

# MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday  
February 23, 2010

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

The Maryland State Board of Education met in regular session on Tuesday, February 23, 2010, at the Nancy S. Grasmick State Education Building. The following members were in attendance: Mr. James H. DeGraffenreidt, Jr., President; Dr. Charlene M. Dukes, Vice-President; Dr. Mary Kay Finan; Dr. Sylvester J. Gates, Jr.; Mr. David H. Murray; Mrs. Madhu Sidhu; Mr. Guffrie M. Smith, Jr.; Donna Hill Staton, Esq.; Dr. Ivan Walks; Ms. Kate Walsh and Dr. Nancy S. Grasmick, Secretary/Treasurer and State Superintendent of Schools.

Elizabeth Kameen, Esq., Assistant Attorney General, and the following staff members were also present: Dr. John Smeallie, Deputy State Superintendent for Administration and Mr. Anthony South, Executive Director to the State Board.

## **CONSENT AGENDA**

The President recognized members of local school boards who were present at the meeting. He then asked for approval of the Consent Agenda and invited Dr. Grasmick to report on a proposed regulation at COMAR 13A.04.06.01 & .02 Personal Financial Literacy State Curriculum, and an amendment to COMAR 13A.03.02.05, Graduation Requirements for Public High schools in Maryland.

The Superintendent thanked Dr. Dukes and Dr. Lynn Gilli, Program Manager, Career and Technology Education Instructional Branch, for their work on the Personal Financial Literacy State Curriculum and reported on COMAR 13A.03.02.05, Graduation Requirements for Public High schools in Maryland. She explained that the proposal would allow certain students to earn credit for either Algebra II or English 12 by taking and passing a state-approved examination.

Dr. Grasmick also brought to the Board's attention two critical personnel appointments that she was recommending to the Board. She reminded the Board of Dr. Peiffer's (Deputy State Superintendent for Academic Policy) recent retirement and noted with this retirement the Department had only one Deputy State Superintendent. She said that she was recommending that Mr. Steve Brooks, Assistant State Superintendent, Division of Business Services, be appointed Deputy State Superintendent for Finance, a position that previously existed in the Department. She lauded Mr. Brooks' work for the Department and said that she was also recommending that Dr. Mary Gable, current Director of

Instructional Programs, be appointed as the Assistant State Superintendent for Academic Policy.

President DeGraffenreidt recognized the exemplary and substantive knowledge of these individuals and noted the challenging times that face education today.

Upon motion by Mr. DeGraffenreidt, seconded by Dr. Gates, and with unanimous agreement, the Board approved the Consent Agenda as follows: (In Favor – 9; Ms. Walsh arrived late)

- Approval of Minutes of January 26, 2010
- Personnel (copy attached to these minutes)
- Budget Adjustments for January, 2010
- Permission to Publish:
  - COMAR 13A.04.06.01 & .02 (NEW)  
Personal Financial Literacy State Curriculum  
PERMISSION TO PUBLISH
  
  - COMAR 13A.03.02.05 (AMEND)  
Graduation Requirements for Public High Schools in Maryland  
PERMISSION TO PUBLISH

### **TAKE 15 FOR PHYSICAL ACTIVITY POSTER CONTEST**

Dr. Grasmick explained that the Department initiated a campaign in 2006 entitled “Take 15 for the Health of It” to help Maryland families develop strategies for healthy living. She said that the Board will be recognizing the efforts of three students who joined in the campaign and made contributions to improving the health of students and their communities. She asked Dr. Colleen Seremet, Assistant State Superintendent, Division of Instruction, and Mr. Michael Mason, Specialist, Physical Education, to introduce the students and to comment on their contributions.

Dr. Seremet explained that a poster contest was conducted among third, fourth and fifth grade students statewide. She then introduced the three first place winners: Olivia Wikstrom, 3<sup>rd</sup> grade student at Cromwell Valley Elementary School in Baltimore County; Ivory Buck, 4<sup>th</sup> grade student at Choptank Elementary School in Dorchester County; and Dia Daughtridge, 5<sup>th</sup> grade student at Greenbrier Elementary School in Washington County. She reported that the Maryland PTA, the Maryland Association of Health and Recreation, and the School Health Nurses Association sponsored the contest and provided the winners with a Wii Fitness Game System.

Mr. Mason reported that there were more than 900 posters submitted statewide.

The President and Superintendent congratulated the students and provided them with Certificates of Recognition and their gifts. Photographs were taken of the winners, family members and other supporters who were present.

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

Dr. Grasmick provided Board Members with a packet of materials relating to the application for the federal stimulus Race To The Top (RTTT) funding. She said that Maryland's approach has been acknowledged as superior. She introduced Mary Cary, Assistant State Superintendent, Division of Leadership Development, who has been a critical member of the core team working on the project.

Ms. Cary said that materials can be found on the Department's website and that the Department is encouraging comments by all stakeholders.

Dr. Grasmick explained that a Request For Information (RFI) was issued and that more than seventy extensive responses were received. She said that Department staff have been reviewing the responses in a very comprehensive way and that the next step would be the issuance of a Request For Proposal (RFP).

