

# MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday  
March 24, 2015

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 24, 2015, at 9:05 a.m. at the Nancy S. Grasmick State Education Building. The following members were in attendance: Dr. Charlene M. Dukes, President; Dr. Mary Kay Finan, Vice President; Mr. James H. DeGraffenreidt, Jr.; Ms. Luisa Montero-Diaz; Ms. Linda Eberhart; Dr. S. James Gates, Jr.; Mr. Larry Giammo; Mr. Steven Priester; Mrs. Madhu Sidhu; Mr. Guffrie M. Smith; Donna Hill Staton, Esq. and Dr. Lillian Lowery, Secretary/Treasurer of the Board and State Superintendent of Schools. Mr. Sayed Naved was absent.

Elizabeth Kameen, Esq., Assistant Attorney General, and the following staff members were also present: Ms. Kristi Michel, Deputy State Superintendent for Finance and Administration; Dr. Jack Smith, Deputy State Superintendent for Teaching and Learning; Mr. Anthony South, Executive Director, Office of the State Board; and Penelope Thornton Talley, Esq., Deputy State Superintendent for School Effectiveness

## CONSENT AGENDA

Dr. Dukes requested that Dr. Finan lead the meeting, since Dr. Dukes' had difficulty speaking as the result of a recent illness.

Upon motion by Dr. Gates, seconded by Mr. Smith, the Board approved the Consent Agenda as follows: (In Favor – 10; Mr. DeGraffenreidt had not yet arrived)

- Approval of Minutes of February 24, 2015
- Personnel (copy attached to these minutes)
- Budget adjustments for February, 2015

## ORAL ARGUMENTS

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

Alison York

v.

Shani K. Whisonant, Esq.

Representing the Prince George's County Board of Education

**ELEMENTARY AND SECONDARY EDUCATION ACT (ESEA) FLEXIBILITY  
RENEWAL REQUEST**

Dr. Lowery reminded Board members that they had discussed the ESEA Flexibility Renewal Request at their January and February meetings. She explained that the General Assembly had passed legislation last year requiring a thirty-day review period of the Flexibility Extension by the Legislative Policy Committee and that the required time has not elapsed. She therefore recommended that the Board provide feedback in response to comments received from the public and various stakeholder groups and authorize the Department to forward the document to the U.S. Department of Education (USED) on March 31, 2015 following the completion of review by the Legislative Policy Committee.

Dr. Jack Smith introduced Mary Gable, Assistant State Superintendent, Division of Academic Policy and Innovation, to discuss the comments received and the changes made in the document. He stated that this was a very extensive process and that Maryland was not allowed to apply for a four-year waiver but rather a three-year waiver. Dr. Smith noted that the document includes a caveat which states that Maryland reserves the right to withdraw from ESEA Flexibility and return to Annual Yearly Progress (AYP) at a later date within the three-year period. Dr. Lowery explained that this caveat provides an opportunity to review Maryland's progress each year and allows for stability in school districts.

Ms. Gable reported on the numerous ways by which this document was distributed to stakeholders for comment and noted that a survey was attached to enable stakeholders to provide their feedback. She provided the Board with a chart listing the comments and the responses made. A pie chart depicting the breakdown of the responders' positions' and/or advocacy groups as well as a graph of the overall ratings by Principle was also shared.

In response to a question by Dr. Gates, Ms. Gable reported that the grouping entitled "other" with a 31 percent response rate includes members of non-profit groups and listed those for the Board.

In response to several of the comments listed, Mr. DeGraffenreidt cautioned to be clear about the language surrounding the Department and the Board's belief that multiple measures must be used to assess effective instruction. He also noted that the language should be clear addressing MSDE's position that if testing is conducted properly the time is well spent. Mr. DeGraffenreidt said that the comment and response regarding data collection should emphasize the value of data collection. Ms. Gable said, "We will re-visit that."

