

MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday

December 5, 2017

Maryland State Board of Education
200 W. Baltimore Street
Baltimore, Maryland 21201

The Maryland State Board of Education met in regular session on Tuesday, December 5, 2017, at 9:00 a.m. at the Nancy S. Grasmick State Education Building. The following members were in attendance: Mr. Andrew R. Smarick, President; Dr. Chester E. Finn, Jr., Vice President; Dr. Michele Jenkins Guyton; Dr. Justin M. Hartings; Ms. Stephanie R. Iszard; Dr. Rose Maria Li; Mr. Michael D. Phillips; Dr. David Steiner; Mr. Kyle J. Smith, student Board member; and Dr. Karen B. Salmon, State Superintendent of Schools. Dr. Irene M. Zoppi Rodriguez was not in attendance.

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

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

President Smarick welcomed members and staff of the Maryland Association of Boards of Education (MABE) and other guests.

CONSENT AGENDA

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

- Minutes for October 24, 2017 and November 1, 2017
- Personnel
- Budget Adjustments for October, 2017

***ACTION:** Upon motion by Dr. Steiner and seconded by Dr. Finn, the Board unanimously approved the Consent Agenda. (In Favor: 8; opposed: 0; abstained: 0. Mr. Phillips had not arrived.)*

ORAL ARGUMENT

The State Board heard the case of *Christine Smith v. Baltimore County Board of Education*. Ms. Kameen explained the procedures by which the Board hears oral arguments and introduced Whitney Wilder, Esq., representing Ms. Smith (Appellant) and Valerie Thompson, Esq., representing Baltimore County Board of Education.

PUBLIC COMMENT

President Smarick explained the guidelines by which the Board hears public comments. The following individuals provided public comments:

- Cynthia Boyd – Regarding personalized learning.
- Leslie Weber – Regarding the need for independent audit of Baltimore County Public Schools expenditures.
- Yamini Ananth – Regarding improving women’s health education in high school (Gold project for Girl Scouts).
- Brenda Peiffer – Regarding educational technology
- Margaret Gibson – Regarding dyslexia early intervention and remediation.
- John Earle – Regarding cell phone towers on school campuses.
- Linda Nguyen – Regarding cell towers on school campuses.
- Ann Miller – Regarding an audit of Baltimore County Public School contracts.
- Dr. Jerome Dancis – Regarding a state audit of Prince Georges County School system.
- Jetta Earle-Smith – Regarding cell phone towers on campus.

FINANCIAL LITERACY:

(Presenters: Dr. Lynne Gilli, Assistant State Superintendent, Division of Career and College Readiness)

Dr. Gilli provided an update on the implementation and status of Personal Financial Literacy Education in the State and reviewed the Financial Literacy Standards. At the high school level, all 24 local school systems (LSS) are implementing personal financial education in courses required for graduation. Seven LSSs integrate personal financial literacy education in a course required for graduation (typically Social Studies/Government).

Dr. Finn asked about evidence of student learning and how students are being assessed at the district level. Dr. Gilli said most of the feedback they have is self-report on pre- and post-tests. There is no other direct evidence besides the pre- and post-tests provided by partners who deliver services.

Dr. Li mentioned that there has been talk over the years of making financial literacy a requirement and inquired about the pros and cons of doing so. Ms. Gilli explained that the department has looked at this and the feedback is mixed – some research shows positive results and some shows inconsistent results that exposure to content that helps students increase their understanding. She added that financial literacy is heavily behavioral and people can know better but not do better. Dr. Gilli also shared that students who took more mathematics courses showed fewer financial problems later.

Ms. Guyton asked about the Board’s role in adopting regulations for financial literacy and where things stand in the process. Dr. Gilli explained that regulations are already in place requiring all students to receive a program of instruction in financial literacy education in grades three through twelve.

President Smarick requested a future update on the types of assessments, if any, that are being done by LEAs to assess students’ knowledge of financial literacy.

Mr. Smith shared information about his experience with the financial literacy instruction and assessment offered by his school.

ACTION: None. For information and discussion only.

OVERVIEW OF THE GRANTS PROCESS

(Presenters: Ms. Mary Gable, Assistant State Superintendent, Division of Student, Family, and School Support)

Ms. Gable provided an overview of the MSDE's grants process. The MSDE administers grant funds from both the State of Maryland and the Federal Government. Ms. Gable reviewed sources of grants, types of grants, and the steps in the grants process.

Board members inquired about the amount and types of foundation and non-formula grants, as well as determining what is available and how the money is used. The Board discussed ways they could be involved in the process.

President Smarick suggested setting priorities on the front end and providing governance and oversight on the back end to see if the grant did what it was intended to do. Board members also suggested involvement in the pursuit of new grants that impact Board priorities and policies and setting parameters at the mid-point of the grants process, as well as having regular updates on grant prospects and status so the Board has an opportunity to weigh in. Dr. Salmon agreed to provide a summary of the status of grants and Board members were encouraged to submit any questions to President Smarick and/or the Superintendent.

ACTION: None. For information and discussion only.

BOARD REPORTS AND PLANNING

➤ ***Committee Updates:***

- **Policy Review** - President Smarick provided an update on the work of the Policy Review Committee. The committee is reviewing existing policies and will present revisions and recommendations for new policy(ies) to the Board at the January 30th meeting.
- **Teacher Certification** - Dr. Steiner provided an update on the work of the Teacher Certification committee looking at the teacher preparation pipeline. The committee is examining each element of the pipeline and will disaggregate the issues requiring further investigation and recommendations. The committee will meet with Sarah Spross (Assistant State Superintendent, Division of Educator Effectiveness) to bring her into the discussions and intend to come before the Board at the January 30th meeting with further updates.
- **Kirwan Commission** – Dr. Finn shared that the committee continues to meet and will likely deliver an interim report related to policy direction in January. Dr. Steiner urged the Board to treat the interim report cautiously and added that part of the structure that is being considered that will involve the Board directly is that there will be an independent body that will adjudicate whether certain policies

coming from the field meet the requirement for the release of certain funds. This raises questions about whether there will be two Boards of Education or a new body/structure of governance.

➤ ***Discussion of tentative agenda items for the January 29th and 30th State Board Meetings:***

- ESSA Update
- Prince Georges County Public Schools Audit Response
- Update on Baltimore City Public Schools MOU
- Maryland Longitudinal Data System
- 2017 Kindergarten Readiness Assessment (KRA) Results
- ESSA Update
- Computer Science
- Committee Updates
- Legislative Update
- Recognition of Assistant Principal of the Year

Mr. Smith inquired about future Board discussion on the Bridge Program for Academic Validation and alternative pathways to graduation.

