

# MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday  
October 27, 2015

Maryland State Board of Education  
200 W. Baltimore Street  
Baltimore, Maryland 21201

The Maryland State Board of Education met in regular session on Tuesday, October 27, 2015 at 9 a.m. at the Nancy S. Grasmick State Education Building. The following members were in attendance: Mr. Guffrie M. Smith, President; Mr. James H. DeGraffenreidt, Jr.; Ms. Linda Eberhart; Dr. Chester Finn, Jr.; Mr. Larry Giammo; Dr. Michele Jenkins Guyton; Ms. Stephanie R. Iszard, Mrs. Madhu Sidhu; Mr. Andrew R. Smarick; Ms. Laura Weeldreyer and Dr. Jack Smith, Interim State Superintendent of Schools. Dr. S. James Gates, Jr., Vice-President and Ms. Quinn Wandalowski were absent.

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. Miya Simpson, Executive Director to the State Board, Dr. Henry Johnson, Interim Deputy State Superintendent for Teaching and Learning, and Penelope Thornton Talley, Esq., Deputy State Superintendent for School Effectiveness.

## **CONSENT AGENDA**

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

Upon motion by Ms. Sidhu, seconded by Dr. Finn, and with unanimous agreement, the Board approved the Consent Agenda as follows: (In Favor – 9; Mr. DeGraffenreidt had not yet arrived)

- Approval of Minutes of September 22, 2015
- Personnel (copy attached to these minutes)
- Budget adjustments for September, 2015

## **PARCC ASSESSMENT AND ACCOUNTABILITY UPDATE**

Interim State Superintendent Jack Smith introduced Dr. Henry Johnson, Dr. Douglas Strader, Director of Assessment and Chandra Haislet, Director of Accountability, to provide a PARCC Assessment and Accountability update.

Dr. Johnson reported that the new assessments in Algebra I, Algebra II and English 10 are more challenging in order to better prepare high school students for their chosen careers and college after graduation and emphasized the importance of these new assessments. Dr. Johnson provided a video produced by the Maryland Business Round Table which provided testaments to the importance of preparing students adequately to enter the business world.

Dr. Strader provided background on the previous state assessments and noted that the PARCC assessments provide a new baseline for the next four years in English and mathematics. He noted that in order to have a reportable score for 2014-2015, a student must have participated in both the spring performance-based and late spring end-of-year testing window.

Ms. Haislet explained that there are five levels of performance which describe how well students met academic expectations and provided graphs showing the Maryland 2015 PARCC Algebra I, Algebra II and English 10 results disaggregated by performance level. She noted that, at a future Board meeting, a decision may have to be made about what performance level is needed to meet graduation requirements and that staff is working on preparing a recommendation to present to the Board for its deliberation. Ms. Haislet provided slides depicting the assessment results by race and student service groups.

Dr. Johnson provided a sample of the Score Report to be provided to parents along with information to help parents understand the Report. He noted that staff are partnering with the Maryland PTA to provide assistance for parents in understanding the Report findings. Dr. Johnson said that the Reports will be sent to parents in Mid-November.

Interim State Superintendent Jack Smith reported that the original Memo of Understanding (MOU) with PARCC expires in December 2015 and that a new MOU will be developed for member states prior to the December 2015 expiration date. He said that the Board will need to discuss and determine whether to approve the new MOU in December and urged Board members to provide input on this issue. He explained that there are seven states in the PARCC Consortium and that every state pays the same for the testing material. Interim State Superintendent Jack Smith said that there are discussions among states about using the PARCC testing materials but not remaining a member of the PARCC Consortium. He assured Board members that he will keep them apprised of what is occurring among the other states. He stated the need for equity and excellence in Maryland's assessment program noting that changes cause disruptions for schools and local education agencies (LEAs) and those disruptions do affect student learning. He said, "We have made tremendous progress through the No Child Left Behind (NCLB) Act. How do we continue to have improvement all the time? We need the capacity to sustain it."

In response to a question by Mr. DeGraffenreidt, Interim State Superintendent Jack Smith said that the data provided to the Board will include state and local data aggregated together.

In response to another question by Mr. DeGraffenreidt, Dr. Johnson explained that MSDE is providing information to teachers to help them understand the differences between these tests and previous tests.

Dr. Finn cautioned that the Score Report for parents must provide them an honest statement about the status of their child on these tests.

Dr. Guyton said, "It looks pretty horrific on paper. If we send these reports out, we are going to have serious morale problems."

