

MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday, March 26, 2019
Maryland State Board of Education
200 W. Baltimore Street
Baltimore, Maryland 21201

The Maryland State Board of Education met in regular session on Tuesday, March 26, 2019, 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; Ms. Gail Bates; Dr. Vermelle Greene; Ms. Jean Halle; Dr. Rose M. Li; Dr. Joan Mele-McCarthy; Mr. Michael Phillips; David Steiner; Brigadier General (BG) Warner Sumpter (Ret.); Mr. Bryce Awono, Student Board Member; and State Superintendent Dr. Karen B. Salmon. (Mr. Clarence Crawford was absent.)

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) and other guests.

PUBLIC COMMENT

The following individuals provided public comment:

- *Jane Sundius* – Student Discipline
- *Dr. Daniel Curry* – Possible changes to the Star Rating System
- *Cheryl Bost* – Teacher Evaluations
- *Doug Prouty* – ESSA Accountability/Changes to the Star Rating System
- *Judith Koenick* – Montgomery County Public Schools

NEW BUSINESS

➤ *Approval of Consent Agenda:*

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

- Minutes for February 26, 2019 Meeting
- Personnel Actions
- Budget Adjustments for February 2019

ACTION: Upon motion by General Sumpter and seconded by Dr. Mele-McCarthy, the State Board approved the Consent Agenda. (In Favor: 9; opposed: 0; abstained: 0. Mr. Awono and Ms. Bates had not arrived.)

REPORTS TO THE STATE BOARD FOR DISCUSSION AND/OR ACTION

➤ ***Educator Certification: Teacher Licenses***

(Presenters: Ms. Sarah Spross, Assistant State Superintendent, Division of Educator Certification and Program Approval)

Ms. Spross provided information and updates regarding the determination of which licenses (formerly referred to as certificate types) will be available to Maryland educators, and the rationale behind changing the language from *certificate* to *license*. The presentation included an overview of the various certificate types, license progression, renewal requirements for each, and the specific decision points for the State Board in providing guidance to the department staff in developing policy and/or regulations related to the certification action plan. Ms. Spross also shared information about comparable certificates/licenses provided in other states and discussed how the proposed licenses are aligned to the MSDE Comprehensive Plan to increase the rigor and accountability of educator certification and teacher preparation programs in Maryland; as well as to items and recommendations identified by the State Board, the Professional Standards and Teacher Education Board (PSTEB), the Commission on Innovation and Excellence in Education (Kirwan Commission), and the Teacher Induction, Retention, and Advancement (TIRA) Act of 2016 Workgroup.

Dr. Salmon noted that the department's goal is to narrow the number of certificates/licenses offered and get input from the State Board to inform the development of the regulatory language. Ms. Spross reviewed the recommended licenses (conditional, temporary professional, initial professional, professional, and adjunct) and the validity and option for renewal for each. Ms. Spross also reviewed the renewal requirements and noted that the recommended renewal requirements differ significantly from current requirements and also reflect what is happening in other states.

Ms. Halle suggested a grid be created that would outline and explain the different terms and types of licensing/certification.

Dr. Steiner expressed concerns regarding weakening the standard required for passing an exam (content and minimum basic skills), as related to the conditional license.

Discussion also focused on: challenge(s) in determining opportunities/instances where policy can move forward and be aligned to the Kirwan Commission recommendations and where it may be necessary to wait to see what happens; how to ensure culturally responsive teaching, determine the quality of experiences, and the need for more specific language and guidance on what is acceptable and approvable; and encouraging an alternative license option for an expedited path for individuals who could help meet needs in teacher shortage areas.

There was general consensus among State Board members to keep the conditional license option but with some milestones in place to ensure candidates demonstrate progress and competence. Dr. Steiner indicated that he does not support the 5-year conditional certificate, expressing concerns about weakening standards and exam requirements.

There was also general agreement among members for the department to move forward with developing draft language, with consideration of the points and concerns raised during the Board's discussion regarding the conditional certificate and including some measures of progress.

ACTION: For information and discussion.

Maryland Integrated Science Assessment (MISA)

(Presenters: Dr. Carol Williamson, Chief Academic Officer, Office of the Deputy for Teaching and Learning; Mr. Bruce Lesh, Director of Social Studies, Science, and Interdisciplinary Literacy)

Dr. Williamson provided a general overview of the information to be presented and the action to be requested. Dr. Williamson introduced Bruce Lesh who presented background regarding the MISA and MSDE's recommendations to delay, for two years, implementation of the High School MISA as a graduation requirement. (A request for permission to publish COMAR 13A.03.02.09C *Graduation Requirements for Public High Schools in Maryland* will be presented as a regulatory action later in the agenda.)

