

MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday

August 22, 2017

Maryland State Board of Education

200 W. Baltimore Street

Baltimore, Maryland 21201

The Maryland State Board of Education met in regular session on Tuesday, July 18, 2017, at 9:00 a.m. at the Nancy S. Grasmick State Education Building. The following members were in attendance: Mr. Andrew R. Smarick, President; Dr. Chester E. Finn, Jr., Vice President; Dr. Michele Jenkins Guyton; Dr. Justin M. Hartings; Ms. Stephanie R. Iszard; Dr. Rose Maria Li; Mr. Michael D. Phillips; Dr. David Steiner; Mr. Kyle J. Smith, student Board member; Dr. Irene M. Zoppi Rodriguez, and Dr. Karen B. Salmon, State Superintendent of Schools.

The following staff members were present: Elizabeth Kameen, Esq., Assistant Attorney General; Dr. Carol Williamson, Deputy State Superintendent; Office of Teaching and Learning; Dr. Miya T. Simpson, Executive Director, Office of the State Board; Kristy Michel, Deputy State Superintendent, Office of Finance and Administration; and Dr. Sylvia Lawson, Deputy State Superintendent, Office of School Effectiveness.

President Smarick called the meeting to order.

INTRODUCTION OF NEW BOARD MEMBER

President Smarick introduced and welcomed new State Board member Dr. Irene M. Zoppi Rodriguez.

President Smarick also welcomed members and staff of the Maryland Association of Boards of Education (MABE) and other guests.

CONSENT AGENDA

- Approval of Minutes for July 18, 2017
- Personnel
- Budget Adjustments for July, 2017
- Budget – Closeout of Fiscal Year 2017

ACTION: Upon motion by Dr. Finn and second by Ms. Iszard, and with unanimous agreement, the Board approved the Consent Agenda. (In Favor: 10; opposed: 0; abstained: 0).

EVERY STUDENT SUCCEEDS ACT (ESSA) CONSOLIDATED STATE PLAN

An update on the feedback received on Maryland’s Draft ESSA Consolidated State Plan.

Mary Gable, Assistant State Superintendent, and Dr. Dara Shaw, Director of Research, presented a summary of the feedback received on the draft ESSA plan, which was out for public comment until August 10th. A Spanish translation of the overview was also posted on the website. Forty (40) letters to the State Board/MSDE were received, representing 8 local school systems, 12 state stakeholder groups, 12 advocacy or non-profit organizations, 4 government or government related representatives, and 4 private individuals or others. In addition, 447

responses to the online survey were received. Respondents included approximately 26 percent teachers, 20 percent parents and 17 percent students. All school systems were represented, with the greatest number of responses from Prince George's, Charles, Anne Arundel, and Montgomery Counties. Overall, 68% of respondents indicated they were supportive or highly supportive of Maryland's ESSA plan. Following the Board's discussion of the feedback and plan the Department will put editorial touches and include any decisions from the meeting in the final draft to be submitted on or before September 18th.

Ms. Gable noted that the feedback received included suggestions for additions, modifications, and clarifications across various parts of the ESSA plan. Ms. Gable and Dr. Shaw discussed the feedback on the following items, which may require adjustments to the plan based on the Board's decisions, and presented the Departments recommendations.

- Details of the summative rating system
- Definition of chronic absenteeism
- Expansion of "credit for" and "access to"
- Selection of indicators to identify Comprehensive Support and Improvement (CSI) and Targeted Support and Improvement Schools (TSI) Schools.

Other meaningful feedback noted included:

- Inclusion of growth measures
- Administration of school climate survey
- Comparison of schools to demographically similar schools
- Graduation
- Other academic indicators
- Consultation

Much of the discussion focused on: the five-star rating system and customized category descriptors to explain what each star rating means; the number of levels, and the use of dashboards to go along with the summative rating system; and identification of the lowest 5 percent of schools. Dr. Shaw also shared some of the feedback that has been received on other state plans that have already been submitted to the U.S. Department of Education.

Board members expressed concerns about how the Protect Our Schools Act constrains and drives some of the options available, as well as how it may not be aligned or in compliance with the federal law. There was also discussion about the interpretation of the law and that it may be interpreted as silent on the determination of the lowest 5 percent for comprehensive intervention under Title I, and not in the best interest of Maryland's students.

