

## MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday  
June 26, 2012

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

The Maryland State Board of Education met in regular session on Tuesday, June 26, 2012 at 8:30 a.m. at the Nancy S. Grasmick State Education Building. The following members were in attendance: Mr. James H. DeGraffenreidt, Jr., President; Dr. Mary Kay Finan; Ms. Nina Marks; Ms. Luisa Montero-Diaz; Mr. Sayed Naved; Mrs. Madhu Sidhu; Mr. Guffrie M. Smith, Jr.; Donna Hill Staton, Esq.; Dr. Ivan Walks; Ms. Kate Walsh; Dr. Bernard Sadusky, Interim Secretary/Treasurer and State Superintendent of Schools; and Dr. Lillian Lowery, State Superintendent of Schools-in-waiting. Dr. Charlene M. Dukes, Vice President; and Dr. James Gates, Jr. were absent.

Elizabeth Kameen, Esq., Assistant Attorney General, and the following staff members were also present: Dr. John Smeallie, Deputy State Superintendent for Administration; Mr. Steve Brooks, Deputy State Superintendent for Finance and Mr. Anthony South, Executive Director to the State Board.

### **CONSENT AGENDA**

Dr. Sadusky called for a motion to approve the Consent Agenda.

Upon motion by Mr. DeGraffenreidt, seconded by Mr. Smith, and with unanimous agreement, the Board approved the Consent Agenda as follows: (In Favor – 8: Ms. Diaz and Dr. Walks had not yet arrived)

- Approval of Minutes of May 22, 2012
- Personnel (copy attached to these minutes)
- Budget Adjustments for May, 2012
- National Board Candidates for 2012-13

**COMAR 13A.12.01.02 DEFINITIONS (AMEND)**  
**COMAR 13A.12.01.06E ADVANCED PROFESSIONAL CERTIFICATE (AMEND)**  
**COMAR 13A.12.01.11 RENEWAL (AMEND)**  
**PERMISSION TO PUBLISH**

Dr. Sadusky introduced Jean Satterfield, Assistant State Superintendent, Division of Certification, and Dr. Joann Ericson, Chief, Certification Branch, to discuss his recommendation to grant permission to publish COMAR 13A.12.01.02 Definitions, COMAR 13A.12.01.06E Advanced Professional Certificate, and COMAR 13A.12.01.11 Renewal.

Ms. Satterfield reported that a Joint Conference Committee, consisting of State Board members and Professional Standards and Teacher Education Board (PSTEB) members met in April and reached consensus that the PSTEB membership would be asked at its next meeting in May to consider adding as an option a pathway independent of coursework as a means to obtain the initial Advanced Professional Certificate (APC). The PSTEB discussed this option at its meetings in May and June and failed to take action while agreeing to continue the discussion at the August meeting.

Mr. DeGraffenreidt, who attended the Joint Conference Committee Meeting, reported that hesitancy by the PSTEB to approve this fourth option is based on their support of professional development for teachers. He noted that they did not address the issue of student growth explaining that studies have shown little relation between coursework taken and improved student achievement.

Dr. Ericson noted that courses must be “relevant.” Ms. Satterfield said that teachers would still be required to provide a professional development plan.

Ms. Walsh said that while she agrees that teachers should be pursuing continuing education, “there is no evidence that a teacher acquiring a Masters Degree advances teacher effectiveness.” She said, “My concern is that a teacher cannot be assured that they will be deemed highly effective. We haven’t created a viable fourth path.”

Ms. Satterfield said that the PSTEB is working on this issue. Mr. DeGraffenreidt said, “This is a starting point.”

Dr. Finan said, “Teachers have up to ten years to earn the APC. It’s going to work hand-in-hand.”

Ms. Walsh said that her preference would be that the APC would not be mandated, but rather be an option.

Ms. Sidhu suggested expanding the option to the “effective” rating. Dr. Finan said that all teachers are expected to be “effective” and urged that the APC be granted on the basis of the “highly effective” rating.

Mr. Smith said, "We are moving in a positive direction. It will be looked at again."

