

# MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday  
August 27, 2013

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

The Maryland State Board of Education met in regular session on Tuesday, August 27, 2013 at 9 a.m. at the Nancy S. Grasmick State Education Building. The following members were in attendance: Dr. Charlene M. Dukes, President; Dr. Mary Kay Finan, Vice President; Mr. James H. DeGraffenreidt, Jr.; Ms. Luisa Montero-Diaz; Ms. Linda Eberhart; Dr. S. James Gates, Jr.; Mr. Christian Hodges; Mr. Sayed Naved; Mrs. Madhu Sidhu; Mr. Guffrie M. Smith; Donna Hill Staton, Esq.; and Dr. Lillian M. Lowery, State Superintendent of Schools.

Elizabeth Kameen, Esq., Assistant Attorney General, and the following staff members were also present: Mr. Steve Brooks, Deputy State Superintendent for Finance; Dr. Jack Smith, Chief Academic Officer; Penelope Thornton Talley, Esq., Chief Performance Officer; and, Mr. Anthony South, Executive Director, Office of the State Board .

## **CONSENT AGENDA**

Upon motion by Dr. Gates, seconded by Mr. Smith, and with unanimous agreement, the Board approved the Consent Agenda as follows: (In Favor – 10; Ms. Staton had not yet arrived)

- Approval of Minutes of July 23, 2013
- Personnel (copy attached to these minutes)

Dr. Lowery introduced Cindy Hasselbring, Special Assistant for Special Projects, whose appointment was approved last month. Ms. Hasselbring said, "I am excited to be here...to make a difference for the kids in the State."

## **ORAL ARGUMENTS**

Ms. Kameen explained the procedures by which the Board hears oral arguments and introduced the following persons:

Richard C. Daniels, Esq.  
Representing Kitzmiller Charter School Initiative, Appellant

v.

Edmund O'Meally, Esq. representing  
Garrett County Board of Education

## **MARYLAND SCHOOL ASSESSMENT SCIENCE RESULTS**

Dr. Lowery introduced Dr. Jack Smith, newly appointed Chief Academic Officer, and welcomed him to the Board meeting.

She also introduced Dr. Henry Johnson, Assistant State Superintendent, Division of Curriculum and Accountability; and Janice Johnson, Chief, Education Accountability Branch, to provide the Board with the Maryland School Assessment (MSA) science results.

Dr. Johnson acknowledged the excellent work of Ms. Johnson and reported that the MSA Science test and the HSA Biology test meet the federal requirement to test students at least once in elementary, middle and high school. He reported that the MSA is administered in grades five and eight with an on-line or paper and pencil option.

He noted that the scores in grade five declined 1.5% with a 1.8% decline in students eligible for Free and Reduced Meals (FARMS) program. He reported that English language learners (ELL) showed progress of 0.6% and special education students declined 4.2 %. Dr. Johnson reported that scores showed small progress in all subgroups, except special education, for grade eight.

Dr. Johnson provided graphs depicting MSA Science results by subgroup for both grades and noted gains in percent proficient and advanced in Science in grades five and eight. He also provided graphs showing the gap reductions since 2008 for all subgroups.

In response to a question by Mr. DeGraffenreidt, Dr. Johnson said that any changes less than 1% are negligible and not considered significant.

Dr. Johnson explained that the reason for the difference in Science results between grades five and eight is due to the lack of robust Science classes preceding grade five. He said, "This gap will decrease with the introduction of the new Science Standards."

In response to a question by Dr. Gates, Dr. Johnson said he expects a dramatic increase in Science scores. Dr. Lowery said that many districts have already begun shoring up Science classes.

Dr. Finan noted that in middle schools, teachers teach only Science and in elementary schools, teachers teach reading, math, and English as well as Science.

In response to a question by Ms. Staton as to whether the use of Universal Design for Learning (UDL) will have an impact on test scores, Dr. Johnson said, "We are not far enough along to know this. More attention needs to be paid to UDL as a tool to deal with these issues."

Mr. Naved suggested the need to look at a cohort perspective between grades five and eight.

In response to a question by Dr. Finan, Dr. Johnson said that there was no modified Science test for special education students.

