

MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Wednesday-Thursday
December 17-18, 2008

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

The Maryland State Board of Education met in regular session on Wednesday and Thursday, December 17-18, 2008, at the Nancy S. Grasmick State Education Building. The following members were in attendance: Mr. James H. DeGraffenreidt, Jr., President; Mr. Blair G. Ewing, Vice President; Dr. Lelia T. Allen; Mr. Dunbar Brooks; Dr. Charlene M. Dukes; Dr. Mary Kay Finan; Ms. Rosa M. Garcia; Mr. Richard Goodall; Dr. Karabelle Pizzigati; Dr. Ivan C.A. Walks; Ms. Kate Walsh; Mr. D. Derek Wu 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, Acting Deputy State Superintendent for Administration; Ms. JoAnne Carter, Deputy State Superintendent for Instruction and Academic Acceleration; Dr. Ronald Peiffer, Deputy State Superintendent for Academic Policy; and Mr. Anthony South, Executive Director to the State Board.

CONSENT AGENDA

President DeGraffenreidt reported that Dr. Dukes and Ms. Garcia will be arriving late due to their participation in Transition Team discussions on Higher Education in Washington. Mr. DeGraffenreidt made some editorial changes to the October Minutes and asked for any additional changes. Seeing none and upon motion by Dr. Allen, seconded by Mr. Brooks, and with unanimous agreement, the Board approved the Consent Agenda as follows: (In Favor – 10)

Approval of Minutes of October 28, 2008, as amended

Personnel (**copy attached to these minutes**)

Budget Adjustments for October, 2008

Permission to Publish:

COMAR 13A.05.08 Web-Based Learning Programs
(REPROPOSAL FOR APPROVAL)

STATE LEADER OF THE YEAR (EDUCATION TECHNOLOGY)

Dr. Grasmick announced that Jayne Moore, Director of Instructional Technology and School Library Media in the Division of Instruction was recently awarded national recognition by the State Education Technology Directors Association (SETDA). She explained that this organization's goal is to improve student achievement through appropriate uses of technology. She introduced Dr. Colleen Seremet, Assistant State Superintendent, Division of Instruction, to tell the Board about the outstanding work of Ms. Moore.

Dr. Seremet said that Ms. Moore and her team run an online high school for more than one thousand students around the State. She introduced Ms. Moore who said, "I love working at this Department." Ms. Moore recognized and thanked her staff members and said, "We are trying to create 21st century schools."

Mr. DeGraffenreidt and Dr. Grasmick praised her for her excellent work and presented her with a Certificate of Recognition.

TEACHER STAFFING REPORT—HIGHLIGHTS OF FINDINGS

Dr. Grasmick reminded the Board that the Teacher Staffing Report was presented to the Board at its October meeting. She explained that, due to time constraints, the Board was only able to focus on the Report's recommendations for declaring areas of teacher shortage, which were subsequently approved by the Board. She said that Dr. John Smeallie, Acting Deputy State Superintendent of Administration and Assistant State Superintendent, Division of Certification and Accreditation as well as Dr. Louise Tanney, Assessment and Recruitment Coordinator, Division of Certification and accreditation, are present to discuss the full report of findings and the implications for the State. Dr. Grasmick said that the PreK-16 Leadership Council appointed a Task Force to develop a comprehensive set of recommendations to make significant progress in resolving the teacher shortage crisis in Maryland. She said that a report and recommendations of that task force will be the next agenda item.

Dr. Smeallie reported on the creation of an Advisory Committee to study and recommend a new methodology incorporating NCLB Highly Qualified Teacher (HQT) data and other factors. He also noted the use of an expert panel to assess and recommend critical shortage areas based on new methodology and other data gathered. Dr. Smeallie noted that the report requirements were revised from an annual one to a biennial report. He reported on the trends in new hires noting the decrease of 8.4% in the number of new hires in 2008 with the percentage of conditional new hires dropping to an all-time low of 11%.

In response to a question by Mr. Brooks about whether the decrease in new hires was based on enrollment figures, Dr. Smeallie said that it was most likely due to the economic downturn in the country and with more teachers postponing retirement. He noted that all of the large counties in Maryland had decreases and ten counties saw increases in new hires. He explained that the lower percentage of conditional new hires results from the requirements of NCLB for HQTs.

In response to a question by Mr. DeGraffenreidt, Dr. Smeallie said that teacher exit surveys show that, primarily, teachers are leaving the profession due to unsatisfactory working conditions and lack of administrative support. He said, other than these responses, education leaders don't know why people are leaving the teaching profession. In response to a question by Mr. DeGraffenreidt about useful information on the teachers who are leaving teaching, Dr. Smeallie said that there is no vehicle to track students in teaching programs who subsequently graduate, become teachers and then leave the profession within the first five years. He said that due to security issues, social security numbers are unavailable for use to track new hires.

Dr. Grasmick explained that the State is divided into two teacher education systems -- private and public institutions. She said that private institutions rejected the individual teacher identifier program. Ms. Walsh said that Maryland is one of the few states that does not have an individual teacher identifier. Dr. Pizzigati said that Maryland tends to be a receiving state and provides many other avenues of preparation for teachers. Dr. Smeallie said that the Teacher Shortage Task Force Report includes a recommendation related to this issue which will be discussed following this presentation.

The President suggested the need to contact other states that have overcome privacy issues thereby assigning an individual teacher identifier to track teachers throughout their careers. Dr. Grasmick said that she is very supportive of this proposal and hopeful that the colleges are going to accept and institute this program.

Dr. Smeallie discussed the various graphs showing data related to new hires in Maryland. He reminded Board members that the Board adopted the various shortage areas at the October meeting and recognized his staff and other personnel who worked on this Report.

In response to a question by Mr. DeGraffenreidt about attrition and retention, Dr. Smeallie said that the Teacher Shortage Task Force recommendations will address these issues. He said that alternative teacher preparation programs provide better retention rates. He noted that research shows that professional development schools and mentoring programs are important but that there are great variances among the counties in providing mentoring programs.

Dr. Grasmick said that Maryland does not offer financial incentives for teaching in shortage areas or provide funding for an individual teacher identifier program. Mr. Ewing

suggested that the new Obama Administration may be making some radical changes to NCLB and that the State Board should recommend that funding be attached to provide for these programs.

In response to a question by Mr. Wu, Dr. Smeallie said that reasons for leaving the profession provided by teachers is often inaccurate.

Dr. Allen suggested that there needs to be teacher training in specific areas for students who excel in one area but fall behind in others.

TEACHER SHORTAGE TASK FORCE REPORT

Dr. Grasmick reported that the Pre-K-16 Council appointed a Teacher Shortage Task Force in the summer of 2007 to examine what was being done inside and outside of Maryland to address the shortage of qualified teachers with a charge to come back to the Council with recommendations for addressing these shortages. She introduced Dr. Edward Root, former State Board President and Dr. Patricia Florestano of the University System of Maryland Board of Regents, co-chairs of the Task Force, to provide an update on the Report of the Task Force.

Dr. Root explained that input was sought through hearings from many stakeholders. He said that the following key themes arose as a result of the input received:

- Preparation in critical shortage areas
- Recruitment
- Retention
- Data

Dr. Root explained that the Report provides twenty-four recommendations grouped by the four themes outlined above. He discussed the first twelve recommendations which fall under the purview of the State Board or the State Department of Education. He noted recommendation #6, a review of the *1995 Maryland Redesign of Teacher Education*, recommendation #8, provision of a web-based application for teacher applicants for all counties and recommendation #10, a full tuition waiver program, as major recommendations.

Dr. Florestano discussed the additional twelve recommendations which fall under the purview of other entities. She reported that the Governor discussed several recommendations that could be accomplished with a minimum of funding needed and that a presentation will be made before the 2009 Maryland General Assembly regarding several low cost recommendations.

In response to a question by Dr. Pizzigati, Dr. Florestano said that the recommendations regarding the reduction of paperwork would go a long way to improve the working conditions for teachers and administrators. Dr. Root reiterated that a major issue to teachers is “teacher time.”

In response to a question by Dr. Finan, Dr. Root said that suggested financial incentives apply to teachers in all teaching areas. In response to another question by Dr. Finan regarding recommendation #3, flexibility in teacher certification tests, Dr. Root said that the Task Force members suggested a review of the Praxis Test not the elimination of the test.

Ms. Walsh expressed concern that some recommendations would have a negative impact on students. She felt that high needs districts were ignored and suggested the need for differentiated pay and rewarding good teachers. She noted a lack of urgency in the report and the lack of discussion of the need for special education teachers. She felt that the recommendations allow for a lowering of standards.

Dr. Grasmick introduced Dr. Robert Caret, President, Towson University, to provide some comments on a related report which was prepared under his leadership for the Governor’s Workforce Investment Board.

