

**MARYLAND STATE DEPARTMENT OF EDUCATION**  
**PERSONNEL APPROVALS FOR THE September 25, 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>
Wang, Li	Education Program Specialist I –Data Analyst for Educator Effectiveness and School Improvement	21	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>
Abegunde, Kdo	Vocational Rehabilitation Specialist I	13/3	Office of the Deputy for School Effectiveness,	09/26/18
Applekamp, Stephanie	Vocational Rehabilitation Specialist I	13/3	Office of the Deputy for School Effectiveness,	09/12/18
Aversa, Anna	Vocational Rehabilitation Specialist I	13/3	Office of the Deputy for School Effectiveness,	09/26/18
Boykins, Shara	Vocational Rehabilitation Specialist I	13/0	Office of the Deputy for School Effectiveness,	09/26/18
Collins, Peter	Vocational Rehabilitation Specialist I	13/9	Office of the Deputy for School Effectiveness,	09/12/18
Cooke, CathiAnne	Vocational Rehabilitation Specialist I	13/3	Office of the Deputy for School Effectiveness,	08/29/18
D’Agosaro, Margret	Vocational Rehabilitation Specialist I	13/0	Office of the Deputy for School Effectiveness,	09/26/18
Darren, Pamela	Administrative Specialist III	12	Office of the Deputy for School Effectiveness,	TBD

<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>
Franz, Christopher	Vocational Rehabilitation Specialist I	13/0	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	11/16/18
Kuhn, Eliabeth	Vocational Rehabilitation Specialist I	13/8	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	09/12/18
Masser, Michele	Vocational Rehabilitation Specialist I	13/3	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	09/26/18
Mayernick, Jose	Teacher, Special Education	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education	TBD
Mchargue, Megan	Vocational Rehabilitation Specialist I	12/3	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	09/26/18
Mertens, Amanda	Vocational Rehabilitation Specialist I	13/3	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	09/26/18
Morris, Zachary	Vocational Rehabilitation Specialist I	13/3	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	09/26/18
Peart, Heather	Vocational Rehabilitation Specialist I	13/3	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	08/15/18
Pfaff, Madeline	Vocational Rehabilitation Specialist I	12/3	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	09/26/18
Pino, Lisa	Executive Associate	15	Office of the Deputy for Teaching and Learning, Office of the State Superintendent	TBD
Richards, Bett	Vocational Rehabilitation Specialist I	13/3	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	09/26/18
Smith, Christen	Teacher, Academic	IEPP	Office of the Deputy for School Effectiveness,	TBD

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Shird, Vern	Administrator II	18/20	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	08/15/18
Spivey, Leah	Vocational Rehabilitation Specialist I	13/3	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	08/15/18
Strickland, Tonee	Rehabilitation Center Residential Advisor	9/9	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	08/29/18
Wathen, Christine	Vocational Rehabilitation Specialist I	13/3	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	08/29/18

**III. Other Actions: Promotional**

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Guerra, Janette L.	Education Program Supervisor, Chief of Early Special Education	22	Office of the Deputy for Teaching and Learning, Division of Early Intervention and Special Education Services	TBD
Miller, Pamela R.	Education Program Supervisor, State Director of the Maryland Infants and Toddlers Program/Section Chief for Policy and Data	22	Office of the Deputy for Teaching and Learning, Division of Early Intervention and Special Education Services	TBD



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

September 25, 2018

**BOARD LIST**

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

**Name:** Li Wang  
**Position:** Education Program Specialist I  
Data Analyst for Educator Effectiveness and School Improvement  
**Division/Office:** Office of Leadership Development and School Improvement  
**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 36 credit hours of post-baccalaureate course work in a related field of study.

**EXPERIENCE:**

Four years of professional experience as a research or data analyst in education or other related field. Fluency in a computer-based statistical package (SPSS, STATA, or SAS) required. Experience in the use of SAS is preferred.

**DESCRIPTION:**

This is a professional position that provides programmatic support and technical assistance in collecting, analyzing, and sharing data related to the functions of the Office of Leadership Development and School Improvement which include teacher and principal effectiveness (TPE) data and school improvement data.

