

MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday
October 28, 2008

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 28, 2008, at the Nancy S. Grasmick State Education Building. The following members were in attendance: Mr. James H. DeGraffenreidt, Jr., President; Mr. Blair G. Ewing, Vice President; Dr. Lelia T. Allen; Mr. Dunbar Brooks; Dr. Mary Kay Finan; Ms. Rosa M. Garcia; Mr. Richard Goodall; Dr. Karabelle Pizzigati; Dr. Ivan C.A. Walks; Ms. Kate Walsh; Mr. D. Derek Wu and Dr. Nancy S. Grasmick, Secretary/Treasurer and State Superintendent of Schools. Dr. Charlene M. Dukes was unable to attend.

Elizabeth Kameen, Esq., Assistant Attorney General, and the following staff members were also present: Dr. John Smeallie, Acting Deputy State Superintendent for Administration; Ms. JoAnne Carter, Deputy State Superintendent for Instruction and Academic Acceleration; Dr. Ronald Peiffer, Deputy State Superintendent for Academic Policy; and Mr. Anthony South, Executive Director to the State Board.

CONSENT AGENDA

Dr. Pizzigati requested a correction to the September Minutes on page 12 under the eighth bullet of suggested Agenda items as follows:

- Local perspectives on issues to reflect diversity of the State (Pizzigati)

Upon motion by Dr. Finan, seconded by Ms. Garcia, and with unanimous agreement, the Board approved the Consent Agenda as follows: (In Favor – 9) (Dr. Walks and Mr. Wu arrived late)

Approval of Minutes of September 23, 2008, as amended
Personnel (**copy attached to these minutes**)
Budget Adjustments for September, 2008

PUBLIC COMMENTS

Mr. DeGraffenreidt noted that the agenda had been modified at the request of board members to increase the opportunity for public comment. Accordingly, Mr. DeGraffenreidt explained that Board members did not limit the number or length of written comments and stated that the Board members received and reviewed a large number of written public comments regarding the high

school assessments. Mr. DeGraffenreidt noted that the public comment period was rescheduled on the agenda to occur prior to the discussion of the high school assessments so that the comments could be heard by the Board before discussion and decision. Mr. DeGraffenreidt also noted that the number of speakers presenting public comments was doubled from 10 to 20.

Ms. Walsh moved and Ms. Garcia seconded a motion to include an additional ten slots for public comment. The motion failed. (In Favor – 4; Opposed – 5)

Mr. DeGraffenreidt then reviewed the procedures by which the Board hears oral public comments. He called on the following persons who had signed up to provide comment on the current High School Assessments graduation requirement :

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|------------------------------|---|
| 1. Mo Blasko (Not Present) | 12. William Ryan (Support) |
| 2. Shirley Brandman (Oppose) | 13. Dennis Jutras (Support) |
| 3. Linda Won (Support) | 14. Cathy Walroad (Support) |
| 4. Roger Plunkett (Support) | 15. Elbridge James (Oppose) |
| 5. Rod Mann (Support) | 16. Brian Roberts (Oppose) |
| 6. Bonnie Cullison (Oppose) | 17. Susan Allison (Oppose) |
| 7. June Streckfus (Support) | 18. Cliff Ishmael & Evelyn Ishmael
(Support) |
| 8. Ricardo Duncan (Support) | 19. Nanette Baez (Oppose) |
| 9. Sam Macer (Support) | 20. Tom Evans (Support) |
| 10. Diego Uriburu (Oppose) | |
| 11. Barney Wilson (Support) | |

HIGH SCHOOL ASSESSMENT UPDATE

Mr. DeGraffenreidt asked Dr. Grasmick to provide an update on the High School Assessment (HSA) and asked Board Members to hold their questions until the panel of presenters has concluded.

Dr. Grasmick said that Maryland has a history of accountability for its schools that began in the 1970s. She noted that the State superintendents' organization and the State's minority achievement organization have supported the passage of HSAs as a graduation requirement. She explained that there will be a cohort of students who will not receive a high school diploma in 2009 by virtue of not meeting local school system requirements noting that every school system has students who require five years or more to complete high school. She explained that the federal mandate allows every student to stay in school until age 21 if necessary. Dr. Grasmick said that there have been positive changes in Maryland high schools since the onset of the HSA requirement and that a proposed Appeal Process for extraordinary cases will be submitted to the Board at its December meeting. She explained that delaying the HSA graduation requirement would have dire consequences in the schools.

The Superintendent then introduced Dr. Leslie Wilson, Assistant State Superintendent, Division of Accountability & Assessment, to review the status of current seniors in the Class of 2009 as they work to satisfy the HSA graduation requirement.

Dr. Wilson said that this requirement has changed the culture in Maryland schools to that of “every student matters.” She presented data on the results of the HSAs taken in 2008 by the 2009 graduating class. She noted that this is the most detailed data that we have ever had on student performance. She said the data reflects the status as of June 2008. Dr. Wilson said that an analysis of the data shows a decline in dropouts and non-promotes and that the delayed graduation rate remains unchanged. In terms of the results of testing, she said that 9 of 10 test takers (90.2%) in the class of 2009 have taken all four tests and met the testing requirement either by achieving a passing score on all four tests or through the combined score option. She also reported the percentage of passers for all special services groups and noted that the Bridge Plan for Academic Validation is being used to successfully address the needs of special education and English language learners (ELLs) and those with test anxiety. She provided data on the average number of Bridge plan projects per test by race with the average number of projects being 4.6.

Dr. Grasmick introduced the following panel of presenters to provide their comments on the HSA requirement:

1. Dr. Andres Alonso, CEO, Baltimore City Public School System
2. Dr. Jerry Weast, Superintendent of Schools, Montgomery County Public Schools
3. Dr. Joe Hairston, Superintendent of Schools, Baltimore County Public Schools
4. Mr. William Hite, Jr., Deputy Superintendent of Schools, Prince George’s County Public Schools
5. Dr. Carl Roberts, Executive Director, Public School Superintendents’ Association of Maryland (PSSAM)
6. Mr. Matt Gandal, Executive Vice President, Achieve, Inc.