In response to a question by Ms. Staton, Ms. Gable said that not all respondents identified themselves.

Dr. Gates said, "This assessment is not about putting a burden of proof for students. We are making sure that we are guiding the student down the road correctly." He urged the need for "plain spoken language."

Ms. Gable reported that there were no substantive changes made under Principle 1: *Transitioning to college- and career-ready standards and assessments.*

Regarding Principle 2: *State-Developed Systems of Differentiated Recognition, Accountability, and Support*, Ms. Gable discussed five substantive changes being proposed to incorporate into a revised accountability system for the State.

Ms. Gable explained six revisions made to the document regarding the second part of Principle 2 dealing with support. She said that staff is looking at language to clarify the existing criteria which is tied to the old accountability system.

In response to a question by Dr. Gates, Chandra Haislet, Director of Accountability and Data Systems, explained the assessment performance level points awarded to students who take the test.

Ms. Gable reported on Principle 3: *Supporting Effective Instruction and Leadership*. She distributed *A Maryland Framework for Evaluation* and explained the changes made and noted that serious concerns remain about the State's ability to conduct a thorough investigation of the test score translation methodology and to determine valid adjustments needed to improve the performance of evaluation models by August, 2016

Ms. Eberhart asked if a county is using a state model, will it inform or will it count? David Volrath, Teacher Principal Evaluation Planning and Development Officer, said, "We will have to make that decision at that time."

Ms. Gable said that the peer review conducted showed that Maryland has a strong application for the Flexibility Renewal.

Dr. Lowery said that if the Board has further questions, they will be addressed and asked for consent to move forward unless further substantive changes were recommended be made to the document.

Upon motion by Mr. DeGraffenreidt, seconded by Mr. Smith, and with unanimous agreement, the Board approved Maryland's ESEA Flexibility Renewal Request and authorized its submission on March 31, 2015, to the USED, subject to completion of the review by the Legislative Policy Committee. (In Favor – 11)

### **WELLNESS POLICY BRIEFING**

Dr. Lowery explained that beginning in 2006, all states participating in federal school meal programs were required to have written wellness policies. She explained that the Board will hear a report on the results of an external evaluation of the strength and comprehensiveness of the wellness policies and practices that have been implemented throughout Maryland. She introduced Stewart Eidel, Chief, Professional Development and Technical Assistance, Office of School and Community Nutrition Programs and Dr. Erin Hager, Assistant Professor, University

of Maryland School of Medicine, to discuss the results of *The Maryland Wellness Policies and Practices Project*.

Mr. Eidel spoke about the importance of healthy eating for students and reported that the wellness policies were strengthened in 2010. He explained that a lot of great training has been provided to school leaders over the last several years.

Dr. Hager acknowledged four students from the University of Maryland School of Medicine who helped with this project and were in attendance. She discussed the goal of the project and provided a graph depicting the progress made on wellness education in Maryland. She said the study assessed implementation and generated recommendations. She noted that each school system got tailored system-level feedback between January and May 2014 on the findings and recommendations.

Dr. Hager said that local education agency (LEA) responses were very positive. She reported that twenty LEAs reviewed their policies and updated them and that “one of the barriers was the school administration and one of the enablers was also the school administration.” She said that wellness champions have a passion and they would work to enhance wellness for free but they need tools and resources to carry out their missions.

In response to a concern expressed by Ms. Diaz about the small percentage of school-level wellness teams during the 2012-2013 school year, Dr. Hager said, “We have made improvements. When we get the data, we will show good improvement.”

Ms. Diaz expressed concern about the narrow definition of wellness as nutrition and physical activity. She said, “We have missed an opportunity to include other areas of wellness.”

Mr. Eidel said that the US Department of Agriculture requirement is for nutrition and physical activity. He noted that there are other offices and agencies looking at other health issues. He said, “We do look at all components.”

Ms. Diaz said, “I would like to see us go beyond federal requirements.”