Dr. Johnson explained that one of the factors, at the high school level, that affects these scores is that students were not required to pass the tests and, therefore, often do not rise to the occasion. He noted that the College Board is going to introduce new assessments that will be very similar to the PARCC assessments and said “This type of assessment will not go away. Our teachers need to begin to help students navigate this type of assessment.”

Mr. DeGraffenreidt said, “Let’s accept the transitional challenges for a few years. The data confirms the other data that students need remediation when they get to college. It is telling us something closer to the truth than the previous ever did. One of the objectives is to put our students on track.”

In response to a question by Ms. Iszard, Dr. Johnson said that an additional part of the Score Report provides a breakdown of the data for teachers. He said, “We will be providing school and classroom data to all schools.” He explained that principals, teachers and parents will be provided material that shows where a student did not perform well on the assessments and agreed to provide the Board with this material.

In response to another question by Ms. Iszard, Dr. Johnson said, “At the high school level the important factor is motivation. If the test doesn’t count, they are not going to do their very best. We need to be vigilant with teachers to help them understand how to work with minority and service groups. These assessments and our new standards will change the entrance of students into college needing remediation.”

In response to another question by Ms. Iszard about the importance of where the foundation is laid, Dr. Johnson said, “We will provide elementary and middle school data in December.”

Mr. Giammo said, “What do the results tell us about the validity of these tests. I would like to see the results of the correlation between whether the student did well in the course. How were the unit level results on how the student did -- if it is the same or different, it tells us something else? Many questions come to mind. What do we learn from it? We need a deeper analysis.”

Interim State Superintendent Jack Smith said, “These are the questions we want from you.” He said that staff needs to compare how students did on the PARCC tests and college entrance exams.

Mr. Giammo said, “I encourage you to think about coming back with actionable insights. As a parent, I would ask, ‘why do the points differ between levels?’”

Dr. Strader said, “Numerical values are arbitrary – the descriptors are important.”

Mr. Giammo said, “The explanation must be simple and understandable.” A parents needs to know what they can work on with their child. Dr. Johnson said there is a website with a video that goes into detail for parents and agreed to provide the link to the Board.

President Guffrie Smith said, “That is a major point.”

Dr. Strader said that there has been a lot of work done for parents and teachers and agreed to provide that information to the Board.

Ms. Sidhu noted that changes are very difficult and that it will take time to adjust to these changes.

Mr. Smarick said, "These are baseline data. We have had twenty plus years of state accountability testing. We need to pause on accountability. I feel very far from being well informed about our accountability system. We need to take a step back."

Interim State Superintendent Jack Smith said, "We will be coming back to you each month -- we need your comments and perspective each month. We may need to make amendments to our accountability system. It will be on the agenda every month."

In response to a question by Mr. Smarick, Interim State Superintendent Jack Smith explained that the results of these changes are that expectations for students have been raised."

Ms. Eberhart said that we now have international standards. She urged the need to go back to elementary grades to make sure that teachers are prepared to teach what students need for these new standards. She also urged the need for a new way to identify who we admit into the teaching profession. She said, "Teacher effectiveness has a direct correlation to this. I think middle and elementary school reports won't be very different. It is going to take time. We need to get in-depth professional development for our teachers."

Mr. DeGraffenreidt said, "We have worked for six years looking at the starting point. We have identified the problem and are attempting to solve it. This is a reality check. Here's where we are. It tells us students need remediation. Without these kinds of assessments, we won't know how we are doing."

Dr. Finn asked, "Whose job is it to go back and evaluate teacher certification to determine whether new teachers are fully equipped? Interim State Superintendent Jack Smith said, "It is a shared responsibility between higher education and the Teacher Effectiveness Division at MSDE." He reported that there has been a Task Force looking into this question for the last two years with a presentation being made before the General Assembly in December.

President Guffrie Smith said, "We need a listing of what we are going to be working on over a period of time and a special Board session to address specific issues."

### **SUPERINTENDENT OF SCHOOLS VACANCY**

President Guffrie Smith reported that state statute requires that the appointment of a State Superintendent of Schools must be made no later than July 1<sup>st</sup> and opened the floor for a discussion of how the Board might proceed and the key considerations and decision points that need the Board's attention. He referenced documents and information related to the last Superintendent of Schools search which took place in 2012 that was included in the Board materials.

