

# MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday  
January 27, 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, January 27, 2015 at 11:00 a.m. at the Nancy S. Grasmick State Education Building. The following members were in attendance: Dr. Charlene M. Dukes, President; Dr. Mary Kay Finan, Vice President; Mr. James H. DeGraffenreidt, Jr.; Ms. Luisa Montero-Diaz; Ms. Linda Eberhart; Mr. Steven Priester; Mrs. Madhu Sidhu; Mr. Guffrie M. Smith; Donna Hill Staton, Esq. and Dr. Lillian M. Lowery, State Superintendent of Schools. Dr. S. James Gates, Jr.; Mr. Larry Giammo; and Mr. Sayed Naved 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. Jack Smith, Deputy State Superintendent for Teaching and Learning; Mr. Anthony South, Executive Director, Office of the State Board; and Penelope Thornton Talley, Esq., Deputy State Superintendent for School Effectiveness

## **CONSENT AGENDA**

Upon motion by Dr. Finan, seconded by Mr. Smith, the Board approved the Consent Agenda as follows: (In Favor – 8 Mr. DeGraffenreidt had not yet arrived)

- Approval of Minutes of December 16, 2014
- Personnel (copy attached to these minutes)
- Budget adjustments for December, 2014

## **COHORT GRADUATION RATE AND DROPOUT RATE**

Dr. Lowery asked Dr. Smith, along with Dr. Henry Johnson, Assistant State Superintendent, Division of Curriculum, Assessment and Accountability and Chandra Haislet, Director, Accountability and Data Systems, to present the public release of the 2014 4-Year cohort graduation and dropout data. She said, "This is an exciting report" and gave accolades to all of the superintendents and students in the schools of Maryland for their hard work.

Dr. Johnson reported that the Maryland cohort graduation rates continue to increase and the statewide dropout rate continues to decrease since 2010. He said that this is the first time that there is longitudinal data by cohort over four years as well as a four-year adjusted dropout rate for students. He said, "We can follow students as a cohort group from ninth grade and beyond." Dr. Johnson provided a graph depicting the cohort graduation rate trend over four and five years.

He also provided a breakdown, statewide, of the class of 2014 4-year cohort graduation rate by local education agencies (LEAs). He provided a graphic of the five LEAs that experienced the greatest improvements in the four-year cohort graduation rate from 2010 to 2014. Dr. Johnson provided a graphic reflecting the class of 2014 4-year cohort graduation rate by student racial groups noting the only group that decreased was the 2014 rate for Native Hawaiians. He explained that the reason may be that the subgroup is very small and easily skewed.

Dr. Johnson discussed a graph showing the class of 2014 4-year cohort graduation by special services student groups which reflected a decline for English Language Learners (ELLs) from 2013. He said, "Many of those students do graduate in five years noting a ten percent increase for the 5-year group. Ms. Diaz asked what the reason is for this decline and Dr. Johnson said that students often cannot pass the assessments in English. He noted that LEAs are using summer schools to provide additional training in English for those students. He also stated that this data is not a reflection of the many students coming into classrooms today. He explained that his staff is doing preliminary work with districts and will be looking at results from Florida where the education department has requested that ELLs are tested every two years instead of every year. He said that approval by the U.S. Department of Education would be required to change this ruling.

In response to a question by Ms. Diaz, Dr. Johnson said the increase in the compulsory age of attendance for students will be reflected in the data but that his staff has not looked at this issue yet.

In response to a question by Mr. DeGraffenreidt, Dr. Johnson said that he can provide the Board with aggregated ELL student graduation data, by district.

In response to another question by Mr. DeGraffenreidt, Dr. Johnson said that with the distribution of this report, there will be conversations with district leaders about best practices.

Dr. Lowery agreed to invite selected LEA representatives to discuss data for their school systems at a future Board meeting.

In response to a question by Dr. Dukes about the dropout rates, Dr. Johnson said that educators in Prince George's County are doing a tremendous job working to retain ninth graders. He said that there are many factors that have an impact on graduation rates.

In response to a question by Dr. Dukes, Dr. Lowery said that Maryland is among the highest performing states in the country and agreed to provide the Board with demographic data on student dropouts.

Ms. Eberhart said that her work with the Middle School Task Force showed that dropout prevention needs to begin in sixth grade when truancy can become chronic.