Ms. Eberhart asked, "What do we have to do in elementary to increase results? Should we consider testing earlier? Many elementary teachers are not comfortable teaching Science. We need more training." Dr. Johnson said that the use of Common Core Standards should increase test scores and that students will be introduced to Science earlier. He said the emphasis on Science, Technology, Engineering and Mathematics (STEM) should help bring up Science scores. He reported that the summer training program for teachers included a disciplinary literacy strand designed to familiarize students to Science in elementary school.

Ms. Eberhart asked for a county-by-county breakdown of the Science results. Dr. Lowery said her staff will provide this breakdown but said that they prefer that counties share their own data. She said, "We deal with state averages."

Dr. Dukes suggested looking at teacher preparation programs to see if they are changing to meet the needs of Maryland schools. Dr. Lowery said that Ms. Hasselbring will be writing a systemic strategic plan to be provided to the Board in December.

In response to a request by Dr. Gates, the Superintendent agreed to arrange an informational workshop and invite local education agency (LEA) representatives to present their data.

Ms. Staton said, "We need to tell the good news as well."

In response to a request from Mr. Naved, Dr. Lowery said her staff will provide the Board with a table depicting highest and lowest performers in LEAs.

Mr. DeGraffenreidt said, "I would like, at the state or LEA level, to know what we are trying to accomplish. We need an objective."

In response to a request by Ms. Staton, Dr. Johnson agreed to provide a breakdown of special education students by subgroups.

Mr. Smith urged the need to spread the news about the good work being done through "model programs." Dr. Johnson said, "We can do that."

### **SCHOOL PROGRESS RELEASE – ELEMENTARY AND MIDDLE SCHOOLS**

Dr. Johnson explained the difference between School Progress (SP) and School Progress Index (SPI) and provided a chart delineating the difference between the two measures. He explained that the Elementary and Secondary Education Act (ESEA) Flexibility Waiver, approved for Maryland schools, mandates that all schools should improve the learning of all students through a variety of strategies based on school needs. He reported that schools should be judged by the extent to which they close subgroup gaps in achievement through realistic and achievable targets. He noted there are new Annual Measurable Objectives (AMOs) approved by the U.S. Department of Education (USDE) that use MSA results and attendance data.

He noted three indicators in the elementary and middle school components: proficiency progress in reading and math, participation rate and the attendance rate. Dr. Johnson explained how

AMOs are calculated and noted that all subgroups have their own unique targets based on baseline year results. He provided examples of achievement targets and school progress results in elementary and middle schools for 2012 and 2013.

In response to a question by Ms. Diaz, Ms. Johnson said that every school has a participation rate of 100% and that the USDE wants basic scores to include non-participating test takers. Dr. Johnson said every student is expected to take the test and that the school is responsible to make sure that is done.

### **SCHOOL PROGRESS INDEX: 2013 ELEMENTARY AND MIDDLE SCHOOL RESULTS**

Dr. Johnson explained that the School Progress Index addresses indicators of progress – achievement, closing achievement gaps, student growth, and college- and career-readiness and does not include attendance.

Ms. Eberhart noted that a percentage of the School Progress Index will be used in teacher/principal evaluations.

Dr. Johnson provided a chart depicting Maryland's School Progress Index for grades preK-8 and grades 9-12 and the percentages attributed to each indicator: Achievement, Gap and Growth. He also provided a chart showing state level Achievement, Gap Reduction, and Growth AMOs for elementary and middle schools for 2012-2017. He also presented charts that reflect State AMO status for elementary and middle schools for the 2012 and 2013 school years in mathematics, reading and science.

Dr. Johnson provided information on strands for support, intervention and recognition for elementary and middle schools and a chart showing where elementary and middle schools fall in the 2013 strand changes. Dr. Johnson provided the strands for support, intervention and recognition for all LEAs. In response to a request by Dr. Dukes, Dr. Lowery said she will have staff disaggregate the SPI data and provide it at the next Board meeting.

Dr. Johnson provided charts depicting state School Progress Index results for elementary and middle schools for the 2012 and 2013 school years.

Dr. Gates requested that the department staff look at "Info-graphics."

Dr. Johnson reported that even if a school falls into strand #1, it must still identify additional improvement.



## **STEM INNOVATION UPDATE**

Dr. Dukes explained that the Department and Board have had a long partnership with the Maryland Business Roundtable for Education (MBRT). She introduced June Streckfus, Executive Director of MBRT, to report on STEMnet, a program aimed to accelerate student growth, teacher growth and public support of Science, Technology, Engineering and Mathematics (STEM) education.

