

MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday
March 22, 2016

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

The Maryland State Board of Education met in regular session on Tuesday, March 22, 2016 at 9 a.m. at the Nancy S. Grasmick State Education Building. The following members were in attendance: Mr. Guffrie M. Smith, President; Dr. S. James Gates, Jr., Vice-President; Mr. James H. DeGraffenreidt, Jr.; Ms. Linda Eberhart; Dr. Michele Jenkins Guyton; Ms. Stephanie R. Iszard; Mrs. Madhu Sidhu; Mr. Andrew R. Smarick; Ms. Laura Weeldreyer and Dr. Jack Smith, Interim State Superintendent of Schools. Dr. Chester Finn, Jr., Mr. Larry Giammo and Ms. Quinn Wandalowski were absent.

Elizabeth Kameen, Esq., Assistant Attorney General, and the following staff members were also present: Ms. Kristy Michel, Deputy State Superintendent for Finance and Administration, Dr. Miya Simpson, Executive Director to the State Board, Dr. Henry Johnson, Interim Deputy State Superintendent for Teaching and Learning, and Dr. Karen Salmon, Deputy State Superintendent for School Effectiveness.

President Guffrie Smith welcomed members of the Maryland Association of Boards of Education (MABE).

CONSENT AGENDA

Interim State Superintendent Jack Smith recommended approval of the Consent Agenda.

Upon motion by Mr. Smarick, seconded by Ms. Sidhu, and with unanimous agreement, the Board approved the Consent Agenda as follows: (In Favor – 9)

Approval of Minutes of February 23, 2016
Personnel (copy attached to these minutes)
Budget Adjustments for February 2016

ORAL ARGUMENTS

Ms. Kameen explained the procedures by which the Board hears oral arguments and introduced the following persons:

Donna M. B. King, Esq.
Representing Eileen Brown

v.

Sandra Herrera
Baltimore City Board of School Commissioners

ASSESSMENT AND ACCOUNTABILITY UPDATE: GRADUATION ASSESSMENT REQUIREMENTS

Interim State Superintendent Jack Smith introduced Dr. Henry Johnson and Dr. Doug Strader, Director of Assessments, to continue the discussion begun at the February Board meeting concerning the graduation assessment requirements for Algebra I and English 10.

Dr. Johnson reported that Maryland schools will begin the second administration of the PARCC assessments in Algebra I and English 10. As a result of the Board's request at the last meeting, there were numerous communications with all twenty-four local education agencies (LEAs) and the Board now has to establish the graduation requirements beyond the 2015-2016 school year by May for publication and public comment. He provided decision points for setting assessment graduation requirements and discussed PARCC passing score requirements, PARCC Performance Levels three and four in Algebra I and English 10.

In response to a concern expressed by Mr. DeGraffenreidt, Dr. Johnson said that there has been a lot of discussion around career readiness. He reported that LEAs have created pathways to career readiness through various certification programs.

Mr. DeGraffenreidt said, "We need to recognize we will have to revisit this frequently.

Dr. Gates stressed that programs such as Med Tech need to be available to all students in Maryland.

Dr. Strader discussed passing rates from the 2014-2015 Maryland PARCC Assessment data in Algebra I and English 10 with a passing score of Level 3 (725) and Level 4 (750). He also noted that the Board is being asked to determine when students are expected to meet the requirements for graduation.

In response to a question by Ms. Weeldreyer, Dr. Strader said that these scores would impact students who successfully complete the courses.

In response to a question by Dr. Gates, Dr. Strader said that staff engaged all 24 LEAs and said he will share their recommendations with the Board.

In response to a question by Mr. DeGraffenreidt, Dr. Johnson said that students who have experienced the new standards over several years are doing better than those who are in the upper grades and only have a year or two of curriculum based on the higher standards.

In response to a request by Ms. Sidhu, Dr. Johnson agreed to provide the Board with scores for students taking Algebra I in sixth and seventh grade.

In response to a comment by Ms. Eberhart, Dr. Johnson explained that students in LEAs that were engaged early in the Standard setting process scored higher than those in other school districts.

Dr. Gates said, "We are trying to have Maryland students have productive lives. This should be kept central to this discussion at all times."