Ms. Cary reported that Dr. Grasmick met with local school superintendents and asked that they submit their declarations of intent by no later than April 1<sup>st</sup>. She said that they were very positive and responsive to the request.

Mr. Smith reported that he was part of a group, through the National Association of State Boards of Education, that had discussed the applications of other states and commended Dr. Grasmick for her leadership in this important endeavor.

Dr. Grasmick explained that following the issuance of an RFI, the Department selected "Education First" as its National Advisor and that Department staff will define for them the expertise Maryland is seeking.

Ms. Cary discussed the COMAR changes that would be necessary to meet the criteria for RTTT funding and Dr. Grasmick asked Board members to let her know of any groups of stakeholders who are interested in hearing a presentation on the RTTT process.

In response to a request by Dr. Gates, Dr. Grasmick agreed to make all materials available electronically for Board members.

In response to a concern by Ms. Walsh, Dr. Grasmick said that lead teams are looking at the issue of teacher and leader effectiveness and that the Board will see a bolder initiative around this area in the next packet of materials. She assured Ms. Walsh that there will be time to complete and present a high quality application for RTTT.

## **PANEL DISCUSSION ON MARYLAND'S CERTIFICATION REQUIREMENTS:**

President DeGraffenreidt explained that the Board is engaged in a review and examination of Maryland's requirements for the certification of teachers and other education professionals. He reported that three highly knowledgeable panels will discuss the strengths, modifications, if any, and issues that are encountered surrounding teacher certification and preparation in Maryland.

### **LOCAL SCHOOL SUPERINTENDENTS**

Dr. Grasmick introduced Dr. Elizabeth Morgan, Superintendent, Washington County Public Schools (WCPS); Dr. Andres Alonso, CEO, Baltimore City Public School Systems (BCPSS); and Dr. William Hite, Jr., Superintendent, Prince George's County Public Schools (PGCPS), as panelists for this discussion. She noted that Dr. Morgan was recently selected as the National Superintendent of the Year, describing her as "a stunning example of an educational leader."

Dr. Hite reported that there has been found a direct correlation between student achievement and quality of instruction. He discussed the strengths of the current system noting multiple pathways to certification, flexibility of certification, and internships for teachers. He noted that data shows that teachers entering the profession through alternative routes are remaining in the classroom longer than those entering through standard certification processes.

In regard to the Board's request for suggestions for modifications, he said that candidates generally remain in the schools in which they complete their internships. Noting the high cost of these programs, he stressed the need to get these candidates into high need schools. He also suggested the use of student performance data to craft teacher training programs.

Dr. Alonso reported that BCPSS hired 52 percent of all of its new teachers last year from the "Teach For America" program. He said these programs have been excellent partnerships with a large percentage of these individuals moving into leadership positions in the schools. He reported that effectiveness of teachers is difficult to predict without a data system to provide the information. He noted that almost every new teacher requires professional development, even those graduating from a traditional teacher education program, which he sees as a huge concern. Dr. Alonso talked about the "tremendous confounding" in this conversation due to the fact that people who come into teaching through alternative programs end up getting some of their credits that they need for the professional certificate through the same schools of education that the traditional candidates are coming from. He indicated that the State is facing three decisions: 1. How much flexibility to give the locals?; 2. Should there be an expansion of guidance provided to the local school systems?; and, 3. What is the State Board's sense of what the barrier to entry into the profession should be?

Dr. Morgan explained that she has worked in four local school systems and noted that standards for certification are high in Maryland. She said that certification does not guarantee effectiveness of teaching and that there are certain content areas that must be taught well. She suggested specific middle school preparation programs. She noted that a very extensive professional development program in Washington County has boosted student achievement. Dr. Morgan said that teachers recognize that they have baseline knowledge when entering the profession and depend on the school system to develop their effectiveness. She expressed the need for non-traditional certification for teachers of math and science and adequate pay to recruit teachers in these fields. She recommended career ladders tied to different levels of teaching. She also suggested certification be tied to teacher evaluations.

Dr. Gates said that he has found that teachers prefer more opportunities to have ongoing interactions with trainers. Dr. Alonso said that his school system is shifting professional development into the schools and tying it to collaborative planning time. He also reiterated Dr. Morgan's comment about the need for more flexibility in hiring math and science teachers.

Dr. Morgan explained that her school system has decentralized professional development and placed "student achievement specialists" in every building to enhance teacher effectiveness.

In response to Ms. Staton's question, Dr. Alonso said that Teach For America does an excellent job of finding candidates who are interested and dedicated to helping in high risk schools.

Dr. Dukes asked about what conversations are taking place between school system personnel and Institutes of Higher Education (IHE) about the need for additional professional development for graduates of teaching programs. Dr. Alonso said that the data is difficult to find and that IHEs vary in their accountability of teaching programs.

