



## MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Monday

December 5, 2016

Maryland State Board of Education

200 W. Baltimore Street

Baltimore, Maryland 21201

The Maryland State Board of Education met in regular session on Monday, December 5, 2016 at 9 a.m. at the Nancy S. Grasmick State Education Building. The following members were in attendance: Mr. Andrew R. Smarick, President; Dr. Chester Finn, Jr.; Dr. Michele Jenkins Guyton; Ms. Laurie Halverson; Ms. Stephanie R. Iszard; Dr. Rose Maria Li; Ms. Barbara J. Shreeve; Mrs. Madhu Sidhu; Mr. Guffrie M. Smith; Ms. Laura Weeldreyer; Mr. David Edimo, Student Board Member; and Dr. Karen Salmon, State Superintendent of Schools. Ms. Jannette O'Neill-Gonzalez was absent.

Elizabeth Kameen, Esq., Assistant Attorney General, and the following staff members were also present: Dr. Carol Williamson, Deputy State Superintendent, Division of Teaching and Learning, Dr. Miya Simpson, Executive Director to the State Board, Kristy Michel, Chief Operating Officer and Dr. Sylvia Lawson, Deputy State Superintendent, Office of School Effectiveness.

President Smarick called the meeting to order, introduced and welcomed newly-appointed Board member Dr. Rose Maria Li and welcomed members and staff of the Maryland Association of Boards of Education (MABE).

Dr. Li expressed her delight in serving on the Board. She indicated that she is looking forward to working with the Board and “feels very strongly about evidence-based interventions to help the lower performing schools, and to do better by our kids.”

### **EXECUTIVE SESSION**

Pursuant to §3-305(b)(1) of the General Provisions, *Annotated Code of Maryland*, and upon motion by Mr. Smith, and seconded by Ms. Iszard, and with unanimous agreement, the Maryland State Board of Education met in closed session on Monday, December 5, 2016, in Conference Room 1, 8<sup>th</sup> floor of the Nancy S. Grasmick State Education Building. All Board members, except Ms. O'Neill-Gonzalez, were present. In attendance were Dr. Miya Simpson, Executive Director to the Office of the State Board and Assistant Attorney General Elizabeth M. Kameen. The Executive Session commenced at 9:05 a.m. (In favor – 11)

### **RECONVENE**

The meeting reconvened at 9:30 a.m.

President Smarick asked for a motion to approve the election of Dr. Chester Finn as Vice-President of the Board.

Upon motion by Ms. Weeldreyer, seconded by Ms. Sidhu, the Board approved the action taken in Executive Session to elect Dr. Finn as Vice-President of the Board. (In Favor – 10; Ms. Iszard and Ms. Shreeve opposed)

Dr. Finn said, “I look forward to attempting to fill the shoes that were, regrettably, vacated by Jim Gates a couple months ago...I will do my best to fill his shoes and to boost Maryland toward the level of educational attainment for all its kids that I think it needs, deserves and doesn’t yet have.”

### **CONSENT AGENDA**

Superintendent Salmon recommended approval of the Consent Agenda.

Ms. Halverson requested clarification of a statement made during the discussion of the Teacher Induction, Retention, and Advancement Act of 2016 Workgroup. In reference to her comment regarding encouraging people to go into teaching, she requested that it be noted that she was referring to professionals who want a career change.

Ms. Sidhu requested that the minutes be amended by noting that she voted in opposition to the amendments to COMAR 13A.06.07 Student Transportation, found on page 8. She also noted that she recalled Dr. Gates voting in opposition to COMAR 13A.04.05 Education That is Multicultural found on page 9.

Dr. Guyton also requested an amendment to the minutes on page 9 under COMAR 13A.03.02 Graduation Requirements for High Schools in Maryland, where in response to a comment from Dr. Salmon she noted that she “has been opposed to this the entire time and has not seen all of the information she has asked for.”

Ms. O’Neill-Gonzalez forwarded an amendment to the minutes on page 8 under COMAR 13A.04.05 Education That is Multicultural, as follows: Ms. O’Neill-Gonzalez, after Mrs. Laurie Halverson expressed concern regarding the English language being at risk to be substituted as Maryland schools’ primary language, recommended the word “linguistically” to be removed on the basis that linguistic diversity is already implied within “culturally diverse.” “Because we need to find a communication vehicle common to all, we need to make sure that English continues to be our primary language. However, to promote a school climate that reflects the diversity of the community in all schools across the State, public or private, we need to fully embrace all cultures represented in our student body and respect their linguistic diversity.”

Upon motion by Mr. Smith, seconded by Ms. Weeldreyer, and with unanimous agreement, the Board approved the Consent Agenda as follows: (In Favor – 12)

- Approval of Minutes of October 24 & 25, 2016, as amended
- Personnel (copy attached to these minutes)
- Budget Adjustments for October, 2016 (copy attached to these minutes)
- Selection of National Board Candidates for the 2016-2017 Fee Incentive Program

## **ORAL ARGUMENTS**

Ms. Kameen explained the procedures by which the Board hears oral arguments and introduced the following persons:

Kristy K. Anderson, Esq. (representing James D. Meyers, Appellant)

v.

B. Darren Burns, Esq. (representing The Anne Arundel County Board of Education)

## **RECOGNITION OF BLUE RIBBON SCHOOLS**

Dr. Salmon introduced and welcomed superintendents who were present in the audience. Prior to presenting the Blue Ribbon Schools, Dr. Salmon reported that she recently attended an award ceremony where Thomas Dennison, a fifth-grade teacher at Havre de Grace, was awarded \$25,000 through the Milken Family Foundation for being an outstanding teacher.

