

MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday
December 16, 2014

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

The Maryland State Board of Education met in regular session on Tuesday, December 16, 2014 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. Larry Giammo; Mr. Sayed Naved; Mr. Steven Priester; 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: Ms. Kristy Michel, Deputy State Superintendent for Finance and Administration; Dr. Jack Smith, Deputy State Superintendent for Teaching and Learning; Mr. Anthony South, Executive Director, Office of the State Board; and Penelope Thornton Talley, Esq., Deputy State Superintendent for School Effectiveness

CONSENT AGENDA

Upon motion by Dr. Gates, seconded by Mr. Smith, the Board approved the Consent Agenda as follows: (In Favor – 11 Mr. DeGraffenreidt had not yet arrived)

- Approval of Minutes of October 28, 2014
- Personnel (copy attached to these minutes)
- Budget adjustments for October, 2014

ORAL ARGUMENTS

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

Shani Whisonant, Esq.
Representing the Prince George's County Board of Education

v.

Constance Jeanne Sammarco, Appellant

HIGH SCHOOL ASSESSMENTS AND GRADUATION RESULTS

Dr. Lowery introduced Dr. Henry Johnson, Assistant State Superintendent, Division of Curriculum, Assessment and Accountability, and Dr. Douglas Strader, Director, Planning and Assessment Branches, to discuss the results of the Maryland high school assessments, graduation rates and school progress for school year 2013-2014.

Dr. Johnson reported that he would not be reporting on school progress and the school progress index for this year since there is field testing of the new PARCC assessments being conducted at this time. That report would be made either at the January or February 2015 meeting of the State Board.

He reported on High School Assessment (HSA) first time test taker pass rates for Algebra, English and Biology noting a small decrease in the Algebra scores this year. He explained that the decrease is a result of the transition to the Maryland College and Career Ready Standards and that the current tests are not in alignment with the new Standards. He also provided a graph showing a breakdown of first time test taker pass rates by racial and service subgroups.

Board members discussed the issue of the drop in math scores and Mr. Giammo asked for a breakdown by district of the results to enable the Board and the Department to be made aware of successful strategies that have been implemented by local school systems to support instruction in mathematics. Dr. Lowery said she will discuss the issue of a drop in math scores with local superintendents and provide the Board with more detailed information.

Dr. Smith said, "We have a math problem in Maryland. We have taken some initial steps by recruiting and hiring a new math supervisor." He reported on schools in Worcester County in which all students are required to take Algebra by the end of eighth grade. He said that by the middle of ninth grade, most students have passed the math HSA. He explained that Worcester County public school leadership has significantly high expectations of their students. Dr. Smith went on to say that staff have partnered with representatives of teacher preparation programs to determine what steps can be taken to improve math scores in Maryland. He also explained that a math advisory group has been established to find out how to support districts to increase math test results. He noted that the Board should expect to see an increase in math results in three years as the result of these efforts.

Dr. Lowery said, "A paradigm shift is occurring. We need to solve teacher development for elementary teachers."

Dr. Gates said, "We need to hold Worcester as an example for the State. Let's get behind that."

Mr. Giammo stressed the need to identify best practices for all local school systems (LSSs) in Maryland.

Dr. Johnson agreed to provide disaggregated data at the next presentation noting that the format presented at this meeting is prepared according to federal reporting guidelines.

Dr. Dukes also suggested that the next presentation could provide discussion with representatives from some LSSs and possibly from the Massachusetts Department of Education.

Dr. Lowery reported that the strongest math students take Algebra I in middle school and that best practices are being provided, along with tiered interventions, for students and teachers.

Dr. Johnson said that staff is working with higher education personnel regarding teacher preparation programs for elementary level teachers.

In response to a question by Mr. DeGraffenreidt, Dr. Johnson said there is no prohibition against providing anecdotal information in the federal reporting of test results to show what is being done to enhance the math programs in Maryland.

Ms. Eberhart also requested that the next report include second time test takers as well as information on the experience levels of teachers. She urged the need to begin math education earlier in a student's schooling.

Dr. Johnson said, "We understand what you want and we will provide that to you."

Dr. Johnson provided graphs depicting the 2014 high school graduates that met graduation requirements through a variety of means with a breakdown by racial and service subgroups. He also provided information on the 2014 non-graduates.

Ms. Eberhart discussed the chart depicting 2014 high school graduates that met requirements by racial subgroups noting that the disparity among some groups could be a result of dropout reduction. She noted the importance of the bridge program and asked if the bridge numbers could help with Annual Measurable Objectives (AMOs). Mr. DeGraffenreidt said, "Her question is worthy of a rigorous pursuit."

Dr. Johnson said that staff is looking at non-graduates and why they fail. Ms. Diaz asked if there is a pattern among students in specific LSSs. Dr. Johnson said these results could reflect students that passed the test but did not pass the course. He agreed to disaggregate this data for the Board.

In response to a question by Ms. Staton, Dr. Johnson said that students take an initial test and if they fail they are given the opportunity to do a bridge project. He said that many students are doing a bridge project and taking a second test at the same time. He said, "Most students would rather pass the test than do a bridge project."

Dr. Strader discussed the 2014 School Progress Results for high schools in Maryland and the Maryland School Progress Index (SPI), a continuous scale based on indicators of adequacy of achievement, gap reduction and college and career readiness. Dr. Smith reported that a group of stakeholders are working on increasing the college and career readiness AMO results and said he will report back to the Board by March 2015.

Dr. Johnson provided a high school LSS summary and an overall Maryland School Progress Index for grades 9-12. He also provided a chart depicting the strand categorization of schools which are classified into five strands based on their overall and component SPI scores. Mr.

Giammo requested that, for a future meeting agenda, he would like to discuss how to make the outcome data more accessible to LSSs as well as providing data on student progress following graduation.