Dr. Gates asked, “What are we doing about parental involvement?” and mentioned dashboards as an example. Mr. Eidel said that the Department has a very robust family involvement program and LEAs are providing communication models to engage parents in wellness practices.

Dr. Hager said that the data collected through the Maryland Wellness Policies and Practices Project (system and school-level wellness data collected by survey) must be kept anonymous due to an agreement with the participants who completed the surveys. Should the Board have a question that could be answered with the data collected, Dr. Hager and her team are willing to analyze the data and provide answers to questions they may have.

Ms. Staton thanked the presenters for providing best practices and said, “Talking to leadership is important to changing school culture.”

In response to a question by Ms. Eberhart, Dr. Hager said that they have not done an analysis of the relationship between wellness and attendance and school discipline. She agreed to look into this issue.

Assistant Superintendent Kristina Kyles, Division of Student, Family and School Support, said, "We do look at students who have recurring health issues, We look to target resources."

Mr. Priester said he is very happy to hear about student involvement and cautioned "any efforts in pushing wellness should be presented in a holistic way not just nutrition. It is easy to lose student buy in."

Dr. Hager said, "That is a good point. They are system level decisions."

Mr. Smith concurred with the need for student engagement and providing best practices to schools.

Mr. Eidel said, "Engaging students is priority number one."

### **COMAR 13A.12.01 GENERAL PROVISIONS**

The Superintendent introduced Jean Satterfield, Assistant State Superintendent, Division of Educator Effectiveness, and Dr. JoAnn Ericson, Chief, Certification Branch, to answer any questions about the publication of COMAR 13A.12.01 General Provisions (proposed amendments to certification regulations). Dr. Lowery explained that both staff members will be retiring from their positions with the Department and she thanked them for their excellent work. Ms. Talley introduced Sarah Sprouse who will serve as interim Assistant State Superintendent, Division of Educator Effectiveness.

Ms. Satterfield gave a brief summary of the changes to the existing regulations made by the Professional Standards and Teacher Education Board (PSTEB) . She discussed the differences between the credentialing of public school teachers and private school teachers.

Dr. Finan noted that no action was required of the Board unless the Board wanted to request an additional conference committee with the PSTEB to discuss the changes. With no further discussion, the presentation concluded.

Ms. Satterfield thanked the Board for their support over the years.

### **LEGISLATIVE UPDATE**

Dr. Lowery asked Amanda Conn, Director of Governmental Relations, to provide a legislative update and answer any questions of the Board.

Ms. Conn provided the following list of bills on which action will be taken by the General Assembly:

- SB 334/HB 985 The Hunger Free Schools Act of 2015
- SB 497/HB 452 Commission to Review Maryland's Use of Assessments and Testing in Public Schools
- SB 699/HB 1137 Primary Education – State Standardized Assessments – Moratorium
- SB 677/HB 1069 Education – Professional Development for Teachers and Providers of Early Childhood Education – Master Plan
- SB 772/HB 942 Apprenticeship Pilot Program – Apprenticeship Maryland

Board members discussed SB 497/HB 452 which passed the Senate and House and Dr. Lowery reported that the Commission has been seated and that there will be many voices included in the discussions.

### **STATE SUPERINTENDENT'S REPORT**

#### **Race To The Top (RTTT) Update**

Ms. Thornton Talley provided the Board with an assessment of the current status of the MSDE's RTTT projects with a No Cost Extension (NCE).

In response to a question by Mr. DeGraffenreidt about technology issues, Mr. Peter Cevinini, Chief Information Officer, reported that his staff has finished meeting with LEA staff on security issues and that the technology problems will be addressed by April, 2015.

Dr. Lowery said, "Everyone associated with RTTT has done amazing work."