The Superintendent reported that six schools are to be publicly congratulated as new 2016-2017 Blue Ribbon Schools. She explained the criteria used to select these schools noting that they will be nominated for national awards as well. Dr. Salmon reported on the outstanding strides made at each school, introduced respective representatives from each school and announced that photos would be taken. The following schools were selected:

- Shipley's Choice Elementary School, Anne Arundel County
- Sunderland Elementary School, Calvert County
- Centerville Elementary School, Frederick County
- Manor Woods Elementary School, Howard County
- Ronald McNair Elementary School, Montgomery County
- Farmland Elementary School, Montgomery County

Darla Strouse, Executive Director for Partnership and Recognition Programs, introduced and thanked the many sponsors of the program.

Mr. Smarick expressed, "A heartfelt thanks from me and my colleagues."

## **KINDERGARTEN READINESS ASSESSMENT (KRA)**

The Superintendent asked Dr. Carol Williamson, Chief Academic Officer, to brief the Board on the overall performance level results for the state, districts, and the four domains.

Dr. Williamson invited Judy Walker, Branch Chief, Division of Early Childhood Development, to assist in answering any questions of the Board.

Dr. Williamson state that more specific information will be provided to the Board at its next meeting since the data was just released on November 15. She explained that the KRA assesses skills, knowledge and behaviors learned prior to entering Kindergarten and that eight school systems and additional individual schools administered the assessment to all students. She

reported that sixteen school systems administered the KRA to a sample of students. Dr. Williamson provided the 2016 state overall results and 2016 state domain results and explained that, at the January meeting, Board members will receive disaggregated results.

In response to a question by Ms. Sidhu about when students will be tested again, Dr. Williamson said, "There are ongoing assessments in Kindergarten classrooms and at pre-K levels." She explained that students who are not in public pre-K programs enter Kindergarten at different levels of learning. Ms. Sidhu expressed concern about the KRA results noting the variation among children's readiness entering Kindergarten.

Ms. Walker said, "We share your concern. Local school systems that tested have the information on each student."

Ms. Sidhu said, "If a student is behind, it is much harder for them to catch up."

Dr. Williamson said, "We recognize that Kindergarten is where we begin to try to close the gap with evidence-based interventions. You have to use data."

In response to a question by Ms. Iszard about why some pre-K four year olds, particularly those in private schools, are entering Kindergarten able to read and others are lagging behind. Dr. Williams said she will look into this issue but noted that sometimes it is due to student's experiences and the language they hear every day.

Dr. Guyton requested information on "whether sample sizes we have are going to be sufficient to disaggregate school readiness as a function of early childhood experiences and how many categories can we actually examine with the sample sizes we have."

Dr. Finn followed up on the point that the districts that gave a census will have the child level data with more details on the students being tested, and that under the law all districts have the option of giving a census assessment. He expressed his concerns about the impact of the legislation and asked in what way the Board or department could "signal to the districts that they would be doing their children an enormous favor if they used the census approach?". Dr. Williamson explained that some school systems provide full-day pre-K and some provide half-day pre-K and that may not allow enough time for assessing students. Dr. Salmon suggested that the Board consider this issue for the upcoming Legislative Session.

Ms. Weeldreyer asked, "What's going to happen with the post Labor Day start? We could showcase who is doing the best with this data. Are there emerging best practices?" She said she is interested in looking at prior educational experience and how that plays out. She said, "I would love to see the State help locals with their agendas."

Ms. Walker reported that the University of Maryland Early Childhood Center is developing a curriculum that will be available in about one year at no cost to local school systems.

Ms. Halverson agreed with Dr. Finn's comments and recalled previous discussions related to feedback received from teachers and some of their concerns and problems about feeling as though they did not have a good understanding of the value of the test. She suggested surveying the teachers who submitted the test this year to find out how they are feeling about it now that the KRA has been consolidated. "I worry that we are missing some of those kids now that they're not getting tested and they could get some intervention earlier." Dr. Williamson

mentioned that she had recently met with local superintendents and there was discussion about the value of the KRA and timing, and how teachers are using the data. She said, “We need to go back and look at what kind of training we are doing and how we are going to get that in place. We are already having those discussions.”

Mr. Smith expressed his agreement with many of the comments that have been made. He added, “We need to see what is happening in some of these systems that are doing well and have developed programs that focus on the language acquisition and experiences of kids,” which has been a problem. He also noted that partnerships are key about what is being done in the districts and that “it is a multi-faceted approach.”

Dr. Salmon reported that last week a \$50 million grant was awarded to an elementary school in Baltimore City for expansion of the pre-K program.

### **ESSA ACCOUNTABILITY PLAN**

Dr. Salmon thanked Mary Gable, Assistant State Superintendent, Academic Policy and Innovation, and the internal and external groups who worked tirelessly to produce a first draft of Maryland’s Consolidated State Plan, as mandated by the *Every Student Succeeds Act* (ESSA). She asked Ms. Gable to review the components of the State Plan and the continued plans for engaging stakeholders.

