

MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday
September 22, 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, September 22, 2015 at 8:30 a.m. at the Nancy S. Grasmick State Education Building. The following members were in attendance: Mr. Guffrie M. Smith, Jr., President; Ms. Linda Eberhart; Dr. Chester Finn, Jr.; Dr. Michele Jenkins Guyton; Ms. Stephanie R. Iszard, Mrs. Madhu Sidhu; Ms. Laura Weeldreyer Ms. Quinn Wandalowsky and Dr. Jack Smith, Interim State Superintendent of Schools. Mr. Larry Giammo, Mr. James H. DeGraffenreidt, Jr., Dr. S. James Gates, Jr., Vice-President; and Mr. Andrew R. Smarick 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 Penelope Thornton Talley, Esq., Deputy State Superintendent for School Effectiveness.

Ms. Michel explained the procedures for the new audio equipment installed in the Board room.

EXECUTIVE SESSION

Pursuant to §3-305(b)(1) of the General Provisions Article, Annotated Code of Maryland, and upon motion by Dr. Finn, seconded by Mrs. Sidhu, and with unanimous agreement, the Maryland State Board of Education met in closed session on Tuesday, September 22, 2015, in Conference Room 1, 8th floor, Nancy S. Grasmick State Education Building. All Board members were present except for Dr. S. James Gates, James DeGraffenreidt, Larry Giammo, and Andrew Smarick. In attendance were Dr. Miya Simpson, Executive Director, Office of the State Board and Assistant Attorney General, Elizabeth M. Kameen. The Executive Session commenced at 8:40 a.m. (In favor – 8)

President Guffrie Smith explained the terms of the appointment of the Interim State Superintendent of Schools and asked that his appointment letter to Dr. Jack Smith be approved by the Board. The Board voted and approval was unanimous. The Executive Session ended at 9:00 a.m.

RECONVENE

The meeting reconvened at 9:05 a.m.

The Board ratified its vote taken in Executive Session at their August 25, 2015 meeting to appoint Dr. Jack Smith (will also be referred to as Dr. Jack Smith and Interim Superintendent Jack Smith) as the Interim State Superintendent of Schools. The Board also recognized the Interim Superintendent's appointment of Dr. Henry Johnson as the Interim Deputy State Superintendent for Teaching and Learning. (In Favor – 8)

Dr. Smith thanked Board members for their confidence in him and expressed his respect for Dr. Lowery.

CONSENT AGENDA

President Guffrie Smith asked for a motion to approve the Consent Agenda.

Upon motion by Mrs. Sidhu, seconded by Dr. Finn, and with unanimous agreement, the Board approved the Consent Agenda as follows: (In Favor – 8)

- Approval of Minutes of August 25, 2015
- Personnel (copy attached to these minutes)
- Budget adjustments for July and August, 2015

President Guffrie Smith welcomed the new Board members and said, "We are so happy to have you here. Thank you for being here."

President Guffrie Smith acknowledged the Board's appointment of Dr. Jack Smith as Interim State Superintendent of Schools and expressed confidence that he will carry on the legacy of excellence that has been the hallmark of MSDE and the Maryland public school system.

PRINCIPALS AND ASSISTANT PRINCIPALS OF THE YEAR

Interim Superintendent Jack Smith introduced Steve Hagenbuch, Executive Director of the Maryland Association of Elementary School Principals (MAESP) and Scott Pfeifer, Executive Director of the Maryland Association of Secondary School Principals (MASSP) to present their Associations' designations of Principals and Assistant Principals of the Year.

MAESP

Mr. Hagenbuch introduced Mrs. Carol Hahn, Principal of Bellows Springs Elementary School in Howard County and Mr. Matthew Wagner, former Assistant Principal at Lincolnshire Elementary School in Washington County, reporting that they have been selected as the Principal and Assistant Principals of the Year.

Mrs. Hahn and Mr. Wagner thanked the Association and the Board for recognizing the work done by the many excellent principals and Assistant Principals throughout the State.

President Guffrie Smith presented certificates and photos were taken.

MASSP

Mr. Pfeifer introduced Dr. Monifa McKnight, Principal of Ridgeview Middle School in Montgomery County, Mr. John Baugher, Principal of Francis Scott Key High School in Carroll County, and Dr. Ashanti Foster, Assistant Principal of Oxen Hill Middle School in Prince George's County and said, "They are collaborative leaders."

Dr. McKnight, Mr. Baugher and Dr. Foster expressed their gratitude and pride to serve as a school leader.

President Guffrie Smith presented certificates and photos were taken.

President Guffrie Smith presented Mr. Pfeifer and Mr. Hagenbuch with Proclamations from the Governor designating October 2015 as Principals' Month in Maryland.

ORAL ARGUMENTS

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

Tyson Bennett, Esq.
representing the Anne Arundel County Board of Education

v.

Colin Murphy and Vanessa Haneberg, et. al

ANNUAL TEACHER/PRINCIPAL EVALUATION (TPE) REPORT: REAL PROGRESS IN MARYLAND

Interim Superintendent Jack Smith invited Dave Volrath, MSDE Teacher/Principal Evaluation Officer, to discuss the *Annual Teacher/Principal Evaluation Report: Real Progress in Maryland*.

