

MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday, May 21, 2019
Maryland State Board of Education
200 W. Baltimore Street
Baltimore, Maryland 21201

The Maryland State Board of Education met in regular session on Tuesday, May 21, 2019, at 9:00 a.m. at the Nancy S. Grasmick State Education Building. The following members were in attendance: Dr. Justin M. Hartings, President; Ms. Stephanie R. Iszard, Vice President; Ms. Gail Bates; Dr. Vermelle Greene; Ms. Jean Halle; Dr. Rose M. Li; Dr. Joan Mele-McCarthy; Mr. Michael Phillips; Brigadier General (BG) Warner Sumpter (Ret.); Mr. Bryce Awono, Student Representative; and State Superintendent Dr. Karen B. Salmon. (Mr. Clarence Crawford and Dr. David Steiner were absent.)

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

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

President Hartings welcomed members of the Maryland Association of Boards of Education (MABE); Tiffany Robinson, Deputy Chief of Staff for Governor Larry Hogan, and Student Intern, Julia Dorsey; and other guests.

PUBLIC COMMENT

The following individuals provided public comment:

- *C. Tolbert Rowe* – Intra-district student transfers
- *Linda Thornton Thomas* – School suspensions

NEW BUSINESS

➤ *Approval of Consent Agenda:*

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

- Minutes for April 23rd Meeting
- Personnel Actions
- Budget Adjustments for April 2019

ACTION: Upon motion by Ms. Bates and seconded by General Sumpter, the State Board approved the Consent Agenda. (In Favor: 8; opposed: 0; abstained: 2 – Dr. Hartings and Mr. Awono.)

REPORTS TO THE STATE BOARD FOR DISCUSSION AND/OR ACTION

➤ ***State Board Analysis and Review of School Transfer Appeals and Other Similar Cases***
(Ms. Liz Kameen, MSDE, Principal Counsel)

Ms. Kameen provided an overview and background regarding the State Board’s authority in hearing transfer appeals and the standard of review. She presented three possible changes to the way the State Board reviews appeals in cases in which a student requests a transfer to another school and other similar cases: 1) a “best interest of the student” analysis; 2) a change to the standard of review applicable in such cases; and 3) a change in the burden of proof.

Ms. Kameen also shared the most common reasons for granting transfers and for denial of transfers.

Board members discussed whether there is a need for a change in the appeals process given data that reveals a greater number of transfers are approved than denied. Board members also expressed concerns about how the system may be misused (as related to demographic make-up of the school, sports, individual preference) and equity issues related to the availability of transportation and how the lack of transportation could limit a student’s transfer options/opportunities.

Overall, Board members agreed that any policy should consider what is in the best interest of the student and that language should be clarified and outline factors that should be included in the process.

Ms. Kameen will draft regulatory language based on the discussion and will bring information back to the State Board for further review and input.

➤ ***Maryland High School Graduation Task Force/Diploma by Examination***
(Dr. Carol Williamson, Chief Academic Officer/Deputy State Superintendent, Office of Teaching and Learning; Terry Gilleland, Jr., Director of Adult Education and Literacy Services, Department of Labor, Licensing, and Regulation [DLLR])

Dr. Williamson presented an overview of the Maryland High School Graduation Task Force, convened in January 2018, and the recommendations related to the Maryland High School Diploma by Examination. Dr. Williamson introduced Terry Gilleland who presented background information regarding the transfer of the GED program from the MSDE to the DLLR. Mr. Gilleland provided an overview of Adult Education and Literacy Services and additional pathways for earning a Maryland Diploma, to include the GED Exam, the National External Diploma Program, and the Adult High School Program. Mr. Gilleland

shared information about the GED contract, which is in its last year (2019), and discussed the procurement options.

State Board members inquired about demographic data available (disaggregated), whether GED is tied to ESSA, test administration in other states, and the costs associated with changing to a new product to replace the GED. Mr. Gilleland said they are able to provide additional information for State Board members.

- **Recognition: 2019 Maryland Teachers of the Year**
(Dr. Karen B. Salmon, State Superintendent; Dr. Darla Strouse, Executive Director, MSDE Partnerships)

Recognized Maryland's 2019-2020 local district Teachers of the Year (attached), who will represent their school systems in the State's Teacher of the Year program and competition for Maryland and National Teacher of the Year.