Ms. Staton asked that the Board do a deeper dive into the impediments in districts such as Baltimore City to keeping students in schools. She asked, "Can we track the kids who don't finish high school?" Ms. Haislet said they have started collecting Department of Labor

information which is the only way to track students when they leave school. She noted that if a student leaves the state, there is no way to track them. She said, "It is an ongoing work."

Ms. Staton said, "Do we know how many are going into the Juvenile Justice System?" Ms. Haislet said, "We are just starting to collect that data. It is important to know where those students go." Dr. Lowery said that students who have Section 504 or Individual Education Plan (IEP) accommodations can be tracked when they leave school.

Dr. Finan suggested that students who take the GED can be tracked. Dr. Lowery said, "That is a good way to round out the data."

Following the discussion, Mr. Priester introduced two student observers and his mother who were in the audience.

### **ESEA FLEXIBILITY RENEWAL REQUEST**

Dr. Lowery asked Dr. Jack Smith; Penelope Thornton Talley; Mary Gable, Assistant State Superintendent, Division of Academic Policy and Innovation; Henry Johnson; David Volrath, Teacher Principal Evaluation Planning and Development Officer; and, Chandra Haislet to discuss the ESEA Flexibility Renewal Request which is to be presented for action at the March Board meeting.

Ms. Talley provided a background on the ESEA flexibility waiver approved by the USDE beginning in 2011. She reported that a workgroup has been established to produce a flexibility renewal request for Maryland.

Dr. Smith discussed the four principles of ESEA Flexibility:

1. Transitioning to college- and career-ready standards and assessments
2. Developing systems of differentiated recognition, accountability, and support
3. Evaluating teacher and principal effectiveness and supporting improvement
4. Reducing duplication and unnecessary burden

He said, "Relative to other states, Maryland does very well." He stated that he will bring back a revision to the February Board meeting for further discussion and then provide a draft to the Maryland General Assembly at the end of February.

Dr. Johnson reported on Principle 1 noting that staff is working hard to provide assistance to LEAs and that all of the new standards are implemented. He said that regional forums are being held to glean feedback from educators to provide additional support. He reported that the PARCC assessments will be administered for the first time and should provide an opportunity for parents and students to know where the student stands at the end of the school year. He noted that when parents receive student reports this year, they will, for the first time, be able to see specific information on how their children did on the test.

In response to a question by Ms. Staton, Dr. Johnson said that the PARCC assessments are modeled on the PSAT.

Dr. Lowery said, "The students will get a composite score."

Ms. Eberhart said, "This will show what the student needs help with. The implications are huge."

Dr. Johnson said, "We have to go through at least two years of testing for scoring. This year we will provide a model template. We need two years to make sure that the process is valid and correct."

In response to a question by Mr. Priester, Dr. Johnson said that principals should look at scores of students coming from various elementary schools to determine which students need special enrichment programs.

Ms. Gable discussed Principle 2 stating that Annual Measurable Objectives (AMOs) will not be determined for this renewal. She said they will be establishing some framework for Priority, Focus and Reward Schools.

Ms. Haislet reported on a workgroup consisting of MSDE staff and eight LEA representatives who are engaged in evaluating the current School Progress Index (SPI) model and developing a new model. She said the group is preparing to draft a revised SPI to include the addition of a new key indicator of school culture defined by the LEAs and approved by MSDE.

In response to a question by Dr. Dukes, Dr. Smith said, "No accountability system can be designed without meeting the needs of all students in that school. While we want to build in more help for students with special needs, we need to find a way to build structures for all students."

In response to a question by Mr. DeGraffenreidt, Dr. Smith said, "As we think about our ELL students, it is critically important that we look at all of those factors – the school, the services, and the dropout rate – to compare students in different LEAs."

Ms. Eberhart said, "We have baseline data. In a year, we are going to identify schools that are focused for priority or reward schools. How will we identify growth, by January, if we have baseline data? Will we be ready by next January?" Dr. Smith said that the waiver will include a request for a baseline next year and we will set performance growth.

Dr. Lowery said, "We will have to determine how we talk about growth based on targeted populations. What's their realistic rate of growth?"

In response to a question by Ms. Staton, Dr. Johnson said that PARCC has taken the Universal Design for Learning (UDL) into account on the tests and that work continues in this area. He said that teachers will continuously be taught UDL practices.

Dr. Lowery explained that PARCC is only one indicator. She said, "We are giving LEAs more flexibility to show how they are helping their specific students. PARCC is one data point. At the local level, they will have more conversations with parents."