Dr. Guyton said, "We want our students to be ready. We need to give students enough support before moving the finish line."

Mr. DeGraffenreidt said, "I agree with Dr. Gates. We should focus on what is the capacity of teachers and principals in the systems to help us move that curve from left to right. It is not just about student performance, it deals with the capacity of teachers and principals to present the curriculum. That has to be front and center."

Dr. Johnson said that it is important to be mindful that staff and students are saying, "We still need some time to get there."

Dr. Strader discussed a staggered approach in requiring students to meet the passing score requirements and suggested several alternatives.

In response to a question by Mr. DeGraffenreidt, Dr. Johnson said that there is a way to look at each year's data to accommodate students who have not had the benefit of several years of the higher standards.

Interim State Superintendent Jack Smith said, "The challenge is that it will be uneven over the LEAs. We want to make sure we don't disadvantage students based on what LEA they are in." He recommended that the Board discuss this every six months due to the amount of data available. He stated, "This errs somewhat on the side of students."

In response to a request by Ms. Sidhu, Dr. Johnson said that he will provide the Board with input from teachers on student data at the next meeting.

In response to a question by Mr. Smarick, Interim State Superintendent Jack Smith said that LEAs overwhelmingly agreed on incremental increases over multiple years to meet the passing score requirement. He said that he shared all of the information with LEAs after the last Board meeting and they thought the recommendations were rational.

Dr. Johnson discussed retest pathways for meeting assessment graduation requirements and the strengths and challenges of those methods.

Mr. DeGraffenreidt said, "I would like you to present, at the April meeting, a concrete recommendation. As you craft it, be real careful about language. I don't think 'substitute assessments' is the right wording. Let's find more precise language."

Interim State Superintendent Jack Smith agreed to bring recommendations in April.

EVERY STUDENT SUCCEEDS ACT (ESSA) UPDATE

Interim State Superintendent Jack Smith asked Dr. Karen Salmon, Chief Performance Officer, to provide an overview of the Titles contained in the *Every Student Succeeds Act*, beginning with Title I, Improving the Academic Achievement of the Disadvantaged.

Dr. Salmon reported that the Act was signed into law on December 10, 2015, explaining that there are six Parts (A-F). She reported that the State's role is to create a bridge from one law to the next noting that the new law provides a lot of opportunities and collaboration. Dr. Salmon said the goal is to implement this law to benefit children and that she will provide a monthly update to the Board. She introduced Maria Lamb, Director of Program Improvement and Family Support Branch, to give a brief overview of Part A: Improving Basic Programs Operated by Local Education Agencies (LEA).

Ms. Lamb discussed the changes in Part A for the 2016-2017 and 2017-2018 school years, noting that support for foster care students, identification of priority and focus schools and highly qualified teacher requirements are included in Part A beginning in 2016. She reported on a mandatory and optional set aside in funding for the 2017-2018 school year. Ms. Lamb provided information on comprehensive and targeted support required for schools that are consistently underperforming noting that MSDE will be providing grant funding for this support. She provided a list of new enhancements beginning with the 2017-2018 school year.

In response to a question by Ms. Eberhart, Interim State Superintendent Jack Smith said, "This will be part of the Accountability Program that Maryland has to design. This is less prescriptive to goals and consequences."

In response to a question by Ms. Weeldreyer about evidence-based practices, Ms. Lamb said that the federal government has defined that term in Section 8 of the law and that staff is looking into that issue. In response to another question by Ms. Weeldreyer, Dr. Salmon said that the Board will get to weigh in on factoring in the overall schools not just subgroups in the fall.

Interim State Superintendent Jack Smith said that MSDE will not get the Regulation until the fall of this year but that staff is working to provide an aligned message to LEAs.

Ms. Lamb reported on Part C: Migratory Children, noting that the migratory population has decreased due to the high cost of housing and Part D: Prevention and Intervention Programs to Support Children and Youth who are Neglected or Delinquent.

Dr. Gates suggested a briefing on P-TECH Schools and Dr. Salmon said that this is the first of many briefings. Dr. Gates expressed concern that there is a persistent perception that the State doesn't pay enough attention to gifted students.