➤ ***Board Member Updates/Comments:***

- Mr. Smith shared information about the Maryland Association of Student Councils (MASC) fall leadership conference, where he was able to teach middle school students about Robert's Rules of Order and engage in discussions around diversity and tolerance. The next MASC event is a legislative session on Feb. 3rd in Charles County. MASC members will also elect the student representative to the Board during this session. Mr. Smith invited Board members to attend this and other MASC events. Mr. Smith also talked briefly about his experiences at the NASBE Annual Conference in November.
- Dr. Guyton suggested establishing a workgroup to consider technology policy and give guidance to the LEAs on what is age appropriate, effective, and fiscally responsible.
- Dr. Li attended the Code.org conference in November and learned that Maryland has been a leader in this work and helped to write the national Computer Science Framework. She asked for an update at a future meeting on the status and implementation of the standards in the State. Dr. Li also asked that the Board and MSDE consider moving the Tech Ed requirement down to middle school so students begin to learn sooner the issues and implications of using computers and having an online presence.
- Dr. Li also proposed that instead of doing Foundations for Tech in high school, to consider allowing the selection of financial literacy or computer science to be alternatives that are equally accessible for students and making sure that every school has that option.
- Dr. Li also requested the Board have a future presentation regarding the cell tower issue to learn more about the policy(ies), standard, and decision making process.

- Dr. Steiner reported that he is serving pro bono on a Council of Chief State School Officers (CCSSO) project involving seven states who are committed to looking at what Louisiana did in terms of curriculum work and creating high quality curriculum for all of their teachers. He requested future discussion on the Board's role in curriculum development, review, and oversight.
- Dr. Finn requested information on the curricula used across the State.

ACTION: None. For information and discussion only.

STATE SUPERINTENDENT'S REPORT

➤ **Task Force on Maryland High School Graduation Requirements**

Dr. Salmon proposed convening a Superintendent's Task Force, co-chaired by Dr. Carol Williamson (Deputy State Superintendent for Teaching and Learning) and Dr. Dara Shaw (Director of Research), to make recommendations to the State Board about the requirements for high school graduation in Maryland going forward. The parameters or outcomes that would be explored include: reviewing the current credits for getting a Maryland diploma and making recommendations for a minimum number; reviewing the number of subject areas and credits required; looking at whatever modifications are needed based on current educational research and what is happening with college and career readiness across the country; considering different options for awarding high school diplomas based on research and other state's standards; reviewing assessment requirements for high school graduation and making appropriate recommendations based on evidence-based practices and college and career readiness; review and consider related policy recommendations from the Kirwan Commission. The task force would be comprised of representatives from various partners and stakeholders throughout the state. Mr. Smith recommended having a student representative on the task force. Dr. Salmon agreed and shared that the timeline would be from January – June, with a mid-point review somewhere in between. Recommendations would be presented to the Board in July or August.

Dr. Hartings stressed including the SSL requirements in the committee's discussions and work, and the meaning of a Maryland diploma. He also asked of those students whose graduation was dependent upon successfully completing Bridge, what percentage failed to graduate because they did not meet the standard associated with the Bridge project?

Dr. Guyton requested information for how many students have an IEP or accommodations for disability.

Dr. Salmon said this would also be a good time to institute some new data points and asked if the Board would like to direct the department to find out from the LEAs 1) what percentage of students who begin a Bridge Project end up passing the state test they had failed? and 2) what percentage of students who begin a Bridge Project fail the Bridge Project? She added that she will also be investigating 1) what is the point for differentiated accountability? and 2) what is the percentage we should be concerned

about in terms of what the data shows? She will bring this information back to the Board for further discussion.

The Board adjourned to Executive Session at 12:30 pm.

EXECUTIVE SESSION

Pursuant to § 3-305(b)(1)&(7) of the General Provisions Article, Annotated Code of Maryland, and upon motion of Dr. Finn, seconded by Mr. Smith, and with unanimous agreement, the Maryland State Board of Education met in closed session on Tuesday, December 5, 2017 in Conference Room #1, 8th Floor, at the Nancy S. Grasmick Building. All board members were present except Michael Phillips and Irene Zoppi Rodriquez. In attendance were Dr. Karen Salmon, State Superintendent of Schools, Dr. Sylvia Lawson, Chief Performance Officer, Dr. Carol Williamson, Chief Academic Officer, Kristy Michel, 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 12:30 p.m.

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

- *Frederick Classical Charter School, Inc. v. Frederick County Public Schools* – charter school funding – Opin. No. 17-41
- *Kristine Lockwood v. Howard County Board of Education* – attendance area adjustment review – Opin. No. 17-42
- *Christine Smith v. Baltimore County Board of Education* – reclassification of position – Opin. No. 17-43
- *Nakia S. v. Baltimore City Board of School Commissioners* – early K entry – Order No. OR17-19

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

- *Allen S. v. Anne Arundel County Board of Education* – student transfer

Legal Advice

The Board received legal advice on its authority to oversee school systems and enforce State laws. It also received advice on the legal and jurisdictional issues at play when considering the requests for a performance audit of various aspects of the procurement process of Baltimore County Public Schools.

Internal Board Management

The Board President asked for a volunteer to sit on a Reinstatement Review Panel. Ms. Iszard volunteered.

Dr. Salmon provided a draft letter and documents to the Board as update on progress under the Baltimore City Public Schools MOU.

The Executive Session ended at 2:30 p.m.

STATE SUPERINTENDENT'S REPORT

(Dr. George Arlotto, Superintendent, Anne Arundel Public Schools)

- **Spotlight on Innovation: Anne Arundel Public School System: Robotics Utilization**
Dr. Arlotto and staff presented on the system's Robotics Utilization program, which allows students who are out of school for an extended period of time to participate remotely in classroom instruction and school activities utilizing a mobile robot. A student participated in the presentation and demonstrated the technology via the robot. Questions were raised about the costs and scalability of the program.

ACTION: None. For information and discussion only.

RECOGNITION OF BLUE RIBBON SCHOOLS

(Presenter: Dr. Darla Strouse, Executive Director, Partnerships)

Dr. Strouse presented the new 2017-2018 Maryland Blue Ribbon Schools. Dr. Strouse explained that each year in Maryland, up to six schools can be selected as Maryland Blue Ribbon Schools. State winners are identified by the MSDE based on results of their past year's State assessments. The 2017-2018 Blue Ribbon Schools are: Bannockburn Elementary School (Montgomery County Public Schools), Fallston Middle School (Harford County Public Schools), Luxmanor Elementary School (Montgomery County Public Schools), Urbana Elementary School (Frederick County Public Schools), Waterloo Elementary School (Howard County Public Schools), and West Towson Elementary School (Baltimore County Public Schools),

ACTION: None. For information and discussion only.

STATE SUPERINTENDENT'S REPORT

- **2017 Kindergarten Readiness Assessment (KRA) Results**
A briefing on the 2017 KRA results for the State.