Ms. Gable provided a timeline for submission of the Final State Plan and reported on the following Sections included in the Plan:

- Section 1: Long Term Goals and Measurements of Interim Progress
- Section 2: Consultation and Coordination
- Section 3: Challenging Academic Standards and Assessments
- Section 4: Accountability, Support, and Improvement for Schools
- Section 5: Supporting Excellent Educators
- Section 6: Supporting All Students

Ms. Gable reported that under Section 1, Maryland is proposing to implement an ambitious and rigorous long term goal of reducing non-proficient students by a certain percentage by the year 2030. She explained that an impact study is underway to consider various reduction percentages and provided graphs depicting the percentages of students that would be required to meet the goals. She explained that funding would begin in the 2017-2018 school year to assist identified schools that do not meet the targets.

In response to Dr. Finn’s question about the time between submission and approval by the Department of Education, Ms. Gable said that Maryland could get approval on its State Plan within 120 days or less.

Ms. Gable said that the Impact Study should be completed in January. She explained that there will be baseline data for every school and every subgroup. The State Board will review data each

year and the accountability plan would be addressed every three to four years to make any adjustments needed.

Ms. Gable discussed Section 2, Consultation and Coordination, noting that following the Board meeting, the Draft Plan will be posted on MSDE's website with a survey to gather feedback. She noted there will also be a series of ESSA Listening Tours in January, 2017 in five different areas of the State to gather feedback.

Regarding Section 3: Challenging Academic Standards and Assessments, Ms. Gable provided a list of the standards and assessments.

Ms. Gable discussed Section 4: Accountability, noting that the Board will be doing a deeper dive on Accountability at an upcoming meeting. She reviewed the indicators for accountability and the rationale for the 2030 timeline. She stated that the law requires three levels of performance but that Maryland's Plan includes a fourth level. She noted that decisions need to be made on how to weight the indicators and measure within the indicators.

Dr. Finn expressed concern about not providing a distinction between meeting and exceeding proficiencies.

Dr. Salmon said, "We need to be realistic and aspirational."

Ms. Gable said, "We will give you a deeper look at what we have on PARCC. That will be a hard decision. All states are grappling with the same question."

Ms. Gable provided a definition of a particular cohort of students -- Recently Arrived English Learners (RAELs) -- students who have attended schools in the US for less than twelve months. She explained that the designation may exempt a recently arrived EL from one annual administration of the State's English/language arts (ELA) assessment regardless of what point during the school year an EL arrives in the US and begins to attend school. She provided three options that are being investigated and asked for the Board's thinking on the matter. She explained that one option is favored by stakeholders that have been studying the proficiency data.

In response to a question by Ms. Halverson, Dr. Gable reported that this exemption can be used for any students in any grade level.

Ms. Gable discussed the portion of Section 4 which deals with the support and improvement for Comprehensive Support and Improvement Schools (CSIs) -- those schools with the lowest performance and schools with graduation rates less than 67 percent. She explained that the State will provide ongoing technical assistance to the CSI schools and LEAs with CSIs.

Mr. Smarick said, "This law does not go far enough to help schools. What's in this Section should make us feel confident that we are helping students."

Dr. Finn said, "The Plan does not help these schools."

Ms. Weeldreyer urged that schools should be working now to make changes to address the support and improvement of these identified schools. She emphasized the need for a bold, aggressive plan and reported on strides being made in the State of Louisiana, which is vetting

evidence-based curricula. She also suggested building in incentives for districts to use curricula. She suggested that the State start vetting evidence-based practices so districts are not on their own trying to figure it out. She also stated, "if there is one place where the State should be unwavering on this, it is on ensuring those evidence-based practices are what's really happening in those schools."

Ms. Iszard said, "I agree something has to be done and I think we are all on that same page. But it sounds like you are suggesting taking away the autonomy of local school systems. I'm a little concerned about that."

Ms. Weeldreyer responded that the State has an obligation to approve the plans submitted by the LEA's and urged the need to work with LEAs on their plans. She said, "I hope that the state plays a role in a partnership with the districts."

President Smarick indicated that his priority is acting in the best interest of kids being assigned to schools that are not working for them. "I want to defer to LEAs as much as possible but I also want to call the question - if a district is running persistently struggling schools and we have trusted that district to make those schools better and it's not getting better, at what point is it ok for us to say, I'm sorry, ultimately there is a state constitutional obligation that we have to make sure that all boys and girls, especially low-income kids, are well-served?"

Dr. Salmon said, "We are already providing highly effective research-based strategies for improving schools. This will make a difference. We have to work in concert with LEAs. We need to suggest things that make a difference." She reported that regionalized MSDE offices will serve to support LEAs across the state. She said, "It's in the works."

Ms. Gable talked about Section 5, Supporting Excellent Educators, noting recommendations for potential changes to the certification system. She addressed the section which deals with professional development and support for educators as well as the issue of equity among LEAs in providing effective and experienced teachers. She discussed sample strategies contained in the Plan to address these issues.

Ms. Gable reported on Section 6, Support for Students, noting the many strategies included in the Plan to provide this support.

Mr. Edimo urged the need to provide support to students on mental health issues. Ms. Halverson concurred with his concerns.

Ms. Gable said that she will keep the Board apprised on information gleaned from the Listening Tours and the survey.

Dr. Finn requested that a Board meeting be arranged to do a deeper dive on the Plan.

Ms. Shreeve suggested that an extra meeting be held in February after the results of the Listening Tours and the survey are tallied.

Dr. Salmon said she would work on this issue for the Board.

