

MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday

October 25, 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, October 25, 2016 at 9 a.m. at the Nancy S. Grasmick State Education Building. The following members were in attendance: Mr. Andrew R. Smarick, President; Dr. S. James Gates, Jr., Vice-President; Dr. Chester Finn, Jr.; Dr. Michele Jenkins Guyton; Ms. Laurie Halverson; Ms. Stephanie R. Iszard; Ms. Jannette O'Neill-Gonzalez; Ms. Barbara J. Shreeve; Mrs. Madhu Sidhu; Mr. Guffrie M. Smith; Ms. Laura Weeldreyer; Mr. David Edimo, Student Board Member; and Dr. Karen Salmon, State Superintendent of Schools.

Elizabeth Kameen, Esq., Assistant Attorney General, and the following staff members were also present: Dr. Carol Williamson, Deputy State Superintendent, Division of Teaching and Learning, Dr. Miya Simpson, Executive Director to the State Board, Kristy Michel, Chief Operating Officer and Dr. Sylvia Lawson, Deputy State Superintendent, Office of School Effectiveness.

President Smarick called the meeting to order and welcomed members and staff of the Maryland Association of Boards of Education (MABE).

CONSENT AGENDA

Superintendent Salmon recommended approval of the Consent Agenda.

Upon motion by Dr. Gates, seconded by Ms. Weeldreyer, and with unanimous agreement, the Board approved the Consent Agenda as follows: (In Favor – 11 Dr. Guyton had not yet arrived)

- Approval of Minutes of September 26 and 27, 2016
- Personnel (copy attached to these minutes)
- Budget Adjustments for September, 2016

ORAL ARGUMENTS

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

Donna Beasley, Esq. (representing Ruth Johnson, Appellant)

v.

Shani Whisonant, Esq. (representing Prince George's County Board of Education)

ESSA ACCOUNTABILITY PLAN

Dr. Salmon introduced Mary Gable, Assistant State Superintendent, Academic Policy and Innovation, to provide an update on Maryland's Accountability Plan as mandated by the *Every Student Succeeds Act* (ESSA).

Ms. Gable was joined by Joy Schaefer, MABE President-Elect and Board member of the Frederick County Board of Education, and Ellen Flynn Giles, Howard County Board of Education Member, to discuss and recommend MABE's positions on issues pertaining to the federal, state, and local school system implementation of ESSA.

Ms. Schaefer reported that MABE formed an ad hoc committee to make recommendations and bring discussions back to local boards of education. She explained that local boards of education are very diverse and enumerated MABE's Core Values. She said, "We look forward to a partnership" and provided MABE's Priorities as follows:

- Continued alignment with Maryland's College and Career Readiness Standards;
- Optimal flexibility for local school systems and local boards to pursue excellence in accordance with these standards;
- State support for innovative local approaches to teaching and learning;
- The ability to consider the "whole child" in the context of a balanced and well-rounded set of state standards and local curriculum;
- Focus on equity of opportunity for all students;
- A more comprehensive consideration of teacher quality and effectiveness;
- An accountability system which clearly communicates performance standards, both in terms of meeting standards and also progress of schools and students toward meeting standards.

Dr. Finn alluded to the last bullet, which speaks to progress of schools and students meeting standards. He asked, "What is your position on students and schools that are already above standards and the role of the accountability system with respect to those students and schools?" Ms. Schaefer said that MABE considers standards a cap rather than a threshold and noted that the Stakeholder Committee continues to look at this issue.

In response to a question by Dr. Guyton, Ms. Schaefer said that MABE would be supportive of non-academic factors such as school climate in the State's accountability system to give the whole picture of a student's experience and accomplishments.

In response to a question by Mr. Smarick about conditions under which the State should intervene when student test scores are low, Ms. Schaefer said, "The goal is to make sure that the school improves performance. All boards of education rely on proven means of intervention. She said, "It is not just about the school, it is about the student. We must look at interventions for students. It must be collaborative and we need to be careful about how to label schools."

In response to a question by Mr. Edimo, Ms. Schaefer clarified what the term “punitive intervention” represents. She explained that a punitive intervention would be rating a school as a “failing school.” She explained that we must make sure that schools are provided with the tools needed to help their students succeed.

In response to a question by Ms. Weeldreyer about rating schools, Ms. Schaefer said, “Whatever rating you use, it is important to consider the intent behind the rating.” Dr. Finn said, “One of the intents of the rating is to communicate to the community and parents.” Ms. Schaefer said, “It is imperative that we produce a clear picture of our schools. We want to see a plan for improvement.”

Ms. Gable thanked the presenters for their continued dialogue.

Ms. Gable discussed topics of accountability including achievement indicator measures and progress or growth indicator measures. She provided a graph depicting multiple accountability measures for elementary/middle schools and high schools. Ms. Gable discussed the guidance needed from the Board on the determination of proficiency levels, long-term goals, and a timeline. She provided three ways of describing student achievement: status, improvement and growth.