#### **School System Modifications Due to Severe Weather Conditions**

Dr. Lowery said, "We are being pro-active on the school year calendar." She introduced William Cappe, Office of Communications, to brief the Board on the parameters of modifications of the school year calendar and the nature of the requests for waivers from the calendar being considered by various schools systems due to severe weather conditions. She recommended:

1. The Board approve up to a three-day waiver for the schools systems that have made a written request for a waiver, and
2. The Board grant her the authority to approve future written requests from local school superintendents for a waiver from one to three school days for students after demonstrating the modifications made to their existing calendars.

Mr. Cappe reported that 24 of the 25 school systems have exceeded the inclement weather days scheduled in their calendars. He reported that the message from parents is that they want students to get as much class time as possible.

Upon motion by Mr. Giammo, seconded by Dr. Gates, and with unanimous agreement, the Board approved the Superintendent's recommendations. (In Favor – 11)

## EXECUTIVE SESSION

Pursuant to §10-503(a)(1)(i) & (iii) and §10-508(a)(1) & (7) of the State Government Article, Annotated Code of Maryland, and upon motion by Mr. DeGraffenreidt, seconded by Mr. Smith, and with unanimous agreement, the Board met in closed session on Tuesday, March 24, 2015, in Conference Room 1, 8<sup>th</sup> floor of the Nancy S. Grasmick State Education Building. All Board members, with the exception of Mr. Naved, were in attendance. Also in attendance were Dr. Lillian Lowery, State Superintendent of Schools; Kristy Michel, Chief Operating Officer; Dr. Jack Smith, Chief Academic Officer; Penelope Thornton Talley, Esq., Chief Performance Officer; John White, Chief of Staff; and Tony South, Executive Director, Office of the State Board. Assistant Attorneys General, Elizabeth M. Kameen and Jackie LaFiandra were also present. The Executive Session commenced at 11:50 a.m. (In favor – 11)

The State Board approved three Opinions for publication.

- *Gregory Mobley v. Baltimore City Board of School Commissioners* – teacher termination – Opin. No. 15-09
- *Susan King v. Anne Arundel County Board of Education* – performance appraisal – Opin. No. 15-10
- *Lavoy and Karen W. v. Baltimore City Board of School Commissioners* – early kindergarten entry – Opin. No. 15-11

The Board deliberated one case. It will be published at a later date.

- *Allison York v. Prince George's County Board of Education* – teacher termination

The Board received a legal update on the decision of the Somerset County Circuit Court in *Board of Education of Somerset County v. William Johnson*.

Dr. Lowery and Kristy Michel presented an update on the Voluntary Separation Program, PIN reductions, and other possible administrative impacts as the result of the headquarters' budget reductions.

The Board discussed the re-advertisement of the Baltimore City Board of School Commissioners' openings.

At this juncture all staff members left the meeting. Executive Director, Tony South, announced to the Board his pending retirement in June.

The session ended at 1:05 p.m.

## RECONVENE

The meeting reconvened at 1:30 p.m.

## **BOARD MEMBER UPDATES**

Mr. Smith reported that he attended the National Association of State Boards of Education (NASBE) Government Affairs Committee Meeting and said that Mr. South will be providing them with electronic links to the materials and discussion points that he referenced.

Ms. Sidhu reported that she also attended the NASBE Legislative Conference and noted a lot of conflict among parents and other stakeholders about the collection of data and privacy concerns.

Ms. Eberhart said that she is part of the NASBE Study Group on Principal Leadership which will be producing a report on how to recruit, retain and train school leaders. She noted that Prince George's County Public Schools has an incredible leadership model.

Mr. Priester reported on a meeting on the PARCC Assessment for Spanish speaking parents and said the meeting was very successful and informative. Ms. Diaz reported that there is another such meeting to be held on April 16<sup>th</sup>.

Dr. Finan said she attended a very informative meeting in Allegany County which was hosted by Dr. Lowery.