State Board members inquired about MISA's alignment to other state assessments and Next Generation Standards; whether local comparisons have been made and if so, what the raw data reveals; if pathways are comparable across LEAs; and if there has been consideration of breaking the assessment into parts.

Mr. Lesh explained that all states are currently moving through a test phase and developing their own assessment, so no states are at a point of making comparisons of data at this time. Also, the department is currently looking at test items and there is a post-August timeline for being able to look at student performance data. He noted that 2017-2018 was the field testing period and that 2018-2019 will provide the first year of operational data.

ACTION: None. For information and discussion only.

➤ ***Improving the Teacher Evaluation System***

(Presenters: Ms. Tiara Booker-Dwyer, Executive Director, Office of Leadership Development and School Improvement)

Ms. Booker-Dwyer provided a status update on improvements to the state default model for teacher evaluations. The presentation included background information on statute and regulatory requirements for the evaluation of teachers and the recommendations of the Evaluation Improvement Workgroup regarding improvements to the professional practice domains for teachers and student growth measures for teachers and principals. Ms. Booker-Dwyer explained that the workgroup started with a review of frameworks that are nationally

used and assessing the strengths and weaknesses of each. There was preliminary consensus among the workgroup to recommend adoption of the Danielson Framework for the professional practice domains for the state teacher evaluation system. The workgroup explored several student growth measures and continues to gather information.

The department will request the State Board's input and feedback regarding defining student growth measures to assist in drafting regulations. The department will also get input from local systems and will bring recommendations for regulatory language back to the State Board for discussion and approval.

State Board members commended Ms. Booker-Dwyer and the workgroup on their work and acknowledged the challenges in developing an appropriate system of evaluation.

ACTION: None. For information and discussion only.

STATE BOARD MEMBER REPORTS AND COMMENTS

➤ Committee Reports

- *Task Force on Student Discipline Regulations* – Dr. Greene provided an overview of the February 28th meeting and the agenda for the upcoming March 28th meeting. Dr. Greene also previewed the April 25th meeting, noting that it would be centered on best practices. She also shared that she and Ms. Iszard had an opportunity to meet with legislators to inform them of the work of the Task Force and get their thoughts/input and any feedback received from constituents regarding student discipline.
- *Online Learning Policy* – Ms. Halle provided a summary of the March 13th meeting, which included presentations on broadcast learning, course development, and online learning for younger children. The next committee meeting is scheduled for April 17th at the MSDE.
- *Kirwan Commission* – Dr. Steiner reported that the main work is now focused on fiscal responsibility and resetting funding formulas. A report will be provided to the full Commission in the fall.

EXECUTIVE SESSION

Pursuant to § 3-305(b)(1)&(7) of the General Provisions Article, Annotated Code of Maryland, and upon motion of Dr. Steiner, seconded by Ms. Halle, and with unanimous agreement, the Maryland State Board of Education met in closed session on Tuesday, March 26, 2019 in Conference Room #1, 8th Floor, at the Nancy S. Grasmick Building. All board members were in attendance except Stephanie Iszard who had to leave the meeting early. Also in attendance were 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 Simmons. The Executive Session commenced at 12:25 p.m.

At that time, the State Board approved six Opinions and one Order for publication.

- *Chiffon H. v. Baltimore City Board of Education* – early K entry – Opin. No. 19-11
- *Jennifer Hoover v. Montgomery County Board of Education* – request for reconsideration– Opin. No. 19-12
- *Rosalia Huggins v. Baltimore City Board of School Commissioners* – teacher evaluation - Opin. No. 19-13
- *S.K. v. Montgomery County Board of Education* – verbal and emotional abuse of a student – Opin. No. 19-14
- *Suzanne McNamara v. Baltimore City Board of School Commissioners* – teacher termination (certification lapse) – Opin. No. 19-15
- *Angela Wakhweya v. Prince George’s County Board of Education* – employee termination – Opin. No. 19-16
- *Monarch Academy Public Charter School v. Baltimore City Board of School Commissioners* – motion to strike – Order No. OR19-01

The Board received legal advice and updates on the Wayne Foote removal case, the new Bradford case, and the various charter school appeals.

Dr. Salmon updated the Board on two administrative matters – a DORS procurement and inaccurate data submitted by some school systems.

The Executive Session ended at 1:25 p.m.

NEW BUSINESS

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

(Presenter: Ms. Mary Gable, Assistant State Superintendent, Division of Student, Family, and School Support; Ms. Sarah Spross, Assistant State Superintendent, Division of Educator Certification and Program Approval)

- ***Educator Certification: Out-of-State Pathways***

Ms. Spross presented draft regulatory language regarding the future out-of-state pathways to obtaining initial Maryland certification/licensure, as aligned to the Maryland State Department of Education’s (MSDE) comprehensive plan to increase the rigor and accountability of educator certification and teacher preparation programs in Maryland.

