

MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday
June 23, 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, June 23, 2015 at 9 a.m. at the Nancy S. Grasmick State Education Building. The following members were in attendance: Dr. Mary Kay Finan, President; Mr. James H. DeGraffenreidt, Jr.; Ms. Luisa Montero-Diaz; Ms. Linda Eberhart; Dr. S. James Gates, Jr.; Mr. Larry Giammo; Mr. Steven Priester; Mrs. Madhu Sidhu; Mr. Andrew R. Smarick; Mr. Guffrie M. Smith and Dr. Lillian M. Lowery, State Superintendent of Schools. Dr. Chester Finn, Jr. 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

President Finan called the meeting to order at 9 a.m.

Upon motion by Mr. Smith, seconded by Mr. DeGraffenreidt, and with unanimous agreement, the Board approved the Consent Agenda as follows: (In Favor – 10)

- Approval of Minutes of May 19, 2015
- Personnel (copy attached to these minutes)
- Budget adjustments for May, 2015
- National Board Candidates for 2015-2016

ORAL ARGUMENTS

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

Tiffany Neal and Tyra Mims

v.

Tyson Bennett, Esq.
Representing the Anne Arundel County Board of Education

COMAR 13A.11.01; 13A.11.04; 13A.11.08 REHABILITATION SERVICES

Dr. Lowery introduced Suzanne Page, Assistant State Superintendent, Division of Rehabilitation Services, to answer any questions of the Board and recommended adoption of COMAR 13A.11.01; 13A.11.04 and 13A.11.08 Rehabilitation Services.

Upon motion by Mr. DeGraffenreidt, seconded by Mr. Giammo, and with unanimous agreement, the Board adopted the regulations as provided. (In Favor – 10)

COMAR 13A.02.05 MAINTENANCE OF EFFORT

The Superintendent asked Kristy Michel to report on COMAR 13A.02.05 Maintenance of Effort and recommended adoption of the regulations.

Ms. Michel reported that subsequent to publication of the regulations, no comments were received.

Upon motion by Mr. DeGraffenreidt, seconded by Mr. Smith, and with unanimous agreement, the Board adopted COMAR 13A.02.05 Maintenance of Effort. (In Favor – 10)

STATE ASSESSMENT PROGRAM OPTIONS

Dr. Lowery introduced Dr. Henry Johnson, Assistant State Superintendent, Division of Curriculum, Assessment and Accountability, and Dr. Jack Smith to present State Assessment Program Options. She explained that, at the Board's May meeting, they provided an update on the transition to PARCC Algebra and English Language 10 assessments and report on the first administration of these assessments in Maryland. She further explained that they were asked about other PARCC assessments and Maryland's plan for administering those assessments. She said that Dr. Johnson and Dr. Smith will discuss the plan for offering these assessments and she recommended approval of the proposed plan to give local school systems the option beginning in the 2015-2016 school year to offer PARCC English 9, English 11, Geometry and Algebra 11 assessments to student enrolled in these courses.

Mr. DeGraffenreidt asked the presenters to address the public's perception of the underlying principle of what PARCC is testing with the Common Core and College and Career Ready Standards as well as the defects in the execution of the administration of these standardized tests.

Dr. Smith reported that, for the first time in the history of public education, we are looking at the performance of all student populations. He explained that these assessments were designed to look at specific, discrete skills and are now moving toward more application-based assessments. He stated that the original NCLB assessment program was designed for one specific reason, to move children to proficiency or beyond and for schools to stay out of adequate yearly progress trouble. He discussed the process over the past several years of the design and implementation of the PARCC assessments.

Mr. DeGraffenreidt asked, “What can you say to assuage the concerns that people have about ineffective execution of the implementation of the assessment and having results from the assessment that people can have confidence that the process has integrity?”

Mr. Giammo also noted a Wicomico County survey which gave a lot more texture to concerns around PARCC administration.