Upon motion by Mr. Smith, seconded by Dr. Finan, and with unanimous agreement, the Board granted permission to publish COMAR 13A.12.01.02 Definitions, COMAR 13A.12.01.06E Advanced Professional Certificate, and COMAR 13A.12.01.11 Renewal. (In Favor – 8)

### **SUPERINTENDENT OF THE YEAR**

Dr. Sadusky invited Dr. Carl Roberts, Executive Director of the Public School Superintendents Association of Maryland (PSSAM), to introduce Maryland's Superintendent of the Year.

Dr. Roberts thanked Dr. Sadusky for his leadership over the last year and noted that PSSAM is pleased with the appointment of Dr. Lowery. He introduced and congratulated Dr. Karen B. Salmon, Superintendent of the Talbot County Public Schools on her selection as Maryland's Superintendent of the Year for 2012 and described the rigorous process used to select Maryland's Superintendent of the Year. Dr. Roberts discussed a program implemented by Dr. Salmon that provided a laptop computer to every Talbot County student entering ninth grade, thus thereby eliminating the need for textbooks.

Dr. Salmon said, "Times are changing and we are facing many challenges. We make decisions based on what's good for our children." She thanked Dr. Sadusky for his collaboration and said she looks forward to working with Dr. Lowery. Dr. Salmon urged State Board members to visit her schools and said, "We want to have a relationship with the State Board."

Mr. DeGraffenreidt said, "Congratulations, your leadership in the State is well documented and well recognized."

In response to a question by Ms. Sidhu, Dr. Salmon said her school system focuses on diversity since it is the second wealthiest county in Maryland and has the highest rate of Free and Reduced Meals (FARMS). She said, "We want all students to have a level playing field."

Board members congratulated Dr. Salmon and she said, "I enjoy this job."

### **ELEMENTARY PRINCIPAL AND ASSISTANT PRINCIPAL OF THE YEAR**

The Superintendent introduced Debbie Drown, Executive Director of the Maryland Association of Elementary School Principals (MAESP), to provide background on this award and introduce this year's recipients.

Ms. Drown explained that each year the MAESP selects a National Distinguished Principal (NDP) who represents Maryland in Washington D.C. at a national NDP awards ceremony. She

introduced Gary Llewellyn, Principal of Mt. Savage High School in Allegany County who was enthusiastically supported for this award.

Mr. Llewellyn said, "I am humbled to accept on behalf of all elementary principals. This is the high point in my career." He discussed growing up in the coal mining area of Allegany County and the values instilled in him by his parents.

Ms. Drown also introduced Ms. Dyann Mack, Assistant Principal of Homestead Wakefield Elementary School in Harford County who was selected as the Assistant Principal of the Year. She explained that Ms. Mack has recently been promoted to Principal of Belair Elementary School and read various comments provided by her colleagues applauding her work.

Ms. Mack said she was asked what legacy she would leave her school and her reply was "professional growth." She thanked the members of the MAESP for their support.

Board members congratulated and thanked Mr. Llewellyn and Ms. Mack for the work they have done and continue to do.

### **NATIONAL GREEN RIBBON SCHOOLS AWARD RECIPIENTS**

The Superintendent introduced Mary Cary, Assistant State Superintendent, Division of Instruction, and Gary Hedges, Specialist in Science, to report on the National Green Ribbon Schools Award and to introduce this year's recipients.

Ms. Cary reported that the Educator Effectiveness Academies are underway and invited Board members to visit.

Ms. Cary reported that Maryland continues to be in the forefront of environmental education. She said Maryland participated as a lead State Education Agency in the inaugural year of the National Green Ribbon Schools Award program in collaboration with the US Department of Education. Ms. Cary said that Maryland nominated four schools for the award and all four were granted. She introduced Myriam Rogers, Principal of Francis Scott Key Middle School in Montgomery County; Daniel Blue, teacher at Dunloggin Middle School in Howard County; and Debbie Bangert, Sue Roger, and Victoria Zwainz from Folger McKinsey Elementary School in Anne Arundel County. She noted that Victoria Brown, Director of the Lucy School, a private school in Middletown, Maryland was unable to attend.

Mr. Hedges reported that the schools nominated must reflect the following pillars:

1. Reduce environmental impact
2. Implement healthy school environment
3. Put a program in place that advocates environmental literacy

Mr. Blue explained that students have conducted an ongoing project over seven years by creating wetlands on the school property and cleaning and maintaining walking trails. He said, "It is remarkable what the students have accomplished."