Dr. Dukes agreed to include these issues on a future Board meeting agenda suggesting that someone from the data clearinghouse could discuss the data that is now available. She thanked the presenters for their very comprehensive presentation.

Dr. Dukes recognized Senator Dolores Kelley, who was in attendance, and thanked her for her continued commitment to education in Maryland.

CHARTER SCHOOL REPORT

Dr. Lowery introduced Kristina Kyles, Assistant State Superintendent, Division of Student, Family and School Support Services; Carol Beck, Director of the Office of School Innovations, MSDE; and Dr. Dennis McGrath of the Schaefer Center for Public Policy at the University of Baltimore, to discuss a report on the progress and potential of Maryland's Public Charter Schools.

Dr. McGrath thanked his team members for their contributions to this Report and provided details of the 47 public charter schools in Maryland. He discussed the findings as a result of data collected on student progress in public charter schools noting an overall positive performance which is consistent with national studies. He discussed the Maryland Charter School Law and the benefits to public education. He discussed the operating challenges and provided two recommendations that are based on decisions by the General Assembly whether or not to expand the program. He said, "There is more work to be done."

Mr. DeGraffenreidt complimented him on the report and asked if their research provided the means to solve the problem of economics for small subdivisions. Dr. McGrath said that they looked at solutions from other states and found that Massachusetts subsidizes their smaller subdivisions for a number of years but that per pupil funding is the best solution so far. He said that Massachusetts also provides a facilities subsidy.

Dr. Gates commended Dr. McGrath and his team for a quality report. In response to a question from Dr. Gates about independent chartering boards, Dr. McGrath stated the the National Association of Charter School Authorizers (NACSA) recommends this option. Independent Boards that adhere to NACSA's standards have good track records in opening high quality charter schools.

Ms. Eberhart requested that the Board take a deeper dive into this arena and would like to see a workgroup created to work on the charter school law.

In response to a question by Dr. Dukes, Dr. Lowery said that the report has been submitted to the Maryland General Assembly but that she has not been given a timeline on the recommendations.

Ms. Sidhu also recommended the Board take a deeper dive into the charter school arena to glean feedback from LSSs. Dr. McGrath agreed and said that the charter school law served well in the beginning but needs to address ways to expand the charter school program in Maryland.

In response to a question by Ms. Staton, Dr. McGrath said that there is tension in LSSs and that charter schools are often seen as competitors.

Mr. Giammo asked: What are the questions we are trying to answer? Is there a system to achieve the best of both worlds and are there systems out there?

In response to a question by Mr. Priester, Dr. McGrath said that charter school students are not individually interviewed but that school climate surveys are done which provide student input on charter schools. He said that when a student attends a charter schools, there is an inherent student and parent commitment to education.

Dr. Gates said it is important to recognize that charter schools provide innovation.

Dr. Dukes thanked the presenters and said that the discussion will continue in January.

MARYLAND BUSINESS ROUNDTABLE (MBRT) LEADERSHIP TRANSITION

Dr. Lowery introduced June Streckfus, Executive Director of the MBRT, reporting that after twenty-three years, Ms. Streckfus is retiring from the MBRT.

Ms. Streckfus reported that, for many years, the MBRT has partnered with the MSDE to support public education in Maryland. She said that her Board of Directors identified Dr. Dean Ertwine to succeed her as MBRT's Executive Director and gave a brief overview of his distinguished career. She said "You have provided great leadership" and thanked the Board for allowing her to be a small part of that effort.

Dr. Ertwine said that MBRT has a small but high performing staff noting that he hopes to continue the relationships created by Ms. Streckfus.

Ms. Eberhart said, "Welcome. You have unbelievable footsteps to follow." She thanked Ms. Streckfus for all that she done over the years to further education in Maryland.

Dr. Gates said, "Welcome. This state has a great history of collaboration between business people and educators."

Dr. Dukes said, "We appreciate all that June has done. Much of the work we have done has been a result of June's work."

COMAR 13A.03.02 GRADUATION REQUIREMENTS FOR PUBLIC HIGH SCHOOLS IN MARYLAND

Dr. Jack Smith presented amendments to COMAR 13A.03.02 Graduation Requirements for Public High Schools in Maryland that revise assessment requirements during the upcoming two years of transition from HSA English and Algebra assessments to the PARCC English 10 and Algebra I assessments. He also noted that the revision includes 1) amending the definition section of the regulation to define HSA and PARCC Assessments and 2) deletion of “day programming” from the Certificate of Program Completion regulation and added “other services that are integrated into the community.”

Upon motion by Mr. DeGraffenreidt, seconded by Ms. Staton, and with unanimous agreement, the Board granted permission to publish the proposed amendments to the Graduation Requirements Regulations. (In Favor – 12)

COMAR 13A.04.09 PROGRAM IN SCIENCE

Dr. Lowery introduced Mary Thurlow, Coordinator of Science Programs, and Dr. Jack Smith to provide an overview of the regulatory amendments that were required to reflect the Maryland College and Career Ready Standards Next Generation Science Standards, She recommended that the Board adopt the revised regulations.

Dr. Gates moved and Mr. DeGraffenreidt seconded the motion to adopt COMAR 13A.04.09 Program in Science.

Ms. Sidhu brought the Board’s attention to the language in the amendment: *Chemistry and Physics are combined into Physical Sciences*. She expressed concern about this statement and asked that a clarifying statement be included to make sure that these subjects are not combined into one area.

Ms. Thurlow assured Ms. Sidhu that this statement is only in the summary provided to the Board and is not included in the regulations.

Ms. Staton noted the importance of reflecting in the Board’s minutes that these courses are not combined.

