

MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday
May 19, 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, May 19, 2015 at 8:30 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. Chester E. Finn, Jr.; Dr. S. James Gates, Jr.; Mr. Larry Giammo; Mr. Sayed Naved; Mr. Steven Priester; Mrs. Madhu Sidhu; Mr. Andrew R. Smarick; Mr. Guffrie M. Smith and Dr. Lillian M. Lowery, State Superintendent of Schools..

Elizabeth Kameen, Esq., Assistant Attorney General, and the following staff members were also present: Ms. Kristy Michel, Deputy State Superintendent for Finance and Administration; Dr. Jack Smith, Deputy State Superintendent for Teaching and Learning; Penelope Thornton Talley, Esq., Deputy State Superintendent for School Effectiveness; and Mr. Anthony South, Executive Director, Office of the State Board.

CONSENT AGENDA

Dr. Finan, President, called the meeting to order at 8:30 a.m. and welcomed two new Board members -- Dr. Chester E. Finn, Jr. and Mr. Andrew R. Smarick.

Upon motion by Mr. Smith, seconded by Dr. Gates, the Board approved the Consent Agenda as follows: (In Favor – 9; Mr. DeGraffenreidt, Mr. Giammo and Ms. Diaz had not yet arrived)

- Personnel (copy attached to these minutes)
- Budget adjustments for April, 2015

Mr. South explained that given that the Board meeting scheduled for April 28 had to be cancelled as the result of the State of Emergency that had been declared by the Governor for Baltimore City, the Board had since taken action on a number of items by means of electronic polling of members. Board policy requires that when such means are employed, the Board at its next regularly scheduled meeting must vote to ratify the results of the electronic poll of members. Given the late arrival of some Board members, there was not a quorum of members then serving to vote to ratify these actions. Dr. Finan said that such a vote would be taken later in the meeting.

EARLY LEARNING CHALLENGE GRANT PROGRESS REPORT
KINDERGARTEN READINESS ASSESSMENT REPORT

The Superintendent invited Dr. Rolf Grafwallner, Assistant State Superintendent, Division of Early Childhood Development, to provide a report of the progress that has been made in year three of the Race To The Top (RTTT) Early Learning Challenge Grant including expansion of participation in Maryland EXCELS, a quality rating and improvement system for pre-K programs.

Dr. Grafwallner introduced Nicole Johnson, Program Director, and Roikensha Craig, Executive Director of the Emily Price Jones Head Start Program, to discuss their experience with the Maryland EXCELS program.

Ms. Craig reported that their program just expanded from Level 1 to Level 5 noting, "It has been a journey."

Dr. Grafwallner reported that high quality standards have been established that are built into EXCELS.

Ms. Craig said, "We really can see the high quality in our children. It is not only environmental but high quality education."

In response to a question by Dr. Gates, Dr. Grafwallner said that program leaders have twelve months to become published at one of five levels.

Ms. Sidhu asked about affordability for families and whether costs will increase. Dr. Grafwallner said that there are subsidy programs funded by the federal government and a very broad spectrum of programs available. He noted that middle and upper middle income families face very dire situations which need to be addressed by increasing the eligibility for subsidies. He said that the staff is focusing on this issue.

In response to a question by Ms. Diaz, Dr. Grafwallner said that the Maryland EXCELS program coalesced with accountability and helps teachers tie everything together.

In response to a question by Mr. Smarick, Dr. Grafwallner said that a validation study is being conducted which will be available by the end of the year. He said this new assessment system provides teachers, administrators and others a tool that would be aligned with Maryland college and career standards and noted that "expectations have changed dramatically."

Dr. Grafwallner said that Maryland EXCELS is one of Maryland's success stories with more than 4400 programs participating. He noted that there is now a provision that requires all programs that receive federal funding to participate in Maryland EXCELS.

In response to a question by Ms. Eberhart about the policy to require licensed child care programs that receive child care subsidies to participate in Maryland EXCELS, Dr. Grafwallner said that regional child care resource and referral centers will focus their efforts on providers that receive child care subsidy vouchers to increase participation in the Maryland EXCELS program

until July 1. He also said that there are regional licensing specialists who will be assisting in this effort. He reported that there are approximately 4,500 programs that are currently receiving child care subsidies.

In response to a request by Ms. Eberhart to be provided, at the June Board meeting, with the number of centers which will have funding withheld as a result of the new policy, Dr. Grafwallner said that it is important to make sure that families have access and he agreed to provide more information at the next meeting.

Dr. Lowery urged the Board's support on this issue noting that there may be some push-back.

Dr. Grafwallner said there is a comment period built in and that the Board will be able to review the regulations and the public comments.

Dr. Finn requested that this item be included in the June Board agenda for discussion.

In response to a question by Dr. Finn, Ms. Kameen said that the Statute gives the State Superintendent the authority to promulgate the regulations.

Dr. Grafwallner discussed a document, developed with RTT-ELC funds, which is available to teachers, administrators, teacher education programs, and child care providers. In March, MSDE issued Supporting Every Child – Maryland's Guide to Early Childhood Pedagogy, Birth to Age 8 noting that there has been very positive feedback and strong demand for the document.

Dr. Finan said that she is pleased to see the document being provided to four-year and community colleges to enhance their teacher preparation programs.

Regarding the new Kindergarten Readiness Assessment (KRA), Dr. Grafwallner invited Laura Brown, kindergarten teacher at Centennial Elementary School, Howard County, to speak to her experiences with the KRA.

Ms. Brown said that she was involved in all aspects of the Kindergarten Readiness Assessment (KRA) administered in the fall which assesses student across multiple domains. She said that she saw her students in a more comprehensive way and found many surprises in their readiness for kindergarten. She expressed appreciation for the comprehensive nature of the assessment and support given through professional development.

In response to a question by Dr. Gates, Dr. Grafwallner said that teachers are able to exchange instructional strategies. Dr. Gates commended him for providing a "community of teachers."

In response to a question by Mr. DeGraffenreidt about the impact on instructional time and stress on young students, Ms. Brown said that there is a process and that there are creative ways that can be shared through professional development and early learning electronic communities. She stressed the importance of professional development noting that her colleagues have expressed how much they appreciate that they have been heard.

Dr. Grafwallner said, “We don’t want this to be a burden for teachers. We reduced the items by twenty percent.” He noted that touch screen technology helps teachers by streamlining test questions. He said, “There are other technology issues to deal with but we are well on our way to making this a better experience.”

In response to a question by Ms. Eberhart, Dr. Grafwallner said that based on shorter KRA – labeled KRA 1.5 - teachers will have a dashboard with information on their students and parents will receive the information by November. These features were not available in the administration in 2014 since the reporting features require completed standards setting and scoring methods before the reporting features can be activated.