In response to a question by Ms. Walsh about a test out option for STEM teachers, Dr. Alonso and Dr. Hite expressed support. In response to her question about a test out option for the required reading courses for teachers, Dr. Alonso said that all teachers should be reading teachers and Dr. Hite disagreed with the concept of such a test-out option. Dr. Morgan suggested that it might be situational. In response to her question about teachers required to get a Master's Degree to advance their certification status, the Superintendents all agreed that this should not be a requirement. In response to Ms. Walsh's question about elementary teacher preparation in mathematics, Dr. Morgan said that content knowledge is very important in the STEM areas.

In response to a request by Dr. Finan, the panelists agreed to share data with the higher education institutions on the number of hires graduating from their particular programs.

President DeGraffenreidt thanked the panelists for their information and assistance.

## ALTERNATIVE PROGRAM PROVIDERS

Dr. Grasmick introduced three panelists representing Approved Alternative Program Providers: Mr. Omari Todd, Executive Director of the Baltimore Regional Team, Teach for America; Ms. Debra Poese, Director of Education, Montgomery College; and Mr. Roger Shulman, Senior Partner, The New Teacher Project.

Mr. Shulman explained that his organization recruits, selects and prepares candidates for teaching positions. He reported that their goal is to bring in more than 200 teachers per year and that they receive more than 3000 applications every year. He reported that they select candidates based on competencies and dispositions. Mr. Shulman said that candidates who are found lacking one requirement for certification are placed on a “check list pending” and the specific course needed is identified for them. He noted that the process for assessing such specific needs for teaching candidates requires a huge amount of time and work and agreed with the concept of linking certification with student results. He suggested the need for a nationally certified test to measure content knowledge.

Mr. Todd stated that there needs to be a new method for determining competencies of teachers. He said that they have studied the competencies to making an effective teacher and have found no correlation between effectiveness and having a content major from an IHE. He recommended that program admission and resident teacher certificate eligibility, with regard to content, be determined through a content-specific test.

Ms. Poese said that Montgomery College provides a pathway for candidates to enter teaching while earning their degree. She said that content requirements are lacking in math preparation for middle and high school candidates.

Dr. Gates reiterated that a formal degree major does not correlate to being able to teach in a particular content area. Mr. Todd said that Teach For America has a set of competencies that demonstrate effectiveness of teachers.

In response to a question by Ms. Walsh, Ms. Poese said that she would be in favor of a test out option for content if there were a test that was appropriate.

In response to a question by Dr. Walks about the effectiveness of reading courses, Mr. Shulman and Mr. Todd said that positive responses have been received from those taking these courses.

In response to Ms. Walsh’s question about the need for a Master’s Degree for advanced certification, Ms. Poese had no opinion and Mr. Shulman said that performance in the classroom should show whether teachers are effective.

Dr. Grasmick thanked the panelists and introduced Dr. John Smeallie, Deputy State Superintendent, who said that regulatory changes are not required to expand ways in which content knowledge may be determined. He noted that the requirements for a major/concentration in a content area is contained in Guidelines promulgated by the State Board of Education and the Professional Standards and teacher Education Board. These guidelines can be reviewed and revised if needed.

In response to a question by Mr. DeGraffenreidt, Mr. Shulman said that teachers welcome the measurement of student achievement and effectiveness in the classroom.

The President thanked the panelists for their hard work and excellent presentations.

### **TRADITIONAL TEACHER PREPARATION PROGRAMS**

Dr. Grasmick introduced Dr. David Imig, Professor of Practice, Department of Curriculum & Instruction, College of Education, University of Maryland and former Executive Director of the American Association of Colleges of Teacher Education; Sister Sharon Slear, Dean, School of Education, College of Notre Dame of Maryland and former Chair of the Professional Standards and Teacher Education Board (PSTEB); and Dr. Kenneth Witmer, Dean, College of Education, Frostburg State University and President of the Maryland of Colleges of Teacher Education, to discuss the traditional teacher preparation programs for teacher certification.

Dr. Imig congratulated the Board on adopting a strong program of licensure of teachers. He said the “reliance on measures have made Maryland excellent.” He noted that middle school certification needs further exploration and suggested that there is too much emphasis around courses completed and courses taken. He said that student performance should be the measure adopted and used in Maryland. He also suggested a system of rewards for teachers who perform effectively noting that there are many experiments underway tying student performance to teacher certification. He also suggested shifting efforts of recruitment to retention.

Dr. Witmer stated that schools will be transformed by the use of data and that traditional teacher education programs are moving in the right direction in Maryland. He said there needs to be more encouragement and preparation for elementary teachers to teach and understand the STEM areas. He suggested additional marketing for science and mathematics teachers.

Sister Slear said that the programs at the College of Notre Dame are not traditional programs in that they serve the majority of late deciders for education programs. She noted that the College has partnered with most of the school systems in Maryland to provide certification programs for their teachers. She described the various programs and noted that the College is open to the needs of the school districts. Regarding the provision of more STEM teachers, she said it must start with the elementary and middle school teachers. She noted that the College’s programs are evaluated on a yearly basis.