Upon motion by Dr. Finan, seconded by Mr. DeGraffenreidt, and with unanimous agreement, the Board adopted the revised regulations. (In Favor – 12)

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 Dr. Finan, seconded by Mr. DeGraffenreidt, and with unanimous agreement, the Maryland State Board of Education met in closed session on Tuesday, December 16, 2014, in Conference Room 1, 8th floor of the Nancy S. Grasmick State

Education Building. All Board members were present. In attendance were Dr. Lillian Lowery, State Superintendent of Schools; Kristy Michel, Chief Operating Officer; Dr. Jack Smith, Chief Academic Officer; John White, Chief of Staff; and Tony South, Executive Director, Office of the State Board. Assistant Attorneys General, Elizabeth M. Kameen, Jackie La Fiandra, Alan Dunklow, and Derek Simonsen were also present. The Executive Session commenced at 12:45 p.m. (In favor – 12)

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

- *Hereford Works, et al. v. Baltimore County Board of Education* – modification of bell schedule – Opin. No. 14-64
- *Stacy Messick and Stephanie Moses v. Wicomico County Board of Education* – motion for reconsideration – Opin. No. 14-65
- *Barbara P. v. Anne Arundel County Board of Education* – grade change – Opin. No. 14-66
- *Parents R. and Z. v. Montgomery County Board of Education* – student suspension – Opin. No. 14-67
- *Geoffrey W. and Delese L. v. Baltimore City Board of School Commissioners* – motion for reconsideration – Opin. No. 14-68
- *Kevin Brooks v. Baltimore City Board of School Commissioners* – principal termination – Order No. OR14-12
- *Beverly C. v. Montgomery County Board of Education* – change of school assignment (COSA) – Order No. OR14-13

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

- *Constance Jeanne Sammarco v. Prince George's County Board of Education* – teacher termination

The Board considered the Request of the St. Mary's County Board of Education to remove a board member and tabled the request for further deliberation at the January meeting.

The Board received legal advice on discussing proposed budget issues in public session.

The Board discussed two internal board management issues – the effect of a new administration on the State Board membership and the continuing recruitment for candidates for the Baltimore City Board of School Commissioners.

The executive session ended at 1:50 p.m.

RECONVENE

The meeting reconvened at 2 p.m.

MAINTENANCE OF EFFORT (MOE) OVERVIEW

The Superintendent asked Kristi Michel to provide the Board with a brief overview of the MOE law, with particular attention to the changes made during the 2012 legislative session.

Ms. Michel reported that the Board will be asked to approve changes to the MOE regulations at the February Board meeting. She provided a brief history of the establishment of the MOE law in Maryland which requires that all counties and Baltimore City must provide, on a per pupil basis, at least as much funding to public education in the current fiscal year as was provided in the prior fiscal year. Ms. Michel reported on the changes made by the 2012 General Assembly which require counties to apply for a waiver of the MOE requirement and refined the waiver process. She reported on the three types of waivers that counties can request of the State Board.

In response to a question by Ms. Diaz, Ms. Michel said that she would investigate whether a history of waiver grants in prior years has a bearing on a waiver request.

Ms. Michel reported on an additional MOE requirement inaugurated in FY 2015 which states that counties with an education effort below the statewide five-year moving average education effort must increase the per pupil MOE amounts by a specific amount based on local wealth. She reported that nine counties fall into this category.

In response to a question by Mr. DeGraffenreidt, Ms. Michel said that none of the nine counties has expressed disagreement with the State's calculations that place them under this additional requirement. Ms. Michel reported on a penalty procedure administered by the State Comptroller for non-compliance.

In response to a question by Ms. Diaz, Ms. Michel said that language governing teachers' retirement funding is outlined in law for FY 2016 and rolled into law for FY 2017.

The President thanked Ms. Michel for her presentation.

Dr. Dukes recognized Patricia Foerster, former President of the Maryland State Teachers Association and currently Education Advisor for the Governor, who will be retiring at the end of this year. She thanked Ms. Foerster for her contributions to the State of Maryland and for her love of education.

Ms. Foerster said, "My greatest joy was working with each of you. It gave me great pleasure to observe the work that you do."

COMAR 13A.08.07.06 FOSTERING CONNECTIONS

Dr. Lowery invited Kristina Kyles to discuss COMAR 13A.08.07.06 Fostering Connections, and recommended that the Board grant permission to publish the proposed regulations pertaining to children in state-supervised care. She also introduced John McGinnis, Specialist in Pupil Personnel/Social Work.

Ms. Kyles discussed the regulation requirements which deal with keeping children in foster care in their current school if that is in the best interest of the child. She reported that these regulations were developed with many stakeholders.

Mr. McGinnis discussed the rules, transportation issues and the assignment of a Fostering Connections Liaison included in the regulations.

Upon motion by Ms. Staton, seconded by Mr. Smith, and with unanimous agreement, the Board granted permission to publish the proposed regulations. (In Favor – 12)

PSTEB REGULATORY ACTIONS

COMAR 13A.12.03.02 SCHOOL COUNSELOR AND COMAR 13A.12.03.08 SCHOOL PSYCHOLOGIST

The Superintendent called on Jean Satterfield, Assistant State Superintendent, Division of Educator Effectiveness, to brief the Board on two regulatory actions proposed by the Professional Standards and Teacher Education Board (PSTEB). She recommended State Board approval of the proposed changes.

Ms. Satterfield reported that changes to COMAR 13A.12.03.02 School Counselor were published and no comments were received.

She reported that following the publication of COMAR 13A.12.03.08 School Psychologist, one comment was received. She provided the Board with a response to that comment.

Upon motion by Dr. Gates, seconded by Dr. Finan, and with unanimous agreement, the Board approved the proposed changes to regulations for School Counselors and Psychologists. (In Favor – 12)

THE MARYLAND SCHOOL FOR THE BLIND REPORT AND UPDATE

The Superintendent introduced Dr. Michael Bina, President of the Maryland School for the Blind (MSB), to provide a report and update on the Maryland School for the Blind.