In response to a question by Mr. Priester, Dr. Grafwallner said that a teacher survey was conducted and 67 percent of teachers spent less than sixty minutes on the KRA in January. He said staff are conducting a user acceptance test in July for KRA 1.5 which will give MSDE and participating teachers an objective measure as to the time needed to complete the assessment. He reported that the assessment window is from the start of school through November.

Dr. Lowery said, “We will hear the same thing with PARCC. We want to give a longer window of time.”

In response to a question by Dr. Finn, Dr. Grafwallner said that principals will have access to accurate data to enable them to identify student gaps. In response to another question by Dr. Finn, Dr. Grafwallner said that parents and leaders of pre-K programs can request a report from the Department on specific student test results.

In response to a request from Mr. Giammo, Dr. Grafwallner said that after the User Acceptance Test is conducted he will be able to provide the Board with a more definitive length of time required to conduct the assessments.

Dr. Grafwallner presented charts reflecting the results of the KRA for the 2014-2015 school year, noting that 25 teachers from Ohio and Maryland came together to determine the cut scores and standards that define school readiness. He said they decided there are a long list of skills that need to be met and that the results reflect that benchmarks are rather rigorous. He explained that that is the reason why the scores are lower than in the past.

Dr. Grafwallner provided data on the demographics of young children and statewide overall results of kindergarten readiness by subgroup and by domain, noting that “early math is the story because those results are relatively lower than the results of the other three domains.” He provided data on the emerging achievement gap based on income, English proficiency and disability and explained that since the achievement gap gets wider in grade three which is a major issue that needs to be addressed in the early grades.

In response to a question by Mr. Giammo, Dr. Grafwallner said that formative assessments can be a tool to follow students through kindergarten and that there are a lot of ways to look at controlling factors. He reported that staff has done a factor analysis and are considering doing a follow up on the analysis. He noted that standard setting puts pressure on early childhood programs and that it the job of his staff to give them support.

Mr. Giammo requested that, at the next Board meeting, the Board receive a representative sample for a particular child and show what is provided to teachers, parents and others. Dr. Grafwallner agreed to provide this information. Ms. Eberhart also requested a “deeper dive” into early childhood education at the next meeting. Dr. Finan agreed to put this on the agenda.

Dr. Finn reported that there is a gap in the number of students who are prepared to enter kindergarten due to the lack of all-day prekindergarten programs in the state.

RATIFICATION OF ELECTRONIC VOTES CAST ON ITEMS THAT WERE ON THE AGENDA FOR THE SCHEDULED APRIL MEETING

Dr. Finan explained that members of the Board voted electronically on the following items included in the April Board meeting agenda:

- Requests from Howard and Kent Counties to eliminate the last day of school which in both cases would fall on a Monday
- The Consent Agenda:
 - Minutes of March 24 meeting
 - Personnel
 - Budget adjustments for March

Dr. Finan requested a motion to ratify the two actions.

Upon motion by Dr. Gates, seconded by Mr. DeGraffenreidt, and with unanimous agreement, the Board ratified the requests from Howard and Kent Counties and the Consent Agenda. (In Favor – 10; Opposed 0 ; new Board members did not vote)

COMAR 13A.03.02 GRADUATION REQUIREMENTS FOR PUBLIC HIGH SCHOOLS IN MARYLAND (ADOPTION)

The Superintendent invited Dr. Jack Smith to brief the Board on the adoption of COMAR 13A.03.02 Graduation Requirements for Public High Schools in Maryland and recommended State Board adoption.

Dr. Smith explained that these amendments revise assessment regulations for the two year transition from HSA English and Algebra to the PARCC English 10 and Algebra I assessments. He reported on a comment received subsequent to publication of the revised regulations in the *Maryland Register*. This comment related to the identification of student cohorts. After considering the comment, staff recommended that the methodology proposed in the published amendments be adopted. He said, “Maryland has been very successful in setting a bar and reaching that bar.”

In response to a question by Mr. Giammo, Dr. Smith said that this year and next year students must take the test and pass the course to meet graduation requirements. He also noted that there

is a waiver process for students who do not take the test and that there will be multiple opportunities for students to take the end of course test.

Mr. DeGraffenreidt said, “This holds the students harmless during the standard setting process.”

In response to a question by Mr. Smarick, Dr. Smith said that the HSA offers multiple ways to successfully meet the graduation requirement. These include passing the individual assessments, achieving a certain combined score for all assessments, or successfully completing a “Bridge Project” for those assessments not passed. He said that the actual number of students who do not pass is quite small. Dr. Finan said that the Board will be getting a full report on student pass/fail rates later this year. Dr. Smith agreed to provide Mr. Smarick with last year’s report.

Upon motion by Mr. DeGraffenreidt, seconded by Ms. Diaz, and with unanimous agreement, the Board adopted COMAR 13A.03.02 Graduation Requirements for Public High Schools in Maryland. (In Favor – 12)

UPDATE ON STATE TESTS

Dr. Lowery introduced Dr. Henry Johnson, Assistant State Superintendent, Division of Curriculum, Assessment and Accountability, and Mr. Douglas Strader, Director, Planning and Assessment Branch, to provide an update on the first administration of PARCC assessments as well as other testing information. She also reported that Ms. Eberhart has agreed to participate in the PARCC standard setting session for middle school scheduled for this summer in Denver.

Dr. Johnson said, “We will introduce information as you prepare to make decisions on additional PARCC tests.” He explained that there are two parts to PARCC testing – performance based and end of year assessments. He reported that the performance based testing was conducted March 2 through May 8 and that the end of year testing commenced on April 20 and will conclude June 5. He stated that after the completion of test administration, the performance level setting will commence.

Dr. Finan reported that she was the only member of a state board of education to attend the national PARCC policy setting meeting and that many states said they can make decisions at this point in the testing program. She noted that many states don’t bring these types of decisions to their state boards of education and that the PARCC consortium agreed that it was important to include board members in the standard setting process. They will be setting national performance levels and Maryland will retain the authority to set performance levels for graduation requirements in Maryland.

Dr. Smith discussed the effect that the Elementary Secondary Education Act (SEA) flexibility waiver will have on Maryland’s accountability system saying, “We will have a more complex and thoughtful accountability system that will show what’s working.”

In response to a question by Dr. Finn, Dr. Johnson said, “We are not aware of local education agencies (LEAs) using state assessments for retention or promotion.”

Dr. Johnson said that during the months of June and August, there will be more than thirty educators and others setting high school, middle school and elementary school performance levels.

Mr. Strader reported that in July and August there will be twelve panels represented by partnership states to conduct the standard setting process. He discussed the process to be used and provided a timeline for completion of the process. He noted that if these timelines hold, staff will be presenting cut scores to the this Board in the fall.