Dr. Johnson said that a great deal of the concerns had to do with scheduling the assessments and the time needed to administer the tests. He explained that changes have been made for the 2015-2016 school year to reduce testing from twice a year to once which is consistent with what teachers are accustomed to. He also noted that the time needed to administer the tests has been reduced. Dr. Johnson assured Board members that staff is meeting with local accountability coordinators every month to address issues and concerns. He noted that in the end, decisions are ultimately locally made.

Mr. DeGraffenreidt said, “You are tracking the feedback and coming up with a solution. We don’t see that. Could you construct a matrix to tell us what the local education agency (LEA) is going to do about these issues.” Dr. Johnson agreed to provide a matrix to the Board.

Dr. Smith said, “We are meeting with all twenty-four LEAs this summer. They want to get it right.”

Dr. Gates commended staff for keeping the Board well informed and said, “No complicated endeavor got implemented without failures. This needs to be enunciated. The American dream is at risk if we don’t get this done right.”

Dr. Johnson said that after discussions with various stakeholders, the Board is being asked to approve the proposed plan to give local school systems the option, beginning in the 2015-2016 school year, to offer PARCC English 9, English 11, Geometry and Algebra 11 assessments to students enrolled in those courses.

In response to a question by Ms. Eberhart, Dr. Johnson said that LEAs will not have to pay for these assessments since those costs were already included in the state assessment budget.

In response to another question by Ms. Eberhart, Dr. Johnson said that LEAs will determine when they want the test scores back.

In response to a question and a request by Mr. Giammo, Dr. Smith said that LEAs must opt in by September to in order to use these assessments and he agreed to provide the Board with a listing of LEAs that opt in as well as the cut scores to be used.

Dr. Lowery suggested that another discussion about standard setting and a time schedule be placed on a future Board agenda.

Dr. Lowery explained that the Board will receive information on performance levels and cut scores as quickly as they are received. In response to a request by Mr. DeGraffenreidt, she agreed to include opinions from senior staff on these issues.

Dr. Finan assured the Board that if problems arise, the Board will be contacted immediately.

Upon motion by Mr. DeGraffenreidt, seconded by Dr. Gates, the Board approved the proposed plan to give local school systems the option beginning in the 2015-2016 school year to offer PARCC English 9, English 11, Geometry and Algebra 11 assessments to student enrolled in these courses. (In Favor – 8; Mr. Giammo and Mr. Smarick abstained)

ALTERNATIVE CERTIFICATION PILOT

Dr. Lowery introduced Sarah Spross, Assistant State Superintendent, Division of Educator Effectiveness, to discuss the appointment of a workgroup to consider development of alternative teacher certification programs for areas experiencing critical teacher shortages. She recommended that the Board appoint a workgroup of Board members to meet with selected Professional Standards and Teacher Education Board (PSTEB) members and representatives of two LEAs to fulfill the requirements of a legislative mandate.

Ms. Spross reported that legislation requires the Board to report to the General Assembly by December 1, 2015 on the results of the consideration and, if appropriate, the development of any additional alternative teacher certification programs for area experience critical teacher shortages.

Dr. Finan nominated Ms. Eberhart and Mr. Smith to represent the Board on the workgroup.

Upon motion by Dr. Finan, seconded by Mr. DeGraffenreidt, and with unanimous agreement, the Board approved the appointment of Ms. Eberhart and Mr. Smith to the workgroup. (In Favor – 10)

Mr. Giammo requested that the representatives apprise the Board of any best practices being conducted both nationally and internationally.

In response to a concern expressed by Mr. DeGraffenreidt about the approval under the Consent Agenda of the Candidates for National Board Certification, Ms. Spross explained that this program is written into law and that LEAs are not required to participate in the program. She reported that the Baltimore City School System has not participated for several years and that she will look into the matter and report back to the Board.

Dr. Finan reported that some LEAs have incentive pay for those who participate but the amount of pay varies among LEAs.

Dr. Lowery said that data collected now will provide insights into whether this program affects teacher effectiveness.

David Volrath, Teacher Principal Evaluation Planning and Development Officer, reported that the State will be able to look, in an anonymous way, at teachers who are highly effective and find out why. He said staff is partnering with several LEAs to determine ways to glean this data.

