

## **MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION**

Tuesday, September 24, 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, September 24, 2019, at 9:00 a.m. at the Nancy S. Grasmick State Education Building. The following members were in attendance: Brigadier General (BG) Warner Sumpter (Ret.); Ms. Jean Halle; Ms. Gail Bates; Mr. Clarence Crawford; Charles R. Dashiell, Jr., Esq.; Dr. Vermelle D. Greene; Dr. Justin M. Hartings; Dr. Rose M. Li; Dr. Joan Mele-McCarthy; Mr. Michael Phillips; Dr. David Steiner; Ms. Noureen Badwi, Student Representative; and State Superintendent Dr. Karen B. Salmon.

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

President Sumpter welcomed new State Board member Charles R. Dashiell, Jr., Esq. and members of the Maryland Association of Boards of Education (MABE) in attendance.

### **PUBLIC COMMENT**

- Cheryl Bost – *Teacher Evaluation and Certification*
- Guy Stephens – *Seclusion and Restraint in Public Schools*
- Shawn Rose – *Licensing Regulations for Child Care*
- Ross Flax – *Licensing Regulations for Child Care*
- Professor Debra Poesse – *COMAR 13A.07.06 Programs for Professionally Certificated Personnel and 13A.12.01.07 Educator Licensure*
- Dr. Nancy Shapiro - *COMAR 13A.07.06 Programs for Professionally Certificated Personnel and 13A.12.01.07 Educator Licensure*
- Dr. Jennifer Frank – *COMAR 13A.07.06 Programs for Professionally Certificated Personnel and 13A.12.01.07 Educator Licensure*
- Tiquia Bennett – *CPR and AED for High Schools*
- Tina Dove – *Teacher Evaluation and Certification*
- Sarah Rosen – *2015 MD Education Law MSDE/MIPA*

## **ORAL ARGUMENT**

Ms. Kameen explained the procedures by which the State Board hears oral arguments and introduced the representatives in the case of *Monarch Academy Public Charter School v. Baltimore City Board of School Commissioners*.

## **NEW BUSINESS**

### ➤ ***Approval of Consent Agenda:***

General Sumpter called for a motion to approve the Consent Agenda, which included the following items:

- Minutes for August 27, 2019
- Personnel Actions
- Budget Adjustments – August, 2019

*ACTION: Upon motion by Mr. Phillips and seconded by Dr. Steiner the State Board unanimously approved the Consent Agenda. (In Favor: 12; opposed: 0; abstained: 0)*

## **REPORTS TO THE STATE BOARD FOR DISCUSSION AND/OR ACTION**

### ➤ ***Maryland Comprehensive Assessment Program (MCAP) 2019 Additional Results and Analyses***

*(Presenter: Dr. Dara Shaw, Executive Director, Office of Research)*

Dr. Shaw provided additional results from the 2019 MCAP and continued data analysis at the school and system level. This included the following:

- Algebra I and English Language Arts (ELA) 10, by student grade level, 2017-2019;
- Algebra I and ELA 10, first time tests, 2015-2019;
- Charter School performance, 2019;
- Achievement gaps by local school system, 2019;
- Student group achievement by local school system, change from 2018;
- Relationship between school performance and selected demographics, 2019; and
- Degree of variation within local school systems, 2019.

State Board members reiterated concerns regarding achievement gaps. Additional data was requested regarding students taking the course in the 9<sup>th</sup> grade; disaggregated data by student group to include, students with disabilities and gender; areas/subjects where students consistently struggle; and any changes in math scores since changes have been made in math instruction. A work session was suggested to allow for a deeper dive into the assessment results and inform how the State Board should move forward.

*ACTION: None. For information and discussion only.*

➤ ***Maryland High School Graduation Task Force – Recommendations for Graduation Pathways and Dual Enrollment***

*(Presenter: Dr. Carol Williamson, Chief Academic Officer)*

Dr. Williamson provided brief background information regarding the Graduation Task Force and an overview of the recommendations for graduation pathways and dual enrollment, the rationale behind each, and alignment with the Commission on Innovation and Excellence (Kirwan Commission) recommendations and timeline.