In response to a question by Ms. Walsh, the panelists agreed with a test out option for mathematics as long as the test is rigorous. In response to Ms. Walsh's question about a test out option for reading, Sister Slear said the reading courses are important and Dr. Witmer said that there needs to be more data on the effectiveness of the reading courses. Dr. Imig said that he would like to see the reading test being used in Massachusetts before rendering an opinion. In regard to Ms. Walsh's question about the need for a Master's Degree for advanced certification, Dr. Witmer said that this issue needs to be guided by the public schools. He said there is detachment between the college programs and the needs of the public schools. Sister Slear said that the Master's Program should be part of a career ladder for teachers and that the colleges must keep their Master's Programs current to meet the needs of the schools. Dr. Imig said that College Park has engaged in a major redesign of its Master's courses.

In response to Ms. Walsh's question about how colleges can better prepare elementary teachers for mathematics, Dr. Imig suggested more professional development. Sister Slear said that the science and math faculty do provide appropriate training for elementary teachers in math and science.

In response to a question by Dr. Dukes, Dr. Witmer said that internships are crucial to prepare teachers and increase the retention rates among teachers. Dr. Imig noted the lack of marketing and communication about the advantages of the teaching profession.

Dr. Grasmick explained that a Master's Degree is not a requirement for an advanced certificate but, rather, that teachers engage in continuing education.

In response to a question by Ms. Staton, Sister Slear said that the philosophy of how differently students learn has become very important in the teacher preparation programs.

President DeGraffenreidt thanked the panelists for their insightful comments and participation.

### **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. Smith, seconded by Ms. Staton, and with unanimous agreement, the Maryland State Board of Education met in closed session on Tuesday, February 23, 2010, in Conference Room 1, 8<sup>th</sup> Floor, at the Nancy S. Grasmick State Education Building. All board members and the State Superintendent of Schools were present. In attendance were John Smeallie, Deputy State Superintendent for Administration, and Tony South, Executive Director to the State Board. Assistant Attorneys General, Elizabeth M. Kameen and Jackie La Fiandra were also present. The Executive Session commenced at 1:15 p.m. (In favor – 10)

The State Board deliberated four cases.



- *Board of Education of Frederick County v. Board of County Commissioners of Frederick County* - Petition for Declaratory Ruling
- *Gill v. Montgomery County Board of Education* - student transfer
- *Harris v. Montgomery County Board of Education* - student transfer
- *Siler v. Cecil County Board of Education* - school policy

The State Board approved six decisions and one order for publication.

- *Taryana C. v. Montgomery County Board of Education* - student transfer - 10-06
- *Sophia Dryer, et al. v. Baltimore County Board of Education* - school construction - 10-07
- *Erik & Susan E., et al. v. Montgomery County Board of Education* – reconsideration – 10-08
- *Denise M. v. Montgomery County Board of Education* – early entry – 10-09
- *Glenda Vann v. Baltimore City Board of School Commissioners* – teacher contract – 10-10
- *Stacey Montague v. Anne Arundel County Board of Education* – residency – 10-11
- *In Re: Complaint of Jerry Jongerius* – OR 10-01

The Board provisionally approved one decision for expedited publication prior to the March meeting pending review and approval of the final draft Opinion *Board of Education of Frederick County v. Board of County Commissioners of Frederick County* – Petition for Declaratory Ruling.

At 2:10, Dr. Carol Ann Baglin-Heath and Assistant Attorney General, Elliott Schoen joined the meeting to discuss the details of a tentative Settlement Agreement in the *Vaughn G.* case which will be presented to Judge Garbis on February 29, 2010. The Board concurred in the approach being proposed.

Dr. Grasmick informed the Board of a test security/personnel issue that has arisen in one Baltimore City School. The Board suggested a review of whether a whistle blower addition to the Test Security regulation would be feasible.

The President announced the upcoming dinner with Maryland Association of Boards of Education (MABE) members at the Tremont Plaza Hotel.

The Executive Session ended at 2:45 p.m.

### **RECONVENE**

The meeting reconvened at 2:55 p.m.

## SCHOOL YEAR CALENDAR

The Superintendent explained that all school systems have days built into their calendars to accommodate unforeseen school closings. In response to the recent unprecedented weather in Maryland, and with safety as their guiding principle, local school principals have agreed to provide calendar modifications to enhance instructional time for the students. She said that merely extending the school year into late June, however, without calendar modifications, will likely create other hardships for students and staff. She, therefore, requested approval for up to a five-day waiver for school systems making a written request for this waiver. She explained that superintendents must explain the efforts they have been undertaken to make up as much instructional time as possible. Such measures would include modifying the school calendar and, where feasible, by extending the school year.

Dr. Grasmick reported on the ways in which other states are responding to the loss of instructional time and noted that an early decision is important to parents and school system personnel.

Dr. Grasmick also asked Dr. Leslie Wilson, Assistant State Superintendent, Division of Assessment and Accountability, to report on concerns over the loss of instructional days and how that will impact the administration of the Maryland School Assessments (MSA) this spring.