Dr. Alonso began by discussing that only fourteen percent of students in past years who graduated from Baltimore City Public Schools attended and graduated from a two or four-year college. He reported that he received a lot of feedback from college leaders who felt that standards were needed to prepare students for college. He reported that sixty percent of seniors have already met the graduation requirements and that City schools are working very hard to prepare students who can be competitive in the world of work.

Dr. Weast urged the Board to consider a better measure of success such as the ACT for assessment for graduation. He said that school leaders must look at *what are students prepared to do when they graduate?* and that the HSAs don’t answer that question. He urged that the HSA requirement be delayed for one year to investigate alternative assessments. He expressed concerns that the modified HSAs were piloted without field testing and that local approval of Bridge Plan Projects means that they are not “standardized.” He noted his deep concern about the large numbers of English Language Learners (ELL) in Montgomery County who are taking their first test at the start of this year.

Dr. Hairston said that college leaders reported that they need better trained students entering their institutions. He discussed the history of accountability in Maryland and said that the “HSA and strong accountability have been the catalysts for us to remain stable.” He noted that Maryland schools are rated at the top in this country and asked , “why would we move away from an assessment, when we have gotten this far?”

Mr. Hite spoke about what has changed in regards to standards and accountability. He explained that school leaders now know where every student is relative to the standards. He said that Prince George’s students are more prepared for college entry and explained that the schools now provide algebra for every ninth grade student. He said, “Let’s not eliminate a minimum standard. In Prince George’s County we see a quality education as an undeniable right.” He said that the schools are prepared to make sure that every student meets the requirements and urged that while improvements are made, accountability be maintained.

Dr. Roberts, retired Superintendent of Schools for Cecil County Public Schools, spoke on behalf of PSSAM, the Public School Superintendents’ Association of Maryland. He said that the current Superintendent in Cecil County told the principals of his high schools that the HSAs are not exit exams but rather entrance exams to high school. He said that he discussed this issue with all of the Maryland superintendents and promised confidentiality to them regarding their responses. He said that twenty-two or twenty-three of the Superintendents adamantly want the HSA requirements to remain in place and that they expressed the devastating impact on their classrooms if a delay were to take place. He noted that Dr. Grasmick has been extremely responsive to the superintendents’ concerns. Dr. Roberts said that he personally agrees with school leaders in Massachusetts, where high stakes testing was introduced, that once this process is put in place it will become a non-issue.

Mr. Gandal reported that Maryland is one of 26 states that have graduation tests. He reported that 20 of the 25 states have remained on the same implementation schedule without delays. He indicated that Washington state is the only state to delay that had as long a phase in period as Maryland’s, but that their pass rates heading into the final year were much lower than Maryland’s. He also noted that it has been 8 years since Maryland first gave the HSAs to students and , on average, the other states set 4-5 year phase in periods for their graduation tests. Mr. Gandal reported that Maryland’s tests measure eighth and ninth grade skills. He suggested that Maryland leaders may want to consider at this point whether or not to pursue state level programs such as Virginia’s “project graduation academies” as a way to provide direct state support to struggling students. He said Virginia’s results with the academies have been impressive He said, “Don’t let the floor become the ceiling.” He noted that students need a far greater amount of skills to get good jobs and that “the threshold now is Algebra II not Algebra I.”

Mr. DeGraffenreidt thanked the panel members for their comments and opened the floor to questions from the Board.

Ms. Garcia expressed her concern for the lack of a sense of urgency from the superintendents that there are students who will not get a diploma. She said, “We are moving on a decision that will have negative consequences on some of our students.”

Dr. Alonso stated that this issue is about access for students who were once “invisible.” He said that the *No Child Left Behind* (NCLB) Act is problematic but it doesn’t let anyone hide. He said that research shows that ELL students who enter the system before the eighth grade outperform natural language speakers. He said, “this work is about helping every single kid.”

Dr. Weast said that he wants the diploma to make students college ready and that there is a sense of urgency. He said, “We make a mistake when we don’t set the bar high enough.” Dr. Weast said that the HSAs are not accommodating the large numbers of English language learners in Montgomery County.

Dr. Grasmick noted that 70 percent of Maryland students take the Scholastic Aptitude Test (SAT) and that the number of Advanced Placement (AP) Courses taken by Maryland students is second in the nation. She said, “we are not holding students back.”

Dr. Pizzigati asked the panel if they have seen consistency in moving toward high levels of instruction.

Dr. Hairston said that the assessments have provided increased monitoring of and data collection on students and noted an 83.5 percent high school pass rate in Baltimore County. Mr. Hite reported on an increased level of consistency and expectations for all students in Prince George’s County. Dr. Roberts said that the data from assessments has allowed teachers to address each student’s needs. Dr. Weast expressed his concern of the large number of students in Montgomery County with special needs. Dr. Alonso noted that all schools in Baltimore City now provide an algebra program and noted the connection between what teachers are teaching and what is being measured. Mr. Gandal said that the assessments help instruction but that standards and assessments are not enough.

Dr. Walks asked about students who complete all of their high school requirements and don’t pass the HSAs and noted his concern about HSAs being used to predict the future for students.

Dr. Wilson said that she relies on information from local superintendents who say that issues don’t arise where students attend school regularly, pass all of their classes and meet all of the requirements and then don’t pass the HSAs. Dr. Alonso noted that the Bridge Plans provide an option for these students. Dr. Weast expressed his concern that the Bridge Plans are not state assessments but rather local assessments.

In response to a question by Mr. Ewing to Dr. Weast, Dr. Weast said that going forward without a well thought out plan would be devastating and said, “I want accountability to mean something to students.”

Mr. Ewing moved to delay for one year the requirement of the passage of HSAs to receive a Maryland High School Diploma for the 2009 school year. Ms. Garcia seconded the motion.

In response to questions by Mr. Wu about how to target students before high school and how to cope with less resources during these difficult financial times, Dr. Hairston said that Maryland

has a history of being successful with high stakes assessments and reported that the resources are available and the strategies are in place.

Mr. Goodall noted that Maryland schools are among the top two or three in the nation and that the superintendents have said, "let's do this." He said, "we should listen to them."

Mr. DeGraffenreidt asked Dr. Weast if he was opposed to pre-graduation requirement tests as an absolute. Dr. Weast said that he is not opposed to tests that are required to pass a course which would become part of the grade towards graduation. But he expressed his concern about a single test that does not measure even a floor. He feels that the tests do not reflect what the students should have learned by the time they graduate from twelfth grade.