The Task Force recommendations outlined for graduation pathways included requiring one or more of the following: a) successful completion of a State-approved Career and Technology Education (CTE) Program; b) successful completion of the University System of Maryland requirements, which include two years of the same world language, Algebra II, and two of three sciences as lab sciences; and c) providing further study of a third pathway. State Board members suggested including Advance Placement (AP), International Baccalaureate (IB), dual enrollment, and other language similar to that referenced in the Kirwan Commission report recommendations. Dr. Steiner suggested parenthetically referencing the University System of Maryland and Kirwan Commission within the text [instead of as currently written].

Regarding dual enrollment, the Task Force recommended that students who successfully complete a college course that is aligned with Maryland's College and Career Ready Standards or an elective credit for graduation requirements, as determined by the Maryland State Department of Education after consultation with the local school systems, received the high school credit for the course.

Dr. Mele-McCarthy emphasized that in considering the third pathway, it should be strong, rigorous, and lead to a viable career opportunity of interest.

Dr. Salmon suggested including a diagram to visually represent the options and structure of the pathways. Department staff will work on this and bring a draft back to the State Board for review and input.

State Board members, upon consensus, supported the department moving forward and bringing updated draft recommendations back for further review and approval.

*ACTION: Upon motion by Ms. Halle and seconded by Dr. Steiner, the State Board agreed to have the department move forward. (In favor: 12; Opposed: 0; Abstained: 0.)*

➤ ***Update on Financial Reporting Requirements***

*(Presenter: Amalie Brandenburg, Chief Financial Officer)*

Ms. Brandenburg briefed the State Board on the status of audit reports of local school systems and a request for the State Board to authorize the State Superintendent to withhold

funds from local school systems that are not in compliance with the provisions of §5-114 of the Education Article.

***ACTION:** Upon motion by Dr. Hartings, and seconded by Mr. Phillips, the State Board granted authority to the State Superintendent to withhold funds from local school systems that are not in compliance with the provisions of §5-114 of the Education Article. (In favor: 12; Opposed: 0; Abstained: 0.)*

➤ **Digital Learning Workgroup Report**

*(Presenter: Dr. Carol Williamson, Chief Academic Officer; Erin Senior, Education Program Specialist)*

Ms. Halle, who chaired the workgroup, provided opening remarks and acknowledged her Board colleague, Dr. Li, who also served on the workgroup. Dr. Williamson and Ms. Senior provided an overview of the workgroup’s purpose and process. Presenters also: reviewed the legislative history of online/digital learning in Maryland; defined and clarified distinctions between online, blended, and broadcast learning; and highlighted current state and national practices. The workgroups observations and recommendations were presented, with suggestions activities and future opportunities/possibilities around four objectives:

- 1) increasing awareness of Maryland’s digital opportunities
- 2) enhancing equitable access to and utilization of digital learning
- 3) enhancing college and career readiness opportunities
- 4) enhancing educational delivery options

An overview of proposed next steps was presented for the State Board’s consideration, along with suggested short-, mid-, and long-term activities. State Board members commended the workgroup on its work and proposed recommendations.

***ACTION:** Upon motion by Dr. Greene and seconded by Ms. Badwi, the State Board approved the report and moving forward with recommendations. (In favor: 12; Opposed: 0; Abstained: 0.)*

**ADJOURN TO EXECUTIVE SESSION**

Pursuant to § 3-305(b)(7) of the General Provisions Article, Annotated Code of Maryland, and upon motion of Dr. Steiner, seconded by Dr. Hartings, and with unanimous approval, the State Board adjourned to Executive Session on September 24, 2019 in Conference Room #1, 8<sup>th</sup> Floor, at the Nancy S. Grasmick Building. All board members were present. 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 Simmons. The Executive Session commenced at 12:30 p.m.