**QUALIFICATIONS:**

**Education:**

Johns Hopkins University, (Baltimore, Maryland) 2015 - 2017 – Certification Program: Data Science Specialization

University of Bristol, (Bristol, United Kingdom) 2009 – Ph.D. in East Asian Studies, 2<sup>nd</sup> Education Policy

Qingdao University, (Qingdao, China) 2006 – Bachelor's in Public Administration

**Experience:**

Baltimore City Public Schools (Baltimore, Maryland)

2017 – Current: Knowledge Management Analyst

2014 – 2017: Elementary School Teacher

Zhejiang University (Hangzhou, China)

2010 – 2014: Associate Professor/Assistant Professor

**EMPLOYMENT STATUS:**

New Hire



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

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September 25, 2018

**BOARD LIST**

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

**Name:** Guerra, Janette L.  
**Position:** Education Program Supervisor  
Chief of Early Special Education  
**Division/Office:** Early Intervention and Special Education Services  
**Salary Grade:** State Salary Grade: 22  
Annual Salary Range: \$64,608 - \$94,335  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

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

**EXPERIENCE:**

Five (5) years of professional experience in or affiliated with Early Childhood Special Education administration, programs or services directly related to the position.

**DESCRIPTION:**

Provides leadership & direction for the Section, within the Performance Support and Technical Assistance Branch, & Division for administration of the IDEA, Part B/619 Preschool Grant; provides programmatic technical assistance to local lead agencies, local school systems & public agencies; supervises staff responsible for the provision of programmatic technical assistance for program improvement; administers Healthy Families/Home Visiting grant program.

**QUALIFICATIONS:**

**Education:**

University of Alaska Anchorage (Anchorage, Alaska) 2005 – Master’s Degree in Early Childhood Special Education

Arizona State University (Tempe, Arizona) 1987 – Psychology Child Development

**Experience:**

Maryland State Department of Education (Baltimore, Maryland)

2015 – Present: Early Childhood Performance Specialist

2014 – 2015: Monitoring & Accountability Specialist

US Army, MEDCOM, Educational and Developmental Intervention Services (Landstuhl, Germany)

2012 – 2014: Early Childhood Special Educator

Easter Seals Blake Foundation (Vista, Arizona)

1996 – 2012: Associate Director

1995 – 2012: Developmental Specialist

University of Alaska Anchorage (Anchorage, Alaska)

2005: Graduate Course Instructor

Self Employed through Child Development Services (Orlando, Florida)

1994 – 1995: Certified Home Child Care Provider

Private Industry Council (Orlando, Florida)

1993: Monitor

US Army (Ft. Davis, Anchorage, Alaska)

1991 – 1992: Child Development Center Director

Sunrise Preschools (Tempe, Arizona)

1986 – 1989: Director, Preschool Teacher

**EMPLOYMENT STATUS:**

New Hire



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

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September 25, 2018

**BOARD LIST**

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

**Name:** Pamela R. Miller

**Position:** Education Program Supervisor,  
State Director of the Maryland Infants and Toddlers Program/Section Chief for  
Policy and Data

**Division/Office:** Early Intervention and Special Education Services

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

**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 coordinates and directs data activities of the Section, including the Individuals with Disabilities Education Act (IDEA) Part B and Part C data collection, analyses, and reporting, and oversees implementation of the Statewide interagency early intervention system of services, including policies, personnel standards for early intervention services providers, and Technical assistance to support programs.



**QUALIFICATIONS:**

**Education:**

The Johns Hopkins University (Baltimore, Maryland) 2002 – Ed.D. in Human Communication and Its Disorders Dual major in Special Education and Technology

Western Maryland College (Westminster, Maryland) 1986 – Master’s Degree in Special Education

Elizabethtown College (Elizabethtown, Pennsylvania) 1985 – Bachelor’s Degree in Music Therapy

**Experience:**

Maryland State Department of Education (Baltimore, Maryland)

2009 – Present: Early Education Program Specialist – Early Childhood Special Education

2005 – 2009: Education Program Specialist, Family Support

2004 – 2005: Education Program Specialist, Family Support Services Contractual

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

2003: Adjunct Faculty Applied Behavioral Analysis (Graduate)

Abilities Network (Towson, Maryland)

2000 – 2004: Consultant – Curricula Development, Training & Technical Assistance

**EMPLOYMENT STATUS:**

Promotional