FINE ARTS UPDATE

Interim State Superintendent Jack Smith asked Dr. Johnson to provide an update on the Governor's P-20 Leadership Council Task Force on Arts Education in Maryland Schools Final Report approved by the P-20 Leadership Council on September 16, 2014.

Dr. Johnson introduced Heather Lageman, Director of Curriculum, and Kenneth Skrzysz, Coordinator of Fine Arts, to discuss ten recommendations made by the Council to promote and enhance Fine Arts programs in Maryland schools.

Ms. Lageman discussed the recommendations to revise the Code of Maryland Regulations (COMAR), establish a comprehensive statewide data system on fine arts instruction, revise the Maryland State Standards for Fine Arts Education and the provision of learning opportunities and resources for fine arts teachers. She reported that the Board will be asked to adopt revised COMAR Regulations as well as new Fine Arts Standards.

Interim State Superintendent Jack Smith reported that the participation of and opportunities for students throughout Maryland is varied

Ms. Iszard noted that Fine Arts education provides an emotional benefit as well as a social benefit for students.

Dr. Guyton said, "Art has saved lives. It is a way to level the playing field for many students."

Dr. Gates noted the close engagement of scientists and art.

Ms. Weeldreyer said, "The issue is equity between LEAs." Interim State Superintendent Jack Smith said, "We are headed to address this."

COMAR 13A.07.11 STANDARDS FOR PROFESSIONAL LEARNING (NEW)

Dr. Johnson introduced Cecilia Roe, Director of Instructional Assessment and Professional Learning, to answer any questions from the Board about COMAR 13A.07.11 Standards for Professional Learning.

Interim State Superintendent Jack Smith requested permission to publish the Regulation.

Upon motion by Mr. DeGraffenreidt, seconded by Ms. Weeldreyer, and with unanimous agreement, the Board granted permission to publish the Regulation as presented. (In Favor – 7; Mr. Smarick and Dr. Guyton were absent)

EXECUTIVE SESSION

Pursuant to §3-305(b)(1) of the General Provisions Article, Annotated Code of Maryland, and upon motion of Ms. Sidhu, seconded by Mr. DeGraffenreidt, and with unanimous agreement, the Board met in closed session on Tuesday, February 23, 2016, in Conference Room 1, 8th floor of the Nancy S. Grasmick State Education Building. All Board members were present except for Chester Finn, Larry Giammo, and Quinn Wandalowski. Interim State Superintendent Smith and the following staff members were in attendance: Kristy Michel, Deputy for Finance and Administration/Chief Operating Officer, Dr. Henry Johnson, Interim Deputy for Teaching and Learning/Chief Academic Officer, Dr. Karen Salmon, Interim Deputy for School Effectiveness/Chief Performance Officer, and Dr. Miya Simpson, Executive Director, Office of the State Board. Principal Counsel Elizabeth M. Kameen and Assistant Attorneys General Jackie La Fiandra, and Derek Simmons were also present. The Executive Session commenced at 12:25 p.m. (In favor – 9)

The State Board approved three Opinions for publication.

- *Donna Wasser v. Montgomery County Board of Education* – teacher termination – Opin. No. 16-08
- *Brenda Richardson v. Baltimore City Board of School Commissioners* – non-renewal of teacher contract – Opin. No. 16-09
- *Sandra Herrera v. Baltimore City Board of School Commissioners* – teacher termination – Opin. No. 16-10

The Board deliberated two cases. They will be published at a later date.

- *J.R. v. Charles County Board of Education* – student suspension
- *Eudaimonia Foundation Corporation v. Baltimore City Board of School Commissioners* – non-renewal of charter school

Ms. Kameen explained that the Board had received a variety of requests for Board action from residents of Queen Anne’s County concerning the non-renewal of the local superintendent’s contract. A memorandum will be prepared for the Board in April.

Internal Board Management

Dr. Simpson explained the upcoming steps in the Superintendent search process, obtaining dates from Board members for meetings to screen applications and set up interviews.

Baltimore City Board of School Commissioners

The Board received an update from Mr. DeGraffenreidt on the selection process. The Board voted affirmatively to send the names of the nominees to the Mayor and Governor.

The Board saw a demonstration of the Maryland Science Program test items.