Ms. Eberhart said that the Board needs to look at the compensation piece. She explained that Baltimore City teachers prefer a model teacher certification because the pay increase becomes part of their base pay.

Mr. DeGraffenreidt urged that a determination be made as to whether the money spent on National Teacher Certification is well spent.

In response to a question by Dr. Lowery, Mr. Volrath said that he can provide the Board with ratings of teachers in October and will make an effort to have more disaggregated data available.

MARYLAND STATE PLAN TO ENSURE EQUITABLE ACCESS TO EXCELLENT EDUCATORS

The Superintendent introduced Mary Gable, Assistant State Superintendent, Division of Academic Policy and Innovation, to discuss the *Maryland State Plan to Ensure Equitable Access to Excellent Educators*. She recommended Board approval to submit the plan to the U.S. Department of Education (USDE).

Dr. Smith explained that the USDE asked each state to write a plan describing the steps it will take to ensure that “poor and minority children are not taught at higher rates than other children by inexperienced, unqualified, or out-of-field teachers” as required by the Elementary and Secondary Education Act of 1965. He reported that MSDE worked with stakeholders across the State to develop a plan noting that the Plan is developed in two parts:

1. The collection and analysis of data and identification of state strategies to reduce equity gaps; and
2. MSDE’s plan to partner with LEAs to address equity data and develop equity strategies individualized by LEA.

He reported that the Plan was posted on the MSDE website and that no comments were received. He also reported that MSDE reached out to six LEAs to have a dialogue about analyses and strategies and that one meeting has been held thus far. He said that staff will continue to meet with LEAs in June and July and said, “It is our goal to assist LEAs in their work hiring teachers.”

Mr. DeGraffenreidt said, “The letter of this law could be achieved. The intent is to raise the level of performance of teachers for all students. We need to have a very clear objective. We can’t leave any wiggle room.”

Dr. Lowery said, “We came to agreement that this is a Plan to get to the Plan as we work with the six districts.”

Ms. Diaz said, “This is a great start. There is a correlation of high quality counseling staff as well as teaching staff. Are we looking at this?”

Ms. Sidhu said, “I am glad to hear that this is the floor and not the ceiling. We need to see the resources that children have in the classroom. In Baltimore City, some schools don’t have air conditioning and other needs. We need to have all conditions to be appropriate for student learning. We need a deeper dive in how to make all schools in Maryland whole. Poverty is a real issue.”

In response to a question by Mr. Giammo, Dr. Lowey said that once data is collected over the next six months, the Board will be asked to make a determination as to the date that the gap for students will be closed.

Ms. Eberhart said, “I would like to distinguish between high quality and highly effective teachers. Is there a way to merge these two groups?”

Mr. DeGraffenreidt said, “We need a better understanding of what are the techniques for a teacher who is being ineffective to rise to the level of effective or highly effective.

Ms. Gable said, “The conversation is the direction we are going. It is going to be a continuing conversation. LEAs do have policies about how teachers are assigned. We could give you a sampling of those policies.”

Upon motion by Mr. DeGraffenreidt, seconded by Dr. Gates, and with unanimous agreement, the Board approved the submission of the *Maryland State Plan to Ensure Equitable Access to Excellent Educators* to the USDE. (In Favor – 10)

RECOGNITION OF STUDENT MEMBER AND OTHER MEMBERS WHO’S TERMS EXPIRE IN JUNE

Dr. Lowery recognized and introduced the new Maryland PTA President, Elizabeth Ysla Leight.

Mr. Priester introduced Quinn Wandalowski who will be the next student Board member beginning in July. Ms. Wandalowski is from Washington County attend Smithsburg High School.

Dr. Finan recognized Mr. Priester, whose term on the Board ends this month and thanked him for all of his hard work. On behalf of the Board, she presented him with a small token of their appreciation.

Several Board members thanked him for his support and hard work and wished him the best in his future endeavors.