Dr. Bina reported that the MSB provides assistance meeting the needs of students from all 24 local school systems and gave a brief history of the establishment of the MSB. He discussed the MSB Board which is comprised of community members from throughout the state with very diverse backgrounds. Dr. Bina reported on the statutory authority and governance of the MSB as well as essential elements of school improvement. He provided the Board with the Vision, Mission, Values and School Improvement Plan for the MSB. He noted the very diverse group of functional levels of students attending the school and reported on the five on-campus programs:

1. Early Learning Program
2. K-12 Multiple Disabilities Blind
3. K-12 Autism Blind Program

4. K-12 Functional Academic
5. K-12 General Academic

In response to a question by Ms. Staton, Dr. Bina said that it is a challenge to find highly qualified teachers.

Dr. Bina reported that half of the student body is comprised of residential students noting that the residential program provides a 24-hour Individual Education Plan (IEP) for those students. He discussed the MSB Outreach Programs that reach all 24 LSSs to enhance students' success in the "least restrictive" home schools. He provided data on the number of students served in all 24 LSSs.

Dr. Bina discussed MSB's Operating Budget Funding Sources and provided MSB student per capita costs for 2013-2014. He also provided information on the updated campus master plan and the opportunities and challenges facing the school.

In response to a question by Ms. Diaz, Dr. Bina said that they students are not tracked when they leave the school to determine if what the student learned helped them to succeed. He reported that 70 percent of these students, nationally, are unemployed. He also noted that technology in the classrooms is opening up doors for their students.

In response to a question by Ms. Eberhart, Dr. Bina said that approximately fifteen percent of students graduating from MSB will be unemployed and that many will go to college and others will be employed in sheltered workshops.

The Board thanked Dr. Bina for a comprehensive and thorough report.

MASTER PLAN REVIEW

Dr. Lowery asked Kristina Kyles; Walter Sallee, Interim Executive Director, Division of Student, Family and School Support; and Michelle Daly, Specialist, Comprehensive Planning, to provide an overview of the 2014 Bridge to Excellence Master Plan updates. She also noted that Ms. Michel would discuss the results of the review of finances that is a part of the required Master Plan review process.

Ms. Kyles reported that representatives from three MSDE Divisions worked to prepare this report and that staff from the entire Department participated in the review of the local plans.

Ms. Daly reported that this was a year-long process and that staff met with both internal and external workers and provided training for points of contact in the LSSs. She discussed the annual review process and outcomes.

Mr. Sallee reported that the structure of the review process has evolved over the years to ensure compliance with the Elementary and Secondary Education Act (ESEA) waivers. He reported that, in 2014, LSSs were asked to examine their practices for incorporating the use of Universal

Design for Learning (UDL) in their curricula, assessment and instructional practices. He noted the wide range of practices reported.

In response to a question by Ms. Staton, Ms. Daly said that staff is contacting LSS liaisons in an effort to provide technical support for them to enhance their use of UDL.

Ms. Staton suggested that the LSSs be provided with a checklist outlining what the State wants to know about their implementation of UDL. Mr. Sallee said that staff is moving toward a technical assistance model to identify challenges and provide assistance.

In response to a question by Ms. Diaz, Mr. Sallee said that the two LSSs that did not participate in the Race To The Top (RTTT) Program did not include RTTT project close out reports but were required to address all other financial areas.

In response to a question by Mr. Giammo about the genesis of this Report, Dr. Lowery explained that the Master Plan Review Process is included in MSDE's Policies and Regulations to comply with the statutory language included in the Bridge to Excellence legislation.

Mr. Sallee reported on the conclusions and recommendations for the upcoming year.

Ms. Michel reported that the Master Plan process came about as an accountability measure in which LSSs must illustrate how their funding aligns with their Master Plans.

In response to a request from Ms. Eberhart, Dr. Dukes asked if the report can reference funding increases and decreases for each LSS. Dr. Lowery said that there will be a decrease in funding for LSSs due to the loss of RTTT funding. Dr. Lowery said that the State can look at where LSSs spend their dollars noting that they need to change their practices to accommodate the loss of federal funding.

Mr. Salle reported that all 24 LSSs adequately met the requirements for approval of their Master Plan updates.

The President thanked the presenters for their comprehensive report.

STATE SUPERINTENDENT'S REPORT

Dr. Lowery asked Board members to endorse the design and concept for the Maryland Science, Technology, Engineering and Mathematics (STEM) Strategic Plan which was presented at the last Board meeting. She outlined the changes made as a result of the Board's discussion at that meeting.

Upon motion by Mr. DeGraffenreidt, seconded by Ms. Diaz, and with unanimous agreement, the Board endorsed the STEM Strategic Plan. (In Favor – 10) Dr. Finan and Mr. Smith were not present.

Mr. DeGraffenreidt requested that when no-cost extensions to specific RTTT projects are reported, he would like to see a report on the accomplishments as a result of those projects to determine whether our goals were accomplished. Dr. Lowery agreed to provide such information.

BOARD MEMBER UPDATES

Dr. Gates reported on his presentation on the Next Generation Science Standards in Arkansas noting that this is a key to the next generation of jobs.

Dr. Dukes reported that she and Dr. Finan met with leaders of the PSTEB to discuss teacher certification preparation for the future.

Mrs. Sidhu submitted a written report of her activities:

1) November 3 - attended the Computer Science Initiative - Bits about Computer Science and Coding for the Future in Maryland. Demonstrations presented by students were quite exciting and the Panel Discussion was most engaging.