Ms. Streckfus introduced Tiara Booker-Dwyer, Program Director of MBRT, and Bob Marshall, President and CEO of Earth Networks, Inc.

Mr. Marshall reported that the Governor invested funds to produce Maryland's STEM Innovation Network – STEMnet, an unprecedented mechanism for coordination, resource dissemination, and idea sharing among all of Maryland's STEM stakeholders. He explained that after talking with more than one thousand teachers, MBRT staff determined that teachers want to be heard and connected, they want scholarly answers to their questions, they want specialists to be vetted, trained and easy to find. He said, "We believe we can deliver what they want" and that there is a vast pool of people willing to help. Mr. Marshall reported that this program will be offered in all 24 districts with a minimum of two schools in each district which will be designated as STEM Innovation Schools.

Ms. Booker-Dwyer said they are developing a STEM Clearinghouse aligned to content and process standards that is trans-disciplinary and developed by Maryland educators.

Ms. Streckfus said that they are building a campaign for public support, releasing a parent information guide, and adding specialists. She reported that they have hired a consultant to work on a campaign for public support and Dr. Lowery has provided staff to work on the campaign as well. She said the emphasis of the campaign is going to be *what it means to Maryland and the economy in Maryland*.

Dr. Gates explained that the partnership with MBRT is very unique among the states and that Maryland ranks 31<sup>st</sup> in the world in mathematics. He requested an electronic version of the presentation.

Ms. Streckfus reported that Maryland is a huge importer of STEM talent.

In response to a question by Ms. Staton, Ms. Streckfus said that marketing, especially at the elementary school level, is important to encourage children to approach STEM subjects. Mr. Gates said, "Math and Science for the elite has got to change."

Dr. Dukes thanked the presenters for their work and said, "We look forward to our continued partnership."

## **EXECUTIVE SESSION**

Pursuant to §10-503(a)(1)(i) & (iii) and §10-508(a)(1) & (7) of the State Government Article, Annotated Code of Maryland, and upon motion by Mr. DeGraffenreidt, seconded by Mr. Hodges, and with unanimous agreement, the Maryland State Board of Education met in closed session on Tuesday, August 27, 2013, in Conference Room 1, 8<sup>th</sup> floor of the Nancy S. Grasmick State Education Building. All board members were present except Luisa Montero-Diaz. In attendance were Dr. Lillian Lowery, State Superintendent of Superintendents; Steve Brooks, Deputy State Superintendent for Administration; Dr. Jack Smith, Chief Academic Officer; and, Tony South, Executive Director, Office of the State Board. Assistant Attorneys General, Elizabeth M. Kameen and Jackie LaFiandra were also present. The Executive Session commenced at 12:30 p.m. (In favor – 11)

The State Board approved two Opinions and two Orders for publication.

- *Janis Sartucci, et al. v. Montgomery County Board of Education* – contract dispute – Opin. No. 13-43
- *Shane Weeks v. Carroll County Board of Education* – decertification of bus driver – Opin. No. 13-44
- *Rodney H. v. Prince George's County Board of Education* – 2-day suspension – Order No. OR13-05
- *Josephat Mua v. Prince George's County Board of Education* – motion for reconsideration – Order No. OR13-06

The Board deliberated eight cases. They will be published at a later date.

- *Angela A. v. Prince George's County Board of Education* – early K entry
- *Adele and Nicholas B. v. Montgomery County Board of Education* – school assignment
- *Sharon B. v. Baltimore City Board of School Commissioners* – early K entry
- *Tim and Sheri B. v. Anne Arundel County Board of Education* – early K entry
- *Alan Haines v. Baltimore County Board of Education* – employee termination
- *Stacy Messick v. Stephanie Moses v. Wicomico County Board of Education (I)* – employee termination
- *In the Matter of Stephen Smith – Petition for Declaratory Ruling*
- *Kitzmilller Charter School Initiative, Inc., t/a Riverside Academy Public Charter School v. Board of Education of Garrett County* – denial of charter school application

Steve Brooks, Robert Crawford, Rick Baker, and Renee Croft presented the proposed Fiscal Year 2015 Budget Enhancement Proposal Requests and the proposed MSDE Five Year Capital Improvement Program and the proposed FY 2015 Annual Capital Budget, County Library Grant Program.