STATE BOARD MEMBER REPORTS AND COMMENTS

➤ **Committee Reports**

- *Strategic Planning Committee* – Ms. Iszard provided an update on the draft document prepared by the committee. Once additional edits have been made the document will be shared with all State Board members for review and input.
- *Online Learning Policy* – Ms. Halle provided a summary of the May 15h meeting, which focused on alternate online options for course delivery in Juvenile Services Education, Career and Technology Education, Home and Hospital, and Gifted and Talented Education. The next meeting is scheduled for June 12th.
- *Task Force on Student Discipline Regulations* – Dr. Greene provided a brief summary of the April 25th meeting, which focused on effective practices in addressing student behavior. The next meeting will be held on May 23rd and will include a discussion of the report and recommendations to be presented to the State Board in July.
- *Maryland Association of Student Councils (MASC)* – Mr. Awono provided updates on the MASC 2018-2019 election of new officers, the recent regional conference, and the upcoming federal advocacy day with the Maryland Association of Secondary School Principals.
- Senator Bates invited State Board members to attend Howard County Elementary Schools' 5th Grade Simulated Congressional Hearing Program, which provides an opportunity for students to discuss and respond to various questions related to their study of Maryland and U.S. History, and the U.S. Constitution.

EXECUTIVE SESSION

Pursuant to § 3-305(b)(1)&(7) of the General Provisions Article, Annotated Code of Maryland, and upon motion of General Sumpter, seconded by Dr. Mele-McCarthy, and with unanimous agreement, the Maryland State Board of Education met in closed session on Tuesday, May 21, 2019 in Conference Room #1, 8th Floor, at the Nancy S. Grasmick Building. All State Board

members were in attendance except Clarence Crawford and Dr. David Steiner. Also in attendance were Dr. Sylvia Lawson, Chief Performance Officer, Dr. Carol Williamson, Chief Academic Officer, Amalie Brandenburg, Chief Operating Officer, Dr. Miya Simpson, Executive Director, Office of the State Board and Assistant Attorneys General, Elizabeth Kameen, Jackie La Fiandra, and Derek Simonsen. The Executive Session commenced at 1:25 p.m.

At that time, the State Board approved two Opinions and two Orders for publication.

- *Michael Donaldson v. Baltimore City Board of School Commissioners* – non-renewal of certificate – Opin. No. 19-21
- *Shane and Kimberly G. v. Carroll County Board of Education* – bus stop – Opin. No. 19-22
- *In the Matter of the Maryland Public Ethics Law (II)* – request for declaratory ruling – Order No. OR19-05
- *Izabela Sweeney v. Prince George’s County Board of Education* – teacher suspension – Order No. OR19-06

Thereafter, the State Superintendent reviewed the goals and objectives contained in her evaluation and discussed progress with the State Board members.

The Executive Session ended at 3:10 p.m.

STATE SUPERINTENDENT’S REPORT

➤ ***Revised State Standards in Social Studies***

(Dr. Carol Williamson, Chief Academic Officer/Deputy State Superintendent, Office of Teaching and Learning; Bruce Lesh, Director of Social Studies)

Dr. Williamson and Mr. Lesh presented recommendations from Phase I of the State Social Studies Standards Review and requested permission to move to Phase II of the Standards Review Protocol.

Mr. Lesh provided an overview of the timeline and actions to arrive at this stage of the process. In December 2017, the State Board requested a review of the state’s social studies standards. As a result, the standards review protocol was initiated and a public survey was created and disseminated in June 2018. A review panel was convened in December 2018. The panel consisted of 26 teachers, curriculum coordinators/specialists, and stakeholders from social studies related organizations. The standards review panel recommended minor revisions to the six social studies standards. The changes reflect updated academic language in social studies and are intended to be more descriptive of the content embedded in the standards.

Discussion included clarification of certain language such as democratic skills and the principles distinguished in self-government. State Board members expressed concern that some of the language may be biased and lean in a certain way that “teaches” students to form

certain opinions or make judgements. State Board members emphasized the importance of keeping politics out of the standards as much as possible.

ACTION: Upon motion by Mr. Awono and seconded by Mr. Phillips, the State Board granted permission to proceed to Phase II of the Protocol for Developing and Revising Standards. (In Favor: 9; opposed: 0; abstained: 0. (Dr. Greene was not present)

➤ ***Maryland Digital Learning Standards***

(Dr. Carol Williamson, Chief Academic Officer/Deputy State Superintendent, Office of Teaching and Learning; Val Emrich, Director of Instructional Technology)

Dr. Williamson and Ms. Emrich presented information regarding Maryland's Digital Learning Standards and requested permission to proceed to Phase II of Protocol for Developing and Revising Standards.

Ms. Emrich provided an overview of Maryland's Digital Learning Standards, which would replace the existing Maryland Technology Literacy Standards for Students (MTLSS) that were accepted by the State Board on February 27, 2007. The standards include: empowered learner, digital citizen, knowledge constructor, innovative designer, computational thinker, creative communicator, and global collaborator. The new standards ensure that students are college and career ready, have equitable access to resources, and are provided learning opportunities to meet their individual needs and become responsible digital citizens. The standards are modified to meet technological advancements while supporting Maryland's students, educators, and administrators in the ever-changing digital age.