Upon motion by Dr. Finn, seconded by Ms. Sidhu, and with unanimous agreement, the Board agreed to engage an Executive Search Firm to advise and assist the Board in the recruitment and selection of the State Superintendent of Schools. (In Favor – 10)

In response to a recommendation to form a Board committee, the following Board members agreed to serve: President Smith, Ms. Eberhart, Dr. Finn, Dr. Guyton, Ms. Iszard, Ms. Sidhu, Mr. Smarick, and Ms. Weeldreyer.

In response to a comment by Mr. Smarick, Mr. DeGraffenreidt explained that the process used in 2012 was very public and inclusive. He explained that all stakeholders were asked to provide input on characteristics that we are looking for in a Superintendent and reported on the process used prior to the selection of Dr. Lowery. He said, “Ninety percent of the process should be very transparent and public.”

Ms. Eberhart stressed the need to use online surveys to get public input.

Mr. DeGraffenreidt said, “One thing that was valuable – we should not look at names of people until we decide what we are looking for.”

Kristy Michel provided the Board with the normal and emergency routes for procurement in order to provide them with a sense of the time it takes to complete the employment process.

Mr. DeGraffenreidt said, “There is a short list of search firms. You can get a search firm hired in less than a month.”

President Guffrie Smith said, “We will set up parameters and get the committee together in the next couple of weeks.”

In response to a suggestion by Dr. Finn, President Guffrie Smith asked Board members to submit their priorities for the criteria for a Superintendent.”

## **TEACHER/PRINCIPAL EVALUATION REPORT**

Interim State Superintendent Jack Smith introduced Dave Volrath, Director, Teacher/Principal Evaluation (TPE) Planning and Development Office, and Dr. Ben Feldman, TPE Data Lead, to present a descriptive analysis of the school year 2014-2015 evaluation ratings of teachers and principals provided by LEAs.

Mr. Volrath recognized members of his office and leaders in the twenty-four LEAs for their diligent work on this report. He noted that teacher effectiveness ratings increased this past year.

Dr. Finn asked, “What accounts for differences across districts?”

Dr. Feldman explained that there are differences in the level of evaluation skills throughout the districts.

Mr. DeGraffenreidt said, “There is an objective to have highly effective teachers in every classroom. We need to agree on what an effective teacher looks like. When you see this much variation, this provokes the conversation.”

In response to a question by Mr. Giammo, Mr. Volrath said the Board can expect actionable insights in April.

Ms. Weeldreyer said, “This is a new initiative like PARCC. It is an enormous undertaking. We put a lot of flexibility and autonomy about how locals implemented evaluation. This is the beginning. It is too early to ask for final conclusions.”

President Guffrie Smith said the Board should ask LEAs what contributes to these results and what are they going to do.

Dr. Feldman talked about the impact of poverty on these results noting that the poverty trend is slightly more dramatic now. He also noted that teacher tenure and experience play a role in the variation factor.

In response to a question by Mr. Giammo, Mr. Volrath said that larger LEAs use Content Specialists to conduct evaluations -- not all principals do all evaluations -- they may have a team approach. He said, “With knowledgeable Content Specialists, smart principals take charge of problematic teacher(s) evaluation(s) and allow others to evaluate the rest. In elementary schools, it is probably the principal.”

In response to another question by Mr. Giammo, Dr. Feldman said that Prince George’s County Public Schools procured feedback from students in their teacher evaluation process.

Ms. Weeldreyer asked, “When you collect data from school systems, can you identify the school? Can you look at it next to PARCC data to show principals what is happening in their schools?” Mr. Volrath said yes and that this spring it will be possible to put the data together, including where teachers were educated.

In response to another question by Ms. Weeldreyer, Mr. Volrath said, “We see higher education as the sustainability of the program. Where were the ineffective teachers trained? That is the objective and higher education is part of our solution.”

Ms. Eberhart cautioned that Maryland is an import state that gets most of its teachers from out of state. She asked about integrated reliability – “are we using the same skill in all of the schools?” Mr. Volrath said, “We can try to find out. It will be very varied.”

Mr. Volrath discussed the results of principal effectiveness ratings noting that standards for principals are the same among all LEAs. He provided charts depicting principal effectiveness and the impact of school complexity, poverty, and minority populations.

Mr. Volrath provided prevailing questions and a chart outlining the process from evaluation to continuous improvement. Mr. Giammo asked for a copy of the deliverables that were determined

three years ago to make a comparison. Mr. Volrath agreed to provide that information to the Board.

Mr. DeGraffenreidt said, “The legislation came from an environment where there was no data. With this data, we are creating an environment where we can go back to the legislature to tell them we don’t have a uniform standard. We are gathering data that creates a more informed environment where we can make policy decisions.”