Mr. Priester said, “It has been one the most informative and greatest learning experiences. On behalf of all student members, we are very glad to have a voice in education. We thank you for listening to us. What a fantastic school system we have.”

Dr. Finan noted that Mr. Naved and Ms. Montero-Diaz's terms will expire at the end of June but that they will continue to serve on the Board until new members are appointed. On behalf of the Board, she thanked them for their contributions to public education.

Ms. Diaz said, "It has been a fascinating five years – challenging and dynamic. I am most proud of bringing Dr. Lowery to this State as well as the people around her."

Mr. DeGraffenreidt noted that this is Dr. Finan's last meeting and said, "I really enjoyed working with her. She has great credibility throughout the State. She has been a real asset. She is a teacher's teacher."

Dr. Finan said, "It has been a great and challenging eight years. I have learned so much from all Board members." She thanked everyone including MSDE staff.

Dr. Finan reported that Tony South will be retiring from his position and said, "He has been there to support me for many years. He is highly respected and thought of. You have done an amazing job."

Board members lavished praise for Mr. South's support to the Board.

Mr. South said, "I am overwhelmed. I have worked with sixty-five Board members and attended two hundred Board meetings. It has been a pleasure to work with the Board. I appreciate the governance structure in Maryland. I marvel at the time you give to this job. I am honored to have worked with you."

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 Madhu Sidhu, seconded by James DeGraffenreidt, Jr., and with unanimous agreement, the Board met in closed session on Tuesday, June 23, 2015, in Conference Room 1, 8th floor of the Nancy S. Grasmick State Education Building. All Board members were present except Dr. Chester E. Finn, Jr., and Sayed Naved. Also 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 Tony South, Executive Director, Office of the State Board. Assistant Attorneys General, Elizabeth M. Kameen, Jackie LaFiandra, and Derek Simmons were also present. The Executive Session commenced at 12:25 p.m. (In favor – 10)

The State Board approved six Opinions for publication.

- *Cedric Brown v. Baltimore City Board of School Commissioners* — non-renewal of teaching contract — Opin. No. 15-18
- *William Morrison v. Baltimore City Board of School Commissioners* — teacher termination — Opin. No. 15-19
- *Carolyn B. v. Anne Arundel County Board of Education* — residency — Opin. No. 15-20

- *Jonathan Lasson v. Baltimore City Board of School Commissioners* — employment termination — Opin. No. 15-21
- *Nneka O. v. Howard County Board of Education* — residency/tuition — Opin. No. 15-22
- *Tiffany Neal, et al. v. Anne Arundel County Board of Education* — redistricting — Opin. No. 15-23

Dr. Lowery and Kristy Michel explained options for covering the \$2.8 million budget reductions. The proposed budget reductions will be submitted to DBM for consideration and approval. Board members asked for further explanation on their role in budget development. Dr. Lowery explained the intricacies of budget development, budget priorities, and budget reductions in process that must include DBM and the Governor’s Office.

The Board discussed several internal Board Management issues - - selecting a *chair pro tem* for the July Board meeting and nominations of candidates for Board President and Vice President. Guffrie Smith was nominated for President; James Gates for Vice President. Other Board members may self-nominate at the July meeting. Guffrie Smith was selected as the *chair pro tem* for the July meeting.

The Board approved a letter to the Governor and Mayor sending names forward to them of candidates for the Baltimore City Board of School Commissioners.

The full Board asked Dr. Gates and Mr. Smith to agree on a date for interviewing the finalists for the position of Executive Director. All other members would then be invited to participate in the interviews on that date. It also appointed James Gates and Linda Eberhart to share responsibility for setting in on the interviews to be conducted later in the week of all candidates who were selected by the Human Resources office to be interviewed.

At 2:00 p.m. all staff left the meeting and the Board conducted its annual evaluation of the State Superintendent.

The session ended at 2:30 p.m.

RECONVENE

The meeting reconvened at 2:25 p.m.

STATE SUPERINTENDENT’S REPORT

Dr. Lowery reported that her discussion of the PARCC assessments was included in the presentation earlier.

