

**MARYLAND STATE DEPARTMENT OF EDUCATION  
PERSONNEL APPROVALS FOR THE May 22, 2018 BOARD MEETING**

**I. Appointments Grade 19 and above:**

| <b><u>NAME</u></b> | <b><u>POSITION</u></b>  | <b><u>SALARY<br/>GRADE</u></b> | <b><u>DIVISION/OFFICE</u></b>   | <b><u>DATE OF<br/>APPOINTMENT</u></b> |
|--------------------|---|--------------------------------|---|---------------------------------------|
| Gordon, Emily      | Education Program Supervisor, Chief of Extended Learning                                    | 22                             | Office of the Deputy for School Effectiveness, Division of Student, Family and School Support | TBD                                   |
| Johnson, Kim Y.    | Program Manager II, Director, Office of Equity Assurance and Compliance Administrative      | 20                             | Office of the Deputy for Finance and Administration, Agency Equity Officer                    | TBD                                   |
| Kahler, Jason C.   | Education Program Specialist II, Career & Technology Accountability Coordinator             | 22                             | Office of the Deputy for Teaching and Learning, Division of Career and College Readiness      | TBD                                   |
| Mitchell, Charlie  | Education Program Specialist I – Early Learning Education Program and Assessment Specialist | 21                             | Office of the Deputy for Teaching and Learning, Division of Early Childhood Development       | TBD                                   |

**II. Appointments Grade 18 and below:**

| <b><u>NAME</u></b> | <b><u>POSITION</u></b>                  | <b><u>SALARY<br/>GRADE</u></b> | <b><u>DIVISION/OFFICE</u></b>  | <b><u>DATE OF<br/>APPOINTMENT</u></b> |
|--------------------|---|--------------------------------|--|---------------------------------------|
| Callahan, Heather  | Vocational Rehabilitation Specialist I  | 12/3                           | Office of the Deputy for Finance and Administration, Division of Rehabilitation Services | 5/23/18                               |
| DeWitt, Robert     | Vocational Rehabilitation Specialist I  | 12/3                           | Office of the Deputy for Finance and Administration, Division of Rehabilitation Services | 5/23/18                               |
| Egbujor, Cynthia   | Vocational Rehabilitation Specialist II | 13/3                           | Office of the Deputy for Finance and Administration, Division of Rehabilitation Services | 4/25/18                               |

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

| <b><u>NAME</u></b>       | <b><u>POSITION</u></b>                  | <b><u>SALARY GRADE</u></b> | <b><u>DIVISION/OFFICE</u></b>  | <b><u>DATE OF APPOINTMENT</u></b> |
|--------------------------|---|----------------------------|--|-----------------------------------|
| Ejk, Jennifer            | Vocational Rehabilitation Specialist II | 13/3                       | Office of the Deputy for Finance and Administration, Division of Rehabilitation Services | 4/11/18                           |
| Fossett-Williams, Jamesa | Vocational Rehabilitation Specialist I  | 12/3                       | Office of the Deputy for Finance and Administration, Division of Rehabilitation Services | 5/8/18                            |
| Parker, Zion             | Vocational Rehabilitation Specialist II | 13/3                       | Office of the Deputy for Finance and Administration, Division of Rehabilitation Services | 4/25/18                           |

**III. Other Actions: Promotional**

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

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May 22, 2018

**BOARD LIST**

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

**Name:** Emily Gordon  
**Position:** Education Program Supervisor,  
Chief of Extended Learning  
**Division:** 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 or a related field.

**EXPERIENCE:**

Five years for administrative or teaching experience in, or affiliated with, an education program, including two years of experience in coordinating or administering a federally or State regulated education program or service directly related to the position; managing an out of school time program and experience coordinating student services program preferred.

**DESCRIPTION:**

This is a professional position responsible for supervising, managing and coordinating the Extended Learning Section, which involves providing direction and support to the Youth Development Director, Education Program Specialists, and 21<sup>st</sup> Century Community Learning Centers (CCLC) grantees as well as overseeing grants, contracts and operations related to 21<sup>st</sup> CCLC.