Mr. Volrath introduced William J. Slotnik, Executive Director of The Community Training and Assistance Center, and others to discuss the Report's findings. He also publicly thanked Dr. Lillian Lowery, the TPE Partnership and the members of the office staff for all of their work and support of this project.

Mr. Slotnik explained that he is working with several states on their TPE work and noted a change in practice is necessary for Maryland. He reported that the Study:

- Examines frontline educators' perceptions of TPE implementation
- Focuses on TPE-related support educators receive and additional supports they need
- Informs and strengthens implementation of overall TPE system and the student learning objective (SLO) component

Mr. Slotnik reported that the research methods used were interviews, case studies and surveys. He noted that response rates to the survey varied by district and provided a chart showing the percentage of responses received by district. He noted that the overall perceptions of TPE are increasingly more positive and that perception gaps are narrowing between principals and teachers. He said, "Maryland has successfully addressed the initial challenges of TPE. In the context of this progress, gaps remain." Mr. Slotnik provided a table that showed the positive change in perceptions of TPE over the last three years.

In response to a question by Ms. Eberhart, Mr. Slotnik explained that the negative changes regarding capacity building reflected in a chart on page 14 of the Report are a desirable outcome. Ms. Eberhart said that this outcome should be reflected in a more positive way in the Report.

Mr. Slotnik reported on the key issues in implementing TPE:

- Quality, consistency and manageability
- Emphasis on instruction versus compliance
- District and school capacity to integrate initiatives

He provided a table which reflected a positive progression in the creation and implementation of SLOs over the last three years.

Mr. Slotnik reported that the study found that observations need to be conducted on a higher level of science. He said that district leaders and school level practitioners describe both strengths and gaps in the observation process.

He noted that capacity building must be done on three levels: teacher capacity and support, principal capacity and support and district capacity.

Mr. Slotnik noted that many comments received mentioned that the focus has been on teacher evaluation and that less focus has been on principal evaluation. He reported on the following areas of recommendation:

1. Key district decisions and support
2. Coherent capacity building
3. TPE and instructional integration
4. Teachers' Voice and two-way communication

In response to a question by Dr. Finn about identifying schools/respondents, Mr. Slotnik said that districts were told that information provided by teachers and leaders would be confidential. Dr. Finn said, "Districts are shielded from identification."

Mr. Volrath said, "We approached the first two years to build relationships. We need to decide how to break this information out. You are right. We need to make these decisions."

Dr. Jack Smith said that the ratings presented in October will be by school district. Dr. Finn said, "But the process is concealed." The Superintendent said, "We can make that change."

President Guffrie Smith said, “We need to look at these issues openly. We are at that point now. We will get more information.”

In response to a question by Ms. Weeldreyer, Mr. Slotnik explained the process used to distribute the survey results. Ms. Weeldreyer stressed the need to get survey data from all of the local school systems (LSSs).

President Guffrie Smith said, “Best practices need to be gotten out.” Mr. Slotnik said, “We have a considerable amount of better practices but best practices are yet to come.”

COMAR 13A.10.01.01-.05 ADMINISTRATION OF HOME INSTRUCTION PROGRAM (AMEND)

Interim Superintendent Jack Smith introduced Kristina Kyles-Smith, Assistant State Superintendent, Division of Student, Family and School Support, to discuss the amendment to COMAR 13A.10.01.01-.05 Administration of Home Instruction Program. He recommended that the State Board grant “Permission to Publish” the amendment to the regulations.

Ms. Kyles-Smith provided the background on the changes and explained that the proposed amendments:

1. eliminate the phrase “to teach his or her child at home” to allow flexibility in both the instructor and location of instruction;
2. allow a home instruction program to include enrollment on part-time or full-time basis in courses offered by accredited or unaccredited colleges with verification by either a report card or transcript submitted to the local superintendent or designee; and
3. allow enrollment on a part-time basis or full-time basis in courses offered by accredited or unaccredited colleges with the approval of a supervising nonpublic school or institution.

In response to a questions by Dr. Finn related to home-school and dual enrollments, Ms. Kyles-Smith reported that approximately 26,000 students are home schooled in Maryland and that parents pay for the dual enrollment costs. She also reported that school districts pay the cost of dual enrollment if students are enrolled in a public school. In response to another question by Dr. Finn, Dr. Jack Smith reported that students enrolled in a public school can only attend a public institution of higher education for dual enrollment.

In response to an additional question by Dr. Finn regarding the definition of “nonpublic,” Ms. Kyles-Smith reported that the definition of a nonpublic school in the regulation is the formal definition. She explained that there are regular home school meetings held at the Department and that each LEA holds a home school meeting with home school providers.

Superintendent Smith noted that there are lots of stakeholder groups and that “Permission to Publish” will allow anyone to provide comments.

Upon motion by Dr. Guyton, seconded by Mrs. Sidhu, and with unanimous agreement, the Board granted "Permission to Publish" COMAR 13A.10.01.01-.05 Administration of Home Instruction Program. (In Favor – 8)

TEACHER CERTIFICATION ASSESSMENTS REVISIONS – TEST APPROVAL AND ESTABLISHMENT OF QUALIFYING SCORES

Interim Superintendent Jack Smith introduced Sarah Spross, Assistant State Superintendent, Division of Educator Effectiveness, to answer any questions of the Board on the Educational Testing Service (ETS) PRAXIS II assessments for Early Childhood Education and Computer Science and qualifying scores for those tests. He recommended approval of the implementation dates and qualifying scores for the two assessments.

