Seven years of professional experience with managing, designing, and developing financial data reporting procedures and related policies.

NOTES:

1. Experience directly related to the position may be substituted for the Bachelor's Degree on a year for year basis up to four (4) years.
2. Candidates may substitute additional graduate education at an accredited college or university at the rate of thirty credit hours for each year for up to two years of the required experience.

DESCRIPTION: This position serves as the manager of the Office of Local Financial Reporting and Policy (OLFRP) responsible for developing, collecting, reviewing, evaluating, editing, reporting and publishing local schools systems financial data.

QUALIFICATIONS:

Education:

Essex Community College (Essex, Maryland) 1997 - Course work in General Studies

Experience:

Maryland State Department of Education (Baltimore, Maryland)

- 2015 – Present: Acting Chief, Local Financial Reporting
- 2006 – 2015: Administrator
- 2003 – 2006: Staff Specialist II
- 1998 – 2001: Agency Budget Specialist II
- 1996 – 1998: Agency Budget Specialist I and Agency Budget Specialist Trainee
- 1985 – 1996: Fiscal Associate I and II
- 1977 – 1985: Fiscal Clerk I, II and III
- 1972 – 1977: Typist Clerk I, II and III

Maryland State Department of Human Resources (Baltimore, Maryland)

- 2001 – 2003: Agency Budget Specialist, Lead

EMPLOYMENT STATUS:

Promotion



Lillian M. Lowery, Ed.D.
State Superintendent of Schools

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

August 14, 2015

BOARD LIST

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

Name: Tiombe M.B. Olumiji
Position: Special Education Program Coordinator, Juvenile Services Education
Division: Career and College Readiness
Salary Grade: Salary Grade: 20 (\$89,529 - \$105,806)
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION: A Master's Degree in Special Education, Education, or Administration/Supervision and in possession of or eligible for certification in Special Education from the Maryland State Department of Education. Possession of a Maryland Special Education Supervisor or Administrator Certificate is preferred.

EXPERIENCE: Three years of professional administrative/supervisory and special education teaching experience; a minimum of two years with an alternative, urban, juvenile justice or similar institution or in a program serving a predominately disadvantaged population is preferred.

DESCRIPTION: This is a professional position responsible for the Statewide development, implementation, and coordination of special education services for students within MSDE's Juvenile Services Education Program.

QUALIFICATIONS:

Education:

Virginia State University (Petersburg, Virginia) 1992 – Master’s Degree in Special Education

John Hopkins University (Baltimore, Maryland) 1998- Certification in Advanced Studies-
Administration and Supervision.

Virginia State University (Petersburg, Virginia) 1986 – Bachelor’s Degree in Sociology & Social
work.

Experience:

Baltimore City Public Schools (Baltimore, Maryland)

2014-Present: IEP Team Associate - The Academies at Frederick Douglass

2014: Academic Dean-Student Support Services Office of Learning to Work and School
Counseling

2009-2013: Academic Dean-Student Support Services - Northwestern High School

2008-2009: Department Chairperson Special Education - Homeland Security Academy

2006-2008: IEP Chairperson - Woodlawn Middle School

1998-2001: Assistant Administrator/Assistant Principal - Forest Park High School

1997-2000: Emotional Disabilities Program Coordinator - Forest Park High School

1996-1997: Crisis Interventionist - Forest Park High School

1990-1996: Teacher-General and Special Education - Forest Park High School

United Way of Central Maryland

2013-2014: Loaned Executive

Richmond Public Schools-Exceptional Education Department

2001-2006: Instructional Specialist

EMPLOYMENT STATUS:

New Hire



Lillian M. Lowery, Ed.D.
State Superintendent of Schools

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

August 14, 2015

BOARD LIST

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

Name: Janette A. Stewart
Position: Child Care Licensing Regional Manager – Region III Baltimore County
Division: Office of Child Care
Salary Grade: IEPP Administrator Schedule
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION: Possession of a Bachelor's Degree in Child Development, Education, Social Work or Psychology from an accredited college or university.

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

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

QUALIFICATIONS:

Education:

Baruch College (New York City, New York) 1988 - Master's Degree in Early Childhood Education/Elementary Education.

Oneonta State University (Oneonta, New York) 1986 - Bachelor's Degree in Elementary Education.

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2011 - Present: Child Care Licensing Supervisor

2008 - 2011: Licensing Specialist Lead

2005 - 2008: Licensing Specialist

Rognel Heights Elementary School (Baltimore, Maryland)

2000 - 2003: Lead Teacher

Harman Street Playhouse (Brooklyn, New York)

1997 - 2000: Teacher (Preschool)

New Board of Education-P.S 3 (Brooklyn, New York)

1989 - 1995: Teacher

Together We Stand: After School and Summer Program (Brooklyn, New York)

1990 - 1995: Group Leader

EMPLOYMENT STATUS:

New Hire