## **EXECUTIVE SESSION**

Pursuant to §3-305(b)(1) of the General Provisions, *Annotated Code of Maryland*, and upon motion by Ms. Weeldreyer, and seconded by Ms. Sidhu, and with unanimous agreement, the Maryland State Board of Education met in closed session on Monday, December 5, 2016, in Conference Room 1, 8<sup>th</sup> floor of the Nancy S. Grasmick State Education Building. All Board members, except Ms. O'Neill-Gonzalez, were present. In attendance were Dr. Karen Salmon, State Superintendent of Schools, Dr. Carol Williamson, Assistant State Superintendent, Division of Teaching and Learning, Dr. Miya Simpson, Executive Director to the Office of the State Board, Kristy Michel, Chief Operating Officer, Dr. Sylvia Lawson, Deputy State Superintendent, Office of School Effectiveness and Assistant Attorney General Elizabeth M. Kameen. The Executive Session commenced at 12:50 p.m. (In favor – 11)

## **RECONVENE**

The meeting reconvened at 2:15 p.m.

## **CHARTER SCHOOL ELIGIBILITY**

Dr. Salmon reported that legal advice has been sought and the implementation of the 2015 amendments to the Maryland Charter Law regarding eligibility for flexibility provisions will be addressed. She asked Dr. Lawson to discuss the proposed standards and criteria that local boards will use to determine eligibility. She requested approval of the standards and criteria as proposed.

Dr. Lawson provided a background on the Maryland Public Charter School Program and explained that a stakeholder group worked with staff of MSDE to create the criteria for eligibility in academic performance and fiscal management. She stated that all groups were in agreement with the changes.

In response to a question by Mr. Edimo about the standard of review if someone appealed a denial of eligibility to the State Board, Ms. Kameen said that the standard would be the normal standard of review - that the local school system is presumed correct and that the appellant charter school would need to show that the decision of the local system was arbitrary, capricious, or illegal.

Mr. Smarick raised an issue about the criteria # 3 related to proficiency and student growth. Following further discussion President Smarick recommended that the words *and/or student growth* be added to the Eligibility Criteria #3 as follows:

3. The student achievement data shows that proficiency, *and/or student growth*, as defined by the State Board, exceeds that of the local school system for the All Students group in the most recent year for which data is available...

In response to a question by Dr. Li regarding the length of the eligibility period, Ms. Kameen reported that eligibility for charter schools can last three, four or by the end of the fifth year depending on the renewal of the charter.

Ms. Weeldreyer cautioned not to conflate the eligibility period and renewal.



Upon motion by Mr. Smith, seconded by Ms. Iszard, and with unanimous agreement, the Board approved the proposed standards and criteria that local boards will use to determine eligibility. (In Favor – 11)

### **SCHOOL CALENDAR WAIVER PROCESS**

The Superintendent asked Tiara Booker-Dwyer, MSDE Ombudsman, to discuss the school calendar waiver process. She requested that the State Board approve the waiver application and timeline for submission of waiver requests for the 2017-2018 school year.

Ms. Booker-Dwyer reported that there are three waiver options:

1. Request to waive the post-Labor Day school start date
2. Request to waive the June 15 school end date
3. Request to waive both the post-Labor Day school start date and June 15 school end date

She went over a timeline which allows for decisions regarding a waiver request to be made at the State Board meeting immediately following receipt of the request at MSDE. She reported that a work group is being implemented to look at:

- Innovative schedules
- Effective use of time for different innovative school models
- Effective structure staffing models – the cost analysis and the staffing needed
- Lessons learned from other school systems

She reported that a draft report from the work group will be submitted in April or May, 2017 and that recommendations will be released for public comment. She reported that the Board will receive a final report in June, 2017.

Dr. Finn asked about a charter school that operates longer than a regular school year, Dr. Salmon said, “It is not part of the school year but a segment. We still can waive days that are inclement weather days.”

Ms. Halverson suggested that LEAs be asked to provide reasons for their waivers and that minutes from their meetings should be included in their waiver requests.

Ms. Booker-Dwyer said, “We can look at this.”

Ms. Weeldreyer requested that a charter school representative be included in the work group. She said, “This is the chance to collect innovative models and strategies for the work group.”

Dr. Salmon said, “This would be a good way to add some systems that have a high number of improvements needed.”

In response to a question by Ms. Sidhu about funding, Ms. Booker-Dwyer said that other states have used funding from state grants as well as federal funding.

Ms. Weeldreyer and Dr. Guyton requested that they be included on the work group.

In response to a question by Dr. Li about whether schools in a particular school district can have different start/stop times. Ms. Booker-Dwyer said, “They can, but that is not a practice.”

Upon motion by Ms. Iszard, seconded by Mr. Smith, and with unanimous agreement, the Board approved the waiver application and timeline for submission of waiver requests for the 2017-2018 school year. (In Favor – 11)

#### **COMAR 13A.04.10 PROGRAM OF INSTRUCTION IN THE WORLD OF WORK COMPETENCIES**

Dr. Salmon requested permission to adopt COMAR 13A.04.10 Program of Instruction in The World of Work Competencies, and asked Mary Gable to brief the Board on this action.

Ms. Gable went over the changes made explaining that subsequent to publication, no comments were received.

Upon motion by Ms. Halverson, seconded by Dr. Guyton, and with unanimous agreement, the Board adopted COMAR 13A.04.10 Program of Instruction in The World of Work Competencies. (In Favor – 11)

#### **COMAR 13A.05.03 PROGRAMS OF ADULT EDUCATION**

Dr. Salmon requested permission to repeal COMAR 13A.05.03 Programs of Adult Education and asked Mary Gable to answer any questions of the Board.