The session ended at 1:55 p.m.

RECONVENE

The meeting reconvened at 1:45 p.m.

STATE SUPERINTENDENT'S UPDATE

Legislative Briefing

Amanda Conn, Director of Education Policy and Government Affairs, discussed the following significant bills:

- **HB 72 Education – Sexual Abuse and Assault Awareness Program – Development and implementation**
Ms. Conn said there is a good chance that this bill may pass. She explained that while Maryland does have health curriculum standards, they do not speak to sexual abuse. There was brief discussion about discussing this bill with parental groups.
- **SB 910/HB 1399 Maryland Education Development Collaborative**
Ms. Conn explained that this bill creates a vehicle to advise the State Board and the General Assembly on 21st century learning. She noted that funding has been set aside for implementation of this bill.
- **SB 1126/HB 1615 Linking Youth to New Experiences (LYNX) High School – Pilot Program**
Ms. Conn reported that this bill establishes a model high school pilot program in Frederick County with minimal fiscal implications to the State.
- **SB 282 Early Childhood Development – Transfer of Provisions**
Ms. Conn explained that this bill gives the Department the authority to deal with all child care issues.
- **SB 376/HB 464 Pathways in Technology Early College High (P-TECH) Schools Act of 2016**
Ms. Conn said that this bill is awaiting action by the Budget and Taxation Committee.
- **SB 619/HB 533 State Board of Education – Employment Categories and Practices**
Ms. Conn reported that this bill is going to pass.

- SB 905/HB 999 Commission on Innovation and Excellence in Education
Mr. DeGraffenreidt said, “We see this as a very positive move.”
- SB 533/HB 412 Education – Assessments – Best Practices in Assessments
- SB 407/HB 141 Education – Education Accountability Program – Limits on Testing
- SB 794/HB 657 Education – Pre-Kindergarten and Kindergarten Assessments – Administration
- SB 787/HB 1427 Education – Federal Innovative Assessment Pilot Program – Application
Regarding the bill on limiting testing, Dr. Johnson reported that MSDE surveyed LEAs to get a list of locally mandated assessments. He said it is important to define assessments.
- SB 325 Juvenile Services Education – Modifications
Dr. Salmon said that this bill provides bonuses for teacher recruitment and retention in Juvenile Services facilities.
- HB 1402/SB 1125 Public Schools Opportunities Enhancement Act
Ms. Conn explained that this is a grant program to enhance after-school activities and that MSDE is charged to administer with a mandatory \$7.5 million appropriation
- HB 1403/SB 1170 Next-Generation Scholars of Maryland
Ms. Conn said this bill moves an existing program from the Maryland Higher Education Commission (MHEC) to MSDE. She said it provides grants to eligible students in grades seven and eight.
- HB 1401/SB 1171 Enoch Pratt Free Library – Hours of Operation

Weather Related Waivers

Interim State Superintendent Jack Smith introduced William Cappe, Education Program Specialist, to update the Board on weather related waiver requests. He requested Board approval for the following:

- Waiver of two days of student attendance for Prince George’s County Schools;
- Authority to waive the 180-day school year requirement; and
- Authority to approve written requests to open schools on holidays and/or to waive the last day of student attendance if it falls on a Monday.

He noted that he will recuse himself from any decisions dealing with Montgomery County Public Schools and that Dr. Salmon will address this.

Mr. Cappe read the *Education Article* dealing with these issues and stated the conditions for granting waivers of the 180-day school year requirement. He said, “Every request is reviewed and discussed before any action is taken.”

Upon motion by Mr. DeGraffenreidt, seconded by Ms. Weeldreyer, and with unanimous agreement, the Board approved the Interim State Superintendent’s requests. (In Favor – 9)

STATE BOARD MEMBER UPDATES AND DISCUSSION

Superintendent Search

President Guffrie Smith reported that twenty-three applicants are being screened for the State Superintendent position.

Board Planning and Procedures

Dr. Guyton suggested continuing to hold the Information Sessions on the Monday prior to the regularly-schedule Board Meeting, but move the start time to 1 p.m. to make the meetings more available to Board members. She also suggested allowing up to three topics of discussion.

President Smith provided a list of agenda items for the April 25 and April 26 Board meetings.