Dr. Gates asked if the consortium has defined career-ready and college-ready. Dr. Johnson said that the consortium has not tackled this yet. Dr. Lowery said that career-ready will be an ancillary definition and that they are working in collaboration with the Department of Labor. She said, "We are charged to find pilot districts to look at apprenticeship programs for both career and college-ready students."

Dr. Gates said, "We need a closer alignment with two-year community colleges."

Dr. Lowery reported that every district has to sign an agreement with community colleges.

Dr. Johnson reported that Maryland has the largest number of online test takers of any PARCC state noting that there were very few issues or problems surrounding the administration of the PARCC tests. He reported that the majority of schools in Maryland have the infrastructure to conduct online testing noting that \$7.5 million of the RTTT funding was distributed to LEAs for updating technology. He explained that it is expected that the increase in testing times and the addition of a testing window are the two major issues that districts and school staff reported. He said the PARCC consortium is discussing ways to mitigate these concerns. Dr. Lowery said that this process has been a collaborative effort with LEAs.

In response to a question by Ms. Sidhu, Dr. Johnson said that many career readiness courses provide a certification at the end of the course but that it is aligned with industry standards and not with state testing.

In response to a question by Dr. Finn, Dr. Johnson said that the "opt out" movement was not an issue in Maryland.

In response to a question by Mr. Smarick, Dr. Lowery said that Maryland, in regards to setting standards for high school graduation, does not have to follow the performance levels set by the consortium. She also said that we are interested to see what happens in other states since there are a number of high performance states involved.

In response to a question by Dr. Finn, Dr. Johnson said that parents will be provided with a link to a performance report for their student. In response to another question by Dr. Finn, Dr. Johnson said that parents are not comfortable with language referring to college-ready in earlier grades. He said the designation is only used for middle and high school students.

Mr. Giammo said, "I do think it (performance standards) should be criterion-based" and the test needs to have the confidence of students, parents and other stakeholders. Dr. Lowery said that

staff monitors the work that is being done in creating test questions. She said, "It is a work in progress. This is why we decided to take a two-year hiatus." Dr. Johnson informed the Board that members have the opportunity to join with staff in the PARCC standard setting.

Dr. Johnson provided a timeline for other testing conducted in Maryland for this school year. He reported that the cost of testing in Maryland for this school year was \$42.5 million, which represents a reduction of approximately \$500,000 from the year prior to the use of the PARCC assessments. Dr. Johnson reported that he will be come back to the Board in June regarding the implementation of an English 9, English 11 and Geometry PARCC test noting that this will be a collaborative effort with LEAs.

OUTGOING STATE BOARD MEMBERS

Dr. Finan introduced Dr. Dukes and Ms. Staton who were in attendance and thanked them for their leadership and contributions as members of the State Board. Board members, both individually and as group, paid tribute to them for their service to the State and for their demonstrated commitment to closing achievement gaps and raising the level of learning of all students. Dr. Dukes and Ms. Staton expressed their pleasure and appreciation for the fine work done by the State Board.

TEACHERS OF THE YEAR RECOGNITION

Dr. Lowery welcomed local Teachers of the Year (TOY) and explained that they will be competing for selection of Maryland's TOY in October. She noted the diversity among the group and said that Maryland's TOY program has been recognized across the nation. She introduced Dr. Darla Strouse, Executive Director, Partnerships and Development, to brief the Board on the TOY Program.

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

Dr. Finan said, "What you all do makes us feel better about what we do. We want to thank you so much for all of the good work you do."

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. DeGraffenreidt, seconded by Dr. Gates, and with unanimous agreement, the Board met in closed session on Tuesday, May, 19, 2015, in Conference Room 1, 8th floor of the Nancy S. Grasmick State Education Building. All Board members were present. 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 12:30 p.m. (In favor – 12)

The State Board approved three Opinions for publication.

- *Allison York v. Prince George's County Board of Education* — teacher termination — Opin. No. 15-12
- *Violeta G. v. Howard County Board of Education* – residency – Opin. No. 15-13
- *Montgomery Soccer, Inc. v. Montgomery County Board of Education* – bid protest – Opin. No. 15-14
- *Paula R. Charles County Board of Education* – homeless status – Opin. No.15-15
- *Rhonda T. v. Montgomery County Board of Education* – student compensation – Opin. No. 15-16
- *Thomas Tyler v. Harford County Board of Education (II)* – employee termination – Opin. No. 15-17
- *Bryan and Audra Lew v. Montgomery County Board of Education* – feasibility study – Order No. OR15-04
- *Allison York v. Prince George's County Board of Education (II)* – teacher termination – Order No. OR15-05

The Board deliberated two cases. They will be published at a later date.

- *Cedric Brown v. Baltimore City Board of School Commissioners* – nonrenewal of teaching contract
- *William Morrison v. Baltimore City Board of School Commissioners* – teacher termination

The Board received an administrative update from Kristy Michel and Dr. Lowery on internal budget issues.

The Board discussed adding to the agenda each month categories such as “New Business”, “Old Business”, and “Standing New Item”.

The Board addressed three personnel items – the selection process for candidates to the Baltimore City Board of School Commissioners; the annual evaluation of the State Superintendent; and the recruitment for a new Executive Director of the State Board.

The session ended at 2:20 p.m.

RECONVENE

The meeting reconvened at 2:30 p.m.

LEGISLATIVE UPDATE

Dr. Lowery asked Amanda Conn, Director of Governmental Relations, to provide a legislative update and answer any questions of the Board.

Ms. Conn provided the Board with a 2015 bill synopsis and brought the Board's attention to HB 452/SB 497 Commission to Review Maryland's Use of Assessments and Testing in Public Schools. She reported that the legislation requirements are divided into two steps.

Ms. Conn explained that the first step requires a survey and compilation of the results into documents that are consistent across local school systems and grade levels by August 31, 2015. It stipulates that by October 15, 2015 the compilation shall include specific information on each assessment administered in an LEA.

She reported that the second step requires a Commission that will report its findings and recommendations to the State Board, each county board of education and the General Assembly by July 1, 2016. She explained that the Board shall review the findings, make comments and recommendations and submit a report to the General Assembly of their comments and recommendations and those of the local boards by October 2016.

In response to a question by Mr. Giammo, Ms. Conn said that the bill does not specify the cost of testing be included as part of the report.

Dr. Finn reported that the Ohio Department of Education did a study on testing approximately six months ago which was very informative.

Ms. Conn reported that S.B. 635 State Board of Education (SBOE) and the Professional Standards and Teacher Education Board (PSTEB) – Alternative Teacher Certification Program requires the SBOE and the PSTEB consider, and if appropriate, develop an alternative teacher certification program for areas of the state experiencing a critical teacher shortage. She further explained that the State Board is to report the results of their deliberations and conclusions, and, if appropriate, the development of a program by December 1, 2015. She said that she will be providing the Board with a plan for moving forward on this charge at the next Board meeting. Dr. Lowery said she will discuss this with the P-20 Council which has already done research on this issue.