**QUALIFICATIONS:**

**Education:**

Goucher College (Baltimore, Maryland) 2009 – Master’s Degree in Education with an At-Risk Specialization; 2008 – Bachelor’s Degree in Special Education and Psychology

**Experience:**

Hot Spots Extended Care Programs Inc. (Lutherville, Maryland)

2010 – Present: Executive Director

2009 – 2010: Program Director and HSECP Coordinator

First Connections Training Inc. (Forest Hill, Maryland)

2010 – 2016: Educational Trainer

Celebree Learning Centers (Lutherville, Maryland)

2008 – 2009: Early Childhood Educator (Part-Time)

**EMPLOYMENT STATUS:**

New Hire



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State Superintendent of Schools

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May 22, 2018

BOARD LIST

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

**Name:** Kim Y. Johnson  
**Position:** Program Manager II,  
Director, Office of Equity Assurance and Compliance Administrative  
**Division:** Office of the Deputy for Finance and Administration  
**Salary Grade:** State Salary Grade: 20  
Annual Salary Range: \$56,743 - \$91,107  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

Bachelor's Degree from an accredited college or university.

**EXPERIENCE:**

Five years of fully encompassing professional level work experience implementing an equal opportunity in employment or equal access program and ensuring adherence to regulatory requirements and fair practice standards. Proficiency with MS Office Suite (Excel, PowerPoint, Word and Access). Prior supervisory experience preferred.

**DESCRIPTION:**

This position serves as the principal Equal Employment Opportunity (EEO) Officer for MSDE, and the employee is charged with monitoring compliance with State and Federal equal opportunity laws and policies and promoting a work environment free of any unlawful discrimination, harassment and retaliation.

**QUALIFICATIONS:**

**Education:**

University of Maryland School of Law (Baltimore, Maryland) 1993 – Juris Doctorate Degree in Law

University of Maryland, University College (Baltimore, Maryland) 1990 – Bachelor’s Degree in Paralegal Studies

Howard University (Washington, D.C.) 1988 – Bachelor’s Degree in Sociology English

**Experience:**

State of Maryland Department of Health and Mental Hygiene (Baltimore, Maryland)

2017 – Present: Administrator II, EEO and MBE Compliance Officer

2011 – 2015: Administrator I, Administrative Proceedings Representative

Law Offices of Kim Y. Johnson (Cheltenham, Maryland)

2002 – Present: Attorney

State of Maryland - Judiciary (Annapolis, Maryland)

2015 – 2016: Associate Attorney

Baltimore Police Department (Baltimore, Maryland)

2006 – 2009: Director, EEO Compliance Division

Baltimore City Law Department (Baltimore, Maryland)

2004 – 2006: Deputy/Chief Solicitor

**EMPLOYMENT STATUS:**

New Hire



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May 22, 2018

**BOARD LIST**

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

**Name:** Jason C. Kahler  
**Position:** Education Program Specialist II, Career & Technology Accountability Coordinator  
**Division:** Career and College Readiness  
**Salary Grade:** 22  
**Salary Range:** \$64,608 - \$103,743  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

Master's Degree or equivalent 36 credit hours of post baccalaureate course work in Education, Educational Administration/Supervision, Public Administration, Information Management Systems, or in any related field.

**EXPERIENCE:**

Five (5) 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 services 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 serving as the lead technical expert responsible for administering, managing, and monitoring the state Career and Technology Education (CTE) Accountability System and for providing leadership and coordination to Maryland school systems and community colleges regarding performance management and accountability.

Jason C. Kahler:  
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**QUALIFICATIONS:**

**Education:**

McDaniel College, (Westminster, Maryland) 2017 Master's Degree in Educational Leadership

California State University (Chico, California) 2005 Bachelor's Degree in Political Science

**Experience:**

Anne Arundel County Public Schools/Baltimore City Public Schools

2010 – 2018: School Data Coordinator and Instructor

GlobalSpec, Inc. (Towson, Maryland)

2007 – 2009: Marketing Specialist

**EMPLOYMENT STATUS:**

New Hire



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State Superintendent of Schools

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May 22, 2018

BOARD LIST

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

**Name:** Charlie Mitchell  
**Position:** Education Program Specialist I,  
Early Learning Education Program and Assessment Specialist  
**Division:** Early Childhood Development  
**Salary Grade:** State Salary Grade: 21  
Annual Salary Range: \$60,543 - \$97,207  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

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

**EXPERIENCE:**

Four (4) years of professional experience in coordinating or administering an education program or service directly related to Early Learning.

**DESCRIPTION:**

This is a professional position responsible for assuring compliance with the provisions requested by the General Assembly to implement the state approved early childhood assessment: Ready 4 Kindergarten: Maryland's Early Childhood Comprehensive Assessment System (EC-CAS).