RTTT UPDATE

Ms. Thornton-Talley reported that for the next few days, staff will be completing a financial wrap-up to be submitted to the USDE. She noted that \$2.33 million of the \$2.50 million granted has been spent.

In response to a question by Mr. DeGraffenreidt, Ms. Talley said that the RTTT update that the Board received was completed in May and that by the end of July the data system projects will be complete.

Mr. DeGraffenreidt requested a detailed report on the external review of the work. He said, "It is not understood how much auditing has been done." He said, "Prior to submitting the RTTT application, we came up with strategic objectives." He suggested doing a side-by-side match with those objectives for presentation at the August meeting.

Ms. Talley reported that many contractors will be leaving and she gave them a heartfelt thank you for their excellent support. She also thanked all of her staff who worked so diligently on all of the RTTT projects.

Ms. Gable also expressed her deep appreciation to everyone for their support.

BOARD MEMBER UPDATES

- Ms. Diaz reported that she serves on an English Language Learners Task Force which held its first meeting. She noted that the group will provide a report to the Board in January that will develop or identify resources and best practices for helping English language learners.
- Mr. Priester congratulated the class of 2015.
- Ms. Eberhart reported that she spent several days at a National Association of State Boards of Education (NASBE) Study Group on School Leadership. She noted that the group finalized recommendations for October. She said, "I learned an incredible amount. I would like to add this to an agenda over the next six months of what principal leadership should look like." She also reported that she attended the PTA Awards Dinner noting the outstanding recognition of parents from every county.

David Volrath said, "We are on it. We need to be more forthcoming internally." He reported that the Principal's Leadership Academy has finished up with 48 individuals who have all been hired as principals so far. He said the Academy provides team-building, communication, Student Learning Objectives (SLO) and evaluation training. He said the Academy has expanded this summer to four days and noted a strong partnership with the Maryland State Education Association (MSEA). Mr. Volrath noted that Academy instructors have built an incredible network across the state and that "each year the quality of the work will get better. We have regionalized every district. It is hard to penetrate to the teacher level."

Dr. Lowery said that staff will look at the effectiveness of those 48 principals.

Dr. Finan asked Ms. Eberhart to put Maryland on the agenda of the NASBE Task Force.

Ms. Eberhart said that representatives from Prince George's County Public Schools did speak to the Task Force and that next year there is a need for 1100 new principals.

Mr. Volrath said, "Everyone recognizes the importance of principals as catalysts for change."

- Ms. Sidhu reported that she attended a NASBE meeting and the Eastern Shore Superintendents' Board Meeting. She reported that the Eastern Shore school systems work together and are doing excellent work.

Dr. Lowery said that the Eastern Shore Consortium is a powerful resource and a great collaborator.

PUBLIC COMMENTS

Dr. Finan explained procedures by which the Board hears public comments. There were no requests for public comments.

OPINIONS

Ms. Kameen announced the following Opinions:

- 15-18 *Cedric Brown v. Baltimore City Board of School Commissioners* – non-renewal of teaching contract (remanded back to local board with two dissents)
- 15-19 *William Morrison v. Baltimore City Board of School Commissioners* – teacher termination (affirmed the local board's decision with 3 dissents)
- 15-20 *Carolyn B. v. Anne Arundel County Board of Education* – residency (affirmed the local board's decision)
- 15-21 *Jonathan Lasson v. Baltimore City Board of School Commissioners* – employment termination (affirmed the local board's decision)
- 15-22 *Nneka O. Howard County Board of Education* – residency/tuition (affirmed the local board's decision)
- 15-23 *Tiffany Neal, et.al. v. Anne Arundel County Board of Education* – redistricting (affirmed the local board's decision)

ADJOURNMENT

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

Respectfully submitted,

Lillian M. Lowery

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

Date: *7/28/15*

MARYLAND STATE BOARD OF EDUCATION

CLOSED SESSION

On this 23rd day of June 2015, at the hour of 12:02 am/pm, the Members of the State Board of Education voted as follows to meet in closed session:

Motion made by: Madhu Sidhu

Seconded by: James DeGraffenreid

In Favor: 19 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 4 Legal Appeals.
2. Review 2 Draft Opinion.
3. Receive an administrative update.
4. Discuss 2 Internal Board Management matters.
5. Discuss 3 Personnel matters.