In response to a question by Ms. Staton, Dr. Johnson said that there are multiple accommodations and tools being provided for students taking assessments. Ms. Haislet said that the workgroup has looked into this area and found a variety of very strong models. She said, "There will be a lot of innovation. LEAs are seeing tremendous progress and we can share those models with other LEAs."

Mr. DeGraffenreidt noted that it is equally important to include in the framework how students learn.

Ms. Eberhart said that she approves of the flexibility concept surrounding school culture and that PARCC is only one measure. She asked, "Can we use the local piece such as Student Learning Objectives (SLOs) to show student achievement and growth." Ms. Haislet said that she will take these suggestions back to the workgroup to discuss them at their next meeting.

Ms. Sidhu said, "This is huge -- how to assess students with multiple measures."

Mr. Volrath reported that all school systems are committed to implementing teacher and principal evaluation and support systems that use multiple measures of performance. He said, "We are writing narrative pieces of evaluation that will apply going forward into a comprehensive document for submission." He said that next year will be very similar to this year and that no personnel decisions will be made. He said that during the 2017-2018 school year, all pieces will come together.

Dr. Smith provided a tentative timeline for submission of the waiver renewal request and said that it will not include an ELL waiver until Florida's waiver request is granted.

Dr. Dukes said, "We will make sure that they will be back in February with more detailed information. March 31<sup>st</sup> is a hard line deadline."

### **COMAR 13A.04.08 PROGRAM IN SOCIAL STUDIES**

Dr. Lowery noted that the Board granted permission to publish the proposed amendments to the Social Studies program last September and that there were no comments received. She recommended Board adoption of the amended program.

Dr. Johnson announced that Judy Jenkins, Director of Curriculum, will be leaving her position and thanked her for all of her hard work. Board member Guffrie Smith personally thanked her and commended her for a job well done.

Upon motion by Mr. DeGraffenreidt, seconded by Mr. Smith, and with unanimous agreement, the Board adopted COMAR 13A.04.08 Program in Social Studies as amended. (In Favor – 9)

### **COMAR 13A.03.05 ADMINISTRATION OF HOME AND HOSPITAL TEACHING FOR STUDENTS**

Dr. Lowery noted that the Board granted permission to publish the proposed amendments to the Home and Hospital Teaching regulation in October and that there were no comments received. She recommended Board adoption of the amended program.

Upon motion by Mr. DeGraffenreidt, seconded by Mr. Smith, and with unanimous agreement, the Board adopted COMAR 13A.03.05 Administration of Home and Hospital Teaching for Students as amended. (In Favor – 9)

### **LEA SCHOOL YEAR CALENDAR MODIFICATION**

Dr. Lowery introduced William Cappe, LEA Liaison, to answer any questions regarding a request from Dr. Janet Wilson, Superintendent of Garrett County Public Schools (GCPS), to hold classes on the day after Easter which is a statewide school holiday to make up for school closings due to inclement weather. Dr. Lowery also requested Board authority to approve similar requests to modify the school year calendar submitted by other LEAs for the remainder of this school year.

Upon motion by Mr. DeGraffenreidt, seconded by Mr. Smith, and with unanimous agreement, the Board approved the request from GCPS to open schools on April 6, 2015. (In Favor – 9)

Upon motion by Mr. DeGraffenreidt, seconded by Mr. Smith, and with unanimous agreement, the Board authorized the Superintendent of Schools to approve similar requests to modify the school year calendar submitted by other LEAs for the remainder of the school year. (In Favor – 9)

### **EXECUTIVE SESSION**

Pursuant to §10-503(a)(1)(i) & (iii) and §10-508(a)(1) & (7), of the State Government Article, Annotated Code of Maryland, and upon motion by Mr. Smith, seconded by Mr. DeGraffenreidt, and with unanimous agreement, the Maryland State Board of Education met in closed session on Tuesday, January 27, 2015, in Conference Room 1, 8<sup>th</sup> floor of the Nancy S. Grasmick State Education Building. All board members were present except Professor Gates, Mr. Giammo and Mr. Naved. Mr. DeGraffenreidt left the meeting at 1:45 p.m. In attendance were Dr. Lillian Lowery, State Superintendent of Schools; Kristy Michel, Chief Operating Officer; Dr. Jack Smith, Chief Academic Officer; Penelope Thornton Talley, Esquire, Chief Performance Officer; John White, Chief of Staff; and Tony South, Executive Director, Office of the State Board. Assistant Attorneys General, Elizabeth M. Kameen, Jackie La Fiandra, Alan Dunklow, and Derek Simonsen were also present. The Executive Session commenced at 1:15 p.m. (In favor – 9)

The State Board approved five Opinions and one Order for publication.