Following this discussion, the following action was taken:

ACTION: President Smarick made a motion to reverse the State Board's previous decision to use only academic indicators in identifying the bottom 5 percent of schools, and to adhere to the Attorney General's advice and interpretation of the intent of the Protect Our Schools legislation, which is to use all of the metrics in the accountability system to determine all categories,

including the bottom 5 percent (noting the understanding that the survey and course data are not currently available and that as soon as it is it will be embedded in the system)

Upon second of the motion by Dr. Hartings, the motion was approved. (In Favor: 7; Opposed: 2 - Dr. Steiner and Dr. Finn; Abstained: 1 - Pastor Phillips)

The Board continued to move through the other parts of the plan with discussion of the remaining decision points and taking action as follows:

Details of Summative Rating System

ACTION: Upon motion by President Smarick and second by Dr. Guyton, the State Board approved the 5-star Summative Rating System with directional arrows to indicate progress on each measure. The 5-star system will be based on the ordinal ranking of the percentile system required by the law, with cut scores to be determined at a later date, and will include a dashboard that will provide additional information. (In Favor: 9; Opposed: 1 – Ms. Iszard; Abstained: 0)

Definition of Chronic Absenteeism

ACTION: The State Board unanimously approved the staff recommendation to adjust the definition of chronic absenteeism to align with the federal definition (“The number of students absent 10 percent or more school days during the school year” in membership at least 10 days) and to also maintain the federal definition as it relates to medically-fragile students (does not count students as absent if they are participating in instruction-related activities at an approved off-grounds location, e.g. home study). (In Favor: 10; Opposed: 0; Abstained: 0)

Expansion of “Credit for” and “Access to”

ACTION: Upon motion by Mr. Smith and second by Ms. Iszard, the State Board unanimously approved amending the plan to include the Seal of Biliteracy in the high school “Credit for” indicator, and amending the plan language to indicate that MSDE will study the inclusion of additional elements, as long as they meet the requirements of ESSA. (In Favor: 10; Opposed: 0; Abstained: 0)

The Board also discussed including financial literacy. Dr. Salmon suggested having her staff provide a future presentation to the Board on MSDE’s current initiatives related to financial literacy throughout the State. This was supported by the Board.

Selection of Indicators to Identify CSI and TSI Schools

In an earlier discussion, the State Board agreed to use all of the indicators as required by State law to identify CSI and TSI schools.

ACTION: Upon motion by Dr. Steiner and second by Pastor Phillips, the State Board agreed to report on participation rates for schools that do not meet 95% participation, but not to include it

in the criteria used to identify TSI schools. (In Favor: 9; Opposed: 0; Abstained: 1 – Dr. Irene Zoppi Rodriguez)

Graduation

Discussion of the removal of the five-year-plus-still-enrolled adjusted cohort graduation rate.

ACTION: Upon motion by Dr. Steiner and second by Dr. Finn, the State Board unanimously approved the Department’s recommendation to remove the five-year-plus-still-enrolled adjusted cohort graduation rate from Maryland’s definition and utilize the federal definition of 5-year adjusted cohort graduation. (In Favor: 10; Opposed: 0; Abstained: 0)

Additional Feedback and Discussion

Dr. Shaw concluded the morning ESSA presentation by sharing some of the additional feedback that was received on the plan related to the inclusion of growth measures, administration of school climate surveys, comparison of schools to demographically similar schools, graduation, and consultation. The State Board will continue to discuss and revisit these items.

There was also discussion on the feedback related to the use of “other academic indicators” at the high school level and consultation. Readiness for Postsecondary success (On-Track 9th grade and Credit for completion of a well-rounded curriculum) is a new indicator in Maryland’s Accountability Plan. Ms. Gable noted that there may be federal pushback to move this to School Quality/Student Success; however, the Protect Our Schools Act does not allow this. The MSDE has created the new indicator and will be clearer in the Plan about the requirements of the State law.

Also, the requirement to describe consultation was removed by the USED from the template in the revised version. The State will continue to engage stakeholders in the ESSA Consolidated State Plan development and implementation. The MSDE has added Appendix F to the Plan to describe Maryland’s consultation with stakeholders in the development of the Maryland ESSA Consolidated State Plan. Dr. Salmon noted that the external stakeholder meetings have been scheduled for the next year and will occur every other month.

Additional comments and topics of interest regarding ESSA from State Board members include:

- Literacy
- More emphasis on Early Childhood Education and strengthening the language around K-3. Recommended language to be added to the plan.
- Concerns regarding the lack of K-3 data.
- Find a way to add Gifted and Talented as a subgroup.
 - More consideration of Vocational/CTE programs, noting there is no defined track to graduation/employment that aligns with CTE and no systemic statewide approach.

President Smarick thanked the staff for their work and reminded Board members that there will be further opportunities to review and make adjustments to the plan along the way.

Ms. Gable described the submission process, timeline, and next steps in having the revised plan submitted by the September 18th deadline. Ms. Gable also noted that once the plan is submitted there is a 120 day timeline for approval.