Ms. Spross briefly reviewed the five (5) out-of-state pathways identified by the State Board during the February 28, 2019 meeting. Based on the discussion and input received, the department developed regulatory language for the State Board’s review and further discussion. The out-of-state pathways identified include out-of-state teacher preparation program (three of the five pathways), out-of-state licenses, and National Board Certification.

ACTION: *For information and discussion. (No formal vote; general consensus for the department to move forward. Ms. Iszard was not present).*

- **Educator Preparation Program Requirements (Information and Discussion)**
Ms. Spross presented a preview of draft regulatory language pertaining to program requirements for the State Board’s input and feedback.

State Board member’s inquired about increasing the supply of clinical experiences for students. Dr. Greene noted that the cultural responsiveness criteria that had been previously discussed and recommended for inclusion [explicitly] in the regulatory language was not in the draft as presented. Ms. Spross indicated this would be added to the draft that would come back to the Board for further review.

There was general consensus among State Board members for the department to move forward with developing draft language, with consideration of the points and concerns raised during the Board’s discussion.

ACTION: For information and discussion.

- **COMAR 13A.03.02 Graduation Requirements (Permission to Publish)**
Request for permission to publish proposed amendments, which would extend the graduation requirement for the High School Maryland Integrated Science Assessment (HS MISA) by two years (extended for students taking the HS MISA in the 2019-2020 and 2020-2021 school years).

ACTION: Upon motion by General Sumpter, and seconded by Ms. Halle, the State Board granted permission to publish the regulation. (In Favor: 10; opposed: 0; abstained: 0. Ms. Iszard was not present).

- **COMAR 13A.03.04 Test Administration (Permission to Publish)**
Request for permission to publish the proposed amendments, which update the list of tests administered by the MSDE, clarify that “security” and “monitoring” apply to all instruments administered by the MSDE, clarify that personnel should be trained at least annually in test administration policy and procedures, and clarify eligibility requirements for Local Accountability Coordinators, School Test Coordinators, Test Administrators, Proctors, and Accommodators.

ACTION: Upon motion by Mr. Awono, and seconded by Ms. Halle, the State Board granted permission to publish the regulation. (In Favor: 10; opposed: 0; abstained: 0. Ms. Iszard was not present).

- **COMAR 13A.10.01 Home Instruction (Permission to Publish)**
Request for permission to publish proposed amendments. The amendments eliminate annual visits by supervisory personnel to the site where the child is receiving instruction, which is usually the family home, reflect current practice and available staffing in local school systems, and address the safety and privacy concerns of home instruction organizations.

State Board members discussed the removal of the home visit requirement as related to monitoring and ensuring the quality and efficacy of home instruction. Ms. Gable explained that the proposed amendment relates to safety and privacy concerns and that there are separate regulatory requirements that address the instruction and educational materials.

***ACTION:** Upon motion by Ms. Halle, and seconded by Dr. Greene, the State Board granted permission to publish the regulation as amended. (In Favor: 9; opposed: 1 (Dr. Steiner); abstained: 0. Ms. Iszard was not present.)*

➤ ***Calendar Modification Request***
(Presenter: Ms. Teresa Dantzler, Ombudsperson)

Requests from Allegany County Public Schools, Garrett County Public Schools, and Chesapeake Public Charter School (St. Mary's County) for approval to open for pupil attendance prior to Labor Day for the 2019-2020 school year.

***ACTION:** Upon motion by Ms. Bates, and seconded by General Sumpter, the State Board approved the requests to open for pupil attendance prior to Labor Day for the 2019-2020. (In favor: 10; Opposed: 0; Abstained: 0. (Ms. Iszard was not present.)*

STATE SUPERINTENDENT'S REPORT

➤ ***Maryland Career and Technology Education (CTE) Transition Year State Plan 2019-2020***
(Presenter: Dr. Lynne Gilli, Assistant State Superintendent, Division of Career and College Readiness; Jeanne-Marie Holly, Program Manager)

Dr. Gilli provided background and an overview, and requested approval of the *Career and Technology Education Transition Year State Plan for Fiscal Year 2019-2020*. The plan addresses questions to be answered in the State's application for funding for FY 2019-2020, as required by the Strengthening Career and Technical Education for the 21st Century Act (amended in July 2018; formerly the Carl D. Perkins Career and Technical Education Improvement Act of 2006). The new act is also referred to as Perkins V and requires states and territories to submit a new application for federal CTE funding.

State Board members discussed the availability of disaggregated data and information on students with disabilities; thoughts on how the state can go from where they currently are to greater heights, and alignment with Kirwan Commission recommendations; the relationship/connection between postsecondary success and CTE program quality, industry credentials, and college; and the availability of dedicated state funding for CTE.

Ms. Halle commended the department on the report and the opportunities it presents.