State Board members were impressed with the proposed standards and commended staff on the work that has been done

ACTION: Upon motion by Mr. Awono and seconded by Dr. Mele-McCarthy, the State Board granted permission to proceed to Phase II of the Protocol for Developing and Revising Standards. (In Favor: 9; opposed: 0; abstained: 0. (Dr. Greene was not present)

➤ ***2019 Legislative Session Update***

(Ms. Tiffany Clark, Director, Government Relations)

Ms. Clark provided updates on significant legislation passed during the 2019 Maryland General Assembly Legislative Session. Ms. Clark also shared information regarding new legislative reporting requirements that MSDE must complete, as well as a complete list of all of MSDE's legislative reporting requirements for the 2019 calendar year.

NEW BUSINESS

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

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

• ***Certification Regulations***

Ms. Spross presented draft regulatory language for the following certification regulations for the State Board's review and feedback:

▪ ***Programs for Professionally Certificated Personnel (FOR DISCUSSION)***

Ms. Spross presented draft regulatory language establishing the program requirements for educator preparation programs leading to initial Maryland teacher certification. The proposed regulations include: entrance requirements; standards and competencies; clinical experiences; exit requirements; approval process; program approval status and requirements; reporting requirements; and revocation procedures. Amendments are being proposed to increase the rigor and accountability of educator preparation programs in Maryland.

ACTION: For information and discussion. (No formal vote; general consensus for the department to move forward.)

▪ ***Licensure of Specialists (FOR DISCUSSION)***

Ms. Spross presented draft regulatory language pertaining to the licensure of Specialists. The chapter presented for discussion includes: the purpose; licenses; specialists areas; license renewal; individual professional development plans, and professional development points. The regulatory language is aligned to the MSDE Comprehensive Plan to increase the rigor and accountability of educator certification and preparation programs in Maryland.

ACTION: For information and discussion. (No formal vote; general consensus for the department to move forward.)

▪ ***Licensure of Administrators (FOR DISCUSSION)***

Ms. Spross presented draft regulatory language identifying requirements pertaining to the licensure of Administrators, including: initial licensure pathways; types of licenses; renewal; individual professional development plans; and professional development points. The regulatory language is aligned to the MSDE Comprehensive Plan to increase the rigor and accountability of educator certification and preparation programs in Maryland.

ACTION: For information and discussion. (No formal vote; general consensus for the department to move forward.)

- ***Professional and Technical Education and Specialized Areas of Fine Arts Licensure (FOR DISCUSSION)***

Ms. Spross presented draft regulatory language pertaining to the licensure of Professional and Technical Education (PTE) and Specialized Areas of Fine Arts (SAFA) teachers. This includes: initial license and pathways; renewal; individual professional development plans; professional development plans; and adding multiple licenses. The regulatory language is aligned to the MSDE Comprehensive Plan to increase the rigor and accountability of educator certification and preparation programs in Maryland.

ACTION: For information and discussion. (No formal vote; general consensus for the department to move forward.)

- ***COMAR 13A.06.05 School Supplies and Equipment (Permission to Publish – Repeal) and COMAR 13A.06.05 Purchase and Use of Accessible Teaching and Learning (Permission to Publish - Replace)***

Granted permission to repeal Code of Maryland Regulations (COMAR) 13A.06.05 *School Supplies and Equipment* and replace with COMAR 13A.06.05 *Purchase and Use of Accessible Teaching and Learning Materials*. Substantive changes were identified during the 30-day comment period which requires this regulatory action to be republished. The existing chapter of COMAR 13A.06.05 does not effectively support today's instruction practices.

ACTION: Upon motion by General Sumpter and seconded by Ms. Bates, the State Board granted permission to publish the regulations as amended. (In Favor: 8; opposed: 0; abstained: 0. (Dr. Mele-McCarthy and Dr. Greene were not present)

- ***COMAR 13A.12.02.23 Blind/Visually Impaired (Adoption)***

Request for permission to adopt amendments to Regulation .23 *Blind/Visually Impaired* under COMAR 13A.12.02. The proposed amendment removes the current language requiring that a teacher certified in Blind/Visually Impaired present a qualifying score on an approved test of braille competency at the time of the first certificate renewal to align the test submission with that of all other teaching areas in Maryland, by requiring the test at the time of application.

