

MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday, August 27, 2019
Maryland State Board of Education
200 W. Baltimore Street
Baltimore, Maryland 21201

The Maryland State Board of Education met in regular session on Tuesday, August 27, 2019, at 9:00 a.m. at the Nancy S. Grasmick State Education Building. The following members were in attendance: Brigadier General (BG) Warner Sumpter (Ret.); Ms. Jean Halle; Ms. Gail Bates; Mr. Clarence Crawford; Dr. Vermelle D. Greene; Dr. Justin M. Hartings; Dr. Rose M. Li; Dr. Joan Mele-McCarthy; Dr. David Steiner; Ms. Noureen Badwi, Student Representative; and State Superintendent Dr. Karen B. Salmon. (Mr. Michael Phillips was absent.)

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

President Sumpter called the meeting to order and opened the meeting with the Pledge of Allegiance.

President Sumpter welcomed members of the Maryland Association of Boards of Education (MABE) in attendance.

PUBLIC COMMENT

- Dr. Danica Wade – *Educational Interpreting for Deaf and Hard of Hearing*
- Cheryl Bost – *COMAR 13A.07.13 State Board of Education Teacher Member Election – Emergency Regulations*
- Bryce Awono – *MASC Executive Director Position*
- Dominic Phillips Moore - *MASC Executive Director Position*
- Ashley Nay - *MASC Executive Director Position*
- Carmelli Leal - *MASC Executive Director Position*
- Gabrielle Ryder - *MASC Executive Director Position*

NEW BUSINESS

➤ ***Approval of Consent Agenda:***

General Sumpter called for a motion to approve the Consent Agenda, which included the following items:

- Minutes for July 23, 2019
 - President Sumpter addressed a question related to one of the recorded votes regarding COMAR 13A.03.02 *Graduation Requirements* (p. 4) and explained that

the regulation is currently under review by the Attorney General's office for further interpretation and legal advice. No changes were made to the minutes.

- Personnel Actions
- Budget Adjustments – July 2019

***ACTION:** Upon motion by Ms. Halle and seconded by Ms. Bates the State Board approved the Consent Agenda. (In Favor: 9; opposed: 0; abstained: 1 – Dr. Hartings)*

REPORTS TO THE STATE BOARD FOR DISCUSSION AND/OR ACTION

- ***Task Force on Student Discipline Regulations Report and Recommendations***
(Presenter: Mary Gable, Assistant State Superintendent, Division of Student, Family, and School Support; Walter Sallee, Director of Student Services and Strategic Planning Branch)

Dr. Hartings provided opening remarks and background regarding the State Board's Task Force on Student Discipline Regulations (Task Force), which was convened to explore the impact and implementation of reforms in school discipline policy adopted by the State Board in 2014. The Task Force was chaired by Dr. Vermelle Greene. The Task Force membership reflected a broad and diverse group of 15 state organization partners representing individuals (students, educators, administrators, parents, practitioners, policy makers, and safety specialists) the State Board believed to be most familiar with the implementation and impact of the discipline policy(ies) in Maryland's public schools. This included representatives from the following: Maryland State Department of Education; Maryland State Education Association; Maryland Association of School Resource Officers; Maryland Association of Elementary School Principals; Maryland Association of Secondary School Principals; Public School Superintendents Association of Maryland; Maryland Association of Student Councils; Maryland Association of Boards of Education; Office of the Maryland State Attorney General; and the Maryland Parent Teacher Association; as well as two at-large members selected by the Chair.

Ms. Gable and Mr. Sallee provided brief legal and historical context regarding the state's role and efforts related to student discipline policy and practices. They also provided an overview of the work of the Task Force and presented the final report and recommendations. The Task Force held six meetings from January through June 2019, gathering information and input from stakeholders and subject matter experts through presentations, panel discussions, and the review of relevant literature and reports. The information gathered informed the work of the Task Force in developing the proposed recommendations presented in the report for consideration. Recommendations addressed two areas: 1) MSDE Regulations and Guidelines and 2) Best Practices.

Dr. Hartings asked about the language regarding "chronic vs. extreme disruption of the educational process" and noted that he did not recall this being cited in appeals that have come before the State Board, and inquired about how often this may occur. Ms. Gable said she did not have the actual data available but said that it is a broad category under which other offenses may be grouped.