Dr. Finn said, “It is our job to be honest with the legislature.”

Mr. DeGraffenreidt said, “You have to comply with the statute. We have the opportunity, based on the data, to go to them with a specific plan.

### **EXECUTIVE SESSION**

Pursuant to §3-305(b)(1) of the General Provisions Article, Annotated Code of Maryland, and upon motion of Madhu Sidhu, seconded by Dr. Chester Finn and with unanimous agreement, the Maryland State Board of Education met in closed session on Tuesday, October 27, 2015 in Conference Room 1, 8<sup>th</sup> Floor, at the Nancy S. Grasmick State Education Building. All Board members were present except for Dr. S. James Gates, Jr., Andrew Smarick, and Quinn Wandalowski. In attendance were Dr. Miya Simpson, Executive Director, Office of the State Board and Assistant Attorneys General Elizabeth M. Kameen, Jackie La Fiandra and Derek Simonsen. The Executive Session commenced at 12:10 p.m. (In favor – 10)

The State Board approved four Opinions and four Orders for publication.

- *Monica Jones v. Baltimore City Board of School Commissioners* — non-renewal — Opin. No. 15-33
- *Langston Hughes Community Action Association v. Baltimore City Board of School Commissioners* — school closure — Opin. No. 15-34
- *Abbe Milstein, et al. v. Montgomery County Board of Education* — co-location of two schools — Opin. No. 15-35
- *Colin Murphy, et al. v. Anne Arundel County Board of Education* — cell tower — Opin. No. 15-36
- *Ted & Diane G. v. Montgomery County Board of Education* — student transfer — Order No. OR15-08
- *Chioma K. v. Prince George’s County Board of Education* — early K entry — Order No. OR15-09
- *Nick Myers v. Calvert County Board of Education* — request for declaratory ruling — Order No. OR15-10
- *Jonathan Wrublewski v. Charles County Board of Education* — teacher termination — Order No. OR15-11

Kristy Michel explained several budget adjustments and updated the Board on proposed budget cuts. The Board recommended that a letter be sent to the Department of Budget and

Management suggesting that if budget cuts are necessary they should first be made in the State Aided Institutions budget category.

The Board appointed a new committee to address the selection of candidates for the Baltimore City Board of School Commissioners. Members are James DeGraffenreidt, Linda Eberhart, and Michele Guyton.

The Board received legal advice on the delegation of authority to the State Superintendent to appoint Juvenile Services Education Schools teacher and principals subject to ratification at the next Board meeting and agreed to delegate such authority.

The Board discussed RFQ specifications for a search firm.

The session ended at 1:40 p.m.

### **RECONVENE**

The meeting reconvened at 2:30 p.m.

### **UPDATE ON STATE AIDED INSTITUTIONS (SAI)**

Interim State Superintendent Jack Smith introduced Dr. Michial Gill, SAI Director, Van Reiner, President and CEO of the Maryland Science Center and Pamela Pugh, a teacher at Valley View Elementary School in Prince George's County, to provide an update on SAIs.

Dr. Gill provided an historical perspective on the SAI program which was signed into law in 1998. He explained that grants are provided to non-profit organizations to provide enriching educational programs that cannot be replicated in the classroom. He provided a list of the forty current grant recipients from across the state and provided a map depicting the reach of these organizations to students in Maryland.

Mr. Reiner said, "We are delivering experiential learning." He enumerated the various programs being provided across the state noting that the programs are aligned to the Common Core Curriculum.

Ms. Pugh discussed a field trip to a farm with her students who learned about the importance of recycling and pasteurization. She said that most of her students would never have an opportunity like this and she described the excitement expressed by them.

In response to a question by Mr. DeGraffenreidt, Mr. Reiner explained that the head of their Education Department works closely with MSDE and understands the jurisdictions and where the classrooms are going. He said, "As things change, the things we do correspond to the subjects in the classroom." He said that his organization provides teachers with information and tools to use in their classrooms to make Science fun.



Dr. Finn asked, "How does it get decided how much money they get?"

Dr. Gill explained that there is an application process that is reviewed by Content Specialists who determine if the program is aligned with what is being taught in the jurisdiction. He said that organizations are recommended to the Governor for approval and inclusion in the State Budget. Dr. Gill said that organizations are asked to include the cost of the program in their application. He noted that for FY 2017, there are twelve new applicants and that seven were recommended. He reported that in FY 2016, seven organizations were recommended and none were included in the budget due to budgetary constraints.