Ms. Rogers said, "I am humbled." She said she is most proud of the human factor – teachers doing a great job of making real world connections that model best practices.

Ms. Zwainz said she is proud of the environmental education program at Folger McKinsey School that fosters environmental stewardship noting that the school has an outdoor classroom. She said, "We are very proud to be honored as a National Green Ribbon School."

Mr. Hedges read a Citation from the Governor which was then presented to each school representative and photos were taken.

### **RACE TO THE TOP (RTTT) UPDATE**

Superintendent Sadusky introduced Dr. Jim Foran, Assistant State Superintendent, Division of Academic Reform and Innovation, to provide the Board with an update on the Race To The Top (RTTT) initiative.

Dr. Foran reported that staff concluded twenty-two onsite visits to local education agencies (LEAs). He said the LEAs are working very hard on their "Scopes of Work." He said that the Baltimore City Public School System is making great progress with its Break Through Center. Dr. Foran said all projects are moving forward although facing some obstacles and that an Annual Performance Report will be due in the near future.

### **RTTT FOCUS AREA: ALERT SYSTEM FOR STUDENTS AT RISK DASHBOARD**

Dr. Foran introduced Dr. Robert London, PK12/P20 Director of Solutions Architecture, and Patricia Mikos, Program Manager for Career and Technology Education, to discuss an RTTT grant project to develop and implement a dashboard that counts select disciplinary student events that are used in a weighted average formula to estimate the degree to which a student may be at of school failure.

Dr. London said the dashboard is being implemented on a trial basis and is intended to provide summary data and longitudinal tracking data on disciplinary events.

In response to a question by the Mr. DeGraffenreidt, Dr. London said that superintendents, counselors and teachers can use this data to identify and intervene with students who may be at risk of dropping out or failing. He noted that some schools do not have alert systems and that this would fill the gap for those schools. He stressed that this is used to provide student interventions when needed.

Ms. Staton expressed the need to provide training for teachers in order to preclude the development of assumptions about students. Dr. London assured her that this is strictly an alert system.

Dr. Finan said that this system answers questions for teacher about how to work with certain students, describing the information as “complexity factors.”

Dr. London explained that every dashboard is provided with multi-media training module and that there are three levels of training for this dashboard.

In response to a question by Ms. Staton, Dr. London said that specific information about a student could be entered into the record since other projects are inter-related.

In response to a question by the President, Ms. Mikos said the project will put into the hands of principals and superintendents all patterns of student behavior. She noted that it doesn't go to the next level.

In response to a question by Mr. Naved, Dr. London said that it is called an alert system because there are thresholds that alert the principal when a student reaches that level.

In response to a question by Mr. DeGraffenreidt, Dr. London said the system does alert school staff about chronic absenteeism but not fast enough. He said it is limited by the frequency of the data collection.

In response to a question by Ms. Marks about the inclusion of parental involvement as an indicator, Dr. London said that the dashboard did not include it.

In response to a question by Dr. Walks, Dr. London said that this system opens up opportunities for LEAs and that how it is used is a policy decision to be made by school system leaders.

### **DECISION DOCUMENT – SCHOOL DISCIPLINE REPORT**

The President introduced Ann Chafin, Assistant State Superintendent, Division of Student, Family and School Support, and Chuck Buckler, Director, Student Services and Alternative Programs Branch, to answer any questions about the School Discipline Report, local school attendance policies and current data on positive interventions and supports.

Mr. Buckler discussed information provided to the Board on local school attendance policies and data on positive interventions and supports. President DeGraffenreidt said that the materials presented confirms that all school system personnel are taking this issue very seriously.

The Board discussed the various decision points included in the President's memorandum dated June 20, 2012 about proposed disciplinary regulations.

In response to Mr. Naved's question about whether "days" refers to calendar or school days, Ms. Kameen will include the word "calendar" for clarification.

In response to a question by Ms. Staton about being too restrictive, the President said this reflects the vast majority of the comments received and said, "We will get more constructive feedback as we go."

In response to a suggestion by Ms. Walsh, the President asked that the re-draft explain the variety of ways suspended students can keep up-to-date on their school work other than homework assignments.

Ms. Staton urged that the regulation needs to be very clear about what are the expectations for the provision of school services for students who are suspended. The President said, "We want students to be on track when they return to the classroom."