The Board discussed two internal Board Management issues. The first dealt with the resignation of a member of the Baltimore City Board of School Commissioners, the vetting process the Board employs, and a request to open recruitment of candidates. The Board decided not to open recruitment until the vetting process is reviewed.

The Board addressed changing the criteria for incentive payments to the Superintendent.

The session ended at 2:35 p.m.

### **RECONVENE**

The meeting reconvened at 2:45 p.m.

### **PARTNERSHIP FOR ASSESSMENT OF READINESS FOR COLLEGE AND CAREERS UPDATE**

Dr. Johnson reported that fourteen states, including Maryland, will participate in a field test of the assessment developed by the Partnership for Assessment of Readiness for College and Careers (PARCC) in one classroom in every school in the Spring of 2014. He reported that PARCC released cost estimates for the summative assessments in the Spring of 2015 at \$29.50 per student for English/Language Arts (ELA) and mathematics.

In response to a question by Dr. Dukes, Dr. Johnson agreed to supply the Board with a breakdown of the assessment cost. In response to a question by Dr. Gates about a comparison of the cost of the test to the previous testing costs, Dr. Lowery said that the cost of the PARCC is lower than the previous test but that these are budgetary matters and “we can’t get into much detail.”

Dr. Johnson reported that the theme of the PARCC testing is, “One child, one test.” He elaborated on the purpose and focus of the field testing and noted that no scores will be given to students for the PARCC field tests.

In response to a question by Mr. Hodges, Dr. Johnson said the purpose of the field test is to expose schools and students to the test that is coming in 2014-2015.

In response to a question by Ms. Eberhart, Dr. Johnson said that the State does not pay for the cost of the field testing.

In response to a question by Mr. Hodges, Dr. Johnson said that LEAs could let students opt in to take the test.

In response to a question by Mr. DeGraffenreidt about how to convince students to do their best even though their scores won’t count, Dr. Johnson said that the field test will give students experience in the technology and that teachers will generate excitement among students.

Dr. Johnson explained that states that participate in field testing may apply for a waiver from USDE for accountability reporting and teacher performance decisions during the 2013-2014 school year. He explained that a non-profit organization will be determining the online capability of every school in Maryland in October, 2013.



In response to a question by Ms. Sidhu, Dr. Johnson reported that special education students are included in the field testing. In response to another question by Ms. Sidhu, Dr. Johnson said accommodations will be made for all students in every cohort.

### **RACE TO THE TOP (RTTT) UPDATE**

Dr. Lowery called on Penelope Thornton Talley to provide the Race to the Top (RTTT) update. Ms. Talley reported that most projects are being closed out for the year and that follow-up conferences are being held with USDE. She introduced Mary Gable, Assistant State Superintendent, Division of Academic Policy to brief the Board on the fifty-four projects.

Ms. Gable said there are nine amendments pending approval by the USDE and that each project has a manager assigned to it. She said staff are looking at the projects to determine the progress made this year.

Ms. Talley reported that amendments will now include a budget narrative and become a “stand alone” document which should make the approval process more efficient.

She introduced, Lisa Bishop, Chief of Staff, who discussed the information technology projects stating that approvals will be coming and the projects will be on track.

Dr. Johnson reported that project #15/07 Expand Instructional Toolkit, won't commence until this fall. He stated that his team is waiting for approval of an amendment to project #21/42, Implement a Statewide System to Support Student Instructional Intervention.

In response to a question by Dr. Dukes about the lag time between the submission and approval of amendments, Dr. Lowery said it could be two weeks or two months but that everyone has a sense of urgency.

Maria Lamb, Interim Assistant State Superintendent, Division of Student, Family and School Support, reported on project 46/57, Extend Student Learning and Improve School Culture, Climate, and Support. She said they have not been successful in hiring a staff person to work with the schools and that her staff is looking for support in the university system.

In response to a question by Mr. DeGraffenreidt about how Maryland is viewed in its processing of RTTT funding, Ms. Talley said, “We are in the middle of the pack. States are all so different.” Steve Brooks explained that originally projects were aligned with the federal fiscal year whereas the Maryland budget is based on the state fiscal year. He explained that last year states were given approval to align their budgets with the July 1 through June 30 calendar. He said that project managers have to make adjustments for this change.