Ms. Weeldreyer suggested teacher preparation and certification as an item for the May Board meeting noting that higher education personnel have expressed an interest in discussing this with the Board.

Interim State Superintendent Jack Smith noted pending legislation that the Board may want to look at which provides National Board Certification as an incentive criteria for receiving funds for teaching in Title I schools. He also noted that the Board may wish to discuss legislation which allows the reduction of the teaching load for first year teachers to enhance recruitment and retention of teachers.

Ms. Eberhart commented on the need to lift PARCC scores by having elementary teachers better prepared to teach math and science. She said, "The problems start in elementary school in math."

Public Comment Procedures

Dr. Guyton expressed the need for more opportunities for stakeholders to address the Board.

In response to a question by Dr. Guyton, Dr. Simpson said that the Public Comment Policy provides that individuals may sign up for comment by 3 p.m. on the day before the Board meeting.

In response to a suggestion by Dr. Guyton to move that deadline to just prior to the actual meeting, Mr. DeGraffenreidt said that it would not allow for managing the meeting.

Ms. Weeldreyer suggested including a specific time on the agenda for certain constituent groups to address the Board. President Guffrie Smith said, "We need to be developing a communication strategy."

Mr. DeGraffenreidt suggested that when a particular issue is to be addressed by the Board, certain stakeholders could be invited to participate in the discussion to provide their support or opposition. He said it is important for groups to provide their positions prior to the Board approving the item.

Interim State Superintendent Jack Smith said it is important not to ask for input when an issue is already mandated. He noted that when regulations are published, there is an opportunity for public comment at that time.

Board Members Reports

Ms. Sidhu reported that she attended the first Maryland First Ladies Art Exhibition which included elementary, middle and high school student artwork.

Dr. Guyton reported that she attended a Gates Award Ceremony, a P-20 Council Blue Ribbon Banquet and visited a Juvenile Detention Center.

President Guffrie Smith said he attended an African American History Program at Cornerstone Christian Academy, where Board Member Stephanie Iszard is the principal. Dr. Guyton, Ms. Sidhu and Dr. Simpson also attended the program.

PUBLIC COMMENTS

President Guffrie Smith explained procedures by which the Board hears public comments. There were no public comments.

OPINIONS

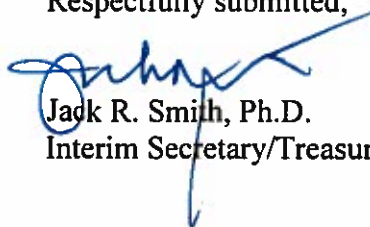
Ms. Kameen announced the following Opinions:

- 16-08 *Donna Waser v. Montgomery County Board of Education* – teacher termination (affirmed the local board’s decision)
- 16-09 *Brenda Richardson v. Baltimore City Board of School Commissioners* – non-renewal of teacher contract (affirmed the local board’s decision)
- 16-10 *Sandra Herrera v. Baltimore City Board of School Commissioner* – teacher termination (affirmed the local board’s decision)

ADJOURNMENT

With no further business before the Board, the meeting adjourned at 3 p.m.

Respectfully submitted,


Jack R. Smith, Ph.D.
Interim Secretary/Treasurer

Date: 4/26/16

MARYLAND STATE BOARD OF EDUCATION

CLOSED SESSION

On this 22nd day of March, 2016, at the hour of 12:10 am/pm, the Members of the State Board of Education voted as follows to meet in closed session:

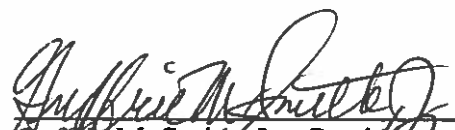
Motion made by: Madhu Sidhu
Seconded by: James DeGraffear
In Favor: 9 Opposed: 0 Member(s) Opposed: _____

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 addressed during this closed session include:

1. Discuss 3 Legal Appeals.
2. Obtain Legal Advice.
3. Discuss 3 Internal Board Management matters.


Guffie M. Smith, Jr., President

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE March 22, 2016 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>
Bancroft, Jessica L.	Education Program Manager II, Deputy Director of Educator Effectiveness	24	Division of Educator Effectiveness	TBD
Beal, Amy	Education Program Specialist I, Extended Learning Specialist	21	Student, Family and School Support	TBD
Edmond, Shanna	Education Program Specialist I, Early Childhood Program Development Specialist	21	Early Childhood Development	TBD
Thompson, Christy	Education Division Director, Student, Services and Alternative Programs	25	Student, Family and School Support	TBD

II. Appointments Grade 18 and below:

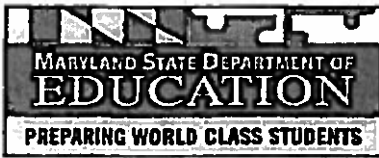
<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Barker, Jodi A.	Teacher, School Guidance Counselor	IEPP	Division of Career and College Readiness Juvenile Services Education Program	TBD
Barnhart, Brady M.	Teacher, Academic – Career, Research and Development	IEPP	Division of Career and College Readiness Juvenile Services Education Program	TBD
Daniels, Kimberly	Vocational Rehabilitation Specialist II	13	Division of Rehabilitation Services	3/16/16
Davila-Schwertner, Marica	Teacher, Academic- Office Systems Management	IEPP	Division of Career and College Readiness Juvenile Services Education Program	TBD
Folse, Sharon H.	Teacher, Special Education	IEPP	Division of Career and College Readiness Juvenile Services Education Program	TBD

II. Appointments Grade 18 and below (cont):

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Garcia, Maria J.	Teacher, Academic – Resource	IEPP	Division of Career and College Readiness Juvenile Services Education Program	TBD
Haas, Brian	Vocational Rehabilitation Specialist II	13	Division of Rehabilitation Services	3/30/16
Johnson, Cindy F.	Teacher, Academic-Mathematics	IEPP	Division of Career and College Readiness Juvenile Services Education Program	TBD
Kennedy, Antoinette	Teacher, Academic-Resource	IEPP	Division of Career and College Readiness Juvenile Services Education Program	TBD
Loar, Jeffrey W.	Teacher, Career and Technology Education	IEPP	Division of Career and College Readiness Juvenile Services Education Program	TBD
Sharp, Laura D.	Teacher, School Guidance Counselor	IEPP	Division of Career and College Readiness Juvenile Services Education Program	TBD
Tucker, Thomas N.	Teacher, Career Technology Education	IEPP	Division of Career and College Readiness Juvenile Services Education Program	TBD

III. Other Actions: Promotional

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Speak, Janet L.	Child Care Licensing Specialist Supervisor	17	Early Childhood Development Office of Child Care	03/16/2016



Jack R. Smith, Ph.D.
Interim State Superintendent of Schools

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March 22, 2016

BOARD LIST

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

Name: Jessica L. Bancroft
Position: Education Program Manager II, Deputy Director of Educator Effectiveness
Division: Educator Effectiveness
Salary Grade: 24
\$73,612 – 118,192
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Six years of related experience in coordinating or administering education programs related to school administration, certification of teachers, higher education teacher preparation within universities, teacher training or experience as a principal with strong professional development experience is required. Administrative and /or supervisory experience is required.

DESCRIPTION:

This position serves as the Deputy to the Assistant State Superintendent of Educator Effectiveness and is responsible for providing administrative oversight of nonpublic school approval, teacher preparation program approval, and educator certification.

name: Jessica L. Bancroft
Page Two

QUALIFICATIONS:

Education:

University of Southern Maine (Gorham, Maine) 2003 - Master's Degree in Adult Education
Student Affairs

University of New Hampshire (Durham, New Hampshire) 1994 - Bachelor's Degree in History

Experience:

Independent Consulting Practice (Riverdale, Maryland)

2014 – Present: Consultant

Luther Gulick Camps (Raymond, Maine)

2015 Program Director

University of Maryland College Park (College Park, Maryland)

2011 – 2015: Director of Recruitment and Admissions, Teacher Education

2007 – 2011: Director of Advising and Admissions, Department of Curriculum &
Instruction

2006 – 2007: Senior Academic Advisor, College of Arts and Humanities

University of Southern Maine (Gorham, Maine)