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

- *In the Matter of Talbot County Council and Talbot County Board of Education – Maintenance of Effort Appeal – Opin. No. 19-31*
- *Cindy Rose v. Frederick County Board of Education – local decision not to censure Board president – Opin. No. 19-32*
- *Sherlinda S. v. Montgomery County Board of Education – early K entry – Opin. No. 19-33*
- *A.W. and L.W. v. Baltimore City Board of School Commissioners – student discipline – Opin. No. 19-34*
- *Shajuan F. v. Baltimore County Board of Education – residency – Order No. OR19-15*

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

- *Monarch Academy Public Charter School v. Baltimore City Board of School Commissioners – non-renewal of charter school*

Counsel provided the Board with a copy of an advice letter on the meaning of HB 1019 and explained its legal implications for State Board action.

Amalie Brandenburg provided final documents and explanations of the Fiscal Year 2021 budget submission to the Governor.

Dr. Salmon gave the board the embargoed SAT information.

The Executive Session ended at 1:55 p.m.

## **STATE SUPERINTENDENT’S REPORT**

### ➤ ***Fiscal Year (FY) 2021 Budget Estimates and Requests*** (Presenter: Amalie Brandenburg, Chief Financial Officer)

Ms. Brandenburg reviewed budget information for the MSDE. The information covered budgets for the following: Headquarters, Aid to Education, Funding for Educational Organizations, Children’s Cabinet Interagency Fund, the Maryland Longitudinal Data System Center, Maryland Center for School Safety, and Interagency Commission on School Construction. Ms. Brandenburg presented the department’s request to approve the following items for submission to the Department of Budget and Management (DBM): FY 2021 base budget estimates; FY 2021 enhancement requests; FY 2021 request for State Aided Educational Institutions, which is included in the Funding for Educational Organizations budget; and FY 2021 budget reduction options.

***ACTION:*** Upon motion by Dr. Steiner and seconded by Mr. Phillips, the State Board approved submission of the FY 2021 budget estimates and requests.. (In favor: 12; Opposed: 0; Abstained: 0.)

- ***Maryland's Response to the Heroin and Opioid Epidemic***  
(Presenter: Steve Schuh, Executive Director, Maryland's Opioid Operational Command Center (OOCC); Reginald Burke, MSDE Director of Youth Development Branch )

Mr. Schuh provided an overview of the Opioid Operational Command Center, established in 2017, and Maryland's coordinated statewide efforts to address the heroin and opioid crisis. The presentation included OOCC's initial mobilization efforts, policy priorities, mission and operations.

Mr. Burke shared background on the State Talking Maryland Act of 2017, which required the MSDE to convene a work group to evaluate programs that provide behavioral and substance abuse disorder services in Maryland schools. Mr. Burke also provided a brief overview of youth prevention, intervention, and postvention programs in local school systems and the MSDE's current initiatives.

*ACTION: None. For information and discussion only.*

- ***Root Cause Analysis in Comprehensive Support and Improvement Schools***  
(Presenter: Tiara Booker-Dwyer, Assistant State Superintendent for College and Career Readiness; Dr. Segun Eubanks, Director of the Center for Education Innovation and Improvement and Visiting Professor, University of Maryland College Park; Dr. Jennifer Rice, Dean of the College of Education, University of Maryland College Park)

Ms. Booker-Dwyer presented a brief overview of the root cause analysis process used to identify Comprehensive Support and Improvement (CSI) Schools and address the underlying causes of school performance problems. This work is being done in partnership with the University of Maryland College Park (UMCP) and the American Institutes for Research (AIR). Ms. Booker-Dwyer introduced her colleagues from the UMCP, Dr. Segun Eubanks and Dr. Jennifer Rice, who discussed facilitation of the root cause analysis process, tools and training for facilitators, and data analysis for each school, as well as a summary of observed themes and recommendations outlined in the reports. Dr. Eubanks also shared general recommendations based on the findings and discussed next steps.