Dr. Caret said that the group looked at education from the K-18 perspective. He discussed the following five recommendations:

1. Pay differentials
2. Career Incentives
3. Professional Development
4. Increased program availability—multiple paths to certification
5. Improved workplace environment

Dr. Caret said that he suggested that these recommendations be assigned to various organizations. Dr. Pizzigati suggested that it would be helpful for the Board to have a matrix comparing and outlining the recommendations from both groups.

Mr. Brooks said that he concurs with Ms. Walsh’s assessment on the need for incentives for good teachers and recommended that this should be sought more aggressively.

Dr. Root discussed recommendation 21 in the Task Force Report which outlines the need to reduce the paperwork requirements associated with the preparation and administration of Individualized Education Programs (IEPs) for students with special needs.

With no further discussion, the Board thanked the presenters for their hard work and diligence on these projects.

REVIEW OF ADEQUATE YEARLY PROGRESS (AYP) RESULTS

The Superintendent reminded the Board that NCLB requires states to identify schools that do not achieve Adequate Yearly Progress (AYP) for two years in a row in the same content year and place them in school improvement status. She said that this year, due to the actions of the State Board and the Department, the U.S. Department of Education approved Maryland's proposal to participate in a differentiated accountability pilot that enables the State to target resources more strategically and more fully address the needs of chronically under performing schools. She reported that the AYP results for this year are very encouraging and have enabled the State to remove a sizable number of the schools from the list of schools in "School Improvement Status." She introduced Dr. Ronald Peiffer, Deputy State Superintendent, Office of Academic Policy, to discuss the AYP results for schools in Maryland.

Dr. Peiffer reported that there were 219 schools in improvement during 2008 and 227 schools not making AYP during that same year. He reported that schools exiting school improvement has risen to 41 schools. He noted that schools are doing extraordinary work to meet student needs.

Dr. Dukes arrived at the meeting.

MASTER PLAN UPDATES

Dr. Grasmick reminded the Board that at their last Board meeting they received a very detailed report on Master Plans and the Master Planning process. She reported that ninety-seven people engaged in the review of the twenty-four Master Plan updates provided to the Board. She praised the school systems for their excellent work in designing the plans and said that she is approving all twenty-four plans. She explained that the Department held school systems to very high standards and commended staff who participated in this process. The Superintendent introduced Ann Chafin, Assistant State Superintendent, Division of Student, Family and School Support who discussed the timeline for implementation of the review process.

Ms. Chafin reported on the global and specific changes made in the local school system requirements. She said that any school system that has a school in "Corrective Action" must present its Master Plan update in person and that one school system did make a presentation to the Review Panel. She reported on the local school system plans for prekindergarten for eligible children noting that twelve school systems expressed concerns about overall elementary school enrollment increases and general elementary capacity needs. Ms. Chafin went over the NCLB goal progress among schools in Maryland noting that only one system has schools identified as persistently dangerous.

Mr. Steve Brooks, Assistant State Superintendent, Division of Business Services, went over the Budget alignments and explained that the Master Plans allow the Department to see where dollars from the Thornton Commission funding were used to meet NCLB goals. He said that 2008 included all Thornton funding which explains the vast discrepancy between funding for 2008 and 2009 (2008-\$822 million; 2009-\$381 million). Mr. Brooks said that the Department asked school systems to realign existing funds to make up for the discrepancies.

Ms. Chafin outlined the five NCLB goals and reported on the local school system strategies used to meet these goals. She also reported on new strategies and how local school systems supported students to enable them to pass the HSAs.

Dr. Grasmick said that she has read all of the Master Plans and updates and described the process as “incredible” saying “it is not rivaled anywhere in the country.”

Mr. Brooks said, “this is an excellent document. Thank you for that.”

Dr. Pizzigati echoed Mr. Brooks’ comments and asked if teachers and staff of local school systems view this process as valuable. Ms. Chafin said that there is a parallel between school improvement plans and Master Plans and that schools and districts see a great benefit in this process.

In response to a concern expressed by Mr. Goodall about the difficulties in small school districts when a staff member is called away from their office to report on their Master Plan. Dr. Grasmick noted that the preparation of these plans is now integrated throughout the whole school system so that one staff member is not given the entire responsibility for writing the plan.

In response to a question by Mr. Ewing, Ms. Chafin explained that the implementation of 2141 Agreements allows for the use of Title IIA funds for any local school system that fails to meet AYP for two consecutive years and falls short of the 100 percent HQT target. She noted that the funds can be used to provide extra staffing positions and training. Dr. Grasmick reported that the funds were used in Baltimore City for teacher preparation, training and recruitment of HQTs.

With no further discussion, the Board thanked the presenters.

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. Brooks, seconded by Dr. Finan, and with unanimous agreement, the Maryland State Board of Education met in

closed session on Wednesday, December 17, 2008, in Conference Room 1, 8th Floor, at the Nancy S. Grasmick State Education Building. All board members were present except Rosa Garcia, who arrived at 1:25 p.m. Also in attendance were Dr. Nancy Grasmick, JoAnne Carter, Deputy State Superintendent for Instruction and Academic Acceleration, John Smeallie, Deputy State Superintendent for Administration, Ronald Peiffer, Deputy State Superintendent for Academic Policy, and Tony South, Executive Director to the State Board. Assistant Attorneys General, Elizabeth M. Kameen and Jackie C. La Fiandra were also present. The Executive Session commenced at 1:05 p.m. (In favor – 11)

The Board considered and deliberated the following appeals. Opinions will be issued at an upcoming meeting.

- *George & Thaviphone B. v. Howard County Board of Education* - early entry to kindergarten
- *Danuta W. v. Montgomery County Board of Education* - animals on school property
- *Imagine Harford, LLC v. Harford County Board of Education* - charter school application

The State Board approved five decisions and two orders for publication.

- *Jenai B. v. Prince George's County Board of Education* - student transfer 08-52
- *Mr. & Mrs. Roger B. v. St. Mary's County Board of Education* - course issue 08-53
- *Theresa C. v. Montgomery County Board of Education* - early entry 08-54
- *Catherine D. v. Montgomery County Board of Education* - early entry 08-55
- *Mr. & Mrs. Richard M. v. Prince George's County Board of Education* - student transfer 08-56
- *Vivian B. v. Baltimore County Board of Education* - student transfer - order of dismissal OR 08-15
- *Althea Y. v. Montgomery County Board of Education* - early entry OR 08-16

Dr. Grasmick presented a budget update including projections of future reductions.

President DeGraffenreidt addressed three internal board management issues - - finalizing performance objections of the Superintendent; retreat follow-up and next steps; and the possibility of using a secure server to transmit Board documents to Board members.

The Executive Session ended at 1:35 p.m.

RECONVENE

The meeting reconvened at 1:50 p.m. Ms. Garcia was present for this portion of the meeting.

TEST DEVELOPMENT PROCESS

President DeGraffenreidt reported that a request was made at a previous State Board meeting for a presentation on how modifications are incorporated into state assessments without compromising testing results. He introduced Dr. Leslie Wilson, Assistant State Superintendent, Division of Accountability and Assessment to provide information on the process followed by MSDE for all of its testing programs.

Dr. Wilson said that fair assessments start with high quality standards and curricula. She reported that the Department's assessment process has been reviewed by the Government Accountability Office and the test development process was deemed a model for testing. She reported that the local superintendents must verify that their curricula are aligned with the voluntary state curriculum. She explained how tests are developed, from defining test content to item writing, field testing and evaluation and the various quality control procedures used all during the process to ensure a high quality, valid and fair test. She explained one of these quality control procedures, differentiated item functioning (DIF) analyses, which help to identify any items that may be biased against a specific student group.

In response to a question by Mr. DeGraffenreidt, Dr. Wilson said she will provide the Board with the listing of "reference" and "focal groups" used in these DIF analyses.

In response to a suggestion by Ms. Walsh to include college teachers in the process, Dr. Wilson said that MSDE does involve university personnel in curriculum development and standard setting. In response to Ms. Walsh's question concerning the linear equating of the MSA assessments, Dr. Wilson responded that a study is underway to explore the possibility of equating the tests across years using growth scales that would be significantly less expensive and time consuming than equating the tests from year to year.

Mr. Brooks noted the tremendous amount of work involved in test preparation and expressed concern about the poor scores in reading comprehension.

In response to a concern expressed by Ms. Garcia for students who lack the understanding of certain concepts, Supreet Anand, an MSDE Specialist for English Language Learners, said that language specialists from each local school system review test questions to eliminate cultural and linguistic biases. She noted that social studies is the most difficult area to monitor for cultural and linguistic biases.

UPDATE ON BRIDGE PLAN OPTION

Dr. Grasmick introduced Scott Pfeifer, Director, Instructional Assessment, and Dr. Bernard Sadusky, Director of the Bridge Project, to provide an update on the Bridge Plan option for meeting the HSA graduation requirement.