Ms. Gable explained that the existing regulations for this Program are no longer needed since the State agency in which these programs now reside has regulations in place.

Upon motion by Ms. Halverson, seconded by Ms. Sidhu, the Board repealed COMAR 13A.05.03 Programs of Adult Education. (In Favor – 11)

#### **COMAR 13A.05.08 APPROVED PAID WORK-BASED LEARNING PROGRAMS**

Dr. Salmon requested permission to repeal COMAR 13A.05.08 Approved Paid Work-Based Learning Programs and asked Mary Gable to brief the Board on this action.

Ms. Gable said, “This is used very minimally.”

Upon motion by Ms. Sidhu, seconded by Ms. Weeldreyer, the Board repealed COMAR 13A.05.08 Approved Paid Work-Based Learning Programs. (In Favor – 11)

#### **COMAR 13A.05.12 HEARING AID LOAN BANK**

Dr. Salmon requested the Board adopt new regulations to govern the administration of COMAR 13A.05.12 Hearing Aid Loan Bank and asked Mary Gable to answer any questions of the Board.

Upon motion by Ms. Iszard, seconded by Ms. Weeldreyer, and with unanimous agreement, the Board adopted COMAR 13A.05.12 Hearing Aid Loan Bank. (In Favor – 11)

**COMAR 13A.05.01.01 - .16 PROVISIONS OF A FREE APPROPRIATE PUBLIC EDUCATION**

Dr. Salmon requested adoption of revisions to COMAR 13A.05.01.01 - .16 Provisions of a Free Appropriate Public Education and asked Mary Gable to answer any questions of the Board.

Ms. Gable explained that the revisions reflect updates in terminology.

Upon motion by Ms. Iszard, seconded by Ms. Weeldreyer, and with unanimous agreement, the Board adopted revisions to COMAR 13A.05.01.01 - .16 Provisions of a Free Appropriate Public Education. (In Favor – 11)

**COMAR 13A.05.02.01 - .14 ADMINISTRATION OF SERVICES FOR STUDENTS WITH DISABILITIES**

Dr. Salmon requested permission to publish amendments to COMAR 13A.05.02.01 - .14 Administration of Services for Students with Disabilities and asked Mary Gable to answer any questions of the Board.

Ms. Gable reported that the amendments proposed include updates to terminology and statutory or regulatory citations.

Upon motion by Ms. Iszard, seconded by Ms. Weeldreyer, and with unanimous agreement, the Board granted permission to publish COMAR 13A.05.02.01 - .14 Administration of Services for Students with Disabilities. (In Favor – 11)

**COMAR 13A.03.04 TEST ADMINISTRATION AND DATA REPORTING POLICIES AND PROCEDURES**

Dr. Salmon requested permission to publish amendment to COMAR 13A.03.04 Test Administration and Data Reporting Policies and Procedures and asked Mary Gable to answer any questions of the Board.

In response to a question by Dr. Guyton about whether school districts are required to report test scores to parents, Ms. Gable said she will review the issue and report back. She withdrew the request for publication and agreed to bring it back to the January Board meeting.

Ms. Sidhu expressed concern about students bringing their own devices for testing. Ms. Gable agreed to look into this issue as well.

**PUBLIC COMMENTS**

President Smarick explained procedures by which the Board hears public comments. The following persons provided public comments:

- Edwin Oliver – Teacher Preparation in Reading
- Lisa Vanbuskirk – Start Time of School Day

## **STATE BOARD MEMBER DISCUSSION AND UPDATE**

- Dr. Guyton reported on the Mental and Social Health Subcommittee. She explained that MSDE collected needs assessment data from all twenty-four LEAs. She said the Subcommittee will be presenting a report with recommendations next month. She also reported that she is the representative on the P-20 Council and will be providing Board members with that Report.
- Mr. Edimo reported on an upcoming Maryland Association of Student Councils (MASC) Legislative Session and elections of officers on January 28, 2017. He invited all Board members.
- Ms. Sidhu reported that she attended a special education conference and will be visiting Caroline County Schools. She also reported that she attended a College Night at Kent County High School.
- Ms. Halverson reported that she met with advocates for children in which concerns were expressed that Maryland is the only state that has no penalty for failure to report possible child abuse.
- President Smarick reported on the Board's Retreat, stating that the Board agreed on a Mission and Vision for the State. After brief discussion, the President said that the Board would revisit and vote on the Mission and Vision at the next meeting.
- Mr. Smarick discussed the Strategic Planning Subcommittee and asked Board members if they are willing to meet monthly to develop a plan to help failing schools.

Dr. Salmon said that MSDE needs time to investigate the research on this.

Ms. Halverson said, "I would like to improve summer school for underprivileged kids."

Dr. Finn said, "There are many things being done that Maryland is not doing." He referred to turn-around strategies such as improving teacher preparation and certification.

Mr. Smarick said, "Not just innovative programs. Are we interested in investigating this over the next year – other options for low income kids."

In response to a request by Ms. Iszard, President Smarick agreed to table the discussion around strategic planning and priorities since some Board members had to leave early.

Dr. Guyton noted that an excellent resource in Maryland is the Maryland Longitudinal Data System (MLDS). She said, "We can use some of that data to determine what policies work better than others." She requested that a staff member of MLDS give a presentation to the Board on this topic.

Dr. Salmon said that she is working to bring someone on board and will provide a presentation when that person is in place.

- Mr. Smarick provided tentative agenda items for the next Board meeting noting that the Board will be provided with more in-depth information on the Kindergarten Readiness Assessment Results.