Dr. Steiner inquired about the decision to focus on one position of practice and an explanation of the advisement/guidance to help schools identify evidence-based interventions and vendors (such as the What Works Clearinghouse and Every Student Succeeds Act Resources). Ms. Booker-Dwyer explained that a great deal of work was done last year to educate systems and that evidence-based resources were provided along with additional support and guidance, as needed.

Mr. Crawford acknowledged leadership challenges and determining where leadership changes may be needed.

*ACTION: None. For information and discussion only.*

## **STATE BOARD MEMBER REPORTS AND COMMENTS**

### ➤ ***Consideration of Change to Public Comment Period***

Ms. Badwi asked State Board members to consider modifications to the public comment period to allow time in the afternoon for individuals, particularly students, to provide comment.

State Board members inquired about any specific issues of concern that students have expressed to Ms. Badwi, discussed the availability of other forums available to share concerns if individuals are unable to come before the State Board in person, and noted the challenge in finding an ideal time for public comment that accommodates all schedules.

*ACTION: Upon motion by Ms. Badwi and seconded by Ms. Halle, the motion failed. (In favor: 1; Opposed: 11; Abstained: 0.)*

### ➤ ***Selection of Maryland Delegate Representation at the National Association of State Boards of Education (NASBE)***

General Sumpter asked for approval to represent the State Board as Maryland's delegate at the 2019 NASBE Annual Conference to be held in Omaha, NE, October 16-19<sup>th</sup>.

*ACTION: Upon motion by Ms. Halle and seconded by Dr. Steiner, the State Board selected President Sumpter to serve as Maryland's delegate at the NASBE 2019 Annual Conference. (In favor: 12; Opposed: 0; Abstained: 0.)*

## **NEW BUSINESS**

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

*(Presenter: Mary Gable, Assistant State Superintendent, Division of Student, Family, and School Support; Sarah Spross, Assistant State Superintendent, Division of Educator Effectiveness)*

#### ▪ **COMAR 13A.12.01.07 Educator Licensure (Repeal and Replace – Permission to Publish)**

Request for permission to repeal, replace, and publish amended regulatory language. The proposed regulatory language is aligned to the MSDE's comprehensive plan to increase accountability of educator certification in Maryland and to the recommendations of the Kirwan Commission. The State Board also considered a request from the Professional Standards and Teacher Education Board (PSTEB) to engage in a Joint Conference Committee with PSTEB.

Dr. Hartings briefly summarized the two year process in which the State Board and the MSDE have been engaged to arrive at this decision point and the multiple opportunities for stakeholders to provide input on the draft regulations. He also noted the State Board's thoughtful deliberations to align the regulation with the recommendations and timeline set forth by the Kirwan Commission. Dr. Steiner

agreed that the regulations reflect the intent of the Kirwan Commission's recommendations.

Dr. Hartings recommended moving forward with the publication of the regulations for public comment and waiting until the feedback is received and reviewed before making a decision regarding a Joint Conference Committee with the PSTEB. He also suggested the State Board submit a letter to Senator Paul Pinsky and Dr. William Kirwan inviting their comments on the regulations and the extent to which they are faithful to the Kirwan Commission's recommendations.

***ACTION:** Upon motion by Dr. Hartings and seconded by Dr. Steiner the State Board granted permission to publish the regulation. (In favor: 12; Opposed: 0; Abstained: 0.)*

- **COMAR 13A.07.06 Professionally Certificated Personnel (Permission to Publish)**  
Request for permission to repeal, replace, and publish amended regulatory language. The proposed regulatory language is aligned to the MSDE's comprehensive plan to increase accountability of educator preparation programs in Maryland and to the recommendations of the Kirwan Commission.

***ACTION:** Upon motion by Dr. Hartings and seconded by Ms. Bates, the State Board granted permission to publish the regulation. (In favor: 12; Opposed: 0; Abstained: 0. Ms. Halle was not present.)*

- **COMAR 13A.03.02 Graduation Requirements (Permission to Publish)**  
Request for permission to publish amendments to the regulation. Language has been added to encourage appropriate assistance for students to strengthen areas of weakness. Additionally, the language referring to the Maryland High School Assessment has been amended.