ACTION: Upon motion by Ms. Iszard, and seconded by Mr. Phillips, the State Board granted permission to adopt the proposed amendments to the regulation. (In Favor: 8; opposed: 0; abstained: 0. (Dr. Mele-McCarthy and Dr. Greene were not present)

FUTURE AGENDA ITEMS/AGENDA PLANNING

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

- **Monday, June 24th** – No meeting planned

- **Tuesday, June 25th -**
 - Striving Readers Grant Update
 - Graduation Task Force Decisions
 - Regulatory Actions
 - State Superintendent’s Report
 - 2019 Legislative Session Update
 - Office of Compliance and Monitoring Update
 - Health Standards
 - Research on Grade Configuration
 - Regulatory Actions

OPINIONS

Ms. Kameen announced the following Opinions and Orders:

- *Michael Donaldson v. Baltimore City Board of School Commissioners* – non-renewal of certificate – Opinion No. 19-21
- *Shane and Kimberly G. v. Carroll County Board of Education* – bus stop – Opinion No. 19-22
- *In the Matter of the Maryland Public Ethics Law (II)* – request for declaratory ruling – Order No. OR-19-05
- *Izabella Sweeney v. Prince George’s County Board of Education* – teacher suspension – Order No. OR-19-06

ADJOURNMENT

With no further business before the Board, the meeting was adjourned at 4:43 p.m.

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

Date: May 21, 2019

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

<http://www.marylandpublicschools.org/stateboard/Pages/Meetings-2019.aspx>

Teachers of the Year 2019 – 2020

Allegany	Sarah Llewellyn – Grade 3
Anne Arundel	Teresa Beilstein – Grade 3
Baltimore City	Kyair Butts – ELA, Grade 6
Baltimore County	Kristen Nielsen – ELA, Grades 9 & 12
Calvert	Dr. Nathan Kimbro – Spec Ed, Grades 9-12
Caroline	Shawn Elisa Parks – ELA, Grade 8
Carroll	Brandi Jason – Instrumental Music, Gr 9 – 12
Cecil	Jossie Perry – Social Studies, Grades 9-12
Charles	Melinda Wright, Grade 2
Dorchester	Charlene Zinnel – Culinary Arts, Grades 11&12
Frederick	Michael Franklin – Health & Phys Ed, Gr 9-12
Garrett	Amy Rowan – Spec Ed/ELA, Grades 6-8
Harford	Paige Milanoski – English, Grade 10
Howard	Gregory Murach – Math, Grades 9-12
Kent	Kristen Krauss – Social Studies, Grades 9-12
Montgomery	Madeline Hanington – English, Grades 6-8
Prince George’s	Angelica Brooks – Choral Music
Queen Anne’s	Heather Efland – Music, Grades K-2
St. Mary’s	Jennifer Cord – Grade 5
Somerset	Christina South – Grade 4
Talbot	Kevin Carroll – Spec. Ed, Grades 9-12
Washington	Joshua Edwards – Fine Arts, Grades 9-12
Wicomico	Shane Morton – Pre-Kindergarten
Worcester	Gina Russell – PreK & Grades 3-4

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: May 21, 2019

Time: 1:25 p.m.

Location: 200 West Baltimore Street, Baltimore, MD 21201

Motion to close meeting made by:

Seconded by:

Members in favor: 10

Opposed: 0

Abstaining: 0

Absent: 2

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)	Personnel Matter	Performance evaluation.
§ 3-305(b) (7)	Legal Advice	Legal appeals.



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

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE May 21, 2019 BOARD MEETING**

I. Appointments Grade 19 and above:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Booker-Dwyer, Tiara	Assistant State Superintendent	ES06	Office of the Deputy for Teaching and Learning, Division of Career and College Readiness	TBD
Durai Pandian, Samuel	Program Manager IV, Fiscal Accountability Manager	22	Office of the Deputy for Finance, Office of Planning, Research and Evaluation	TBD
Eisenstadt, Diane E.	Education Program Specialists I, Special Education Complaint Investigation Specialist	21	Office of the Deputy for Teaching and Learning, Division of Early Intervention and Special Education Services	TBD
Evans, Rhodri	Education Program Specialist II, Lead Education Policy Specialist	22	Office of the Deputy for School Effectiveness, Division of Student Support, Academic Enrichment, and Educational Policy	TBD
Surgeon, Melissa M.	Education Program Specialist I, School Improvement and Title I Programs Specialist	21	Office of the Deputy for Teaching and Learning, Division of Curriculum, Instructional Improvement and Professional Learning	TBD
Thompson, Morrall B.	Education Program Specialist II, Coordinator of Systemic Improvement	22	Office of the Deputy for Teaching and Learning, Office of Leadership Development and School Improvement	TBD

II. Appointments Grade 18 and below:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Alcarese, Alicia	Vocational Rehabilitation Specialist II	13/3	Office of the Deputy for School Effectiveness, Juvenile Services Education System	05/22/2019