ACTION: None. Information and discussion only.

- **Plan for Teacher Induction, Retention, and Advancement (TIRA) Committee**
(Presenter: Sarah Spross, Assistant State Superintendent, Educator Effectiveness)

Presentation on the proposed plan of action to address the recommendations from the Teacher Induction, Retention, and Advancement Act (TIRA) of 2016, as well as the MSDE's action plan to provide a comprehensive plan to increase the rigor and accountability of educator preparation programs and certification.

ACTION: None. For information and discussion only.

➤ **ESSA Update**

(Ms. Mary Gable, Assistant State Superintendent, Student, Family, and School Support)

An overview of feedback received on the state ESSA plan. Ms. Gable reported that the MSDE has received communication from a number of policy organizations that have reviewed State Plans and that the department has responded to the factual assertions of each of the inquiries asking for clarification or corrections to information. Ms. Gable shared that the department is still awaiting feedback from the U.S. Department of Education and noted that the department will need to respond thoroughly to the feedback, which may include changes to the plan, enhancement of the plan, and/or clarifications.

ACTION: None. For information and discussion only.

➤ **Superintendent Certification Workgroup Update**

Dr. Salmon shared that she has formed a workgroup to examine state regulations used to certify local school system Superintendents. She noted that the regulations were last amended in 2014 and that prior to that they had been in place since 1982. Recent issues have come up that revealed the need for discussion. Dr. Hartings is a member of this workgroup, which also includes representatives from various state stakeholder groups. The group is discussing the current regulations to determine if they are still relevant and meaningful and if there are things that should be changed or clarified.

Board members discussed the certification requirements and ensuring they are rigorous yet flexible enough so as not to limit the pool of eligible candidates.

ACTION: None. For information and discussion only.

REGULATORY ACTIONS

(Presenter: Mary Gable, Assistant State Superintendent, Division of Student, Family, and School Support)

➤ **COMAR 13A.05.02.04 State Administration (Permission to Publish)**

Request for permission to publish for public comment proposed additions to regulations that govern the identification of significant disproportionality under the Individuals with Disabilities Education Act.

ACTION: Upon motion by Dr. Finn and seconded by Mr. Smith, the State Board unanimously granted permission to publish the proposed amendments. (In favor: 8; Opposed: 0; Abstained: 0. Mr. Phillips was not present.)

➤ **COMAR 13A.02.02.03-.04 Emergency Plans (Permission to Publish)**

Request to publish amendments to COMAR 13A.02.02.03-.04 *Emergency Plans*, which incorporates by reference the MSDE Emergency Planning Guidelines for Local School Systems and Schools to accommodate students, staff, and visitors with disabilities on public school grounds, in accordance with the federal American with Disabilities Act. The Guidelines have been updated, necessitating that the reference to the Guidelines be updated in COMAR.

ACTION: Upon motion by Ms. Iszard and seconded by Dr. Li, the State Board unanimously granted permission to publish the proposed amendments. (In favor: 8; Opposed: 0; Abstained: 0. Mr. Phillips was not present.)

➤ **COMAR 13A.08.04 Student Behavior Interventions (Permission to Publish)**

Request to publish amendments to the regulation. The proposed regulations add and clarify definitions, and strengthen provisions which require a continuum of behavior interventions to be a part of a student's behavior intervention plan (BIP) or individualized education program (IEP).

ACTION: Upon motion by Ms. Iszard, with a second by Dr. Finn, the State Board unanimously granted permission to publish the proposed amendments. (In favor: 8; Opposed: 0; Abstained: 0. Mr. Phillips was not present.)

➤ **COMAR 13A.15-.18 Child Care (Permission to Publish)**

Request for permission to publish proposed amendments to the regulations, which include *Family Child Care, Child Care Centers, Child Care – Letters of Compliance, and Large Family Child Care Homes*. The amendments address the following and apply to all subtitles, unless otherwise indicated: background clearances; child abuse and neglect information; reasonable accommodations; medical information for child care providers and staff of child care centers; reasons to deny an applicant/application and health and safety training requirements for staff; lead testing; counting students; swimming pool security; care of children; child discipline; and reasons and procedures to suspend a registration or license.

ACTION: Upon motion by Dr. Steiner, with a second by Mr. Smith, the State Board granted permission to publish the proposed amendments. (In favor: 8; Opposed: 0; Abstained: 0. Mr. Phillips was not present.)

➤ **COMAR 13A.08.01.11 Disciplinary Actions – Suspensions and Expulsions (Permission to Publish)**

Request to publish amendments which reflect the provisions of Senate Bill 651, enacted by the Maryland General Assembly on July 1, 2017. The provisions of the law prohibit suspension or expulsion for students in prekindergarten, kindergarten, first, or second grade, except as provided in §C(1)(b) of this regulation, and lists specific interventions and steps that school personnel will take before implementing a suspension or expulsion.

ACTION: Upon motion by Dr. Steiner, with a second by Ms. Iszard, the State Board granted permission to publish the proposed amendments. (In favor: 8; Opposed: 0; Abstained: 0. Mr. Phillips was not present.)

➤ **COMAR 13A.06.07.07 School Vehicle Driver Disqualifying Conditions and Termination and COMAR 13A.06.07.08 School Vehicle Attendance Qualifications and Disqualifications (Permission to Publish)**

Request for permission to publish amendments based on substantive changes needed to .07 School Vehicle Driver and Trainee Disqualifying Conditions and Termination, and .08 School Vehicle Attendance Qualifications and Disqualifications. The proposed changes modify the inclusion of “assault in the second degree” to “a conviction of assault in the second degree within the past 10 years” for both School Vehicle Drivers and School Vehicle Attendants.

ACTION: Upon motion by Dr. Finn, with a second by Dr. Steiner, the State Board granted permission to publish the proposed amendments. (In favor: 8; Opposed: 0; Abstained: 0. Mr. Phillips was not present.)

OPINIONS

Ms. Kameen announced the following Opinions and Orders:

- *Frederick Classical Charter School v. Frederick County Board of Education* - charter school funding – Opinion No. 17-41
- *Kristine Lockwood v. Howard County Board of Education* – attendance area adjustment review – Opinion No. 17-42
- *Christine Smith v. Baltimore County Board of Education* – reclassification of position – Opinion No. 17-43
- *Nakia S. v. Baltimore City Board of School Commissioners* – early K entry – Order No. OR17-19

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: December 5, 2017

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 audio recordings of the meetings are the official record of the meetings and can be located at:

<http://www.marylandpublicschools.org/stateboard/Pages/Meetings-2017.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: December 5, 2017

Time: 12:30 p.m.