Mr. Pfeifer reported that the principals in every school know the seniors who are participating in the Bridge Plan Option and invited Board Members to visit schools to see the various projects being completed by students to meet high school graduation requirements. The Bridge Plan for Academic Validation provides students individualized, rigorous instruction that helps them meet the HSA graduation requirement. He noted that the development process for bridge projects is similar to the process used in test development so that the Bridge Program provides a fair and standardized assessment of students' knowledge and skills.

Dr. Sadusky reported that each local education agency chose to do their own scoring for the Bridge projects. He noted that scoring centers require the following:

1. scorers must be content certified
2. scoring center training required
3. state audits take place each term

Dr. Sadusky provided year-to-date data on Algebra, Biology, English and Government projects passed and returned with a 68 percent approval rate. He noted that special education and ELL student results mirror that for all other students.

Dr. Sadusky introduced Mr. James Richmond, Superintendent, Dr. Judy Estep, Assistant Superintendent for Instruction, and Dr. Drew Jepsky, Director of Instruction, Charles County Public Schools, to report on their experience with the Bridge Plan Option.

Dr. Richmond thanked Dr. Grasmick and Department staff for their support in this endeavor.

Dr. Estep described the Bridge Plan as "an instructional opportunity."

Dr. Jepsky reported that each school has identified a class section dedicated to Bridge Projects. He noted that a training session during the summer provided teachers with the tools to implement the Bridge Plan option when schools opened in the fall. He noted that all students were assigned the same project and that class sizes were extremely small.

Dr. Estep provided Board Members with a brochure that was distributed to parents explaining the Bridge Option and outlining eligibility requirements. Dr. Jepsky reported that he met with all parents of students enrolled in the Bridge Program and that parents were asked to sign an agreement to support their child's efforts to complete Bridge Plans.

In response to a question by Mr. Goodall, Dr. Estep reported that there are 137 students participating in the Bridge Project Option out of a total of 2311 seniors in Charles County.

In response to a question by Dr. Finan, Dr. Estep said that they will continue to wait until a student fails the HSA two times before allowing them to engage in the Bridge Project Option.

In response to a question by Mr. DeGraffenreidt, Dr. Estep said the Bridge Plan Option is seen as an intervention among many other interventions offered to students. She explained that cluster meetings are held by staff to discuss the incorporation of strategies used in Bridge Plans in the overall education process in the classroom.

In response to a question by Ms. Walsh, Dr. Jepsy reported that a typical Bridge class consists of approximately three to ten students. He reported that every four weeks the students move out of the Bridge class or continue on to complete a second Bridge Project if necessary.

Ms. Garcia commended the staff for involving parents in this process. In response to a question by Ms. Garcia, Dr. Grasmick reported that the Bridge Process form has been translated into several languages. In response to Ms. Garcia's question about what other school systems are doing in the way of helping parents understand the process, Mr. Pfeifer said that though school systems vary in their processes, school districts are moving toward using the same parent involvement process in all schools.

Mr. Brooks said that he is heartened by the fact that there are no anonymous students anymore.

Dr. Pizzigati noted that the Bridge Option may become unnecessary in the future. Dr. Grasmick reported that her recent meeting with school superintendents convinced her that every superintendent knows the names of every student who needs this intervention.

Mr. Richmond stated, "If we can get to these kids earlier, we can do even more with our students."

Mr. Wu commended the staff of Charles County and reiterated the need to target students early.

APPEAL OF DENIAL OF DIPLOMA (EMERGENCY REGULATIONS)

Dr. Walks, Dr. Dukes and Dr. Allen departed the meeting prior to the discussion of this topic.

Dr. Grasmick reminded Board members that she forwarded a draft waiver/appeal regulation to them in November related to the HSA graduation requirement. She explained that this would be a waiver process for students with extenuating circumstances and applied only to students in the 2009 graduating class. She explained that Department staff met with constituent groups, advocacy groups, and superintendents and incorporated their suggestions into the proposed regulation. She asked Liz Kameen, Counsel to the State Board, to discuss the proposal and answer any questions that the Board may have. She recommended State Board adoption of the waiver/appeal regulation to apply to students who seek to graduate in the Spring of 2009.

Ms. Kameen explained that a very limited number of students would not get a diploma due to circumstances beyond their control. She said that these students can be identified by the following four criteria:

1. The student has or will meet all other graduation requirements; and
2. The student has or will take all required HSAs before the graduation date; and
3. If the student had the opportunity to participate in one or more interventions, remediation opportunities, including the Bridge Plan, the student participated in them; and
4. There was a decision of the local school system about scheduling, course sequencing, test taking, or provision of interventions as required in COMAR 13A.03.02.07D, or some other special circumstance or combination of circumstances that prevented the student from meeting the HSA graduation requirements.

Ms. Kameen explained that the principal of the school will make the determination as to whether a student falls into this cohort. She explained that this regulation is for one year but could be re-promulgated in September of 2009 for the 2009-2010 school year.

In response to a question by Mr. DeGraffenreidt about what standard will be applied by the State Superintendent, if a local superintendent denies the principal's request. Ms. Kameen said that the standard used by the State Superintendent in all other decisions and rulings will be applied.

In response to a question by Dr. Pizzigati, Deputy State Superintendent Peiffer said that no school system uses HSAs as a course final exam.

Ms. Walsh expressed her concern about principals having the authority to make the decision as to whether a student falls under the waiver regulation. Dr. Grasmick assured her that she is very satisfied that fairness will be applied and that the appeal process allows for the decision to be appealed to the local superintendent and subsequently the State Superintendent.

In response to a concern expressed by Dr. Finan, Dr. Grasmick reported that an early written notification is provided to the families when students are in jeopardy of not graduating. She stated that there is a good system of checks and balances and that she will receive the names of students who will be applying for and receiving waivers.

In response to a question by Ms. Walsh, Ms. Kameen said that she will rewrite the regulation to include an opportunity for parents and students to submit a request for a waiver in writing to the principal. In response to a concern by Ms. Garcia, Ms. Kameen said that she will amend the regulation to require that the names of students requesting and/or being granted a waiver shall be forwarded to the local superintendent and the State Superintendent.

President DeGraffenreidt suggested that action on this item be delayed until tomorrow's session of this meeting to provide an opportunity for Ms. Kameen to make the appropriate revisions to the regulation and for the Board to hear from those people who have signed up to provide public comment on this issue.

COMAR 13A.02.06.02(a), COMAR 13A.08.01.01E, COMAR 13A.02.06.02B(9) STUDENT RECORDS MANUAL (AMEND)

Dr. Grasmick asked Marcia Lathroum, Specialist, School Counseling, Division of Student, Family and School Support, to answer any questions regarding a request to amend regulations to update the Maryland Student Records System Manual. She reported that no comments were received during the public comment period and recommended State Board adoption of the proposed amendments.

Ms. Lathroum explained that changes in the Manual are necessary due to changes in race code requirements, HSA requirements, the removal of the option of using social security numbers as ID numbers for students and other technical and clarifying edits to improve the usability of the Manual.

Upon motion by Mr. Goodall, seconded by Ms. Garcia, and with unanimous agreement, the Board adopted the amendments to COMAR 13A.02.06.02(a), COMAR 13A.08.01.01E, COMAR 13A.02.06.02B(9) Student Records. (In Favor – 9)

COMAR 13A.11.01, VOCATIONAL REHABILITATION SERVICES (AMEND)
COMAR 13A.11.02 MARYLAND DISABILITY EMPLOYMENT TAX CREDITS (AMEND)
COMAR 13A.11.08 WORKFORCE AND TECHNOLOGY CENTER (AMEND)

The Superintendent asked Mr. Bob Burns, Assistant State Superintendent, Division of Rehabilitation Services, to respond to questions on amendments that have been proposed to regulations related to Vocational Rehabilitation Services. She reported that no comments were received during the public comment period and recommended State Board adoption of the proposed amendments.

Mr. Burns explained that these amendments represent technical changes and updates to comply with federal regulations and the Rehabilitation Act Amendments of 1998.

Upon motion by Mr. Brooks, seconded by Mr. Ewing, and with unanimous agreement, the Board adopted the amendments to COMAR 13A.11.01, Vocational Rehabilitation Services, COMAR 13A.11.02 Maryland Disability Employment Tax Credits, and COMAR 13A.11.08 Workforce and Technology Center. (In Favor – 9)

COMAR 13A.12.01.07, RESIDENT TEACHER CERTIFICATION (PERMISSION TO PUBLISH)

Dr. Grasmick asked Dr. Smeallie to brief the Board on the action taken by the Professional Standards and Teacher Education Board (PSTEB) to grant permission to publish amendments to the regulations on Resident Teacher Certification. She stated that no action is required by the

State Board unless it wishes to exercise its option to request a “Joint Conference Committee” meeting with PSTEB to discuss concerns related to the proposed action.

