

MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday, September 25, 2018
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, 2018 at 9:00 a.m. at the Nancy S. Grasmick State Education Building. The following members were in attendance: Dr. Justin M. Hartings, President; Ms. Stephanie R. Iszard, Vice President; Dr. Chester E. Finn, Jr., Dr. Vermelle Greene; Dr. Rose M. Li, Dr. Michele Jenkins Guyton; Ms. Jean Halle; Dr. Joan Mele-McCarthy; Mr. Michael Phillips, Dr. David Steiner; Brigadier General (BG) Warner Sumpter (Ret.); Mr. Bryce Awono, student Board member; and State Superintendent Dr. Karen B. Salmon.

The following staff members were present: Elizabeth Kameen, Esq., Assistant Attorney General; Dr. Sylvia Lawson, Deputy State Superintendent, Office of School Effectiveness; Amalie Brandenburg, Deputy State Superintendent, Office of Finance and Administration; Dr. Carol Williamson, Deputy State Superintendent, Office of Teaching and Learning; and Dr. Miya T. Simpson, Executive Director, Office of the State Board.

President Hartings called the meeting to order and opened with the Pledge of Allegiance.

President Hartings welcomed members of the Maryland Association of Boards of Education (MABE), Mr. Charles McDaniels (President) and Mr. Wayne Ridenour (Board of Directors), and other guests.

Dr. Salmon recognized Dr. Kelly Griffith, Superintendent for Talbot County Public Schools.

PUBLIC COMMENT

The following individuals provided public comment:

- ***Josh Landers*** – COMAR 13A.12.04.03 *Superintendents*
- ***Josh Mazer*** – MSDE Marketing of HPV Vaccine
- ***Doug Prouty*** – COMAR 13A.12.04.03 *Superintendents*
- ***Nicole Landers*** – Suppressed discipline data in schools
- ***Dr. Kelly Griffith*** – COMAR 13A.12.04.03 *Superintendents*

NEW BUSINESS

➤ ***Approval of Consent Agenda:***

President Hartings called for a motion to approve the Consent Agenda, which included the following items:

- Minutes for August 28, 2018

- Dr. Green requested corrections on page 7 regarding the discussion of future meeting dates. The dates should be changed from August 27th and August 28th to September 24th and September 25th.
- Personnel Actions
- Budget Adjustments for August, 2018

***ACTION:** Upon motion by General Sumpter and seconded by Mr. Phillips, the State Board approved the Consent Agenda with the recommended corrections.(In Favor: 12; opposed: 0; abstained: 0)*

➤ **Code of Maryland Regulations (COMAR)**

(Presenter: Dr. Karen B. Salmon , State Superintendent; Ms. Mary Gable, Assistant State Superintendent, Division of Student, Family, and School Support; Ms. Sarah Spross, Assistant State Superintendent, Division of Educator Effectiveness)

- **COMAR 13A.12.04.03 Superintendents (Repeal and Replace) and COMAR 13A.12.01.06-1 Extraordinary Career Leader Certificate (NEW -Permission to Publish)**

Ms. Spross provided an overview and background regarding the proposed regulation and requested:

- 1) permission to publish the repeal and replacement of Regulation .03 *Superintendents* under Code of Maryland Regulations (COMAR) 13A.12.04 *Administrators and Supervisors*. The new regulation will allow two additional pathways for certification in the area of superintendent, as well as establish two distinct superintendent certificates: Superintendent I for Deputy, Assistant and Associate Superintendent; and Superintendent II for Superintendents. This regulation also establishes the requirements for the Extraordinary Career Leader Certificate.
- 2) permission to publish new Regulation .06-1 *Extraordinary Career Leader Certificate* under COMAR 13A.12.01 *General Provisions*. This will create the new Extraordinary Career Leader Certificate for those individuals with an exceptional background and skills to be considered for a Superintendent position.

Board members discussed the rationale and need for the Extraordinary Career Leader (ECL) provision in the regulation. Dr. Guyton and General Sumpter shared that in conversations with various stakeholders (local boards, parents, teachers) it does not appear that this additional category is supported or considered necessary. Dr. Finn shared his reluctance to support the regulation as presented because it is far from its original intent and is now unrecognizable, and expressed concerns about the requirements of the one-year provisional period for the ECL category. He, along with Dr. Steiner and President Hartings, also questioned why local boards of education would not want the additional flexibility and opportunity to expand its pool of candidates the regulation would provide. Dr. Hartings also noted that removing this provision from the regulation does not prevent Superintendents with no teaching experience from being hired, given the State’s reciprocity agreement with those coming to the school system from another state.