**QUALIFICATIONS:**

**Education:**

The Johns Hopkins University (Baltimore, Maryland) 2018 – Ph.D. in Sociology; 2014 – Master’s Degree in Sociology

Trinity University (San Antonio, Texas) 2011 – Bachelor’s Degree in Philosophy and Urban Studies

**Experience:**

School Achievement in Baltimore Elementary Schools (SABES) (Baltimore, Maryland)

2012 – Present: Research Assistant (Part-Time)

Baltimore Education Research Consortium Early Education Data Collaborative (Baltimore, Maryland)

2015 – Present: Analyst (Part-Time)

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

2012 – 2014: Research Assistant

2011 – 2012: Research Assistant

Trinity University (San Antonio, Texas)

2010 – 2011: Research Assistant, Promise Neighborhoods

2010: Surveyor, Out of School Time Provider

**EMPLOYMENT STATUS:**

New Hire

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| <u>NAME</u> | <u>POSITION</u> | <u>SALARY GRADE</u> | <u>DIVISION/OFFICE</u> | <u>DATE OF APPOINTMENT</u> |
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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: Under Delegated Appointment Authority by the SBOE

| <u>NAME</u>       | <u>POSITION</u>  | <u>SALARY GRADE</u> | <u>DIVISION/OFFICE</u>                         | <u>DATE OF APPOINTMENT</u> |
|-------------------|--|---------------------|--|----------------------------|
| Judkins, Jennifer | Assistant State Superintendent for Assessment and Accountability | ES-6                | Office of the Deputy for Teaching and Learning | TBD                        |



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May 22, 2018

**BOARD LIST**

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

**Name:** Jennifer Judkins  
**Position:** Assistant State Superintendent,  
Assessment and Accountability  
**Division/Office:** Deputy for Teaching and Learning  
**Salary Grade:** State Salary Grade: (ES-6)  
Annual Salary Range: \$92,333 - \$123,236  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

Applicants should possess a Master's Degree or 36 hours of post Baccalaureate coursework in Education. Doctoral degree preferred.

**EXPERIENCE:**

Extensive experience in educational supervision and management in the areas of, school performance, program assessment, and school accountability.

**DESCRIPTION:**

This position serves as the Assistant State Superintendent for the Division Assessment, Accountability and Information Technology. This position reports directly to the Deputy State Superintendent for Teaching and Learning and is responsible for the direction and oversight of the State's student assessment, school accountability programs, and oversees related information technology.

**QUALIFICATIONS:**

**Education:**

University of Washington (Tacoma, Washington) 2016 – Education Doctorate in Educational Leadership; 1996 – Master’s Degree in Education; 1994 – Bachelor’s Degree in Mathematics/Minor - Chemistry

**Experience:**

Smarter Balanced Assessment Consortium (Los Angeles, California)

2016 – Present: Director, Mathematics

Office of the Superintendent of Public Instruction (OSPI) (Olympia, Washington)

2012 – 2016: Secondary Mathematics Assessment Specialist

Tacoma Public Schools (Tacoma, Washington, Olympia, Washington)

2014 – 2015: Superintendent Intern

Bethel School District (Graham, Washington)

2011 – 2012: High School Teacher

Devry University (Federal Way, Washington), Tacoma Community College (Tacoma, Washington), Pierce College (Steilacoom, Washington), HighLine Community College (Des Moines, Washington)

2010 – 2012: Adjunct Mathematics Instructor

Kaplan Academy of Washington (Washington State)

2009 – 2010: Secondary Mathematics Teacher

Educational Services District (Vancouver, Washington)

2004 – 2005: Mathematics Specialist

Washington State University (Vancouver, Washington)

2004 – 2005: Mathematics Education Instructor (Adjunct)

Mt. Hood Community College (Gresham, Oregon), Clark College (Vancouver, Washington)

2003 – 2004: Mathematics Instructor

Portland State University (Portland, Oregon)

2001 – 2004: Mathematics Instructor/University Supervisor/Research Associate

Vancouver Public Schools (Vancouver, Washington)

1996 – 2001: Middle School Teacher/Department Head

Sylvan Learning Center (Vancouver, Washington/Beaverton, Oregon)

1996 – 1997: Teacher – Study Skills, Reading, Mathematics and SAT Preparation

**EMPLOYMENT STATUS:**

New Hire