Location: 200 West Baltimore Street, Baltimore, MD 21201

Motion to close meeting made by: Dr. Finn

Seconded by: Mr. Smith

Members in favor: 9

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) (1)	Internal Board Management	Baltimore City Public Schools MOU
§ 3-305(b) (7)	Legal Advice	



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

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE January 30, 2018 BOARD MEETING**

I. Appointments Grade 19 and above:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Belton, Nicassia R.	Education Program Manager II, Career and Technology Education Student and Assessment Services	24	Office of the Deputy For Teaching and Learning, Division of Career and College Readiness	TBD
Carter, Vincent R.	Fiscal Service Administrator III, Chief of Financial Management Services	20	Office of the Deputy for Finance and Administration, Division of Rehabilitation Services	TBD
Edmond, Shanna	Education Program Specialist I, Title I, Fiscal Management and School Improvement	21	Office of the Deputy for Teaching and Learning, Division of Curriculum, Research, Assessment and Accountability	TBD
Gonce, Paula M.	Education Program Specialist I, Access and Equity Program Specialist	21	Office of the Deputy for Teaching and Learning, Division of Special Education/Early Intervention Services	TBD
Greene, Reham I.	Accountant Manager II, Deputy Chief of Accounts Payable	20	Office of the Deputy for Finance and Administration, Division of Business Services	TBD
Hicks, Laura J.	Education Program Specialist I, School Library Media Specialist	21	Office of the Deputy for Teaching and Learning, Division of Curriculum, Research, Assessment, and Accountability	TBD
Hosken-Ralston, Jennifer L.	Education Program Specialist I, Elementary English Language Arts Specialist	21	Office of the Deputy for Teaching and Learning, Division of Curriculum, Research, Assessment and Accountability	TBD
Hunter-Crafton, Patricia C.	Education Program Specialist II, Coordinator, School Improvement and Title I	22	Office of the Deputy for Teaching and Learning and School Effectiveness, Division of Curriculum, Research, Assessment and Accountability/Division of Student, Family, and School Support	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>
Larenas, Karen	Education Program Specialist I, Special Education Resource and Policy Specialist	21	Office of the Deputy for Teaching and Learning, Division of Special Education/Early Intervention Services	TBD
Lavin, Stefanie E.	Education Program Specialist II, Nonpublic School Approval Specialist(s)	22	Office of the Deputy for School Effectiveness, Division of Educator Effectiveness	TBD
Nizer, Jennifer	Program Manager Senior II, Director, Office of Child Care	24	Office of the Deputy for Teaching and Learning, Division of Early Childhood Development	TBD
Spivey, Kimberly A.	Program Manager III, Nonpublic Schools BOOST Program Manager	21	Office of the Deputy for Finance and Administration, Division of Business Services	TBD
Tsigounis, Sherry L.	Child Care Licensing Regional Manager, Region II, Baltimore City	19	Office of the Deputy for Teaching and Learning, Division of Early Childhood Development	TBD
Verzi, Traci	Education Program Specialist I, Career and Technology Education	21	Office of the Deputy for Teaching and Learning, Division of Career and College Readiness	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>
Brown, Donetta	Office Clerk II	7/2	Office of the Deputy for Finance and Administration, Division of Rehabilitation Services	12/06/17

II. Appointments Grade 18 and below (con't):

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Edelen, Kriston	Office Secretary III	10/3	Office of the Deputy for Finance and Administration, Division of Rehabilitation Services	01/03/18
Hanson, Shanicia	Vocational Rehabilitation Specialist II	13/3	Office of the Deputy for Finance and Administration, Division of Rehabilitation Services	12/06/17
Howard, Debra A.	Special Education Teacher	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education Program	12/06/17
Mowl, Faith	Vocational Rehabilitation Specialist II	13/3	Office of the Deputy for Finance and Administration, Division of Rehabilitation Services	12/06/17
Novak, Ashley	Vocational Rehabilitation Specialist II	13/3	Office of the Deputy for Finance and Administration, Division of Rehabilitation Services	01/31/18
Reevey, Lyndell L.	Special Education Teacher	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education Program	01/31/18
Williams, Andrew	Vocational Rehabilitation Specialist II	13/8	Office of the Deputy for Finance and Administration, Division of Rehabilitation Services	01/17/18
Yates, Leo	Staff Specialist II	16/15	Office of the Deputy for Finance and Administration, Division of Rehabilitation Services	01/03/18

III. Other Actions: Promotional

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



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

200 West Baltimore Street • Baltimore, MD 21201 • 410-767-0100 • 410-333-6442 TTY/TDD • MarylandPublicSchools.org

January 30, 2018

BOARD LIST

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

Name: Nicassia R. Belton

Position: Education Program Manager II,
Career and Technology Education (CTE) Student and Assessment Services

Division: Career and College Readiness

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 Career and Technical Education, Education, Educational Administration/Supervision, Research, Public Administration, Information Management Systems, or in any related field.

EXPERIENCE:

Six (6) years of professional administrative, accountability or teaching experience in or affiliated with an education program including two (2) years of experience in coordinating or administering an education program or service directly related to the position. Experience with business intelligence software and/or Excel desired; administrative experience in an area related to accountability, information management, or a related field is preferred.

DESCRIPTION:

This is a professional position responsible for planning, leading, and supervising the work of staff who implement the CTE performance measurement and accountability system, Office of Civil Rights monitoring, CTE student organizations, CTE student organizations, CTE pathway program development, and the CTE Annual Awards of Excellence Program.

QUALIFICATIONS:

Education:

Purdue University (West Lafayette, IN) 2006 - Master's Degree in Mathematics w/ Specialization in Computation Finance.

Morgan State University (Baltimore, Maryland) 2003 - Bachelor's Degree in Mathematics with a concentration in Statistics; 2017 - Ed.D. Candidate in Mathematics Education (ABD).

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2017 – Present: Career and Technology Education Accountability Coordinator

University of Maryland (Baltimore, Maryland)

2015 – 2017: Associate Director of Pre-College Programs

The Career Adviser, LLC (the careeradviser.com)

2015 – Present: CEO, Founder and Lead Consultant

International Association of Black Actuaries (IABA) (Windsor, Ct)

2009 – Present: Chair of Education Committee

Morgan State University (Baltimore, Maryland)

2008 – 2014: Director of Actuarial Science Program

2009 – 2014: Director of Summer Academy of Math and Science (SAMS) Program

2012 – 2014: Summer Training Academy in Robotics and (Cyber) Security Program

2008 – 2013: Coordinator of School of Computer Mathematical and Natural Sciences (SCMNS) High School Outreach

EMPLOYMENT STATUS:

Promotional



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

200 West Baltimore Street • Baltimore, MD 21201 • 410-767-0100 • 410-333-6442 TTY/TDD • MarylandPublicSchools.org

January 30, 2018

BOARD LIST

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

Name: Vincent R. Carter
Position: Fiscal Services Administrator III,
Chief of Financial Management Services
Division: Rehabilitation Services
Salary Grade: State Salary Grade: 20
Annual Salary Range: \$56,743 - \$91,107
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Bachelor's Degree in Accounting, Finance, Economics or related area. Possession of a CPA Certificate is preferred.