State Board members also inquired about how the department works with other state agencies and partners to expand supports and coordinate services; the need and process for identifying students with childhood trauma; training in dealing with adverse childhood experiences (ACES) and cultural competence; data on links between learning and student behavior, particularly among those with learning difficulties and special needs;

Additional information was requested on progressive discipline action and guidelines. President Sumpter recommended sharing the report across agencies and with local boards and school systems.

ACTION: None. For information and discussion only.

➤ **2019 Maryland Comprehensive Assessment Program PARCC English Language Arts and Math Results**

(Dr. Dara Shaw, Executive Director, Office of Research; Chandra Haislet, Director of Accountability and Data Systems)

Dr. Shaw and Ms. Haislet provided an overview of the results from the 2019 test administration of the MCAP PARCC ELA and PARCC Math. Dr. Shaw presented the State and local level results, as well as student group achievement by race/ethnicity and service groups.

Mr. Crawford suggested addressing the findings as a business problem – identify the problem(s) and where they exist and determine what is or should be done to address them. Dr. Steiner shared that the Kirwan Commission (funding formula) addresses this, and suggested a future State Board work session to get updates on the status of the Commission’s work to date. Dr. Steiner also inquired about the correlation between performance data and demographics. Dr. Shaw said this data will be presented at a future meeting.

Additional discussion included the availability of data related to charter schools and a recommendation for a future presentation on national research examining the achievement gap. State Board members also expressed concerns regarding repeat test takers and what the department is doing regarding the Bridge program and accountability.

Ms. Haislet shared information about the report card website updates.

ACTION: None. For information and discussion only.

➤ **Maryland High School Graduation Task Force – Recommendations for Mathematics**
(Dr. Carol Williamson, Chief Academic Officer; Debbie Ward, Coordinator of Mathematics)

Dr. Williamson provided background information regarding the Graduation Task Force and an overview of the recommended changes to the graduation requirements for mathematics. Dr. Williamson shared the rationale behind the recommendations.

State Board members discussed the importance of having some type of waiver process to aid students who may want to graduate early or who run out of (or have limited) options.

Dr. Williamson also shared information on the Maryland Mathematics Alignment Project (MMAP). The goal of the project is to increase the number of students who place directly into and successfully complete a college-level, credit bearing mathematics course upon enrolling in a Maryland Institution of Higher Education within two years of their graduation from a Maryland public school. Dr. Williamson provided information on the MMAP's area of work and the issues to be addressed, which included: curriculum standards, messaging/advising/counseling, instructional practices, policies/procedures, placement practices, and methods for dealing with anticipated risks. She also addressed the opportunities and risks moving forward, and provided an overview of the leadership team and Task Force membership.

Dr. Williamson asked for a State Board representative to serve on the MMAP Task Force. Dr. Greene volunteered to serve in this role.

ACTION: None. For information and discussion only.

STATE SUPERINTENDENT'S REPORT

- ***Maryland Center for School Safety Update***
(*Kate Hession, Executive Director, Maryland Center for School Safety*)

Ms. Hession provided an update on the Maryland Center for School Safety (“the Center”) and its progress during the implementation of the Maryland Safe to Learn Act of 2018. The Center is a granting, training, and coordinating agency that works with local school systems, law enforcement agencies, and other partners. Ms. Hession highlighted some of the Center's accomplishments over the past year to include: the development and adoption of a Behavioral Threat Assessment Model Policy; training for approximately 1,000 school resource officers and school security personnel; the administration of several school safety grants; and the establishment of the Safe Schools Maryland Tip Line. Ms. Hession also shared some of the Center's future initiatives including expanding training, website redesign, standardized reporting, and data visualization.

ACTION: None. For information and discussion only.

- ***Guide to Equity and Excellence in Maryland***
(*Susan Spinnatto, Director of Instructional Programs*)

Ms. Spinnatto presented an overview of the work of the Network for Equity and Excellence in Education (NE3) and the resulting *Guide to Equity and Excellence in Maryland (Guide)*, which provides a framework aligned with the new Educational Equity regulations. During its June 25, 2019 meeting, the State Board granted permission to publish the new COMAR 13A.01.06 *Educational Equity*. One of the major requirements for the MSDE was to “develop a guide for implementation of equity initiatives at the local level, which includes sample components of high-quality policies, guidance around how to apply an equity lenses within priority birth-age 21 focus areas, as defined by the Department...”