### **STATE SUPERINTENDENT'S UPDATE**

- Dr. Salmon asked Kristy Michel to provide an update on local school system Master Plan Updates.

Ms. Michel reminded Board members that the Board requested and was granted a pause last year in the reporting requirement to allow the Department and LEAs the time to develop a more meaningful constructive process. She noted that abbreviated Master Plan Updates have been received from all twenty-four LEAs and reported that staff is meeting with LEAs to make the Plans more useful.

Dr. Salmon reported that Master Plans are now Strategic Planning Processes. She referred the Board to the timeline included in their packet.

- The Superintendent discussed recent school incidents noting that MSDE staff makes weekly calls to all school districts to discuss any issues that come up regarding school safety. She said that pro-active strategies have been discussed. She commended superintendents who have sent out letters and provided videos to promote safe school environments.

Ms. Sidhu shared her concerns and questioned what the Board can do. She also suggested that debates held in schools are a good way to speak to contentious issues.

Ms. Halverson expressed her concerns for the safety of students walking out of school and asked if the rules are clear about the consequences for students who decide to walk out.

- The Superintendent reported that funds were withheld from Allegany Public Schools due to their lack of reporting certain information by the September 30th deadline.

### **OPINIONS**

Ms. Kameen announced the following Opinions:

16-48 *Harford County Arts and Culture Alliance v. Harford County Board of Education* -- drama program fees (affirmed the local board's decision)

16-49 *Christine Smith v. Baltimore County Board of Education* – reclassification of position (motion for Summary Judgement denied. Case referred to the Office of Administrative Hearings for further proceedings)

16-50 *James D. Meyers v. Anne Arundel County Board of Education*—teacher suspension (affirmed the local board's decision)

Ms. Kameen announced the following Order:

OR 16-17 *Monica Jones v. Baltimore City Board of School Commissioners*  
(remanded back to the local board)

Ms. Kameen announced the following Memorandum:

Request for Removal of Local Board Member Karen Harshman – (Board will issue charges to remove)

**ADJOURNMENT**

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

Respectfully submitted,



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

Date: 1/24/17

MARYLAND STATE BOARD OF EDUCATION

EXECUTIVE SESSION I

On this 5th day of December 2016, at the hour of 9:05 am/pm, the Members of the State Board of Education voted as follows to meet in closed session:

Motion made by: Guffie Smith, Jr.

Seconded by: Stephanie Iszard

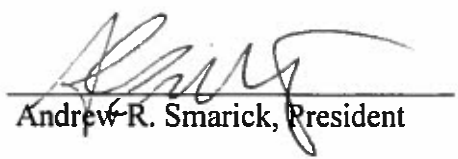
In Favor: 11 Opposed: 0 Member(s) Opposed: \_\_\_\_\_

The meeting was closed under authority of §10-503 (a) (1) (I) and §10-508 (a) of the State Government Article of the Annotated Code of Maryland for the following reason(s): (check all which apply)

- (1) To discuss: (I) the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of appointees, employees, or officials over whom it has jurisdiction; or (ii) any other personnel matter that affects one or more specific individuals.
- (2) To protect the privacy or reputation of individuals with respect to a matter that is not related to public business.
- (3) To consider the acquisition of real property for a public purpose and matters directly related thereto.
- (4) To consider a matter that concerns the proposal for a business or industrial organization to locate, expand, or remain in the State.
- (5) To consider the investment of public funds.
- (6) To consider the marketing of public securities.
- (7) To consult with counsel to obtain legal advice.
- (8) To consult with staff, consultants, or other individuals about pending or potential litigation.
- (9) To conduct collective bargaining negotiations or consider matters that relate to the negotiations.
- (10) To discuss public security, if the public body determines that public discussion would constitute a risk to the public or to public security, including: (I) the deployment of fire and police services and staff; and (ii) the development and implementation of emergency plans.
- (11) To prepare, administer, or grade a scholastic, licensing, or qualifying examination.
- (12) To conduct or discuss an investigative proceeding on actual or possible criminal conduct.
- (13) To comply with a specific constitutional, statutory, or judicially imposed requirement that prevents public disclosures about a particular proceeding or matter.
- (14) Before a contract is awarded or bids are opened, to discuss a matter directly related to a negotiating strategy or the contents of a bid or proposal, if public discussion or disclosure would adversely impact the ability of the public body to participate in the competitive bidding or proposal process.

The topics to be addressed during this closed session include the following:

1. Election of Vice President

  
Andrew R. Smarick, President

# MARYLAND STATE BOARD OF EDUCATION

## EXECUTIVE SESSION II

On this 5th day of December 2016, at the hour of 12:50 am/pm the Members of the State Board of Education voted as follows to meet in closed session:

Motion made by: Laura Weeldreyer

Seconded by: Madhu Sidhu


In Favor: 11 Opposed: 0 Member(s) Opposed: \_\_\_\_\_

The meeting was closed under authority of §10-503 (a) (1) (I) and §10-508 (a) of the State Government Article of the Annotated Code of Maryland for the following reason(s): (check all which apply)