EXPERIENCE:

Four years of professional experience in the preparation and execution of budgets. Two years of the required experience must have been in direct supervision of other professional employees. Experience with State statute desired.

DESCRIPTION:

This is a professional position responsible for directing the activities of the Financial Management Services Branch. The major activities of this branch directly support the mission of the Division of Rehabilitation Services and include the following: budget preparation and monitoring; grants management; monitoring and controlling expenditures; audits; fund recovery; reporting to federal agencies; procurement of commodities, equipment and services.

QUALIFICATIONS:

Education:

Morgan State University (Baltimore, Maryland) 2003 - Master's Degree in Business Administration; 1990 - Bachelor's Degree in Accounting.

Experience:

Maryland State Department of Education, Division of Rehabilitation Services (Baltimore, Maryland)

2017 – Present: Acting Fiscal Director

2011 – 2017: Accountant Advanced, Accounts Payable

2004 – 2011: Accountant II, Maryland Business Enterprise Program

The Johns Hopkins University (Baltimore, Maryland)

1997 – 2003: Senior Financial/Budget Analyst

The Pennsylvania State University (University Park, Pennsylvania)

1991 – 1997: Assistant to the Financial Officer

EMPLOYMENT STATUS:

Promotional



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

200 West Baltimore Street • Baltimore, MD 21201 • 410-767-0100 • 410-333-6442 TTY/TDD • MarylandPublicSchools.org

January 30, 2018

BOARD LIST

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

Name: Shanna Edmond
Position: Education Program Specialist I/Title I,
Fiscal Management and School Improvement
Division: Curriculum, Research, Assessment and Accountability
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$60,543 - \$97,203
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Four years of administrative or teaching experience in, or affiliated with, an education program, including two years of experience in coordinating or administering an education program or services directly related to the position; experience coordinating a school improvement program is preferred.

DESCRIPTION:

This is a professional position responsible for providing technical assistance and support to Title I schools and school systems adhering to the requirements of the Every Student Succeeds Act (ESSA) including Title I school wide and targeted assistance programs, and for the ongoing design, development, implementation, and evaluation of these programs to improve the teaching and learning of disadvantaged children.

Shanna Edmond

Page Two

QUALIFICATIONS:

Education:

Loyola University (Baltimore, Maryland) 2008 - Master's Degree in Curriculum and Instruction.

Lincoln University (Lincoln University, Pennsylvania) 2000 - Bachelor's Degree in Biology.

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2016 – Present: Education Program Specialist I, Extended Learning Specialist

The SEED School of Maryland (Baltimore, Maryland)

2012 – 2016: Title I Coordinator/Family Involvement Coordinator

Baltimore County Public Schools (Cockeysville, Maryland)

2008 – 2012: Teacher

Baltimore City Public Schools (Baltimore, Maryland)

2000 – 2008: 8th Grade Instructor, Chinquapin Middle School

EMPLOYMENT STATUS:

Promotional



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

200 West Baltimore Street • Baltimore, MD 21201 • 410-767-0100 • 410-333-6442 TTY/TDD • MarylandPublicSchools.org

January 30, 2018

BOARD LIST

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

Name: Paula M. Gonce
Position: Education Program Specialist I,
Access and Equity Program Specialist
Division: Special Education/Early Intervention Services
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$60,543 - \$97,203
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Four (4) years of professional experience in or affiliated with special education programs or services directly related to the position. Experience in the areas of evidence based practices for children with special needs and early intervention for students with behavior difficulties, autism, and other developmental disabilities preferred.

DESCRIPTION:

This is a professional position that serves as a Program Specialist in the delivery of training and technical assistance to Local School Systems (LSS) and individual schools to improve conditions for learning for students with disabilities on behalf of the Maryland State Department of Education (MSDE), Division of Special Education/Early Intervention Services (DSE/EIS). Also, this position serves as a technical expert responsible for providing oversight and support related to access and equity for students with disabilities.

QUALIFICATIONS:

Education:

University of Maryland Baltimore County (Baltimore, Maryland) 2001 - Master's Degree in Applied Behavior Analysis; 1989 - Bachelor's Degree in Psychology and Sociology.

Experience:

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

2016 – Present: Manager, Communication and Education Supports

The Chimes School (Baltimore, Maryland)

2012 – 2016: Behavior Analyst

1998 – 2001: Assistant Director II

Johns Hopkins Bayview (Baltimore County, Maryland)

2009 – 2011: Clinical Supervisor

The Columbus Organization

2007 – 2009: Behavior Specialist/Case Coordinator

Kennedy Krieger Institute (Baltimore, Maryland)

2006 – 2007: Clinical Specialist III/Psychology Associate

2001 – 2004: Clinical Specialist III/Psychology Associate

2001: Behavior Data Specialist

1995 – 1998: Program Specialist

Man Alive, Inc. (Baltimore, Maryland)

2005 – 2006: Clinical Director

University of Maryland (Baltimore, Maryland)

2004 – 2005: Clinical Research Assistant

EMPLOYMENT STATUS:

New



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

200 West Baltimore Street • Baltimore, MD 21201 • 410-767-0100 • 410-333-6442 TTY/TDD • MarylandPublicSchools.org

January 30, 2018

BOARD LIST

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

Name: Reham I. Greene
Position: Accountant Manager II,
Deputy Chief of Accounts Payable
Division: Business Services
Salary Grade: State Salary Grade 20
Annual Salary Range: \$56,743 – \$91,107
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Bachelor's Degree in Accounting or a Bachelors with 30 credit hours in Accounting and related courses; including or supplemented by 3 credit hours in Auditing. Possession of a CPA is preferred.

EXPERIENCE:

Six years (6) of experience examining, analyzing and interpreting accounting systems, records and reports by applying General Accepted Accounting Principles. Three years (3) of required experience must be direct supervision of other professional employees.

DESCRIPTION:

This is a professional position serving as Chief of the Accounts Payable Section and is responsible for providing leadership and administering technical assistance in planning, directing and controlling accounts payable, grant accounting, and related functions of the Accounting Branch. Assures that transactions are verified, recorded, and reported timely and accurately to management in accordance with Generally Accepted Accounting Principles (GAAP) and guidelines established by the Comptroller's Office and Department of Budget and Management (DBM) and in compliance with federal regulations and practices.

QUALIFICATIONS:

Education:

Stevenson University (Baltimore, Maryland) 2014 – Master’s Degree in Forensic Accounting.

University of Baltimore (Baltimore, Maryland) 2003 – Bachelor’s Degree in Accounting.