With equitable outcomes as the goal, the Guide provides actions at the local school system level and school level through an equity lens in the following focus areas: academic achievement and growth; leadership and human capital; school climate and culture; and educator and staff capacity. The Guide is MSDE's first step in establishing systems of structure and support for school systems, students, teachers, and other stakeholders that ensure educational equity and excellence, as required by the new regulations.

Dr. Greene requested adding gender as a category under the actions related to how to apply the equity lens.

ACTION: None. For information and discussion only.

ADJOURN TO EXECUTIVE SESSION

Pursuant to § 3-305(b)(1)&(7) of the General Provisions Article, Annotated Code of Maryland, and upon motion of Ms. Halle, seconded by Dr. Hartings, and with unanimous approval, the State Board adjourned to Executive Session on August 27, 2019 in Conference Room #1, 8th Floor, at the Nancy S. Grasmick Building. All board members were in attendance except Michael Phillips. Also in attendance were Dr. Sylvia Lawson, Chief Performance Officer, Dr. Carol Williamson, Chief Academic Officer, Amalie Brandenburg, Chief Operating Officer, Dr. Miya 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 1:00 p.m.

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

- *D.B. and K.G. v. Baltimore County Board of Education* – student expulsion – Opin. No. 19-25
- *Richard C. v. Anne Arundel County Board of Education* – record correction – Opin. No. 19-26
- *Susanne C. v. Anne Arundel County Board of Education* – transportation services – Opin. No. 19-28
- *Jason J. and Tara P. v. Charles County Board of Education* – COSA – Opin. No. 19-29
- *Jeanette R. v. Anne Arundel County Board of Education* – transportation services – Opin. No. 19-30
- *Deon B. v. Baltimore County Board of Education* – graduation participation – Order No. OR19-13
- *Samuel R. v. Anne Arundel County Board of Education (II)* – grade advancement – Order No. OR19-14

Liz Kameen, counsel to the Board, explained the legal basis for the request to MSDE from the Howard County Council to procure a performance audit of the Howard County Public School System.

Amalie Brandenburg, Chief Operating Officer, and Christy Shockley, Assistant State Superintendent, provided an overview of the MSDE budget and the possible over-the-target requests for FY 2021.

Dr. Salmon explained that Homeland Security would be conducting an audit of MSDE's IT system and that MSDE would procure an IT consultant.

Dr. Salmon and Derek Simonsen addressed the law governing PSTEB's review of the certification regulations.

Dr. Salmon asked the Board to approve one bill for submission to the Governor and to consider other possible legislative priorities.

Dr. Salmon told the Board that she and Ms. Bates were appointed to the Workgroup to Study MSDE and MHEC's ability to carry out the Kirwan Commission mandates.

President Sumpter asked the Board members to replenish the State Board's Sunshine Fund to cover the cost of flowers or other items of condolence or congratulations.

NEW BUSINESS

➤ ***Code of Maryland Regulations (COMAR)***

(Presenter: Mary Gable, Assistant State Superintendent, Division of Student, Family, and School Support; Sarah Spross, Assistant State Superintendent, Division of Educator Effectiveness)

▪ **COMAR 13A.07.13 State Board of Education Teacher Member Election (Permission to Adopt Emergency Regulations)**

Request for permission to adopt emergency regulations establishing the process for holding an election to select the teacher member of the State Board of Education. The proposed language addressed all aspects of the candidate nomination and election process.

State Board members requested clarification of the terms "master teacher" and "lead teacher." There was also extensive discussion regarding the requirement that candidates obtain the signature of their Superintendent/CEO on the application and whether the regulation and application should be amended to remove this requirement.

Amendments to the regulation were discussed related to the signature requirement, teacher classification definitions, and minimum length of the teaching term. Proposed amendments included removing the Superintendent/CEO signature requirement, removing the definitions related to teacher classification (master and lead teacher), and modifying the minimum length of the teaching term requirement to reflect "teaching at least 30%." Staff will draft the regulatory language to reflect these changes.