***ACTION 1:** Upon motion by Dr. Steiner and seconded by General Sumpter, the State Board granted permission to publish the repeal and replacement of Regulation .03 Superintendents under COMAR 13A.12.04 Administrators and Supervisors. (In favor: 7 – Dr. Steiner, Dr. Finn, Ms. Halle, Dr. Li, Dr. Mele-McCarthy, Mr. Phillips, Mr. Awono; Opposed: 4 – Dr. Guyton, Dr. Hartings, Ms. Iszard, General Sumpter; Abstained: 1 – Dr. Greene.)*

***ACTION 2:** Upon motion by Dr. Finn and seconded by Dr. Steiner, the State Board granted permission to publish new Regulation .06-1 Extraordinary Career Leader Certificate under COMAR 13A.12.01 General Provisions.. (In favor: 8 – Dr. Steiner, General Sumpter, Dr. Finn, Ms. Halle, Dr. Li, Dr. Mele-McCarthy, Mr. Phillips; Opposed: 3 – Dr. Guyton, Ms. Iszard, General Sumpter; Abstained: 1 – Dr. Greene.)*

- **COMAR 13A.04.05 Education that is Multicultural (Repeal) and COMAR 13A.01.06 Educational Equity (NEW – Permission to Publish)**

Dr. Salmon provided an explanation and background on the *Education that is Multicultural* and the context and process for developing the proposed new *Educational Equity* regulation. In October 2016, the State Board granted permission to publish amendments to COMAR 13A.04.05 *Education that is Multicultural*. Based on input from Board members and feedback received during the 30-day public comment period, the proposed amendments were withdrawn in February 2017.

The new regulation, COMAR 13A.01.06 *Education Equity*, was developed using the Council of Chief State School Officers' (CCSSO) document, *Leading for Equity: Opportunities for State Education Chiefs*. The State Superintendent collaborated with the Network for Equity and Excellence in Education to develop the new regulation focused on educational equity, with representation and involvement from each local school system. The new regulation requires that equity and access to educational rigor, resources, and supports for all students are requirements for all local school systems and the Maryland State Department of Education.

Board members discussed the definition of terms in the Equity regulation, whether the regulation moves the State more toward personalized learning, and professional development around cultural proficiency. Board members also discussed the need to strengthen the regulation to address in greater detail how it will be implemented and monitored for accountability purposes. Board members acknowledged the document as a good step and generally supported it, but expressed concerns about the regulatory requirements currently in place or to be developed to support it so that it is more practical than aspirational. It was also suggested that the department provide technical support and encouraged sharing of information and best practices across LEAs.

Dr. Salmon said the department will make revisions based on the Board's discussion and recommendations and bring it back for future consideration.

***ACTION:** None. For information and discussion only.*

- **COMAR 13A.04.07 Gifted and Talented Education (Permission to Publish)**
Ms. Gable provided an update on the identification of gifted and talented students as an accountability and reporting student group in the State’s Every Student Succeeds Act (ESSA) Consolidated State Plan and requested permission to publish amended language.

Board members discussed the need for ensuring consistency of the identification instrument and suggested refining the language so it does not sound as exclusionary regarding those not identified by 3rd grade (i.e. clarifying that not being identified by this time does not mean students cannot be screened and identified at a later time). Suggested amending the language to read, “annual identification,” exploring what other states are doing, and inviting national experts in to speak to the Board.

Board members agreed to have staff make further revisions to the regulatory language based on the discussion and feedback and bring it back for further consideration.

ACTION: *None.*

- ***School Calendar Waiver Request***
(Presenter: Dr. Karen B. Salmon , State Superintendent)

Request for approval of the application to waive the post-Labor Day school start for two schools in Montgomery County, Arcola Elementary School and Roscoe R. Nix Elementary School, for the 2019-2020 school year.