## **PUBLIC COMMENTS**

Dr. Finan explained procedures by which the Board hears public comments. The following individual provided public comment:

- Cheryl Bost, Vice-President, MSEA – ESEA Waiver Request

## **MILKEN AWARD**

Dr. Lowery introduced Dr. Darla Strouse, Executive Director of Partnerships, to provide introductory remarks and introduce Maryland's Milken National Educator Award winner.

Dr. Strouse introduced Margaret Hawk, first grade teacher at Yellow Springs Elementary School in Frederick County, who has been selected as the recipient of this prestigious award. She reported that Ms. Hawk was accompanied by Dr. Theresa Alban, Superintendent of the Frederick County Public Schools; Susan Krieger, Principal of Yellow Springs Elementary School; and Ms. Hawk's husband and parents.

Dr. Strouse reported that the Milken Award Program has been in existence for twenty-two years and that fifty-nine Maryland teachers have been the recipients of this award. She noted that the educator does not nominate themselves and, therefore, the award comes as a very exciting surprise. She then presented a short video clip of the Award Ceremony.

Ms. Hawk talked about a special teacher who had influenced her and helped her in overcoming her difficulties with a learning disorder. She said, "It is important how you make children feel."

Dr. Lowery said, "We talked about wellness. It encompasses the whole child."

Dr. Albans said, "Her students are totally absorbed. It is my privilege to be here."

Ms. Krieger reported that she nominated Ms. Hawk for many reasons among which are her perseverance to overcome obstacles.

Dr. Strouse presented Ms. Hawk with a Milken obelisk and photos were taken with the State Board. Board members applauded Ms. Hawk.

### OPINIONS

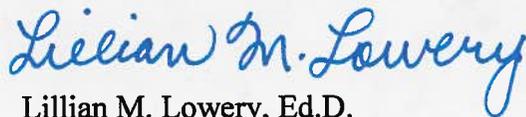
Ms. Kameen announced the following Opinions:

- 15-09 *Gregory Mobley v. Baltimore City Board of School Commissioners* – teacher termination (affirmed the local board's decision)
- 15-10 *Susan King v. Anne Arundel County Board of Education* – performance appraisal (affirmed the local board's decision)
- 15-11 *Lavoy and Karen W. v. Baltimore City Board of School Commissioners* – early entry to kindergarten (affirmed the local board's decision)

### ADJOURNMENT

With no further business before the Board, the meeting adjourned at 2:15 p.m.

Respectfully submitted,



Lillian M. Lowery, Ed.D.  
Secretary/Treasurer

Date: *May 4, 2015*

# MARYLAND STATE BOARD OF EDUCATION

## CLOSED SESSION

On this 24<sup>th</sup> day of March 2015, at the hour of 12:00 am/pm, the Members of the State Board of Education voted as follows to meet in closed session:

Motion made by: James De Guffey

Seconded by: Goffie Smith

In Favor: 11 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 proposal process.

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

1. Discuss 3 Legal Appeals.
2. Review 1 Draft Opinion.
3. Receive an administrative update.
4. Discuss an Internal Board Management matter.
5. Discuss a Personnel matter

  
President

**MARYLAND STATE DEPARTMENT OF EDUCATION  
PERSONNEL APPROVALS FOR THE March 24, 2015 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>
Maier, Kathleen T.	Education Program Specialist I, English Lang Arts/Literacy PARCC English Assess	21	Curriculum, Assessment & Accountability	TBD
Motel, Laura A.	Education Program Specialist I, Communications Specialist, Grants & Partnership	21	Office of the Superintendent, Office of Communications Partnership & Grants	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>
Blume, Meghan	Vocational Rehabilitation Specialist II	13	Division of Rehabilitation Services, Region V	3/4/2015
Harley, Kishanna L.	Teacher, Library Media Specialist	IEPP	Career and College Readiness, Juvenile Services Education	4/15/2015
Haymaker, Alicia	Vocational Rehabilitation Specialist II	13	Division of Rehabilitation Services, Region I	3/18/2015
Wills, Susan S.	Teacher, Academic – Science	IEPP	Career and College Readiness, Juvenile Services Education	04/15/2015