In response to a question by Ms. Diaz about H.B. 942 Apprenticeship Pilot Program – Apprenticeship Maryland, Dr. Lowery said she will be providing a report on this during her State Superintendent's Report.

In response to a question by Dr. Finan, Ms. Conn reported that S.B. 595 Public Charter School Expansion and Improvement Act of 2015 requires the Board to set criteria for charter schools to get increased flexibility from LEAs.

COMAR 13A.08.01.01E; COMAR 13A.08.02.01; COMAR 13A.02.06.02B(9) STUDENT RECORDS

Dr. Lowery called on Kristina Kyles, Assistant State Superintendent, Division of Student, Family and School Support, to present background on regulations governing student records. She explained that *The Maryland Student Records System Manual* (MSRSM) is the guide that local systems follow to record student enrollment, attendance and promotion. She said the most significant change in the revised guide was to make the guide consistent with the revised discipline regulations adopted by the Board in January 2014. She recommended that the Board grant *permission to publish* the proposed amendments.

Ms. Kyles thanked her team that work so diligently on these revisions which were two to three years in the making. She introduced and thanked Mr. John McGinnis, Specialist in Pupil Personnel, for his valuable work on this project. Ms. Kyles reported that this report touches on all areas throughout the Department. She explained that implementation would begin during the 2015-2016 school year and that an annual review process would take place as well.

In response to a question by Mr. Giammo, Ms. Kyles said that if a student is disciplined for two offenses, the most severe offense code is used in the student's record. She further explained that the offenses will be defined in the description portion of the student's record.

In response to a question by Ms. Eberhart, Dr. Lowery explained that these student records are reported at the state level not at the local school level.

In response to a question by Dr. Finn, Mr. McGinnis reported that LEA personnel complete student record cards (SR cards).

Upon motion by Mr. Smith, seconded by Mr. DeGraffenreidt, and with unanimous agreement, the Board granted *Permission to Publish* COMAR 13A.08.01.,01E; 13A.08.02.01 and 13A.02.06.02B(9) Student Records. (In Favor – 12)

STATE SUPERINTENDENT'S REPORT

Dr. Lowery reported on legislation that passed and was signed into law establishing a two-year apprenticeship program. She reported that she discussed this with the leaders of the Department of Labor and will keep the Board updated on the progress of this program.

She also reported that state superintendents are being asked to take a stronger role in requiring that students be on grade level in reading by third grade as well as addressing attendance issues. She said that these items may be added to the Master Plan requirements for LEAs.

RTTT UPDATE – LEARNMD DEMONSTRATION

The Superintendent introduced Penelope Thornton Talley; Peter Cevenini, Chief Information Officer; Mary Gable, Assistant State Superintendent, Division of Academic Policy and

Innovation; and Melissa Schropp, RTTT Program Manager; to provide a report on MSDE's RTTT projects with a no cost extension.

Ms. Talley reported that Maryland is at an 86 percent spend rate and that the RTTT program will end on June 30th.

Mr. Cevenini gave a brief overview of the LearnMD portal, describing it as another tool in the Maryland Resource Exchange.

Ms. Schropp explained that the Maryland Resource Exchange gives teachers an opportunity to access and comment on resources across the state collaboratively. She noted that all resources included on the Exchange were vetted to make sure they are valuable tools for teachers.

In response to a question by Ms. Eberhart, Ms. Schropp said that everyone (teachers, students, administrators, parents) will be able to access these resources except that formative assessment data can only be seen by Maryland teachers. She noted that there will be a resource rating feature which will give teachers a voice in determining resources.

Dr. Gates said, "This sounds fantastic. This may provide opportunities for entrepreneurs."

STATE SUPERINTENDENT'S REPORT (cont'd)

Dr. Smith reported on a *Maryland State Plan to Ensure Equitable Access to Excellent Educators* to ensure that poor and minority children are not taught at higher rates than other children by inexperienced, unqualified, or out-of-field teachers. He stated that this Report will be submitted to the U.S. Department of Education (USDE) by the first week in July.

He reported that the Board will receive data from the State's perspective and identification strategies that can reduce equity gaps at the June Board meeting. He said that intense work will be conducted from July until next spring.

In response to a question by Mr. Giammo, Dr. Smith said that the Department will provide technical assistance to LEAs that have equity gaps.

In response to a request by Ms. Eberhart, Dr. Smith said that staff will be looking into the number of highly effective teachers and Ms. Eberhart recommended that teacher attendance be included in those LEAs with equity gaps.

Dr. Smith said, "This is a great start. You are showing leadership that opens the conversation. We have been calling for this for a long time."

PUBLIC COMMENTS

Dr. Finan explained procedures by which the Board hears public comments. The following individuals provided public comments:

- Katherine Grace Harness – standardized testing
- Theodora Scarato – Radio frequency radiation and school safety

OPINIONS

Ms. Kameen announced the following Opinions:

- 15-12 *Allison York v. Prince George's County Board of Education* – teacher termination (remanded back to the local board)
- 15-13 *Violeta G. v. Howard County Board of Education* – residency/tuition (affirmed the local board's decision)
- 15-14 *Montgomery Soccer, Inc. v. Montgomery County Board of Education* – bid protest (appeal has been stayed)
- 15-15 *Paula R. v. Charles County Board of Education* – homeless status (affirmed the local board's decision)
- 15-16 *Rhonda T. v. Montgomery County Board of Education* – student compensation (affirmed the local board's decision)
- 15-17 *Thomas Tyler v. Harford County Board of Education* – employee termination (affirmed the local board's decision)

ORDERS

- OR 15-04 *Bryon and Andra Liu v. Montgomery County Board of Education* (dismissed as untimely)
- OR 15-05 *Allison York v. Prince George's County Board of Education* (dismissed as untimely)

ADJOURNMENT

With no further business before the Board, the meeting adjourned at 4:20 p.m.

Respectfully submitted,



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

Date: June 23, 2015

MARYLAND STATE BOARD OF EDUCATION

CLOSED SESSION

On this 19th day of May 2015, at the hour of 12:15 am/pm, the Members of the State Board of Education voted as follows to meet in closed session:

Motion made by: James DeGraffeurcitt

Seconded by: Guffrie Smith

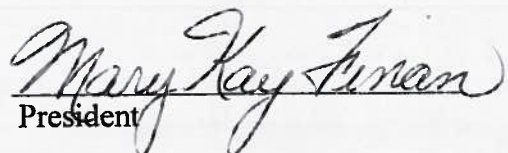
In Favor: 12 Opposed: _____ Member(s) Opposed: _____

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 7 Legal Appeals.
2. Review 1 Draft Opinion.
3. Review 2 Draft Orders
4. Consider Opposition to Extension of Time in Legal Appeal
5. Receive an administrative update.
6. Discuss an Internal Board Management matter.
7. Discuss 3 Personnel matters.