ACTION: *Upon motion by Dr. Finn and seconded by Dr. Steiner, the State Board unanimously approved the waiver request. (In favor: 12; Opposed: 0; Abstained: 0).*

REPORTS TO THE STATE BOARD FOR DISCUSSION AND/OR ACTION

- ***Partnership for Assessment of Readiness for College and Careers (PARCC) Supplemental Results, 2018***
(Presenter: Dr. Dara Shaw, Director, Office of Research and Strategic Data Use)

Dr. Shaw presented additional information in response to requests from Board members for PARCC results by grade level and gender, along with demographic and comparison data for first-time and repeat test takers.

Board members discussed improving learning opportunities for all students, ensuring gender equity, and exploring a 2nd and 3rd grade literacy guarantee for Maryland. Board members requested a future literacy agenda item and asked staff to explore what other states are doing in this area.

ACTION: *None. For information and discussion only.*

- ***Every Student Succeeds Act (ESSA) Implementation Update***
(Presenters: Ms. Mary Gable, Assistant State Superintendent, Division of Student, Family, and School Support; Dr. Dara Shaw, Executive Director, Office of Research and Strategic Data Use)

Ms. Gable provided an update on the implementation of the Consolidated State Plan, with a focus on: an explanation of the standard setting process; an update on Gifted and Talented identification; information on School Level Expenditures, as required to be reported by ESSA; and the departments' communication strategies to support the implementation of ESSA.

Board members discussed the need for consistency in accountability and measuring.

Ms. Gable also shared the states plan for ESSA Fiscal Reporting to include the background, methodology, and implementation plan. Board members inquired about the budget categories ("chart of accounts") and how determined at the state and federal levels. Staff will look into this and provide an update.

Based on the Board's discussion and feedback, the department will make further revisions and bring it back to the Board in October.

ACTION: None. For information and discussion only.

STATE BOARD MEMBER REPORTS AND COMMENTS

➤ **Committee Reports**

- *Kirwan Commission* – Dr. Finn shared that the subcommittees have prepared draft reports and are in the process of finalizing them. He noted that the cost estimates are not finished and that pre-school and teacher pay estimates are still being considered. The target date for the Commission report is December.
- *Graduation Task Force* – Dr. Williamson reported that the Task Force met on September 13th to review recommendations and get additional feedback. The report is being finalized and will be presented to the Board in October.
- *Governor's P-20 Council* – Dr. Guyton attended the Cybersecurity Apprenticeship Graduation Ceremony for the first graduates of the program.
- *Maryland Association of Student Councils (MASC)* – Mr. Awono reported that the association is searching for a new Executive Director. MASC will host its fall conference in November.
- *Mental Health* – Dr. Guyton reported that the Behavioral Threat Assessment Report has been completed and is now available.
- *Maryland Adult Literacy Advisory Council (MALAC)*- Dr. Guyton shared information on the Council's recent meeting and that literacy, soft skills, adult training and apprenticeship challenges are some of the topics being discussed. Dr. Guyton requested the Board review regulations for limitations.

- *Online Learning Policy* – Ms. Halle reported that she is working with Dr. Williamson to gather and review information and to plan a future meeting to inform the work of the committee.

➤ **Additional Reports, Comments, and Updates**

- *National Association of Boards of Education (NASBE)* – General Sumpter and Mr. Awono will attend the Annual Conference in October. General Sumpter asked Board members to provide feedback on the delegate information for the business meeting.
- Mr. Awono will attend the Governor’s Safe Schools Tip Line Launch in October.

ADJOURN TO EXECUTIVE SESSION

Pursuant to § 3-305(b)(1)&(7) of the General Provisions Article, Annotated Code of Maryland, and upon motion of Dr. Greene, seconded by Dr. Mele-McCarthy, and with unanimous agreement, the Maryland State Board of Education met in closed session on Tuesday, September 25, 2018 in Conference Room #1, 8th Floor, at the Nancy S. Grasmick Building. All board members were in attendance. Also in attendance were Dr. Karen Salmon, State Superintendent of Schools, Dr. Sylvia Lawson, Chief Performance Officer, Dr. Carol Williamson, Chief Academic Officer, Amalie Brandenburg, Chief Operating Officer, Dr. Miya Simpson, Executive Director, Office of the State Board and Assistant Attorneys General, Elizabeth Kameen, Jackie La Fiandra, and Derek Simonsen. The Executive Session commenced at 1:15 p.m.