***ACTION:** Upon motion by Ms. Bates and seconded by Ms. Halle, the State Board granted permission to publish the regulation. (In favor: 12; Opposed: 0; Abstained: 0.)*

- **COMAR 13A.03.02.08 Grading and Reporting (Permission to Publish)**  
Request for permission to publish amendments to the regulation. Language has been added to encourage appropriate assistance for students to strengthen areas of weakness. Additionally, the language referring to the Maryland High School Assessment has been amended.

***ACTION:** Upon motion by Dr. Greene and seconded by Ms. Bates, the State Board granted permission to publish the regulation. (In favor: 12; Opposed: 0; Abstained: 0.)*

- **COMAR 13A.05.13 State-Aided Educational Institutions (Permission to Publish)**  
Request for permission to publish the regulation, which outlines the process for non-profit organizations to qualify and apply as a State-Aided Educational Institution.

*ACTION: Upon motion by Ms. Bates and seconded by Dr. Greene, the State Board granted permission to publish the regulation. (In favor: 12; Opposed: 0; Abstained: 0.)*

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

Request for permission to repeal and replace COMAR 13A.06.05 School Supplies and Equipment and adopt COMAR 13A.06.05 *Purchase and Use of Accessible Teaching and Learning Materials*. The proposed regulation addresses the transformation that has occurred over the last 10 years in teaching and learning that includes digital formats of textbooks, resources and equipment.

*ACTION: Upon motion by Dr. Mele-McCarthy and seconded by Dr. Hartings, the State Board granted permission to repeal and adopted the replacement regulation (In favor: 12; Opposed: 0; Abstained: 0.)*

## **FUTURE AGENDA ITEMS/AGENDA PLANNING**

The State Board discussed tentative agenda items for the **Tuesday, October 22, 2019** meeting:

- Recognition of Elementary and Secondary School Principals of the Year
- Maryland Comprehensive Assessment Program (MCAP) Update - ELA and Math
- State Board Member Reports/Updates
- State Superintendent's Report
- Regulatory Actions

## **OPINIONS**

Ms. Kameen announced the following Opinions and Orders:

- *In the Matter of Talbot County Council and Talbot County Board of Education – Maintenance of Effort Appeal – Opin. No. 19-31*
- *Cindy Rose v. Frederick County Board of Education – local decision not to censure Board president – Opin. No. 19-32*
- *Sherlinda S. v. Montgomery County Board of Education – early K entry – Opin. No. 19-33*
- *A.W. and L.W. v. Baltimore City Board of School Commissioners – student discipline – Opin. No. 19-34*
- *Shajuan F. v. Baltimore County Board of Education – residency – Order No. OR19-15*

## **ADJOURNMENT**

With no further business before the Board, the meeting was adjourned at 4:34 p.m.

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

Date: October 22, 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>

**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: September 24, 2019

Time: 12:30 p.m.

Location: 200 West Baltimore Street, Baltimore, MD 21201

Motion to close meeting made by: Dr. Steiner

Seconded by: Dr. Hartings

Members in favor: 12

Opposed: 0

Abstaining: 0

Absent: 0

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)(7)

Legal Advice

To discuss with legal counsel three appeals from local boards of education; one draft opinion of the State Board; one draft order of the State Board; one oral argument before the State Board; and two internal board management items.