Dr. Wilson reported that there is serious concern among education leaders and teachers that there has not been adequate instructional time for students taking the MSA. She explained that the testing is scheduled to begin on March 18 and continue through March 23<sup>rd</sup> and that Maryland has a specified time slot which, if changed, would be cost prohibitive as well as would disrupt the entire test results process. She reported that Dr. Grasmick will be contacting the U.S. Department of Education to request that the Annual Measurable Objectives (AMO) for Maryland be retained at the 2009 level for this testing period.

Dr. Grasmick explained that many states change their AMO every three years rather than every year as Maryland does. She noted that by 2012, she is expecting Maryland to be among states using common core standards which will necessitate a revision of the assessments used.

President DeGraffenreidt agreed that Maryland is in a transition period and that this change would not have a great impact on student learning.

Upon motion by Mr. DeGraffenreidt, seconded by Dr. Walks, and with unanimous agreement, the Board approved up to a five-day waiver for school systems making a written request for this waiver and granted to the State Superintendent of Schools the authority to approve written requests from local school superintendents for up to five school days for students. (In Favor – 10)

Dr. Grasmick acknowledged the hard work of Bill Cappe, Education Program Specialist, Office of Academic Policy, who responded on behalf of the Department to concerned school system personnel during the recent state of emergency.

#### **COMAR 13A.03.02.04 GRADUATION REQUIREMENTS (ADOPTION)**

The Superintendent asked for State Board approval to amend COMAR 13A.03.02.04 Graduation Requirements updating the current graduation requirements to include environmental science as an option for earning a science credit. She invited Dr. Seremet to answer any questions from Board members.

Upon motion by Dr. Finan, seconded by Dr. Dukes, and with unanimous agreement, the Board approved an amendment to COMAR 13A.03.02.04 Graduation Requirements. (In Favor – 10)

#### **FEDERAL LEGISLATIVE UPDATE**

Dr. Grasmick asked Debra Lichter, Director, Departmental Coordination and National Legislation Liaison, to provide an update on the President's proposed budget for federal fiscal year 2011.

Ms. Lichter reported that it is assumed that the Elementary and Secondary Education Act (ESEA) will be reauthorized no later than October 1, 2010. She reported on two pieces of federal legislation that are being monitored – a jobs bill and a student aid and fiscal responsibility bill. She also reported on a shift in the grant process explaining that last year the percentage of federal funding for education, on a competitive basis, was seventeen percent and that this budget will include twenty-eight percent competitive grant funding. She reported that Title I is being changed to “college and career ready” and that Title II funding is being cut by one-third. She discussed the changes made to Title I which will require the linking of the evaluation of leaders and teachers to school performance. She noted that this will provide funding primarily for the improvement of low performing schools.

Ms. Lichter summarized the proposed changes in federal funding for education noting that education technology grants were eliminated based on the government's assumption that training provided through these grants can be infused into other programs.

In response to a question by Mr. DeGraffenreidt, Ms. Lichter said that school system personnel have not determined how to provide technology education through infusion in other programs as yet.

The Board thanked Ms. Lichter for her presentation.

(Ms. Walsh left the meeting.)

## STATE LEGISLATIVE UPDATE

The Superintendent introduced Renee Spence, Executive Director, Governmental Relations, to discuss actions being considered during this legislative session and Steve Brooks, Assistant State Superintendent, Division of Business Services, to give an overview of the Department's Education Budget proposal.

Mr. Brooks reported that the budget reflects a six percent decrease in funding overall reflecting a decrease in the American Recovery and Reinvestment Act (ARRA) funding. He reported that the General Fund will remain relatively constant but the Headquarters' Budget will drop by one percent. He said that this will not require any reduction in staff positions but will require a lag time in the filling of vacancies. Mr. Brooks gave a brief overview of changes in the budget.

Ms. Spence reported on legislative proposals addressing the following issues:

- Maintenance of effort
- Safe schools
- Charter schools
- Tax credits for students and teachers
- Student member voting rights
- Equity in state aid
- Teacher tenure

Board members discussed H.B. 1160 Safe Schools Act of 2010, a bill requiring the juvenile court to notify school officials of students who go through the court system for specific offenses. The Board asked Ms. Kameen to investigate this bill and brief the Board on any action necessary.

Regarding S.B. 385 Building Opportunities for All Students and Teachers (BOAST), President DeGraffenreidt noted the need to make sure that funding is attached to this legislation to cover the costs for administering the program by the Department. He directed that a letter of interest be submitted to the committee considering this bill noting the State Board's concern that funding is not included in the bill to cover administrative costs.

Regarding S.B. 536 State Board of Education – Student Member – Full Voting Rights, Mr. DeGraffenreidt, with the Board's approval, agreed to write a letter of support for this legislation.

Regarding S.B. 899 Education Reform Act of 2010, altering the probationary period of employment of certificated employees in our public school system, Dr. Finan read a statement written by Ms. Walsh, who had previously left the meeting. Ms. Walsh expressed concern that teachers won't get enough mentoring and support if this legislation were to pass. Ms. Spence stated that there is no mention of a loss of mentoring and support in this bill. Ms. Spence noted that local school boards, local school

superintendents, and the state and local teacher organizations are supporting this legislation.