At that time, the State Board approved four Opinions for publication.

- *Ahmed H. v. Montgomery County Board of Education* – early K entry – Opin. No. 18-28
- *Sheree L. v. Prince George’s County Board of Education* – student expulsion – Opin. No. 18-29
- *Fanny Q. and Shardrack A. v. Howard County Board of Education* – early K entry – Opin. No. 18-30
- *Watershed Public Charter School, Inc. v. Baltimore County Board of Education* – student denial of charter school application – Opin. No. 18-31

The Board deliberated one case. It will be published at a later date.

- *Keith and Venera J. v. Montgomery County Board of Education* – student transfer

The Board considered and asked staff questions about the confidential FY 2020 Budget Submission and Over the Target Request.

The Superintendent updated the Board on the progress on the assessment procurements. She also provided the Board with embargoed information about the charter school grant awardees. She also updated the Board on the fact that Prince George’s County Public Schools submitted incorrect absenteeism data to a national report. She provided the Board with a letter she sent to Delegate Luedtke concerning church exempt schools.

Dr. Simpson received approval from the Board to go forward with a procurement for a new meeting document management system.

The President addressed one internal Board management issue concerning how he will share confidential information with the Board. The President received Board approval to recommend reappointment of certain members of the Maryland Public Broadcasting Commission.

The Executive Session ended at 2:20 p.m.

REPORTS TO THE STATE BOARD FOR DISCUSSION AND/OR ACTION

➤ ***Fiscal Year (FY) 2020 Budget Report***

(Presenter: Ms. Amalie Brandenburg, Chief Operating Officer)

Ms. Brandenburg reviewed budget information for the department to include FY2020 budget estimates, FY 2020 enhancement requests, and the FY 2020 request for State Aided Educational Institutions. The department requested approval of the following for submission to the Department of Budget and Management (DBM):

- FY 2020 base budget estimates;
- FY 2020 enhancement requests;
- FY 2020 request for State Aided Educational Institutions, which is included in the Funding for Educational Organizations Budget; and
- FY 2020 budget reduction options.

ACTION: Upon motion by General Sumpter and seconded by Ms. Iszard, the State Board unanimously approved the budget requests. (In favor: 12; Opposed: 0; Abstained: 0).

➤ ***School Discipline: A Look Backward and Forward***

(Presenters: Ms. Liz Kameen, Principal Counsel)

Ms. Kameen provided an historical perspective on school discipline reform from 2009-2014 to include an overview of relevant legislation, policy, regulations, and research. The presentation provided context and a foundation for the Board moving forward to study school discipline in terms of the legal landscape and current research and data.

Board members requested data on student offenses and suspensions/expulsion rates by race/ethnicity, as well as additional research on restorative justice practices and strategies. President Hartings emphasized the importance of this issue and the relevance for many stakeholders. He acknowledged the complexity of the issue(s) and finding the right balance between enforcing student discipline, ensuring school safety, addressing disproportionality, and providing a safe learning environment for all. The Board will continue to review and focus attention on this issue.

ACTION: None. For information and discussion only.

➤ ***School Discipline in Maryland***

(Presenter: Ms. Mary Gable, Assistant State Superintendent, Division of Student Support, Academic Enrichment, and Educational Policy; Mr. Walter Sallee, Director, Student

Services and Strategic Planning Branch; Dr. Deborah Nelson, Section Chief, Student Services and School Counseling Specialist)

Ms. Gable, Mr. Sallee, and Dr. Nelson provided an update on the rate of suspensions/expulsions over the past four (4) years, along with data on bullying, harassment, or intimidation and state initiatives to improve school climate. The department is offering more regional support for schools and districts using Positive Behavioral Interventions and Supports (PBIS) and is also updating its resource guide on local education agencies' (LEAs) discipline practices. They will bring this updated information back to the Board at a future meeting.

Board members inquired about a correlation between discipline and teacher turnover and also discussed what could be learned from programs that focus on character development. Board members requested that the department bring ideas and recommendations for addressing school discipline back to the Board for further discussion and consideration.

ACTION: None. For information and discussion only.