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2015 – Present: Fiscal Service Administrator V, Chief of Accounting

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

2013 – 2015: Chief Fiscal Officer

Maryland State Retirement and Pension System (Baltimore, Maryland)

2010 – 2013: Accountant Supervisor II

MENTOR Maryland (Catonsville, Maryland)

2007 - 2010: General Ledger Supervisor/State Accounting Manager

Games Workshop America (Glen Burnie, Maryland)

2006 – 2007: Senior Accountant

Educate, Inc. DBA Sylvan Learning Centers (Baltimore, Maryland)

2005 – 2006: Senior Accountant

Capital Women’s Care, LLC (Rockville, Maryland)

2004 – 2005: Senior Accountant/Accountant Manager

Health Care Management Group (Rockville, Maryland)

2002 – 2004: Staff Accountant

United Way of Central Maryland (Baltimore, Maryland)

1998 – 2002: Senior Accounting Coordinator

EMPLOYMENT STATUS:

Voluntary Demotion



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

200 West Baltimore Street • Baltimore, MD 21201 • 410-767-0100 • 410-333-6442 TTY/TDD • MarylandPublicSchools.org

January 30, 2018

BOARD LIST

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

Name: Laura J. Hicks
Position: Education Program Specialist I,
School Library Media Specialist
Division: Curriculum, Research, Assessment, and Accountability
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$60,543 - \$97,203
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Master's Degree or equivalent 36 credit hours of post baccalaureate course work in a Library Media program.

EXPERIENCE:

Four (4) years of experience as a school based media specialist and at least two (2) years in a leadership role. Library Media leadership experience with state/national associations or at the district level is preferred.

DESCRIPTION:

This is a professional position responsible for providing leadership and technical assistance to local school systems, Maryland State Department of Education (MSDE) staff members and other stakeholders for the implementation and use of information literacy skills to support student achievement and school reform.

QUALIFICATIONS:

Education:

McDaniel College (Westminster, Maryland) 2004 - Master's Degree in School Library Media.
University of Maryland (College Park, Maryland) 1986 - Bachelor's Degree in Food Science.

Experience:

Frederick County Public Schools (Frederick, Maryland)

2015 - Present: School Library Media Specialist, Frederick High School

2004 – 2015: School Library Media Specialist, West Frederick Middle School

2002 – 2004: Information Resource Specialist

McDaniel College (Westminster, Maryland)

2004: Adjunct Professor

Frederick County Public Libraries (Frederick, Maryland)

2000 – 2002: Library Associate I

EMPLOYMENT STATUS:

New



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

200 West Baltimore Street • Baltimore, MD 21201 • 410-767-0100 • 410-333-6442 TTY/TDD • MarylandPublicSchools.org

January 30, 2018

BOARD LIST

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

Name: Jennifer L. Hosken Ralston

Position: Education Program Specialist I,
Elementary English Language Arts Specialist

Division: Curriculum, Research, Assessment, and Accountability

Salary Grade: State Salary Grade: 21
Annual Salary Range: \$60,543 – \$97,203

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Master's Degree or equivalent 36 credit hours of post baccalaureate course work in Education, Educational Administration/Supervision, Reading/English Language Arts or a closely related field. Certification in Reading and/or English Language Arts is required.

EXPERIENCE:

Four (4) years of professional administrative, accountability or teaching experience in a or affiliated with an education program including two (2) years of experience in coordinating or administering an education program or services directly related to the position. Experience with an Elementary English Language Arts education program is preferred.

DESCRIPTION:

This is a professional position responsible for providing technical assistance to local school systems for developing effective initiatives for improving elementary school student performance in English Language Arts (ELA) programs.

QUALIFICATIONS:

Education:

Frostburg State University (Frostburg, Maryland) 2004 - Master of Education (Reading); 2001 - Bachelor of Science Degree in Early Childhood/Elementary Education; 2004 - Certificate I and II Administration and Supervision.

Trinity Washington University (Washington, DC) 2017 - Graduate-level coursework for certified Academic Language Therapist License.

Experience:

Allegany County Public Schools (Cumberland, Maryland)

- 2014 – Present: Reading Specialist, K-5, Parkside Elementary
- 2009 – 2014: Teacher, Fourth and Fifth Grade
- 2006 – 2009: Reading Instructional Specialist, K-5
- 2001 – 2006: Teacher, Fourth and Fifth Grade, Frost Elementary
- 2000 – 2001: Teacher, Fourth Grade, South Penn Elementary

Washington County Public School (Hagerstown, Maryland)

- 1995 – 2000: Teacher, Fifth Grade, Old Forge Elementary

EMPLOYMENT STATUS:

New



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

200 West Baltimore Street • Baltimore, MD 21201 • 410-767-0100 • 410-333-6442 TTY/TDD • MarylandPublicSchools.org

January 30, 2018

BOARD LIST

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

Name: Patricia C. Hunter Crafton

Position: Education Program Specialist II,
Coordinator, School Improvement and Title I

Division: Curriculum, Research, Assessment and Accountability/
Student, Family, and School Support

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

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 Administration/Supervision, Educational Research, Education Policy or a related field.

EXPERIENCE:

Five years of administrative or teaching experience in, or affiliated with, an education program, including two years of experience in coordinating or administering an education program or service directly related to the position; experience coordinating a school improvement program is preferred.

DESCRIPTION:

This is a professional position responsible for providing lead technical assistance and support to Title I schools and school systems adhering to the requirements of the Every Student Succeeds Act (ESSA), including Title I school wide and targeted assistance programs, and for the ongoing design, development, implementation, and evaluation of these programs to improve the teaching and learning of disadvantaged children.

QUALIFICATIONS:

Education:

University of New England (Portland, Maine) 2009 – Master’s Degree in Education (Educational Leadership Concentration).

Rochester Institute of Technology (Rochester, New York) 2001 – Bachelor’s Degree in Biotechnology.

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2016 – Present: Education Program Specialist I, Title I and School Improvement

The Delaware Met Charter High School (Wilmington, Delaware)

2015: School Leader

The Academies at Frederick Douglass High School (Baltimore, Maryland)

2014 – 2015: Interim Campus Principal

2011 – 2014: Assistant Principal

2007 – 2011: Department Head and Instructional Support Teacher

2005 – 2007: Secondary Science Teacher

G.E. Chaplin, Inc. (Parkville, Maryland)

2003 – 2005: Sales Representative

ESS Inc. (Laurel, Maryland)

2002 – 2003: Quality Assurance Data Coordinator

Novavax, Inc. (Rockville, Maryland)

2001 – 2002: Quality Control Technologist

In Vitro Technologies (Baltimore, Maryland)

2001: Production Assistant (Lab Support)

EMPLOYMENT STATUS:

Promotional



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

200 West Baltimore Street • Baltimore, MD 21201 • 410-767-0100 • 410-333-6442 TTY/TDD • MarylandPublicSchools.org

January 30, 2018

BOARD LIST

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

Name: Karen Larenas
Position: Education Program Specialist I,
Special Education Resource and Policy Specialist
Division: Special Education/Early Intervention Services
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$60,543 - \$97,203
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Five (5) years of experience in coordinating or administering special education programs or services directly related to the position. Experience with direct supervision of other professional employees desired.