## ANNUAL CAPITAL BUDGET AND FIVE YEAR CAPITAL IMPROVEMENT PLAN

Dr. Lowery recommended that the Board adopt the FY 2015 Capital Budget and the Five Year Capital Improvement Program and authorize transmission of these proposals to the Department of Budget and Management.

Upon motion by Mr. DeGraffenreidt, seconded by Dr. Gates, and with unanimous agreement, the Board adopted the Superintendent's recommendations. (In Favor – 9, Ms. Diaz and Mr. Naved were absent)

## TEACHER CERTIFICATION ASSESSMENTS, REVISIONS – TEST APPROVAL AND THE ESTABLISHMENT OF QUALIFYING SCORES

The Superintendent called on Jean Satterfield, Assistant State Superintendent, Division of Educator Effectiveness, to brief the Board on teacher certification assessments, test approval and the establishment of qualifying scores. She recommended the approval of the following:

1. Qualifying scores for revised Praxis II Content Assessments as follows:

<u>Test Code</u>	<u>Test Name</u>	<u>Qualifying Score</u>
5039	English Language Arts: Content and Analysis	168
5161	Mathematics: Content Knowledge	160
5047	Middle School English Language Arts	164
5169	Middle School Mathematics	165
5203	Teaching Reading: Elementary Education	162

2. World and United States History: content knowledge for history majors as follows:

<u>Test Code</u>	<u>Test Name</u>	<u>Qualifying Score</u>
0941	World and United States History: Content Knowledge	160

3. Praxis II tests and qualifying scores: economics, government, political science and geography.

<u>Test Code</u>	<u>Test Name</u>	<u>Qualifying Score</u>
0911	Economics	150
0931	Government/Political Science	149
0921	Geography	168

In response to a question by Ms. Eberhart, Ms. Satterfield said that Maryland's qualifying scores are different than other states. She explained that once a teacher has experience in another state, MSDE accepts any test score they have.

Dr. Dukes asked if the qualifying scores have increased. Ms. Satterfield said yes noting that these are different tests. Dr. Dukes asked Ms. Satterfield to come back to the Board and report on the results for first-time test takers. Ms. Satterfield said she will explore this issue and report back to the Board.

In response to a question by Dr. Gates, Ms. Satterfield said she will look into disaggregating math scores on the Praxis test for the Board.

In response to a question by Dr. Finan, Ms. Satterfield said she will look into getting the reading test scores as well.

In response to a question by Ms. Sidhu, Ms. Satterfield said she will try to get information on how many people with disabilities are teaching in Maryland.

Upon motion by Mr. Smith, seconded by Dr. Gates, the Board approved the Superintendent's recommendations. (In Favor – 8; Ms. Eberhart opposed)

### **2014 STATE BOARD MEETING DATES**

Dr. Dukes asked the Board for approval of the 2014 State Board meeting dates.

Upon motion by Ms. Sidhu, seconded by Mr. DeGraffenreidt, and with unanimous agreement, the Board approved the 2014 State Board meeting dates, as presented. (In Favor – 9)

### **STATE SUPERINTENDENT'S REPORT**

Dr. Lowery distributed an internal timeline for ESEA additional flexibility beginning in June, 2013 and culminating with a submission to the USDE on Friday, September 27, 2013. She noted that a press release will be distributed asking for public comment. In response to a question by Ms. Eberhart, Dr. Lowery said it should take approximately two weeks to receive either an approval or questions from USDE.

The Superintendent stated that the Department is vetting Computer Science courses to meet the requirement of legislation that mandates a fourth year of math for all Maryland students. She said they are working with the Governor's staff to look at other alternative courses as well.

Ms. Kameen said that she is preparing immediate regulations for the October Board meeting on the math requirements for 2014-2015. She said there will be other changes as well as a result of another piece of legislation dealing with "Middle Colleges" which allows students to be dually enrolled in high school and college. She said that in order for an LEA to include a student on its rolls, the student must be enrolled in at least one full-time course at the high school level. She explained that staff is looking at this issue to determine a solution. She said the Board will receive an emergency regulation in September that will address the issue of state aid .

Debbie Lichter, Director, Departmental Coordination and National Legislation Liaison, discussed a Community Eligibility Option which requires that an LEA has a certain number of FARMs eligible students. She said a committee is considering draft legislation language. Mr. Brooks explained an issue about whether or not an LEA must provide a Compensatory Aid Form for this program and how it could affect an LEA's eligible for Compensatory Aid.