*Harriet J. Dumptre*

4. This statement is made by \_\_\_\_\_, Presiding Officer.

**MARYLAND STATE DEPARTMENT OF EDUCATION**  
**PERSONNEL APPROVALS FOR THE September 24, 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>
Adkins, Shakera	Assistant Principal	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education System	TBD
Alicea, Anders	Education Program Specialist I, Instructional Transformation Specialist	21	Office of the Deputy for Teaching and Learning Division of Career and College Readiness	TBD
Eyer, Brian K.	Education Program Specialist II, Coordinator for Leadership Development	22	Office of the Deputy for Teaching and Learning Division of Career and College Readiness	TBD
Gonzales, Jonathon	Education Program Specialist I, Assessment Specialist, English/Language Arts	21	Office of the Deputy for Teaching and Learning, Division of Assessment, Accountability and Information Technology	TBD
Keshavarz, Farid	Fiscal Services Administrator V	22	Office of the Deputy for Finance, Division of Business 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>
Jamison, Brienne	School Guidance Counselor	IEPP	Deputy State Superintendent, Office of School Effectiveness, Juvenile Services Education System	09/25/19
Stokes, Linda	School Guidance Counselor	IEPP	Deputy State Superintendent, Office of School Effectiveness, Juvenile Services Education System	09/11/19
Williams, Kyra	Academic Math Teacher	IEPP	Deputy State Superintendent, Office of School Effectiveness, Juvenile Services Education System	09/11/19

**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

---

September 24, 2019

**BOARD LIST**

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

**Name:** Shakera B. Adkins  
**Position:** Assistant Principal  
**Division/Office:** Office of the Deputy for School Effectiveness  
**Salary Grade:** State Salary Grade: IEPP  
Annual Salary Range: \$97,541 - \$101,711  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

A Master's Degree in School Administration and Supervision or Master's Degree with 18 graduate credits in School Administration and Supervision and in possession or eligible for a Maryland Administrator II or Principal Certificate.

**EXPERIENCE:**

Three years of satisfactory teaching experience. Principal experience is preferred; previous alternative/urban/juvenile services education experience desired.

**DESCRIPTION:**

This is a professional position serving as an Assistant Principal, responsible for supporting the Principal by supervising and providing leadership to professional teaching staff of the education program for residents of a juvenile facility.

Shkera B. Adkins

**QUALIFICATIONS:**

**Education:**

The Johns Hopkins University (Baltimore, Maryland) 2001 – Master’s Degree in Special Education

Morgan State University (Baltimore, Maryland) 1997 - Bachelor’s Degree in Psychology

Maryland State Department of Education (Baltimore, Maryland) – Advanced Professional Certificate Administrator I-II & Special Education K-12

**Experience:**

Harford County Public School System (Harford County, Maryland)

2019 – Present: Special Education Teacher

2017 – 2019: Instructional Leader – Assistant Principal

Baltimore City Public School System (Baltimore, Maryland)

2014 – 2017: Instructional Leader, Principal

2009 – 2014: Instructional Leader, Assistant Principal

2010: Interim Principal

2007 – 2009: Educational Specialist II, Special Education

2005 – 2007: IEP Chairperson

Howard County Public Schools (Ellicott City, Maryland)

2004 - 2005: Special Education Teacher

Prince George’s County Public Schools (Upper Marlboro, Maryland)

2003 – 2004: Special Education Teacher

The Ridge School of Montgomery County (Rockville, Maryland)

2002 – 2003: Diagnostic Prescriptive Teacher and Reading Specialist

Kennedy Keiger Lower School (Baltimore, Maryland)

1999 – 2002: Special Education Teacher

**EMPLOYMENT STATUS:**

New Hire



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

---

September 24, 2019

**BOARD LIST**

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

**Name:** Mr. Anders Alicea  
**Position:** Education Program Specialist I, Instructional Transformation Specialist  
**Division/Office:** Career and College Readiness  
**Salary Grade:** State Salary Grade: 21  
Annual Salary Range: \$63,925 - \$102,634  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

A Master's Degree or equivalent 36 post-baccalaureate credit hours of course work in curriculum, teaching, instructional leadership or education-related field from an accredited college or university.

**EXPERIENCE:**

Four (4) years of experience in delivering, evaluating, or implementing the Maryland College and Career Ready Standards; three (3) years of experience providing professional learning experiences, both in-person and virtually, to adult learners. Experience in vetting curriculum or developing professional learning experiences focused on curriculum and instruction, data and assessment literacy, and school improvement preferred.