EXECUTIVE SESSION

Pursuant to § 3-305(b)(1)&(7) of the General Provisions Article, Annotated Code of Maryland, and upon motion of President Smarick, seconded by Dr. Li and with unanimous agreement, the Maryland State Board of Education met in closed session on Tuesday, August 22, 2017 in Conference Room #1, 8th Floor, at the Nancy S. Grasmick Building. All board members were present. In attendance were Dr. Karen B. Salmon, State Superintendent of Schools, Dr. Sylvia Lawson, Chief Performance Officer, Dr. Carol Williamson, Chief Academic Officer, Kristy Michel, Chief Operating Officer, Dr. Miya T. Simpson, Executive Director, Office of the State Board and Assistant Attorneys General, Elizabeth Kameen, Jackie La Fiandra and Derek Simmons. The Executive Session commenced at 1:10 p.m.

At that time, the State Board approved four Opinions and four Orders for publication.

- *Pastor Almena C. (Re: R.C.) v. Board of Education of Cecil County* – student suspension – Opin. No. 17-28
- *Almena Q.C. (Re: J.J.) v. Board of Education of Cecil County* – student suspension – Opin. No. 17-29
- *Ralph and Tramaine N. v. Montgomery County Board of Education* – student transfer – Opin. No. 17-30
- *Ashley Towle v. Carroll County Board of Education* – bus stop change – Opin. No. 17-31
- *Xiomara C. v. Montgomery County Board of Education* – student transfer – Order No. OR17-10
- *Bruce Hartley and Kathleen Sample v. Montgomery County Board of Education* – residency – Order No. OR17-11
- *Kristine Lockwood v. Howard County Board of Education* – appeal of Interim Superintendent and General Counsel positions and feasibility study – Order No. OR17-12
- *Lee Thomassen v. Baltimore County Board of Education* – teacher termination – Order No. OR17-13

The Board received legal advice on the law governing Teacher and Principal Evaluations and on the legal avenues for defining at risk schools in terms of innovative scheduling.

Kristy Michel presented for discussion the proposed 2018-2019 MSDE budget which is subject to deliberative privilege and will be submitted to the Governor in September for his consideration.

The Board discussed possible legislative proposals for submission to the Governor in September. This topic is also subject to deliberative privilege.

The Board received an update on the process in procuring a vendor for the Prince George's County Public Schools Audit through the emergency procurement process. They asked that MSDE or the chosen vendor report to the Board in public session in September.

Dr. Salmon shared PARCC and AP data with the Board explaining the disclosure protocols, that the AP data was embargoed until October to check for accuracy, and that the school systems would receive their PARCC data after it was presented to the Board in the upcoming public session.

Dr. Salmon informed the Board that the new PARCC consortium management contract had been finalized by Illinois. Maryland will review and determine the appropriate procurement method to purchase services off the Illinois contract with New Meridian.

At 2:50 p.m. all staff left the meeting and the Board remained to discuss the evaluation of the State Superintendent and the Executive Director.

The Executive Session ended at 3:10 p.m.

RECONVENE

The Board reconvened in public session at 3:15 p.m.

EVERY STUDENT SUCCEEDS ACT (ESSA) CONSOLIDATED STATE PLAN (CONT'D)

The State Board continued its discussion of the ESSA Plan. Dr. Salmon and Dr. Finn proposed language to include early childhood and gifted and talented language. Dr. Finn provided recommended language for the amendments to staff as follows:

- Amendment 1 regarding Gifted and Talented:
The State intends to take steps to add gifted and talented students as an additional student group by the end of the 2017-2018 school year.
- Amendment 2 regarding Early Childhood Education:
“Early Childhood is a priority for the State Board and State Superintendent of Schools. The MSDE will identify gauges for kindergarten readiness and academic growth through grade 3, to be deployed no later than school year 2018-2019, and incorporated into the ESSA accountability system as rapidly as feasible with the weights of the measures revised accordingly.”

ACTION: Upon motion by Dr. Finn with a second by Dr. Guyton, the State Board unanimously approved the proposed amendments related to Gifted and Talented and Early Childhood Education. (In favor: 10; Opposed: 0; Abstained: 0)

Dr. Salmon requested approval of the Maryland ESSA Consolidated State Plan, as revised.

ACTION: Upon motion by Dr. Steiner and second by Ms. Iszard, the State Board unanimously approved submission of the revised Maryland ESSA Consolidated State Plan. (In Favor: 10; Opposed: 0; Abstained: 0.)

Ms. Gable reiterated the submission process and timeline, noting that the plan will need to go to the Governor for his signature. The plan will be submitted to the USED by September 18th.

STATE BOARD MEMBER REPORTS AND PLANNING

➤ **Committee Updates**

- *Mental Health Committee* – Dr. Guyton and Ms. Iszard provided a brief update and informed the Board that a formal presentation with recommendations is forthcoming.
- *Strategic Planning* – Pastor Phillips shared an update on the committee’s recent meeting and the shared interest in equity, early childhood literacy and opportunity as priorities.
- *Maryland Association of Student Councils (MASC)* – Mr. Smith reported on the activities of the MASC and the executive board meeting that was held for student board representatives. He also mentioned that he looks forward to working with the new Executive Director for MASC (Olivia Keithley).