When Mr. DeGraffenreidt inquired what would be different after a year's delay, Dr. Weast said that a year's delay would allow the Montgomery County School System to work with the Board to develop a systemic way to measure where students are in the learning process. He said that the ACT has levels to predict where students are academically. He said that during the year, Maryland leaders could get advice from international experts to provide higher quality exit exams.

In response to a concern expressed by Ms. Walsh about the lack of rigorous testing for students taking higher level courses, Mr. Gandal said that fourteen states are working to create an Algebra II test to be administered in twelve of the fourteen states. Dr. Grasmick said that Maryland has a robust system of higher standards as well as robust career technology standards. She elaborated on the many higher level learning programs being offered to students in Maryland.

Mr. Brooks commented that, "the intention is to do away with this." He expressed the need to stay the course and said "if they can't pass basic level, how do we expect them to pass the ACT?"

Dr. Walks said that he has a concern for the students who think they are going to graduate and who will be told that they won't receive their diploma this year.

Dr. Allen reported on the attrition rate in colleges which she described as "horrible, when kids are passed without the required skills."

Mr. DeGraffenreidt thanked the panel for their valuable work as well as the public for their input on both sides of the issue.

Mr. Wu reported that his work with the Maryland Association of Student Councils (MASC) has reflected an overall support for benchmark testing but that more time is needed to help special needs students. He noted that students who have difficulty are now getting more help but that more time is needed to prepare students. He offered to provide the Board with suggestions made by MASC student delegates at their meeting.

Ms. Walsh moved to delay the HSA graduation requirement for one year for children with disabilities requiring either 504 Plans (a mild disability) or Individual Education Plans (IEPs). With no second, the motion was dismissed.

Upon a vote on the Ewing/Garcia motion to delay the HSA graduation requirement for one year for all students, the motion failed. (In Favor – 4 - Ewing, Garcia, Walsh, and Wu; Opposed – 7)

Ms. Walsh once again moved to delay the HSA graduation requirement for one year for children with disabilities requiring either 504 Plans or Individual Education Plans (IEPs). Mr. DeGraffenreidt asked Ms. Walsh if she would agree to table this motion until a full discussion of Dr. Grasmick's appeal process proposal could be conducted at the December Board meeting. Ms. Walsh agreed.

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. Allen, seconded by Mr. Goodall, and with unanimous agreement, the Maryland State Board of Education met in closed session on Tuesday, October 28, 2008, in Conference Room 1, 8th Floor, at the Nancy S. Grasmick State Education Building. All board members were present except Charlene Dukes. Also in attendance were Dr. Grasmick, Dr. Smeallie, Deputy State Superintendent for Administration, and Tony South, Executive Director to the State Board. Assistant Attorneys General Elizabeth M. Kameen and Jackie C. La Fiandra were also present. The Executive Session commenced at 2:20 p.m. (In favor – 11)

The Board considered and deliberated the following appeals. Opinions will be issue at an upcoming meeting.

- *Jenai B. v. Prince George's County Board of Education* – student transfer
- *Mr. & Mrs. Roger B. v. St. Mary's County Board of Education* – course issue
- *Theresa C. v. Montgomery County Board of Education* – early entry
- *Catherine D. v. Montgomery County Board of Education* – early entry
- *Mr. & Mrs. Richard M. v. Prince George's County Board of Education* – student transfer

The State Board approved four decisions and one order for publication.

- *Mohan G. v. Montgomery County Board of Education* – early entry 08-48
- *Interboro Packaging Corp. v. Prince George's County Board of Education* – contract dispute 08-49
- *Robin Vice v. Carroll County Board of Education* – bus driver suspension 08-50
- *Yi N. & Nanping W. v. Howard County Board of Education* – residency 08-51
- *Jackie & Antonio F. v. Howard County Board of Education* – early entry OR08-14

President DeGraffenreidt explained details of the upcoming Board retreat which will focus on internal board management and process issues. He also briefly discussed the draft performance objectives for the State Superintendent.

The Executive Session ended at 2:45 p.m.

RECONVENE

The meeting reconvened at 3:05 p.m.

MASTER PLAN OVERVIEW

President DeGraffenreidt reminded the Board that when they took action on the State Education Budget submission in August, Board members raised questions about program and financial accountability of local school systems. He asked Dr. Grasmick to introduce a panel of presenters who will help the Board better understand the Master Planning process and how accountability is addressed in this process.

Dr. Grasmick introduced Ms. Ann Chafin, Assistant State Superintendent, Division of Student, Family and School Support; Dr. Tom Rhoades, Director, Office of Comprehensive Planning and School Support; and, Dr. Carol Williamson, Superintendent, Queen Anne's County Public Schools to outline the Master Planning Process.

Ms. Chafin began the presentation with a videotape which explained the entire Master Planning process and the timeline used to develop the plans. She reported that 120 educators will review the Master plans this year.

Dr. Williamson reported that the Queen Anne's County Public School System has fourteen schools and eleven hundred employees. She outlined the following goals of the school system for the 2007-2008 school year:

1. High Student Achievement
2. Teacher Retention and Recruitment
3. Communication
4. Safe Schools
5. Family and Community Involvement
6. Preparation for the World of Work

She said school system employees regularly monitor and evaluate the Plan examining the challenges and what did and did not provide results. She discussed the positive results based on planning and funding and how these efforts strengthened the school improvement planning process. She noted that the requirement of an Annual Update is very helpful to meeting their goals. She noted that gaps in learning are closing for all cohorts of students in their schools and thanked Department staff for their excellent professional development support.

In response to a question by Mr. Goodall, Dr. Williamson said that her school board supports and approves the Master Plan and the Annual Updates.

In response to a question by Ms. Garcia, Dr. Williamson said that students are given the PSAT in the ninth grade to compile a list of potential advanced placement students.

In response to a question by Dr. Pizzigati, Dr. Williamson said that administrators are only allowed to interview and hire highly qualified teachers. She also noted that there are mentors and teacher specialists available in the schools as well.