Ms. Spross explained that the PRAXIS II content test for Early Childhood Education has been updated to align with the Common Core Standards noting that twelve states have adopted and accepted the qualifying score of 156.

Ms. Spross explained that the Computer Science PRAXIS II is a newly developed test which includes questions about Technology Applications Core, Program Design and Development and Programming Language Topics. She explained that since this is the first time ETS has created a PRAXIS II content test in Computer Science, the test will be available beginning October 2015 but will not be required for certification until July 1, 2016 to allow MSDE to continue to determine if there are other tests that could be offered in addition to this one to address other specializations in the computer science field.

Ms. Eberhart expressed her concern about teachers' ability to teach these courses and said she would support this recommendation with the caveat to look at other options.

In response to a question by Dr. Finn, Ms. Spross said that Maryland has been reviewing the PRAXIS test since 1988.

Interim Superintendent Jack Smith said that a deeper dive into ways to judge the skills of a teacher can be provided to the Board after the January meeting and that ETS is putting together a simulation.

Dr. Finn reported that the Department of Education in Massachusetts is aligning its teacher expectations with student expectations. Ms. Spross said she will investigate this.

Upon motion by Mrs. Sidhu, seconded by Ms. Weeldreyer, and with unanimous agreement, the Board approved the implementation of the ETS PRAXIS II assessments for Early Childhood Education and Computer Science, qualifying scores for those tests and implementation dates. (In Favor - 8)

Upon motion by Mrs. Sidhu, seconded by Dr. Finn, the Board placed a two-year limit on this approval. (In Favor - 8)

PARCC UPDATE

Interim State Superintendent Jack Smith introduced Dr. Henry Johnson and Dr. Douglas Strader, Supervisor, Education Accountability, to discuss the PARCC Performance Level Setting (PLS).

Dr. Johnson reported that he and Ms. Eberhart and Mrs. Sidhu were part of the Performance Level Setting process. He provided an historical background and a transition timeline. He reported that over five million students were tested in twelve states and that 575,000 students participated in Maryland schools.

Dr. Strader reported on the five performance levels, PLS meetings held, panelist members by State and Role for English/Language Arts and Mathematics and how panelists were selected. He discussed the role of the panelists which was to make recommendations regarding what students at each performance level would be able to demonstrate in terms of their knowledge, skills and abilities.

He explained the next steps after the PLS meetings and reported that the data will not be final until early October for high schools and the end of October for grades 3-8. He noted that the preliminary data is limited to only online forms and that, since Harford County used all paper and pencil testing, the data will be updated after those paper results are integrated.

Ms. Eberhart explained that following the PLS, it was decided that levels four and five would indicate college and career readiness. She noted that President Guffrie Smith is part of the Governing Board.

Mrs. Sidhu said she heard frustration and excitement from teachers relative to helping their students reach their goals and stressed the need to get people on board who believe "this too shall pass." She said, "MSDE does a great job. Everyone is working to achieve rather than move away."

Ms. Iszard asked, "What is being done for the teachers and students when the students don't fit into the college and career readiness levels?"

Dr. Johnson said that when the scores are released, teachers will be provided professional development to help students achieve.

In response to another question from Ms. Iszard about the parents' role in helping the students noting that often times parents do not understand what the data means and where their child is in regard to college and career readiness, Dr. Johnson said that strategies are being recommended by teachers to parents to help their child succeed. He said this is a part of the campaign to introduce the scores and communicate to all of the stakeholders.

Mrs. Sidhu said that the Maryland PTA has worked on many avenues to reach parents.

Dr. Finn expressed concern that this draft report does not provide clarity for parents. He said, “Most parents reading this report will not understand that their child is not on track for college and career. It is not clear.”

President Guffrie Smith said that while parent involvement is important, it is a threat to a lot of people. He urged that there needs to be creative ways to help parents understand and become more involved in their children’s education. He said, “It is cumbersome and it is a problem. But those parents that you need the most are harder to get to. We just have to figure a way to do that.”

Interim Superintendent Jack Smith said that he will work to add a supplement to the report that will help parents understand the performance of their child. He said, “We will continue this conversation in October based on your comments today.”

Dr. Finn said, “It is not always in the interest of local school systems to be crystal clear with parents about the performance of their children. The job of the State Board of Education, in this matter, is the truth squad, the auditor, the honest broker of information to parents.”

EXECUTIVE SESSION

Pursuant to §3-305(b)(1), §3-305(b)(7) and §3-104 of the General Provisions Article, , Annotated Code of Maryland, and upon motion by Dr. Guyton, seconded by Mrs. Sidhu, and with unanimous agreement, the Maryland State Board of Education met in closed session on Tuesday, September 22, 2015, in Conference Room 1, 8th floor, at the the Nancy S. Grasmick State Education Building. All Board members were present except for Dr. S. James Gates, Jr.; James DeGraffenreidt; Larry Giammo; and Andrew Smarick. In attendance were Dr. Jack Smith, Interim State Superintendent of Schools; Kristy Michel, Chief Operating Officer; Penelope Thornton Talley, Esquire, Chief Performance Officer; and Dr. Miya Simpson, Executive Director, Office of the State Board. Assistant Attorneys General Elizabeth M. Kameen, Jackie LaFiandra, and Derek Simmons were also present. The Executive Session commenced at 12:35 p.m. (In favor – 8)

The State Board approved three Opinions and two Orders for publication.