ACTION: None. For information only.

➤ **Review of the September 19th State Board Meeting Agenda**

President Smarick presented the following tentative items for the September 19th Board agenda for Board members input/feedback:

- Recognition of EGATE Schools
- Recognition of Principals of the Year
- Task Force on Restraint and Seclusion
- Master Plan Stakeholder Workgroup
- Social Studies
- NAEP Exclusion Rates
- Maryland Center for School Safety
- Review Superintendent’s Update
- State Board Reports and Planning
- Regulatory Actions

Dr. Steiner suggested a discussion and review of all of the state’s assessment results, excluding AP which are not currently available. President Smarick said he will explore this further with Dr. Salmon and Dr. Simpson and follow up with the Board.

Dr. Hartings inquired about the status of the CREDO Study/Research Protocols. Dr. Salmon said this will be included on the September agenda.

Board members also expressed interest in future presentations/updates on the following:

- Data Transparency (data collection and protocols, types of data, review of policies in other states). Ms. Kameen cautioned that the Public Information Act may come into play, as well as what is available in state and local databases. She said this can be investigated. Dr. Salmon agreed to look into this further and follow up with the Board.
- Gifted and Talented Education (GTE)
- Financial Planning
- Vocational/CTE Programs (and connections to GTE)

The Executive Board will meet on August 29th to discuss and finalize the September agenda.

ACTION: None. For information and discussion only.

➤ **2018 State Board Meeting Dates**

Review and discussion of proposed 2018 Meeting Dates. The State Board confirmed September 25th for the September 2018 meeting date.

ACTION: Upon motion by Dr. Steiner and second by Ms. Iszard, the 2018 State Board Meeting Dates were approved. (In favor: 10; Opposed: 0; Abstained: 0)

➤ **Board Member Updates and Comments**

- Ms. Iszard attended the MSDE's recent leadership training for Baltimore City and commended the Department and attendees for their energy, passion, and commitment.
- Ms. Iszard recommended scheduling the public comment period earlier in the day to better accommodate members of the public. This suggestion was supported by Dr. Guyton, who thought such a change would allow the Board to hear comments that may be relevant to discussions and actions of the Board taken later in the day. President Smarick proposed alternating the timing of the public comment period between the morning and afternoon each month.
- Dr. Hartings shared that by law students within the state start their day with the Pledge of Allegiance and noted that it is also the practice of the General Assembly and most (if not all) local Boards to do so at the beginning of their meetings. He recommended that the State Board consider doing the same. State Board members were in agreement and the Pledge of Allegiance will be added to future agenda's.
- Dr. Hartings inquired about live streaming of the State Board meetings. Dr. Simpson updated Board members on the status of the procurement process, reporting that bids for live streaming services have been received and are currently under review.
- Mr. Smarick recommended that the Board meet on September 7th from noon – 4:00 p.m. for a planning discussion. This date was tentatively scheduled in the event an additional ESSA work session was needed. The Board was in agreement with this recommendation.
- Mr. Smith shared feedback on a recent meeting that was held with several high school student leaders to discuss equity issues. Thirteen students were in attendance representing six LEAs. Mr. Smith reported that students had a productive conversation and shared their thoughts, concerns and recommendations related to equity.
- President Smarick informed the Board of a recent request to appoint a member to serve on the *Commission on the School-to-Prison Pipeline and Restorative Practices* established by HB 1287. Pastor Phillips has agreed to serve on the Commission.

PARCC ASSESSMENT RESULTS

Presentation of 2016-2017 English Language Arts (ELA) and Mathematics Assessment results for grades 3 through 8, and for high school assessments results in Algebra I, Algebra II, Geometry, English 9, 10, and 11. Dr. Carol Williamson, Deputy Superintendent for Teaching and Learning, reviewed the overall results and the results disaggregated by race and student groups, highlighting the gains that have been made. Board members acknowledged the positive results but asked that information also be presented about the districts where there have been no improvements and/or scores have declined, in order to have a balanced and realistic picture of how students and districts are performing.

ACTION: None. For information only.

ALTERNATIVE ACADEMIC ACHIEVEMENT STANDARDS

An update on the Maryland Alternative Assessment Program for English/Language Arts, Mathematics, and Science. The department needs to complete its peer review process on its assessments and validate that the State Board has approved MSDE's Alternative Assessment Standards. Superintendent Salmon requested Board approval for continuation of the program to include the adoption of the Core Content Connectors and the Essential Elements, which are aligned to the Maryland College and Career Ready Standards (MCCRs) and Next Generation Science Standards (NGSS).