Mr. DeGraffenreidt asked whether the Master Plan provides a means to reduce and eliminate the number of students who get to the twelfth grade unprepared or who drop out. Dr. Williamson said that looking at best practices and what works and what does not work is the means to assure that all students are prepared by grade twelve. She noted that the Annual Update provides data for each student in all cohorts. Ms. Walsh asked for the data discussed by Dr. Williamson. Ms. Chafin said she will provide the Board with the link to this data.

Board members thanked the presenters for their excellent report.

TEACHER STAFFING REPORT

Dr. Grasmick reported that the Department produced the first Teacher Staffing Report in the mid 1980s in response to State legislation requiring the identification of teaching fields that are areas of critical teacher shortage. She said that once identified, the shortage areas became the basis for awarding scholarships to encourage and assist students to pursue a career in teaching by enrolling in a teacher education program at one of the State's higher education institutions. Dr. Grasmick said that these scholarships soon came to be known as the Sharon Christa McAuliffe Memorial Teacher Education Awards to honor the first teacher in space. She introduced Dr. John Smeallie, Acting Deputy State Superintendent for Administration and Assistant State Superintendent, Certification and Accreditation; and Dr. Louise Tanney, Assessment and Recruitment Coordinator, Division of Certification and Accreditation, to discuss this year's report and its recommendations. She recommended Board approval of the four areas of critical teacher shortage identified in the Maryland Teacher Staffing Report 2008-2010.

In response to a question by Ms. Walsh, Dr. Smeallie said that the MSDE website includes all of the colleges in Maryland that provide teacher education programs in the areas of critical teacher shortage. He said that this information will be provided to the Board at its December meeting when a more comprehensive report will be presented.

In response to a question by Mr. Ewing about Recommendation #2, *Declare all 24 local school systems as geographic areas of projected shortage of certified teachers*, Dr. Smeallie said that this mirrors regional and national patterns across the country.

In response to Ms. Garcia's request that the report in December enumerate the number and shortage of teachers of diverse cultures who are bi-lingual, Dr. Smeallie said that they do not track teachers who are bilingual. Dr. Grasmick said the Teacher Shortage Task Force will provide recommendations for potential solutions at the Board's December meeting.

Upon motion by Mr. Brooks, seconded by Mr. Goodall, and with unanimous agreement, the Board approved the four areas of critical teacher shortage identified in the Maryland Teacher Staffing Report 2008-2010. (In Favor – 11)

The four areas identified and approved:

1. The Maryland State Board of Education declares the following content areas as critical shortage areas:

- Career and technology areas (7-12):
 - Technology education, and
 - Health occupations;
- Computer science (7-12);
- Dance (7-12);
- Foreign language areas (7-12):
 - Spanish, and
 - Latin;
- English for speakers of other languages (ESOL) (PreK-12);
- Mathematics (7-12);
- Science areas (7-12):
 - Chemistry,
 - Earth/Space science,
 - Physical science, and
 - Physics;
- Special education areas:
 - Generic: Infant/primary (birth-grade 3).
 - Generic: Elementary/middle school (grades 1-8),
 - Generic: Secondary/adult (grades 6 – adult),
 - Hearing impaired,
 - Severely and profoundly disabled, and
 - Visually impaired.

2. The Maryland State Board of Education declares the following 24 Maryland jurisdictions as geographic areas of projected shortage of certified teachers:

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| 1. Allegany County | 13. Harford County |
| 2. Anne Arundel County | 14. Howard County |

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|-----------------------|----------------------------|
| 3. Baltimore City | 15. Kent County |
| 4. Baltimore County | 16. Montgomery County |
| 5. Calvert County | 17. Prince George's County |
| 6. Caroline County | 18. Queen Anne's County |
| 7. Carroll County | 19. St. Mary's County |
| 8. Cecil County | 20. Somerset County |
| 9. Charles County | 21. Talbot County |
| 10. Dorchester County | 22. Washington County |
| 11. Frederick County | 23. Wicomico County |
| 12. Garrett County | 24. Worcester County |

3. The Maryland State Board of Education declares a shortage of teachers who are males and teachers who are members of minority groups.

4. The Maryland State Board of Education declares a shortage of the non-classroom professional positions of principal, reading specialist, and speech/language pathologists.

COMAR 13A.05.05.01 & .02 PROGRAMS FOR PUPIL SERVICES (ADOPTION)

Dr. Grasmick introduced Mr. Chuck Buckler, Director, Student Services & Alternative Programs Branch, Division of Student, Family and School Support, to review the proposed changes in the Pupil Services regulations and to answer any questions. She recommended Board adoption of proposed amendments to COMAR 13A.05.01 & .02 Programs for Pupil Services.

Mr. Buckler explained that this revision is a change in language to align the title of "School Counseling" to the National Standards of the American School Counseling Association.

Upon motion by Dr. Pizzigati, seconded by Mr. Brooks, and with unanimous agreement, the Board adopted the proposed amendments to the Programs for Pupil Services regulation. (In Favor – 11)

COMAR 13A.09.09 EDUCATIONAL PROGRAMS IN NON-PUBLICSCHOOLS (WITHDRAWAL)

COMAR 13A.09.10 EDUCATIONAL PROGRAMS IN NON-PUBLIC SCHOOLS (ADOPTION)

Dr. Grasmick asked Dr. Smeallie to explain the purpose of these items governing the requirements of and approval process for Maryland non-public schools.

Dr. Smeallie explained that these amendments are proposed to clarify due process procedures that have been implemented through policy and to add specific due process procedures for

revocation of a school's Certificate of Approval as a result of violating Education Article Section 2-206.1. He said that additional changes are being proposed to clarify current regulatory elements.

In response to a question by Ms. Garcia, Dr. Smeallie assured her that these regulations do not affect consolidated licensure of non-public schools.

Dr. Grasmick recommended approval for withdrawal and adoption of proposed amendments to COMAR 13A.09.09 and COMAR 13A.09.10 Education Programs in Non-Public Schools.

