

MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday
September 25, 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, September 25, 2012 at 8:45 a.m. at the Nancy S. Grasmick State Education Building. The following members were in attendance: Dr. Charlene M. Dukes, President; Dr. Mary Kay Finan, Vice President; Mr. James H. DeGraffenreidt, Jr.; Dr. S. James Gates, Jr.; Ms. Luisa Montero-Diaz; Ms. Ebehireme Inegbenebor; Mrs. Madhu Sidhu; Mr. Guffrie M. Smith, Jr.; Donna Hill Staton, Esq.; Dr. Ivan Walks; Ms. Kate Walsh; and Dr. Lillian M. Lowery, State Superintendent of Schools. Mr. Sayed Naved was absent.

Elizabeth Kameen, 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, State Board of Education.

EXECUTIVE SESSION I

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 Ms. Staton, seconded by Mr. Smith, and with unanimous agreement, the Maryland State Board of Education met in closed session on Tuesday, September 25, 2012, in Conference Room 1, 8th Floor, at the Nancy S. Grasmick State Education Building. All board members were present except Sayed Naved. In attendance were Dr. Lillian Lowery, State Superintendent of Schools; Steve Brooks, Deputy State Superintendent for Finance; Dr. John Smeallie, Deputy State Superintendent for Administration; and Tony South, Executive Director, State Board. Assistant Attorney General, Elizabeth M. Kameen, was also present. The Executive Session commenced at 9:05 a.m. (In favor – 9; Ms. Walsh and Mr. DeGraffenreidt had not arrived. Mr. Naved was absent)

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

- *Daniel Picca v. Montgomery County Board of Education* – teacher termination – Opin.No.12-34
- *William K. v. Anne Arundel County Board of Education* – bus transportation – Opin.No.12-38
- *Laura Powell v. Talbot County Board of Education* – salary dispute – Opin.No.12-39

- *Adam and Dawn Reaver, et al. v. Carroll County Board of Education* – bus stop change
Opin.No.12-40
- *Stanmore Family Limited Partnership, et al. v. Montgomery County Board of Education* -
modernization feasibility study – Opin.No.12-41
- *Karen Terrell v. Howard County Board of Education* – suspension/employee termination
– Opin.No.12-42
- *Carolyn and John Thompson v. Montgomery County Board of Education* – request for
removal of bus driver – Opin.No.12-43

The Board reviewed the FY 2014 Proposed Budget for the Department and for the County Library Capital Grants Projects. Steve Brooks, Richard Baker, and Kim Stewart presented the Department Budget. Irene Padilla and Renee Croft presented the County Library Capital budget.

The session ended at 10:10 a.m.

RECONVENE

The meeting reconvened at 10:20 a.m.

CONSENT AGENDA

President Dukes acknowledged and welcomed students visiting from Morgan State University and Dr. Walks' sister. She also welcomed Dr. Walks' sister, Dr. Cecille Walks Peace, who was observing the meeting.

The President explained that the proposed regulatory amendment related to online learning has been amended in response to a concern raised by Mr. DeGraffenreidt by adding the phrase *Internet-related* to clarify the kinds of technology that is being addressed. Upon motion by Dr. Gates, seconded by Dr. Walks, and with unanimous agreement, the Board approved the Consent Agenda as follows: (In Favor – 11)

- Approval of Minutes of August 28, 2012
- Personnel (copy attached to these minutes)
- Budget adjustments for July and August
- Permission to Publish:
 - COMAR 13A.04.15 (NEW)
Digital Learning and Maryland Public Education

RTTT FOCUS AREA: PARTNERSHIP FOR THE ASSESSMENT OF READINESS FOR COLLEGE AND CAREERS (PARCC)

Dr. Lowery introduced Dr. Carolyn Wood, Assistant State Superintendent for Assessment and Accountability, to discuss the Partnership for the Assessment of Readiness for College and Careers (PARCC).

Dr. Wood discussed the many challenges facing PARCC and reported that Dr. Lowery will be serving on the Steering Committee which is playing a key role in development of the assessments. Dr. Wood discussed the variances between the four and two-year higher education institutions and identified the questions that need to be addressed and answered to create fair PARCC assessments. She explained that the assessments are being designed to address comprehensively the Common Core State Standards in English/Language Arts and Mathematics and to measure students reliably across a wide range of proficiencies. She said they are also intended to allow for tracking student growth and development in each discipline from grades three through eight and predicting readiness for success in entry-level post-secondary credit-bearing courses.