- *Constance Jeanne Sammarco v. Prince George's County Board of Education* – teacher termination – Opin. No.15-01
- *Gina D. v. Montgomery County Board of Education* – student transfer – Opin. No. 15-02
- *David Eichelberger v. Board of Education of Baltimore County* – employee termination – Opin. No. 15-03
- *S.G. and D.G. v. Montgomery County Board of Education* – student transfer – Opin. No.15-04
- *Monica Jones v. Baltimore City Board of School Commissioners* – nonrenewal of teaching contract – Opin. No. 15-05
- *Parent Advisory Council of Friendship Academy of Math and Science v. Baltimore City Board of School Commissioners* – principal termination – Order No. OR15-01

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

- *Joan Michalowicz, et al. v. Wicomico County Board of Education* – salary dispute

The Board considered the request of St. Mary's County Board of Education to charge one of its board members with misconduct in office. After reviewing legal advice from counsel, the Board voted unanimously to issue the charging document.

Dr. Lowery and Kristy Michel explained the possible implications of the FY 15 and FY 16 education budget.

Dr. Dukes addressed three internal board management issues. The first was recruitment for Baltimore City Board of School Commissioners which is now closed. She also addressed the need to schedule the review the Board self-evaluation and the annual retreat.

The session ended at 2:20 p.m.

### **RECONVENE**

The meeting reconvened at 2:30 p.m.

### **STATE SUPERINTENDENT'S REPORT**

The Superintendent asked Kristy Michel and Amanda Conn, Esq., Director of Governmental Relations, to provide a legislative and budget briefing.

Ms. Michel reported on Governor Hogan's budget proposal. She said that many items affect the education budget such as a reduction in the amount of funding that certain counties and Baltimore City received under the Geographic Cost of Education Index, freezing the State Aide Formula, changes in library funding, and the elimination of merit increases for state employees.

Dr. Dukes asked Board members to provide Tony South with any questions they have regarding the state budget. The questions would then be shared with Ms. Michel for response.

Ms. Conn reported that the Maryland General Assembly Session is off to a slow start. She provided information only bills to the Board and noted that there are many new members of the General Assembly. She reported that there will be two briefings this week.

Dr. Dukes stated that Ms. Conn will be providing the Board with regular updates on actions taken by the General Assembly as well as scheduling dates and briefings. She asked Board members to let Tony South know if they are interested in attending any legislative briefings.

Ms. Thornton-Talley reported that all Race To The Top projects are completed other than twenty-four with a No Cost Extension. She stated that the Projects will all conclude by June 30<sup>th</sup> with a final report after September, 2015.

### **BOARD MEMBER UPDATES**

Ms. Sidhu reported that she attended the following trainings/meetings: Early Childhood Conference, Maryland State Education Association Legislative Reception, MSDE SLO Training and the first National Association of State Boards of Education (NASBE) Board meeting.

Ms. Eberhart reported that she is part of a NASBE study groups on principal leadership and invited all Board members to NASBE's national meeting to be held in Baltimore in October. She also reported that NASBE and the Council of Chief State School Officers (CCSSO) are holding a legislative session on March 22-23 in Washington, DC. Ms. Sidhu offered to forward the agenda to all Board members.

Dr. Lowery said that Debbie Lichter, MSDE's Federal Liaison, will work with Board members who wish to attend.

Mr. Priester invited Board members to a statewide Student Government Meeting to be held in Carroll County and hosted by the Maryland Association of Student Councils on February 7.

Dr. Dukes said that Tony South will send out a list of these invitations and thanked Board members for their commitment to working on task forces and attending conferences.

### **PUBLIC COMMENTS**

Dr. Dukes reported that no one had signed up to provide public comment.