ACTION: Upon motion by Dr. Finn and second by Dr. Steiner, the State Board approved continuation of Maryland's Alternative Assessment – Alternate Achievement Standards (AA-AAS) program including the adoption of the Core Content Connectors and the Essential Elements. (In favor: 10; Opposed: 0; Abstained: 0)

STATE SUPERINTENDENT'S REPORT

➤ Persistently Dangerous Schools

Superintendent Salmon recommended that Friendship Academy of Engineering and Technology, a school in the Baltimore City Public School System, be placed on probationary status in accordance with the provisions of COMAR 13A.08.01.19 *Probationary and Persistently Dangerous School Designation*, and 13A.08.01.20 *Unsafe School Transfer Policy*.

ACTION: Upon motion by Dr. Finn and second by Ms. Iszard, the State Board approved the recommendation to place Friendship Academy of Engineering and Technology on probationary status on the list of persistently dangerous schools. (In favor: 10; Opposed: 0; Abstained: 0)

REGULATORY ACTIONS

➤ COMAR 13A.06.07.01-.10 Student Transportation

Superintendent Salmon requested permission to publish proposed amendments to COMAR 13A.06.07.07. On April 11, 2017, the National Transportation Safety Board (NTSB) released its Safety Recommendations in response to a collision between a Baltimore City school bus and a Maryland Transportation Authority transit bust that occurred in Baltimore city on November 1, 2016. The NTSB identified two areas of concern for the MSDE. Specifically, terms in COMAR 13A.06.07 that were not defined and clarification to when a local school system is required to submit a school vehicle driver or trainee, during pre-employment screening, to the MSDE for inclusion in the disqualified driver database. In order to respond to the findings, the MSDE worked with the Office of the Attorney General to provide advice regarding the findings. A task force was convened to review the NTSB report and provide input on proposed changes to the regulation.

ACTION: Upon motion Dr. Finn and second Dr. Steiner, the State Board granted permission to publish the proposed amendments. (In favor: 10; Opposed: 0; Abstained: 0)

➤ **COMAR 13A.02.01.04 Length of School Year**

Superintendent Salmon requested approval to adopt amendments to the regulation to reduce from five to three the number of days by which school systems must extend their calendars in order to obtain a waiver of the 180-day school year requirement, when necessary.

ACTION: Upon motion Dr. Finn and second Dr. Steiner, the State Board granted permission to adopt the proposed amendments. (In favor: 10; Opposed: 0; Abstained: 0)

➤ **COMAR 13A.06.01.02 and .03 Programs for Food and Nutrition**

Superintendent Salmon requested approval to adopt amendments to the regulations that govern the Nutrition Appeal Procedures for Local Education Agencies (LEAs) and other agencies participating in the federal Nutrition Programs.

ACTION: Upon motion by Dr. Finn and second by Dr. Li, the State Board approved the adoption of the amendments to COMAR 13A.06.01.02 and .03, Programs for Food and Nutrition. (In favor: 10; Opposed: 0; Abstained: 0)

➤ **COMAR 13A.12.02.21 Hearing Impaired**

Superintendent Salmon requested permission to adopt amendments to the regulation to update language and to identify content specific coursework.

ACTION: Upon motion by Dr. Guyton and second by Ms. Iszard, the State Board adopted the proposed amendments to COMAR 13A.12.02.2. (In favor: 10; Opposed: 0; Abstained: 0)

PUBLIC COMMENT

President Smarick explained procedures by which the Board hears public comments. The following individuals provided public comments:

- Dr. Michael Meadows – *ESSA Plan - proposed 3 options for the summative rating system, along with a dashboard to consider*
- Jim Snyder – *Requests MSDE Compensation Data*

OPINIONS

Ms. Kameen announced the following Opinions and Orders:

- *Pastor Almena C. (Re: R.C.) v. Board of Education of Cecil County* – student suspension – Opin. No. 17-28
- *Almena Q.C. (Re: J.J.) v. Board of Education of Cecil County* – student suspension – Opin. No. 17-29
- *Ralph and Tramaine N. v. Montgomery County Board of Education* – student transfer – Opin. No. 17-30
- *Ashley Towle v. Carroll County Board of Education* – bus stop change – Opin. No. 17-31
- *Xiomara C. v. Montgomery County Board of Education* – student transfer – Order No. OR17-10

- *Bruce Hartley and Kathleen Sample v. Montgomery County Board of Education* – residency – Order No. OR17-11
- *Kristine Lockwood v. Howard County Board of Education* – appeal of Interim Superintendent and General Counsel positions and feasibility study – Order No. OR17-12
- *Lee Thomassen v. Baltimore County Board of Education* – teacher termination – Order No. OR17-13

ADJOURNMENT

With no further business before the Board, the meeting adjourned at 4:30 p.m.

Karen B. Salmon, Ph.D.
Secretary/Treasurer

Date: September 19, 2017

The information included here provides a summary of the agenda items presented and actions taken during the meeting of the Maryland State Board of Education. The audio recordings of the meetings are the official record of the meetings and can be located at: <http://www.marylandpublicschools.org/stateboard/Pages/Meetings-2017.aspx>

MARYLAND STATE BOARD OF EDUCATION
PRESIDING OFFICER'S WRITTEN STATEMENT FOR CLOSING A MEETING ("CLOSING STATEMENT") UNDER OPEN MEETINGS ACT (General Provisions Article § 3-305)

1. Recorded vote to close the meeting.

Date: August 22, 2107

Time: 12:30 p.m.