Mr. DeGraffenreidt said that Ms. Kameen had noted all changes that need to be made to the proposed regulations and that the Board will be asked to grant permission to publish the proposed regulations at the July meeting of the Board.

### **STATUS REPORT ON MARYLAND REGULATORY AND LEGISLATIVE ACTION RELATED TO HEAD INJURIES IN HIGH SCHOOL SPORTS**

Dr. Sadusky invited Rene Spence, Executive Director, Government Relations, to provide a status report on Maryland regulatory and legislative action related to head injuries in high school sports.

Ms. Spence reported that the General Assembly enacted legislation in 2011 requiring the MSDE to disseminate and implement a program to provide concussion awareness to coaches, school personnel, student athletes as well as parents and guardians of student athletes. She introduced Ned Sparks, Executive Director, Maryland Public Secondary Schools Athletic Association (MPSSAA), and Michael Williams, Director of Athletics, Howard County Public Schools, to discuss the ongoing education to lessen the risk of long term injuries to student athletes.

Mr. Sparks discussed the various components of the awareness program and said that twenty-two of the twenty-four school systems require a safety course for coaches, students and parents. He talked about the policies relating to student athlete removal and return to play as well as the use of school property for youth sports programs.

Ms. Walsh mentioned regulations created in Massachusetts that were cited as excellent.

The President said, "The Board wants to understand what we should be doing around this issue. What is the Department of Health and Hygiene doing about this issue?"

Mr. Williams discussed a voluntary Concussion Management Program implemented in July, 2007. He explained that all athletes are baseline tested under strict structures and that this is one tool in a toolbox for sports safety in Howard County.

In response to a question by Ms. Staton, Mr. Sparks said that equipment safety has evolved and that rules have been developed. He noted that heat illnesses can be prevented.

Mr. Smith said that the key has to do with best practices.

Dr. Walks said that concussion is correctly termed as "traumatic brain injury" and that it must be approached by a larger group. He suggested that a larger group talk to the Board about how to help prevent brain injuries in athletics. He said, "We need an organized interdisciplinary group to provide ways to mitigate brain injury.

The President said, "Dr. Walks has expressed the sense of the Board. This legislation is an expression that people are concerned about traumatic brain injury. What is our role? What can be done?"

Ms. Spence said that she will present what is available statewide to the Board at a future Board meeting.

### **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 Dr. Walks, seconded by Mr. DeGraffenreidt, and with unanimous agreement, the Maryland State Board of Education met in closed session on Tuesday, June 26, 2012, in Conference Room 1, 8<sup>th</sup> Floor, at the Nancy S. Grasmick State Education Building. All board members were present except Charlene Dukes and Jim Gates. In attendance were Bernard Sadusky, Interim State Superintendent; Dr. Lillian Lowery; Steve Brooks, Deputy State Superintendent for Finance; Dr. John Smeallie, Deputy State Superintendent for Administration; and Tony South, Executive Director to the State Board. Assistant Attorneys General, Elizabeth M. Kameen and Jackie LaFiandra, were also present. The Executive Session commenced at 1:00 p.m. (In favor – 10)

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

- *Garry R. Jones v. Prince George's County Board of Education* – employee termination
- *Jennifer K. v. Montgomery County Board of Education* – residency
- *Krista Kurth, et al. v. Montgomery County Board of Education* – lease of land
- *Richard Leary v. Wicomico County Board of Education* – employee grievance



- *Tammy Mollica v. Allegany County Board of Education* – bus route change
- *Timothy Valenzia v. Baltimore City Board of School Commissioners* – employee termination
- *Cash Williams v. Prince George’s County Board of Education* – teacher evaluation

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

- *Mr. and Mrs. Abu B. v. Howard County Board of Education* – residency – Opin.12-17
- *Baltimore City Board of School Commissioners* – OCLA Process – Petition for Declaratory Ruling – Opin.12-18
- *Joseph Gwin v. Baltimore City Board of School Commissioners* – teacher termination – Opin.12-19
- *Nicholas Moon v. Somerset County Board of Education* – award of bus contract – Opin. 12-20
- *Karima G. v. Baltimore County Board of Education* – resignation or not – Order No. OR12-11 **Revised Order**
- *Brian and Ivonne O. v. Montgomery County Board of Education* – denial of transfer– Order No.OR12-12

Internal Board Management

The Board approved the list of candidates for the Baltimore City Board of School Commissioners; discussed candidates for President and Vice President of the Board; and announced the Performance Review for the Executive Director.