STATE SUPERINTENDENT'S REPORT

- ***Report on the Maryland K-12 Academic Standards for Computer Science***
(Presenter: Dr. Lynne Gilli, Assistant State Superintendent, Division of Career and College Readiness)

Dr. Gilli provided an overview and background on Maryland's K-12 Computer Science Framework and requested approval of the Maryland K-12 Academic Standards for Computer Science. The Standards provide guidance on the necessary knowledge, skills, and applications for writers to successfully compose coherent, rigorous curricula. Next steps include developing a supplemental resource to use when creating standards-based curricula and convening an informational meeting with Supervisors of Computer Science.

Board members discussed how broadly the standards are/can be executed, as related to the Board's equity agenda/focus.

ACTION: Upon motion by Mr. Awono and seconded by Dr. Li, the State Board unanimously granted approval of Maryland's K-12 Academic Standards for Computer Science. (In favor: 12; Opposed: 0; Abstained: 0.)

FUTURE AGENDA ITEMS/AGENDA PLANNING

The State Board decided not to have an Information Session on Monday, October 22nd and reviewed the following tentative agenda items for the Tuesday, October 23rd meeting:

- ESSA Implementation Update
 - Data Distribution
 - Assignment of Stars

- High School Identification of CSI and TSI Schools
- Economically Disadvantaged
- Recognition of Principals of the Year
- Superintendent's Report
 - Curriculum Resources/Evidence-Based
 - Graduation Task Force
- Regulatory Actions
 - Certification

Board members also requested to add further discussion of the Equity and Gifted and Talented Regulations, as well as a future presentation on the GED and continued discussion of Student Discipline.

OPINIONS

Ms. Kameen announced the following Opinions and Orders:

- *Ahmed H. v. Montgomery County Board of Education* – early K entry – Opinion No. 18-28
- *Sheree L. v. Prince George's County Board of Education* – student expulsion – Opinion No. 18-29
- *Fanny Q. and Shardrack A. v. Howard County Board of Education* – early K entry – Opinion No. 18-30
- *Watershed Public Charter School, Inc. v. Baltimore County Board of Education* – denial of charter school application – Opinion No. 18-31

ADJOURNMENT

With no further business before the Board, the meeting was adjourned at 4:03 p.m.

Karen B. Salmon, Ph.D.
Secretary/Treasurer

Date: October 23, 2018

The information included here provides a summary of the agenda items presented and actions taken during the meeting of the Maryland State Board of Education. The video recordings of the meetings are the official record of the meetings and can be located at:

<http://www.marylandpublicschools.org/stateboard/Pages/meeting-agendas/2018-06-20.aspx>

MARYLAND STATE BOARD OF EDUCATION
PRESIDING OFFICER'S WRITTEN STATEMENT FOR CLOSING A MEETING ("CLOSING STATEMENT") UNDER OPEN MEETINGS ACT (General Provisions Article § 3-305)

1. Recorded vote to close the meeting.

Date: September 25, 2018

Time: 1:15 p.m.

Location: 200 West Baltimore Street, Baltimore, MD 21201

Motion to close meeting made by: Dr. Greene

Seconded by: Dr. Mele-McCarthy

Members in favor: 12

Opposed: 0

Abstaining: 0

Absent: 0

2. The meeting was closed under authority of Section 3-305(b) of the General Provisions Article of the Annotated Code of Maryland (check all provisions that apply). This meeting will be closed under General Provision Art. § 3-305(b) only.

- 1. To discuss: (i) the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of appointees, employees, or officials over whom this public body has jurisdiction; or (ii) any other personnel matter that affects one or more specific individuals.
- 2. To protect the privacy or reputation of individuals concerning a matter 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.

3. For each provision checked above, disclosure of the topic to be discussed and the public body's reason for discussing that topic in closed session.

Citation (insert # from above)	Topic	Reason for closed-session discussion to topic
§ 3-305(b) (1)	Internal Board Management	Dissemination of confidential information and appointments to MD Public Broadcasting Commission.
§ 3-305(b) (7)	Legal Advice	Legal appeals