Location: 200 West Baltimore Street, Baltimore, MD 21201

Motion to close meeting made by: Mr. Smarick

Seconded by: Dr. Li

Members in favor: 10

Opposed: 0

Abstaining: 0

Absent: 0

2. The meeting was closed under authority of Section 3-305(b) of the General Provisions Article of the Annotated Code of Maryland (check all provisions that apply). This meeting will be closed under General Provision Art. § 3-305(b) only.

- 1. To discuss: (i) the appointment, employment, assignment, promotion, discipline, demotion, compensation, removal, resignation, or performance evaluation of appointees, employees, or officials over whom this public body has jurisdiction; or (ii) any other personnel matter that affects one or more specific individuals.
- 2. To protect the privacy or reputation of individuals concerning a matter 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.

3. For each provision checked above, disclosure of the topic to be discussed and the public body's reason for discussing that topic in closed session.

Citation (insert # from above)	Topic	Reason for closed-session discussion to topic
§ 3-305(b) (1)	Internal Board Management	Employee evaluations.
§ 3-305(b) (7)	Legal Advice	Obtained legal advice on legal appeals, teacher and principal evaluations, definition of at risk schools, Department's 2018-2019 Budget, and proposed legislation.
§ 3-305(b) (14)	Internal Board Management	Received update on procuring vendor for PG County Public Schools audit.

4. This statement is made by Andrew R. Smarick, Presiding Officer.

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE September 19, 2017 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>
Fleming, Patrick	Director, Education Policy and Governmental Relations	24	Office of the State Superintendent, Governmental Relations	TBD
Foose, Renee A.	Assistant State Superintendent, Assessment, Accountability, and Information Technology	ES-6	Office of the Deputy for Teaching and Learning, Division of Assessment, Accountability and Information Technology	TBD
Hiob, Tiffany N.	Education Program Supervisor, Chief of Autism Waiver and Health Related Services	22	Office of the Deputy for Teaching and Learning, Division of Special Education/Early Intervention Services	TBD
Jowers, Keri L.	Education Program Specialist I, Special Education Data Systems Specialist	21	Office of the Deputy for Teaching and Learning, Division of Special Education/Early Intervention Services	TBD
Pinckney, Sharon J.	Education Program Specialist I, Access and Equity Program Specialist	21	Office of the Deputy for Teaching and Learning, Division of Special Education/Early Intervention Services	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>
Allen, Tasha	Vocational Rehabilitation Specialist I	12/3	Office of the Deputy for Finance and Administration, Division of Rehabilitation Services	09/13/17
Farrell, Sean E.	Teacher, Academic – English	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education Program	09/13/17

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Jones, Danyelle E.	Teacher, School Guidance Counselor	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education Program	08/30/17
Potter, Mindy	Vocational Rehabilitation Specialist II	13/3	Office of the Deputy for Finance and Administration, Division of Rehabilitation Services	09/13/17
Strawderman, Richard A.	Teacher, Academic – Resource	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education Program	09/13/17
Wilson, Andrea	Vocational Rehabilitation Specialist	13/3	Office of the Deputy for Finance and Administration, Division of Rehabilitation Services	09/13/17

III. Other Actions: Promotional

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
-------------	-----------------	---------------------	------------------------	----------------------------



Karen B. Salmon, Ph.D.
State Superintendent of Schools

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

September 19, 2017

BOARD LIST

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

Name: Patrick Fleming
Position: Director, Governmental Relations
(Designated Administrative Manager Senior II)
Division: Office of the State Superintendent
Salary Grade: State Salary Grade: 24
Annual Salary Range: \$73,612 - \$118,197
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master's Degree or 36 post baccalaureate credit hours of coursework in Education, Public Administration or a related field. Juris Doctor (J.D.) is preferred.

EXPERIENCE:

Five years of administrative and/or management experience in an education or related field/program. Experience with Education Policy or Government relations is desirable.

DESCRIPTION:

This is a management service position, which reports to the State Superintendent and is responsible for coordinating education policy and legislative operations for the Office of the State Superintendent and the Maryland State Board of Education, managing all Department relations with the Maryland General Assembly, communicating and advising department leadership, executive leadership in other state agencies, educational, and education advocacy organizations.

QUALIFICATIONS:

Education:

University of Baltimore (Baltimore, Maryland) 2012 - Master's Degree Public Administration.

Towson University (Towson, Maryland) 2003 - Bachelor's Degree Mass Communication.