### **BOARD MEMBER UPDATES**

Ms. Eberhart congratulated Board members who presented at the National Association of State Boards of Education (NASBE) Annual Conference at the end of July. She said, "I was so proud."

### **PUBLIC COMMENTS**

Dr. Dukes explained procedures by which the Board hears public comments. The following individuals provided public comments:

- Steve Smalley/Northrop Grumman on COMAR 13A.04.07 Gifted and Talented Education
- Tom Hearn on sports concussions
- Janis Sartucci on student fees, student selection criteria for charter school enrollment, and teachers with student interaction restrictions.

### **OPINIONS**

Ms. Kameen announced the following Opinions:

- 14-43 *Janis Sartucci, et. al. v. Montgomery County Board of Education* – contract dispute (affirmed local board's decision)
- 14-44 *Shane Weeks v. Carroll County Board of Education* – decertification of bus driver (affirmed local board's decision)

### **ORDER**

- OR 13-05 *Rodney H. v. Prince George's County Board of Education* – son's first grade retention (dismissed as moot)
- OR 13-06 *Josephat Mua v. Prince George's County Board of Education* – motion for reconsideration (request denied)

### **ADJOURNMENT**

With no further business before the Board, the meeting adjourned at 4:25 p.m.



Respectfully submitted,

*Lillian M. Lowery*

Lillian M. Lowery, Ed.D.  
Secretary/Treasurer

Date: *September 24, 2013*

# MARYLAND STATE BOARD OF EDUCATION

## CLOSED SESSION

On this 27<sup>th</sup> day of August 2013, at the hour of 12:15 am/pm pm the Members of the State Board of Education voted as follows to meet in closed session:

Motion made by: Mr. DeLoach

Seconded by: Mr. Lodge

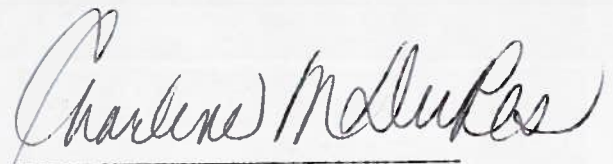
In Favor: 11 Opposed: 0 Member(s) Opposed: \_\_\_\_\_

The meeting was closed under authority of §10-503 (a) (1) (I) and §10-508 (a) of the State Government Article of the Annotated Code of Maryland for the following reason(s): (check all which apply)

- (1) To discuss: (I) the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of appointees, employees, or officials over whom it has jurisdiction; or (ii) any other personnel matter that affects one or more specific individuals.
- (2) To protect the privacy or reputation of individuals with respect to a matter that is 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.

The topics to be addressed during this closed session include the following:

1. Discuss 7 legal appeals.
2. Review 2 draft orders.
3. Review 2 draft opinions.
4. Discuss two items that are subject to Executive Privilege.
5. Discuss an internal Board management matter
6. Discuss 1 personnel matter.

  
\_\_\_\_\_  
President

**MARYLAND STATE DEPARTMENT OF EDUCATION  
PERSONNEL APPROVALS FOR THE August 26, 2013 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>
Haislet, Chandra	Program Manager IV – Associate Director Information Technology and Data Management-Maryland Longitudinal Data System Center	22	Office of the State Superintendent	TBD
Hamilton, Linda	Education Program Specialist I, Education Accountability Specialist	21	Accountability, Assessment and Data Systems	TBD
Williams, Robert	Education Program Specialist I, Education Accountability Specialist	21	Accountability, Assessment and Data Systems	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>
Battle, Terrilyn	Vocational Rehabilitation Specialist II	13	Vocational Rehabilitation Services, Region VI	08/07/2013
Brown, Lisa A.	Teacher, Academic – GED	IEPP	Career and College Readiness, Juvenile Services Education Program	08/21/2013
Prigg, Lawrence C.	Teacher, Academic – Resource	IEPP	Career and College Readiness, Juvenile Services Education Program	08/07/2013
Smith, Danielle	Vocational Rehabilitation Specialist II	13	Vocational Rehabilitation Services, Region VI	08/07/2013



**III. Other Actions:**

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
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None



Lillian M. Lowery, Ed.D.  
State Superintendent of Schools

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August 27, 2013

**BOARD LIST**

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

**Name:** Chandra K. Haislet  
**Position:** Program Manager IV-Associate Director of Information Technology and Management-Maryland Longitudinal Data System Center  
**Division:** Office of the State Superintendent  
**Salary Grade:** 22 (\$66,496-\$98,745)  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**Education:**

A Master's Degree or equivalent 36 post baccalaureate credit hours of course work in Information Technology, Data Analysis, Educational Research or a related field from an accredited college or university.