- (1) To discuss: (I) the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of appointees, employees, or officials over whom it has jurisdiction; or (ii) any other personnel matter that affects one or more specific individuals.
- (2) To protect the privacy or reputation of individuals with respect to a matter that is not related to public business.
- (3) To consider the acquisition of real property for a public purpose and matters directly related thereto.
- (4) To consider a matter that concerns the proposal for a business or industrial organization to locate, expand, or remain in the State.
- (5) To consider the investment of public funds.
- (6) To consider the marketing of public securities.
- (7) To consult with counsel to obtain legal advice.
- (8) To consult with staff, consultants, or other individuals about pending or potential litigation.
- (9) To conduct collective bargaining negotiations or consider matters that relate to the negotiations.
- (10) To discuss public security, if the public body determines that public discussion would constitute a risk to the public or to public security, including: (I) the deployment of fire and police services and staff; and (ii) the development and implementation of emergency plans.
- (11) To prepare, administer, or grade a scholastic, licensing, or qualifying examination.
- (12) To conduct or discuss an investigative proceeding on actual or possible criminal conduct.
- (13) To comply with a specific constitutional, statutory, or judicially imposed requirement that prevents public disclosures about a particular proceeding or matter.
- (14) Before a contract is awarded or bids are opened, to discuss a matter directly related to a negotiating strategy or the contents of a bid or proposal, if public discussion or disclosure would adversely impact the ability of the public body to participate in the competitive bidding or proposal process.

The topics to be addressed during this closed session include the following:

1. 2 Appeals
2. 1 Draft Order
3. 1 Oral Argument
4. 1 Petition to Remove a Local Board Member
5. Obtain legal advice
6. 4 Internal Board Management Items

  
Andrew R. Smarick, President



**MARYLAND STATE DEPARTMENT OF EDUCATION  
PERSONNEL APPROVALS FOR THE December 6, 2016 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>
Dates-Dunmore, Karen	Education Program Specialist II, Nonpublic School Approval	22	Division of Educator Effectiveness	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>
Evans, Maria C.	Teacher, School Guidance Counselor	IEPP	Deputy for School Effectiveness, Juvenile Services Education System	12/07/16
Finlayson, Michele	Teacher, School Guidance Counselor	IEPP	Deputy for School Effectiveness, Juvenile Services Education System	12/07/16
Horak, Amanda R.	Teacher, School Guidance Counselor	IEPP	Deputy for School Effectiveness, Juvenile Services Education System	12/07/16
Obasi, Joseph	Staff Specialist I	15/0	Division of Rehabilitation Services	11/29/16
Waide, Alicia T.	Teacher, Academic – Science	IEPP	Career and College Readiness – Juvenile Services Education System	11/09/16

**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

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December 6, 2016

**BOARD LIST**

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

**Name:** Karen Dates-Dunmore  
**Position:** Education Program Specialist II, Nonpublic School Approval  
**Division:** Educator Effectiveness  
**Salary Grade:** State Salary Grade: 22  
Annual Salary Grade: \$64,608 - \$103,743  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

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

**EXPERIENCE:**

Five years of professional work experience in education that must include administrative and/or supervisory experience. Experience in the application of regulations is desirable.

**DESCRIPTION:**

This is a professional position serving as the lead technical specialist and legal expert responsible for providing leadership, technical and legal expertise in all aspects of the approval of nonpublic special educational programs.

Karen Dates Dunmore:  
Page Two

**QUALIFICATIONS:**

**Education:**

Columbia University Graduate School of Journalism (New York City, NY (1997) Master's Degree  
in Broadcast Journalism

Brown University (Providence, RI) (1986) Bachelor's Degree in Political Science

**Experience:**

Friends School of Baltimore (Baltimore, Maryland)

2005-Present: Education Director

Maryland State Department of Education

2000-2005: Executive Assistant to the Office of the State Superintendent

University of Maryland

1999-2000: Director of Community Relations

Mayor's Office of Employment Development

1997-1999: Out of School Youth Administrator

1990-1995: Coordinator

Say Yes to Health, Inc.

1995-1997: Executive Director

The Susan Davis Companies

1989-1990: Account Executive

Trahan, Burden & Charles

1987-1989: Account Executive

**EMPLOYMENT STATUS:**

New Hire

Addendum

**MARYLAND STATE DEPARTMENT OF EDUCATION  
PERSONNEL APPROVALS FOR THE December 5, 2016 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>
Clark, Tiffany J.	Deputy Director, Education Policy and Government Relations	22	Office of the State Superintendent	TBD
Rose, Gabriel D.	Director of Pupil Transportation	20	Office of School Effectiveness -- Pupil Transportation	TBD
Scalzo-Jachimowicz, Gina	Director of Core Curriculum	24	Office of Teaching and Learning, Curriculum, Research, Assessment and Accountability	TBD
Zeehandelaar, Dara	Executive Director of Research, Assessment and Accountability	25	Office of Teaching and Learning, Curriculum, Research, Assessment and Accountability	TBD

\*The above appointments are also pending DBM approval for hiring freeze requests, which have been submitted by MSDE.

**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>
NA				

**III. Other Actions: Promotional**

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>

December 5, 2016

BOARD LIST

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

**Name:** Tiffany Jewel Clark  
**Position:** Deputy Director, Education Policy and Government Relations  
**Division:** Office of the State Superintendent  
**Salary Grade:** State Salary Grade: 22  
Annual Salary Range: \$64,608 - \$103,743  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

Bachelor's Degree from an accredited college or university.

**EXPERIENCE:**

At least two years of management level experience leading a legislative relations office or legislative policy analysis.

**DESCRIPTION:**

This is a professional management position responsible for supporting the Director of Education Policy and Government Relations in planning, Coordinating and Executing legislative operations for the State Superintendent and Maryland State Board of Education.