Dr. Wood explained that several proposals for the alignment of high school performance and college readiness standards are being considered. She then discussed the proposals.

In response to a question by Ms. Staton, Dr. Lowery said that PARCC is dealing with policy concerns since they are working with twenty-four other states to determine what readiness means. She said this requires bridging K-12 with higher education.

Dr. Wood discussed the differences between readiness for college and readiness for careers. She said that there will be five performance levels on each PARCC assessment and that descriptions will be written for each level. She explained that higher education representatives have agreed that students who achieve a performance level of four on designated high school tests will be regarded as prepared for selected entry-level credit-bearing college courses and permitted to enroll directly without remediation.

Dr. Gates expressed his concern that students are often weak on process while meeting the criteria for content. Ms. Walsh said that the Common Core Standards focus on process which will require students to meet the criteria for process.

In response to a question by Dr. Gates about whether PARCC is working with the business community on career readiness, Dr. Finan said that career readiness means that schools are preparing students to be successfully trained in a career after their high school experience.

In response to a question by Ms. Inegbenebor about the variances of rigor at colleges and universities, Dr. Wood said that all colleges and universities will accept these assessments as evidence of readiness. Dr. Lowery said that the goal is to increase retention rates in higher education institutions and reduce remediation courses.

In response to another question by Ms. Inegbenebor about a situation in which a student passing a course in middle school can be eligible for a college level course, Dr. Wood said that this is being discussed and that there are many issues to be resolved at this point.

Dr. Walks said, "We need to be clear about academic career readiness."

Mr. DeGraffenreidt said, "We need to make sure that preparation for training includes input by employers. We need to engage the business world."

Ms. Staton said, "We need to make sure that students understand that getting a 'four' does not put them into any college."

Dr. Wood said the PARCC assessments are an adjunct to the Common Core Standards and that the Standards represent what is needed to be successful in college or career training.

In response to a question by Ms. Diaz about measuring student non-academic skills, Patricia Mikos, MSDE Program Manager, Career and Technology Education Student and Assessment Services, said there are several groups that are addressing this issue and that there is some major work being done on this topic. She said there is a report prepared by ACHIEVE on 21st Century Skills and offered to provide the Board with a copy of the report.

In response to a concern expressed by Dr. Dukes, Dr. Lowery explained that there are academic supports attached to each assessment level and a diagnostic component in PARCC to help teachers with student learning.

Dr. Wood explained that although the assessments will be computer-based, there will be a paper and pencil option. She agreed to keep the Board up-to-date on the progress of PARCC.

RTTT EARLY LEARNING CHALLENGE GRANT

Dr. Lowery introduced Dr. Rolf Grafwallner, Assistant State Superintendent, Early Childhood Development, to provide an update on the Race To The Top Early Learning Challenge Grant, an award of \$50 million over four years.

Dr. Grafwallner explained that over the eight months since the Grant was approved, a Scope of Work and a Monitoring Plan have been completed. He outlined the approaches to ten thematic projects designed to raise school readiness results from 81 percent in 2010 to 92 percent in 2015 and reduce the readiness gap for low income children, English language learners and young children with disabilities.

Mr. Smith complimented Dr. Grafwallner on the creation of family engagement and support as well as partnerships with pediatricians.

In response to a question by Dr. Walks, Dr. Grafwallner agreed to send him information on the training provided to pediatricians. He agreed to provide the Board with a quarterly report on the progress of the projects.

STANDARDS FOR THE MASTERY AND APPLICATION OF THE BRAILLE CODE IN ENGLISH LANGUAGE ARTS AND MATHEMATICS

The Superintendent introduced Marcella Franczkowski, Assistant State Superintendent, Division of Special Education and Early Intervention Services, to inform the Board on the development of the *Maryland Common Core State Curriculum Frameworks for Braille: Mathematics and English/Language Arts*. She recommended authorization to release these Frameworks and accompanying Braille standards to guide the instruction of students with visual impairments in Maryland so that they graduate college and career ready.

Ms. Franczkowski recognized the president of the Maryland School for the Blind, Dr. Michael J. Bina, who was in attendance and Lisa Wright, Vision/Low Incidence Specialist in the Division of Special Education and Early Intervention Services.

Ms. Franczkowski reported that federal and state regulations require that the Individual Education Plan (IEP) team must provide instruction in Braille. She explained that of the approximate 1800 students in Maryland public schools who have visual impairments, there are sixty-eight Braille readers. She said that students, who need more comprehensive help than the public schools can provide, are placed in the Maryland School for the Blind. Ms. Franczkowski said that Maryland is the only state to develop Braille standards based on the Common Core Standards.