**Experience:**

5 years of experience designing, developing, implementing, maintaining and controlling information technology systems. Experience supervising and managing the delivery of information technology products and services is desirable. Professional experience in project management, data management or information analysis in an educational program or related area and/or experience in designing and implementing educational assessment data is desired.

**NOTES:**

1. Two additional years of experience directly related to the position may be substituted for the required Master's Degree.
2. Possession of a Doctorate in a field related to the position may be substituted for one year of the required experience.

**DESCRIPTION:**

This is a professional position responsible for leading the work of the Center's IT staff responsible for maintenance and on-going development of the MLDS data warehouse and Oracle system for analytics as determined by the MLDS Governing Board. This position ensures compliance with all security and privacy requirements of the MLDS. The Associate Director for IT and Data Management will also assist the Maryland State Department of Education (MSDE)'s Division of Curriculum, Assessment and Accountability with the preparation of information reports, research studies, and special projects related to the on-going development and alignment of the MLDS collections and reporting. This includes but is not limited to managing the 2012 federal State Longitudinal Data System grant.

Chandra K. Haislet

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**Qualifications:**

DePaul University (Chicago, Illinois) – Certification in Secondary Education for Biology

Northwestern University (Evanston, Illinois) 1993 – Bachelor's Degree in Speech Pathology

**Experience:**

Maryland State Department of Education (Baltimore, Maryland)

2010 – Present: Education Program Specialist I, Inter-Agency Data Coordinator

Education Alliance at Brown University (Providence, Rhode Island)

2003 – 2010: Data Manager and Research Associate

Citizens Bank (Providence, Rhode Island)

2000 - 2003: Data Manager/Technology Specialist and Financial Analyst

Saint Raphael's Academy (Providence, Rhode Island)

2000: Biology, Chemistry and Physics Teacher

Westview High School (Portland, Oregon)

1997 – 1999: Integrated Science Teacher

Forest Grove Swim Club (Forest Grove, Oregon)

1996 - 1999: Manager and Head Swim Team Coach

**EMPLOYMENT STATUS:**

Promotion





Lillian M. Lowery, Ed.D.  
State Superintendent of Schools

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

August 27, 2013

BOARD LIST

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

**Name:** Linda Hamilton  
**Position:** Education Program Specialist I, Education Accountability Specialist  
**Division:** Accountability, Assessments and Data Systems  
**Salary Grade:** 21 (\$57,626-\$92,521)  
**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 administrative or teaching experience in or affiliated with an education program; this experience to include coordinating or administering an education research program or education research related area. Experience in statistical analysis, applications development and research, or data management preferred; SAS (Statistical Analysis Software) experience desired.

NOTES:

1. Two additional years of experience directly related to the position may be substituted for the required Master's Degree.
2. Possession of a Doctorate in a field related to the position may be substituted for one year of the required experience.

DESCRIPTION:

This is a professional position responsible for providing program support and technical assistance in conducting research related to the State accountability program in the Accountability Branch of the Division of Accountability, Assessment and Data Systems.

Maryland Public Schools: *#1 in the Nation Five Years in a Row*

**Qualifications:**

**Education:**

George Washington University (Washington, DC) 1986 – Master's Degree in Anthropology

Dartmouth College (Hanover, New Hampshire) 1978 – Bachelor's Degree in Anthropology

University of Maryland Graduate School – 2002 Certificate in Survey Methods

**Experience:**

University of the District of Columbia (Washington, DC)

2013 – Present: Consultant-Project Manager of a USDA Specialty Crop State grant  
District of Columbia Public Charter School Board (Washington, DC)

2012 – 2013: Data Analyst  
Optimal Solutions Group (College Park)

2011 -2012: Senior Associate – Education Statistics Support  
Buccaneer, A General Dynamics IT Company (Fairfax, Virginia)