***ACTION:** Upon motion by Mr. Awono, and seconded by General Sumpter, the State Board approved the Maryland CTE Transition Year State Plan 2019-2020. (In favor: 10; Opposed: 0; Abstained: 0. (Ms. Iszard was not present.)*

- ***Implementation of Strategic Plan of the Division of Early Intervention/Special Education Services – Moving Maryland Forward: Sharpen the Focus for 2020***
(Presenter: Dr. Marcella Franczkowski, Assistant State Superintendent, Division of Early Intervention/Special Education Services)

Dr. Franczkowski provided information on the implementation of the strategic plan of the Division of Early Intervention/Special Education Services entitled, *Moving Maryland Forward: Sharpen the Focus for 2020* and recognized stakeholders and staff who assisted in developing the plan. Dr. Franczkowski noted that the mission is to mitigate learning difficulties through three action imperatives: 1) Early Childhood Education; 2) Access, Equity, and Progress; and 3) Secondary Transition.

State Board members inquired about strategies that would be helpful to ensure all counties and systems know about and have access to the opportunities that exist, and how online access has helped in expanding services. Dr. Franczkowski shared that online access has helped to build capacity for families when the provider is not able to be present with that family.

ACTION: None. For information and discussion.

- ***School Library Standards for Learners, School Librarians, and School Libraries***
(Presenter: Dr. Carol Williamson, Chief Academic Officer, Office of the Deputy for Teaching and Learning; Val Emrich, Director for Instructional Technology and School Library Media)

Dr. Williamson provided a brief background and overview regarding the purpose and process for developing standards, and requested approval of the draft *Maryland School Library Standards for Learners, School Librarians, and School Libraries*. The standards have been updated and customized to meet the needs of today's Maryland learners and educators and provide a rich framework for media specialists to be able to improve their collaborative practice and raise student achievement through engaging, personalized, creative learning.

Dr. Williamson and Ms. Emrich shared next steps to include requesting additional feedback and further review from the State Board and seeking approval(s) regarding crosswalks and resources, and professional learning opportunities.

- *ACTION*: Upon motion by Ms. Bates, and seconded by Mr. Awono, the State Board approved the *School Library Standards for Learners, School Librarians, and School Libraries* (In favor: 10; Opposed: 0; Abstained: 0. (Ms. Iszard was not present.)

- ***2019 Legislative Session Update***
(Presenter: Ms. Tiffany Clark, Director, Legislative Affairs)

Ms. Clark provided status updates on education-related bills currently before the 2019 General Assembly. Ms. Clark highlighted several bills to include SB1030/HB1413 – The Blueprint for Maryland's Future; SB640/HB1113 – State Government – Office of Program Evaluation and Government Accountability and Maryland Program Evaluation Act; and SB422/HB390 – State Department of Education – Employment Categories and Practices.

FUTURE AGENDA ITEMS/AGENDA PLANNING

The State Board discussed tentative agenda items for the April meeting(s):

- **Monday, April 22nd** – No meeting planned
- **Tuesday, April 23rd**
 - Certification – Test Comparison
 - Graduation Task Force – Endorsement
 - School Transfer
 - ESSA: Equity Data for Report Card
 - Standards: Environmental Science and Technology Education
 - Juvenile Services Education
 - State Superintendent’s Report
 - 2019 Legislative Session Update
 - Regulatory Actions

Mr. Awono asked for a future presentation on the availability of computer science across districts.

Ms. Halle suggested inviting home school instructors/home instruction staff present to speak with the State Board about the home instruction process.

Dr. Salmon reminded State Board members of the upcoming visit to Cheltenham Youth Detention Center on April 4, 2019.

OPINIONS

Ms. Kameen announced the following Opinions and Orders:

- *Chiffon H. v. Baltimore City Board of Education* – early K entry – Opin. No. 19-11
- *Jennifer Hoover v. Montgomery County Board of Education* – request for reconsideration– Opin. No. 19-12
- *Rosalia Huggins v. Baltimore City Board of School Commissioners* – teacher evaluation - Opin. No. 19-13
- *S.K. v. Montgomery County Board of Education* – verbal and emotional abuse of a student – Opin. No. 19-14
- *Suzanne McNamara v. Baltimore City Board of School Commissioners* – teacher termination (certification lapse) – Opin. No. 19-15
- *Angela Wakhweya v. Prince George’s County Board of Education* – employee termination – Opin. No. 19-16
- *Monarch Academy Public Charter School v. Baltimore City Board of School Commissioners* – motion to strike – Order No. OR19-01

ADJOURNMENT

With no further business before the Board, the meeting was adjourned at 4:45 p.m.

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

Date: April 23, 2019

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/Meetings-2019.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: March 26, 2019

Time: 12:25 p.m.