State Board members also inquired about what happens in the event the position is vacated before the term ends and restrictions on who is able to provide letters of recommendation for a candidate. Ms. Kameen will draft appropriate language to indicate that reference letters from family members are not acceptable.

ACTION 1: Upon motion by Dr. Hartings and seconded by President Sumpter, the State Board approved the proposed amendments. (In favor: 9; Opposed: 0; Abstained: 0. Ms. Halle was not present.)

ACTION 2: Upon motion by Dr. Greene and seconded by Dr. Steiner, the State Board granted permission to adopt the emergency regulations, as amended. (In favor: 9; Opposed: 0; Abstained: 0. Ms. Halle was not present.)

▪ **COMAR 13A.05.12 Hearing Aid Loan Bank (Permission to Publish)**

Request for permission to publish amendments to Regulations .01—.03 under 13A.05.12 *Hearing Aid Loan Bank (HALB)*. The amendments include: 1) change the program name to *Maryland Hearing Aid and Language and Communication Video Loan Bank*; 2) extend eligibility to include individuals under age 21 who have not graduated from high school; 3) change the initial loan term to one year and the extension period to one year; and 4) provide videos and downloadable resources that offer unbiased information about language and communication options, and resources to learn the language, or other means of communication, the parents choose to use (American Sign Language (ASL), Cued Speech, and Listening and Spoken Language).

ACTION: Upon motion by Dr. Steiner and seconded by Ms. Bates, the State Board granted permission to publish the regulation. (In favor: 9; Opposed: 0; Abstained: 0. Ms. Halle was not present.)

▪ **COMAR 13A.05.01.14 Provision of a Free Appropriate Public Education: Procedural Safeguards – Independent Educational Evaluation (Permission to Publish)**

Request for permission to publish amendments to Regulation .14 under 13A.05.01 *Provision of a Free Appropriate Public Education*. The purpose of these amendments is to implement statutory requirements as stated in Education Article, §8-405, Annotated Code of Maryland, which established the independent educational evaluation. The amendments include: (1) if a parent requests an independent educational evaluation at public expense the local school system or public agency shall provide a written response approving or denying the request within 30 days; (2) if the local school system or public agency approves a request, the written response shall advise the parent of the process for arranging the evaluation at public expense; and (3) if the local school system or public agency denies a request, the local school system or public agency shall file a due process complaint within 30 days of the date of denial.

ACTION: Upon motion by Dr. Steiner and seconded by Dr. Hartings, the State Board granted permission to publish the regulation. (In favor: 9; Opposed: 0; Abstained: 0. Ms. Halle was not present.)

- **COMAR 13A.05.13 State-Aided Educational Institutions (Permission to Publish)**
Request for permission to publish the regulation, which outlines the process for non-profit organizations to qualify and apply as a State-Aided Educational Institution.

Dr. Li asked if the process has be annual or if grant periods can be extended. Dr. Salmon said she would look into this.

Dr. Hartings asked if the introductory language in .03 and .04 could be clarified to provide a clearer distinction between the two. Ms. Kameen will look into clarifying language in .03 and .04 and bring the draft language back to the State Board.

ACTION: None.

- **COMAR 13A.04.12 Program in Mathematics (Permission to Adopt)**
Request for permission to adopt amendments to Regulation .02 under 13A.04.12 *Program in Mathematics*. The amendments define the process that local school systems can use to demonstrate evidence of alignment of curriculum to Maryland College and Career Ready Standards.

ACTION: Upon motion by Dr. Li and seconded by Ms. Bates, the State Board adopted the regulation. (In favor: 9; Opposed: 0; Abstained: 0. Ms. Halle was not present.)

- **COMAR 13A.04.14 Program in English Language Arts and Literacy (Permission to Adopt)**
Granted permission to adopt amendments to Regulation .02 under 13A.04.14 *Program in English Language Arts and Literacy*. The amendments define the process that local school systems can use to demonstrate evidence of alignment of curriculum to Maryland College and Career Ready Standards.

ACTION: Upon motion by Dr. Steiner and seconded by Ms. Bates, the State Board adopted the regulation (In favor: 9; Opposed: 0; Abstained: 0.)