2010 – 2011: Senior Research Analyst  
American Institutes for Research (Washington, DC)

2001 – 2010: Senior Research Analyst  
Orkand Corporation (Falls Church, Virginia)

1999 – 2001: Programmer Analyst

1987 – 1989: Computer Programmer/Analyst  
Social and Scientific Systems (Bethesda, Maryland)

1997 – 1998: Programmer Analyst  
Westat, Incorporated (Rockville, Maryland)

1991 – 1994: Computer Systems Analyst  
Urban Institute (Washington, DC)

1989 – 1991: Computer Programmer

**Employment Status**

New Hire



Lillian M. Lowery, Ed.D.  
State Superintendent of Schools

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August 27, 2013

BOARD LIST

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

**Name:** Robert A. Williams  
**Position:** Education Program Specialist I, Education Accountability Specialist  
**Division:** Accountability, Assessments and Data Systems  
**Salary Grade:** 21 (\$57,626-\$92,521)  
**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 administrative or teaching experience in or affiliated with an education program; this experience to include coordinating or administering an education research program or education research related area. Experience in statistical analysis, applications development and research, or data management preferred; SAS (Statistical Analysis Software) experience desired.

**NOTES:**

1. Two additional years of experience directly related to the position may be substituted for the required Master's Degree.
2. Possession of a Doctorate in a field related to the position may be substituted for one year of the required experience.

**DESCRIPTION:**

This is a professional position responsible for providing program support and technical assistance in conducting research related to the State accountability program in the Accountability Branch of the Division of Accountability, Assessment and Data Systems.

Maryland Public Schools: *#1 in the Nation Five Years in a Row*

**Qualifications:**

**Education:**

Delaware State University (Dover, Delaware) 1995 – Master of Business Administration

Morgan State University (Baltimore, Maryland) 1989 – Bachelor's Degree in Business Administration

**Experience:**

University of Maryland Baltimore County (Baltimore, Maryland)

2004 – Present:       Manager, Research and Information Systems

Ajilon – Contractor: ViPs (General Dynamic Information Technology (Towson, Maryland)

2004:               Business Analyst

Magellan Behavioral Health Service (Columbia, Maryland)

1998 -2004:       Senior Business Information Analyst/Associate Project Manager

HCIA Inc. (Baltimore, Maryland)

1997 -1998:       Healthcare Business Analyst

Delaware State University (Dover, Delaware)

1993 -1997:       Assistant Director, Office of Strategic Planning and Research

1991 -1993:       Research Assistant

**Employment Status**

New Hire



**MARYLAND STATE DEPARTMENT OF EDUCATION  
PERSONNEL APPROVALS FOR THE AUGUST 27-28, 2013 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>
Senior, Erin E.	Education Program Specialist I, Instructional Technology	21	Curriculum and Assessment	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>
None				

**III. Other Actions:**

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
None				



Lillian M. Lowery, Ed.D.  
State Superintendent of Schools

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August 27, 2013

**BOARD LIST**

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

**Name:** Erin E. Senior  
**Position:** Education Program Specialist I,  
Instructional Technology Specialist  
**Division:** Curriculum and Assessment  
**Salary Grade:** 21 (\$57,626 - \$92,521)  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

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

**EXPERIENCE:** Four (4) years teaching experience in or affiliated with a PreK-12 educational program. Experience with the integration of technology into classroom instruction in the PreK-12 educational setting is preferred. Experience with the delivery of professional development that includes the integration of technology is also preferred.

**DESCRIPTION:**

This is a professional position responsible for providing state leadership and technical assistance to local school systems for the expansion and integration of digital resources into instruction.

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Erin E. Senior  
Page two

**Qualifications:**

**Education:**

Capella University (Minneapolis, Minnesota) Master's Degree in Educational Leadership and Administration

Dickinson College (Carlisle, Pennsylvania) Bachelor's Degree in Psychology and Elementary Education

**Experience:**

Anne Arundel County Public Schools (Annapolis, Maryland)

2009 – Present: On-Line Campus Teacher Specialist

2006 – 2009: Right Start Advisor

2001 – 2006: Middle School Teacher and Science Department Chairperson

School District of Osceola County Florida (Kissimmee, Florida)

1999 – 2001: Elementary Teacher

**Employment Status**

New Hire