Dr. Smeallie explained that this amendment would expand the option for obtaining an initial certificate to individuals and approved alternative preparation programs in certain nonpublic schools, thus further increasing the supply of highly qualified teachers.

The Board did not request any action on this proposal.

REQUEST TO AMENDMENT SCHOOL YEAR CALENDAR – GARRETT COUNTY PUBLIC SCHOOLS

Dr. Grasmick reported that she received a request from the Garrett County Public School System (GCPSS) to change two scheduled holidays to schools days due to inclement weather. She recommended State Board approval of the GCPSS request to hold school on Presidents’ Day and Easter Monday. She reported that she is recommending the denial of holding school on Dr. Martin Luther King, Jr.’s Birthday.

Upon motion by Mr. Ewing, seconded by Dr. Finan, and with unanimous agreement, the Board approved the Superintendent’s recommendations. (In Favor – 9)

PUBLIC COMMENT

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

- Deborah Sell – Appeal process for HSAs (special needs)
- Maha Abdelkader – Waiver process of HSAs
- Kelly Nelson – Support of waiver process
- Pat Gordon – MABE activities and plans as new President

ADJOURNMENT

Dr. Grasmick reported that the Commission on Higher Education issued a report dealing with the high cost of higher education and the preparation of students enrolling in higher education. She said that Maryland was one of six states that received an “A” for the preparation of students enrolling in higher education.

The meeting adjourned at 4:55 p.m.

RECONVENE

The meeting reconvened at 9 a.m. Dr. Pizzigati and Dr. Allen were absent.

APPEAL OF DENIAL OF DIPLOMA (EMERGENCY REGULATIONS)(cont.)

Ms. Kameen provided the Board with a revision of the Appeal of Denial of Diploma Regulation to fulfill the Board's concerns and requests.

In response to a question by Dr. Dukes about item #9 *The Superintendent's decision in this matter is not appealable to the local board of education, but may be appealed to the State Superintendent of Schools*, Ms. Kameen explained that local superintendents requested this because of time constraints prior to graduation.

In response to a question by Mr. Ewing, Dr. Grasmick reported that the number of seniors who might need this waiver is a very fluid number since students are continuously taking the HSAs and/or working on projects to meet the graduation requirements. She explained that Dr. Wilson will be able to provide the Board with a more accurate figure at its January meeting. Mr. DeGraffenreidt stated that the structure of the HSAs and Bridge plan is a continuous process of students qualifying. He said, "it's dangerous for us to project a number."

Ms. Walsh expressed her concern that the Board is unable to get a more accurate accounting of how many students may need a waiver of graduation requirements. In response to her question about the number of students who have not met the graduation requirement to date, Dr. Grasmick replied approximately 4000. In response to Ms. Walsh's request for a more accurate accounting, Dr. Grasmick said that she will provide the Board with periodic updates on the number of students in the class of 2009 that have yet to complete this graduation requirement.

Ms. Garcia stated that she would like the data to be disaggregated into subgroups. Dr. Walks concurred with her request.

Mr. DeGraffenreidt cautioned that it was misleading to the public to be focusing on the number of students who have yet passed the HSA graduation requirement during this discussion. He said that if approved this regulation would be applicable to a very limited number of students, not the total number of students who failed to meet the graduation requirement.

Dr. Finan felt that the data provided was adequate to make a decision on these emergency regulations.

Mr. Brooks stated, "In the minority community there is a lot of mistrust." He felt that regardless of the number of students affected by the waiver process, it is important to enact it.

Upon motion by Mr. Brooks, seconded by Mr. Goodall, and with unanimous agreement, the Board approved for submission as Emergency Regulations COMAR 13A.03.02.09.D (NEW)

Appeal of Denial of Diploma Because of Failure to Meet HSA Requirements, as amended. (In Favor – 10)

FEDERAL LEGISLATIVE PRIORITIES

Dr. Grasmick explained that every year the Department is required to submit priorities to the Governor's Office for the upcoming session of the United States Congress. She said that when preparing this list of priorities, staff took into consideration concerns expressed by this Board, such as the concern with the label "persistently dangerous schools" incumbent in the NCLB Act. She introduced Debra Lichter, Director, Departmental Coordination and National Legislation Liaison to brief the Board on the recommended items to be forwarded to the Governor's Office. She requested State Board approval of the recommended Federal Legislative Priorities.

Ms. Lichter explained that Department staff were asked to submit their priorities and that Dr. Grasmick also included the Board's requests. She noted that the items are not in priority order and that it is the Board's prerogative to add or delete anything from this list. She reported on the vast changes occurring with a new administration about to take office such as focusing on roads, bridges and aging schools.

Mr. DeGraffenreidt suggested that, in order for Maryland to differentiate itself from other states, the State submissions should be integrated to achieve multiple national objectives. He cited as an example, school construction projects that focus on making our schools more energy efficient that might also take advantage of proven renewable energy such as solar. Additionally, he pointed out that there are educational opportunities through such concepts as the Green Schools Program offered by the Alliance to Save Energy that promote documentation of energy efficiency gains from use of information from energy audits and consumer changes that reduce energy consumption in the schools and in the students homes. Such integrated programs address the infrastructure needs of communities, reduce energy use and costs, and at the same time provide valuable science, technology, engineering and mathematics skills to our students. He suggested that Department staff contact the Alliance to Save Energy to learn more about such programs.

Mr. Ewing reiterated his belief that NCLB should focus more on positive rather than negative reinforcement to bolster student achievement. He stressed the need for more financial assistance for schools with at-risk students and expressed his disappointment that NCLB was not funded appropriately.

Mr. Brooks said that there needs to be a sense of urgency regarding federal funding for special education students.

Ms. Garcia stated the need for better data regarding diversity in the State since the population in Maryland has changed so dramatically in the last several years.

In response to a question by Mr. Ewing, Ms. Lichter said that the Elementary and Secondary Education Act does not include early childhood education. Mr. Ewing said that it would be more

efficient if early childhood education was included in this funding source. He also stressed the need to focus funding on the student drop-out rate in Maryland.

Dr. Walks suggested the need for school-based health projects. He suggested including a request for a pilot program in Maryland to address this. Dr. Grasmick concurred with Dr. Walks' suggestion.

In response to a request by Mr. DeGraffenreidt to have Ms. Lichter provided quarterly updates to the Board, Ms. Lichter said that would be very helpful to her.

Mr. Ewing urged the emphasis on education as an investment in the country's future. He said this approach would appeal to the new President-elect noting that the adage, "every dollar spent on early childhood education pays back seven dollars" makes the case for funding for early childhood education.

Ms. Lichter said that Maryland's Congressional Delegation is fully supportive of education and works diligently to provide the maximum amount of funding for education.

Upon motion by Mr. Brooks, seconded by Mr. DeGraffenreidt, and with unanimous agreement, the Board approved the recommended Federal Legislative Priorities for submission to the Governor's Office. (In Favor – 10)

STATE LEGISLATIVE FORECAST

Dr. Grasmick introduced Renee Spence, Executive Director, Governmental Relations, to brief the Board on the key topics that will be on the agenda of the Maryland General Assembly when it convenes in January.

Ms. Spence introduced her staff and explained that they generally track approximately 400 to 500 pieces of legislation during the General Assembly session. She said that she will be providing the Board with weekly updates on significant legislation. She explained that, traditionally, the Department opposes any legislation that usurps the powers of the State Board and reported that there are currently no pre-filed bills.

Ms. Spence noted the dire financial outlook in Maryland and stated that when the budget is tight, Maryland legislators generally deal with policy issues rather than funding issues and, therefore, there will likely be a vast amount of legislation dealing with education policy.

SEED SCHOOL OF MARYLAND

The Superintendent introduced Jerry Kountz, Acting Head and Principal of the SEED School of Maryland; Nedra Davis, Admissions and Parent Relations Manager, and Eric Adler, Co-Founder and Managing Director of the SEED School of Maryland, to review the revised Admission Policy that the school hopes to use in admitting its next class of 6th graders. She reported that she

visited the school and found teachers who are excited about teaching and students who are excited about learning.

Mr. Adler said that school leaders are very pleased with the school's development. He noted that Dr. Grasmick spoke at the school's opening ceremony in October and thanked her and the Department staff for their generous help and support.

Mr. Kountz said that he is very excited to assume the new position as head of the SEED School. He reported that thirty-six percent of the students made the honor role this year. Mr. Kountz said that a baseline assessment was completed during the summer for all students to provide them with an individual learning plan. He noted a 92 percent participation rate of parents in school conferences. He explained that there is twenty-four hour support for all students and that students are monitored every day to meet their needs. He invited Board Members to the campus to see the excellent progress being made.