### **OPINIONS**

Ms. Kameen announced the following Opinions:

15-01 *Constance Jeanne Sammarco v. Prince George's County Board of Education* – teacher termination (affirmed the local board's decision)



- 15-02 *Gina D. v. Montgomery County Board of Education* – student transfer (affirmed the local board's decision)  
15-03 *David Eichelberger v. Board of Education of Baltimore County* – employee termination (affirmed the local board's decision)  
15-04 *S. G. and D. G. v. Montgomery County Board of Education* – student transfer (affirmed the local board's decision)  
15-05 *Monica Jones v. Baltimore City Board of School Commissioners* – non-renewal of contract (remanded back to local board)

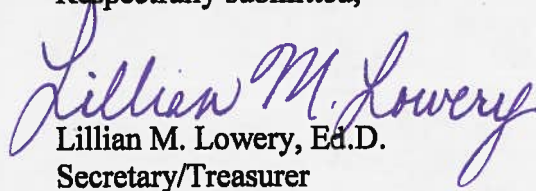
Ms. Kameen announced the following Order:

- OR 15-01 *Parent Advisory Council Friendship Academy of Math and Science v. Baltimore City Board of School Commissioners* – school closure/default order (dismissed)

**ADJOURNMENT**

With no further business before the Board, the meeting adjourned at 2:50 p.m.

Respectfully submitted,

  
Lillian M. Lowery, Ed.D.  
Secretary/Treasurer

Date: 2/24/15

# MARYLAND STATE BOARD OF EDUCATION

## CLOSED SESSION

On this 27<sup>th</sup> day of January, 2015, at the hour of 12:55 am/pm the Members of the State Board of Education voted as follows to meet in closed session:

Motion made by: Huffie Smith  
Seconded by: James DeBryfford  
In Favor: 9 Opposed: — 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. Discuss 5 Legal Appeals.
2. Review 1 Draft Opinion
3. Review 1 Draft Order.
4. Review Advice of Counsel Memo
5. Discuss a Personnel Matter.
6. Discuss three internal Board management matters.

  
President

**MARYLAND STATE DEPARTMENT OF EDUCATION  
PERSONNEL APPROVALS FOR THE JANUARY 27, 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>
Bowers, Jamie	Education Program Specialist I, Education Accountability Specialist	21	Curriculum, Assessment and Accountability	TBD
Goldberg, Benjamin T.	Education Program Specialist I, Education Accountability Specialist	21	Curriculum, Assessment and Accountability	TBD
King, Wendy S.	Education Program Specialist II, Lead Specialist, Gifted and Talented	22	Curriculum Assessment and Accountability	TBD
Lesh, Bruce A.	Education Program Supervisor, Coordinator of Social Studies	22	Curriculum Assessment and Accountability	TBD
Mukhin, Dmitry	Information Technology Director III, Applications Development Manager	22	Information Technology	TBD
O'Connor, Mary L.	Education Program Supervisor, Career and Technology Education	22	Career and College Readiness	TBD
Peregoy, Darlene F.	Program Manager II	20	Rehabilitation Services, Business Relations	TBD
Richardson, Gary W.	Education Program Manager II, Resource Management and Monitoring Branch Chief	24	Special Education/Early Intervention Services	TBD

II. Appointments Grade 18 and below:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Winters, Aaron J.	Teacher, Academic-Resource	IEPP	Career and College Readiness, Juvenile Services Education Program	January 7, 2015
Yu, Naomi	Database Specialist II	18	Office of Information Technology	TBD
Lui, Kunning	Database Specialist II	18	Office of Information Technology	TBD
Strickland, Joseph	Computer Network Specialist Lead	18	Office of Information Technology	TBD

III. Other Actions:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
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January 27, 2015

**BOARD LIST**

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

**Name:** Jamie Bowers  
**Position:** Education Program Specialist I, Education Accountability Specialist  
**Division:** Curriculum, Assessment and Accountability Specialist  
**Salary Grade:** State Salary Grade: 21  
Annual Salary Range: \$60,543-\$97,203  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

Possession of a Master's Degree or equivalent 36 credit hours of post baccalaureate course work from an accredited college or university.

**EXPERIENCE:**

Four (4) years of administrative or teaching experience in or affiliated with an education program; this experience to include coordinating or administering an education research program or education research related area. Experience in statistical analysis, applications development and research, or data management preferred; SAS (Statistical Analysis Software) experience desired.

**DESCRIPTION:**

This is a professional position responsible for providing program support and technical assistance for conducting research related to the accountability program within the Accountability Branch of the Division of Curriculum, Assessment, and Accountability.