DESCRIPTION:

This is a professional position responsible for Special Education policy development and review, product development, and cross-divisional technical assistance activities of the Division with public agencies to carry out federal and State regulations, maintain compliance, and participate in the Maryland State Performance Plan and Annual Performance Report.

QUALIFICATIONS:

Education:

University of Maryland (College Park, Maryland) 2009 - Master's Degree in Early Childhood and Special Education.

Howard University (Washington, District of Columbia) 1996 - Master's Degree in Business Administration/Health Services Administration.

Florida A and M University (Tallahassee, Florida) 1994 - Bachelor's Degree in Health Care Management.

Experience:

Prince George's County Public Schools (Hyattsville, Maryland)

2016 – Present: Special Education Program Coordinator

2014 – 2016: Head Start Program Coordinator

2010 – 2014: Infant and Toddler Special Educator and Part B Representative

2007 – 2010: Preschool Special Educator

2000 – 2007: Grade level Chairperson and Pre-Kindergarten, Second Grade and Fifth Grade General Educator

State Interagency Coordinating Council

2013 – Present: Governor appointed Vice Chair

Danya International (Silver Spring, Maryland)

2016: Comprehensive Services and School Readiness Consultant

Prince George's County Department of Health (Largo, Maryland)

2009: Summer Intern

Mid-Atlantic Permanente Group (Rockville, Maryland)

1999 – 2000: Senior Analyst

St. Agnes Healthcare (Catonsville, Maryland)

1997 – 1999: Senior Consultant

CIGNA Dental (Plantation, Florida)

1996 – 1997: Marketing Analyst

EMPLOYMENT STATUS:

New



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

200 West Baltimore Street • Baltimore, MD 21201 • 410-767-0100 • 410-333-6442 TTY/TDD • MarylandPublicSchools.org

January 30, 2018

BOARD LIST

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

Name: Stefanie E. Lavin
Position: Education Program Specialist II,
Nonpublic School Approval Specialist(s)
Division: Educator Effectiveness
Salary Grade: State Salary Grade: 22
Annual Salary Range: \$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 related field.

EXPERIENCE:

Five years of professional work experience in education that must include experience in the application of regulations. Administration and/or supervisory experience in a special education setting desirable.

DESCRIPTION:

This is a professional position serving as a lead technical specialist responsible for providing leadership, technical and legal expertise in all aspects of the approval of nonpublic educational programs, including those for students with disabilities who are unable to be educated in public schools.

QUALIFICATIONS:

Education:

College of Notre Dame of Maryland (Baltimore, Maryland) 2001 - Master of Arts Degree in Teaching.

University of Maryland at College Park (College Park, Maryland) 1998 – Bachelor of Arts Degree in Studio Art.

Loyola College of Maryland (Baltimore, Maryland) 2005 – Certificate in School Administration and Supervision.

Experience:

Baltimore County Public Schools (Towson, Maryland)

2013 – 2017: Principal

2007 – 2013: Assistant Principal

2001 – 2007: Art Teacher

EMPLOYMENT STATUS:

New



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

200 West Baltimore Street • Baltimore, MD 21201 • 410-767-0100 • 410-333-6442 TTY/TDD • MarylandPublicSchools.org

January 30, 2018

BOARD LIST

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

Name: Jennifer A. Nizer
Position: Program Manager II,
Director, Office of Child Care
Division: Early Childhood Development
Salary Grade: State Salary Grade: 24
Annual Salary Range: \$73,612 - \$118,197
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master's Degree or 36 post baccalaureate credit hours of coursework in Education, Early Childhood Education, child development, social work, psychology, or a related field from an accredited college or university.

EXPERIENCE:

Five (5) years of professional experience with managing, designing, developing, implementing, and/or maintaining child development programs or management, administration and/or supervision of Child Care Licensing Programs.

DESCRIPTION:

This a professional management position serving as the Director of the Office of Child Care within the Division of Early Childhood Development and is responsible for the overall management and policy development for the implementation of the State's child care programs and is responsible for the oversight for improving the quality and availability of child care in order to help improve school readiness for all children.

QUALIFICATIONS:

Education:

Towson State University (Towson, Maryland) 2003 – Master’s Degree in Early Childhood Education; 1993 – Bachelor’s Degree in Early Childhood Education.

Experience:

Creative World School (Tampa, Florida)

2015 – Present: CW Support Coach

Institute for Early Childhood Professionals (Tampa, Florida)

2014 – 2015: Manager – Child Development Center

Johns Hopkins Bayview Medical Child Development Center (Baltimore, Maryland)

2001 – 2014: Director

Maryland State Child Care Association (Baltimore, Maryland)

2009 – 2015: President

Howard Community College (Columbia, Maryland)

2011 – 2014: Adjunct Faculty

Essex Community College (Baltimore, Maryland)

2012 – 2014: Adjunct Faculty

Towson University (Towson, Maryland)

2004 – 2006: Adjunct Faculty

Casa of Baltimore City (Baltimore, Maryland)

2003 – 2004: Volunteer - Advocate

Knowledge Beginnings (Laurel, Maryland)

2000 – 2001: Executive Director

Columbia Association (Columbia, Maryland)

1999 – 2000: Training Coordinator

EMPLOYMENT STATUS:

New



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

200 West Baltimore Street • Baltimore, MD 21201 • 410-767-0100 • 410-333-6442 TTY/TDD • MarylandPublicSchools.org

January 30, 2018

BOARD LIST

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

Name: Kimberly Ann Spivey
Position: Program Manager III,
Nonpublic Schools BOOST Program Manager
Division: Business Services
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$60,543 - \$97,203
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Five (5) years of professional experience with administering programs, two (2) of which must include experience managing and using technology systems for administering programs. Management and/or supervisory experience desired.

NOTES:

Two (2) additional years of experience as defined above may be substituted for the required education.

DESCRIPTION:

This is a professional position serving as Program Manager for the Broadening Options and Opportunities Today (BOOST) Scholarship Program. BOOST provides State-funded scholarships to students who qualify for free or reduced-price meals to attend nonpublic schools. Approximately 2,400 scholarships were awarded in 2016-2017 and 151 schools participated.

QUALIFICATIONS:

Education:

Anne Arundel Community College (Arnold, Maryland) 2006 – Completed Coursework in Business/Public Administration and Computer Information Systems.