Mr. Adler discussed the financing for the school. He said that approximately \$27 million has been raised thus far and expressed optimism for obtaining permanent financing.

Ms. Davis reported on the admission policy and student eligibility criteria. She said that there are three teams that evaluate the admission applications to determine if they meet eligibility criteria.

Dr. Grasmick recommended approval of the proposed amendments to the Eligibility Criteria and Admissions Plan for the School and noted excellent enhancements to the original admissions form.

In response to a question by Mr. Brooks, Mr. Kountz reported that the school contracts with vendors to meet the needs of special education students with Individual Education Programs (IEPs).

In response to a question by Mr. Goodall about the income ceiling requirement in the admissions policy, Mr. Kountz said that once a student meets that requirement they can remain in the school regardless of the fluctuation of the family's income. In response to another question by Mr. Goodall, Mr. Kountz said that they do support interscholastic sports and hope to incorporate regular sports programs into the curriculum in the future.

In response to a question by Mr. DeGraffenreidt, Mr. Kountz said that the school is offering a class in visual arts and will offer music education next year. He noted that there are several cultural arts clubs currently meeting at the school.

Ms. Garcia commended the group and suggested a survey be conducted to determine whether parents of the students speak English at home.

Upon motion by Mr. Goodall, seconded by Mr. Brooks, and with unanimous agreement, the Board approved the Eligibility Criteria and Admissions Plan for the SEED School of Maryland.
(In Favor – 10)

REQUESTS TO AMEND SCHOOL CALENDARS

Dr. Grasmick explained that while every school system has built in days to accommodate inclement weather or other emergencies, there are times when school calendars need to be adjusted. She requested State Board authorization for her to approve requests from local school superintendents for this school year to open school on holidays if needed due to school closures that are the result of severe weather conditions.

Upon motion by Dr. Walks, seconded by Mr. Goodall, and with unanimous agreement, the Board authorized the Superintendent to approve the requests of school superintendents to amend school calendars for this year.

STATE SUPERINTENDENT'S REPORT

Dr. Grasmick reported that the PreK-20 Council recently formed three committees dealing with the following issues: Science, Technology, Engineering and Mathematics education (STEM); Principal Leadership; and Career Technology Education. She reported that there are now five cabinet secretaries serving on the PreK-20 Council.

The Superintendent reported on the transitioning of adult education and corrections education to the Department of Labor, Licensing and Regulation. She stated that approximately \$36 million and 188 staff positions are being moved with the caveat that Juvenile Services will remain under the Department's purview.

In response to a question by Mr. DeGraffenreidt about the process for determining what costs remain and what costs move, Dr. Grasmick said that the transfer of Early Childhood Education to the Department provided much information on how to make these budget adjustments.

NATIONAL ASSOCIATION OF STATE BOARDS OF EDUCATION (NASBE) REPORT

Mr. Brooks presented a report on behalf of Dr. Pizzigati regarding the activities of the National Association of Boards of Education (NASBE). He noted that Dr. Pizzigati and Dr. Walks participated in a Centers for Disease Control (CDC) meeting that focused on the social determinants of health such as poverty and the knowledge, policies and partnerships needed to address significant health disparities among our student populations. He also noted that NASBE will be convening two new study groups in January and that Mr. Ewing and Ms. Garcia will be participating in these activities.

TITLE I DISTINGUISHED SCHOOLS

Dr. Grasmick explained that each year the National Association of State Title I Directors selects a small number of Title I schools to recognize for exceptional student performance. She asked Ann Chafin, Assistant State Superintendent, and Maria Lamb, Director of Program,

Improvement and Family Support Branch, Division of Student, Family and School Support, to introduce the principals of two outstanding Maryland schools identified as Title I Distinguished Schools. She also introduced Dr. Wendell Teets, Superintendent of Garrett County Public Schools and Dr. William Hite, Acting Superintendent, Prince George's County Public Schools, who were present. Dr. Grasmick noted that the two schools include a high percentage of students who are economically disadvantaged.

Ms. Lamb said, "In Maryland, we are proving that schools can succeed." She said that she visited both schools and said, "They put students first." She reported that the schools will be honored at a celebration in February and introduced Dr. Dana McCauley, Principal of Crellin Elementary School in Garrett County which was awarded for exceptional student performance for two years. She also introduced Dr. Anita Stoddard, Principal of Doswell E. Brooks Elementary School in Prince George's County which was recognized for closing the achievement gap.

Dr. Stoddard reported that the majority of the school enrollment at Doswell E. Brooks Elementary School is either Hispanic or African-American. She said that Title I funding provides supplemental support for these students as well as individualized professional development for teachers. She noted that two PTA meetings are held each month and parental involvement is instrumental in the schools success. She said that every Monday the school provides an English class for non-English speaking parents and guardians and that school staff look at data weekly to determine the instructional needs of their students.

Dr. McCauley said that there are 88 students in her school and stressed the need to teach the entire child. She discussed the various projects completed in the school and noted the importance of parental involvement in the learning experience.

Mr. DeGraffenreidt said, "On behalf of the Board, thank you for your commitment and enthusiasm. We can see why your schools are succeeding. It is a real pleasure to be part of this."

In response to a question by Ms. Walsh about how Dr. McCauley and Dr. Stoddard became principals, they discussed briefly their career moves and the circumstances which led to their becoming school principals.

President DeGraffenreidt and Superintendent Grasmick congratulated the principals and presented a Certificate of Recognition to each of them.

2008-2009 BLUE RIBBON SCHOOLS

Dr. Grasmick invited Dr. Darla Strouse, Executive Director, Partnerships and Development, to recognize Maryland 2008 Blue Ribbons Schools and those schools who will represent Maryland as its 2009 Blue Ribbon Schools. She reported that schools cannot apply for this honor but rather are selected based on their excellent achievements. She congratulated the superintendents of the school districts and thanked Dr. Strouse and the "incredible corporate sponsors."

Dr. Strouse stated that being designated a Blue Ribbon School represents the highest status a school can achieve and noted the very stringent requirements. She explained that each school will receive a \$2000 award and a banner to be placed outside the school to advertise its excellence. Ms. Strouse invited Board Members to a luncheon following the Board meeting to commemorate these schools.

The President and Superintendent presented representatives from each school with a Governor's Citation and State Blue Ribbon School Flags and Citations. Mr. DeGraffenreidt said "congratulations to all national and Maryland Blue Ribbon Schools. It's quite an accomplishment."

OPINIONS

Ms. Kameen announced the following Opinions:

- 08-52 *Jenai B. v. Prince George's County Board of Education* (student transfer) affirmed the local board's decision
- 08-53 *Mr. & Mrs. Roger B. v. St. Mary's County Board of Education* (course issue) affirmed the local board's decision
- 08-54 *Theresa C. v. Montgomery County Board of Education* (early entry) affirmed the local board's decision
- 08-55 *Catherine D. v. Montgomery County Board of Education* (early entry) affirmed the local board's decision
- 08-56 *Mr. & Mrs. Richard M. v. Prince George's County Board of Education* (student transfer) affirmed the local board's decision

Ms. Kameen announced the following Orders:


- 08-15 *Vivian B. v. Baltimore County Board of Education* (student transfer-Order of dismissal) Dismissed
- 08-16 *Althea Y. v. Montgomery County Board of Education* (early entry into kindergarten) dismissed as untimely

ADJOURNMENT

Dr. Smeallie announced that Dr. Grasmick received a National PTA Life Achievement Award and that the Baltimore School for the Arts named its fifth floor academic center in honor of Dr. Grasmick.

With no further business before the Board, the meeting adjourned at 12:20 p.m.

Respectfully submitted,


Nancy S. Grasmick
Secretary, Treasurer

NSG/rms

APPROVED: 1/27/09

MARYLAND STATE BOARD OF EDUCATION

CLOSED SESSION

On this 17th day of December 2008, at the hour of 12:15 pm, the Members of the State Board of Education voted as follows to meet in closed session:

Motion made by: Brooks

Seconded by: Egan

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

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

- (1) To discuss: (I) the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of appointees, employees, or officials over whom it has jurisdiction; or (ii) any other personnel matter that affects one or more specific individuals.
- (2) To protect the privacy or reputation of individuals with respect to a matter that is not related to public business.
- (3) To consider the acquisition of real property for a public purpose and matters directly related thereto.
- (4) To consider a matter that concerns the proposal for a business or industrial organization to locate, expand, or remain in the State.
- (5) To consider the investment of public funds.
- (6) To consider the marketing of public securities.
- (7) To consult with counsel to obtain legal advice.
- (8) To consult with staff, consultants, or other individuals about pending or potential litigation.
- (9) To conduct collective bargaining negotiations or consider matters that relate to the negotiations.
- (10) To discuss public security, if the public body determines that public discussion would constitute a risk to the public or to public security, including: (i) the deployment of fire and police services and staff; and (ii) the development and implementation of emergency plans.
- (11) To prepare, administer, or grade a scholastic, licensing, or qualifying examination.
- (12) To conduct or discuss an investigative proceeding on actual or possible criminal conduct.
- (13) To comply with a specific constitutional, statutory, or judicially imposed requirement that prevents public disclosures about a particular proceeding or matter.
- (14) Before a contract is awarded or bids are opened, to discuss a matter directly related to a negotiating strategy or the contents of a bid or proposal, if public discussion or disclosure would adversely impact the ability of the public body to participate in the competitive bidding or proposal process.