**DESCRIPTION:**

This is a professional position with responsibilities for vetting curriculum for standards alignment and developing and facilitating professional learning experiences. Professional learning experiences will focus on supporting the implementation of standards-aligned curriculum, instructional practices, and evidence-based strategies that support improvements in student achievement.

Mr. Anders Alicea

**QUALIFICATIONS:**

**Education:**

The Johns Hopkins University (Baltimore, Maryland) 2001 – Master’s Degree in Education/Teacher Leadership

Haverford College (Haverford, Pennsylvania) 1996 – Bachelor’s Degree in Philosophy

Maryland State Department of Education (Baltimore, Maryland) – Advanced Professional Certificate in Administration I & II

**Experience:**

Immaculate Heart of Mary School (Towson, Maryland)

2015 – 2019: Principal

Baltimore City Public School System (Baltimore, Maryland)

2011 – 2015: Student Support Liaison

2013: School Support Facilitator

The Institute of Notre Dame (Baltimore, Maryland)

2005 – 2011: Dean of Students

2004 – 2006: Mathematics Teacher

Community College of Baltimore County (Essex, Maryland)

2005 – 2011: Adjunct Math Instructor

Words & Numbers (Baltimore, Maryland)

– 2004: Mathematics Editor

K12.com, Inc. (McLean, Virginia)

2003 – 2004: Mathematics Lesson Developer

St. Paul’s School (Brooklandville, Maryland)

2001 – 2003: Upper School Math Teacher

2000 – 2001: 6<sup>th</sup> Grade Math/Science Teacher

The Newport School (Kensington, Maryland)

1998 – 2000: 6<sup>th</sup> Grade Teacher

Higher Achievement Program (HAP) (Washington, DC)

1996 – 1998: Program Coordinator

**EMPLOYMENT STATUS:**

New Hire



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

---

September 24, 2019

**BOARD LIST**

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

**Name:** Brian K. Eyer  
**Position:** Education Program Specialist II, Coordinator for Leadership Development  
**Division/Office:** Career and College Readiness  
**Salary Grade:** State Salary Grade: 22  
Annual Salary Range: \$68,218 -109,539  
**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 years of professional administrative experience providing instructional leadership and supervising school-based professionals is required.

**DESCRIPTION:**

The Coordinator for Leadership Development coordinates technical assistance and resources for local school systems and institutions of higher education to foster the growth of effective teachers and leaders in accordance with evidence-based practices, established regulations and policies, and Department priorities.

Brian K. Eyer

**QUALIFICATIONS:**

**Education:**

University of Phoenix (Phoenix, Arizona) 2014 - Ed.D in Educational Leadership

Cleveland State University (Cleveland, Ohio) 1993 - Master's Degree in Curriculum and Development

York College of Pennsylvania (York, Pennsylvania) 1998 – Bachelor's Degree in Biology

Penn State University (University Park, Pennsylvania) 1998 – Educational Administration Certificate

**Experience:**

Maryland State Department of Education (Baltimore, Maryland)

2017 – Present: Education Program Specialist I, Leadership Development Specialist

Baltimore City Public School District (Baltimore, Maryland)

2015 – 2017: Instructional Leadership Executive Director

2005 – 2015: Transformational Principal – Digital Harbor High School

Central Bucks School District (Doylestown, Pennsylvania)

2000 – 2005: Assistant Principal – Central Bucks East High School

Harrisburg School District (Harrisburg, Pennsylvania)

1992 – 2000: Assistant Principal – (John Harris High School), Math/Science Academy  
Lead Teacher, Science Department Head (Scott Intermediate School), Physical Science Teacher,  
(Rowland Intermediate School)

**EMPLOYMENT STATUS:**

New Hire



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

---

September 24, 2019

**BOARD LIST**

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

**Name:** Jonathon B. Gonzales  
**Position:** Education Program Specialist I, Secondary English/Language Arts Assessment Specialist  
**Division/Office:** Assessment, Accountability, & Information Technology  
**Salary Grade:** State Salary Grade: 21  
Annual Salary Range: \$61,754 - \$102,634  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

Master's Degree or equivalent 36 credit hours of post baccalaureate course work from an accredited college or university. **Coursework or Certification in English/Language Arts or Mathematics or Social Studies/History** preferred.