Ms. Wright discussed the stakeholders involved in the project and the requirements for students who use Braille.

In response to a question by Dr. Gates, Ms. Franczkowski said that technology is embedded in student learning.

In response to a question by Mr. DeGraffenreidt, Ms. Wright said that visual impairment varies among students and that the IEP determines if a student needs to learn Braille. She said that technology cannot replace Braille since there are many things that are not accessible.

Upon motion by Dr. Gates, seconded by Ms. Diaz, and with unanimous agreement, the Board authorized the release of the Frameworks and accompanying Braille Standards to guide the instruction of students with visual impairments in Maryland. (In Favor – 11)

MARYLAND TEACHER STAFFING REPORT 2012-2014

The Superintendent invited Jean Satterfield, Assistant State Superintendent, Division of Certification and Accreditation, and Dr. Louise Tanney, Assessment and Recruitment Coordinator, to discuss the *Maryland Teacher Staffing Report 2012-2014* which specifies teacher content shortage areas for use as the basis of scholarships and other incentives.

Ms. Satterfield noted that the same shortage areas were reported in the last report which was released two years ago. She indicated that the Report also lists geographic areas of shortage, gender and diversity shortages, and shortages of select non-classroom professionals.

In response to a question by Ms. Diaz, Ms. Satterfield said that special education teachers represent the largest area of shortage. She reported that there are projects and partnerships that are working to fill these needs. In response to another question by Ms. Diaz, Ms. Satterfield said there is no way to know if these initiatives are working.

Ms. Walsh said, "This is the only report of this kind in the country. Thank you for doing this."

In response to a question by Dr. Dukes, Dr. Tanney said that the Report provides data for state and federal scholarships as well as programs such as the rehiring of retirees. Dr. Dukes urged that these scholarship opportunities be advertised widely. Dr. Tanney assured her that they are being advertised through the public schools and higher education institutions.

Upon motion by Mr. DeGraffenreidt, seconded by Mr. Smith, and with unanimous agreement, the Board accepted all four recommendations contained in the *Maryland Teacher Staffing Report* and declared all identified areas as areas of critical shortage. (In Favor – 11)

ANNUAL UPDATE ON FINANCIAL REPORTING REQUIREMENTS

Dr. Lowery asked Steve Brooks to provide background information on the status of audit reports for local school systems and to explain the request being made to authorize the State Superintendent to withhold funds from local school systems that are not in compliance with the provisions of Section 5-113 of the Education Article.

Mr. Brooks reported on the requirements of the State mandate and noted that all school systems have filed their fiscal 2013 approved budgets as required.

Upon motion by Mr. DeGraffenreidt, seconded by Ms. Staton, and with unanimous agreement, the Board authorized the State Superintendent to notify the Comptroller to withhold ten percent of the November State aid payment and each subsequent installment for any system that is not in full compliance with the State mandate. (In Favor – 11)

2014 STATE EDUCATION OPERATING BUDGET PROPOSAL

The Superintendent asked Steve Brooks to answer any questions about the following budget proposals and requested permission of the Board for her to submit them to the Department of Budget and Management:

- FY 2014 Base Budget Estimates
- FY 2014 Prioritized Over-the-Target Requests
- FY 2013 Deficiency Requests; and
- FY 2014 Requests for State Aided Institutions

With no questions and upon motion by Mr. Smith, seconded by Mr. DeGraffenreidt, and with unanimous agreement, the Board approved the Superintendent's recommendations. (In Favor – 11)

PUBLIC LIBRARIES CAPITAL GRANT PROGRAM PROJECTS

Dr. Lowery asked Irene Padilla, Assistant State Superintendent, Division of Library Services and Support, to answer any questions about the county public library capital projects recommended for funding in the State's FY2014 Capital Budget. She recommended approval to submit these requests to the Department of Budget and Management.

With no discussion and upon motion by Mr. Smith, seconded by Mr. DeGraffenreidt, and with unanimous agreement, the Board approved the Superintendent's recommendations. (In Favor – 11)

STATE SUPERINTENDENT'S REPORT

Dr. Lowery asked Mary Gable to give the Board a brief update on the recent release of Advanced Placement (AP) data.

Ms. Gable said that there is an increase of 5.4 percent in the number of students taking AP exams in Maryland and a 10 percent increase of students getting a 3 – 5 rating on those tests. She reported that there is not only an increase in minority students taking the test but an increase in those scores as well.