Upon motion by Mr. Brooks, seconded by Dr. Pizzigati, and with unanimous agreement, the Board approved withdrawal and adoption of proposed amendments to COMAR 13A.09.09 and COMAR 13A.09.10 Education Programs in Non-Public Schools. (In Favor – 11)

**COMAR 13A.12.02.18 CERTIFICATION IN SPECIALTY AREAS
(PREKINDERGARTEN-GRADE 12)(AMEND) AND COMAR 13.12.02.12 OUTDOOR
EDUCATION (REPEAL)**

**COMAR 13A.12.03.09 CERTIFICATION OF SPEECH PATHOLOGISTS (REPEAL)
AND COMAR 13A.12.03.10 CERTIFICATION OF THERAPISTS (OCCUPATIONAL
OR PHYSICAL THERAPISTS OR BOTH) (AMEND)**

COMAR 13A.12.03.12 GIFTED AND TALENTED EDUCATION SPECIALISTS (NEW)

Dr. Grasmick explained that these changes to regulation have been proposed by the Professional Standards and Teacher Education Board (PSTEB) and if Board Members have concerns about the proposed changes, the Board has the option of requesting a Joint Conference Committee with PSTEB prior to publication in The Maryland Register. She asked Dr. Smeallie to explain the proposed amendments.

Dr. Smeallie reported on the proposed amendments and assured the Board that he does not expect any comments as a result of the publication of these changes.

Upon motion by Mr. Brooks, seconded by Dr. Pizzigati, and with unanimous agreement, the Board approved the publication in *The Maryland Register* of amendments to COMAR 13A.12.02.18 Certification in Specialist Areas (Prekindergarten-Grade 12) and COMAR 13.12.02.12 Outdoor Education; COMAR 13A.12.03.09 Certification of Speech Pathologists and COMAR 13A.12.03.10 Certification of Therapists (Occupational or Physical Therapists or both) and COMAR 13A.12.03.12 Gifted and Talented Education Specialists. (In Favor – 11)

STATE SUPERINTENDENT'S REPORT

The Superintendent reported that the Department applied for and received two competitive grants totaling more than \$4 million with much of the funding being devoted to special education

programs. She also reported that the Department received a national nutrition award for the school lunch program. Dr. Grasmick noted that both she and Dr. Ronald Peiffer, Deputy State Superintendent for Academic Policy, will be attending the National Governors' Association Conference in Chicago which will be focusing on strategies to turn around chronically low-performing schools.

NATIONAL ASSOCIATION OF STATE BOARDS OF EDUCATION (NASBE) REPORT

NASBE President Pizzigati reported on the Annual Meeting of NASBE held two weeks ago. She said also discussed the ongoing opportunities available through NASBE to promote school health connections and free resources from the various military services to bolster student achievement. Dr. Pizzigati reported that two new study groups were being created, one on Assessment and the other on School and Community Partnerships. She reported that Lowell Johnson is the new President-Elect of NASBE. Dr. Pizzigati also reported that Dr. Allen was a member of the study group on Early Secondary Education and that Ms. Garcia and Mr. South served on the study group on Career and Technology Education.

FUTURE AGENDA ITEMS

The following Agenda items were suggested by Board Members:

- Details of Strategic Plan and possible need for a comprehensive long range plan and policy by the Board for early childhood education. Include in the discussion all the recommendations of the Task Force on Universal Pre-School Education. (Ewing)
- Possibilities of a formal plan for high school education lasting three, four and five years and the possibilities for investing saved money in early childhood education. (Ewing)
- December discussion on setting of parameters for the independent review of MSAs. (Walsh)
- Details and the action implications of the 2007 Maryland Adolescent Survey. (Ewing)
- Public comment procedures (Walsh)
- Alternatives for addressing teacher shortage (Walsh)
- Salaries and benefits of MSDE staff (Walsh)
- Discussion on ELL students who may not get a diploma (Garcia)
- Discussion on how are we meeting the needs of immigrant students in Maryland (Garcia)
- School safety including MASC conference suggestions (Wu)
- How do we work and what opportunities are there for working with other states (Pizzigati)
- Capacity review of schools by county (schools not being used) (Goodall)

Dr. Grasmick said that the recommendations of the MASC regarding school safety are being discussed by an action committee chaired by Representative Elijah Cummings who would like to make a presentation to the State Board on the Committee's recommendations. Dr. Pizzigati suggested that information be gleaned from other states as well on school safety.

OPINIONS

Ms. Kameen announced the following Opinions:

- 08-48 *Mohan G. v. Montgomery County Board of Education* – early entry (dismissed as untimely)
- 08-49 *Interboro Packaging Corp. v. Prince George's County Board of Education* – breach of contract (affirmed the local board's decision)
- 08-50 *Robin Vice v. Carroll County Board of Education* – employee suspension (affirmed the local board's decision)
- 08-51 *Yi N. & Nanping W. v. Howard County Board of Education* – bona fide resident (affirmed the local board's decision)


Ms. Kameen announced the following Order:

- OR08-14 *Jackie & Antonio F. v. Howard County Board of Education* – early entry (dismissed for failure to exhaust administrative remedies)

ADJOURNMENT

Mr. DeGraffenreidt reminded Board members that the Maryland Association of Student Councils (MASC) is having dinner on the 8th floor and invited them to visit with the group. He also informed the public that the Board will be holding a retreat tomorrow at the Maryland Science Center to discuss internal Board operations. The Board meeting adjourned at 5:30 p.m.

Respectfully submitted,


Nancy S. Grasmick
Secretary, Treasurer

NSG/rms

APPROVED: 12/17/08

MARYLAND STATE BOARD OF EDUCATION

CLOSED SESSION

On this **28th** day of **October 2008**, at the hour of 2:00 am/pm, the Members of the State Board of Education voted as follows to meet in closed session:

Motion made by: Dr. Allen

Seconded by: Mr. Goodall

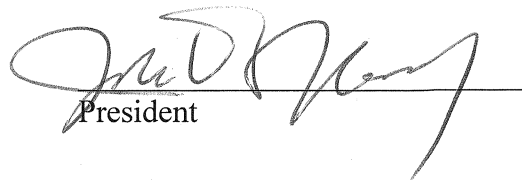
In Favor: 11 Opposed: 0 Member(s) Opposed: _____

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 discussed during this closed session include the following:

1. Discuss five legal appeals.
2. Review four draft opinions.
3. Discuss a MSDE personnel matter.
4. Discuss 2 internal Board management items.