Location: 200 West Baltimore Street, Baltimore, MD 21201

Motion to close meeting made by: Dr. Steiner

Seconded by: Ms. Halle

Members in favor: 10

Opposed: 0

Abstaining: 0

Absent: 1

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) (7)

Legal Advice

Legal appeals, update on charter school appeals, and Allegany County Board of Education legal matter



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

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE March 26, 2019 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>
Dammann, Matthew W.	Education Program Specialist I, Attendance Specialist	21	Office of the Deputy for Teaching and Learning, Division of Assessment, Accountability, and Information Technology	TBD
Desi, Melissa	Education Program Specialist I, Educator Certification Specialist	21	Office of the Deputy for School Effectiveness, Division of Educator Certification and Program Approval	TBD
Downs, Shelley	Education Program Specialist I, Early Childhood Special Education Specialist	21	Office of the Deputy for Teaching and Learning, Division of Early Intervention and Special Education Services	TBD
Henriquez, Karla	Education Program Specialist II, Teacher Program Approval and Assessment Coordinator	22	Office of the Deputy for School Effectiveness, Division of Educator Certification and Program Approval	TBD
Lane, Sharice K.	Education Program Specialist I, Early Childhood Special Education Specialist	21	Office of the Deputy for Teaching and Learning, Division of Early Intervention and Special Education Services	TBD
McDowell, Monique	Education Program Specialist I, Extended Learning Specialist	21	Office of the Deputy for School Effectiveness, Division of Student Support, Academic Enrichment, and Educational Policy	TBD
Plummer, Michael A.	Education Program Specialist II, Program Manager for Assessment of Students with Disabilities	22	Office of the Deputy for Teaching and Learning, Division of Assessment, Accountability, and Information Technology	TBD

I. Appointments Grade 19 and above (con't):

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
O'Quinn, Timothy D.	Education Program Specialist I, Education Research Associate/Data Analyst	21	Office of the Deputy for Teaching and Learning, Division of Assessment, Accountability, and Information Technology	TBD
Spence Jr, Rodney T.	Administrative Program Manager II (Chief of Procurement Services)	20	Office of the Deputy For Finance, Division of Business Services	TBD

II. Appointments Grade 18 and below:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Achuo, Crystal	Academic CRD Teacher	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education	03/13/19
Berry, Bennie	Academic Teacher	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education	03/27/19
Debney, Jasmine	Vocational Rehabilitation Specialist I	13/3	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	03/13/19
Hill, Brooke	Vocational Rehabilitation Specialist I	13/3	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	03/27/19
Johnson, Cortina	Vocational Rehabilitation Specialist I	12/3	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	05/16/18
Kennedy, Sarah	Vocational Rehabilitation Specialist I	13/14	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	03/13/19

Lavin, John G. M.D.	Physician Program Specialist (part-time)	35	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services, Disability Determination Services	02/13/19
McKenzie, Niketha	Library Media Specialist	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education	03/13/19
Sendak, Michael M.D.	Physician Program Specialist (Full-Time)	35	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services, Disability Determination Services	03/13/19

III. Other Actions: Promotional

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
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Karen B. Salmon, Ph.D.
State Superintendent of Schools

March 26, 2019

BOARD LIST

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

Name: Matthew W. Dammann
Position: Education Program Specialist I, Attendance Specialist
Division/Office: Assessment, Accountability, and Information Technology
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$61,754 - \$99,148
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 (4) years of experience coordinating or administering data collection. Experience in data analysis, applications development, data management or governance in education preferred; SAS (Statistical Analysis Software) experience desired.

DESCRIPTION:

This is a professional position responsible for defining, capturing, assuring quality, and reporting development of enrollment and attendance data within the Accountability Office of the Division of Assessment, Accountability, and Information Technology.

Matthew W. Dammann

QUALIFICATIONS:

Education:

The John Hopkins University (Baltimore, Maryland) 2010 – Ed.D Degree in Teacher Development & Leadership, 2003 – Education Administration

Elmira College (Elmira, New York) 1998 – Master’s Degree in Reading Education
1996 – Bachelor’s Degree Elementary Education

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2018 – Present: Education Program Specialist II-Lead Special Education Monitoring Specialist
2006 – 2018: Program Manager IV-Accountability Support Manager

Catapuit Learning (Baltimore, Maryland)

2005 – 2006: Manager, Research & Reporting

Baltimore County Public Schools (Baltimore, Maryland)

2002 – 2005: Research/Testing Specialist

The Johns Hopkins University (Baltimore, Maryland)

2000 – 2002: Diagnostic Specialist
1999 – 2000: Mentor/Liaison – Baltimore City Middle School Teacher

Edgemeade/Raymond A. Rogers School (Upper Marlboro, Maryland)

1998 – 1999: Reading Specialist

EOP of Chemung County (Elmira, New York)

1996 – 1998: Program Coordinator

Ernie Davis Community Center (Elmira, New York)

1994 – 1996: Educational Coordinator

EMPLOYMENT STATUS:

New Hire



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

March 26, 2019

BOARD LIST

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

Name: Melissa Desi
Position: Education Program Specialist I, Educator Certification Specialist
Division/Office: Educator Certification and Program Approval
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$61,754 - \$99,148
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Four years of professional teaching or administrative work in or affiliated with an education program; experience that includes the interpretation and application of policies and regulations and/or certification policies and procedures is desired.