**QUALIFICATIONS:**

**Education:**

The University of Texas School of Law (Austin, Texas) 2010 Ph.D. degree in Juris Doctorate

University of California, Berkeley (Berkeley, California) 2006 Bachelor of Arts Degree in Political Science with a minor in African-American Studies

**Experience:**

Department of Legislative Services, Maryland General Assembly (Annapolis, Maryland)

2012 – Present: Senior Policy Analyst/Committee Counsel

2011 – 2012: Legislative Associate to Mary L. Washington

District Court Maryland, District 5 (Upper Marlboro, Maryland)

2010 – 2011: Judicial Law Clerk to The Honorable Thomas J. Love

**EMPLOYMENT STATUS:**

Transfer/Promotion

December 5, 2016

BOARD LIST

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

**Name:** Gabriel D. Rose  
**Position:** Director of Pupil Transportation, Program Manager II  
**Division:** Deputy Superintendent for School Effectiveness, Office of Pupil Transportation  
**Salary Grade:** State Salary Grade: 20  
Annual Salary Range: \$56,743 - \$91,107  
**Effective Date:** TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Professional experience in coordinating and supervising a safety - 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.

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

DESCRIPTION:

This is a professional position responsible for managing and coordinating the Pupil Transportation Program for Maryland's 24 public school systems; recommending policies, rules and regulations for the safe transportation of Maryland's public school students; managing, directing and coordinating with Local School Systems (LSS) on matters related to pupil transportation, e.g., training of school bus driver trainers and drivers, promotion of safe transportation through education, and coordination of activities with State of Maryland Motor Vehicle Administration.

**QUALIFICATIONS:**

**Education:**

Shippensburg University of Pennsylvania (Shippensburg, Pennsylvania) 2008 Bachelor's Degree in Psychology

**Experience:**

Talbot County Public Schools (Easton, Maryland)

2014 – Present: School Safety Security Specialist

Talbot County Health Department (Easton, Maryland)

2012 – 2014: Addictions Counselor/Care Coordinator

Caroline County Department of Social Services (Denton, Maryland)

2011 – 2012: Parents as Partners/NPEP Coordinator

**EMPLOYMENT STATUS:**

New Hire





December 5, 2016

BOARD LIST

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

**Name:** Gina Scalzo-Jachimowicz  
**Position:** Director of Core Curriculum, Education Program Manager II  
**Division:** Deputy Superintendent for Teaching and Learning, Division of Curriculum, Research, Assessment and Accountability  
**Salary Grade:** State Salary Grade: 24  
Annual Salary Range: \$73,612 - \$118,197  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

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

**EXPERIENCE:**

Six (6) years of related experience in coordinating or administering education programs or services. Minimum of one (1) year of supervision of professional education program staff is required. Experience with instructional programs preferred.

**DESCRIPTION:**

This is a professional position serving as the Director of Core Curriculum responsible for providing leadership, management, conceptualization and implementation of education programs and initiatives that reflect current and emerging departmental and divisional priorities and for providing supervision for the curriculum units of Mathematics, English/Language Arts and Disciplinary Literacy, Science and Environmental Science, and Social Studies.

**QUALIFICATIONS:**

**Education:**

Delaware State College (Dover, Delaware) 1992 Master's Degree in Curriculum & Instruction

Mansfield University (Mansfield, Pennsylvania) 1984 Bachelor's Degree in Elementary Education

**Experience:**

Kent County Public Schools (Kent, Maryland)

2006 – Present: Supervisor of Instruction

1997 – 2006: Principal

1994 – 1997: Helping Teacher

1991 – 1994: Classroom Teacher – Rock Hall Elementary

1985 – 1991: Classroom Teacher – Denton Elementary

**EMPLOYMENT STATUS:**

New Hire

December 5, 2016

BOARD LIST

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

**Name:** Dara B. Zeehandelaar  
**Position:** Executive Director, Research, Assessment and Accountability (Program Manager Senior III)  
**Division:** Curriculum, Research, Assessment and Accountability  
**Salary Grade:** State Salary Grade: 25  
Annual Salary Range: \$78,595 - \$126,186  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

A Master's Degree or 36 post baccalaureate credit hours of coursework from an accredited college or university is required.

**EXPERIENCE:**

Six years of experience in project management or research experience in or affiliated with an education program; this experience to include coordinating or administering an education research program or education research related area. Experience in statistical analysis, applications development and research or data management preferred.

**DESCRIPTION:**

This is a professional management position reporting to the Assistant State Superintendent of Curriculum, Research, Assessment and Accountability responsible for providing direction, supervision, and leadership to Assessment and Accountability directors and for enhancing the research capacity of assigned branches through purposeful inquiry, data analysis, and well-communicated analysis.

**QUALIFICATIONS:**

**Education:**

University of Southern California (Los Angeles, California) 2012 Ph.D. Degree in Public Policy and research methodology

University of Maryland (College Park, Maryland) 2005 Master's Degree in Astrophysics

Cornell University (Ithaca, New York) 2003 Bachelor's Degree in Astronomy

**Experience:**

Thomas B. Fordham Institute (Washington, D.C.)

2015 – Present     National Research Director

2012 – 2014:     Research Manager

University of Southern California (Los Angeles, California)

2008 – 2012:     Research Associate

2011 -             Teacher Assistant, Education Organizations and Policy

Calvin Coolidge Senior High School (Washington, DC)

2006 – 2008:     Teacher, Mathematics

2008 -             Summer School Coordinator

2008 -             AP Testing Coordinator

**EMPLOYMENT STATUS:**

New Hire