President

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE October 28-29, 2008 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>
*Blair, Elizabeth A.	Program Manager IV, Child Care Subsidy	22	Early Childhood Development, Office of Child Care	TBD
Cornett, Elizabeth D.	Education Program Specialist I, Research Associate	21	Accountability and Assessment	TBD
Genesemer, Amy N.	Education Program Specialist I, Career and Technology Education	21	Career Technology and Adult Learning, Career and Technology Education Instructional Branch	TBD
*Simonik, Joseph R.	Program Manager II, Support Services	20	Vocational Rehabilitation, Disability Determination Services	TBD
Van Londen, Charlotte U.	Education Program Specialist I, Adult Literacy Services	21	Career Technology and Adult Learning, Adult Education and Literacy Services Branch	TBD

*Promotion

II. Appointments Grade 18 and below:

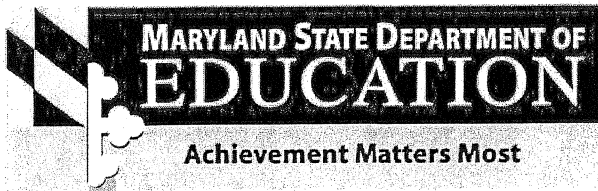
<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Anthony, Prakash	Teacher, Juvenile Special Education	IEPP	Career Technology and Adult Learning, Juvenile Services Education	10/22/2008
Derouaux, Bethany	Vocational Rehabilitation Specialist II, Rehabilitation Services	13	Vocational Rehabilitation, Region V	11/05/2008
Ellis, Tracy	Vocational Rehabilitation Specialist I, Disability Determination Services	12	Vocational Rehabilitation, Disability Determination Services	09/24/2008

Guerra, Angela	Vocational Rehabilitation Specialist II, Disability Determination Services	13	Vocational Rehabilitation, Disability Determination Services	09/24/2008
Lorenz, LeAnn	Teacher, Correctional Adult Basic Education	IEPP	Career Technology and Adult Learning, Correctional Education Program	09/24/2008
MacDonald, Kathryn	Vocational Rehabilitation Specialist I, Disability Determination Services	12	Vocational Rehabilitation, Disability Determination Services	09/24/2008
Nina, Arben	Vocational Rehabilitation Specialist I, Disability Determination Services	12	Vocational Rehabilitation, Disability Determination Services	09/24/2008
Powell, Suzan V.	Teacher, Correctional Adult Basic Education	IEPP	Career Technology and Adult Learning, Correctional Education Program	10/08/2008
Rock, Nicole	Vocational Rehabilitation Specialist I, Disability Determination Services	12	Vocational Rehabilitation, Disability Determination Services	09/24/2008
Rodriguez, Cynthia	Vocational Rehabilitation Specialist I, Disability Determination Services	12	Vocational Rehabilitation, Disability Determination Services	09/24/2008
Walker, Tessa	Vocational Rehabilitation Specialist I, Disability Determination Services	12	Vocational Rehabilitation, Disability Determination Services	09/24/2008

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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None



Nancy S. Grasmick
State Superintendent of Schools

200 West Baltimore Street · Baltimore, MD 21201 · 410-767-0100 · 410-333-6442 TTY/TDD

October 28-29, 2008

BOARD LIST

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

Name: Elizabeth A. Blair
Position: Program Manager IV, Child Care Subsidy Branch
Division: Early Childhood Development
Salary Grade: 22 (\$60,290 - \$96,808)
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, Early Childhood or a closely related field.

Experience:

Eight (8) years of professional administrative experience in with Management, administration and/or supervision of Child Care Licensing Programs.

NOTE: Two additional years of experience as defined may substitute for the Master's Degree.

JOB DESCRIPTION:

This position serves as the Program Manager for the Child Care Subsidy Branch and is responsible for overseeing MSDE's Purchase of Care Program which includes providing leadership and direction in the development, revision and implementation of state regulations, policies, and procedures with which local departments of social services must comply to administer Purchase of Care.

Qualifications:

University of Maryland (College Park, Maryland) 1996 – Master's Degree in Government Administration

St. Mary's College (St. Mary's City, Maryland) 1989 – Bachelor of Arts in Psychology

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2006 – Present: Staff Specialist IV (Assistant Branch Chief, Child Care Subsidy)

Maryland State Department of Human Resources (Baltimore, Maryland)

2001 – 2006: Human Service Administrator II (Assistant Program Manager, Child Care Subsidy)

1996 – 1997: Administrative Officer II

Maryland Emergency Management Agency (Baltimore, Maryland)

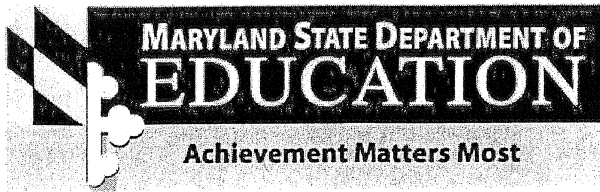
2000: Exercise Officer

Maryland Administrative Office of the Courts (Annapolis, Maryland)

1997 – 2000: Training Specialist

EMPLOYMENT STATUS:

Promotion



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State Superintendent of Schools

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October 28-29, 2008

BOARD LIST

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

Name: Elizabeth D. Cornett
Position: Education Program Specialist I, Research Associate
Division: Accountability and Assessment
Salary Grade: 21 (\$56,496 - \$90,706)
Effective Date: TBD

JOB REQUIREMENTS:

Education:

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

Experience:

Four years of administrative or teaching experience in or affiliated with an education program; this experience to include two years coordinating or administering an education research program or education research related area. Experience in statistical analysis, applications development and research, or data management preferred; Statistical Application Software experienced desired.

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

JOB DESCRIPTION:

This is a position is responsible for providing program support and technical assistance in conducting research related to the State accountability program.

Elizabeth D. Cornett

Page two

Qualifications:

Ohio State University (Columbus, Ohio) 2004 – Master's Degree in Statistics

Ohio University (Athens, Ohio) 2001 – Bachelor's Degree in Mathematics

Experience:

Connections Academy (Baltimore, Maryland)

2006 – Present: Statistician Manager

United States Census Bureau (Washington, D.C.)