DESCRIPTION:

This is a professional position responsible for providing technical assistance and expertise in all aspects relating to the application and interpretation of certification regulations and determining certification eligibility for teachers and other professional personnel currently employed and seeking employment in public and certain nonpublic schools and State institutions.

Melissa Desi

QUALIFICATIONS:

Education:

Loyola University Maryland (Baltimore, Maryland) 2004 – Master’s Degree in Education, 1995 - Bachelor’s Degree in Education, Minor coursework in Economics, Statistics, and Accounting

Experience:

University of Maryland, Baltimore (Baltimore, Maryland)

2018 – Present: Assistant to the Director (Program Specialist)

State of Maryland, Department of Labor, Licensing and Regulation (Baltimore, Maryland)

2011 – 2018: Grant Manager, Office of Adult Education and Literacy Services

Loyola University Maryland (Baltimore, Maryland)

2001 – 2005: Assistant Director of Teacher Education

1999 – 2001: Assistant Director of Academic Services and Support

Cap Gemini America/Sequoia Software Corporation (Baltimore, Maryland)

1997 – 1999: Business Analyst/Instructional Designer (Consultant)

Baltimore County Public School System (Baltimore, Maryland)

1995 – 1997: Teacher

EMPLOYMENT STATUS:

New Hire



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

March 26, 2019

BOARD LIST

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

Name: Shelley Downs
Position: Education Program Specialist I, Early Childhood Special Education Specialist
Division/Office: Early Intervention and Special Education Services
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$61,754 - \$99,148
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master's Degree in Early Childhood Special Education, Early Childhood Education, or Special Education.

EXPERIENCE:

Four (4) years of direct teaching experience with additional experience in the design and implementation of early childhood assessment practices and protocols; experience must include coordinating services within community-based or school-based programs that include children with disabilities and their families.

DESCRIPTION:

This position is responsible for the provision of programmatic support & technical assistance to local Infants and Toddlers Programs (LITPs), local school systems (LSSs) preschool special education services, community and school-based public and private early childhood programs for the implementation of a statewide birth through five seamless, comprehensive system of coordinated services for children with disabilities and their families.

Shelley M. Downs

QUALIFICATIONS:

Education:

University of Maryland College Park (College Park, Maryland) 1995 – Master’s Degree in Education-Human Development

Hampton University (Hampton, Virginia) 1986 – Bachelor’s Degree in Early Childhood Education
Special Education

Bermuda College (Devonshire, Bermuda OC) 1982 – Associate’s Degree in Psychology

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2015 – Present: Education Program Specialist I – Pre-Kindergarten Program Specialist

Department of Education-Child Development Programme (Sandys, Bermuda)

2003 – 2015: Portage Programme Supervisor

2000 – 2003: Home Intervention Worker

Department of Education-West Pembroke Primary School (Pembroke, Bermuda)

1997 – 2000: Learning Support Teacher

Department of Education-Prospect Preschool (Devonshire, Bermuda)

1996 – 1997: Special Education Teacher

Department of Education-Devonshire Preschool (Devonshire, Bermuda)

1995 – 1996: Special Education Teacher

Child Development Programme – Department of Education (Devonshire, Bermuda)

1986 – 1995: Home Invention Worker

EMPLOYMENT STATUS:

New Hire



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

March 26, 2019

BOARD LIST

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

Name: Karla Henriquez
Position: Education Program Specialist II, Teacher Program Approval and Assessment Coordinator
Division/Office: Educator Certification and Program Approval
Salary Grade: State Salary Grade: 22
Annual Salary Range: \$65,901 - \$105,818
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Five years of professional teaching, staff development or administrative work in or affiliated with professional teacher education programs, nonpublic schools or local school systems human resources; experience that includes working with institutions of higher education on program approval issues and local school system certification is desirable.

DESCRIPTION:

The Teacher Program Approval & Assessment Coordinator, working under the direction of the Director of Educator Certification & Assessment / State & Federal Reporting Branch will coordinate, develop, support data collection & reporting for all federal / State reports; certification grant programs; & will manage certification testing requirements.