2) November 12, 13 and 14 - participated in the Professional Learning Institute Power of What's Working: Spotlight on Results. Members of the Division of Special Education/Early Intervention Services put together a large event with choices of sessions for attendees. Dr. Marcella Franczkowski's State of the State address left me with complete confidence that the best education is being provided for our special education students. Dr. Franczkowski is a genuine force for this department. Quality at its best. I can go on..... we can be proud of the department's work.

3) November 14 - spent 90 minutes touring the Cambridge-South Dorchester Career Center. This is a new state-of-the-art career center. Teachers and students were engaged completely in what they were doing.

4) November 17 - Attended Kent County's STEM Advisory meeting.

5) December 9 and 10 - Attended the Promising Principals' Training on Effective Communication. Advice given by former White House Press Secretary Mr. Mike McCurry and all other presenters - "get in front of the issue; otherwise someone else will;" and other smart strategies to deal with different issues. 1) November 3 - attended the Computer Science Initiative - Bits about Computer Science and Coding for the Future in Maryland. Demonstrations presented by students were quite exciting and the Panel Discussion was most engaging.

Dr. Lowery thanked Dr. Rolf Grafwallner for his work in procuring a federal grant for expansion of pre-kindergarten. She noted that Maryland was designated the number one application of the eighteen states approved for the grant.

PUBLIC COMMENTS

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

- Betty Weller on the Kindergarten Readiness Assessment
- Patricia Friend on the Kindergarten Readiness Assessment
- Jacqueline Dye on the Kindergarten Readiness Assessment

OPINIONS

Ms. Kameen announced the following Opinions:

- 14-64 *Hereford Works, et al. v. Board of Education of Baltimore County* – modification of bell schedule (affirmed the local board's decision)
- 14-65 *Stacy Messick and Stephanie Moses v. Wicomico County Board of Education* – motion for reconsideration (denied)
- 14-66 *Barbara P. v. Anne Arundel County Board of Education* – grade change (affirmed the local board's decision)
- 14-67 *Parents R. and Z. v. Montgomery County Board of Education* – student suspension (affirmed the local board's decision)
- 14-68 *Geoffrey W. and Delese L. v. Baltimore City Board of School Commissioners* – motion for reconsideration (denied)

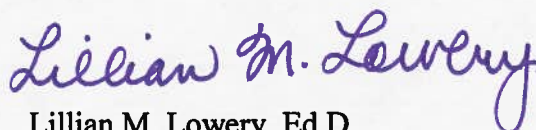
Ms. Kameen announced the following Orders:

- OR 14-12 *Kevin Brooks v. Baltimore City Board of School Commissioners* – principal termination (dismissed as untimely filed)
- OR 14-13 *Beverly C. v. Montgomery County Board of Education* – change of school assignment (COSA) (dismissed as untimely filed)

ADJOURNMENT

With no further business before the Board, the meeting adjourned at 4:10 p.m.

Respectfully submitted,



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

Date: 1/27/15

MARYLAND STATE BOARD OF EDUCATION

CLOSED SESSION

On this 16th day of December, 2014, at the hour of 12:20 am/pm, the Members of the State Board of Education voted as follows to meet in closed session:

Motion made by: Mary Kay Finan

Seconded by: James H. Hoffmann

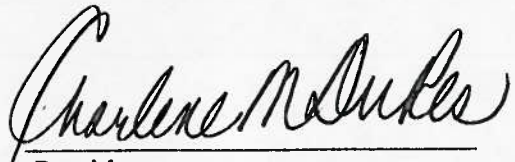
In Favor: 12 Opposed: 0 Member(s) Opposed: _____

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, employes, 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 6 Legal Appeals.
2. Review 2 Draft Orders.
3. Seek legal guidance on request from local school board.
4. Discuss three internal Board management matters.



President

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE December 16, 2014 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>
Bernstein, Amy L.	Administrative Manager Senior II, Communications Director	24	Office of the State Superintendent/Chief of Staff	TBD
Brown, LaVerne P.	Education Program Specialist I, Mathematics Professional Development Specialist	21	Educator Effectiveness – The Breakthrough Center	TBD
Conn, Amanda S.	Administrative Manager Senior II, Education Policy and Governmental Relations Director	24	Office of the State Superintendent	TBD
Greene, Reham I.	Fiscal Services Administrator V, Accounting Branch Chief	22	Business Services, Accounting	TBD
Payton, Tameka L.	Education Program Specialist I, High School Assessment Program Manager	21	Curriculum, Assessment, and Accountability	TBD
Schoenbrodt, Linda R.	Education Program Specialist I, K-5 Elementary Mathematics	21	Curriculum, Assessment, and Accountability	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>
Haughey, Megan	Vocational Rehabilitation Technical Specialist	15	Rehabilitation Services, Disability Determination Services	12/10/14

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Jones, Margo	Vocational Rehabilitation Specialist II	13	Rehabilitation Services, Workforce Technology Center	12/10/14
Miller, Edward	Vocational Rehabilitation Specialist II	13	Rehabilitation Services	12/10/14

III. Other Actions:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Stewart, Argenia S. (Promotion)	Program Manager III, Chief of Finance, Reporting and Coordination	21	Business Services	TBD



December 16, 2014

BOARD LIST

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

Name: Amy L. Bernstein
Position: Administrative Manager Senior II, Communications Director
Division: Office of the Superintendent, Chief of Staff
Salary Grade: State Salary Grade 24
Annual Salary Range: \$72,168 - \$115,879
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Bachelor's Degree from an accredited college or university.

EXPERIENCE:

Two (2) years of management level experience leading a communications office, which provided the applicant with the competencies and expertise described within the Essential Requirements and associated content area expertise.