2005 – 2006: Mathematical Statistician

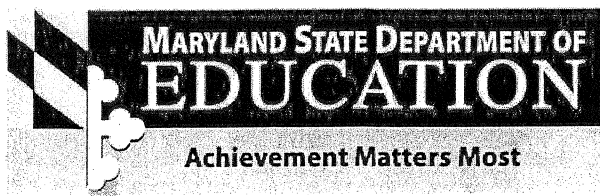
2004: Mathematical Statistician Intern

Charles County Public Schools (LaPlata, Maryland)

2001 - 2003: Math Teacher

EMPLOYMENT STATUS:

New Hire



Nancy S. Grasmick
State Superintendent of Schools

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October 28-29, 2008

BOARD LIST

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

Name: Amy N. Gensemer
Position: Education Program Specialist I, Career and Technology Education
Division: Career Technology and Adult Learning,
Career and Technology Education Instructional Branch
Salary Grade: 21 (\$56,496 - \$90,706)
Effective Date: TBD

JOB REQUIREMENTS:

Education:

Masters Degree or equivalent 36 credit hours of post-baccalaureate course work in Career Technology Education, Educational Administration/Supervision, Guidance and Counseling, Sociology, 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 career and technology education, work-based learning programs, or a related field is preferred.

NOTE: Two years of additional experience as defined above may be substituted for the Master's Degree.

DESCRIPTION:

This is a professional position responsible for providing leadership, coordination, and technical assistance to local school systems, postsecondary institutions and other agencies in the planning, development and implementation of Technology Education and Family Consumer Sciences (FACS) programs.

Qualifications:

Education:

Ball State University (Muncie, Indiana) – Master’s Degree in Technology Education

Millersville University (Millersville, Pennsylvania) – Bachelor’s Degree in Technology Education

Towson University (Towson, Maryland) – Received 18 credit hours in Administrator I Certification Endorsement

Experience:

Montgomery County Public School System (Rockville, Maryland)

2006 – Present: Career and Technology Education Resource Teacher

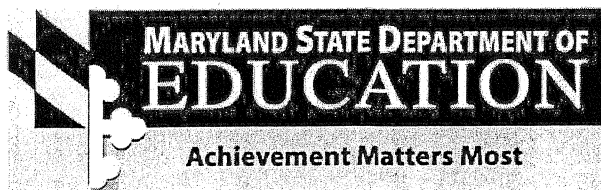
2000 – 2006: Technology Education Teacher

International Technology Education Association (Reston, Virginia)

2006 – Present: Curriculum Specialist (Part-time)

Employment Status

New Hire



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October 28-29, 2008

BOARD LIST

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

Name: Joseph R. Simonik
Position: Program Manager II, Support Services
Division: Rehabilitation Services, Disability Determination Services
Salary Grade: 20 (\$50,893 - \$85,017)
Effective Date: TBD

JOB REQUIREMENTS:

Education:

A Bachelor's Degree is required; course work in Management, Supervision, or Administration is desirable. A Master's Degree is preferred.

Experience:

Six (6) years of professional experience in rehabilitation or in the adjudication or processing of disability claims. Three (3) years of the required experience must have included direct supervision of other professional employees or specialized experience as the technical lead providing rehabilitation services for clients with disabilities or in developing disability claims and establishing eligibility for SSDI and SSI.

Note:

A Master's Degree or equivalent 36 credit hours of post baccalaureate course work in Educational Administration, Rehabilitation Counseling, Special Education, Counseling and Guidance, Vocational Evaluation, Psychology, or in a Social Science related field may be substituted for one year of the required experience in rehabilitation or the adjudication or processing of disability claims.

DESCRIPTION:

This position is responsible for providing leadership, direction and oversight for Medical Relations and Staff Training within the Disability Determination Services of Maryland inclusive of fiscal/financial management, mailroom operations, reception area, case control, security, and office facilities management.

Qualifications:

Education:

University of Baltimore (Baltimore, Maryland) 1997 – Master of Science in Taxation

Towson University (Towson, Maryland) 1995 – Bachelor of Science in Accounting

University of Maryland (College Park, Maryland) 1969 – Bachelor of Arts in Psychology

Experience:

Maryland State Department of Education (Baltimore, Maryland)

1998 – Present: Accountant Advanced – Disability Determination Services –
Administrative Support Unit

Joseph R. Simonik, CPA (Self-Employed)

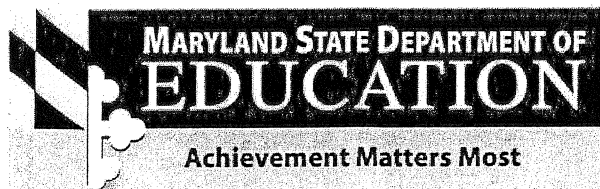
1995 – Present: Accountant (Part-time)

Montgomery Ward, Phaltzgraff, Western Auto (Baltimore, Maryland)

1969 -1995: Various Management Positions

Employment Status

Promotion



Nancy S. Grasmick
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October 28-29, 2008

BOARD LIST

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

Name: Charlotte U. Van Londen
Position: Education Program Specialist I, Adult Literacy Services
Division: Career Technology and Adult Learning
Salary Grade: 21 (\$56,496 - \$90,706)
Effective Date: TBD

JOB REQUIREMENTS:

Education:

Masters Degree or equivalent 36 credit hours of post-baccalaureate course work in Education, Educational Administration/Supervision, Professional Development, Staff Development, Program Evaluation or any field directly related to Adult Learning.

Experience:

Four (4) years of professional administrative or teaching experience in or affiliated with an education program or professional development of education staff. Administrative experience in an area related to accountability, adult education, ESL Programs or a related field is preferred.

NOTE: Two years of additional experience as defined above may be substituted for the Master's Degree.

DESCRIPTION:

This is a professional position responsible for providing grant management, statewide leadership, and technical assistance to grantees (local school systems, community colleges, and community based organizations) in the delivery of local adult education programs and will develop, implement, and coordinate statewide program information for English-as-a-Second-Language (ESOL).