President

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE June 23, 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>
O'Quinn, Timothy D.	Program Manager IV – Accountability, Reporting and Analysis	22	Accountability and Assessment	TBD
Riegel, Bruce D.	Education Program Specialist II Lead Specialist, Gifted & Talented	22	Curriculum, Assessment, & Accountability Instructional Program Branch	TBD
Salmon, Karen B.	Assistant State Superintendent	ESS	Career and College Readiness	TBD
Vargas, Debra A.	Education Program Specialist I Library Grants Coordinator (LSTA)	21	Library Development and 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>
Barnes, Marc Andre	Teacher, Special Education	IEPP	Career and College Readiness	06/24/15
Bradshaw, Nicole	Personnel Associate I	10	Rehabilitation Services	06/24/15
Jackson, Rachel M.	Teacher, Library Media Specialist	IEPP	Career and College Readiness	06/10/15
Mincey, Micah S.	Teacher, Library Media Specialist	IEPP	Career and College Readiness	06/10/15
Niskey, Brian P.	Teacher, Academic Mathematics	IEPP	Career and College Readiness	06/24/15

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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June 23, 2015

BOARD LIST

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

Name: Timothy D. O'Quinn
Position: Program Manager IV-Accountability, Reporting, & Analysis
Division: Accountability and Assessment
Salary Grade: State Salary Grade: 22
Annual Salary Range: (\$64,608 - \$103,743)
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Eight years of administrative or teaching experience in or affiliated with an education program; this experience to include two years coordinating or administering an education program or services directly related to education accountability or assessment.

DESCRIPTION:

This position provides leadership and technical expertise to support the development, coordination, implementation, and maintenance of the Department's education accountability information management program and provides strategic direction in education accountability information management to ensure delivery of the Department's accountability program.

NOTES:

1. Two additional years of experience directly related to the position may be substituted for the required Master's Degree.
2. Possession of a Doctorate in a field related to the position may be substituted for one year of the required experience.

Timothy D. O'Quinn
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QUALIFICATIONS:

Education:

Loyola College (Baltimore, Maryland) 1989 - Bachelor's Degree in Mathematics

Experience:

Maryland State Department of Education

2014 – Present: Program Manager IV – Accountability, Reporting, and Analysis (Interim)

2008 - 2014: Education Program Specialist I, Data Analysis

Education Station, A Division Of Knowledge Learning Corporation

2006 – 2008: Data Analyst

Woodhaven Health Services

2005 – 2006: Senior Data Analyst

Advance Pcs/ Caremark

2001 – 2005: Senior Data Analyst

Integrated Health Services

2000 – 2001: Database Analyst

Vips Inc.

1999 – 2000: Business Analyst

CareFirst Blue Cross Blue Shield

1999 –: Business Analyst

Integrated Health Services

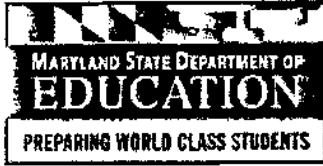
1992 – 1997: Research Analyst

University of Maryland, Baltimore

1992 – 1997: Research Assistant

EMPLOYMENT STATUS:

New Hire



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

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June 23, 2015

BOARD LIST

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

Name: Bruce D. Riegel
Position: Education Program Specialist II, Lead Specialist, Gifted & Talented
Division: Curriculum, Assessment, & Accountability
Salary Grade: State Salary Grade: 22
Annual Salary Range: (\$63,341 – 97,203)
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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 education. Experience with K-12 Gifted programs preferred.