In response to a question by Ms. Staton, Ms. Gable said that she does not have trend data on the relevance of scoring a three on the AP exam for college credit purposes but that she will provide that to the Board at a future Board meeting.

In response to a question by Dr. Finan about whether all local education agencies are demonstrating improved AP scores, Dr. Dukes said that this discussion can be scheduled for a future meeting to take a "deep dive" into the issues. Ms. Gable said that more in-depth information will be available in January or February and will be provided to the Board.

Ms. Gable reported that SAT scores are relatively flat although there is an increase in students taking the SAT. She said, "It's difficult to impact SAT scores."

In response to a question by Mr. DeGraffenreidt, Ms. Gable said that school systems are urging students to take the PSAT, a preparation test for taking the SAT, and analyze results. Mary Cary, Assistant State Superintendent in the Division of Instruction, explained that there are two programs that prepare students to take the PSAT.

Dr. Lowery explained that as states include more diverse populations, scores will drop. She noted that all across the nation, diversity is increasing and test scores are dropping. Dr. Dukes said that this discussion can take place at a future meeting as well as the discussion surrounding the AP test scores.

Dr. Lowery reported that she has been asked to Chair the Governor's P-20 Council and that the Council will focus on areas of concern that the Board has identified.

She then invited Chuck Buckler, Executive Director in the Division of Student, Family, and School Support, to discuss the formation of a work group formed in response to the Board's report on school discipline. This group is being established to look at best practices surrounding discipline in the schools in Maryland.

Mr. Buckler said, "There is some exciting work from your landmark report." He noted that he is hearing from colleagues from across the country about the report. He said that the first meeting of the work group will be held in November and that the Board will be kept apprised of their deliberations. Mr. Buckler said that a Report Card for Guidelines for a State Code of Conduct will be distributed in December at a conference at which national speakers will discuss the topic of discipline. Mr. Buckler invited Board members to attend. He also noted that there will be regional conferences held across the State to discuss this as well. Mr. Buckler said that there is a lot more work to be done on bullying prevention. Dr. Lowery thanked all of the participants who worked so hard on the discipline report.

BOARD MEMBER UPDATES

Ms. Sidhu reported that she will be attending the National Association of State Board of Education (NASBE) Annual Conference along with Mr. South and Mr. Smith. She said they will provide an update on the conference at the next Board meeting.

PUBLIC COMMENTS

Dr. Dukes explained procedures by which the Board hears public comments. The following person provided comments: Susan Whitman, Social Studies Advisory Council Member.

OPINIONS

Ms. Kameen announced the following Opinions:

- 12-34 *Daniel Picca v. Montgomery County Board of Education* – teacher termination (affirmed the local board's decision)
- 12-38 *William K. v. Anne Arundel County Board of Education* – bus transportation (affirmed the local board's decision)
- 12-39 *Laura Powell v. Talbot County Board of Education* – salary dispute (affirmed the local board's decision)
- 12-40 *Adam and Dawn Reaver, et. al. v. Carroll County Board of Education* – bus stop change (affirmed the local board's decision)
- 12-41 *Stanmore Family Limited Partnership, et. al. v. Montgomery County Board of Education* – feasibility study (affirmed the local board's decision)
- 12-42 *Karen Terrell v. Howard County Board of Education* – suspension/employee termination (affirmed the local board's decision)
- 12-43 *Carolyn and John Thompson v. Montgomery County Board of Education* – request for removal of bus driver (affirmed the local board's decision)

Ms. Kameen announced the following Order:

OR 12-15 *Sheriah M. v. Prince George's County Board of Education* – denial of early admission to kindergarten (remanded back to local board)

ADJOURNMENT

The meeting adjourned to executive session at 12:50 p.m.

EXECUTIVE SESSION II

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 James DeGraffenreidt, Jr., seconded by Dr. Ivan Walks, and with unanimous agreement, the Maryland State Board of Education met in closed session on Tuesday, September 25, 2012, in Conference Room 1, 8th Floor, at the Nancy S. Grasmick State Education Building. All board members were present except Sayed Naved. In attendance were Dr. Lillian Lowery, State Superintendent; Steve Brooks, Deputy State Superintendent for Finance; Dr. John Smeallie, Deputy State Superintendent for Administration; and Tony South, Executive Director, State Board. Assistant Attorneys General, Elizabeth M. Kameen and Jackie LaFiandra, were also present. The Executive Session commenced at 1:10 p.m.