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

1. Discuss five legal appeals.
2. Review six draft opinions.
3. Discuss 2 internal Board management items.


President

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE December 17 - 18, 2008 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>
Gonsalves, Deirdre	Education Program Specialist I, Extended Learning	21	Student, Family, and School Support	TBD
Harris, Alice D.	Education Program Manager II, Family Services and Interagency Support	24	Special Education and Early Intervention Services	TBD
Harris, Annette	Education Program Specialist I, Reading First	21	Instruction, Office of Reading First	TBD
Miller, Alice M.	Education Program Supervisor, Career and Technology Education	22	Career Technology and Adult Learning, Career and Technology Education Student and Assessment Services Branch	TBD
Usilton, Veda C.	Education Program Specialist I, Health Resources and Medicaid Monitoring	21	Special Education/Early Intervention Services	TBD
*Walklett, Michele J. (Reinstatement)	Psychologist II (Part-time)	19	Vocational Rehabilitation Services, Disability Determination Services	11/05/2008
Weller, Mary M. (Promotion)	Program Manager I, Policy Hearings, Security and Program Integrity	19	Vocational Rehabilitation Services, Disability Determination Services	TBD

*See attached memo

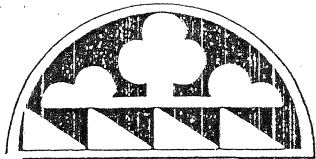
II. Appointments Grade 18 and below:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Carr, Dominique	Vocational Rehabilitation Specialist I	12	Vocational Rehabilitation Services, Region VI	12/17/2008

Inzeio, James H.	Vocational Rehabilitation Specialist II	13	Vocational Rehabilitation Services, Region VI	12/03/2008
Jacobs, Anna E.	Vocational Rehabilitation Specialist II	13	Vocational Rehabilitation Services, Region IV	11/05/2008
Jenkins, Yolanda E.	Vocational Rehabilitation Specialist II	13	Vocational Rehabilitation Services, Region VI	12/03/2008
McGovern, Colleen M.	Vocational Rehabilitation Specialist I	12	Vocational Rehabilitation Services, Region VI	12/03/2008
Tippett, Stacie L.	Vocational Rehabilitation Specialist I	12	Vocational Rehabilitation Services, Region I	11/19/2008
Wade, Bethany L.	Vocational Rehabilitation Specialist II	13	Vocational Rehabilitation Services, Region VI	11/19/2008
Wright, Danielle	Vocational Rehabilitation Specialist II	13	Vocational Rehabilitation Services, Region VI	12/17/2008

III. Other Actions:

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



Maryland State Department of
EDUCATION

DIVISION OF REHABILITATION SERVICES

Nancy S. Grasmick
State Superintendent of Schools


Robert A. Burns
Assistant State Superintendent
in Rehabilitation Services

2301 Argonne Drive
Baltimore, MD 21218-1696

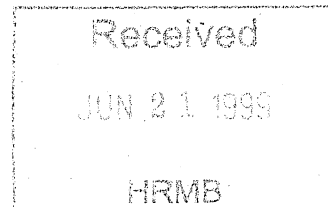
Info. (410) 554-9100
Admin. (410) 554-9385
TDD (410) 554-9411
FAX (410) 554-9412

June 16, 1999

TO: Kathi Thompson

FROM: Bob Burns 

SUBJECT: Hiring of Physicians at DDS
Delegation of State Board Approval



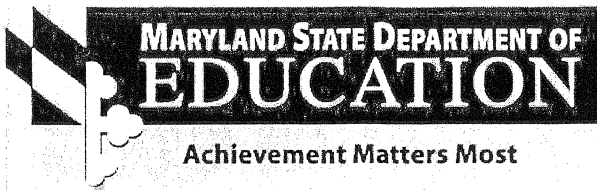
Dr. Grasmick informed me today that Mr. Sondheim and Dr. Andrews have agreed to delegate Board approval to the Superintendent in instances where DORS is hiring physicians and psychologists for Disability Determination Services.

Operationally, after approval by this office, I will forward the selection report to Dr. Sanders, Deputy Superintendent, and to Dr. Grasmick for their review and approval. Through delegated authority, the Board of Education will permit a start date for licensed DDS physicians and psychologists prior to the Board's monthly meeting. The action would be identified as a "consent" matter as part of the Board's monthly personnel agenda item.

I believe this decision is responsive to the issue you raised earlier this month in our meeting with Dr. Grasmick.

Thanks.

c: Dr. Nancy Grasmick
Dr. Skipp Sanders
Mr. Tom Lee
Ms. Sara Miller
Ms. Sue Schaffer



Nancy S. Grasmick
State Superintendent of Schools

200 West Baltimore Street · Baltimore, MD 21201 · 410-767-0100 · 410-333-6442 TTY/TDD

December 17-18, 2008

BOARD LIST

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

Name: Deirdre Gonsalves
Position: Education Program Specialist I, Extended Learning
Division: Student, Family, and School Support
Salary Grade: 21 (\$56,496 - \$90,706)
Effective Date: TBD

JOB REQUIREMENTS:

Education:

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

Experience:

Five (5) years of professional administrative or teaching experience within an educational setting or a community based organization designing and monitoring afterschool programs.

Notes:

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

DESCRIPTION:

This is a professional position serving as the Extended Learning Specialist and is responsible for providing lead technical assistance and administration to local recipients of State funds utilized for afterschool programs that are designated to improve the academic achievement of disadvantaged children.

Qualifications:

Education:

Howard University (Washington, DC) 1998 – Master’s Degree in Education

Hampton University Hampton, Virginia) 1988 – Bachelor of Arts in Mass Media

Experience:

Maryland Committee For Children (Baltimore, Maryland)

2007 – Present: Maryland Child Care Resource Network Manager

Howard County Public Schools, Even Start Family Literacy Partnership (Ellicott City, Maryland)

2004 – 2007: Program Manager (Even Start Literacy Program)

Neighborhood Reinvestment Corporation/Neighborwork (Washington, DC)

2001 – 2004: Staff Development Specialist

The Seed Public Charter School/Center for Student Support Services (Washington, DC)

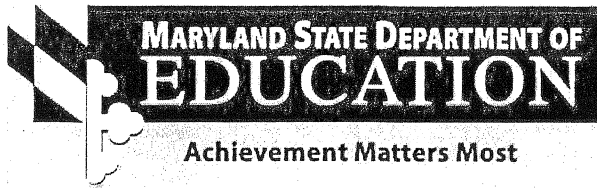
2000 – 2001: School/Community Resource Coordinator

The Black Student Fund, Inc. (Washington, DC)

1998 – 1999: Lead Counselor

Employment Status

New Hire



Nancy S. Grasmick
State Superintendent of Schools

200 West Baltimore Street · Baltimore, MD 21201 · 410-767-0100 · 410-333-6442 TTY/TDD

December 17–18, 2008

BOARD LIST

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

Name: Alice D. Harris
Position: Education Program Manager II, Family Services and Interagency Support
Division: Special Education/Early Intervention Services
Salary Grade: 24 (\$68,692- \$110,297)
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Masters Degree or equivalent 36 credit hours of post-baccalaureate course work in Special Education, Education, 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. Experience in early intervention, preschool special education, special education, finance, or related field is preferred.

NOTE: Four additional years of experience directly related to the position may be substituted for the required Master's Degree.

DESCRIPTION:

This position serves as the Chief of the Family Services and Interagency Branch under the supervision of the Assistant State Superintendent and is responsible for the administration of the Family Support Services, Nonpublic Special Education, and Interagency Coordination.