**EXPERIENCE:**

Four(4) years of administrative, teaching, or other professional work experience in or affiliated with an education program; experience including two years coordinating or administering an education program or services directly related to the position at the middle school or secondary level preferred.

**DESCRIPTION:**

This is a professional position responsible for providing assessment leadership and technical expertise in the development of the Maryland Comprehensive Assessment Program (MCAP) which align to English/Language Arts or Mathematics or Social Studies Maryland standards for grades 6 through high school and will collaborate with curriculum staff to provide resources and profession development opportunities that improve educator's understanding of the standards and assessments.

Jonathon B. Gonzales

**QUALIFICATIONS:**

**Education:**

Goucher College (Baltimore, Maryland) 2014 – Master’s Degree in Instructional Leadership Administration

Towson University (Towson, Maryland) 2008 – Bachelor’s Degree in English Secondary Education

**Experience:**

Dorchester County Public Schools (Dorchester, Maryland)

2018 – Present: Supervisor of Reading/English Language Arts K-12, Gifted and Talented K-12, and AVID District Director

Baltimore County Public Schools (Towson, Maryland)

2016 – 2018: Resource Teacher – Secondary English/Language Arts

2014 – 2018: Lead Curriculum Writer, Assessment Developer and Presenter:  
(English Language Arts – Grade 6 – 12)

2013 – 2016: English Language Arts Department Chair: Parkville Middle School

2008 – 2013: High School English Instructor (10<sup>th</sup> Grade Inclusion, 10<sup>th</sup> Grade Honors,  
And 11<sup>th</sup> Grade Advanced Placement) – Parkville High School

**EMPLOYMENT STATUS:**

New Hire



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

---

September 24, 2019

**BOARD LIST**

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

**Name:** Farid Keshavarz  
**Position:** Fiscal Services Administrator V – Budget Chief  
**Division/Office:** Business Services  
**Salary Grade:** State Salary Grade: 22  
Annual Salary Range: \$68,218 - \$109,539  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**EDUCATION:**

A Bachelor’s Degree from an accredited college or university in Business Administration, Finance, Accounting, or a related area. Master’s Degree and/or CPA a plus.

**EXPERIENCE:**

Five (5) years of professional experience with analyzing and developing financial, budget, and control systems for multiple programs. Two years of experience with Maryland State budgeting procedures and/or management – supervisory experience desired.

**DESCRIPTION:**

This is a professional position serving as the Chief of the Budget Branch. The position is responsible for the development, justification, execution, and analysis of the Department’s budgets. The Department’s budgets exceed \$8 billion annually, include more than 40 programs, and involve General, Federal, Special and Reimbursable fund sources.

Farid Keshavarz

**QUALIFICATIONS:**

**Education:**

University of Maryland (Bowie, Maryland) 1990 – Master’s Degree in Business Accounting

Institute of Advanced Accounting (Overseas) 1975 – Bachelor’s Degree in Accounting

**Experience:**

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

2011 – 2015: Deputy Director, Financial Services

City of Baltimore (Baltimore, Maryland)

2015 – 2017: Accounting Manager

Strayer University (White Marsh, Maryland)

2002 – 2014: Adjunct Instructor

Maryland Transit Administration (MTA) (Baltimore, Maryland)

2002 – 2011: Comptroller

Community College of Baltimore County (Catonsville, Maryland)

2004 – 2014: Adjunct Faculty

Howard Community College (Columbia, Maryland)

2004: Adjunct Faculty

State Comptroller’s Office (Annapolis, Maryland)

2000 – 2002: Financial System Administrator

Maryland Port Administration (MPA) (Baltimore, Maryland)

1994 – 2000: Acting Comptroller

Maryland Aviation Administration (MAA)

1986 – 1994: Accounting Manager

**EMPLOYMENT STATUS:**

New Hire