Qualifications:

Education:

College of Notre Dame (Baltimore, Maryland) 2007 – Master’s of Arts in Teachers of English to Speakers of other Languages

Hotel Management School (The Hague, Netherlands) 1981 – Bachelor’s Degree in Management and Finance

Experience:

Community College of Baltimore County (Baltimore, Maryland)

2008: Interim ESOL Coordinator

2004 – 2008: ESOL Family Literacy Coordinator (Part-time)

2002 – 2004: ESOL Instructor (Part-time)

Career Track Seminars (Boulder, Colorado)

1995 – 1999: Event Manager for Maryland and Delaware (Part-time)

The Netherland Club of New York (New York, New York)

1989 – 1992: General Manager

Employment Status

New Hire

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE October 28-29, 2008 BOARD MEETING**

I. Appointments Grade 19 and above:

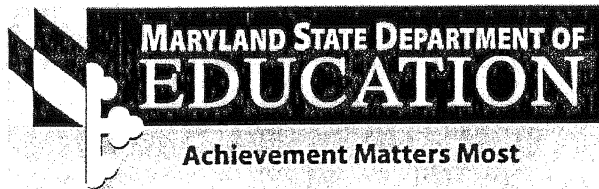
<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Langley, H. Leon	Staff Specialist IV, Pupil Transportation Manager	19	Business Services, Pupil Transportation	TBD
Rhine, Luke J.	Education Program Specialist I, Career and Technology Education	21	Career Technology and Adult Learning, Career and Technology Education Instructional Branch	TBD
Yang, Lele	Education Program Specialist I, Research Associate	21	Accountability and Assessment	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				

III. Other Actions:

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



Nancy S. Grasmick
State Superintendent of Schools

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October 28-29, 2008

BOARD LIST

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

Name: H. Leon Langley
Position: Staff Specialist IV, Pupil Transportation Manager
Division: Business Services
Salary Grade: 19 (\$49,638 - \$79,693)
Effective Date: TBD

JOB REQUIREMENTS:

Education:

A Master's Degree in Education, Transportation, Management, Economics, Business Administration or a related field.

Experience:

Four (4) years of professional experience in coordinating and supervising a transportation program or managing a transportation program directly or indirectly through administration of a program that includes a transportation component; experience within a public school setting is desired.

DESCRIPTION:

This position will serve as the Chief of the Pupil Transportation Unit responsible for managing and coordinating the Pupil Transportation program for Maryland's local school systems.

Qualifications:

Education:

Loyola College (Baltimore, Maryland) 1985 – Master Degree in Education Administration and Supervision

Towson University (Towson, Maryland) 1976 – Bachelor of Science in History Education

Experience:

Calvert County Public Schools (Prince Frederick, Maryland)

2004 – Present: Director, Transportation and Athletics

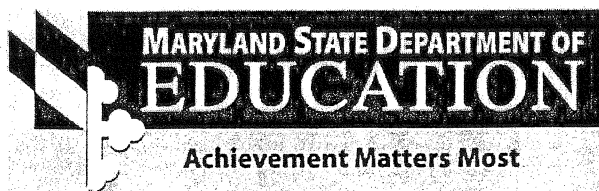
1995 – 2004: Principal

1989 – 1995: Vice Principal

1977 – 1989: Teacher and Coach

Employment Status

New Hire



Nancy S. Grasmick
State Superintendent of Schools

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October 28-29, 2008

BOARD LIST

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

Name: Luke J. Rhine
Position: Education Program Specialist I, Career and Technology Education
Division: Career Technology and Adult Learning,
Career and Technology Education Instructional Branch
Salary Grade: 21 (\$56,496 - \$90,706)
Effective Date: TBD

JOB REQUIREMENTS:

Education:

Masters Degree or equivalent 36 credit hours of post-baccalaureate course work in Career Technology Education, Educational Administration/Supervision, Guidance and Counseling, Sociology, 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 career and technology education, work-based learning programs, or a related field is preferred.

NOTE: Two years of additional experience as defined above may be substituted for the Master's Degree.

DESCRIPTION:

This is a professional position responsible for providing leadership, coordination, and technical assistance to local school systems, postsecondary institutions and other agencies in the planning, development and implementation of Technology Education and Family Consumer Sciences (FACS) programs.

Qualifications:

Education:

Richard Stockton College (Pomona, New Jersey) 2006 – Master of Arts in Instructional Technology

California University of Pennsylvania (California Pennsylvania) 2002 – Bachelor's Degree in Technology Education

Experience:

Howard County Public School System (Ellicott City, Maryland)

2006 – Present: Technology Education Teacher

Lakeside Middle School (Millville, New Jersey)

2003 - 2006: Technology Education Teacher

Americorp, Stormbreak Group Home (State College, Pennsylvania)

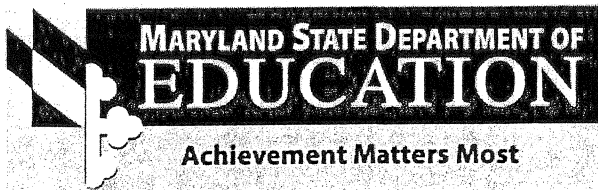
2003: Residential Counselor (Summer Employment)

Aramark (California, Pennsylvania)

2001 - 2002: Student Worker

Employment Status

New Hire



Nancy S. Grasmick
State Superintendent of Schools

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October 28-29, 2008

BOARD LIST

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

Name: Lele Yang
Position: Education Program Specialist I, Research Associate
Division: Accountability and Assessment
Salary Grade: 21 (\$56,496 - \$90,706)
Effective Date: TBD

JOB REQUIREMENTS:

Education:

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

Experience:

Four years of administrative or teaching experience in or affiliated with an education program; this experience to include two years coordinating or administering an education research program or education research related area. Experience in statistical analysis, applications development and research, or data management preferred; Statistical Application Software experienced desired.

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

JOB DESCRIPTION:

This is a position is responsible for providing program support and technical assistance in conducting research related to the State accountability program.

Qualifications:

Catholic University (Washington, D.C.) 2005 – Master of Arts in Sociology

Utah State University (Logan, Utah) 2003 – Master of Arts in Journalism

Nanjing University (Nanjing, China) 2000 – Bachelor's Degree in Journalism

Experience:

Guardians of Honor, LLC (Leesburg, Virginia)

2007 – Present: Research Associate

Academy for Educational Development (Washington, D.C.)

2007: Acting Program Officer

2005 – 2007: Senior Technical Associate

2005: Consultant

The Catholic University of America, Department of Sociology (Washington, D.C.)

2004 – 2005: Instructor (Part-time)

2003 – 2005: Research Assistant

2003 – 2004: Teacher Assistant

Utah State University – Department of Journalism (Logan, Utah)

2002: Research Assistant

EMPLOYMENT STATUS:

New Hire