Mr. DeGraffenreidt said that there have been cuts to programs over the years when necessary.

Mr. Reiner said that the Science Center is at 88 percent of funding levels before the recession.

Ms. Michel reported that \$2 million was added to the budget for the SAI program over this past year.

President Guffrie Smith asked, "Which areas do your programs focus on? We would like to see what areas these programs support." Mr. Reiner provided a booklet with a description of the various organizations and their programs. President Smith thanked the presenters.

## **EARLY CHILDHOOD DEVELOPMENT UPDATE**

Interim State Superintendent Jack Smith introduced Dr. Rolf Grafwallner, Assistant State Superintendent, Division of Early Childhood Development, to give a brief update on the Race To The Top (RTTT) Early Learning Challenge Grant project and the Kindergarten Readiness Assessment (KRA) Grant project.

Dr. Grafwallner introduced Judy Walker, Branch Chief, Early Learning, to discuss the KRA program, Kathy Kearns, of the Washington County Early Childhood Advisory Council to discuss the work of her organization and Barbara Squires of the Annie Casey Foundation.

Ms. Walker explained that the KRA is the first step in the process of educating a child. She noted that when taking a look at subgroups, there are a lot of parallels. She explained that the KRA was administered last year and that the time to administer the testing has been reduced since that first administration. She explained that teachers are becoming more comfortable and that the help desk has received very few calls. Ms. Walker said that a survey was conducted last year and that another survey will be conducted again this year to get feedback from school staff. She noted that there is now an early learning section in LEA Master Plans and that LEAs are using the data gleaned from the KRA and providing professional development for their elementary school teachers in areas where help is needed.

In response to a question by Ms. Eberhart, Dr. Grafwallner said that results of the KRA are similar to PARCC results. He said, "The baseline is reflecting a higher level of expectations and standards. In Baltimore City you can see surprising results of kids prepared."

Ms. Eberhart requested a chart reflecting what tests are being administered in schools in each subdivision.

Dr. Grafwallner said, “It is a broader assessment which covers four domains. Further diagnostics are done with some students.”

Ms. Eberhart asked if there is a way to break the KRA into four components so that not all students would be required to complete the entire test, thereby decreasing the testing time.

President Guffrie Smith said, “This will come up in the group looking at assessments. I like putting this in the Master Plans.”

Dr. Finn asked, “Are districts and schools thinking about what is happening in second, third and fourth grade? How thoroughly are schools thinking about continuity beyond kindergarten?”

Dr. Grafwallner explained that principals look at the information from the KRA and determine appropriate interventions for students who need them.

Ms. Walker said, “There is a lot of research about pre-kindergarten to third grade alignment. We are working on this with principals. That is important to us.”

Ms. Kern said her organization went through a process of planning goals, strategies and evaluation procedures to boost school readiness skills among incoming kindergarteners. She explained that Early Childhood Advisory Councils provide professional development and education for many stakeholders and that they partner with child care providers. She reported on a project in which they included a label in more than 15,000 books which provided tips to parents when reading to their child. Ms. Kern said that her Council has partnered with the libraries and offers training for families at “learning centers.” Ms. Kern said that they wrote a grant proposal to sustain the Early Childhood Advisory Council projects for another year.

Ms. Squires reported that the Anne Casey Foundation has had a long-standing relationship with MSDE – fifteen years of improving school readiness. She discussed the training provided to Local Early Childhood Advisory Councils (LECAC) on how to use data to make decisions on educational issues and how to organize Councils. She said they helped Councils develop their Action Plans and prepared them for sustainability after the RTTT funding ended. She said, “The Casey Foundation is very much vested in early childhood education.”

Dr. Grafwallner reported that his team engaged pediatricians to set up “Reach Out and Read” centers in their offices. He said, “This expands our reach.”

## **INTERIM STATE SUPERINTENDENT’S REPORT**

Interim State Superintendent Jack Smith asked Ms. Penelope Thornton Talley, Chief Performance Officer, to update the Board on the RTTT program.

Ms. Talley said that the RTTT program ended on September 30<sup>th</sup>. She reported that all of the \$250 million was expended and that a full report will be provided at the December meeting.

Ms. Michel explained that as of September 30<sup>th</sup>, MSDE is no longer the fiscal authority for the PARCC Consortium and noted that it went extremely well.