STATE BOARD MEMBER REPORTS AND COMMENTS

➤ **Approval of State Board Meeting Dates**

State Board members reviewed the proposed meeting dates for the 2020 calendar year. The proposed date for Tuesday, May 19, 2020 was changed to Wednesday, May 27, 2020.

ACTION: Upon motion by Dr. Mele-McCarthy and seconded by Dr. Hartings, the State Board approved the 2020 State Board Meeting Dates, as amended. (In favor: 9; Opposed: 0; Abstained: 0. Ms. Halle was not present.)

➤ **Committee Reports**

- *Maryland Association of Student Councils (MASC)* – Ms. Badwi provided updates on recent activities and will provide information about future meeting dates and activities for the Board...

➤ **Comments/Updates**

- President Sumpter asked State Board members to submit their committee interests to Dr. Simpson.
- Dr. Green shared concerns regarding data on boys' academic performance and discipline and requested further discussion on these topics at a future meeting. General Sumpter asked that the department bring back information regarding the academic performance of boys and provide updates on what the department and LEAs have done to address issues.
- Mr. Crawford stated the need to address repeat findings and leverage what is in the Kirwan Commission report/recommendations and other studies.
- Dr. Mele-McCarthy asked that the State Board consider and give attention to all underperforming groups and any significant achievement gaps that continue to be revealed.
- Dr. Steiner expressed his opinions regarding a lack of support among the State Board in trying to address accountability and increase standards, and noted that if the State Board is not willing to take tough action it will continue to see gaps/disparities and continue to be frustrated by the system in place.
- State Board members agreed that work sessions might provide an opportunity to explore these issues in greater depth and allow more time to discuss issues and solutions.
- President Sumpter shared a request from Ms. Badwi to have a future discussion regarding the timing of the public comment period. State Board members shared their thoughts. This item will be discussed at the next meeting.

FUTURE AGENDA ITEMS/AGENDA PLANNING

The State Board discussed tentative agenda items for the September meeting

- **Tuesday, September 24th -**
 - Online Learning Committee
 - Approval of the FY 2021 Budget
 - Graduation Task Force Recommendations
 - PARCC Updates
 - State Board Member Reports/Updates
 - State Superintendent's Report
 - Regulatory Actions

OPINIONS

Ms. Kameen announced the following Opinions and Orders:

- *D.B. and K.G. v. Baltimore County Board of Education* – student expulsion – Opin. No. 19-25
- *Richard C. v. Anne Arundel County Board of Education* – record correction – Opin. No. 19-26
- *Susanne C. v. Anne Arundel County Board of Education* – transportation services – Opin. No. 19-28
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- *Jeanette R. v. Anne Arundel County Board of Education* – transportation services – Opin. No. 19-30
- *Deon B. v. Baltimore County Board of Education* – graduation participation – Order No. OR19-13
- *Samuel R. v. Anne Arundel County Board of Education (II)* – grade advancement – Order No. OR19-14

ADJOURNMENT

With no further business before the Board, the meeting was adjourned at 4:50 p.m.

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

Date: September 24, 2019

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 video recordings of the meetings are the official record of the meetings and can be located at:
<http://www.marylandpublicschools.org/stateboard/Pages/Meetings-2019.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 27, 2019

Time: 1:00 p.m.

Location: 200 West Baltimore Street, Baltimore, MD 21201

Motion to close meeting made by: Ms. Halle

Seconded by: Dr. Hartings

Members in favor: 10

Opposed: 0

Abstaining: 0

Absent: 1

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)(7)

Legal Advice

Legal appeals, Howard County audit request, Professional Standards and Teacher Education Board action, as well as consider other actions covered by deliberate privilege.