DESCRIPTION:

This is a management service position reporting to the Chief of Staff responsible for supervising the Maryland State Department of Education Office of Communications. The Communications Director leads communication and outreach efforts that keep internal and external stakeholders informed about State education policies, programs and new initiatives that affect Maryland schools, students, educators, and the communities we serve, as well as, advises and assists the Chief of Staff in the creation and implementation of major strategic communications initiatives for the Department.

QUALIFICATIONS:

Education:

Union Institute/Vermont College (Norwich, Vermont) 1997 – Master’s Degree in Cultural Anthropology.

Hunter College (Hunter, New York) 1980 – Bachelor’s Degree in English Literature.

Experience:

United States Department of Transportation (Washington, District of Columbia)

2012 – Present: Director of Communications and Senior Public Affairs Officer

2007 – 2012: Executive Speechwriter and Senior Policy Communications Specialist

Government Accountability Office (Washington, District of Columbia)

2003 – 2007: Senior Communications Analyst

Community Health Funding Report (Silver Spring, Maryland)

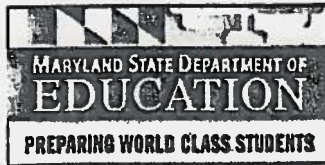
2002 - 2003: Senior Editor/Reporter

The Daily Record Newspaper (Baltimore, Maryland)

2000 – 2002: Senior Reporter

EMPLOYMENT STATUS:

New Hire



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December 16, 2014

BOARD LIST

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

Name: LaVerne P. Brown
Position: Education Program Specialist I, Mathematics Professional Development Specialist
Division: Educator Effectiveness – The Breakthrough Center
Salary Grade: State Salary Grade 21
Annual Salary Range: \$59,355 - \$95,297
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Four (4) years of professional administrative, accountability, school improvement or teaching experience in or affiliated with an education program including experience in coordinating or administering an education program or service directly related to professional development is desirable.

DESCRIPTION:

This is a professional position responsible for providing technical assistance to local school systems for implementing job-embedded professional development in Mathematics in collaboration with local school system staff in low-achieving schools.

QUALIFICATIONS:

Education:

Trinity College (Washington, District of Columbia) 1982 – Master’s Degree in Early Childhood Education; 2001 – 35 additional post baccalaureate credits.

DC Teacher’s College (Washington, District of Columbia) 1970 – Bachelor’s Degree in Elementary Education.

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2011 – Present: Education Program Specialist I, Mathematics Professional Development (Contractual)

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

2009 – 2011: Instructional Coach Mathematics, Ridgecrest Elementary

2004 – 2009: Regional Resource Teacher/Achievement Coach

Chi Child Development Center (Washington, District of Columbia)

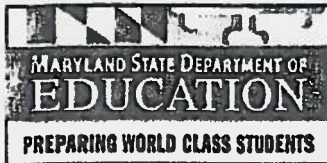
2004: Director

District of Columbia Public Schools (Washington, District of Columbia)

1969 – 2002: Various Teaching and Educational Positions

EMPLOYMENT STATUS:

Promotion



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December 16, 2014

BOARD LIST

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

Name: Amanda S. Conn
Position: Administrative Manager Senior II, Education Policy and Governmental Relations Director
Division: Office of the Superintendent
Salary Grade: State Salary Grade 24
Annual Salary Range: \$59,355 - \$115,879
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Bachelor's Degree from an accredited college or university. Advanced or additional education in Law, Political Science, Government or related area is desirable.

EXPERIENCE:

Two (2) years of leadership experience in the areas of policy development, legislative outreach, government communications, advocacy, legal analysis, or related area involving the provision of advice or recommendations regarding programmatic position.

DESCRIPTION:

This is a management service position, which coordinates education policy and legislative operations for the Office of the State Superintendent and the Maryland State Board of Education. This includes managing all Department relations with the Maryland General Assembly; communicating and advising department leadership, executive leadership in other state agencies, educational and education advocacy organizations on behalf of the State Superintendent, and the State Board of Education, and overseeing and coordinating special projects and initiatives for the State Superintendent. This position requires a strong background in education and related policy development and allows a great deal of latitude for independent decision making on behalf of the State Superintendent and State Board of Education.

QUALIFICATIONS:

Education:

University of Baltimore School of Law (Baltimore, Maryland) 1995 – Juris Doctorate.

University of Maryland College Park (College Park, Maryland) 1988 – Bachelor's Degree in Government and Politics.

Experience:

Maryland Department of Planning (Baltimore, Maryland)

2013 – Present: Deputy Secretary

2007 – 2008: Director of Policy

University of Maryland School of Law (Baltimore, Maryland)

2009 – Present: Adjunct Professor

Office of the Attorney General (Baltimore, Maryland)

2011 – 2013: Principal Counsel, Maryland Department of Planning

2008 – 2011: Assistant Attorney General, Maryland Department of Planning

Funk & Bolton, P.A. (Baltimore, Maryland)

2005 - 2007: Of Counsel

Baltimore County Office of Law (Towson, Maryland)

1996 – 2005: Assistant County Attorney

1996 – 2000: Deputy Legislative Liaison

Maryland Department of Legislative Reference (Annapolis, Maryland)

1995 – 1996: Committee Counsel

Maryland Attorney General's Office (Baltimore, Maryland)

1993 – 1994: Law Clerk

Governor's Legislative Office (Annapolis, Maryland)

1989 – 1992: Legislative Assistant

Governor's Office on Special Issues and Labor Relations (Annapolis, Maryland)

1988 – 1989: Special Assistant

EMPLOYMENT STATUS:

New Hire



December 16, 2014

BOARD LIST

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

Name: Reham I. Greene
Position: Fiscal Services Administrator V, Accounting Branch Chief
Division: Business Services
Salary Grade: State Salary Grade 22
Annual Salary Range: \$63,341 - \$101,708
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Bachelor's Degree or 36 post-baccalaureate credit hours of course work from an accredited college or university in Accounting. CPA desired.