Experience:

Baltimore City Department of Transportation (Baltimore, Maryland)

2015 – Present: Senior Manager of Legislative Affairs

Maryland Transportation Authority (Baltimore, Maryland)

2012 – 2015: Manager of Government Relations

2011 – 2012: Legislative Liaison

2011: Director of External Affairs

2010 – 2011: Manager, Project Start-up

2006 – 2010: Assistant Manager, Government and Community Relations

2004 – 2006: Regional Planner

EMPLOYMENT STATUS:

New Hire



Karen B. Salmon, Ph.D.
State Superintendent of Schools

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

September 19, 2017

BOARD LIST

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

Name: Renee A. Foose
Position: Assistant State Superintendent for Assessment, Accountability and Information Technology
Division: Assessment, Accountability and Information Technology
Salary Grade: Executive Salary Scale (ES-6)
Annual Salary Range: \$92,333 - \$123,236
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Applicants should possess a Master's Degree or 36 hours of post Baccalaureate coursework in Education. Doctoral degree preferred.

EXPERIENCE:

Extensive experience in educational supervision and management in the areas of, school performance, program assessment, and school accountability.

DESCRIPTION:

This position reports directly to the Deputy State Superintendent for Teaching and Learning and is responsible for the direction and oversight of the State's student assessment and school accountability programs.

QUALIFICATIONS:

Education:

Loyola University (Baltimore, Maryland) 2010 - Master of Business Administrative – Executive Leadership;
1997 - Master's in Curriculum and Instruction.

University of Delaware (Newark, Delaware) 2004 - Education Doctorate School Leadership/Administration
and Policy;

Towson University (Towson, Maryland) 1994 - Bachelor's Degree in Biological Science.

Maryland State Department of Education – Advanced Professional Certification in Administration I-II.

Experience:

Howard County Public School System (Ellicott City, Maryland)

2012 – 2017: Superintendent

Baltimore County Public Schools (Towson, Maryland)

2011 – 2012: Deputy Superintendent

1996 – 2000: Classroom Teacher, Parkville High School

Montgomery County Public Schools (Rockville, Maryland)

2008 – 2011: Associate Superintendent

2006 – 2008: Principal, Earle B. Wood Middle School

Washington County Public Schools (Hagerstown, Maryland)

2003 – 2006: Principal, Boonsboro Middle School

Frederick County Public Schools (Frederick, Maryland)

2000 – 2003: Assistant Principal, Governor Thomas Johnson High School

Maryland State Police (Baltimore, Maryland)

1990 – 1996: State Trooper

EMPLOYMENT STATUS:

New Hire



Karen B. Salmon, Ph.D.
State Superintendent of Schools

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

September 19, 2017

BOARD LIST

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

Name: Tiffany Noel Hiob, Ed.D.

Position: Education Program Supervisor,
Chief of Autism Waiver and Health Related Services

Division: Special Education/Early Intervention Services

Salary Grade: State Salary Grade: 22
Annual Salary Range: \$64,608 - \$103,743

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Master's Degree or equivalent 36 post baccalaureate course work in Special Education, Education Administration/Supervision or Education related field.

EXPERIENCE:

Five (5) years of professional experience in or affiliated with special education administration, programs or services directly related to the position. Experience in the areas of evidence based practices for children on the autism spectrum and early intervention for students with autism and other developmental disabilities preferred.

DESCRIPTION:

This is a professional position responsible for providing supervision and technical assistance for administration of the Medicaid Home and Community Based Services Waiver for Children with Autism Spectrum Disorder, the renewal application with the Centers for Medicare and Medicaid Services (CMS) and the school-based Medicaid reimbursement process in the Division of Special Education/Early Intervention Services. This position supports the implementation of the annual monitoring process and quality assurance system for the Autism Waiver and ensures that Local School Systems (LSS) and community Medicaid waiver providers are in compliance with all the rules and regulations.

QUALIFICATIONS:

Education:

Argosy University (Arlington, Virginia) 2015 – Education Doctorate in Organizational Leadership.

Towson University (Towson, Maryland) 2001 – Master’s Degree in Counseling Psychology;
2005 - Master’s Degree in Experimental Psychology.

Villa Julie College (Stevenson, Maryland) 1999 – Bachelor’s Degree in Liberal Arts, Computer Technology
Psychology.