Qualifications:

Education:

University of Maryland (College Park, Maryland) 1978 – Bachelor's Degree in Mass Communications

Johns Hopkins University (Baltimore, Maryland) 2002 – 21 Credits/Master's Certificate in Nonpublic Administration

Various Institutions: Course work and Staff Development in Executive Leadership, Results/Outcomes Training, Community Leadership, and Systems of Care

Experience:

Anne Arundel County Local Management Board (Annapolis, Maryland)

2002 – Present: Executive Director

YWCA of Annapolis, and Anne Arundel County (Baltimore, Maryland)

1997 – 2002: Regional Director, West County Family Support Center

Anne Arundel County Workforce Development Corporation (Millersville, Maryland)

1993 – 1997: Project Manager

Mayor's Office of Employment Development (Baltimore, Maryland)

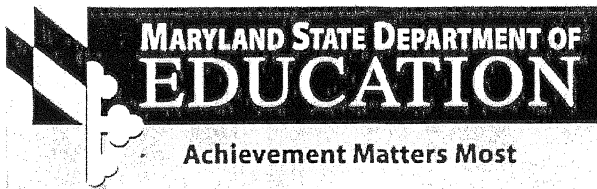
1991 – 1993: Program Manager

United States Department of Commerce, Census Bureau (Suitland, Maryland)

1989 – 1991: District Office Manager

Employment Status

New Hire



Nancy S. Grasmick
State Superintendent of Schools

200 West Baltimore Street · Baltimore, MD 21201 · 410-767-0100 · 410-333-6442 TTY/TDD

December 17-18, 2008

BOARD LIST

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

Name: Annette Harris
Position: Education Program Specialist I, Reading First
Division: Instruction
Salary Grade: 21 (\$56,496 - \$90,706)
Effective Date: TBD

JOB REQUIREMENTS:

Education:

A Master's Degree or equivalent 36 credit hours of post-baccalaureate coursework in Reading, Education Administration/Supervision, or a related field.

Experience:

Four years of teaching, administration, or leadership experience in a Kindergarten - three (K-3) school setting including two years of experience coordinating or administering elementary (K-3) reading programs is required. Experience as a principal, assistant principal, reading coach or staff developer is desirable.

DESCRIPTION:

This position is responsible for coordinating and supporting Reading First instruction, assessment and evaluation efforts and will provide focused technical assistance and professional development in Scientific Based Reading Research (SBRR) to Local Educational Agency in-school reading coaches and staff.

Annette Harris

Page two

Qualifications:

Education:

Goucher College (Baltimore, Maryland) 1998 – Master of Arts in Teaching (General Education and Special Education)

Coppin State College (Baltimore, Maryland) 1990 – Bachelor's Degree in Management Science

Experience:

Baltimore City Public Schools (Baltimore, Maryland)

2007 – Present: Elementary Teacher

Harford County Public Schools (Bel Air, Maryland)

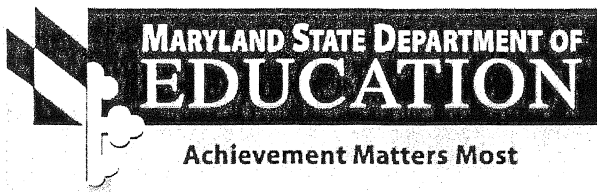
2001 – 2007: Elementary Teacher

1998 – 2001: Special Education Teacher

1997 – 1998: Student Teacher

Employment Status

New Hire



Nancy S. Grasmick
State Superintendent of Schools

200 West Baltimore Street · Baltimore, MD 21201 · 410-767-0100 · 410-333-6442 TTY/TDD

December 17-18, 2008

BOARD LIST

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

Name: Alice M. Miller

Position: Education Program Supervisor, Career and Technology Education

Division: Career Technology and Adult Learning,
Career and Technology Education Instructional Branch

Salary Grade: 22 (\$60,290 - \$96,808)

Effective Date: TBD

JOB REQUIREMENTS:

Education:

A Master's Degree or equivalent 36 post-baccalaureate credit hours in Education, Public Administration, Accountability or related area or any field directly related to Career and Technology Education.

Experience:

Five (5) years of professional administrative, accountability or teaching experience in or affiliated with an education program including two (2) years of experience in coordinating or administering an education program or service directly related to the position. Experience in an area related to career technology education is preferred.

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

DESCRIPTION:

This position is responsible for providing leadership, coordination, and technical assistance to local school systems and Maryland State Department Education (MSDE) staff for the Career and Technology Education (CTE) Accountability System, Career Technology Student Organizations, CTE equity and special population services, and CTE technical assessment and credentialing.

Qualifications:

Education:

Johns Hopkins University (Baltimore, Maryland) 1987 – Master of Administrative Science

Towson University (Towson, Maryland) 1983 – Master's Degree in Education; 1978 – Bachelor Degree in Education

Experience:

Goucher College (Towson, Maryland)

2007 – Present: Technology Coordinator for Distance Learning (Part-time)

Self-Employed (Baltimore, Maryland)

2006 – 2007: Investment Manager

TESST College of Technology (Towson, Maryland)

2004 – 2006: Director of Career Services Department

Literacy Works, Inc. (Baltimore, Maryland)

2003 – 2004: Coordinator of Curriculum and Technology

Sylvan Learning Systems, Inc. (Baltimore, Maryland)

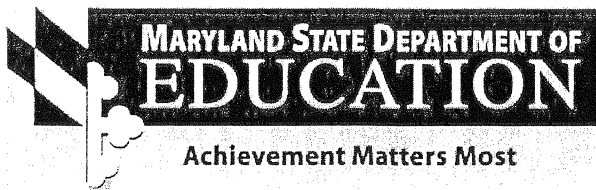
1997 – 2003: Regional Director

Essex Community College (Essex, Maryland)

1983 – 1997: Instructor and Program Manager (Career Development Center)

Employment Status

New Hire



Nancy S. Grasmick
State Superintendent of Schools

200 West Baltimore Street · Baltimore, MD 21201 · 410-767-0100 · 410-333-6442 TTY/TDD

December 17-18, 2008

BOARD LIST

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

Name: Veda C. Usilton
Position: Education Program Specialist I, Health Resources and Medicaid Monitoring
Division: Special Education/Early Intervention Services
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, Public Health, Social Work; Pediatric Nursing or a related field.

Experience:

Four (4) years of professional experience in training or technical assistance that must include administrative and/or supervisory experience, or administration of a public health or special education program or a program serving individuals with disabilities; experience with Medicaid services for children and school-based health services is desirable.

NOTE: Two additional years of experience as defined may substitute for the Master's Degree .

DESCRIPTION:

This position is responsible for providing technical assistance and training to school systems and public and private agencies in the provision of Medicaid School Based Services with emphasis on monitoring the health related services in Local School Systems, Local Lead Agencies and non-public schools.

Qualifications:

Education:

University of Maryland (College Park, Maryland) 1989 – Doctor of Philosophy in Counseling and Personnel Services

Howard University (Washington, DC) 1975 – Master’s Degree in Education, Counseling and Guidance

Marquette University (Milwaukee, Wisconsin) 1974 – Bachelor of Arts in Psychology

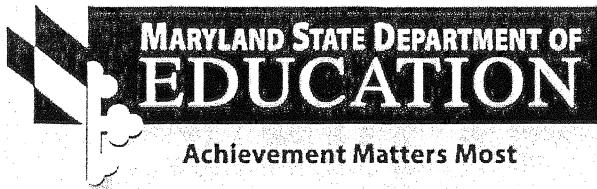
Experience:

District of Columbia Public Schools (Washington, DC)

- 1997 – 2008: School Principal
- 1992 – 1997: Coordinator – Phelps Career Diversion Program
- 1989 – 1992: Special Assistant to the Director of Counseling
- 1986 – 1989: Resource/Regional Counselor
- 1981 – 1986: Guidance Counselor

Employment Status

New Hire



Nancy S. Grasmick
State Superintendent of Schools

200 West Baltimore Street · Baltimore, MD 21201 · 410-767-0100 · 410-333-6442 TTY/TDD

December 17-18, 2008

BOARD LIST

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

Name: Michele Walklett, Ph.D.
Position: Psychologist II (Part-time)
Division: Rehabilitation Services,
Disability Determination Services
Salary Grade: 19 (\$49,638 - \$79,693)
Effective Date: November 5, 2008

JOB REQUIREMENTS:

Education:

Possession of a doctoral degree in psychology or a related field from an accredited college or university in a program acceptable to the Maryland Board of Examiners of Psychologists. Possession of a license to practice psychology in Maryland issued by the Maryland Board of Examiners of Psychologists.

Experience:

Five years of supervised experience rendering psychological services or engaging in research. Four years of the experience must have been after completion of the doctoral degree.

JOB DESCRIPTION:

Responsible for interpreting psychological evidence, prescribing psychological evaluation needs, and participating as the psychological examiner in the adjudication of Social Security and Supplemental Security Income disability claims for the Disability Determination Services.

Michele Walklett, Ph.D.