EXPERIENCE:

Five (5) years of professional experience with managing, designing, and developing financial control systems for multiple programs. Two (2) years of the required experience must include direct supervision of other professional employees.

DESCRIPTION:

This is a professional position responsible for planning, directing, and controlling activities of the Accounting Branch, which consists of 29 accounting staff members, to ensure that financial transactions are verified, recorded and reported to management in accordance with Generally Accepted Accounting Principles and in compliance with State and federal regulations and practices.

QUALIFICATIONS:

Education:

Stevenson University (Baltimore, Maryland) 2014 – Master’s Degree in Forensic Accounting.

University of Baltimore (Baltimore, Maryland) 2003 – Bachelor’s Degree in Accounting.

Experience:

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

2013 – Present: Chief Fiscal Officer

Maryland State Retirement and Pension System (Baltimore, Maryland)

2010 – 2013: Accountant Supervisor II

MENTOR Maryland (Catonsville, Maryland)

2007 - 2010: General Ledger Supervisor/State Accounting Manager

Games Workshop America (Glen Burnie, Maryland)

2006 – 2007: Senior Accountant

Educate, Inc. DBA Sylvan Learning Centers (Baltimore, Maryland)

2005 – 2006: Senior Accountant

Capital Women’s Care, LLC (Rockville, Maryland)

2004 – 2005: Senior Accountant/Accountant Manager

Health Care Management Group (Rockville, Maryland)

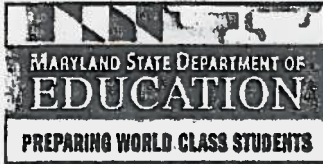
2002 – 2004: Staff Accountant

United Way of Central Maryland (Baltimore, Maryland)

1998 – 2002: Senior Accounting Coordinator

EMPLOYMENT STATUS:

New Hire



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December 16, 2014

BOARD LIST

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

Name: Tameka L. Payton
Position: Education Program Specialist I, High School Assessment Program Manager
Division: Curriculum, Assessment, and Accountability
Salary Grade: State Salary Grade 21
Annual Salary Range: \$59,355 - \$95,297
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

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

DESCRIPTION:

This is a professional position responsible for providing project management of the Maryland High School Assessment (HSA), leadership, and technical expertise to support and manage the phase out of the Algebra and English portions of the HSA and the transition to the Partnership for Assessment of Readiness for College and Career (PARCC) Mathematics and English assessments.

QUALIFICATIONS:

Education:

Towson University (Towson, Maryland) 2012 – Master’s Degree in Human Resource Development.

St. Thomas University (Baltimore, Maryland) 2007 – Master’s Degree in Mental Health Counseling; 2004 - Bachelor’s Degree in Psychology.

Morgan State University (Baltimore, Maryland) Present – 36 Doctorate credits in Psychometrics.

Certifications: Advanced Professional Certificate (Maryland State Department of Education)

Experience:

Baltimore City Public Schools (Baltimore, Maryland)

2013 – Present: High School Assessment Specialist

Harford County Public Schools (Bel Air, Maryland)

2012 – 2013: Literacy Intervention Specialist

2007 – 2012: Special Education Teacher/Case Manager

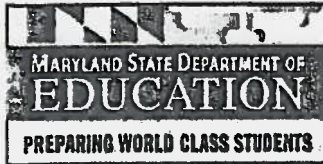
Miami-Dade County Public Schools (Miami, Florida)

2006 - 2007: Reading Coach

2004 – 2006: Reading Teacher

EMPLOYMENT STATUS:

New Hire



December 16, 2014

BOARD LIST

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

Name: Linda R. Schoenbrodt
Position: Education Program Specialist I, Elementary Mathematics
Division: Curriculum, Assessment, and Accountability
Salary Grade: State Salary Grade 21
Annual Salary Range: \$59,355 - \$95,297
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Four (4) years of professional administrative, accountability or teaching experience in or affiliated with an education program. Experience in an elementary mathematics education program preferred.

DESCRIPTION:

This is a professional position responsible for providing expertise in elementary school mathematics by collaboratively developing model instructional materials to support the teaching and learning of mathematics in elementary schools.

QUALIFICATIONS:

Education:

College of Notre Dame (Baltimore, Maryland) 2002 – Master’s Degree in Education/Administration; 1989 – Master’s Equivalency in Learning Disabilities.

Frostburg State University (Frostburg, Maryland) 1972 – Bachelor’s Degree in Early Childhood Education.

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2014 – Present: Education Program Specialist I, Elementary Mathematics (Contractual)

Math Intervention Program - Scholastic

2012 – 2014: Director, Professional Learning

2010 - 2012: Math Implementation Manager

Tom Snyder Productions/Scholastic, Inc. (Watertwon, MS)

2006 - 2010: Implementation Manager

Baltimore County Public Schools (Baltimore, Maryland)

2000 – 2005: Coordinator, Elementary Mathematics

1999 – 2000: Supervisor, Elementary Mathematics

1997 – 1999: Mathematics Curriculum Resource Teacher

1994 – 1997: Chapter I Resource Teacher

1989 – 1994: Classroom Teacher

1972 – 1977: Classroom Teacher

Notre Dame College (Baltimore, Maryland)

2004 – 2005: Adjunct Professor, Master’s Program for Elementary Mathematics

University of Maryland, Baltimore County (Baltimore, Maryland)

2002 – 2004: Adjunct Professor, Urban Teacher Program (NSF Grant Program)

St. Paul Lutheran School (Catonsville, Maryland)

1982 – 1988: Classroom Teacher

EMPLOYMENT STATUS:

Promotion



December 16, 2014

BOARD LIST

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

Name: Argenia S. Stewart
Position: Program Manager III, Chief of Finance, Reporting and Coordination
Division: Business Services
Salary Grade: State Salary Grade 21
Annual Salary Range: \$59,355 - \$95,297
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Bachelor's Degree or 36 post-baccalaureate credit hours of course work from an accredited college or university in Accounting, Business Administration, or a related area.