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>
Brightson, Kya	Vocational Rehabilitation Specialist I	12/3	Office of the Deputy for School Effectiveness, Juvenile Services Education System	05/08/2019
Forgione, Alyson	Special Education Teacher	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education System	06/05/2019
Paton, Karina	Guidance Counselor	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education System	05/22/2019
Mason, Jeanette	Vocational Rehabilitation Specialist II	13/3	Office of the Deputy for School Effectiveness, Juvenile Services Education System	05/08/2019
Smith, Asa	CTE Teacher	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education System	05/08/2019

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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May 21, 2019

BOARD LIST

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

Name: Tiara Booker-Dwyer
Position: Assistant State Superintendent
Division: Career and College Readiness
Salary Grade: State Salary Grade: ES 06
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Master's Degree or 36 hours of post baccalaureate coursework in Education, a Career and Technology Education field and/or Education Administration/Supervision.

EXPERIENCE:

Extensive experience in an educational supervision and management in the Career and Technology Education, Career and College Readiness and school/education program administration.

DESCRIPTION:

This position reports directly to the Deputy State Superintendent for Teaching and Learning and is responsible for the direction and oversight of Career and College Readiness programs and initiatives that improve skills of all students in Maryland.

QUALIFICATIONS:

Education:

The Johns Hopkins University (Baltimore, Maryland) 2013-Graduate Certificate in School Administration and Supervision; 2008-Master's Degree in Biology

Lincoln University (Oxford, Pennsylvania) 2003-Bachelor's Degree in Biology

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2017 – Present: Program Manager Senior III

2016 – 2019: Education Program Specialist Communication Ombudsman

2014 – 2016: Education Program Specialist – STEM Coordinator

2011 – 2013: Education Program Specialist – STEM Coordinator

Maryland Business Roundtable for Education (Baltimore, Maryland)

2013 – 2014: Program Director

AP Ventures (Baltimore, Maryland)

2013 -2015: Lead Subject Matter Expert – College and Career Readiness Standards

Indian Creek Upper School (Crownsville, Maryland)

2007 – 2011: STEM Program Director

College Board (New York, New York)

2010 Advanced Placement Biology Exam Reader

University of Phoenix (Tempe, Arizona)

2009 – 2010: Biology Instructor

The Johns Hopkins University (Baltimore, Maryland)

2004 – 2005: Biology and Developmental Biology Teaching Assistant

University of Maryland Baltimore County Upward Bound Program (Baltimore, Maryland)

2003 – 2009: Science Instructor

EMPLOYMENT STATUS:

Promotional



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

May 21, 2019

BOARD LIST

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

Name: Samuel M. Durai Pandian
Position: Program Manager IV – Fiscal Accountability Manager
Division/Office: Office of the Deputy for Finance
Salary Grade: State Salary Grade: 22
Annual Salary Range: \$66,231 - \$106,348
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Master's Degree or 36 post-baccalaureate credit hours of coursework from an accredited college or university in Accounting, Finance, Business Administration, or a related area.

EXPERIENCE:

Five years of professional experience with managing, designing, developing, and auditing financial control systems for multiple programs.

DESCRIPTION:

This is a professional position serving as the Fiscal Accountability Manager responsible for providing leadership, coordination, consultation, and technical assistance to the Office of Policy and Fiscal Analysis in the area of fiscal education policy, strategic planning, and State and federal grant management. This includes fiscal and programmatic accountability at State and federal levels.

QUALIFICATIONS:

Education:

University of Madras (OC) 2010 - Master's in Economics; 2003 - Bachelor's Degree in Business Administration

Alagappa University (OC) 2009 - Master's Investment Management/Business Administration

Bharathidasan (OC) 2007 - Master's Degree in Commerce; 2006 Master's Degree in Business Administration - Accounting

Community College of Baltimore County (Baltimore, Maryland) 2012 – Associate's Degree in Accounting; 2013 - Certificate in Business Accounting

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2017 – Present: Staff Specialist III – Financial Reporting

2016 – 2017: Agency Budget Specialist Lead

2014 – 2016: Accountant II - Financial Representative

Department of Public and Safety Correctional Services – ITCD

2013 – 2014: Accountant II - Accounts Receivable Manager

2013: Accountant II (Accounts Payable)

Sivaprakash Audit and Assurance Services (Chennai, OC)

2009 – 2011: Staff Accountant

2007 – 2008: Assistant Accountant

EMPLOYMENT STATUS:

Promotional



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

May 21, 2019

BOARD LIST

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

Name: Diane E. Eisenstadt
Position: Education Program Specialist I, Special Education Complaint Investigation Specialist
Division/Office: Division of Early Intervention and Special Education Services
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$62,063 - \$99,644
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Four (4) years of professional experience in evaluation or compliance monitoring, supervision/administration, or related experience within or affiliated with an organization serving school-aged children with disabilities.