Interim State Superintendent Jack Smith announced that Ryan Kaiser, a social studies teacher at The Mount Washington School in Baltimore City, was selected as Maryland's Teacher of the Year

Interim State Superintendent Jack Smith announced the following items for discussion at the December Board meeting:

1. Report on the elementary and secondary results of PARCC
2. Proposed TPE Amendments
3. Master Plan approval update
4. Plan report on RTTT

Dr. Finn asked the Board to use its right to recommend statutory changes to the pre-requisites for the State Superintendents position, specifically the requirement of seven years of experience as a teacher and/or administrator. He said, "More and more states have been able to engage State Superintendents when they look outside the box."

Mr. DeGraffenreidt said, "I would have to know a lot more about whether we have been prevented from getting top tier people – I need evidence that our candidate pool would be limited."

Ms. Sidhu said, "I need to see a person who has practice in the classroom. I am for a person who has had seven years of experience. Policy is great, but practice is important too."

Ms. Weeldreyer asked, "Do we want to put something together such as a waiver provision?"

Mr. DeGraffenreidt said, "There is a potential for unintended consequences. It might put some people off from throwing their hat in the ring. Also, you may find someone perfectly suitable but they have to have credibility with twenty-four superintendents. We shouldn't push this proposal at this time."

Mr. Giammo said, "I am open to the possibility of the proposal."

Dr. Finn said, "We should seek an exit from the box of this requirement. Maryland should catch up to the rest of the country."

Ms. Sidhu said, "We have been getting great advice because of their practice."

Dr. Guyton said, "I am concerned that that might slow us down."

President Guffrie Smith said, “If we do this parallel, we could have some unintended consequences. We need to look at it down the road. It may send mixed messages.”

### **BOARD MEMBER UPDATES**

President Guffrie Smith reported that Mr. DeGraffenreidt, Ms. Eberhart and Dr. Guyton will serve on the selection committee to provide nominees for the Baltimore City School Commissioners Board.

Ms. Sidhu reported on the National Association of State Boards of Education (NASBE) Annual Conference noting that Dr. Lowery was celebrated and presented an award as State Policy Leader of the Year. She also noted that Tony South was recognized for his work with the Maryland State Board of Education. She stated that NASBE values the work of the State Board and is available for any needs you may have. She reported that a report was given on the browning and graying of America and the need to look at what services these children will need. Ms. Sidhu said that NASBE is keeping a close eye on on-line courses and that NASBE stressed the need to reauthorize the Elementary and Secondary Education Act (ESEA).

Ms. Eberhart reported that she attended a pre-conference in which Maryland received a small two-year grant to look at standards for computational thinking.

Ms. Sidhu urged that a presentation to the Board be made by the Maryland Teacher of the Year noting that he was an excellent Maryland representative at the NASBE Conference.

In response to a request by Mr. Giammo, President Guffrie Smith agreed to provide the Board with information about Montgomery County Board of Education’s decision to eliminate final exams.

Mr. DeGraffenreidt suggested placing it in context with the math PARCC results.

### **PUBLIC COMMENTS**

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

- Dr. Jeanne Paynter – Excellence gaps
- Cheryl Bost – PARCC test
- Mary Weller – Assessment of Student Learning under Next Generation Science Standards

### **OPINIONS**

Ms. Kameen announced the following Opinions:

- 15-33 *Monica Jones v. Baltimore City Board of School Commissioners* – teacher non-renewal of contract (affirmed the local board’s decision)
- 15-34 *Langston Hughes Community Action Association v. Baltimore City Board of School Commissioners* – school closure (affirmed the local board’s decision)
- 15-35 *Abbe Milstein, et. al. v. Montgomery County Board of Education* – co-location of schools (affirmed the local board’s decision)
- 15-36 *Colin Murphy, et. al. v. Anne Arundel County Board of Education* – cell tower case (affirmed the local board’s decision)

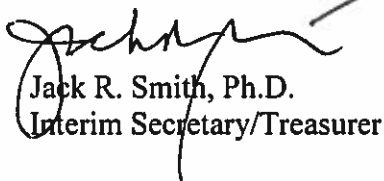
Ms. Kameen announced the following Orders:

- OR 15-08 *Ted and Diane G. v. Montgomery County Board of Education* – student transfer (dismissed)
- OR 15-09 *Chioma K. v. Prince George’s County Board of Education* – student transfer (dismissed)
- OR 15-10 *Nick Myers* – request for Declaratory Ruling (dismissed)

**ADJOURNMENT**

With no further business before the Board, the meeting adjourned at 4:15 p.m.