Page two

Qualifications:

Education:

California School of Professional Psychology (San Diego, California) 2000 – Doctor of Psychology

California School of Professional Psychology (San Diego, California) 1998 – Master’s Degree in Clinical Psychology

University of Maryland (College Park, Maryland) 1995 – Bachelor’s Degree in Psychology

Experience:

Greater Baltimore Counseling Center (Glen Burnie, Maryland)

2008 – Present: Psychologist

Maryland Department of Juvenile Services (Baltimore, Maryland)

2006 – Present: Psychologist (Contractual)

Maryland State Department of Education- Disability Determination Services (Timonium, Maryland)

2006 – 2008: Psychologist II

Guide Program, Incorporated (Laurel, Maryland)

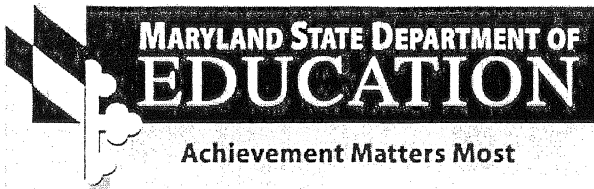
2004 – 2007: Psychologist

Baltimore City Public School System (Baltimore, Maryland)

2001 – 2005: Psychologist

Employment Status:

Reinstatement



Nancy S. Grasmick
State Superintendent of Schools

200 West Baltimore Street · Baltimore, MD 21201 · 410-767-0100 · 410-333-6442 TTY/TDD

December 17-18, 2008

BOARD LIST

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

Name: Mary M. Weller
Position: Program Manager I, Policy Hearings, Security and Program Integrity
Division: Rehabilitation Services, Disability Determination Services
Salary Grade: 19 (\$49,638 - \$79,693)
Effective Date: TBD

JOB REQUIREMENTS:

Education:

A Bachelor's Degree is required; course work in Management, Supervision or Administration is desirable. A Master's Degree is preferred.

Experience:

Five years of professional experience in rehabilitation or in the adjudication or processing of disability claims. Two years of the required experience must have included direct supervision of other professional employees or specialized experience as the technical lead providing rehabilitation services for clients with disabilities or in developing disability claims and establishing eligibility for SSDI and SSI.

Note:

A Master's Degree or equivalent 36 credit hours of post baccalaureate course work in Educational Administration, Rehabilitation Counseling, Special Education, Counseling and Guidance, Vocational Evaluation, Psychology, or in a Social Science related field may be substituted for one year of the required experience in rehabilitation or the adjudication or processing of disability claims.

DESCRIPTION:

This position is responsible for providing leadership and direction for policy interpretation and development, disability hearings, and security and for ensuring program integrity as specified by Social Security laws and regulations.

Qualifications:

Education:

University of Texas San Antonio (San Antonio, Texas) 1978 – Master of Arts Degree in Education, Guidance and Counseling

Texas Christian University (Forth Worth, Texas) 1968 – Bachelor of Arts Degree in Sociology

Experience:

Maryland State Department of Education (Baltimore, Maryland)

1999 – Present: Vocational Rehabilitation Supervisor I, Disability Determination Services

1982 – 1999: Vocational Rehabilitation Technical Specialist, Disability Determination Services

Bexar County Mental Health/Mental Retardation Center (San Antonio, Texas)

1973 – 1977: Program Specialist/Case Manager

Employment Status

Promotion

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE December 17 - 18, 2008 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>
*Donawa, Annette M.	Education Program Supervisor, Career and Technology Education	22	Career Technology and Adult Learning, Career and Technology Education Student and Assessment Services Branch	TBD

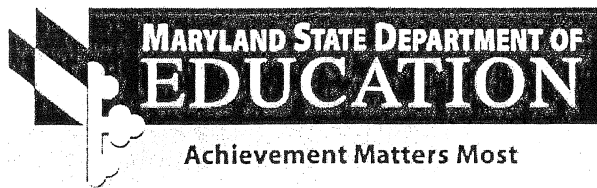
II. Appointments Grade 18 and below:

<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				

*Miller, Alice M. -- Notified the Department that she no longer wants to be considered for this position.



Nancy S. Grasmick
State Superintendent of Schools

200 West Baltimore Street · Baltimore, MD 21201 · 410-767-0100 · 410-333-6442 TTY/TDD

December 17-18, 2008

BOARD LIST

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

Name: Annette M. Donawa
Position: Education Program Supervisor, Career and Technology Education
Division: Career Technology and Adult Learning,
Career and Technology Education Instructional Branch
Salary Grade: 22 (\$60,290 - \$96,808)
Effective Date: TBD

JOB REQUIREMENTS:

Education:

A Master's Degree or equivalent 36 post-baccalaureate credit hours in Education, Public Administration, Accountability or related area or any field directly related to Career and Technology Education.

Experience:

Five (5) years of professional administrative, accountability or teaching experience in or affiliated with an education program including two (2) years of experience in coordinating or administering an education program or service directly related to the position. Experience in an area related to career technology education is preferred.

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

DESCRIPTION:

This position is responsible for providing leadership, coordination, and technical assistance to local school systems and Maryland State Department Education (MSDE) staff for the Career and Technology Education (CTE) Accountability System, Career Technology Student Organizations, CTE equity and special population services, and CTE technical assessment and credentialing.

Qualifications:

Education:

Northern Illinois University (DeKalb, Illinois) 1994 – Master’s Degree in Instructional Technology/Design

Towson University (Towson, Maryland) 1987 – Bachelor’s Degree in Mass Communications

Experience:

Accreditation Commission for Acupuncture and Oriental Medicine (Greenbelt, Maryland)

2007 – Present: Acupuncture and Oriental Medicine Associate Director

Morgan State University, School of Engineering (Baltimore, Maryland)

2002 – 2007: Deputy Director, Center of Advanced Microwave Research and Applications

Baltimore City Community College (Baltimore, Maryland)

2002 – 2007: Training Consultant (Part-time)

The Rouse Company (Columbia, Maryland)

2001 – 2002: Senior Instructional Designer

Caliber Learning Network (Baltimore, Maryland)

2000 – 2001: Senior Program Designer, Distance Learning

Fusion Systems Corporation, Semiconductor Equipment Operations (Rockville, Maryland)

1996 – 2000: Supervisor, Employee and Organizational Development

Pal-Tech, Inc. U. S. Agency for International Development (USAID) (Arlington, Virginia)

1995 – 1996: Senior Trainer/Assistant Project Manager

Bell Atlantic (Baltimore, Maryland)

1994 – 1995: Project Manager

North Central Regional Educational Laboratory (NCREL) (Oak Brook, Illinois)

1989 – 1994: Instructional Designer and Video Producer

Vanita Enterprises, Inc. (WBAL-TV) (Baltimore, Maryland)

1987 – 1989: Senior Associate Producer

Employment Status

New Hire

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE December 17 - 18, 2008 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>
*Cornelius, James D.	Education Program Specialist I, Project Manager for Science and Online Testing	21	Accountability and Assessment	11/19/2008

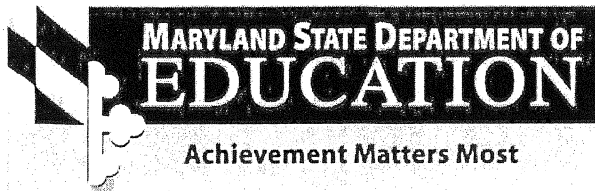
II. Appointments Grade 18 and below:

<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				

*Board Polled and approval received on 11/13/2008.



Nancy S. Grasmick
State Superintendent of Schools

200 West Baltimore Street · Baltimore, MD 21201 · 410-767-0100 · 410-333-6442 TTY/TDD

December 17-18, 2008

BOARD LIST

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

Name: James D. Cornelius
Position: Education Program Specialist I, Project Manager for Science & Online Testing
Division: Accountability and Assessment
Salary Grade: 21 (\$56,496 - \$90,706)
Effective Date: 11/19/2008

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 years of administrative or teaching 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.

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

JOB DESCRIPTION:

This is a professional position responsible for providing leadership and technical expertise to support and manage the continued development, implementation, and maintenance of the Maryland School Assessment for Science (MSA/Science) and the online testing of all Maryland Assessment Programs including reading, mathematics, the Alternate Maryland School Assessment, the Modified Maryland School Assessment and the High School Assessments.

Qualifications:

Middlebury College (Middlebury, Vermont) 1999 – Master’s Degree in English

University of Wisconsin (Madison, Wisconsin) 1993 – Bachelor’s Degree in English

Experience:

Mesh, Inc. (Oxford, Pennsylvania)

2007 – Present: Consultant and Project Manager (Part-time)

Cornelius and Company - self-employed (Oxford, Pennsylvania)

2007 – Present: Independent Consultant: Online Learning (Part-time)

Oakland Unified School District (Oakland, California)

2005 – 2007: Assessment Tools Manager

Edusoft, a Houghton – Mifflin Company (San Francisco, California)

2003 – 2005: Data Integration Lead

San Francisco Unified School District (San Francisco, California)

2002 – 2003: Technology Support Coordinator

Mckinsey and Company (San Francisco, California)

2000 – 2001: West Coast Training Coordinator

EMPLOYMENT STATUS:

New Hire