DESCRIPTION:

This position serves as a Complaint Investigation Specialist to ensure compliance with the State and federal laws for the education of students with disabilities under the Individuals with Disabilities Education Act (IDEA). The specialist's primary responsibility is investigating complaints and providing technical assistance in order to resolve conflicts between public agencies and parents.

QUALIFICATIONS:

Education:

The Johns Hopkins University (Baltimore, Maryland) 2005 – Master’s Degree in Teaching

University of Baltimore School of Law (Baltimore, Maryland) 1991 – Juris Doctorate

University of Delaware (Newark, Delaware) 1986 – Bachelor’s Degree in Political Science –
International Relations

Experience:

Baltimore City Public School System (Baltimore, Maryland)

2015 – Present: Special Education Teacher Secondary English Teacher

2002 – 2015: Middle School Language Arts Teacher

Johns Hopkins University Center for Talented Youth

2013 – 2015: Reading Instructor

EMPLOYMENT STATUS:

New Hire



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

May 21, 2019

BOARD LIST

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

Name: Rhodri Evans
Position: Education Program Specialist II, Lead Education Policy Specialist
Division/Office: Division of Student Support, Academic Enrichment & Educational Policy
Salary Grade: State Salary Grade: 22
Annual Salary Range: 66,231 - \$106,348
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master's Degree or equivalent 36 Credit hours of post-baccalaureate course work in Education, Education Administration, Public Administration, Public Policy, Policy Administration, Communications/Journalism or a closely related field.

EXPERIENCE:

Five years of experience in an administrative or educational leadership role, knowledgeable of educational policy, and demonstrated ability of communicating effectively both orally and in writing. Experience in interpreting and implementing education policies is required.

DESCRIPTION:

This is a professional position serving as the lead Academic Policy Specialist that will provide technical assistance to the Assistant State Superintendent, Division of Student Support, Academic Enrichment & Educational Policy in the development, implementation, & dissemination of education policy related to the State and federal education initiatives, including the provisions of the federal Elementary & Secondary Education Act (ESEA) as reauthorized by the Every Student Succeeds Act (ESSA).

QUALIFICATIONS:

Education:

The George Washington University (Washington, D.C.) 2006 – Master’s Degree in Education and Human Development

University of Nottingham (Nottingham OC) 1998 – Bachelor’s Degree in History

Experience:

The Johns Hopkins University (Baltimore, Maryland)

2016 – Present: Director, Institutional Policy, Systems and Reporting

2014 – 2016: Director, Enrollment Services

2013 – 2014: Senior Institutional Research Analyst

2007 – 2014: Executive Specialist

American Council on Education (Washington, District of Columbia)

2005 – 2007: Program Associate

2003 – 2005: Executive Assistant

Cranfield University (Cranfield, OC)

2001 – 2002: Administrative Officer, Registrar’s Office

1999 – 2001: Quality Assurance Officer

EMPLOYMENT STATUS:

New Hire



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

May 21, 2019

BOARD LIST

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

Name: Melissa M. Surgeon
Position: Education Program Specialist I, School Improvement and Title I Program Specialist
Division/Office: Curriculum, Instructional Improvement and Professional Learning
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$62,063 - \$99,644
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Four (4) years of professional teaching or administrative/supervision experience in or affiliated with an education program, including two years of experience coordinating or administering grants or education programs directly related to the position; experience with grant management and coordinating school improvement programs is preferred.

DESCRIPTION:

This is a professional position responsible for providing programmatic, fiscal, and budgetary accountability for the Program Improvement and Family Support Branch. The position provides assistance and technical support to Title I schools and school systems as they move through the levels of school improvement and assisting in the design, development, implementation and evaluation of federal and State programs to improve the teaching and learning of disadvantaged students in Maryland.

QUALIFICATIONS:

Education:

Hampton University (Hampton, Virginia) 2002 – Master’s Degree in Special Education; 2002 -
Bachelor’s Degree in Psychology

Experience:

Harford County Public Schools (Bel Air, Maryland)

2015 – Present: Coordinator of Title I Programs

2012 – 2015: Instructional Facilitator – Deerfield Elementary School

2010 – 2012: Mentor Teacher – Elementary Education

2002 – 2010: Special Education Teacher – Abingdon Elementary School

EMPLOYMENT STATUS:

New Hire



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

May 21, 2019

BOARD LIST

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

Name: Morrall B. Thompson
Position: Education Program Specialist II, Coordinator of Systemic Improvement
Division/Office: Office of Leadership Development and School Improvement
Salary Grade: State Salary Grade: 22
Annual Salary Range: \$66,231 - \$106,348
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master's Degree or equivalent 36 post-baccalaureate credit hours of course work in Education Administration/Supervision or education-related field from an accredited college or university

EXPERIENCE:

Five (5) years of professional administrative experience providing instructional leadership, supervising school-based professionals, and /or leading school improvement initiatives is required.