- *Linda C. v. Montgomery County Board of Education* — student transfer — Opin. No. 15-30
- *Deliscia Casey-Pack v. Baltimore City Board of School Commissioners* — employee termination — Opin. No. 15-31
- *Glen Payne v. Dorchester County Board of Education* — public censure of board member — Opin. No. 15-32
- *Christopher T. & Karen D. v. Montgomery County Board of Education* — student transfer — Order No. OR15-06
- *In the Matter of Montgomery County Maintenance of Effort FY 2016* — Order No. OR15-07

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

- *Jonathan Wrublewski v. Charles County Board of Education* — teacher termination
- *Colin Murphy, et al. v. Anne Arundel County Board of Education* — cell tower case

The Board received legal advice from Ms. Kameen on their authority and responsibility for selecting a new State Superintendent. They also received legal advice on PARCC issues related to the PARCC MOU with Maryland and the impact on the contract with Pearson.

Ms. Kameen reviewed the law governing attendance, quorum, and voting requirements.

Kristy Michel, Chief Operating Officer, presented the final draft of the Operating and Capital Budgets.

Dr. Jack Smith gave the Board a Project Management tool for planning future board meeting topics.

President Guffrie Smith and Dr. Miya Simpson presented the mechanics of a search for State Superintendent.

The session ended at 2:25 p.m.

RECONVENE

The meeting reconvened at 2:30 p.m.

FISCAL YEAR 2017 STATE EDUCATION BUDGET ESTIMATES AND REQUESTS

Interim Superintendent Jack Smith asked Kristy Michel to discuss the FY 2017 State Education Budget Estimates and Requests. He recommended Board approval of the Budget Estimates and Requests for submission to the Department of Budget and Management.

Upon motion by Ms. Eberhart, seconded by Dr. Guyton, and with unanimous agreement, the Board approved the FY 2017 State Education Budget Estimates and Requests. (In Favor – 8)

COUNTY PUBLIC LIBRARY CAPITAL PROJECTS GRANT PROGRAM FY 2017 RECOMMENDED FUNDING

The Superintendent asked Ms. Michel to discuss the County Public Library Capital Projects Grants Program recommended for Funding in FY 2017. He recommended approval of this program.

Upon motion by Dr. Guyton, seconded by Ms. Weeldreyer, and with unanimous agreement, the Board approved and authorized the submission to the Department of Budget and Management

the County Public Library Capital Projects Grants Program recommended for Funding in FY 2017. (In Favor – 8)

UPDATE ON FINANCIAL REPORTING REQUIREMENTS

The Interim Superintendent asked Kristy Michel to brief the Board on the status of audit reports of local school systems and requested authorization for the Interim State Superintendent to withhold ten percent of the November State Aid payment and each subsequent installment for any system that is not in full compliance with Section 5-114 of the *Education Article*.

Ms. Michel explained that because of the timing of the October Board meeting, the Interim Superintendent is requesting this authorization at this meeting instead of the October Board meeting. She reported that 22 of the 24 budget certifications have been conducted.

Upon motion by Ms. Eberhart, seconded by Mrs. Sidhu, and with unanimous agreement, the Board approved the Interim Superintendent's request. (In Favor – 8)

Interim STATE SUPERINTENDENT'S REPORT

State Assessment Update

Dr. Jack Smith asked Dr. Johnson and Amanda Conn, Executive Director, Government Relations, to report on a survey of all LEAs on the conduct of state assessments. He provided a chart showing LEA feedback on testing issues and the subsequent actions taken by MSDE and LEAs.

Dr. Johnson reported on discussions with LEAs on ways to use alternative assessments for tracking student progress.

Ms. Conn reported on the implementation of HB 452 which included a survey of LEAs on assessments and referenced the 320 page survey. She explained that the bill created two separate timelines for this work to go forward. She provided a document which shows the Commission of Assessments timeline and includes information on dates in which MSDE, local boards and the State Board must meet certain deadlines. She noted that the State Board is to review and consider the survey and make comments and recommendations on the survey by December 15, 2015. Ms. Conn also reported on a timeline for a special Commission which will be seated by the Governor.

In response to a question by Dr. Finn, President Guffrie Smith reported that he has been appointed to the Commission.

Ms. Eberhart asked if we are filtering the LEA responses since they are so varied. Dr. Johnson explained that the language in the bill specifies that local assessments that are given to an entire grade level or all students should be included in the survey information.

Dr. Jack Smith explained that because of local autonomy, testing is varied among school systems. He reported that MSDE staff held lengthy meetings with LEA staff to get consistent answers.

Ms. Conn explained that the regulation specifically excluded tests prepared by teachers from the definition of assessment. She said, "We were not allowed to look at teacher developed assessment quizzes."