4. This statement is made by _____, Presiding Officer.

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE September 25, 2018 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>
Wang, Li	Education Program Specialist I –Data Analyst for Educator Effectiveness and School Improvement	21	Office of the Deputy for Teaching and Learning, Office of Leadership Development and School Improvement	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>
Abegunde, Kdo	Vocational Rehabilitation Specialist I	13/3	Office of the Deputy for School Effectiveness,	09/26/18
Applekamp, Stephanie	Vocational Rehabilitation Specialist I	13/3	Office of the Deputy for School Effectiveness,	09/12/18
Aversa, Anna	Vocational Rehabilitation Specialist I	13/3	Office of the Deputy for School Effectiveness,	09/26/18
Boykins, Shara	Vocational Rehabilitation Specialist I	13/0	Office of the Deputy for School Effectiveness,	09/26/18
Collins, Peter	Vocational Rehabilitation Specialist I	13/9	Office of the Deputy for School Effectiveness,	09/12/18
Cooke, CathiAnne	Vocational Rehabilitation Specialist I	13/3	Office of the Deputy for School Effectiveness,	08/29/18
D’Agosaro, Margret	Vocational Rehabilitation Specialist I	13/0	Office of the Deputy for School Effectiveness,	09/26/18
Darren, Pamela	Administrative Specialist III	12	Office of the Deputy for School Effectiveness,	TBD

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Franz, Christopher	Vocational Rehabilitation Specialist I	13/0	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	11/16/18
Kuhn, Eliabeth	Vocational Rehabilitation Specialist I	13/8	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	09/12/18
Masser, Michele	Vocational Rehabilitation Specialist I	13/3	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	09/26/18
Mayernick, Jose	Teacher, Special Education	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education	TBD
Mchargue, Megan	Vocational Rehabilitation Specialist I	12/3	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	09/26/18
Mertens, Amanda	Vocational Rehabilitation Specialist I	13/3	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	09/26/18
Morris, Zachary	Vocational Rehabilitation Specialist I	13/3	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	09/26/18
Peart, Heather	Vocational Rehabilitation Specialist I	13/3	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	08/15/18
Pfaff, Madeline	Vocational Rehabilitation Specialist I	12/3	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	09/26/18
Pino, Lisa	Executive Associate	15	Office of the Deputy for Teaching and Learning, Office of the State Superintendent	TBD
Richards, Bett	Vocational Rehabilitation Specialist I	13/3	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	09/26/18
Smith, Christen	Teacher, Academic	IEPP	Office of the Deputy for School Effectiveness,	TBD

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Shird, Vern	Administrator II	18/20	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	08/15/18
Spivey, Leah	Vocational Rehabilitation Specialist I	13/3	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	08/15/18
Strickland, Tonee	Rehabilitation Center Residential Advisor	9/9	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	08/29/18
Wathen, Christine	Vocational Rehabilitation Specialist I	13/3	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	08/29/18

III. Other Actions: Promotional

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Guerra, Janette L.	Education Program Supervisor, Chief of Early Special Education	22	Office of the Deputy for Teaching and Learning, Division of Early Intervention and Special Education Services	TBD
Miller, Pamela R.	Education Program Supervisor, State Director of the Maryland Infants and Toddlers Program/Section Chief for Policy and Data	22	Office of the Deputy for Teaching and Learning, Division of Early Intervention and Special Education Services	TBD



Karen B. Salmon, Ph.D.
State Superintendent of Schools

September 25, 2018

BOARD LIST

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

Name: Li Wang
Position: Education Program Specialist I
Data Analyst for Educator Effectiveness and School Improvement
Division/Office: Office of Leadership Development and School Improvement
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$60,543 - \$97,203
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Possession of a Master's Degree or 36 credit hours of post-baccalaureate course work in a related field of study.

EXPERIENCE:

Four years of professional experience as a research or data analyst in education or other related field. Fluency in a computer-based statistical package (SPSS, STATA, or SAS) required. Experience in the use of SAS is preferred.

DESCRIPTION:

This is a professional position that provides programmatic support and technical assistance in collecting, analyzing, and sharing data related to the functions of the Office of Leadership Development and School Improvement which include teacher and principal effectiveness (TPE) data and school improvement data.