DESCRIPTION:

This is a professional position with the primary responsibility of supporting school systems and school leaders in improving student achievement. The Coordinator of Systematic Improvement reports to the Executive Director of the Office of Leadership Development and School Improvement. The Coordinator implements school improvement initiatives described in the Maryland Every Student Succeeds Act (ESSA) Consolidated Plan and the State System of Support for Continuous Improvement.

QUALIFICATIONS:

Education:

University of South Carolina (Columbia, South Carolina) 2009 – Master’s Degree in Education Administration

South Carolina State University (Orangeburg, South Carolina) 1999 – Bachelor’s Degree in History Education

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2017 – Present: Education Program Specialist – On-Line Learning Specialist

District of Columbia Public Schools (District of Columbia)

2009 – 2016: Assistant Principal – Dunbar High School

2010 – 2014: Summer School Principal – Dunbar High School

Koshigaya City Board of Education (Koshigaya City, Saitama, Japan)

2005 – 2007: Assistant English Language Teacher

Charles County Public Schools (La Plata, Maryland)

2000 – 2005: Social Studies Teacher – Smallwood Middle School

EMPLOYMENT STATUS:

Promotional

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE May 21, 2019 BOARD MEETING**

I. Appointments Grade 19 and above:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Bonser, Alyssa	Program Manager I, Rehabilitation Field Services Regional Manager	19	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	TBD
Corona, Tara A.	Education Program Specialist I, Continuous Improvement Specialist	21	Office of the Deputy for Teaching and Learning, Office of Leadership Development and School Improvement	TBD
Mediavilla, Michelle	Human Resources Director II, Director of Human Resources	23	Office of the State Superintendent	TBD
Wheeler, Anne	Education Program Supervisor, Chief of Specialized Instruction	22	Office of the Deputy for Teaching and Learning, Division of Early Intervention and Special Education Services	TBD

II. Appointments Grade 18 and below:

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

May 21, 2019

BOARD LIST

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

Name: Alyssa N. Bonser
Position: Program Manager I – Rehabilitation Field Services Regional Manager
Division/Office: Division of Rehabilitation Services
Salary Grade: State Salary Grade: 19
Annual Salary Range: \$54,529 - \$87,546
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Bachelor's Degree from an accredited college or university. A Master's Degree and/or course work in Management, Supervision, or Administration, or Certification by an approved Commission is preferred.

EXPERIENCE:

Four years of professional work experience in providing rehabilitation services, two years of which must have been as a Vocational Rehabilitation Technical Specialist and one year of the required experience must have included direct supervision of other professional employees or the technical lead of a vocational rehabilitation sub-program.

DESCRIPTION:

This position is responsible for directing and coordinating a comprehensive program of vocational rehabilitation services to the Owings Mills, Columbia, Towson, Bel Air and Elkton Offices in the Office of Field Services' Region V (Baltimore, Howard, Harford, Kent and Cecil Counties), and supporting the Regional Director with field operations throughout the region.

QUALIFICATIONS:

Education:

George Washington University (Washington, District of Columbia) 2015 – Master’s Degree in Rehabilitation Counseling

East Stroudsburg University (East Stroudsburg, Pennsylvania) 2000 – Bachelor’s Degree in Sociology /Criminal Justice

Experience:

Division of Rehabilitation Services (Baltimore, Maryland)

2017 - Present: Vocational Rehabilitation Specialist Supervisor

2005 – 2017: VR Technical Specialist

WORKFIRST, A Division of Humanim (Baltimore, Maryland)

2004 – 2005: Senior Case Coordinator

2003 – 2004: Case Coordinator

2001 – 2003: Employment Specialist

Therapeutic Staff Support New Hope Treatment Centers (Allentown, Pennsylvania)

2000 – 2001: Employment Specialist

EMPLOYMENT STATUS:

New Hire



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

May 21, 2019

BOARD LIST

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

Name: Tara A. Corona
Position: Education Program Specialist I,
Continuous Improvement Specialist
Division/Office: Office of Leadership Development and School Improvement
Salary Grade: State Salary Grade: 21
Annual Salary Range:
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Four (4) years of professional experience in or affiliated with an education program; this experience to include two years coordinating or administering education improvement programs or services directly related to the position.

DESCRIPTION:

This a professional position responsible for developing and facilitating customized professional learning experiences, informed by data, to foster the growth of effective leaders and improve school performance.