DESCRIPTION:

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

Name Bruce D. Riegel
Page Two

QUALIFICATIONS:

Education:

Nova Southeastern University (Ft. Lauderdale, FL.) 1997 – Education Doctrine (Ed.D) in
Education Leadership

Towson University (Towson, Md) 1985 – Master’s in Degree Secondary School
Administration/Supervision

1980 –Bachelor’s Degree in Biology/Secondary Education

Experience:

Maryland State Department of Education

2012 – Present: Education Program Specialist I- RTTT STEM Specialist

Howard County Public Schools/Howard High School

1998 - 2012: Gifted Education Specialist (GT Resource)

1985 - 1998: Science Teacher

1982 – 1985: Summer Middle School Assistant Principal/Teacher

Community College of Baltimore County: Catonsville

1981 – 1985 Instructor (Nursing & Mortuary Science)

EMPLOYMENT STATUS:

New Hire



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

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June 23, 2015

BOARD LIST

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

Name: Karen B. Salmon, Ph.D.
Position: Assistant State Superintendent
Division: Career College Readiness
Salary Grade: State Salary Grade: Executive Salary Scale
Annual Salary Range: (\$114,874 - \$153,532)
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Extensive experience in educational supervision and management in the area of school administration. Career and Technology Education special education, school improvement, and/or the provision of education services to students with disabilities.

DESCRIPTION:

This is a professional position that serves as the Assistant State Superintendent responsible for providing statewide leadership and coordination to the 24 local school systems and community colleges for K-16 Career and Technology Education Programs and provides statewide oversight of the Juvenile Services Education Program.

Name Karen B. Salmon, Ph.D
Page Two

QUALIFICATIONS:

Education:

University of Maryland (College Park, Md) 1986 – Ph.D in Degree Special Education/Administration; 1976 Master's Degree in Special Education.

University of Delaware: (Newark, Delaware) 1975 – Bachelor's Degree in Speech Communication

Experience:

Bay Shore Union Free School District; Bay Shore, New York

2013 – Present: Superintendent of Schools

Board of Education of Talbot County; Easton, Maryland

2003 - 2013: Superintendent of Schools

1997 - 2003: Assistant Superintendent for Instruction

1988 - 1997: Coordinator of Services for Exceptional Children

Board of Education of Caroline County; Denton, MD

1986 – 1988: Assistant Principal – Denton Elementary School

1985 – 1986: Sabbatical Leave

1981 – 1985: Vocational Evaluator/Coordinator

1976 – 1981: Teacher – Colonel Richardson High School

University of Maryland (College Park, Maryland)

1979 – 1981: Instructor

1975 – 1976: Special Education Placement Assistant

EMPLOYMENT STATUS:

New Hire



June 23, 2015

BOARD LIST

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

Name: Debra A. Vargas
Position: Education Program Specialist I, Library Grants Coordinator (LSTA)
Division: Library Development and Services
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. A Master's Degree in Library Information Science from a college or university accredited by the American Library Association (ALA) or closely related field is preferred.

EXPERIENCE:

Four (4) years of administrative work in, or affiliated with an educational program with varied professional library experience. Experience that includes grants writing and management is preferred.

DESCRIPTION:

This is a professional position responsible for providing leadership and technical assistance in the areas of grant administration and coordination for the Library and Services Technology Act (LSTA) federal grants program, identification and management of other government as well as private funding opportunities for Maryland libraries, and the development of technological solutions for library-related initiatives both within MSDE and for Maryland's libraries.

Name Debra Vargas
Page Two

QUALIFICATIONS:

Education:

University of Maryland (College Park, Maryland) 2015 – Master’s Degree in Library Science
Franklin and Marshall College (Lancaster, Pennsylvania) 1994 – Bachelor’s Degree in Accounting
Spanish

Certification:

2014 Certification in Copyright for Educators & Librarians

Experience:

University of Maryland (College Park, Maryland)

2013 – Present: Graduate Assistant, Division of Research

2008 - 2013: Assistant Director of Institutional Giving

Centerstage (Baltimore, Maryland)

2005 – 2008: Director of Development

Enterprise Community Partners (Columbia, Maryland)

1999 – 2005 Administrative Assistant

EMPLOYMENT STATUS:

New Hire