**QUALIFICATIONS:**

**Education:**

Hood College (Frederick, Maryland) 2010 - Master's Degree in Reading Specialization

Shepherd University (Shepherdstown, West Virginia) 2000 - Bachelor's Degree Elementary Education

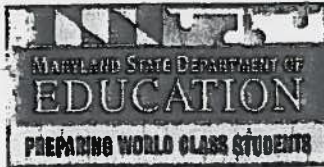
**Experience:**

Frederick County Public Schools (Frederick, Maryland)

- 2010 – Present: Reading Specialist (Walkersville Elementary School)
- 2009 – 2010: Math Intervention Teacher (Walkersville Elementary School)
- 2005 – 2009: Reading Intervention Teacher (Walkersville Elementary School)
- 2000 – 2004: 5th Grade Classroom Teacher (Walkersville Elementary School)
- 2000 – 2004: 3<sup>rd</sup> and 4<sup>th</sup> Grade Classroom Teacher (Lincoln Elementary School)

**EMPLOYMENT STATUS:**

New Hire



January 27, 2015

BOARD LIST

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

**Name:** Benjamin Goldberg  
**Position:** Education Program Specialist I, Education Accountability Specialist  
**Division:** Curriculum, Assessment and Accountability  
**Salary Grade:** State Salary Grade: 21  
Annual Salary Range: \$60,543-\$97,203  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

Possession of a Master's Degree or equivalent 36 credit hours of post baccalaureate course work from an accredited college or university.

**EXPERIENCE:**

Four (4) years of administrative or teaching experience in or affiliated with an education program; this experience to include coordinating or administering an education research program or education research related area. Experience in statistical analysis, applications development and research, or data management preferred; SAS (Statistical Analysis Software) experience desired.

**DESCRIPTION:**

This is a professional position responsible for providing program support and technical assistance for conducting research related to the accountability program within the Accountability Branch of the Division of Curriculum, Assessment, and Accountability.

Name Benjamin Goldberg  
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**QUALIFICATIONS:**

**Education:**

New York University (New York, New York) 2008-Master's Degree Higher Education/Student Personnel Administration; 2006-Bachelor's Degree in History Education

**Experience:**

University of Maryland Baltimore County (Baltimore, Maryland)

2010 – Present: Assistant Director, Off-Campus Student Services

2008 – 2010: Coordinator, Off-Campus Student Services

New York University (New York, New York)

2006 – 2008: Graduate Assistant, Commuter Student Services

**EMPLOYMENT STATUS:**

New Hire





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

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January 27, 2015

BOARD LIST

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

**Name:** Wendy Spielman King  
**Position:** Education Program Specialist II, Lead Specialist, Gifted & Talented  
**Division:** Curriculum, Assessment, & Accountability  
**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 credit hours of post baccalaureate course work in Gifted Education, Educational Administration/Supervision or a related field.

**EXPERIENCE:**

Five (5) years of professional administrative, accountability or teaching experience in or affiliated with an education program including two (2) years of experience in coordinating or administering an education program or service directly related to Gifted and Talented. Experience with K-12 Gifted programs preferred.

**DESCRIPTION:**

This position is a professional position responsible for leadership in the implementation of Gifted and Talented Education programs in Maryland.

Wendy Spielman King  
Page Two

**QUALIFICATIONS:**

**Education:**

George Mason University (Fairfax, Virginia) 1996-Master's Degree in Curriculum & Instruction

University of Mary Washington (Fredericksburg, Virginia) 1989-Bachelor's Degree in American Studies.

**Experience:**

School District of Palm Beach County (West Palm Beach, Florida)

2009 – Present: K-12 Science Manager

2007 – 2009: Science Supervisor

Christa McAuliffe Middle School (Boynton Beach, Florida)

2007 – 2007: Teacher- Gifted Science

Lantana Middle School (Lantana, Florida)

1997 - 2007: Teacher – Gifted Science

**EMPLOYMENT STATUS:**

New Hire



January 27, 2015

**BOARD LIST**

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

**Name:** Bruce Allyn Lesh  
**Position:** Education Program Supervisor,  
Coordinator of Social Studies  
**Division:** Curriculum, Assessment, & Accountability  
**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 credit hours of post baccalaureate course work in Social Studies or Social Studies Education.

**EXPERIENCE:**

Five (5) years of professional administrative, accountability or teaching experience in or affiliated with an education program including two years of experience in coordinating or administering an education program or service directly related to Social Studies experience with K-12 Social Studies programs preferred.

**DESCRIPTION:**

This position is a professional position responsible for the coordination of all activities of the Office of Social Studies for Kindergarten through High School.