The Interim Superintendent brought the Board's attention to the State Assessment Update.

Dr. Johnson explained that this document is a "living" document and will be updated and provided to the Board every month. He reported that a weekly phone call is made to all local accountability coordinators to update this document.

In response to a question by President Guffrie Smith, Dr. Johnson said that local accountability coordinators are trained and LEAs are responsible for taking the information back to the individual schools. He said that if LEAs request help from MSDE to train at the school level, staff will be available to work with them. Dr. Johnson explained that one of the local issues is the time needed to train staff and conduct assessments. He said, "We have no control over this."

In response to a comment by Ms. Eberhart about the administration of the KRA, the Interim Superintendent Jack Smith said that "We are still early in the administration and that Dr. Grafwallner will be here in October to give a report which will include the full administration of the KRA. Preliminary reports are positive."

SAT/ACT/AP Scores

Dr. Johnson explained that he and Dr. Jack Smith met with representatives from the College Board who administer the PSAT, SAT and AP courses. He said they provided an overview of Maryland students on those assessments during the 2014-2015 school year which included not only public school students but also private, non-public and home school students. He reported that the information that was provided about Maryland students includes all of those categories.

Dr. Johnson reported that the SAT scores across the State have not changed over the last three years and that SAT participation declined as well. He also noted that the ACT participation increased by over 3000 since 2011 and said, "We attribute the decrease in the SAT to the increase in the ACT." He also noted that the ACT scores have increased since 2011. Dr. Johnson said that staff continues to work with College Board staff who are assisting school leaders with the introduction of the new SAT that will be administered for the first time in March, 2016. He said the new PSAT will be administered in the next four to five weeks in October and then again in March.

Dr. Johnson said that the number of AP exams decreased by approximately 1000 students during the 2014-2015 school year with an increase in the number of students scoring three or above. He said, "Maryland continues to perform very well on the AP. For the

past seven years we have been the top producing state in the nation and if we are not number one, we are very close.”

He explained that because of the Maryland College and Career Ready College Completion Act of 2013, this year’s junior class will be expected to be college and career ready. He said that we anticipate that the performance of students taking the SAT and ACT will increase since every student in that graduating class must take a college placement exam.

Statewide Longitudinal Data Grant

Ms. Michel reported that MSDE recently received a Statewide Longitudinal Data grant of \$6 million from the U.S. Department of Education which will help us continue to build out our data collection system.

National Association of State Boards of Education (NASBE)

Interim Superintendent Jack Smith reported that MSDE is eligible to apply for programs regarding the implementation and structuring of State Board of Education policy around content standards. He said, “We want to pursue these two grants. We have initial approval.” He said the policy implications are in the curricular standard of math and how that relates to STEM and computer science and the other is around school culture and climate.

NATIONAL ASSOCIATION OF BOARDS OF EDUCATION (NASBE) ANNUAL CONFERENCE: MARYLAND VOTING DELEGATE

President Guffrie Smith asked for ratification of the designation of Mrs. Sidhu to be Maryland’s official voting delegates to the NASBE Delegate Assembly. He also reported that he as well as Dr. Simpson and Ms. Eberhart will be attending the conference.

Upon motion by Dr. Finn, seconded by Dr. Guyton, and with unanimous agreement, the Board ratified the designation of Mrs. Sidhu to be Maryland’s official voting delegates to the NASBE Delegate Assembly. (In Favor – 8)

Ms. Eberhart reported on the excellent work done at prior NASBE conferences and noted that Dr. Lowery will be recognized as the Policy Leader of the Year.

RECOGNITION OF FORMER SUPERINTENDENT DR. LILLIAN LOWERY

President Guffrie Smith provided the following recognition of the former Superintendent, Dr. Lillian Lowery:

“At this time, I would like to take a few minutes to recognize former State Superintendent of Schools, Dr. Lillian M. Lowery, who recently left the Department to become President and Chief Executive Officer of *Future Ready Columbus*, an education non-profit corporation with an initial focus on early childhood education, public policy and community engagement.

Dr. Lowery is an exceptional leader who, along with her Department staff, positioned Maryland as a leader in preparing students to be college and career ready. During her tenure:

- more Maryland students graduated high school than ever before. At the same time, dropout rates fell to a new low;
- a Science, Technology, Engineering and Math (STEM) plan and statewide Computer Science Initiative were initiated to provide students with more opportunities to acquire in-demand skills in career pathways that address the needs of local employers and the global economy;
- she recently led the development of a youth apprenticeship design team of state partner agencies, private industry partners, nonprofits and philanthropic organizations to create genuine career-readiness opportunities for youth;
- the Maryland College and Career Ready Standards were fully implemented in all 24 school systems to prepare students for post-secondary education and the workplace;
- MSDE supported full implementation of more advanced, online state assessments in all school systems through the Partnership for Assessment of Readiness for College and Careers (PARCC);
- Maryland school systems implemented more meaningful Teacher-Principal Evaluation Systems, using both student growth and professional practice measures to strengthen instruction and professional growth with technical assistance from MSDE;
- MSDE develop a “Promising Principals Academy” and principal pipeline initiative to identify and train the next generation of great school leaders; and
- Maryland expanded quality pre-kindergarten programs and introduced a new kindergarten readiness assessment to provide data for teachers to adjust instruction and improve learning.