4. This statement is made by _____, Presiding Officer.

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE August 27, 2019 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>
Engel, Brad C.	Education Program Specialist II – Lead Specialist, Student Behavior and School Climate Initiatives	22	Division of Student Support, Academic Enrichment, and Academic Policy, Office of the Deputy for School Effectiveness	TBD
Gowans, Jamalden	Education Program Specialist I – Special Education Program Grants Liaison	21	Division of Early Intervention & Special Education Services, Office of the Deputy for Teaching and Learning	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>
Craig, Scott	Staff Specialist II	16/7	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	08/14/19
Foley, Veronica	Academic Social Studies/CRD Teacher	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education	07/31/19
Jean-Francois, Cherifils	Academic Math Teacher	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education	07/17/19
Little, Desiree	Vocational Rehabilitation Specialist II	13/6	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	08/14/19
Martucci, Keith	Vocational Rehabilitation Specialist II	13/12	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	08/14/19

Pascual, Maureen	Academic Math Teacher	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education	07/17/19
Wilson, Erica	Academic Resource Teacher	IEPP	Office of the Deputy for School Effectiveness, Juvenile Services Education	07/17/19

III. Other Actions: Promotional

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Gopy, Akida	Program Manager I – Rehabilitation Services Regional Manager	19	Office of the Deputy for School Effectiveness, Division of Rehabilitation Services	TBD
Miztel, Edmund L. Jr.	Program Manager Senior II - of Leadership Development and School Improvement	25	Office of the Deputy for Teaching and Learning, Division of Career and College Readiness	TBD
White, Blaire M.	Education Program Specialist I – Specialized Instruction Program Specialist	21	Division of Early Intervention and Special Education Services, Office of the Deputy for Teaching and Learning	TBD



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

August 27, 2019

BOARD LIST

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

Name: Brad C. Engel

Position: Education Program Specialist II – Lead Specialist, Student Behavior and School Climate Initiatives

Division/Office: Student Support, Academic Enrichment, and Academic Policy

Salary Grade: State Salary Grade: 22
Annual Salary Range: \$68,218 - \$109,539

Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master’s Degree or equivalent 36 post-baccalaureate credit hours of course work in Education Administration/Supervision or education-related field from an accredited college or university.

EXPERIENCE:

Five (5) years of administrative experience in coordinating or administering elementary education, secondary education, or student services’ programs designed for students. Experience in interpreting and implementing education policies is required.

DESCRIPTION:

This is a professional position with primary responsibility for providing leadership, consultation, direction, and technical assistance in the development and implementation of behavioral interventions at the school, school system, and State level as required by Code of Maryland Regulations (COMAR) 13A.08.04.03 and 13A05.05.

Brad C. Engel

QUALIFICATIONS:

Education:

The Johns Hopkins University (Baltimore, Maryland) 2006 – Master’s Degree in Education/Administration

University of Maryland Baltimore County (Baltimore, Maryland) Bachelor’s Degree in Secondary Social Studies

Experience:

Queen Anne’s County Schools (Centreville, Maryland)

2011 – Present: Supervisor of Student Support Services

2005 – 2011: School Administrator – Kent Island High School

1989 – 2005: Social Studies Teacher

1986 – 1989: BARC – House Counselor

EMPLOYMENT STATUS:

New Hire



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

August 27, 2019

BOARD LIST

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

Name: Jamalden T Gowans
Position: Education Program Specialist I – Special Education Program Grants Liaison
Division/Office: Early Intervention and Special Education Services
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$63,925 - \$102,634
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master’s Degree or equivalent 36 post baccalaureate credit hours of course work in Special Education, Education or Education Administration.

EXPERIENCE:

Four years of professional administrative or teaching experience in an education program. Two years of the required experience must be in coordinating or administering education programs serving individuals with disabilities. Must have previous experience with grant administration, implementation & execution.

DESCRIPTION:

This is a professional position that provides technical assistance to local school system (LSSs) and public agencies (PAs) regarding Local Applications for Federal Funds (LAFF) and Children’s Cabinet Interagency Fund (CCIF), including amendments, progress reports, carryover requests and special requests for federal discretionary funds in a timely manner. Prepare Notice of Grant Awards (NOGA) as requested.