Karla Henriquez

QUALIFICATIONS:

Education:

Arizona State University (Tempe, Arizona) 2012 – Master’s Degree in K-12 Education, 2009 – Bachelor’s Degree in Secondary Education (Spanish)

Experience:

Anne Arundel Public Schools (Annapolis, Maryland)

2015 – Present: Special Education Teacher

Mesa Public Schools (Mesa, Arizona)

2012 – 2015: Special Education Teacher

2011: Student Teaching

Child and Family Resources (Phoenix, Arizona)

2010 – 2012: Family Support/Early Childhood Interventionist

EMPLOYMENT STATUS:

New Hire



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

March 26, 2019

BOARD LIST

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

Name: Sharice K. Lane
Position: Education Program Specialist I, Early Childhood Special Education Specialist
Division/Office: Early Intervention and Special Education Services
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$61,754 - \$99,148
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master's Degree in Early Childhood Special Education, Early Childhood Education, or Special Education.

EXPERIENCE:

Four (4) years of direct teaching experience with additional experience in the design and implementation of early childhood assessment practices and protocols; experience must include coordinating services within community-based or school-based programs that include children with disabilities and their families.

DESCRIPTION:

This position is responsible for the provision of programmatic support & technical assistance to local Infants and Toddlers Programs (LITPs), local school systems (LSSs) preschool special education services, community & school-based public & private early childhood programs for the implementation of a statewide birth through five seamless, comprehensive system of coordinated services for children with disabilities and their families.

Sharice K. Lane

QUALIFICATIONS:

Education:

American University (Washington, D.C.) 2017 – Master’s Degree in Public Administration Policy

Rush University (Chicago, Illinois) 2008 – Master’s Degree in Speech Language Pathology

University of Illinois (Champaign, Illinois) Bachelor’s Degree in Speech and Hearing Science

Georgetown University (Washington, D.C.) 2018 – Early Childhood Intervention Certificate

Experience:

District of Columbia Public Schools (Washington, D.C.)

2017 – Present: Speech Language Pathologist

Georgetown University (Washington, D.C.)

2017 – 2018: Research Assistant/Fellow

American University (Washington, D.C.)

2016 – 2017: Research Associate

Sunrise Therapy-Tender Touch (Lakewood, New Jersey)

2015 – Present: Contract Speech Language Pathologist

Connections Therapy Center (Lanham, Maryland)

2015 - 2016: Clinic Manager

National Speech Language Therapy Center (Washington, D.C.)

2011 – 2015: Associate Director

St. Coletta of Greater Washington (Washington, D.C.)

2011 – 2014: Assistive Technology Manager/Speech Language Pathologist

Arlington Pediatric Therapy Management (Arlington Heights, Illinois)

2008 – 2011: Speech Language Pathologist

EMPLOYMENT STATUS:

New Hire



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

March 26, 2019

BOARD LIST

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

Name: Monique S. McDowell
Position: Education Program Specialist I, Extended Learning Specialist
Division/Office: Student Support, Academic Enrichment and Educational Policy
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$61,754 - \$99,148
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Four (4) years of professional administrative or teaching experience within an educational setting.

DESCRIPTION:

This is a professional position serving as the Extended Learning Specialist responsible for providing technical assistance & administration to local recipients of Federal funds utilized for afterschool programs that are designated to improve the academic achievement of disadvantaged children.

Monique S. McDowell

QUALIFICATIONS:

Education:

Audrey Cohen College (New York, New York) 2001 – Master’s Degree in Education Administration

College of New Rochelle (New Rochelle, New York) – Bachelor’s Degree in Psychology Education

Experience:

Foundations, Inc. (Mt. Laurel, New Jersey)

2015 – Present: Project Specialist

2011 – 2015: National Training Lead Educational Specialist/Project Specialist

Self-Employed (Columbia, Maryland)

2007 – Present: Education Consultant – Technical Assistance Provider

Nepperhan Community Center (Yonkers, New York)

2009 – 2011: Project Director

Metropolitan College of New York (New York, New York)

2005 – 2011: Adjunct Professor

Highbridge Community Life Center (Bronx, New York)

2005 – 2009: Director of Youth Services

EMPLOYMENT STATUS:

New Hire



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

March 26, 2019

BOARD LIST

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

Name: Michael A. Plummer
Position: Education Program Specialist II – Program Manager for Assessment of Student with Disabilities
Division/Office: Assessment, Accountability and Information Technology
Salary Grade: State Salary Grade: 22
Annual Salary Range: \$65,901 -\$105,818
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Master's Degree or equivalent 36 credit hours of post baccalaureate credit hours from an accredited college or university. Course work in Education, Educational Administration/Supervision, Special Education, or a related field is preferred.

EXPERIENCE:

Five (5) years of professional administrative or teaching experience in or affiliated with an education program; experience that includes executing, coordinating, and program evaluation is preferred. Experience with special education assessments desired.