Dr. Lowery will be honored by the National Association of State Board of Education as the “Policy Leader of the Year” during their annual conference in October in recognition of her many contributions to education.

Prior to her departure, Dr. Lowery expressed her gratitude to the Maryland State Board of Education and to the Department of Education staff for their extraordinary work and accomplishments.”

BOARD MEMBER UPDATES

- Ms. Eberhart urged Board members to attend the Teacher of the Year Gala to be held at Martin’s West.
- President Guffrie Smith reminded Board members that there will be an orientation for new Board members on Monday, September 28 from 10-2.

PUBLIC COMMENTS

President Guffrie Smith explained procedures by which the Board hears public comments. No public comments were presented.

OPINIONS

Ms. Kameen announced the following Opinions:

- 15-30 *Linda C. v. Montgomery County Board of Education* – student transfer (affirmed the local board’s decision)
- 15-31 *Deliscia Casey-Park v. Baltimore City Board of School Commissioners* – employee termination (remanded back to the local board)
- 15-32 *Glen Payne v. Dorchester County Board of Education* – Censure of local board member (affirmed the local board’s decision)

Ms. Kameen announced the following Orders:

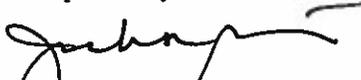
- OR 15-06 *Christopher T. & Karen D. v. Montgomery County Board of Education* – student transfer (dismissed as untimely)
- OR 15-07 *In The Matter of Montgomery County Maintenance of Effort FY 2016*—Failure to meet MOE funding requirement

ADJOURNMENT

President Guffrie Smith announced that the State Board of Education received a Future Policy Award from the World Future Council on behalf of the Board’s work around environmental education.

With no further business before the Board, the meeting adjourned at 3:10 p.m.

Respectfully submitted,


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

Date: 10/27/15

MARYLAND STATE BOARD OF EDUCATION

CLOSED SESSION I

On this 22nd day of September, 2015, at the hour of 8:15 ampm, the Members of the State Board of Education voted as follows to meet in closed session:

Motion made by: Dr. Finn

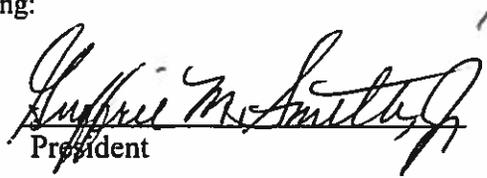
Seconded by: Mrs. Madhu Sidhu

In Favor: 8 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 the following:
1. Internal Board Management Issue.


President

MARYLAND STATE BOARD OF EDUCATION
CLOSED SESSION II

On this 22nd day of September, 2015, at the hour of 2:15 am/pm the Members of the State Board of Education voted as follows to meet in closed session:

Motion made by: Dr. Michele Guyton

Seconded by: Mrs. Nadhu Sidhu

In Favor: 8 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 discussed during this closed session include:

1. 3 Legal Appeals.
2. 1 Draft Opinion.
3. 1 Draft Order.
4. Review oral argument.
5. State legislation.
6. PARCC
7. Maintenance of Effort.
8. Budget and administrative Updates.
9. Internal Board Management.


President

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE September 22, 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> |
|-------------------------|--|---------------------|---|----------------------------|
| Augins Mack, Andrenette | Education Program Specialist I, English Language Arts and Mathematics Grant Specialist | 21 | Curriculum, Assessment & Accountability | TBD |
| Coates, Kelly | Education Program Supervisor, Extended Learning | 22 | Student, Family and School Support | TBD |
| Kendall, Dean R. | Education Program Specialist I, Regional Coordinator CTE Systems Branch | 21 | Career and College Readiness | TBD |
| Wallace Charles s. | Education Program Supervisor, Career and Technology Education | 22 | Career and College Readiness | 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> |
|------------------------|---|---------------------|---|----------------------------|
| Alexander, Christopher | Vocational Rehabilitation Specialist I | 12 | Rehabilitation Services –Disability Determination Services | 09/16/2015 |
| Allen, Rickia A. | Vocational Rehabilitation Specialist I | 12 | Rehabilitation Services –Disability Determination Services | 09/16/2015 |
| Brummell, Bobbie L. | Teacher, School Guidance Counselor | IEPP | Career and College Readiness - Juvenile Services Education | 09/16/2015 |
| Dodson, Leigh | Vocational Rehabilitation Specialist I | 12 | Rehabilitation Services - Disability Determination Services | 09/16/2015 |
| Evans, Dawn | Fiscal Accountants Clerk II | 9 | Rehabilitation Services –Disability Determination Services | 09/30/2015 |
| Gajardo, Jennifer | Vocational Rehabilitation Specialist II | 13 | Rehabilitation Services –Disability Determination Services | 09/30/2015 |