President

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE April 28, 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>
Barker, Marsha	Education Program Manager I, Branch Chief Library for the Blind and Physically Handicapped	23	Library Development Services	TBD
Boas, Lawrence	Physician Program Specialist	35	Rehabilitation Services, Disability Determination Services	TBD
Deshields-Burns, Tamara	Education Program Specialist I, Educator Certification Specialist	21	Educator Effectiveness	TBD
Finkel, Melissa	Education Program Specialist I, Assessment, Research and Evaluation Specialist	21	Curriculum, Assessment, and Accountability/Library Development and Services	TBD
Minter, Mary	Education Program Specialist I, Leadership Development Specialist	21	Breakthrough Center	TBD
Mitchell, Ivor D.	Principal, Baltimore City Juvenile Justice Center	IEPP	Career and College Readiness, Juvenile Services Education	TBD
Muller, Lynne	Education Program Specialist I, Specialist of Coordinated Student Services	21	Breakthrough Center	TBD
Philip, Sheila F.	Education Program Manager I, Chief of Interagency Initiatives	23	Special Education/Early Intervention Services	TBD
Spross, Sarah	Assistant State Superintendent of Educator Effectiveness	ES6	Educator Effectiveness	TBD

• Appointments Grade 18 and below:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Washer, Todd A.	Teacher, Academic-Resource	IEPP	Career and College Readiness Juvenile Services Education Program	04/15/15
Vills, Susan S.	Teacher, Academic-Science	IEPP	Career and College Readiness Juvenile Services Education Program	04/15/14

II. 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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State Superintendent of Schools

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April 28, 2015

BOARD LIST

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

Name: Marsha Barker
Position: Education Program Manager I, Branch Chief
Library for the Blind and Physically Handicapped
Division: Library Development and Services
Salary Grade: State Salary Grade: 23
Annual Salary Range: \$67,606 – 110,729
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master's Degree in Library Information Science or School Library Media from a college or university accredited by the American Library Association.

EXPERIENCE:

Six years of professional experience in library administration, management, and supervision to include experience serving persons with disabilities.

DESCRIPTION:

This is a professional position serving as the Chief of the Library for the Blind and Physically Handicapped (LBPH), responsible for providing leadership and support for the planning, development and improvement of statewide library services for citizens of Maryland who are blind, have visual impairments, or have a disability while facilitating Statewide library partnerships.

Marsha Barker
Page Two

QUALIFICATIONS:

Education:

University of North Texas (Denton, Texas) 1992 – Master’s Degree in Information Science, Library Science.

Oklahoma Baptist University (Shawnee Oklahoma) 1976 - Bachelor’s Degree in Vocal Performance.

Experience:

Progressive Technology Federal Systems, Inc. (PTFS) (Bethesda, Maryland)

2014 – Present: Program Manager/Senior Archivist

2007 – 2014: Director, Professional Support Services

Texas Panhandle Library System (TPLS) (Amarillo, Texas)

2006 – 2007: System Coordinator (Director)

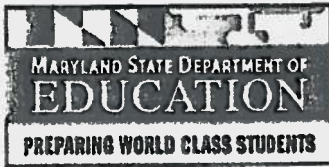
Northeast Texas Library System (NETLS) (Garland, Texas)

2004 – 2004: Interim System Coordinator

2003 – 2004: Assistant System Coordinator

EMPLOYMENT STATUS:

New Hire



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April 28, 2015

BOARD LIST

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

Name: Lawrence Boas, M.D.
Position: Physician Program Specialist (Part-time)
Division: Rehabilitation Services, Disability Determination Services
Salary Grade: State Salary Grade: 35
Annual Salary Range: (\$113,880 - \$187, 760)
Effective Date: April 15, 2015

JOB REQUIREMENTS:

EDUCATION:

Possession of a Master's Degree in the field of public health from an accredited college or university. Possession of a license and currently registered with the Maryland State Board of Medical Examiners to practice medicine under the Maryland State Law.

EXPERIENCE:

Four (4) years of experience in the practice of medicine.

DESCRIPTION:

Responsible for providing consultative medical services medical record review as part of the adjudication of disability claims in accordance with regulations of the Social Security Administration.

Lawrence Boas, M.D.
Page Two

QUALIFICATIONS:

Education:

University of Madrid Medical School (Madrid, Spain) 1972 – Doctor of Medicine

Possesses a current State of Maryland License as a Physician and Surgeon

Experience:

Mercy Maryland Family Center (Lutherville, Maryland)

2010 – 2014: Physician

Internal Medicine Private Practice/Self-Employed (Lutherville, Maryland)

1976 – 2010: Physician

EMPLOYMENT STATUS:

New Hire



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April 28, 2015

BOARD LIST

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

Name: Tamara Deshields-Burns
Position: Education Program Specialist I,
Educator Certification Specialist
Division: Educator Effectiveness
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$59,355 - \$97,203
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Four years of professional teaching or administrative work in or affiliated with an education program; experience that includes the interpretation and application of policies and regulations and/or certification policies and procedures is desired.

DESCRIPTION:

This is a professional position responsible for providing technical assistance and expertise in all aspects relating to the application and interpretation of certification regulations and determining certification eligibility for teachers and other professional personnel employed in public and certain nonpublic schools and State institutions.

QUALIFICATIONS:

Education:

Strayer University (Washington, DC) 2011 – Master’s Degree in Human Resource Management/
Human Resource Generalist.

Chestnut Hill College (Philadelphia, Pennsylvania) 2008 - Bachelor’s Degree in Human Services.

Experience:

Baltimore City Public Schools (Baltimore, Maryland)

2012 – Present: **Manager, Certification Department**

2008 – 2012: **Certification Specialist**

2007 – 2008: **Para Educator and Administrative Assistant to the Principal, Alternative
Elementary School at Hilton Elementary**

Fund for Educational Excellence (Baltimore, Maryland)

2004 – 2007: **Administrative Assistant to the High School Reform Director**

Intermediate Unit 13-Lancaster/Lebanon (East Petersburg, Pennsylvania)

2003 – 2004: **Program Assistant to the Director, Instructional Services Department**

School District of Philadelphia (Philadelphia, Pennsylvania)

1999 – 2003: **Confidential Secretary to the Chief Information Officer, Information
Technology Department**

EMPLOYMENT STATUS:

New Hire



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April 28, 2015

BOARD LIST

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

Name: Melissa Finkel
Position: Education Specialist I, Shared Position
Assessment, Research and Evaluation Specialist
Division: Curriculum, Assessment and Accountability,
Library Development and Services
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$59,355 - \$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 years of administrative or teaching experience in or affiliated with an education program; this experience should include coordinating, administering, and implementing instruction and assessment support to teachers and school leaders directly related to the position content area.