2003 – 2006: Senior Academic Advisor, College of Education

2004 – 2006: Instructor, College of Education and Human Development

2002 – 2003: Veterans Services Representative, Office of Student Advising Services

Dartmouth College (Hanover, New Hampshire)

2001 – 2002: C.H.A.M.P.S./Life Skills Coordinator, Department of Athletics

EMPLOYMENT STATUS:

New Hire



Jack R. Smith, Ph.D.
Interim State Superintendent of Schools

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March 22, 2016

BOARD LIST

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

Name: Amy Beal
Position: Education Program Specialist I,
Extended Learning Specialist
Division: Student, Family, and School Support
Salary Grade: 21
\$60,543 - \$97,203
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:

Four (4) years of professional administrative or teaching experience within an educational setting.

DESCRIPTION:

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

name: Amy Beal
Page Two

QUALIFICATIONS:

Education:

Capella University (Minneapolis, Minnesota) 2008 - Master's Degree in Science, Human Services
Emphasis in Health Care

Southern Illinois University (Carbondale, Illinois) 2003 Bachelor's Degree in Administration of
Justice Minor in Psychology

Experience:

Anne Arundel County Public Schools – Board of Education

2012 – Present: Program Manager – Judy Center Partnership

Maryland State Department of Education (Baltimore, Maryland)

2012 – 2012: Early Learning Challenge Grant Specialist

American Academy of Pediatrics (Elk Grove, Illinois)

2011 – 2012: Project Consultant

Child and Family Connections/Early Intervention (Belleville, Illinois)

2009 – 2012: Service Coordinator

EMPLOYMENT STATUS:

New Hire



Jack R. Smith, Ph.D.
Interim State Superintendent of Schools

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March 22, 2016

BOARD LIST

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

Name: Shanna Edmond
Position: Education Program Specialist I,
Early Childhood Program Development Specialist
Division: Early Childhood Development
Salary Grade: 21
\$60,543 - \$97,203
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Four (4) years of professional experience in coordinating or administering an education program or services directly related to Early Childhood Education Program.

DESCRIPTION:

This is a professional position providing technical assistance and program support to the Early Learning Branch within the Division of Early Childhood Development in the areas of Pre-K and Kindergarten, Judy P. Hoyer Early Child Care and Education Enhancement Program, and the state curriculum for grades Pre-K to 2.

name: Shanna Edmond
Page Two

QUALIFICATIONS:

Education:

Loyola University (Baltimore, Maryland) 2008 –Master’s Degree in Curriculum and Instruction

Lincoln University (Oxford, Pennsylvania) 2000 – Bachelor of Science Degree in Biology

Experience:

The Seed School of Maryland (Baltimore, Maryland)

2012 - Present: Title I Coordinator/Parent Involvement Coordinator

The Forbush School at Hunt Valley

2008 – 2012: Teacher/Vocational Program Assistant

EMPLOYMENT STATUS:

New Hire



Jack R. Smith, Ph.D.
Interim State Superintendent of Schools

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

March 22, 2016

BOARD LIST

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

Name: Christy G. Thompson
Position: Education Division Director, Student and Alternative Programs
Division: Student, Family and School Support
Salary Grade: 25
\$78,595 -\$126,186
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Seven (7) years of related experience in educational supervision and management that includes coordinating or administering education programs related to student services, school improvement, school performance, program assessment, and teacher development.

DESCRIPTION:

This position services under the direction of the Assistant State Superintendent of Student, Family & School Support and is responsible for providing managerial and administrative oversight of Student Support Services, Youth Development, Program Improvement and Family Support and School Innovations.

name: Christy G. Thompson
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QUALIFICATIONS:

Education:

Capella University (Minneapolis, Minnesota) 2015 - Ph.D. in Educational Leadership and Management

Florida A&M University (Tallahassee, Florida) 2001- Master's in Education Administration and Supervision

Johnson C Smith University (Charlotte, North Carolina) 1993 - Bachelor's in Business/Marketing Banking and Finance

Experience:

Jasper County School District (Ridgeland, South Carolina)

2010 – Present: Executive Director of Secondary Schools and Alternative Programs

Charleston County School District (Charleston, South Carolina)

2006 – 2010: Principal

EMPLOYMENT STATUS:

New Hire