Regarding S.B. 590, Fairness in Negotiations Act, Ms. Kameen explained that the establishment of a Public School Labor Relations Board would not affect hearings on teacher competency but rather issues of arbitrability. She said she would examine this bill carefully and report back to the Board. Ms. Spence reported that there is a lot of opposition to this bill.

With no further discussion, the Board thanked Ms. Spence and Mr. Brooks for their presentations.

### **STATE SUPERINTENDENT'S UPDATE**

Dr. Grasmick reported that once again, Northrop Grumman is offering \$10,000 scholarships to support students who apply and are selected to post secondary engineering programs. She said this is "a big motivator for our STEM students."

She reported that she is co-chairing with Dr. James Lyons, Secretary of Higher Education, the College Success Task Force, and that recommendations will be forwarded to the Governor's P-20 Council. She said that this will forge a strong relationship between K-12 and higher education, an important component of the RTTT initiative.

Dr. Grasmick introduced Dr. Roni Jolly, Liaison, College Board/Advanced Placement Staff, to announce Maryland's latest accolades.

Dr. Jolly reported that Maryland has been ranked number one in performance of students taking Advanced Placement (AP) tests for the second year in a row by the College Board. She reported that every jurisdiction in Maryland is offering AP courses and that more and more under-represented students are engaged in AP classes. Dr. Jolly reported that she is working to extend the AP testing time for students due to the recent weather-related school closings. Dr. Jolly invited Board Members to attend the next College Board meeting in May when Dr. Grasmick will receive a prestigious award for Maryland's participation in AP programs.

Dr. Grasmick reported that student Board member David Murray's school, Eleanor Roosevelt High School, was cited as an exemplary school for AP achievement.

President DeGraffenreidt congratulated and thanked Dr. Grasmick and the school system personnel who administer the AP courses and exams on their success reflected in these excellent results.

Dr. Grasmick noted that Maryland has been chosen to serve as a national model for AP programs.

## **PUBLIC COMMENT**

Mr. DeGraffenreidt explained procedures by which the Board hears public comments. The following persons presented comments:

1. Katharine Rigler – on gifted and talented education
2. Denny Gulick – on preparation and transitioning from high school into college
3. Matthew Joseph – on Maryland’s Race to the Top application

## **OPINIONS**

Ms. Kameen announced the following Opinions:

- 10-06 *Taryana C. v. Montgomery County Board of Education* – student transfer (affirmed the local board’s decision)
- 10-07 *Sophia Dryer, et. al. v. Montgomery County Board of Education* – school construction (dismissed)
- 10-08 *Erik & Susan E., et. al. v. Montgomery County Board of Education* – reconsideration (granted motion to vacate Opinion 09-23)
- 10-09 *Denise M. v. Montgomery County Board of Education* – early entry (affirmed the local board’s decision)
- 10-10 *Glenda Vann v. Baltimore City Board of School Commissioners* – teacher contract (affirmed the local board’s decision)
- 10-11 *Stacey Montague v. Anne Arundel County Board of Education* – residency (affirmed local board’s decision)
- 10-12 *Board of Education of Frederick County v. Board of County Commissioners of Frederick County* – petition for Declaratory Ruling (provisional approval for publication prior to the March Board meeting, pending Board review of final draft Opinion)

Ms. Kameen announced the following Order:

- 10-01 *In Re: Complaint of Jerry Jongerius* – Frederick County Board Member Issue (dismissed complaint)

## **ADJOURNMENT**

President DeGraffenreidt announced that the Board will be joining the Maryland Association of Boards of Education for dinner following the Board meeting at the Tremont Plaza Hotel. He noted that the Board would not be discussing education policy at this meeting or taking any action. With no further business before the Board, the

meeting adjourned at 5:20 p.m.

Respectfully submitted,

Nancy S. Grasmick  
Secretary, Treasurer

NSG/rms

**APPROVED:**

# MARYLAND STATE BOARD OF EDUCATION

## CLOSED SESSION

On this 23<sup>rd</sup> day of February 2010, at the hour of 1:05 pm am/pm, the Members of the State Board of Education voted as follows to meet in closed session:

Motion made by: Smith

Seconded by: Staten

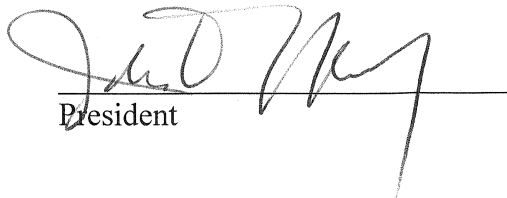
In Favor: 11 Opposed: 0 Member(s) Opposed: 0

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 4 legal appeals.
2. Review 7 draft opinions.
3. Review 1 expedited draft opinion.
4. Receive an update on federal litigation.
5. Discuss 1 internal Board management matter.