**Bruce Allyn Lesh**  
**Page Two**

**QUALIFICATIONS:**

**Education:**

Villanova University (Villanova, Pennsylvania) 1994 - Master's Degree in American History

Salisbury University (Salisbury, Maryland) 1992 – Bachelor's Degree in History and Political Science

**Experience:**

Baltimore County Public Schools (Towson, Maryland)

1993 – Present: Social Studies Department Chair and Teacher (Franklin High School)

Gilder Lehrman Institution of American History (New York, New York)

2007 - 2012: Co-Editor, History Now

**EMPLOYMENT STATUS:**

New Hire



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January 27, 2015

**BOARD LIST**

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

**Name:** Dmitry Mukhin  
**Position:** Information Technology Assistant Director III - Applications  
Development Manager  
**Division:** Office of Information Technology  
**Salary Grade:** State Salary Grade: 22  
Annual Salary Range: \$64,608 - \$103,743  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

A Master's Degree or 36 post baccalaureate credit hours of coursework from an accredited college or university in Computer Information Technology, Computer Science, Management Information Systems, or other information technology-related field. Additional Certifications such as Information Systems Security Professional (CISSP) preferred.

**EXPERIENCE:**

Five year(s) of experience in information technology projects as a leader for deadline driven visible projects with two (2) years of the required experience including direct supervision of other professional employees. Experience in designing, creating and maintaining systems, policies, procedures and standards, project management, and Oracle experience is desired.

**DESCRIPTION:**

This is a professional management position serving as the Department of Education's Application Development Manager responsible for specialized work to oversee the development, design, and maintenance of the technology requirements and components of Race to the Top (RTTT) systems, and other Maryland State Department of Education (MSDE) systems and objectives.

**QUALIFICATIONS:**

**Education:**

The National Cardiology Center (Moscow, OC) 1990 - Ph.D. Degree in Biophysics

John Hopkins University (Baltimore, Maryland ) 2011 - Master's Degree in Business  
Administration Information Technology

Lomonosov Moscow State University (Moscow, OC) 1984 – Master's Degree in Biophysics;  
1976-Bachelor's Degree in Biology and Mathematics

**Experience:**

Maryland State Department of Education (Baltimore, Maryland)

2013 – Present Program Analyst Supervisor

2007 - 2013 Programmer Analyst

GlobeInvent, Inc., (Baltimore, Maryland)

2011 - present: Co-Founder, Chair of the Board, President

Agility HR, Inc. (Baltimore, Maryland)

2007 Data Center Manager

Getintegrated, Inc., (Baltimore, Maryland)

2001 - 2006: Systems Engineer/Applications Manager

Triad Systems (Columbia, Maryland)

2000 – 2001: Programmer Analyst Consultant

**EMPLOYMENT STATUS:**

Promotion



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January 27, 2015

BOARD LIST

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

**Name:** Mary L. O'Connor  
**Position:** Education Program Supervisor, Career and Technology Education  
**Division:** Career and College Readiness  
**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 credit hours of post-baccalaureate course work in Career and Technology Education, Educational Administration/Supervision or in a CTE related field.

**EXPERIENCE:**

Five (5) years of professional administrative or teaching experience in or affiliated with an education program, CTE preferred. Administrative experience in an area related to CTE preferred.

**DESCRIPTION:**

This is a professional position responsible for supervising Career and Technology Education (CTE) Regional Coordinators and providing technical assistance to 24 local school systems and 16 community colleges on the development, continuous improvement, and evaluation of CTE programs; leads two Career Cluster Teams in the development and implementation of high quality CTE programs; oversees the programmatic federal reporting requirements, local monitoring, annual applications for federal funding, coordination of negotiated performance targets for local recipients, school facility renovations, and updates to the State Plan for Career and Technology Education.

Mary L. O'Connor  
Page Two

**QUALIFICATIONS:**

**Education:**

Western Governor's University (Salt Lake City, Utah) 2010-Master's Degree in Health Education

State University of New York (Albany, New York) 1972-Bachelor's Degree in History/Art

**Experience:**

Maryland State Department of Education (Baltimore, Maryland)

2014 – Present: Education Program Specialist I, Career and Technology Education Specialist

Governor's Workforce Investment Board (Baltimore, Maryland)

2010 – 2014: Administrator

Maryland Higher Education Commission (Baltimore, Maryland)

2007 - 2010: Nurse Support Program II Grant Coordinator

Talbot County Health Department (Easton, Maryland)

2001 – 2007: Administrative Officer

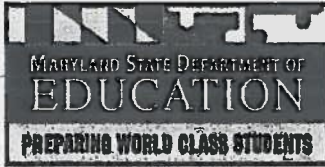
University of Wisconsin-Madison (Madison, Wisconsin)