QUALIFICATIONS:

Education:

Johns Hopkins University, (Baltimore, Maryland) 2015 - 2017 – Certification Program: Data Science Specialization

University of Bristol, (Bristol, United Kingdom) 2009 – Ph.D. in East Asian Studies, 2nd Education Policy

Qingdao University, (Qingdao, China) 2006 – Bachelor's in Public Administration

Experience:

Baltimore City Public Schools (Baltimore, Maryland)

2017 – Current: Knowledge Management Analyst

2014 – 2017: Elementary School Teacher

Zhejiang University (Hangzhou, China)

2010 – 2014: Associate Professor/Assistant Professor

EMPLOYMENT STATUS:

New Hire



Karen B. Salmon, Ph.D.
State Superintendent of Schools

September 25, 2018

BOARD LIST

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

Name: Guerra, Janette L.
Position: Education Program Supervisor
Chief of Early Special Education
Division/Office: Early Intervention and Special Education Services
Salary Grade: State Salary Grade: 22
Annual Salary Range: \$64,608 - \$94,335
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Master's Degree or equivalent 36 post baccalaureate course work in Special Education, Education Administration/Supervision or Early Childhood Education.

EXPERIENCE:

Five (5) years of professional experience in or affiliated with Early Childhood Special Education administration, programs or services directly related to the position.

DESCRIPTION:

Provides leadership & direction for the Section, within the Performance Support and Technical Assistance Branch, & Division for administration of the IDEA, Part B/619 Preschool Grant; provides programmatic technical assistance to local lead agencies, local school systems & public agencies; supervises staff responsible for the provision of programmatic technical assistance for program improvement; administers Healthy Families/Home Visiting grant program.

QUALIFICATIONS:

Education:

University of Alaska Anchorage (Anchorage, Alaska) 2005 – Master’s Degree in Early Childhood Special Education

Arizona State University (Tempe, Arizona) 1987 – Psychology Child Development

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2015 – Present: Early Childhood Performance Specialist

2014 – 2015: Monitoring & Accountability Specialist

US Army, MEDCOM, Educational and Developmental Intervention Services (Landstuhl, Germany)

2012 – 2014: Early Childhood Special Educator

Easter Seals Blake Foundation (Vista, Arizona)

1996 – 2012: Associate Director

1995 – 2012: Developmental Specialist

University of Alaska Anchorage (Anchorage, Alaska)

2005: Graduate Course Instructor

Self Employed through Child Development Services (Orlando, Florida)

1994 – 1995: Certified Home Child Care Provider

Private Industry Council (Orlando, Florida)

1993: Monitor

US Army (Ft. Davis, Anchorage, Alaska)

1991 – 1992: Child Development Center Director

Sunrise Preschools (Tempe, Arizona)

1986 – 1989: Director, Preschool Teacher

EMPLOYMENT STATUS:

New Hire



Karen B. Salmon, Ph.D.
State Superintendent of Schools

September 25, 2018

BOARD LIST

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

Name: Pamela R. Miller

Position: Education Program Supervisor,
State Director of the Maryland Infants and Toddlers Program/Section Chief for
Policy and Data

Division/Office: Early Intervention and Special Education Services

Salary Grade: State Salary Grade: 22
Annual Salary Range: \$64,608 – 103,743

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Master's Degree or equivalent 36 post baccalaureate course work in Special Education, Education Administration/Supervision or Education related field.

EXPERIENCE:

Five (5) years of professional experience in or affiliated with special education administration, programs or services directly related to the position.

DESCRIPTION:

This position coordinates and directs data activities of the Section, including the Individuals with Disabilities Education Act (IDEA) Part B and Part C data collection, analyses, and reporting, and oversees implementation of the Statewide interagency early intervention system of services, including policies, personnel standards for early intervention services providers, and Technical assistance to support programs.

QUALIFICATIONS:

Education:

The Johns Hopkins University (Baltimore, Maryland) 2002 – Ed.D. in Human Communication and Its Disorders Dual major in Special Education and Technology

Western Maryland College (Westminster, Maryland) 1986 – Master’s Degree in Special Education

Elizabethtown College (Elizabethtown, Pennsylvania) 1985 – Bachelor’s Degree in Music Therapy

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2009 – Present: Early Education Program Specialist – Early Childhood Special Education

2005 – 2009: Education Program Specialist, Family Support

2004 – 2005: Education Program Specialist, Family Support Services Contractual

The Johns Hopkins University School of Education (Baltimore, Maryland)

2003: Adjunct Faculty Applied Behavioral Analysis (Graduate)

Abilities Network (Towson, Maryland)

2000 – 2004: Consultant – Curricula Development, Training & Technical Assistance

EMPLOYMENT STATUS:

Promotional