EXPERIENCE:

Five (5) years of professional experience with managing, designing, and developing financial control systems for multiple programs. Two (2) years of the administrative experience must include direct supervision of other professional employees.

DESCRIPTION:

This is a professional position serving as the Chief of the Finance, Reporting and Coordination Branch to provide technical assistance to program staff in support of program objectives, and to ensure the efficient and effective allocation of financial resources in accordance with regulations and policies.

QUALIFICATIONS:

Education:

Strayer University (Baltimore, Maryland) 2015 – Pending Bachelor’s Degree in Accounting.

Experience:

Maryland State Department of Education (Baltimore, Maryland)

- 2012 – Present: Fiscal Service Administrator III
- 2008 – 2012: Agency Budget Specialist Lead
- 2007 – 2008: Agency Budget Specialist II
- 2001 – 2003: Fiscal Accounts Clerk Manager
- 2001: Fiscal Accounts Tech Supervisor
- 2000 – 2001: Fiscal Accounts Supervisor II
- 1999 – 2000: Fiscal Associate II
- 1994 – 1999: Fiscal Clerk III
- 1990 – 1993: Fiscal Clerk II

Office of the Public Defender (Baltimore, Maryland)

- 2003 – 2004: Administrator of Corporate Purchasing Card Program

EMPLOYMENT STATUS:

Promotion

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE December 16, 2014 BOARD MEETING**

I. Appointments Grade 19 and above:

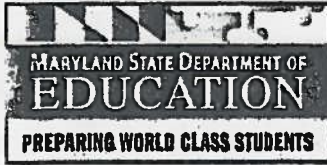
<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Aux, Kathleen A.	Education Program Specialist I, Dispute Resolution Compliance Specialist	21	Special Education/Early Intervention Services	TBD
Tiderman, Laia R.	Education Program Specialist II, Local Accountability Coordinator and PREK-12 MLDS Liaison	22	Curriculum, Assessment and Accountability	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>

III. Other Actions:

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



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December 16, 2014

BOARD LIST

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

Name: Kathleen A. Aux
Position: Education Program Specialist I,
HR and Dispute Resolution Compliance Specialist
Division: Special Education/Early Intervention Services
Salary Grade: State Salary Grade 21
Annual Salary Range: \$59,355 - \$95,297
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Four (4) years of professional administrative experience in or affiliated with special education or early intervention. Experience coordinating or administering programs related to services for individuals with disabilities and their families is preferred.

DESCRIPTION:

This position is responsible for ensuring that Local School Systems (LSS) complete all of the corrective actions ordered as the result of findings of violations of the Individuals with Disabilities Education Act (IDEA) and Code of Maryland Regulations (COMAR).

QUALIFICATIONS:

Education:

George Mason University (Fairfax, Virginia) 2000 – Doctorate Degree in Developmental Psychology; 1986 – Master’s Degree in School Psychology.

Western Kentucky University (Bowling Green, Kentucky) 1981 – Master’s Degree in Counseling.

University of Wisconsin (Madison, Wisconsin) 1969 – Bachelor’s Degree in Psychology.

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2012 – Present: Special Education Compliance Consultant

Manassas City Public Schools (Manassas, Virginia)

2013 – 2014: Special Education Planning Consultant

INVO Health Associates (Jamison, Pennsylvania)

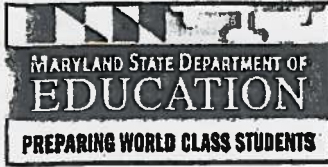
2013 - Present: School Psychologist (Contract)

Prince William County Public Schools (Manassas, Virginia)

1985 – 2012: Special Education Supervisor/School Psychologist Practitioner

EMPLOYMENT STATUS:

New Hire



December 16, 2014

BOARD LIST

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

Name: Laia R. Tiderman
Position: Education Program Specialist II, Local Accountability Coordinator and PREK-12 MLDS Liaison
Division: Curriculum, Assessment and Accountability
Salary Grade: State Salary Grade 22
Annual Salary Range: \$63,341 - \$101,708
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master's Degree or 36 post-baccalaureate credit hours of 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; Statistical Analysis Software (SAS) experience desired.

DESCRIPTION:

This is a professional position serving as the Local Accountability Coordinator and Pre-kindergarten to Grade 12 (P12) Maryland Longitudinal Data System Liaison responsible for providing accountability program support and technical assistance to local education agencies, Accountability coordinators, other local school system personnel, and the general public regarding policies, procedures, and guidelines for implementing the Maryland Accountability program in the Division of Curriculum, Assessment and Accountability.

QUALIFICATIONS:

Education:

University of Maryland, Baltimore County (Baltimore, Maryland) 2009 – Master’s Degree in Applied Sociology.

Towson University (Towson, Maryland) 2002 – Bachelor’s Degree in Social Sciences/Art.

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2011 – Present: Education Program Specialist I, Education Accountability

2007 – 2010: Administrator II, Accountability and Assessment

2007: Information Technology Function Analyst II

University of Maryland Medical Center (Baltimore, Maryland)

2006: Research Coordinator

Union Memorial Hospital (Baltimore, Maryland)

2004 – 2005: Research Associate

Family League of Baltimore City, Inc. (Baltimore, Maryland)

2003 – 2004: Program/Research Assistant

Marge Fox Personnel Services, Inc. (Towson, Maryland)

2003: Administrative Assistant

EMPLOYMENT STATUS:

Promotion