  
\_\_\_\_\_  
President



MARYLAND STATE DEPARTMENT OF EDUCATION  
PERSONNEL APPROVALS FOR THE February 23-24, 2010 BOARD MEETING

I. Appointments Grade 19 and above:

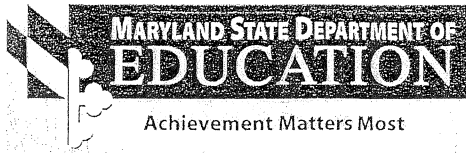
<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Spurgeon, M.D., Tammy	Physician Program Specialist	35	Rehabilitation Services, Disability Determination Services	02/10/2010
Watts, Donna M.	Education Program Supervisor	22	Instruction	TBD

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>
None				

III. Other Actions:

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



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

February 23-24, 2010

BOARD LIST

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

**Name:** Tammy Spurgeon, M.D.  
**Position:** Physician Program Specialist  
**Division:** Rehabilitation Services,  
Disability Determination Services  
**Salary Grade:** 35 (\$103,613- \$146,597)

**Effective Date:** February 10, 2010

JOB REQUIREMENTS:

**Education:**

Possession of a degree in medicine from an accredited college or university. Possession of a license to practice medicine in Maryland issued by the Maryland State Board of Physician Quality Assurance.

**Experience:**

As required for certification in an area of medical specialization by an American Medical Association Specialty Board.

JOB DESCRIPTION:

Responsible for interpreting psychiatric and psychological evidence, prescribe psychiatric and psychological evaluation needs and participate as the mental consultant in the adjudication of disability claims under the Social Security Disability Programs.

**QUALIFICATIONS:**

**Education:**

Tulane University (New Orleans, Louisiana ) 1987 – Doctor of Medicine

University of New Orleans (New Orleans, Louisiana) 1981 – Bachelor's Degree.

Licensed to practice medicine in the State of Maryland by the Maryland Board of Physician Quality Assurance.

**Experience:**

Clifton T. Perkins Hospital Center (Jessup, Maryland)

2008 – 2009: Inpatient Psychiatrist

NCIA (Baltimore, Maryland)

2006 – 2008: Outpatient Psychiatrist

EHP Behavioral Services, LLC (Baltimore, Maryland)

2006 – 2008: Inpatient Psychiatrist

Spring Grove Hospital Center (Baltimore, Maryland)

2005 – 2006: Inpatient Psychiatrist

Disability Determination Services (Timonium, Maryland)

2002 – 2005: Physician Program Specialist

Advanced Behavioral Care (Baltimore, Maryland)

2000 – 2005: Adult Psychiatric Consultant

Urban Behavioral Associates (Baltimore, Maryland)

2003 – 2005: Adult Outpatient Psychiatrist

Advanced Behavioral Care (Baltimore, Maryland)

2000 – 2005: Adult Outpatient Psychiatrist

Self-Employed (Baltimore, Maryland)

1999 – 2000: Adult Outpatient Psychiatrist

Southwestern Community Mental Health Clinic (Catonsville, Maryland)

1998 – 1999: Adult Outpatient Psychiatrist

1995 – 1996: Adult Outpatient Psychiatrist

Carroll Hall Rehabilitation Center (Westminster, Maryland)

1994 – 1995: Psychiatric Consultant

University of Southern California, School of Medicine (Los Angeles, California)

1992 – 1994: Staff Psychiatrist

Veterans Administration Outpatient Clinic (Los Angeles, California)

1992 -1993: Staff Psychiatrist

**EMPLOYMENT STATUS:**

Reinstatement



February 23-24, 2010

BOARD LIST

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

**Name:** Donna M. Watts  
**Position:** Education Program Supervisor, Office of Mathematics and STEM Initiatives  
**Division:** Instruction  
**Salary Grade:** 22 (\$58,783 - \$94,388)  
**Effective Date:** TBD

JOB REQUIREMENTS:

**Education:** Master's Degree or equivalent 36 credit hours of post-baccalaureate course work in Education, Education Administration/Supervision, Mathematics, Science or a related field.

**Experience:** Five (5) years of professional administrative or teaching experience in a mathematics and/or science education program including two years of experience supervising, coordinating or administering a math or science education program.

JOB DESCRIPTION:

This position serves as the supervisor and coordinator for all activities of the Office of Mathematics & STEM (Science, Technology, Engineering, and Mathematics) education programs inclusive of staff supervision and representing the State in all matters pertaining to curricular design, instructional implementation, assessment, and professional development.