Respectfully submitted,

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

Date: 12/8/15

**MARYLAND STATE BOARD OF EDUCATION**  
**CLOSED SESSION**

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

Motion made by: Ms. Madhu Sidhu

Seconded by: Dr. Chester Finn

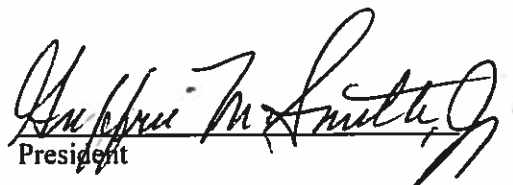
In Favor: \_\_\_\_\_ Opposed: \_\_\_\_\_ - Member(s) Opposed: \_\_\_\_\_

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 discussed during this closed session include:

1. 3 Legal Appeals.
2. 2 Draft Opinions.
3. 3 Draft Orders.
4. 3 Legal Memos.
5. Budget and Updates.
6. Bid Specifications.
7. Internal Board Management.

  
President

**MARYLAND STATE DEPARTMENT OF EDUCATION  
PERSONNEL APPROVALS FOR THE October 27, 2015 BOARD MEETING**

**I. Appointments Grade 19 and above:**

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
McPherson, Alma	Education Program Manager II, Branch Chief, Special Education Policy and Accountability	24	Special Education/Early Intervention Services	TBD
Reddi, Rama M.D.	Physician Program Specialist (Part-Time)	35	Rehabilitation Services, Disability Determination Services	10/14/15
Simmons, Veronica	Education Program Supervisor	22	Student, Family and School Support	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>
Colson, Stephanie	Vocational Rehabilitation Specialist II	13/3	Rehabilitation Services, Waldorf	10/14/15
Freeman, Nicole	Vocational Rehabilitation Specialist II	13/3	Rehabilitation Services, Lanham	10/14/15
Johnson, Tilda	Accountant Supervisor II, Grants and Purchase of Care	18/20	Business Services	09/31/15
Kozak, Jason	Agency Budget Specialist Lead	16/15	Business Services	09/30/15
Proctor, Theodora	Vocational Rehabilitation Specialist II	13/3	Rehabilitation Services, Suitland	10/14/15
Senior, Tereka	Child Care Licensing Specialist Trainee	13/1	Early Childhood Development, Office of Child Care	10/28/15

**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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Jack R. Smith Ph.D.  
Interim State Superintendent of Schools

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October 27, 2015

**BOARD LIST**

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

**Name:** Alma McPherson  
**Position:** Education Program Manager II, Chief of Special Education Policy and Accountability  
**Division:** Special Education/Early Intervention Services  
**Salary Grade:** State Salary Grade: 24  
Annual Salary Range: (\$73,612 - \$118,197)  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:** Possession of a Master's Degree or equivalent 36 credit hours of post-baccalaureate course work.

**EXPERIENCE:** Six years of related experience in coordinating or administering education programs or services. Three years of the required experience must have been in direct supervision of other professional employees.

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

**DESCRIPTION:** This is a professional position responsible for directing the Individuals with Disabilities Act (IDEA) services to infants, toddlers, young children and youth with disabilities and their families and reporting performance data to the federal Office of Special Education Programs (OSEP).

[www.MarylandPublicSchools.org](http://www.MarylandPublicSchools.org)



**QUALIFICATIONS:**

**Education:**

Howard University (Washington, DC) 1973 – Master's Degree in Early Childhood Education/Special Education.

DC Teacher College (Washington, DC) 1971- Bachelor's Degree in Early Childhood Education/Mathematics.

**Experience:**

United States Department of Education (Washington, DC)

1997- Present: Associate Division Director (IDEA Implementation)

Arlington County Department of Mental Health and Mental Retardation (Arlington, VA)

1989 – 1997: Program Coordinator

DC Commission of Public Health (Washington, DC)

1986 – 1989: Assistant Director

Howard University (Washington, DC)

1983 – 1986: Program Coordinator (Research and Training)

DC Public Schools (Washington, DC)

1980 – 1983: Special Education Teacher

DC Department of Recreation (Washington, DC)

1974 – 1980: Head Teacher

**EMPLOYMENT STATUS:**

New Hire



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October 27, 2015

**BOARD LIST**

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

**Name:** Rama Reddi, 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:** October 14, 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:**

Possession of a Degree in Medicine and certification in Psychiatry by the American Medical Association Specialty Board.

**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.

**QUALIFICATIONS:**

**Education:**

Andhra Medical College (Maharanipet; Vizag OC) 1998 – Bachelor of Medicine and Bachelor of Surgery (MBBS).