DESCRIPTION:

This is a specialized professional position responsible for providing leadership and technical assistance in the alignment of formative and summative assessment to curriculum and instruction. This position provides leadership and technical assistance in the areas of research, evaluation, and statistics to public libraries in the provision of information and educational programs for all age groups.

Melissa Finkel
Page Two

QUALIFICATIONS:

Education:

University of Maryland (College Park, Maryland) 2013 – Master’s Degree in Public Policy, Specialization in Social and Education Policy.

University of Adelaide (South Australia) 2003 – Graduate Diploma in Education, Secondary English and Social Studies.

Clemson University (Clemson, South Carolina) 2002 – Bachelor’s Degree in Arts, Speech and Communication Studies.

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2013 – Present: Education Program Specialist, Race-To-The-Top Formative Assessment

The Education Trust (Washington, D.C.)

2013: Intern, Communications

U.S. Department of Education (Washington, D.C.)

2012: Intern, Implementation and Support Unit

Office of the State Superintendent of Education (Washington, D.C.)

2012: Policy and Research Intern

Gaithersburg High School (Gaithersburg, Maryland)

2006 – 2012: English and Theatre Teacher, Forensics Coach, Theatre Director

EMPLOYMENT STATUS:

New Hire



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April 28, 2015

BOARD LIST

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

Name: Dr. Mary Minter
Position: Education Program Specialist I,
Leadership Development Specialist
Division: Breakthrough Center
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$59,355 - \$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 years of administrative or teaching experience in or affiliated with an education program; this experience should include coordinating, administering, and implementing instruction and assessment support to teachers and school leaders directly related to the position content area.

DESCRIPTION:

Provides effective professional development that supports the principal as instructional leader and builds capacity of aspiring leaders, and instructional leadership teams in low-performing schools. Provides personalized mentoring and coaching to principals and aspiring leaders in the lowest-achieving schools in Maryland. Assists the Executive Director of the Breakthrough Center and program in the implementation of support services to the lowest-achieving schools in Maryland.

QUALIFICATIONS:

Education:

Nova Southeastern University (Fort Lauderdale, Florida) 1999 – Doctorate’s Degree in Educational Leadership.

Morgan State University (Baltimore, Maryland) 1991 – Master’s Degree in Administration Supervision; 1973 – Bachelor’s Degree in Elementary/Middle School Education.

Experience:

Maryland State Department of Education (Baltimore, Maryland)

- 2014 – Present: Interim Executive Director for Breakthrough Center
- 2011 – 2014: Education Program Specialist II, Leadership
- 2010 – 2011: Education Program Specialist I, Reading

Johns Hopkins University (Baltimore, Maryland)

- 2000 – Present: Instructor, Curriculum Development/Educational Leadership

College of Notre Dame (Baltimore, Maryland)

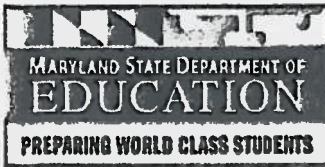
- 2010: Instructor, Curriculum Development/Educational Leadership

Baltimore City Public Schools (Baltimore, Maryland)

- 2007 – 2010: Chief Academic Officer
- 2004 – 2007: Assistant Superintendent for Restructuring Implementation Schools
- 2001 – 2004: Principal, William Paca Elementary
- 1993 – 2001: Principal, Curtis Bay Elementary
- 1991 – 1993: Assistant Principal, Thomas Johnson Elementary
- 1991: Assistant Principal, Federal Hill Elementary
- 1973 – 1991: Grades 1-6 Master Teacher, Thomas Johnson Elementary

EMPLOYMENT STATUS:

New Hire



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April 28, 2015

BOARD LIST

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

Name: Ivor Dawkins Mitchell, M.Ed.
Position: Principal,
Baltimore City Juvenile Justice Center
Division: Career and College Readiness
Salary Grade: State Salary Grade: IEPP
Annual Salary Range: \$89, 529 - \$105,806
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master's Degree in School Administration and Supervision or Master's Degree with 18 graduate credits in School Administration and Supervision and eligible for a Maryland Administrator II or Principal Certificate.

EXPERIENCE:

Five years of satisfactory teaching experience. Principal experience is preferred; previous juvenile services/alternative education experience desired.

DESCRIPTION:

This is a professional position serving as Principal, responsible for supervising and providing leadership to professional teaching staff of the education program for residents of a juvenile facility.

Ivor Dawkins Mitchell
Page Two

QUALIFICATIONS:

Education:

University of Bridgeport (Bridgeport, Ct) 2000 – Master’s Degree in Secondary Education.

Morgan State University (Baltimore, Maryland) 2000 – Bachelor’s Degree in History.

Temporary Florida Educators Certificate: Educational Leadership

MD Advanced Professional Certificate.

Goucher College (Towson, Maryland) 2005 Admin I and II Certification

Experience:

Roosevelt Senior High School (Washington, District of Columbia)

2010 – Current: Principal

Academy for College and Career Exploration (Baltimore, Maryland)

2006 – 2010: Principal

New Era Academy (Baltimore, Maryland)

2005 – 2006: Resident Principal

Thurgood Marshall High School (Baltimore, Maryland)

2003 – 2005: Lead Social Studies Instructor

Dundalk High School (Baltimore, Maryland)

2001 – 2003: Social Studies Instructor

EMPLOYMENT STATUS:

New Hire



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April 28, 2015

BOARD LIST

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

Name: Lynne Muller
Position: Education Special I,
Specialist of Coordinated Student Services
Division: Breakthrough Center
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$59,355 - \$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 years of administrative or teaching experience in or affiliated with an education program; this experience should include coordinating, administering, and implementing instruction and assessment support to teachers and school leaders directly related to the position content area.

DESCRIPTION:

Provides leadership, technical assistance, consultation, and professional development to identified school systems and low-achieving schools regarding student services teams and student support services.

QUALIFICATIONS:

Education:

Union Graduate School (Albany, New York) 1993 - Doctorate Degree in Counselor Education and Supervision.

Loyola College (Baltimore, Maryland) 1988 - Graduate School, C.A.S.E. Program; 1979 – Master's Degree in Guidance and Counseling.

Johns Hopkins University (Baltimore, Maryland) 1987 - Graduate School, C.A.S.E. Program.

Towson State University (Towson, Maryland) 1972 – Bachelor's Degree in Education.