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2016 – Present: Education Program Specialist I – Autism Waiver Provider Liaison

Trellis Services Inc. (Sparks, Maryland)

2012 – 2016: Case Manager/Family Consultant Autism Services

2013: Clinical Specialist (Autism Waiver Program)

2006 – 2008: Case Manager/Family Trainer – Autism Services Program

The Renfrew Center of Baltimore (Towson, Maryland)

2016 – 2016: Site Director

2006 – 2008: Case Manager/Family Trainer Autism Services

Good Shepherd Services (Baltimore, Maryland)

2014 – 2016: Clinical Specialist of Neurodevelopmental Disorders

2014: Clinical Milieu Manager

Abilities Network (Towson, Maryland)

2008 – 2012: Director of Autism Services

2007 – 2008: Clinical Supervisor Autism Waiver

Mental Illness Research Education and Clinical Center (Perry Point, Maryland)

2005 – 2006: Staff Assistant –Cognitive Remediation Therapist/Research Assistant

2004 – 2005: Research Study Coordinator

EMPLOYMENT STATUS:

New Hire



Karen B. Salmon, Ph.D.
State Superintendent of Schools

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

September 19, 2017

BOARD LIST

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

Name: Keri L. Jowers
Position: Education Program Specialist I,
Special Education Data Systems Specialist
Division: Special Education/Early Intervention Services
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$60,543 - \$88,424
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Four (4) years of professional experience as a research or data analyst in education or other related field, including use of SAS or SPS required.

DESCRIPTION:

This is a professional position responsible for providing technical assistance in coordinating the development, implementation, and maintenance of data systems, including those related to Local School System's (LSS) child count and exit count, data collection for Individual Education Plans (IEPs), the Maryland Online IEP System, the Maryland State Performance Plan (SPP), and Annual Performance Report (APR), Federal data collection, and special education linkage with the Unique Student Identification System (USIS).

QUALIFICATIONS:

Education:

The Johns Hopkins University, Bloomberg School of Public Health (Baltimore, Maryland)
2009 - Ph.D. in Public Health, Mental Health.

Goucher College (Towson, Maryland) 2000 – Master’s Degree in At-Risk Education.

James Madison University (Harrisonburg, Virginia) 1996 – Bachelor’s Degree in Psychology.

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2014 – Present: Research Statistician

Walter R. McDonald & Associates, Inc. (Rockville, Maryland)

2012 – 2014: Research Manager

2009 – 2011: Research Associate

The Pennsylvania State University (University Park, Pennsylvania)

2011 – 2012: Postdoctoral Fellow, Prevention and Methodology Training Program

The Johns Hopkins University Bloomberg School of Public Health (Baltimore, Maryland)

2008: Graduate Research Assistant, Growing Up with Media

2005 – 2007: Graduate Research Assistant, School-Based Mental Health Services

2005 – 2006: Graduate Research Assistant, School-Based Interventions

2004 – 2005: Graduate Research Assistant

Anne Arundel County Public Schools (Anne Arundel, Maryland)

2005 – 2007: Contractual Program Evaluator

Baltimore Mental Health Systems, Inc. (Baltimore, Maryland)

2005 – 2006: Contractor – Consumer Data Analyst

Humanim (Baltimore, Maryland)

2003 – 2004: Program Manager, Early Periodic, Screening, Detection, and Treatment Program

2001 – 2002: Case Coordinator, Early Prevention, Screening, Detection, and Treatment Program

Montgomery County Public Schools

1996 – 2001: Special Educator, Primary Grades, Serious Emotional Disturbance

EMPLOYMENT STATUS:

New Hire



Karen B. Salmon, Ph.D.
State Superintendent of Schools

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

September 19, 2017

BOARD LIST

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

Name: Sharon J. Pinckney
Position: Education Program Specialist I,
Access and Equity Program Specialist
Division: Special Education/Early Intervention Services
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$60,543 - \$97,203
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Master's Degree or equivalent 36 post baccalaureate course work in Special Education, Education Administration/Supervision or related field.

EXPERIENCE:

Four (4) years of professional experience in or affiliated with special education programs or services directly related to the position. Experience in the areas of evidence based practices for children with special needs and early intervention for students with behavior difficulties, autism, and other developmental disabilities preferred.

DESCRIPTION:

This is a professional position that serves as a Program Specialist in the delivery of training and technical assistance to Local School Systems (LSS) and individual schools to improve conditions for learning for students with disabilities on behalf of the Maryland State Department of Education (MSDE), Division of Special Education/Early Intervention Services (DSE/EIS). This position serves as a technical expert responsible for providing oversight and support related to access and equity for students with disabilities.

QUALIFICATIONS:

Education:

Holy Family University (Philadelphia, Pennsylvania) 2006 - Master's Degree in Special Education.

Temple University (Philadelphia, Pennsylvania) 2002 - Bachelor's Degree in Social Work.

Community College of Philadelphia (Philadelphia, Pennsylvania) 1997 - Associates Degree in Mental Health and Social Services.

Experience:

Baltimore City Schools (Baltimore, Maryland)

2013 – Present: Special Education Central Office Administrator

Sherwood High School (Sandy Spring, Maryland)

2008 – 2013: Case Manager/Special Education Teacher

School District of Philadelphia (Philadelphia, Pennsylvania)

2004 – 2008: Case Manager/Special Education Teacher

Commonwealth of Philadelphia Department of Public Welfare

1998 – 2004: Career Development Specialist

EMPLOYMENT STATUS:

New Hire