Northeast High School (Pasadena, Maryland) 1980 – Maryland High School Diploma.

Experience:

State of Maryland Public School Construction Program (Baltimore, Maryland)

2005 – Present: Program Manager, Capital Budgets and Improvement Programing

1991 – 2005: Agency Budget Specialist II and Fiscal Associate I

Anne Arundel County Department of Social Services (Annapolis, Maryland)

1991: Fiscal Clerk II

Maryland State Department of Education (Baltimore, Maryland)

1984 – 1987: Fiscal Clerk II

EMPLOYMENT STATUS:

Promotional



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

200 West Baltimore Street • Baltimore, MD 21201 • 410-767-0100 • 410-333-6442 TTY/TDD • MarylandPublicSchools.org

January 30, 2018

BOARD LIST

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

Name: Sherry L. Tsigounis
Position: Child Care Licensing Regional Manager,
Region II, Baltimore City
Division: Early Childhood Development
Salary Grade: State Salary Grade: 19
Annual Salary Range: \$53,193 - \$85,401
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Possession of a Bachelor's Degree in child development, education, social work or psychology from an accredited college or university.

EXPERIENCE:

Five years of experience inspecting, licensing and monitoring child care centers, family day care homes and non-public nursery schools.

DESCRIPTION:

This is a professional position responsible for managing the regional Child Care office and all regulatory activity involved in the licensure of child care centers, the registration of family day care homes, the issuance of letters of compliance to certain religious child care programs, and the approval of nonpublic nursery schools in Baltimore City. This position also recommends enforcement actions as needed to ensure Licensee compliance with regulatory standards and, in general, supports the Office of Child Care's goal of protecting children in out of home care. This position may represent the Office of Child Care in regional and/or State public relation activities as needed.

QUALIFICATIONS:

Education:

Towson University (Towson, Maryland) 2016 – Master’s Degree in Early Childhood Education;
1996 – Bachelor’s Degree in Early Childhood Education.

Villa Julie College (Greenspring, Maryland) 1990 – Associate of Arts Degree in Child
Development.

Experience:

Maryland State Department of Education (Baltimore, Maryland)

- 2014 – Present: Child Care Licensing Supervisor
- 2005 – 2014: Child Care Licensing Specialist
- 2001 – 2003: Child Care Licensing Specialist

Kiddie Academy International, Inc. (Belair, Maryland)

- 2004 – 2005: Education Specialist
- 2003 – 2004: Corporate Operations Manager

Baltimore City Public Schools (Baltimore, Maryland)

- 1996 – 2001: Child Care Director/Teacher, Mergenthaler Vo-Tech High School

EMPLOYMENT STATUS:

Promotional



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

200 West Baltimore Street • Baltimore, MD 21201 • 410-767-0100 • 410-333-6442 TTY/TDD • MarylandPublicSchools.org

January 30, 2018

BOARD LIST

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

Name: Traci Verzi
Position: Education Program Specialist I,
Career and Technology Education
Division: Career and College Readiness
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$60,543 - \$97,203
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Master's Degree or equivalent 36 credit hours of post baccalaureate course work in Career and Technology Education, educational Administration/Supervision, Public Administration, or in any related field.

EXPERIENCE:

Four (4) years of teaching and/or administrative/supervisory experience in/or related to career and technology education.

DESCRIPTION:

This is a professional position serving as the Regional Coordinator in the Division of Career and College Readiness (DCCR) responsible for providing leadership, coordination and technical assistance to Local School Systems (LSS) and Community Colleges within an assigned region of the State and responsible for planning, developing, evaluating and improving Career and Technology Education (CTE) programs.

QUALIFICATIONS:

Education:

Walden University (Minneapolis, Minnesota) 2011- Master's Degree in General Psychology.

University of Maryland Baltimore County (Baltimore, Maryland) 2003 - Bachelor's Degree in Psychology.

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2013 – Present: Staff Specialist, Child Care Licensing Training Approval Coordinator

Howard Community College (Columbia, Maryland)

2012 – 2016: Adjunct Faculty

TLV Training for Child Care (Severn, Maryland)

2010 – 2013: Training Consultant

Anne Arundel Community College T.E.A.C.H. Institute (Arnold, Maryland)

2008 – 2012: Adjunct Faculty

People to People International Student Ambassador Program (Kansas City, Missouri)

2007 – 2010: Facilitator

Anne Arundel County Recreation and Parks, School Age Child Care (Annapolis, Maryland)

2006 – 2012: Training Director

2004 – 2006: School Age Child Care Director

Anne Arundel County Public Schools (Annapolis, Maryland)

2004 – 2006: Interim Teacher

EMPLOYMENT STATUS:

New

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE January 30, 2018 BOARD MEETING**

I. Appointments Grade 19 and above:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Kirk, Casey L.	Academic Program Coordinator, Juvenile Services Education	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education Program	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>
-------------	-----------------	---------------------	------------------------	----------------------------

III. Other Actions: Promotional

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



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

200 West Baltimore Street • Baltimore, MD 21201 • 410-767-0100 • 410-333-6442 TTY/TDD • MarylandPublicSchools.org

January 30, 2018

BOARD LIST

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

Name: Casey L. Kirk
Position: Academic Program Coordinator, Juvenile Services Education
Division: Juvenile Services Education Program
Salary Grade: Institutional Educator Pay Plan: IEPP Administrator Schedule
Annual Salary Range: \$100,763 - \$105,806
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master's Degree in Education with a specialty in Curriculum and Instruction or a related field; possession of, or eligibility for, a Maryland Administrator I or II preferred.

EXPERIENCE:

Five years of satisfactory teaching experience in 7-12 education environment – alternative/urban education setting desired – and 3 years satisfactory administrative or supervisory experience. Special education and grant administration experience preferred.

DESCRIPTION:

This is a professional position providing leadership and management for the academic Juvenile Services Education Program, including Middle School, High School, or General Educational Development (GED) level instruction.

QUALIFICATIONS:

Education:

Notre Dame of Maryland University (Baltimore, Maryland) 2010 – Master’s Degree in Leadership in Teaching; 2008 – Teaching Certification; 2014 Ph.D. – Instructional Leadership Program 27 credits earn for

Towson University (Towson, Maryland) 2003 – Bachelor’s Degree in English.

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2017 – Present: Education Program Specialist I, Learning Management System Administrator

2015 – 2017: Education Program Specialist I, Online Professional Program Specialist
(Contractual)

2013 – 2015: Education Program Specialist I, Professional Learning Specialist
(Contractual)

St. Mary’s County Public School System (Leonardtown, Maryland)

2009 - 2011: Twilight/Credit Recovery Teacher (Great Mills High School)

Charles County Public Schools (Waldorf, Maryland)

2011 – 2013: English/Reading Intervention Teacher

EMPLOYMENT STATUS:

Promotional