**III. Other Actions: Promotion**

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
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Lillian M. Lowery, Ed.D.  
State Superintendent of Schools

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March 24, 2015

**BOARD LIST**

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

**Name:** Kathleen T. Maher-Baker  
**Position:** Education Program Specialist I  
English Language Arts/Literacy PARCC English Assessment  
**Division:** Curriculum, Assessment and Accountability  
**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 credit hours of post baccalaureate course work Education, Educational Administration/Supervision, Secondary Reading/English Language Arts or a closely related field. Certification in Reading and/or English Language Arts is required.

**EXPERIENCE:**

Four (4) years of professional administrative, accountability or teaching experience in or affiliated with an education program including two (2) years of experience in coordinating or administering an education program or service directly related to the position. Experience with a Secondary English Language Arts education program is preferred.

**DESCRIPTION:**

This is a professional serving as the lead specialist for Maryland's implementation of the PARCC (Partnership for Assessment of Readiness for College and Careers) High School English Language Arts/Literacy assessments.

**QUALIFICATIONS:**

**Education:**

Towson University (Towson, Maryland) 1994 - Master's Degree in Secondary Education; 1986 - Bachelor's Degree in English.

Essex Community College (Essex, Maryland) 1983 - Associate's Degree in General Studies.

Certifications – Advanced Professional, MSDE.

**Experience:**

Baltimore County Public Schools (Towson, Maryland)

1998 – Present: English Teacher/Department Chairman, Loch Raven High School

2005 – Present: Curriculum Writer

1986 – 1998: English Teacher, Sparrows Point High School

Loyola University (Baltimore, Maryland)

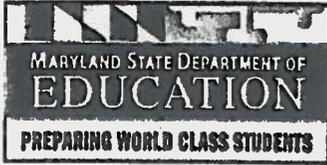
1999 – Present: Professional Development School Coordinator

Johns Hopkins University, School of Education (Baltimore, Maryland)

1986 – 1998: PDS Coordinator and Adjunct Faculty

**EMPLOYMENT STATUS:**

New Hire



Lillian M. Lowery, Ed.D.  
State Superintendent of Schools

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March 24, 2015

**BOARD LIST**

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

**Name:** Laura A. Motel  
**Position:** Education Program Specialist I, Communication Grants & Partnership  
**Division:** Office of the Superintendent  
**Salary Grade:** State Salary Grade: 21  
Annual Salary Range: \$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, English, Journalism, Communications Marketing, or a closely related field.

**EXPERIENCE:**

Four (4) years of professional work experience in providing public information, marketing, or outreach activities. This experience in an education setting or promoting instructional programs is preferred.

**DESCRIPTION:**

This is a professional position serving as a Communication, Grants and Partnerships Specialist responsible for providing public relations support for communication and marketing activities initiated by the Office of Communications and for providing writing, editorial, and publications support.

**QUALIFICATIONS:**

**Education:**

American University (Washington, D.C.) 2005 - Master's Degree in Journalism.

Franklin & Marshall College (Lancaster, Pennsylvania) 2004 - Bachelor's Degree American Studies

**Experience:**

Maryland State Department of Education (Baltimore, Maryland)

2011 – Present: Education Program Specialist I, Race-To-The-Top Communication Specialist  
University of Maryland, Baltimore County, Goddard Earth Science and Technology Center  
(Baltimore, Maryland)

2007 – 2011: Media Specialist

Borc: Dixon Creative Marketing Advertising (Crofton, Maryland )

2005 – 2007: Media Planner

WUSA TV-9 (Washington, D.C.)

2005: Freelance Production Assistant

American University, School of Communication (Washington, D.C.)

2004 – 2005: Teaching Assistant

**EMPLOYMENT STATUS:**

Promotion