The session ended at 1:50 p.m.

RECONVENE

The meeting reconvened at 2:00 p.m.

COMAR 13A.07.09 EVALUATION OF TEACHERS AND PRINCIPALS (ADOPTION)

The Superintendent introduced Betty Weller, Vice President of the Maryland State Education Association (MSEA) and Co-Chair of the Maryland Council on Educator Effectiveness (MCEE), to discuss the adoption of COMAR 13A.07.09 Evaluation of Teachers and Principals. He recommended Board adoption of the regulation establishing standards of performance evaluations for teachers and principals.

Ms. Weller explained that the regulations satisfy the obligation of the ESEA Waiver flexibility and the conditions of the RTTT grant and all other regulatory requirements. She said that after publication, no comments were received and that all LEAs, labor organizations and the Joint Hearing Committee were all in agreement with this regulation. She explained that the Evaluation

document is a prototype which allows LEAs to craft their own evaluation document or follow these guidelines. Ms. Weller explained that the school systems in Anne Arundel County, Calvert County and Queen Anne's County will be using the State model during the 2012-2013 school year.

Upon motion by Mr. Smith, seconded by Ms. Diaz, and with unanimous agreement, the Board adopted COMAR 13A.07.09 Evaluation of Teachers and Principals. (In Favor – 10)

### **COMAR 13A.12.03.02 SCHOOL COUNSELOR (APPROVAL)**

Dr. Sadusky asked Dr. Joann Ericson to introduce this action taken by the Professional Standards and Teacher Education Board (PSTEB). He noted that subsequent to publication, one comment was received and he recommended approval of this regulation.

Dr. Ericson said this regulation reflects a change in title from "Guidance" Counselor to "School" Counselor and provides an option to allow experienced School Counselors who hold a valid, professional certificate in another state and present three years of satisfactory school counseling experience within the past seven years to seek initial Maryland certification.

Upon motion by Ms. Staton, seconded by Mr. DeGraffenreidt, and with unanimous agreement, the Board approved the proposed amendment to COMAR 13A.12.03.02 School Counselor. (In Favor – 10)

### **COMAR 13A.03.02.02 AND .05 ONLINE LEARNING AND MARYLAND PUBLIC EDUCATION (PERMISSION TO PUBLISH)**

Dr. Sadusky explained that the General Assembly approved legislation which enables MSDE to assess a fee for evaluating online courses being considered for incorporation into the curricula of LEAs. He asked Mary Cary to provide additional information on this regulation. He recommended State Board authorization to publish as Emergency Regulations these proposed changes to COMAR 13A.02.02 and .05 Online Learning and Maryland Public Education.

Ms. Cary explained that due to the lack of funding, there has not been an online course approved by the MSDE since 2009 and that there is a large backlog of work to be done to review these courses. She explained that federal funding was eliminated and this stopgap measure would allow for a vendor fee to pay educators who will review online courses as well as to provide a funding source for ongoing teacher professional development across the State to support the maintenance of the Maryland Virtual learning opportunities. She said that vendors have agreed to pay the fees.

Upon motion by Mr. Smith, seconded by Ms. Sidhu, and with unanimous agreement, the Board approved the publication and proposed changes.

## **SUPERINTENDENT'S REPORT**

Dr. Sadusky discussed the development of a test that would report to parents the status of their child's readiness for college.

He thanked the Board for their support over the past year as he served as the Interim State Superintendent and said, "It's been a privilege. It's been an enjoyable experience. I have enjoyed working with many talented people. It's been an honor. This State is in great hands with Lillian."

## **BOARD MEMBER UPDATES**

Board members thanked Dr. Sadusky for his excellent work during the past year.

Ms. Sidhu noted that she attended the last meeting of the National Association of State Boards of Education (NASBE) which focused on technology. She said it was an excellent meeting. She also noted that she attended a function with the Maryland Teachers of the Year and said that the teachers felt privileged to be a part of the program.

