



**Bernard J. Sadusky, Ed.D.**  
**Interim State Superintendent of Schools**

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**TO:** Members of the State Board of Education  
**FROM:** Bernard J. Sadusky, Ed.D. *BSA*  
**DATE:** June 26, 2012  
**SUBJECT:** Maryland Superintendent of the Year - 2012

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**PURPOSE:**

To recognize Dr. Karen B. Salmon, Superintendent, Talbot County Public Schools, on her selection as Maryland's Superintendent of the Year – 2012.

**BACKGROUND:**

Each year the members of the Public School Superintendents' Association of Maryland (PSSAM) select a local superintendent of schools as Maryland Superintendent of the Year. The superintendent is selected based upon achievements in four categories: leadership for learning; communication skill, professionalism, and community involvement. These categories are designated by the American Association of School Administrators (AASA), the organization that sponsors this program. Dr. Salmon's name was submitted for National Superintendent of the Year consideration. Her resume is attached.

Dr. Salmon has worked in the Talbot County Public Schools for twenty-four years serving as Director of Special Education, Assistant Superintendent for Education Services and currently Superintendent of Schools. As a result of her leadership and emphasis on rigor and quality of instruction, Talbot County School System students continue to perform and excel at extraordinary levels. Graduating seniors continue to amass millions of dollars in post secondary school scholarships each year. All graduates, 100%, pass the High School Assessments. The Washington Post for the sixth year in a row has ranked Easton High School in the top five percent (5%) of all America's High Schools.

During Dr. Salmon's tenure as superintendent she has demonstrated the creativity and vision to ensure that students' learning needs are addressed in a variety of ways. The One-on-One Laptop Program provides each entering ninth grade student a laptop computer that he/she has to use throughout the high school experience. This initiative addresses the accessibility to technology gap that is exacerbated by the socio-economic diversity within Talbot County. Teachers in Talbot County are trained to take advantage of technology to address individual student learning needs. Proof of the success of the program was validated through an independent evaluation by Johns Hopkins University. Even in this very difficult economy Dr. Salmon has maintained the integrity of this program ensuring all high school students are properly equipped for the challenges in this ever evolving technological environment.

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Five years ago Dr. Salmon implemented a *Grow Your Own Teacher Scholarship Program*. Graduating seniors who pledge to earn a degree certifying them to teach in the State of Maryland and to return to teach in Talbot County Public Schools receive twelve thousand (\$12,000) over four years towards higher education expenses. Another example demonstrating that Dr. Salmon is a problem solver seeking creative and comprehensive strategies to address problems that not only exist in Talbot County, but across this State and nation.

A special educator by teacher certification, Dr. Salmon is all too familiar with the ongoing challenges that face special needs students in today's environment. While an advocate for all children, she holds a special place in her heart for these students who require specific knowledge and skill not only to survive but also to blossom like all students continue to grow and contribute over a lifetime.

Dr. Salmon does not accept excuses for failure to accomplish school system and personal professional goals. While being funded at the lowest per pupil level in the state at the local county level, Talbot County Public Schools continue to produce high performing students at all instructional levels. This accomplishment does not come without high quality leadership at the superintendent's level.

**ACTION:**

The Board wishes to congratulate Dr. Salmon on her selection as Maryland's Superintendent of the Year for 2012 and to thank her for ongoing leadership as superintendent of the Talbot County Public Schools.

Attachment

**Karen B. Salmon, Ph.D.**  
**Box 274 Bozman-Neavitt Road**  
**Bozman, MD 21612**

410-822-0330 (W)

410-924-8098 (C)

**EDUCATION:**

**Undergraduate:** University of Delaware; Newark, DE B.A. 1975  
Major: Speech Communication

**Graduate:** University of Maryland; College Park, MD M.Ed. 1976  
Major: Special Education

University of Maryland; College Park, MD Ph.D. 1986  
Major: Special Education/Administration

**EMPLOYMENT:**

2003- Present Superintendent of Schools  
Board of Education of Talbot County; Easton, MD

1997- 2003 Assistant Superintendent for Instruction  
Board of Education of Talbot County; Easton, MD

1988-1997 Coordinator of Services for Exceptional Children  
Board of Education of Talbot County; Easton, MD

1986-1988 Assistant Principal - Denton Elementary School  
Board of Education of Caroline County; Denton, MD

1985-1986 Sabbatical Leave - Board of Education of Caroline  
County; Denton, MD

1981-1985 Vocational Evaluator/Coordinator  
Board of Education of Caroline County; Denton, MD

- 1976 - 1981      Teacher - Colonel Richardson High School  
Board of Education of Caroline County; Denton, MD
- 1979 - 1981      Instructor - University of Maryland  
College Park, MD (Intermittent)
- 1975 - 1976      Special Education Placement Assistant  
University of Maryland, College Park, MD

**PUBLICATIONS:**

With C. Jack Orr, "The Endorsement of Evasive Leaders." *Central States Speech Journal*, Vol. 27, Fall 1976, 230-240.