1974 – 1981: Research Specialist

**EMPLOYMENT STATUS:**

Promotion





January 27, 2015

**BOARD LIST**

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

**Name:** Darlene Peregoy  
**Position:** Program Manager II – Business Relations  
**Division:** Rehabilitation Services, Business Relations  
**Salary Grade:** State Salary Grade: 20  
Annual Salary Range: \$56,743 - \$91,107  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

A Master's Degree or equivalent 36 credit hours of post baccalaureate course work in Business Administration, Educational Administration, Rehabilitation Counseling, Special Education, Vocational Evaluation, or in a Business related field may be substituted for one (1) year of the required experience in rehabilitation or the adjudication or processing of disability claims.

**EXPERIENCE:**

Five (5) years of professional experience in rehabilitation or in the adjudication or processing of disability claims. Two (2) years of the required experience must have included direct supervision of other professional employees or technical lead of a vocational rehabilitation sub-program.

**DESCRIPTION:**

This is a professional position responsible for directing and managing the activities of the Division of Rehabilitation Services Business Services Branch. This position plans, develops, recommends, and coordinates initiatives to promote integrated competitive employment outcomes for individuals with significant disabilities through business partnerships, marketing activities, staff development, and the provision of technical assistance in support of the Division's goals and objectives.

Darlene Peregoy  
Page Two

**QUALIFICATIONS:**

**Education:**

Loyola University (Baltimore, Maryland) 2010 - Master's Degree in Business Administration

Wheeling Jesuit University (Wheeling, West Virginia) 2005 - Bachelor's Degree in Organizational Leadership and Development

West Virginia Northern Community College (Wheeling, West Virginia) 2003 - Associate's Degree in Business Administration

**Experience:**

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

2008 – Present:	Staff Specialist
2005 – 2008	Staff Specialist – Business Counselor
1985 – 2005:	Management Associate
1977 – 1984:	Office Secretary

**EMPLOYMENT STATUS:**

Promotion



January 27, 2015

**BOARD LIST**

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

**Name:** Gary Richardson  
**Position:** Education Program Manager II, Resource Management and Monitoring Branch Chief  
**Division:** Special Education/Early Intervention Services  
**Salary Grade:** State Salary Grade: 24  
Annual Salary Range: \$73,612 - \$118,897  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

Master's Degree or equivalent 36 credit hours of post-baccalaureate course work in Special Education, or Master's Degree in Accounting a related financial field.

**EXPERIENCE:**

Five years of professional experience in a leadership role in special education within a public school system. Experience in the role of Director or Coordinator of Special Education is preferred. Five years of experience in a leadership or supervisory role the field of accounting, or related areas such as budget or grant management is acceptable in place of special education experience.

**DESCRIPTION:**

This is a professional position that includes oversight of management of State and federal allocations for the Part C Infants and Toddlers Program, Part B, Section 619 of the individuals with disabilities, birth through 21 years of age. The position requires leadership in the general supervisory oversight of education program specialists and grant specialists to ensure fiscal and programmatic compliance with the Code of Maryland Regulations (COMAR), the Education Department General Administrative Regulations (EDGAR), the Office of Management and Budget (OMB) Circular A-133 Compliance Supplement L and the Single Audit Act Amendment of 1996. The position involves leadership responsibility for the fiscal support to Local School Systems and to all Division of Special Education/Early Intervention Services programmatic staff in the maintenance of compliance in the use of the above funding sources.

**QUALIFICATIONS:**

**Education:**

Drexel University (Philadelphia, Pennsylvania) 2006 - Master's Degree in Business Administration

East Stroudsburg University (East Stroudsburg, Pennsylvania) 1996 - Bachelor's Degree in Business Management

**Experience:**

Baltimore Convention Center (Baltimore, Maryland)

2013 – Present: Director of Fiscal and Accounting Operations

Friends Meeting School (Ijamsville, Maryland)

2012 – 2013: Chief Financial Officer

District of Columbia Public Schools (Washington, DC)

2011 - 2012: Director of Fiscal Accountability

Baltimore City Public School System (Baltimore, Maryland)

2009 – 2011: Business Operations Liaison

Life Line Screening (Cleveland, Ohio)

2006 – 2008: General Manager, Mid-Atlantic Region

Allegis Group (Baltimore, Maryland; Philadelphia, Pennsylvania)

1999 – 2005: Regional Operations Manager, Northeast

**EMPLOYMENT STATUS:**

New Hire