Jamalden T. Gowans

QUALIFICATIONS:

Education:

The Johns Hopkins University (Baltimore, Maryland) 2008 – Master’s Degree in Clinical Counseling

Coppin State College (Baltimore, Maryland) 2003 – Bachelor’s Degree Criminal Justice

Experience:

Baltimore City Public Schools (Baltimore, Maryland)

2017 – Present: Special Education Teacher

Maryland School for the Blind

2012 – 2016: Assistant Director of Residential

Service Source Inc. (Alexandria, Virginia)

2011 – 2012: Program Manager

National Institute of Drug Abuse (Baltimore, Maryland)

2008 – 2010: Research Counselor

The Woodbourne Center (Baltimore, Maryland)

2005 – 2009: Campus Supervisor

Kennedy Krieger Institute, Behavioral Psychology Department (Baltimore, Maryland)

2007 – 2008: Child and Family Mental Health Therapist

The Board of Child Care (Baltimore, Maryland & Martinsburg Western Maryland)

2000 – 2005: Campus Supervisor

EMPLOYMENT STATUS:

New Hire



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

August 27, 2019

BOARD LIST

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

Name: Akida S. Gopy
Position: Program Manager I – Rehabilitation Services Regional Manager
Division/Office: Rehabilitation Services Region III
Salary Grade: State Salary Grade: 19
Annual Salary Range: \$56,165 - \$90,173
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Bachelor’s Degree in from an accredited college or university. A Master’s Degree and/or course work in Management, Supervision, or Administration, or Certification by an approved Commission is preferred.

EXPERIENCE:

Four years of professional work experience in providing rehabilitation services, two years of which must have been as a Vocational Rehabilitation Technical Specialist and one year of the required experience must have included direct supervision of other professional employees or the technical lead of a vocational rehabilitation sub-program.

DESCRIPTION:

This is a professional management position responsible for directing and coordinating a comprehensive program of vocational rehabilitation services to the Unit 35, Park Avenue, Gaslight and Eastern Baltimore County Offices in the Office of Field Services’ Region III (Baltimore City), and supporting the Regional Director with field operations throughout the region.

Akida S. Gopyy

QUALIFICATIONS:

Education:

Towson University (Towson, Maryland) 2005 - Master's Degree in Counseling Psychology

Temple University (Philadelphia, Pennsylvania) 2002 - Bachelor's Degree in Psychology

Experience:

Division of Rehabilitation Services (Baltimore, Maryland)

2015 – Present: Vocational Rehabilitation Supervisor

2010 – 2015: Vocational Rehabilitation Technical Specialist

The Progressive Life Center (Baltimore, Maryland)

2006 – 2008: Functional Family Therapist

2005 – 2006: Senior Family Counselor-NJIA

2004 – 2005: Family Counselor-Family Preservation Program

EMPLOYMENT STATUS:

Promotional



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

August 27, 2019

BOARD LIST

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

Name: Edmund L. Mitzel Jr.
Position: Program Manager Senior III - Office of Leadership Development and School Improvement
Division/Office: Career and College Readiness
Salary Grade: State Salary Grade: 25
Annual Salary Range: \$82,986 - \$133,235
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master's Degree or equivalent 36 post-baccalaureate credit hours of course work in Education Administration/Supervision or education-related field from an accredited college or university.

EXPERIENCE:

Five (5) years of professional administrative experience providing instructional leadership and supervising school-based professionals is required. Experience facilitating evaluator training and writing regulations preferred.

DESCRIPTION:

This is a management position that reports directly to the Assistant State Superintendent for the Division of Career and College Readiness. The Executive Director develops and executes the strategic direction for the Office of Leadership Development and School Improvement; manages personnel and oversees office operations.

Edmund L Mitzel Jr.

QUALIFICATIONS:

Education:

The Johns Hopkins University (Baltimore, Maryland) 1990 - Master's Degree in Teaching;
2010 – Certificate in Curriculum Leadership

University of Delaware (Newark, Delaware) 1987 – Bachelor's Degree in Biological Sciences

Notre Dame of Maryland University (Baltimore, Maryland) Ph.D. Candidate completed Counselor
and comprehensive exams

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2017 – Present: Education Program Specialist II - Coordinator of Leadership Development

Cecil County Public Schools (North East, Maryland)

2015 – 2017: Science Teacher – North East High School

Baltimore County Public Schools (Baltimore, Maryland)

2000 – 2015: Instructional Leadership – Principal

1997 – 2000: Assistant Principal

1994 – 1997: Department Chair/Magnet Coordinator

Notre Dame of Maryland University (Baltimore, Maryland)

2002 – Present: Adjunct Instructor

Goucher College (Baltimore, Maryland)

2006 – Present: Adjunct Instructor

2010 – Present: College Board - Consultant

Sudbrook Magnet Middle School (Baltimore, Maryland)

1994 -1997: Science/math Teacher

Arbutus Middle School (Baltimore, Maryland)

1990 – 1994: Science Teacher

EMPLOYMENT STATUS:

Promotional



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

August 27, 2019

BOARD LIST

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

Name: Blaire M. White
Position: Education Program Specialist I – Specialized Instruction Program Specialist
Division/Office: Early Intervention and Special Education Services
Salary Grade: State Salary Grade: 21
Annual Salary Range: \$63,925 - \$102,634
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master’s Degree or equivalent 36 post baccalaureate credit hours of course work in Special Education or Education Administration.