**Qualifications:**

Loyola College (Baltimore, Maryland) 1989 – Master’s Degree in Education

Millersville State College (Millersville, Pennsylvania, Maryland) 1975 – Bachelor’s Degree in Secondary Education

**Experience:**

Baltimore County Public Schools (Towson, Maryland)

2006 – Present: State Coordinator for Mathematics and STEM Initiatives (On loan to MSDE)

2002 – 2006: State Coordinator for the Office of Mathematics (On loan to MSDE)

1998 – 2002: State Specialist, Mathematics (On loan to MSDE)

1992 – 1998: Facilitator of Mathematics for the Maryland School Performance Assessment Program and Title II Monitor (On loan at MSDE)

1986 – 1992: Middle School Teacher – Mathematics Department Chairperson/Team Leader

1975 – 1986: Mathematics Teacher

**EMPLOYMENT STATUS:**

New Hire

MARYLAND STATE DEPARTMENT OF EDUCATION  
PERSONNEL APPROVALS FOR THE February 23-24, 2010 BOARD MEETING

I. Appointments Grade 19 and above:

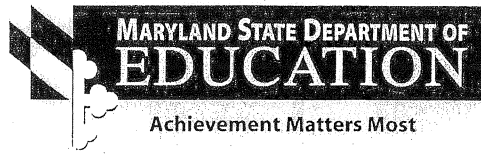
<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Brooks, Stephen A.	Deputy State Superintendent for Finance	ES8	Business Services, Immediate Office	TBD
Gable, Mary L.	Assistant State Superintendent for Academic Policy	ES6	Office of the State Superintendent	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				



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

February 23-24, 2010

BOARD LIST

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

**Name:** Stephen A. Brooks  
**Position:** Deputy State Superintendent for Finance  
**Division:** Business Services, Immediate Office  
**Salary Grade:** ES 8  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**Education:**

A Master's Degree or 36 post baccalaureate credit hours of coursework in Business Administration, Accounting, or a related area. The selected applicant must be eligible for and/or willing to complete the CPA examination.

**Experience:**

Eight years of professional experience with managing, designing, developing, and implementing financial control systems. Two years of the required experience must have included direct supervision of professional employees.

**Note:** Two years of additional experience as defined above may be substituted for the Master's Degree.

**DESCRIPTION:**

This position is responsible for developing and implementing MSDE administrative and financial policies, procedures, and systems. This includes budget, accounting, administrative services, and financial reporting and data collection, as well as the operational activities of school and community food and nutrition programs, pupil transportation, and school facilities. The position is also responsible for coordinating and developing the Department's response to inquiries made by the General Assembly, Legislative Services, and Budget and Management regarding financial and administration operations. This position provides leadership for the following MSDE Branches: Accounting, Administrative Services, Budget, Finance Reporting and Coordination, School and Community Nutrition Programs, and School Facilities; and for two Offices: Local Financial Reporting, and Pupil Transportation.



**Qualifications:**

**Education:**

Loyola College (Baltimore, Maryland 1980 – Bachelor's Degree in Accounting

Maryland State Board of Accountancy – Certified Public Accountant (1984)

**Experience:**

Maryland State Department of Education (Baltimore, Maryland)

2007 – Present: Assistant State Superintendent, Business Services

2006 – 2007: Director of Fiscal Operations

1997 – 2006: Branch Chief, Budget Office

1991 – 1997: State Aid Administrator

1986 – 1991: Budget Analyst

1985 – 1986: Internal Auditor

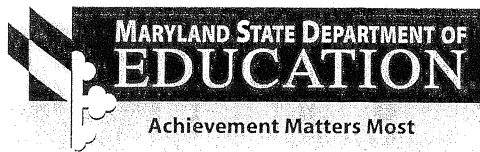
1980 – 1985: Staff Auditor

Maryland State Department of Employment and Training (Baltimore, Maryland)

1985: Accounts Receivable Control Supervisor

**Employment Status**

Promotion



February 23-24, 2010

BOARD LIST

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

**Name:** Mary L. Gable  
**Position:** Assistant State Superintendent for Academic Policy  
**Division:** Office of the State Superintendent  
**Salary Grade:** ES 6  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**Education:**

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

**Experience:**

Six (6) years of professional experience in coordinating or administering education programs or services, including one year of experience supervising professional education program staff.

**JOB DESCRIPTION:**

This position is responsible for providing leadership for the development and dissemination of policies related to State and federal education accountability initiatives including the provisions of the federal Elementary and Secondary Education, No Child Left Behind Act of 2001 and Race to the Top. Also this position is responsible for advising and assisting the State Superintendent of Schools with the creation and implementation of initiatives outlined in the Department's Elementary and Secondary Education Strategic Plan (Achievement Matters Most), providing oversight of school performance accountability, developing actions ranging from instructional improvement to assessment, and providing leadership for communications and marketing initiatives for the Department's education, library, and rehabilitation programs.

**Qualifications:**

Loyola College (Baltimore, Maryland) 1978 – Master’s Degree in Education

Mt. St. Agnes College (Baltimore, Maryland) 1970 – Bachelor’s Degree in Mathematics and Secondary Education

**Experience:**

Maryland State Department of Education (Baltimore, Maryland)

2008 – Present: Education Program Manager II, Director of Instructional Programs

Anne Arundel County Public Schools (Annapolis, Maryland)

2005 – 2008: Director of Instructional Programs (On Loan to MSDE)

2003 – 2005: Director of High Schools

2001 – 2003: Director of Instructional Programs

1989 – 2001: Principal

1983 – 1989: Assistant Principal

1970 – 1983: Math Teacher, Department Chairperson, and Resource Teacher

**EMPLOYMENT STATUS:**

Promotion