Experience:

Stevenson University (Stevenson, Maryland)

2014 – 2015: Adjunct Faculty – Human Services Administration

Maryland State Department of Education (Baltimore, Maryland)

2011 – 2014: Education Specialist, Student Support Services

McDaniel College (Westminster, Maryland)

2012 – 2014: Adjunct Faculty, School Counseling

Baltimore County Public Schools (Towson, Maryland)

2005 – 2010: Coordinator, Office of School Counseling

1997 – 2005: Supervisor, Office of Guidance and Counseling

1992 – 1997: Guidance Department Chairman, Dundalk High School

1989 – 1999: Supervisor, Office of Guidance and Counseling

1985 – 1989: Department Chairman of Guidance, Dundalk High School

1983 – 1985: Guidance Counselor, Deep Creek Middle School

1979 – 1983: Guidance Counselor, McCormick Elementary School

1972 – 1979: Elementary School Teacher

Johns Hopkins University (Baltimore, Maryland)

2002 – 2005: Associate Instructor

EMPLOYMENT STATUS:

New Hire



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April 28, 2015

BOARD LIST

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

Name: Sheila F. Philip, J.D.
Position: Education Program Manager I,
Chief of Interagency Initiatives
Division: Special Education/Early Intervention Services
Salary Grade: State Salary Grade: 23
Annual Salary Range: \$68,959 - \$110,729
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

An advanced degree from an accredited college or university. A Master's Degree or higher in Social Work, Public Health, Business Administration, or other related field.

EXPERIENCE:

Five (5) years of senior level management and leadership experience in a related field. Demonstrated knowledge of government practices in rate setting for youth programs. Interagency experience in a healthcare or human services setting. Experience working at a State or Federal Organization.

DESCRIPTION:

This is a professional position responsible for managing interagency efforts to implement Federal and State regulations, maintain compliance and provide technical assistance in establishing and achieving an equitable statewide rate setting structure and process for residential and nonresidential child care programs for youth requiring out of home placements.

QUALIFICATIONS:

Education:

University of Baltimore, School of Law (Baltimore, MD) 1994 - Law Degree (JD)
Criminal Law Association, Student Advisor, Women's Bar Association.

University of Baltimore (Baltimore, Maryland) 1989 - Bachelor's Degree in Business Administration.

Experience:

Maryland Choices, LLC (Baltimore, Maryland)

2014: Deputy Director, Maryland and DC Choices
2013 – 2014: Executive Director
2013: Interim Program Director
2010 – 2013: Provider Relations Director
2008 – 2010: Deputy Site Director

Local Management Board of St. Mary's County, Inc., (Leonardtown, Maryland)

2008: Acting Executive Director
2007 – 2008: System of Care Director
2004 – 2007: Contracts Specialist

Calvert County Family Network (Prince Frederick, Maryland)

2002: Adolescent Services Coordinator

Calvert County Government (Prince Frederick, Maryland)

2000 – 2002: Juvenile Delinquency Prevention Coordinator

Walden/SIERRA, Inc., (Leonardtown, Maryland)

2000 – 2005: Families First Facilitator
1999 – 2000: Crisis Services Supervisor
1997 – 1999: Diversion Treatment Specialist
1997: Victim Advocate

Anello, Temple and Lidston (Arbutus, Maryland)

1995 – 1996: Attorney

Office Of The State's Attorney For Frederick County (Frederick, Maryland)

1995: Volunteer Assistant State's Attorney

Sears, Inc. (Glen Burnie, Maryland)

1996: Field Bookkeeper

University Of Baltimore Family Law Clinic (Baltimore, Maryland)

1994: Rule 16 Student Attorney

Blue Cross and Blue Shield of Maryland, Inc., (Owings Mills, Maryland)

1990 – 1994: Staff Auditor I and II

1989 – 1990: Financial Analyst

EMPLOYMENT STATUS:

New Hire



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April 28, 2015

BOARD LIST

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

Name: Sarah Spross Olski
Position: Assistant State Superintendent of Educator Effectiveness
Division: Educator Effectiveness
Salary Grade: State Salary Grade: ES6
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 areas of school administration, special education, school improvement, and the provision of education services to students with disabilities.

DESCRIPTION:

Provides leadership and oversight of the Educator certification system for the State of Maryland. Implements related policies adopted by the Maryland State Board of Education and the Professional Standards and Teacher Education Board. Oversees the approval system for college and university preparation programs that lead to a MSDE issued certificate and implements related policies adopted by the Maryland State Board of Education and Professional Standards and Teacher Education Board.

Sarah Spross Olski
Page Two

QUALIFICATIONS:

Education:

Towson State University (Towson, Maryland) 1994 – Master’s Degree in Elementary Education

Goucher College (Towson, Maryland) 1991 – Bachelor’s Degree in Special Education.

Advanced Professional Certificate, Maryland State Department of Education: Administrator – Level I; Generic Special Education Infant – Grade 3; Generic Special Education Grades 1-8; Generic Special Education Grades 6-12; Reading Teacher.

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2015 – Present: Acting Assistant State Superintendent, Division of Educator Effectiveness

2007 – Present: Education Program Manager, Chief of Nonpublic School Approval Branch

2006 – 2007: Acting Branch Chief, Nonpublic School Approval Branch

2005 – 2007: Education Program Specialist II, Nonpublic School Approval Specialist

National Commission for the Accreditation of Special Education Services (Washington, D.C.)

2004 – 2007: Peer Reviews

Strawbridge School (Baltimore, Maryland)

1999 – 2005: Education Director, Board of Child Care

High Road School of Baltimore County (Baltimore, Maryland)

1998 – 1999: Director, Division of Kids 1

High Road Academy (Boca Raton/Davie, Florida)

1996 – 1998: Director, Division of Kids 1

The Children’s Guild, Inc. (Baltimore, Maryland)

1994 – 1996: Assistant Principal

1991 – 1994: Therapeutic Teacher

EMPLOYMENT STATUS:

New Hire

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE May 19, 2015 BOARD MEETING**

I. Appointments Grade 19 and above:

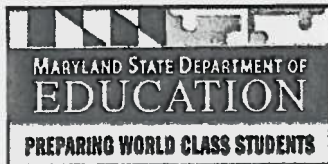
<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Bowman, Leslie S.	Education Program Manager I, Branch Chief	23	Library Development and Services	TBD
Denny, Dana Mebane	Education Program Specialist II, Coordinator, Approaching Targets 1003 (a) Grants	22	Student, Family and School Support	TBD
Helfrich, Marion D.	Education Program Special I, Low Incidence Disability Resources Specialist	21	Special Education/Early Intervention Services	TBD
Oshitoye, Jeannette A.	Education Program Specialist I, Education Accountability Specialist	21	Curriculum, Assessment and Accountability Specialist	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>
Allen, India	Vocational Rehabilitation Specialist II	13	Rehabilitation Services, Region IV	04/15/15
Ernst, Diana	Therapeutic Recreator	13	Rehabilitation Services, Workforce Technology Center	04/29/15
Matthews, Lionel A.	Teacher, Career Technology Education	IEPP	Career and College Readiness, Juvenile Services Education	05/13/15
Robbins, Nicole	Vocational Rehabilitation Specialist II	13	Rehabilitation Services, Columbia	05/13/15

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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May 19, 2015

BOARD LIST

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

Name: Leslie Bowman
Position: Education Program Manager I, Branch Chief
Division: Library Development and Services
Salary Grade: State Salary Grade: 23
Annual Salary Range: (\$68,959 - \$110,729)
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master's Degree in Library Information Science or School Library Media from a college or university accredited by the American Library Association.