II. Appointments Grade 18 and below (con't):

| <u>NAME</u> | <u>POSITION</u> | <u>SALARY GRADE</u> | <u>DIVISION/OFFICE</u> | <u>DATE OF APPOINTMENT</u> |
|-----------------------|---|---------------------|--|----------------------------|
| Hawkins, Monet A. | Teacher, School Guidance Counselor | IEPP | Career and College Readiness - Juvenile Services Education | 09/16/2015 |
| Hill, Adrienne | Vocational Rehabilitation Specialist I | 12 | Rehabilitation Services –Disability Determination Services | 09/16/2015 |
| Jackson, Jennifer | Vocational Rehabilitation Specialist I | 12 | Rehabilitation Services –Disability Determination Services | 09/16/2015 |
| Jacobs, Candice | Vocational Rehabilitation Specialist II | 13 | Rehabilitation Services –Disability Determination Services | 09/16/2015 |
| Kanu, Janita | Vocational Rehabilitation Specialist I | 12 | Rehabilitation Services –Disability Determination Services | 09/16/2015 |
| Keene, Fredrick | Staff Specialist I | 15 | Rehabilitation Services –Disability Determination Services | 09/30/2015 |
| Latimore, Kandice C. | Teacher, School Guidance Counselor | IEPP | Career and College Readiness – Juvenile Services Education | 09/16/2015 |
| Magana, Nancy | Vocational Rehabilitation Specialist I | 13 | Rehabilitation Services –Disability Determination Services | 09/16/2015 |
| Mitchell, U. Panya O. | Teacher, School Guidance Counselor | IEPP | Career and College Readiness – Juvenile Services Education | 09/16/2015 |
| Murray, Lanaire | Vocational Rehabilitation Specialist I | 12 | Rehabilitation Services –Disability Determination Services | 09/16/2015 |
| Perzan, Erika | Vocational Rehabilitation Specialist I | 12 | Rehabilitation Services –Disability Determination Services | 09/16/2015 |
| Peternel, Samantha | Vocational Rehabilitation Specialist I | 12 | Rehabilitation Services –Disability Determination Services | 09/16/2015 |
| Reeves, Meghan | Vocational Rehabilitation Specialist II | 13 | Rehabilitation Services –Disability Determination Services | 09/16/2015 |

II. Appointments Grade 18 and below (con't):

| <u>NAME</u> | <u>POSITION</u> | <u>SALARY GRADE</u> | <u>DIVISION/OFFICE</u> | <u>DATE OF APPOINTMENT</u> |
|-----------------------|---|---------------------|--|----------------------------|
| Richardson, Carla A. | Teacher, Academic English | IEPP | Career and College Readiness – Juvenile Services Education | 09/16/2015 |
| Robinson, Tavion | Office Secretary III | 10 | Rehabilitation Services –Blind & Vision Services | 09/30/2015 |
| Troy, Nicole | Vocational Rehabilitation Specialist II | 13 | Rehabilitation Services –Disability Determination Services | 02/05/2015 |
| Vinson, Adam | Vocational Rehabilitation Specialist II | 13 | Rehabilitation Services –Disability Determination Services | 09/16/2015 |
| Williams, Princess T. | Vocational Rehabilitation Specialist I | 13 | Rehabilitation Services –Disability Determination Services | 09/16/2015 |

III. Other Actions: Advisory

| <u>NAME</u> | <u>POSITION</u> | <u>SALARY GRADE</u> | <u>DIVISION/OFFICE</u> | <u>DATE OF APPOINTMENT</u> |
|----------------------|-----------------------------------|---------------------|------------------------------|----------------------------|
| Smith, Jack R. Ph.D. | Interim Superintendent | EPP | Office of the Superintendent | 09/12/2015 |
| Johnson, Henry Ph.D. | Deputy Superintendent for Teacher | EPP | Office of the Superintendent | 09/12/2015 |



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September 22, 2015

BOARD LIST

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

Name: Andrenette Mack Augins
Position: Education Program Specialist I, English Language Arts and Mathematics
Grants Specialist
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 in Education, Educational Administration/Supervision, Secondary English Language Arts, Mathematics, or a closely related field. Certification in English Language Arts or Mathematics is preferred.

EXPERIENCE: Four (4) years of professional administrative or teaching experience in coordinating or administering an education program or service directly related to the position. Experience with a Secondary English Language Arts or Mathematics education program is preferred.

NOTES:

1. Two years of additional experience as defined above may be substituted for the Master's Degree.
2. Possession of a Doctorate in a field related to the position may be substituted for one year of the experience requirements.

DESCRIPTION: This professional position is responsible for coordination and implementation of the Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP) and the Title IIB Mathematics and Science Partnerships.

QUALIFICATIONS:

Education:

Loyola College, (Baltimore, Maryland) 2001- Master's Degree in Education Administration and Supervision.

Towson University (Towson, Maryland) 1975 - Bachelor's Degree in Elementary and Middle School Education.

Maryland State Department of Education- Administrator/Supervisor Certificate and Advanced Professional Teaching Certificate

Experience:

Maryland Higher Education Commission (Baltimore, Maryland)

2011 - Present: Educational Outreach and Grants Manager (Acting Director)

Maryland State Department of Education (Baltimore, Maryland)

2009 - 2011: Education Program Specialist – GEAR UP Grant Educational Specialist

2006 - 2009: Education Program Specialist – School Improvement Specialist

Baltimore City Public Schools (Baltimore, Maryland)

1999 - 2005: Middle School Area Mathematics Specialist

1975 - 1999: Mathematics Department Chair/Teacher

EMPLOYMENT STATUS:

New Hire



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September 22, 2015

BOARD LIST

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

Name: Kelly Coates
Position: Education Program Supervisor, Extended Learning
Division: Student, Family and School Support
Salary Grade: State Salary Grade: 22
Annual Salary Range: \$64,608 - \$103,743
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 Administration/Supervision or a related field.