QUALIFICATIONS:

Education:

Towson University (Towson, Maryland) 2017 – Master’s Degree in Education Leadership;
2009 – Master’s Degree in Teaching

University of Maryland Baltimore County 2004 – Bachelor’s Degree in Biological Sciences

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2018 – Present: Education Program Specialist – Continuous Improvement Specialist

Baltimore County Public Schools (Baltimore, County Maryland)

2016 – 2018: Resource Teacher/Blended Teaching & Learning

2012 – 2016: Science Department Chair – Lansdowne High School

2007 – 2012: Science Teacher – Overlea High School

2012 – 2014: Evening High School Science Mentor

Kaplan Higher Education

2000 – 2007: Library Manager, Student Intern Coordinator, Event Coordinator and
Evening Instructor

EMPLOYMENT STATUS:

Promotional



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

May 21, 2019

BOARD LIST

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

Name: Michelle Mediavilla
Position: Human Resources Director II,
Director of Human Resources
Division/Office: Office of the Superintendent
Salary Grade: State Salary Grade: 23
Annual Salary Range: \$70,691 - \$113,509
Effective Date: June 12, 2019

JOB REQUIREMENTS:

EDUCATION:

A Bachelor's degree in a related area; a Master's in Human Resources, Public Administration, Business or a related field is preferred. SHRM-SCP, PHR, SPHR or IPMA certification is desirable.

EXPERIENCE:

Five successful years of experience in human resources that includes recruitment and selection, employee relations, policy formulation, salary administration or other HR related area; experience supervising human resources staff and program management required. Proficiency with Workday or other similar HRIS highly desirable.

DESCRIPTION:

This a management position responsible for supervision of professional and paraprofessional human resources staff working in the areas of staff employment, employee relations, benefits, and classification; serves as the designated appointing authority for the State Superintendent of Schools; responds to management concerns and advises senior management, supervisors, and employees regarding solutions to concerns; oversees delegated human resources activities for the Division of Rehabilitation Services; provides human resource services that address organizational needs and assure equity; consults with the executive team to translate strategic goals into human resource strategic and operational plans; recommends and oversees the development and update of policies; coordinates human resource activities with the Office of Personnel Services and Benefits.

QUALIFICATIONS:

Education:

University of MD University College (Adelphi, MD) 2015 – Bachelor’s Degree in Social Science with minor in Human Resource Management

University of MD University College (Adelphi, MD) 2011 – Human Resource Management Certification

Experience:

Maryland State Department of Health (Baltimore, Maryland)

2018 – Present: Regional Human Resources Administrator II

2017 – 2018: Human Resources Administrator I

Genesis Healthcare, Inc. (Frederick, Maryland)

2014 – 2016: Human Resources Manager

Living Classrooms Foundation (Baltimore, Maryland)

2011 – 2014: Office Manager/Benefits Administrator

Paychex (Baltimore, Maryland)

2010 – 2011: Client Service Representative

YMCA of Central MD (Baltimore, Maryland)

2007 – 2009: Human Resources – Business Specialist

Ferguson Enterprises, Inc. Shared Services Center (Newport News, Virginia)

2001 – 2006: Accounting Clerk/Vendor Statements Administrator

EMPLOYMENT STATUS:

Promotional



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

May 21, 2019

BOARD LIST

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

Name: Anne Wheeler
Position: Education Program Supervisor,
Chief of Specialized Instruction
Division/Office: Early Intervention and Special Education Services
Salary Grade: State Salary Grade: 22
Annual Salary Range: \$66,231 – 99,644
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

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

DESCRIPTION:

This position oversees staff responsible for Maryland's College and Career-Ready Standards for instructional and response to intervention strategies, support of federal grant initiatives, technical assistance and programmatic support related to students with high and low incidence disabilities. Also this position provides technical assistance and support to Local School Systems (LSSs) and Public Agencies (PA) to coordinate and facilitate the Maryland Individualized Education Program (IEP) document and the Maryland Online Individualized Education Program (MOIEP) tool which includes the use of State developed analytical tools to support the data-informed decision-making processes for the development, implementation, and evaluation of the IEP Process.

QUALIFICATIONS:

Education:

Salisbury University (Salisbury, Maryland) 2016 – Master’s Degree in Educational Leadership

Slippery Rock University of Pennsylvania (Slippery Rock, Pennsylvania) 2011 – Bachelor’s Degree in Special Education/Elementary Education

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2018 – Present: Education Program Specialist I - School Age Performance Specialist

Dorchester County Public Schools (Cambridge, Maryland)

2016 – 2018: Special Education Coach & Compliance Specialist

2011 – 2016: Special Education Teacher – Choptank Elementary School

EMPLOYMENT STATUS:

Promotional