## **RECOGNITION OF SERVICE**

Board members thanked Ms. Marks for her excellent service as a Board member this past year and presented her with a small token of their appreciation. Ms. Marks said, "I have enjoyed my time so much. It's been an incredible experience."

## **PUBLIC COMMENT**

Mr. DeGraffenreidt explained procedures by which the Board hears public comments. The following persons presented comments:

- Betty Weller/Maryland State Education Association – proposed changes to 13A.12.01
- Cathy Cerveny/PSTEB – proposed changes to 13A.12.01
- Ayana English-Brown/PSTEB -- proposed changes to 13A.12.01

## **OPINIONS**

Ms. Kameen announced the following Opinions:

- 12-17 *Mr. and Mrs. Abu B. v. Howard County Board of Education* – residency (affirmed the local board's decision with two dissents.)
- 12-18 *Baltimore City Board of School Commissioners – OCLA Process* – Petition for Declaratory Ruling (dismissed)
- 12-19 *Joseph Gwin v. Baltimore City Board of School Commissioners* – teacher termination (affirmed the local board's decision with two dissents)

12-20 *Nicholas Moon v. Somerset County Board of Education* – award of bus contract (affirmed the local board’s decision)

Ms. Kameen announced the following Orders:

- OR12-11 *Karima G. v. Baltimore County Board of Education* – residency (revised Order)
- OR12-12 *Brian and Ivonne O. v. Montgomery County Board of Education* – denial of transfer

**ADJOURNMENT**

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

Respectfully submitted,



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

Date: *July 27, 2012*

# MARYLAND STATE BOARD OF EDUCATION

## CLOSED SESSION

On this **26th** day of **June 2012**, at the hour of 2:45 am/pm, the Members of the State Board of Education voted as follows to meet in closed session:

Motion made by: W. [Signature]

Seconded by: [Signature]

In Favor: [Signature]

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 2 draft orders.
3. Review 3 draft opinions.
4. Discuss 3 internal Board management matter.

[Signature]  
President

**MARYLAND STATE DEPARTMENT OF EDUCATION  
PERSONNEL APPROVALS FOR THE June 26-27, 2012 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>
Layland, Debra A.	Education Program Manager II, Student Achievement and Professional Development	24	Special Education/Early Intervention Services	TBD
Roe, Cecilia J.	Education Program Manager II, Director of Instructional Assessment and Professional Development	24	Instruction	TBD
Sundermann, Lissa M.	Education Program Specialist I, Public Libraries	21	Library Development and Services	TBD

**II. Appointments Grade 18 and below:**

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
None				
None				



**Bernard J. Sadusky, Ed.D.**  
**Interim State Superintendent of Schools**

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June 26-27, 2012

**BOARD LIST**

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

**Name:** Debra A. Layland  
**Position:** Education Program Manager II, Student Achievement and Professional Development  
**Division:** Special Education/Early Intervention Services  
**Salary Grade:** 24 (\$68,692 - \$110,297)  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**Education:**

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

**Experience:**

Six (6) years of professional experience in coordinating or administering education programs or services, including one year of experience supervising special education program staff. Experience in early intervention, preschool special education, early childhood education or related field is preferred. .

**DESCRIPTION:**

Serves as Chief of the Student Achievement and Professional Development Branch responsible for the administration of the Maryland Infants and Toddlers Program and special education programs for the promotion of evidence-based early intervention and special education services that improve outcomes for children and youth students with disabilities birth through age twenty-one and their families.

**Maryland Public Schools: #1 in the Nation Four Years in a Row**

Debra A. Layland

Page two

**Qualifications:**

**Education:**

University of Denver (Denver, Colorado) 2009 – Doctorate in Education Administration and Policy Studies

James Madison University (Harrisonburg, Virginia) 1979 – Master of Arts Degree in Special Education

Mt. St. Mary's College (Newburgh, New York) 1977 – Bachelor of Arts Degree in Elementary Special Education

**Experience:**

Regional Resource Center Program (Lexington, Kentucky)

2009 – Present: Associate Director and North Central State Liaison and Consultant

University of Kansas (Lawrence, Kansas)

2008 – 2009: Program Associate, National Center on Response to Intervention

University of Northern Colorado (Greeley, Colorado)

2004 –2008: Adjunct Professor ( Part-time)