**SPECIALIZED TRAINING:**

1998-1999      Shore Leadership - Year long leadership training program sponsored by the Talbot County Chamber of Commerce for leaders in Talbot, Dorchester, Kent, Queen Anne's, and Caroline counties.

**PROFESSIONAL ORGANIZATIONS/BOARDS:**

Talbot Family Network - President - 2002-2003; 2010-2011  
Public School Superintendent's Association of Maryland - President  
2008-2009; Legislative Chair 2009 - Present  
American Association of School Administrators - Governing Board  
Member 2009 - Present  
Council of Educational Administrative & Supervisory Organizations of  
Maryland - President 2010-2011  
Association of Supervision and Curriculum Development

**NATIONAL CONFERENCE PRESENTATIONS:**

2008              National School Boards Association Annual Conference,  
Orlando, FL - "One-to-One Laptop Initiative - Technology  
Infused Teaching and Learning"

1996 Presentation to participants at the National ACRES Conference on collaborative rural special education models

#### **INSERVICE PRESENTATIONS:**

1988-Present

Numerous teacher and principal in-service sessions: curriculum/instruction, special education policies/procedures, legal issues, instructional strategies, collaborative teaming processes, and technology infused teaching and learning

#### **PRESENTATIONS:**

2011 Presentation to the Maryland Society of Technology on the Five Year Johns Hopkins Study of the One to One Laptop Initiative in Talbot County Public Schools

2008 Presentation to the Regional Shore Leadership Class of 2008 on Technology Initiatives in Talbot County Public Schools

2006 Panel Discussion at the MICCA Conference on 21<sup>st</sup> Century Learning

2005 Presentation to the Public School Superintendents of Maryland on Talbot County Public Schools One-to-One Laptop Initiative

2002 Presentation to the management staff of Talbot County on collaboration and teaming.

2001 Presentation to the Assistant Superintendents in Maryland regarding the collaboration between regular and special education programs to meet the needs of all students - in preparation for the High School Assessments.

2000 Presentation to participants at the Maryland State Department High School Improvement Conference on the PreK-12 Academic Intervention Plan.

**MAJOR PROJECTS:**

**2004-Present**

Developed a scholarship program to attract high school seniors into the teaching profession in the critical areas

Initiated a One-to-One Laptop program (7 years to date) for all students in grades 9-12.

The school system continued to achieve system-level accreditation through the Middle States Association of Colleges and Schools (one of two in the State of Maryland)

Implemented an Energy Management program that has saved the school system over \$1.8 million

Developed the position of "School Manager" to allow the school Principal to be the instructional leader

2003 Led the Talbot County Public School System through strategic planning with the assistance of Dr. Susan Nicklas and developed a 5 year plan for the school system

2002 Directed the Talbot County Public School System in a process to accredit all nine schools through the Middle States Association of Colleges and Schools resulting in TCPS becoming the only school system in the State of Maryland to be fully accredited K-12

2001 Developed the "Framework for Essential Curriculum", a document, which contains all of the student performance objectives grades K-12 in English, Social Studies, Science and Mathematics. Objectives were backward mapped to achieve horizontal and vertical congruence. State and

national content standards were used as the basis of the curriculum

1999      Developed an academic intervention plan spanning Pre K through Grade 12 to provide programs and services to students in order for them to be successful on the High School Assessment

**COMMUNITY INVOLVEMENT:**

Talbot Mentors Board Member

Talbot Family Network - Board Member and Former President (2 years)

Easton Rotary

Member & Former Council Chair - St. Luke's United Methodist Church

**AWARDS:**

Judith Ruchkin Research Award (1996) - Presented by the Maryland Association for Supervision and Curriculum Development.

**MARYLAND TEACHING CERTIFICATE:**

Superintendent

Secondary Principal

Secondary Supervisor

Special Education Principal

Special Education Supervisor

Special Education K-12

**REFERENCES (Upon Request):**

Dr. Nancy S. Grasmick - Retired Maryland State Superintendent of Schools

Dr. Bernard Sadusky - Interim Maryland State Superintendent of Schools

Dr. Carl Roberts - Executive Director of the Public School Superintendents Association of Maryland

**Dr. Dan Domenech - Executive Director of the American Association of  
School Administrators**

**Dr. Jean R. Hebler - Retired Professor - University of Maryland,  
College Park**