EXPERIENCE:

Four (4) years of professional experience in special education or early intervention, experience with specialized instruction and programs related to services for children with disabilities and their families is required.

DESCRIPTION:

This position provides leadership and technical assistance to MSDE, Local School Systems (LSSs), Stat operated programs & nonpublic schools responsible for Maryland’s College & Career-Ready Standards in the implementation of instructional and response to intervention strategies/evidence-based practices, support of federal grant initiatives, technical assistance and programmatic support related to students with high incidence disabilities.

Blaire M. White

QUALIFICATIONS:

Education:

Radford University (Radford, Virginia) 1984 – Master’s Degree in Special Education

Roanoke College (Salem, Virginia) 1978 – Bachelor’s Degree in Elementary and Middle School Education

Towson University (Towson, Maryland) 2004 – Administration/Supervisor Certificate

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2018 – Present: Education Program Specialist Nonpublic Special Education

Harford County Public Schools (Joppa, Maryland)

2014 – 2018: Special Educator/English-Reading Instructor – Joppatown High School

2006 – 2018: Towson University, College of Notre Dame, McDaniel College and Harford Community College –Student Intern Onsite Supervisor

2004 – 2014: Assistant Principal

1997 – 2004: Teacher Specialist – Nonpublic/Special Education

1993 – 1997: Special Educator (C. Milton Wright High School)

EMPLOYMENT STATUS:

Promotional

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE August 27, 2019 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>
Shoup, Catherine	Communications Director (Designated Administrative Manager Senior II)	24	Office of the State Superintendent, Chief of Staff, Deputy Superintendent for Educator Effectiveness	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>
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III. Other Actions: Promotional

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
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Karen B. Salmon, Ph.D.
State Superintendent of Schools

August 27, 2019

BOARD LIST

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

Name: Catherine B. Shoup
Position: Communications Director (Designated Administrative Manager Senior II)
Division/Office: Office of the State Superintendent, Chief of Staff
Salary Grade: State Salary Grade: 24
Annual Salary Range: \$77,725 - \$124,799
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Bachelor's Degree from an accredited college or university.

EXPERIENCE:

At least two years of management level experience leading a communications office, which provided the applicant with the competencies and expertise described below under Essential Requirements.

DESCRIPTION:

This management service position, which reports to the Chief of Staff is responsible for supervising the Maryland State Department of Education (MSDE) Office of Communications. The Communications director leads communication and outreach efforts that keep internal and external stakeholders informed about State education policies, programs and new initiatives the effect Maryland schools, students, educators and the communities we serve, as well as, advises and assists the Chief of Staff in the creation and implementation of major strategic communication initiatives of the Department.

Catherine B. Shoup

QUALIFICATIONS:

Education:

University of Berkeley (Berkeley, California) 1995 – Master’s Degree in Journalism and Master’s Degree in Asian Studies

Washington College (Chestertown, Maryland) 1987 – Bachelor’s Degree in English

Experience:

Roving Copy and Communications (Hampstead, Maryland)

2013 – 2018: President/Founder

Saint Agnes Hospital (Baltimore, Maryland)

2009 – 2013: Communications Manager

Beck Shoup & Associates (Hampstead, Maryland)

2001 – 2009: Communications & Marketing Consultant

McDaniel College (Westminster, Maryland)

1998 -2008: Lecturer

Big Shot Productions (Baltimore, Maryland)

1996 – 2001: Senior Producer

South China Morning Post (Hong Kong, China)

1990 – 1992: Education Reporter

Nanjing Teachers University (Nanjing, China)

1988 – 1989: Assistant Professor

EMPLOYMENT STATUS:

New Hire