EXPERIENCE: Five years of administrative or teaching experience in, or affiliated with, an education program, including two years of experience in coordinating or administering a federally or State regulated education program or service directly related to the position; managing an out of school time program and experience coordinating student services program preferred.

NOTES: 1. Possession of a Doctorate in a field related to the position may be substituted for one year of the required experience. 2. Candidates may substitute U.S. Armed Forces military service experience as a commissioned officer in Education Program classifications or Education Program specialty codes in the Education field of work on a year-for-year basis for the required experience and education.

DESCRIPTION: This is a professional position responsible for overseeing, managing and coordinating the Extended Learning Section, which involves providing direction and support to the Youth Development Branch Director, Education Program Specialists, and 21st Century Community Learning Centers (CCLC) grantees as well as overseeing grants, contracts and operations related to 21st CCLC.

QUALIFICATIONS:

Education:

Goucher College (Towson, Maryland) 1999 - Master's Degree in Education in (School Mediation and Conflict Resolution).

Indiana University of Pennsylvania (Indiana, Pennsylvania) 1992 - Bachelor's Degree in Elementary Education.

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2013 - Present: Education Program Specialist, Title I, School Improvement Grant (SIG)

2008 - 2013: Education Program Specialist, State Coordinator, 21st Century Community Learning Centers

2006 - 2008: Education Program Specialist-Safe and Drug - Free Schools State Specialist

Baltimore County Public Schools (Baltimore, Maryland)

2005 - 2006: Behavioral Specialist/Crisis Interventionist - Deep Creek Middle School

2004 - 2005: Teacher Mentor/Trainer - Dundalk Elementary School

2001 - 2004: Assistant Principal - Deep Creek Middle School

2000 - 2001: Teacher/Mentor Trainer - Deep Creek Middle School

1998 - 2000: Teacher Mentor/Trainer - Holabird Middle School

1995 - 1998: ExCEL Program Teacher, Team Leader – Middle River Middle School

1992 - 1995: Elementary School Teacher – Chase Elementary School

EMPLOYMENT STATUS:

New Hire



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September 22, 2015

BOARD LIST

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

Name: Dean R. Kendall
Position: Education Program Specialist I, Regional Coordinator CTE Systems Branch
Division: Career and College Readiness
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 in Career and Technology Education, Educational Administration/Supervision, Public Administration, or in any related field.

EXPERIENCE: Four (4) years of teaching and/or administrative/supervisory experience in/or related to career and technology education.

DESCRIPTION: This is a professional position serving as a **Regional Coordinator in the Division of Career and College Readiness (DCCR)** responsible for providing leadership, coordination and technical assistance to Local School Systems (LSS) and Community Colleges within an assigned region of the State and responsible for planning, developing, evaluating and improving Career and Technology Education (CTE) programs.

QUALIFICATIONS:

Education:

Towson University (Towson, Maryland) 1997 - Master's Degree in Mass Communication and Critical Theories.

Baylor University (Waco, Texas) 1980 - Bachelor's Degree in Music/Theatre.

Experience:

Maryland Higher Education Commission (Baltimore, Maryland)

2012 - Present: Associate Director, Career & Workforce Education

2007 - 2012: Associate Director, Workforce Development

2002 - 2007: Staff Specialist I (Education Analyst)

Harford Community College (Bel Air, Maryland)

1998: Adjunct Instructor Speech and Oral Communications

Broadcasting Institute of Maryland (Baltimore, Maryland)

1993 - 2002: Director of Education

1989 - 2002: Instructor

1990 - 1992: Admissions Director/Public Relations

EMPLOYMENT STATUS:

New Hire



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September 22, 2015

BOARD LIST

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

Name: Charles S. Wallace
Position: Education Program Supervisor, Career and Technology Education
Division: Career and College Readiness
Salary Grade: State Salary Grade: 22
Annual Salary Range: \$64,608 - \$103,743
Effective Date: TBD

JOB REQUIREMENTS:

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

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

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

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

QUALIFICATIONS:

Education:

University of Baltimore (Baltimore, Maryland) 1998 – Master’s Degree in Legal and Ethical Studies.

University of Maryland Baltimore County (Baltimore, Maryland) 1987 - Bachelor’s Degree in History.

Experience:

Maryland State Department of Education (Baltimore, Maryland)

1998 – Present: Education Program Specialist - Career and Technology Assessment

Maryland Skillsusa (Leesburg, Virginia)

1998 - Present: State Director

Maryland Health Occupation Students of America (Flowers Mound, Texas)

1999 - 2009: State Director

University of Maryland Baltimore County (Catonsville, Maryland)

1994 – 1998: Interdisciplinary Studies, Academic Program Advisor

1987 – 1994: Undergraduate Admissions Counselor

EMPLOYMENT STATUS:

New Hire