

**MARYLAND STATE DEPARTMENT OF EDUCATION  
PERSONNEL APPROVALS FOR THE September 25-26, 2012 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>
Spencer, Ava B.	Education Program Specialist I, Reading/English Language Arts	21	Instruction	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>
Adewusi, Delicia L.	Teacher, Reading	IEPP	Division of Career and College Readiness, Juvenile Services Education Program	09/05/2012
Jones, Marvin M.	Teacher, School Counselor	IEPP	Division of Career and College Readiness, Juvenile Services Education Program	10/03/2012
Norbeck, Jr., Ed.D., Louis L	Teacher, School Counselor	IEPP	Division of Career and College Readiness, Juvenile Services Education Program	09/19/2012

**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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September 25-26, 2012

**BOARD LIST**

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

**Name:** Ava B. Spencer  
**Position:** Education Program Specialist I, Reading/English Language Arts  
**Division:** Instruction  
**Salary Grade:** 21 (\$56,496 - \$90,706)  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**Education:** A Master's Degree or equivalent 36 post baccalaureate credit hours of course work in Education, Education Administration/Supervision, Reading/ English Language Arts, or a related field.

**Experience:** Four (4) years of professional administrative or teaching experience in or affiliated with an education program. Administrative experience in an area related to Reading/English Language Arts or English Language Learning programs is preferred.

**JOB DESCRIPTION:**

This is a professional position responsible for providing technical assistance for the development and production of tasks and items in Reading/English Language Arts that are related to the development of the Maryland School Assessment (MSA) toolkit and in representing the state in all matters pertaining to Reading/English Language Arts curricular design, instructional implementation, and professional development.

Ava B. Spencer  
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**Qualifications:**

**Education:**

Morgan State University (Baltimore, Maryland) 2001 – Master’s Degree in Administration and Supervision; 1973 – Bachelor’s Degree in Elementary Education

Towson University (Towson, Maryland) 1992 – Master’s Equivalent in Elementary Education

**Experience:**

Maryland State Department of Education (Baltimore, Maryland)

2011 – Present: Education Program Specialist I – Reading/English Language Arts (Contractual)

2007 – 2010: Education Program Supervisor – Office of Reading First

2003 – 2007: Reading First Regional Specialist (On Loan from Baltimore City Public Schools)

Baltimore City Public Schools (Baltimore, Maryland)

1999 – 2003: Seminar Leader New Educators Professional Development Program

1997 – 2003: Instructional Support Teacher/Reading Coach/Academic Coach

1988 – 1997: Elementary School Teacher

1981 – 1988: Title I Supplemental Teacher

1973 – 1981: Elementary School Teacher

**EMPLOYMENT STATUS:**

Reinstatement