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

**Experience:**

Levindale Geriatric Hospital – Behavioral Health Unit (Baltimore, Maryland)

2010 – Present: Psychiatrist

Greater Baltimore Medical Center (Baltimore, Maryland)

2003 – Present: Psychiatrist (Part-time)

Baltimore City Department of Corrections (Baltimore, Maryland)

2008 – 2010: Chief Psychiatrist

People Encouraging People (Baltimore, Maryland)

2006 – 2008: Psychiatrist

Sheppard Pratt Hospital – Department of Geriatrics (Towson, Maryland)

2004 – 2006: Psychiatrist

Nassau County Medical Center (East Meadow, New York)

1999 – 2000: Residency in Internal Medicine

1999: Research Associate

1998 – 1999: Intern, Department of Psychiatry

**EMPLOYMENT STATUS:**

New Hire



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October 27, 2015

**BOARD LIST**

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

**Name:** Veronica Simmons  
**Position:** Education Program Supervisor  
**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 a Kindergarten-Grade 12 education program, including at least two years of experience in coordinating or administering a federally regulated education program or service directly related to the position; experience coordinating school reform initiatives in multiple locations or a student support services program is preferred.

**DESCRIPTION:** This position is responsible for the collection, verification and dissemination of Federal and State mandated data reporting, the development, dissemination, monitoring and evaluation of major federal grant programs, the implementation of parent engagement initiatives and training under Title I, Part A. Also, this position supervises six (6) Education Program Specialist and one (1) support staff position allocated to administer and monitor Federal Title I Part A, Homeless Education, and Neglected or Delinquent grants across the 24 local school systems and two state agencies.

Veronica Simmons  
Page Two

**QUALIFICATIONS:**

**Education:**

University of Phoenix (Phoenix, Az) 2011 – Master's Degree in Public Administration.  
Bowie State University (Bowie, Maryland) 2006 - Bachelor's Degree in Social Work.

**Experience:**

Family Crisis Center (Baltimore, Maryland)

2015: Director of Resident Services

Housing Opportunities Commission (Kensington, Maryland)

2011 – Present: Program Service Coordinator

2008 – 2011: Resident Counselor

**EMPLOYMENT STATUS:**

New Hire

MARYLAND STATE DEPARTMENT OF EDUCATION  
PERSONNEL APPROVALS FOR THE October 27, 2015 BOARD MEETING

I. Appointments Grade 19 and above:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Hippolyte, Aaron	Principal		Career and College Readiness Juvenile Services Education Program	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>
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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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October 27, 2015

BOARD LIST

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

**Name:** Aaron Hippolyte  
**Position:** Principal  
**Division:** Career and College Readiness  
**Salary Grade:** IEPP - Administrator

**Annual Salary Range:** \$87,773 - \$103,731

**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 in possession or eligible for a Maryland Administrator II or Principal Certificate.

**EXPERIENCE:**

Three years of satisfactory teaching experience. Principal experience is preferred; previous alternative/urban/juvenile services 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.



Aaron Hippolyte:

Page Two

**QUALIFICATIONS:**

**Education:**

George Washington University (Washington, District of Columbia) 2010 – Post Master's Certificate in Education Leadership/Administration

Howard University (Washington, District of Columbia) 2007 – Master's Degree in Political Science

Virginia Union University (Richmond, Virginia) 1999 – Bachelor's Degree in History/Political Science

**Experience:**

Baltimore City Public Schools (Baltimore, Maryland) Frederick Douglass High School

2011 – Present: Assistant Principal/Academy Director

2004 – 2007: Dean of Students

2001 – 2005: Education Coordinator

District of Columbia Public Schools (Washington, District of Columbia) Eliot Hine Middle School

2008 – 2011: Inclusion Specialist

2009 – 2011: Education Coordinator

**EMPLOYMENT STATUS:**

New Hire

MARYLAND STATE DEPARTMENT OF EDUCATION  
PERSONNEL APPROVALS FOR THE October 27, 2015 BOARD MEETING

I. Appointments Grade 19 and above:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Hippolyte, Aaron	Principal		Career and College Readiness Juvenile Services Education Program	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>
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Addendum 10/27/15

**III. Other Actions:**

**NAME**

**POSITION**

**SALARY  
GRADE**

**DIVISION/OFFICE**

**DATE OF  
APPOINTMENT**



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October 27, 2015

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**EMPLOYMENT STATUS:**

New Hire