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

- *Tyboia Brown v. Wicomico County Board of Education* – employee termination
- *Crisceda Cook v. Baltimore City Board of School Commissioners* – employee termination
- *Quianna Cooke v. Baltimore City Board of School Commissioners* – salary dispute
- *Linda Hunt v. Howard County Board of Education* – bus driver decertification
- *Kimberly Loving v. Prince George's County Board of Education* – employee termination
- *Rock Creek Hills Community Association, et al. v. Montgomery County Board of Education* – site selection
- *Mr. and Mrs. T. v. Prince George's County Board of Education* – student transfer
- *Lyndon Watkins v. Montgomery County Board of Education* – employee termination

The Board discussed four internal board management issues. They were:

- HYA Customer Survey
- Schedule for Board Self Evaluation
- Voting Delegate and Alternate – NASBE Annual Conference
- Request from Maryland Higher Education Commission for a sign

The session ended at 1:20 p.m.

Respectfully submitted,

Lillian M. Lowery

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

Date: *10/31/12*

MARYLAND STATE BOARD OF EDUCATION

CLOSED SESSION

On this **25th** day of **September 2012**, at the hour of 8:50 am/pm, the Members of the State Board of Education voted as follows to meet in closed session:

Motion made by: Donna Hill Staton

Seconded by: Duffie Smith

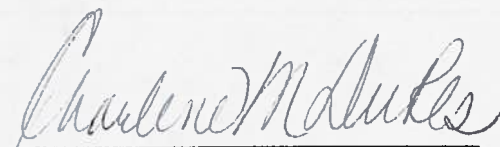
In Favor: 8 Opposed: 0 Member(s) Opposed: _____

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 two items that are subject to Executive Privilege.
2. Review 7 draft opinions.



President

MARYLAND STATE BOARD OF EDUCATION

CLOSED SESSION

On this 25th day of September 2012, at the hour of 12:52 am/pm the Members of the State Board of Education voted as follows to meet in closed session:

Motion made by:

Seconded by:

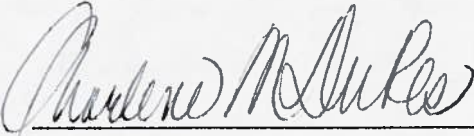
In Favor: 11 Opposed: 0 Member(s) Opposed: _____

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. Review 8 legal appeals
2. Discuss 4 Internal Board Management Matters.



President

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE September 25-26, 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>
Spencer, Ava B.	Education Program Specialist I, Reading/English Language Arts	21	Instruction	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>
Adewusi, Delicia L.	Teacher, Reading	IEPP	Division of Career and College Readiness, Juvenile Services Education Program	09/05/2012
Jones, Marvin M.	Teacher, School Counselor	IEPP	Division of Career and College Readiness, Juvenile Services Education Program	10/03/2012
Norbeck, Jr., Ed.D., Louis L	Teacher, School Counselor	IEPP	Division of Career and College Readiness, Juvenile Services Education Program	09/19/2012

III. Other Actions:

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



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

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September 25-26, 2012

BOARD LIST

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

Name: Ava B. Spencer
Position: Education Program Specialist I, Reading/English Language Arts
Division: Instruction
Salary Grade: 21 (\$56,496 - \$90,706)
Effective Date: TBD

JOB REQUIREMENTS:

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

Experience: Four (4) years of professional administrative or teaching experience in or affiliated with an education program. Administrative experience in an area related to Reading/English Language Arts or English Language Learning programs is preferred.

JOB DESCRIPTION:

This is a professional position responsible for providing technical assistance for the development and production of tasks and items in Reading/English Language Arts that are related to the development of the Maryland School Assessment (MSA) toolkit and in representing the state in all matters pertaining to Reading/English Language Arts curricular design, instructional implementation, and professional development.

Qualifications:

Education:

Morgan State University (Baltimore, Maryland) 2001 – Master’s Degree in Administration and Supervision; 1973 – Bachelor’s Degree in Elementary Education

Towson University (Towson, Maryland) 1992 – Master’s Equivalent in Elementary Education

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2011 – Present: Education Program Specialist I – Reading/English Language Arts (Contractual)

2007 – 2010: Education Program Supervisor – Office of Reading First

2003 – 2007: Reading First Regional Specialist (On Loan from Baltimore City Public Schools)

Baltimore City Public Schools (Baltimore, Maryland)

1999 – 2003: Seminar Leader New Educators Professional Development Program

1997 – 2003: Instructional Support Teacher/Reading Coach/Academic Coach

1988 – 1997: Elementary School Teacher

1981 – 1988: Title I Supplemental Teacher

1973 – 1981: Elementary School Teacher

EMPLOYMENT STATUS:

Reinstatement