EXPERIENCE:

Six years of professional experience in library administration, management, and supervision to include experience serving persons with disabilities.

DESCRIPTION:

This is a professional position serving as the Chief of the Library for the Blind and Physically Handicapped (LBPH), responsible for providing leadership and support for the planning, development and improvement of statewide library services for citizens of Maryland who are blind, have visual impairments or have a disability while facilitating Statewide library partnerships.

Name: Leslie Bowman
Page Two

QUALIFICATIONS:

Education:

Southern Connecticut State University (New Haven, CT) 2014 – Master’s Degree in Library Science with a concentration in Academic

George Mason University (Fairfax, Virginia) 2005 – Master’s Degree in Curriculum and Instruction

St. Thomas Aquinas (Sparkill, New York) 1998 – Bachelor’s Degree in Elementary Education

Indiana University (Bloomington, Indiana) 1981 – Bachelor’s Degree in Accounting

Experience:

LeTourneau University (Longview, Texas)

2013 – 2014: Director, Learning Resource Center

Northern Virginia Community College Alexandria Campus (Alexandria, Virginia)

2011 – 2013: Supervisor, Instructional Support & Development

Orange North Supervisory Union (Williamstown, Vermont)

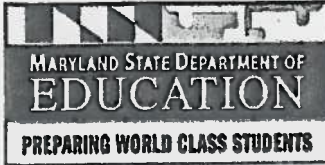
2008 – 2011: School Library Media Technology Specialist

Fairfax County Public Schools Navy Elementary (Fairfax, Virginia)

1999 – 2007: Classroom Teacher

EMPLOYMENT STATUS:

New Hire



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May 19, 2015

BOARD LIST

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

Name: Dana Mebane Denny
Position: Education Program Specialist II, Coordinator, Approaching Targets
1003 (a) Grants
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 an education program or service directly related to the position; experience coordinating a school improvement program is preferred.

DESCRIPTION:

The Approaching Targets coordinator serves as the lead technical program expert responsible for administering and managing, coordinating and evaluating federal grants including: Title I 1003 (a) Approaching Targets Grants under ESEA Flexibility, and Title I, Part A, Educating the Disadvantaged.

Name Dana Mebane Denny
Page Two

QUALIFICATIONS:

Education:

Johns Hopkins University (Baltimore, Maryland) 1998 – Master’s Degree in Education

University of Maryland College Park (College Park, Maryland) 1997 – Bachelors of Arts Degree in English Language and Literature

Loyola College (Baltimore, Maryland) 2006 – Certificate I Program – Education Administrative Certificate

Certification:

Administrative II Certificate (received December 2013)

Educational Administration Certificate I Program/Administrative I Certificate (received 2006)

Standard Professional Certificate (received August 1998)

Advanced Professional Certificate (received July 2004)

Experience:

Anne Arundel County Public Schools (Annapolis, Maryland)

2004 – Present: Coordinator of Compensatory Education (Title I Programs)

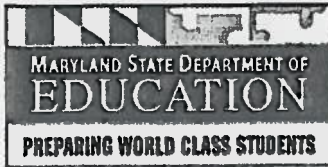
2003 – 2004: Staff Development Specialist

2000 – 2003: College Board New York City (New York, New York) College Faculty Board
Member (Part-time)

1998 – 2003: Secondary English Teacher Bowie High School

EMPLOYMENT STATUS:

New Hire



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May 19, 2015

BOARD LIST

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

Name: Marion Helfrich
Position: Education Program Specialist I, Low Incidence Disability Resources Specialist
Division: Special Education/Early Intervention Services
Salary Grade: State Salary Grade: 21
Annual Salary Range: (\$60,543 - \$97,203)
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Five (5) years of professional, administrative or teaching experience in or affiliated with special education programs; experience coordinating a special education program or working with children and youth.

DESCRIPTION:

This is a professional position responsible for providing technical assistance and support to all Local Infants and Toddlers Programs, Local School Systems, Public Agencies and Maryland School for the Deaf for improving outcomes for children and youth with low incidence disabilities.

Marion Helfrich
Page Two

QUALIFICATIONS:

Education:

Yale University (New Haven, CT) 1994 – Bachelor's Degree in Psychology

Peabody College of Vanderbilt University (Nashville, TN) 1999 – Master's Degree in Early Childhood Special Education

Experience:

Maryland Coalition for Inclusive Education (Hanover, Maryland)

2006 – Present: Professional Development Facilitator and Team Leader

EMPLOYMENT STATUS:

New Hire



May 19, 2015

BOARD LIST

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

Name: Jeannette Oshitoye
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.

NOTES:

Two additional years of experience directly related to the position may be substituted for the required Master's Degree.

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 for the Division of Curriculum, Assessment, and Accountability.

Name: Jeannette Oshitoye
Page Two

QUALIFICATIONS:

Education:

University of North Texas Health Science Center (Fort Worth, Texas) 2007– Master’s Degree in Public Health: Biostatistics

University of Texas at Dallas (Richardson, Texas) 2005 – Ph.D in Public Policy and Political Economy; 2000 – Master’s Degree in Applied Sociology; 1999 – Master’s Degree in Public Affairs

Experience:

Maryland Department of Health and Mental Hygiene (Baltimore, Maryland)

2014 - Present: Capacity Building Program Evaluator

Baltimore City Public Schools, (Baltimore, Maryland)

2011 – 2013: Program Evaluator II/Project Manager

Measuring Impact Consulting (Wilmington, Delaware)

2009 – 2011: Principle Consultant

Nemours Health and Prevention Services (Newark, Delaware)

2007 – 2009: Senior Evaluation Scientist

Dallas Independent School District (Dallas, Texas)

2004 – 2007: Health Evaluation Specialist/Project Manager

Parkland Health and Hospital System (Dallas, Texas)

2004 - Evaluator

U.S. Department of Health and Human Services, Office of Inspector General (Dallas, Texas)

2000 – 2002: Program Analyst

Blue Cross and Blue Shield of Texas (Richardson, Texas)

1991 – 1999: Medical Analyst

EMPLOYMENT STATUS:

New Hire