DESCRIPTION:

This is a professional position responsible for managing the implementation of the Maryland Comprehensive Assessment program as it relates to students with disabilities and serve as the Project Manager for all alternate assessments to include the Alternate Maryland Integrated Science Assessment (Alt-MISA) and the Multi-State Alternate Assessment (MSAA) for reading and mathematics, for students with significant cognitive disabilities as required by the federal Every Student Succeeds Acts (ESSA) and the Individuals with Disabilities Education Act (IDEA).

Michael A. Plummer

QUALIFICATIONS:

Education:

Temple University (Philadelphia, Pennsylvania) 1996 – Master’s Degree in Education

Point Park University (Pittsburgh, Pennsylvania) 1984 – Bachelor’s Degree in Journalism/Communications

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2018 – Present: Assessments Quality Review Consultant

Baltimore Teacher Network (Baltimore, Maryland)

2018 – Present: Deputy Director of School Administration

Phillips Programs for Children and Families (Laurel, Maryland)

2017 – 2018: Education Program Supervisor

Maryland School for the Blind (Baltimore, Maryland)

2004 – 2017: Assessments & IEP Coordinator

Kiddie Academy International (Abingdon, Maryland)

2002 – 2004: Director of Education

Board of Child Care Tide Point Child Learning Center (Baltimore, Maryland)

2000 – 2002: Director of Early Childhood Education

EMPLOYMENT STATUS:

New Hire



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

March 26, 2019

BOARD LIST

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

Name: Timothy D. O’Quinn
Position: Education Program Specialist I – Education Research Associate/Data Analyst
Division/Office: Assessment, Accountability, and Information Technology
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$61,754 - \$99,148
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 (4) years of data management and analysis experience, this experience to include coordinating or administering data analysis in an education related area. Experience in statistical analysis, applications development and information management; SAS (Statistical Analysis Software) experience desired.

DESCRIPTION:

These are professional positions responsible for data management, data analysis, and data reporting within the Accountability Office of the Division of Assessment, Accountability, and Information Technology.

Timothy D. O'Quinn

QUALIFICATIONS:

Education:

Loyola College (Baltimore, Maryland) 1989 – Bachelor's Degree in Mathematics

Experience:

University of Maryland School of Pharmacy (Baltimore, Maryland)

2018 – 2019: SAS Programmer

Maryland State Department of Education (Baltimore, Maryland)

2008 – 2018: Program Manager/Analyst – Accountability, Reporting, and Analysis

Education Station, a division of KLC School Partnerships (Baltimore, Maryland)

2006 – 2008: Senior Data Analyst

Woodhaven Health Services (Baltimore, Maryland)

2005 – 2006: Senior Data Analyst

AdvancePCS / Caremark (Hunt Valley, Maryland)

2001 – 2005: Senior Data Analyst

Integrated Health Services (Sparks, Maryland)

1997 – 1999: Research / Database Analyst

2000 – 2001: Research / Database Analyst

EMPLOYMENT STATUS:

New Hire



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

March 26, 2019

BOARD LIST

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

Name: Rodney T. Spence Jr.
Position: Administrative Program Manager II (Chief of Procurement Services)
Division/Office: Business Services – Procurement Services
Salary Grade: State Salary Grade: 20
Annual Salary Range: \$57,878 - \$92,930
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Bachelor's Degree from an accredited college or university in Business Administration, Finance, Accounting, or a related area. Master's Degree is a plus.

EXPERIENCE:

Three (3) years of professional experience with coordinating procurement, contract administration, and/or related administrative services. Management and/or supervisory experience desired.

DESCRIPTION:

This is a professional position serving as the Chief of the Procurement Services responsible for providing management and leadership of Procurement and Support Services related to the agency's procurement of commodities and services, and the provision of mail distribution, duplication, and other support services to the agency.

Rodney T. Spence Jr.

QUALIFICATIONS:

Education:

Coppin State College (Baltimore, Maryland) – 2003 Bachelor’s Degree in Mass Communications Journalism

Texas Southern University (Houston, Texas) – 2006 43 course semester hours toward Juris Doctorate

Experience:

Department of Public Safety and Correctional Services (Towson, Maryland)

2018 – Present: Procurement Supervisor

Maryland Insurance Administration (Baltimore, Maryland)

2015 – 2018: Procurement Officer Supervisor

The Howard County Department of Social Services (Columbia, Maryland)

2013 – 2015: Procurement Officer II

Department of Human Resources, Procurement Division (Baltimore, Maryland)

2013: Procurement Specialist Trainee

Department of Social Services (Columbia, Maryland)

2012 – 2013: Family Investment Specialist II

Capitol Cross Roadside and Recovery (Windsor Mills, Maryland)

2010 – 2012: Procurement Assistant

EMPLOYMENT STATUS:

New Hire