Park Re3 School District (Estes Park, Colorado)

2007 –2008: Director Curriculum and Instruction

Colorado Department of Education (Denver, Colorado)

2003 –2007: Senior Consultant-Adolescent Literacy

AT & T Broadband (Englewood, Colorado)

1999 –2003: Director of Electronic Communications and Education Liaison

Douglas County Public Schools (Castle Rock, Colorado)

1994 –2000: General Education Teacher and Computer Resource Teacher

Children's Hospital (Denver, Colorado)

1992 –1995: Learning Therapist

Fairfax County Public Schools (Fairfax, Virginia)

1979 –1992: IEP and Due Process Specialist; Special Education teacher K-12

**Employment Status**

New Hire





**Bernard J. Sadusky, Ed.D.**  
**Interim State Superintendent of Schools**

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June 26-27, 2012

**BOARD LIST**

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

**Name:** Cecilia J. Roe  
**Position:** Education Program Manager II, Director of Instructional Assessment and Professional Development  
**Division:** Instruction  
**Salary Grade:** 24 (\$68,692 - \$110,297)  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**Education:**

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

**Experience:** Six (6) years of curriculum and professional development and/or assessment experience and a minimum of one (1) year of supervision of professional education program staff is required. PreK-12 teaching experience preferred.

**DESCRIPTION:**

This position is responsible for providing direction, guidance and management of statewide professional development for teachers and principals in keeping current with reform efforts in new State curriculum, new teacher and principal evaluation systems, and the new State assessment system. Also the position serves as liaison between the Division of Accountability and Assessment and the Division of Instruction and ensures that teacher quality in Maryland remains at high levels through effective implementation of the federal Title IIA grant program, effective implementation of COMAR regarding teacher induction programs in Maryland, and effective implementation of professional development initiatives in LEAs that conform to the standards contained in the Maryland Teacher Professional Development Planning Guide.

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

Cecilia J. Roe

Page two

**Qualifications:**

**Education:**

Johns Hopkins University (Baltimore, Maryland) 1983 – Master’s Degree in Reading

University of Maryland (Baltimore, Maryland) 1977 – Bachelor’s Degree in English

**Experience:**

Maryland State Department of Education (Baltimore, Maryland) Contractual

2011 – Present: Education Program Specialist Reading/English Language Arts (Race To The Top)

Baltimore County Public Schools (Towson, Maryland)

2009 – 2011: Coordinator of Secondary English Language Art

2007 – 2009: Supervisor of Secondary English Language Art

1977 – 2007: English Teacher/Reading Specialist/Department Chair/Interdisciplinary Team Leader

**Employment Status**

New Hire



**Bernard J. Sadusky, Ed.D.**  
**Interim State Superintendent of Schools**

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

June 26-27, 2012

**BOARD LIST**

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

**Name:** Lissa M. Sundermann  
**Position:** Education Program Specialist I, Public Libraries Youth and Family Literacy Services  
**Division:** Library Development and Services  
**Salary Grade:** 21 (\$56,496 - \$90,706)  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**Education:**

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

**Experience:**

Four years of professional experience in library administration, management, and supervision; experience in planning and program development is preferred.

**DESCRIPTION:**

This is a professional position serving as the **Youth Services Coordinator for the Public Libraries and State Networking Branch**, responsible for providing leadership and technical assistance to public libraries in the provision of services to youth and family literacy programs.

Lissa M. Sundermann

Page two

**Qualifications:**

**Education:**

Dominican University (River Forest, Illinois) 2007 – Master’s Degree in Library and Information Science

Miami University (Oxford, Ohio) 1999 – Bachelor of Arts in English/Creative Writing

**Experience:**

Enoch Pratt Free Library/State Library Resource Center (Baltimore, Maryland)

2008 – Present: Youth Adult Specialist and Fiction Assistant Manager

2007 – 2008: Youth Adult Librarian

Northwestern University – Schaffner Library (Chicago, Illinois)

2006 – 2007: Reference Librarian Intern

Barnes and Noble, Booksellers (Chicago, Illinois)

2003 – 2005: Assistant Manager

2001 – 2003: Department Manager

Barnes and Noble, Booksellers (Columbus, Ohio)

2000 – 2001: Department Manager

**Employment Status**

New Hire