Ms. Gable provided two options for long term and interim goals:

Option A – Cut in half the proficiency gaps to target over time (AMO)

Option B – State determined target over time

She explained the differences between the two options noting that they include a timeline of sixteen years culminating in the year 2030.

In response to a concern expressed by Dr. Finn, Ms. Gable said that ESSA requires that the model should produce a requirement for lower performing student groups to achieve more.

Dr. Finn asked, “Has Maryland historically produced two percent gains? Is that a realistic gain?”

Ms. Gable said, “I think it is challenging based on what we have heard relative to Maryland’s history. We do not have a lot of data on PARCC since we only have 2015 and 2016 data. We will be looking at this. You will be recommending the strongest accountability system and at the same time, in a number of years, if we find the rigor is too low or too high, you will be able to take a look at that.”

In response to a question by Ms. Weeldreyer, Ms. Gable said, “We want schools to meet targets. It is rigorous as scores get higher – it can be hard to continue to show gain. We want to encourage students at the advanced level to improve.”

Ms. Halverson said, “This is not enough. I would expect much greater gains in the beginning and then taper off later.”

Ms. O’Neill-Gonzalez agreed noting the importance of considering the mobility of students in Maryland.

In response to a question by President Smarick, Ms. Schaefer said, "Our work is guided by the goals that you set for us."

In response to a request by Dr. Finn, Dr. Salmon agreed to provide the Board with data around the number of students who are expected to graduate and continue on to college in 2030 with a parallel metric for lower achieving students.

In response to a question by Ms. Sidhu about special education students meeting the goals, Ms. Gable said that special education advocates participate in the ESSA External Stakeholder Committee who looked at the two models and the consensus for the Committee was that Option A was more equitable.

In response to a request from Dr. Finn, Ms. Gable agreed to provide the Board with historical/available data from other states on student achievement.

Ms. Gable presented Student Academic Growth: Value Breakdown by Proficiency Level.

In response to a question by Dr. Guyton about whether there is a way to take into account a student performing at a low or high performance level, Chandra Haislett, Director of Accountability and Data Systems, said, "we need to study that a little more."

Ms. Gable discussed Student Growth Percentiles and provided an example for the Board.

In response to a request by Ms. Weeldreyer, Dr. Salmon agreed to provide data on groups that are performing below the state average.

The Board agreed to look into Option A with data on other percentages for reducing the non-proficient, agreed to consider proficiency of 4 and 5, and agreed to address annually accountability measures and data over the next several years.

TEACHER INDUCTION, RETENTION AND ADVANCEMENT ACT OF 2016 WORKGROUP UPDATE

The Superintendent introduced Sarah Spross, Assistant State Superintendent, Division of Educator Effectiveness, to provide an update regarding the interim recommendations of the Teacher Induction, Retention, and Advancement Act of 2016 Workgroup.

Ms. Spross reported that the Maryland General Assembly adopted Senate Bill 493 in April, 2016 and provided the four major components of the Bill. She explained that an Interim Report is due on November 1, 2016 with a Final Report due November 1, 2017. She provided a list of the Workgroup members noting five Committees were created to determine how to recruit, prepare, provide quality induction to and retain quality teachers, and to examine Education Article §11-208 National Accreditation.

She reported that seven meetings were held and were well attended, and that public comments were offered twice. She provided preliminary recommendations from each of the five Committees, as well as additional MSDE recommendations.

In response to a question by Ms. Iszard, Ms. Spross said that the Alternative Preparation Program is an approved program that includes a variety of courses and instruction and that part of the program requires extensive classroom training.

Ms. Halverson said, “I hope this will encourage people (referring to professionals who want a career change) to go into teaching. We need to get them into a pay scale that is not at the bottom.”

In response to a question by Dr. Finn, Ms. Spross said that there are four standards identified for teacher preparation noting that they are listed on the Department’s website.

In response to a concern expressed by Ms. Shreeve, Ms. Spross said that the Department has an entire Division that works with local education agencies (LEAs) on professional development and explained that school principals were included on the Committees.

Ms. Weeldreyer said, “A big piece is bridging the distance between Institutes of Higher Education and school systems – getting these groups to work together. A big piece is data transparency.”

Ms. Spross said, “I can’t agree more. We do feel this is the golden moment to make a difference in how we prepare teachers and link it into the pre-K through 12 community. That is the real focus of the next meeting.”

MARYLAND TEACHER STAFFING REPORT 2016-2018

Ms. Spross reported that the *Maryland Teacher Staffing Report* has been produced since 1986 and that data is collected on an annual basis. She explained that the Report provides identified shortage areas to the Maryland Higher Education Commission (MHEC), local superintendents, and the federal government in a required annual report. She provided four recommendations in the Report which are used to a) award state grants and scholarships to prospective teachers, b) exempt certain retired educators from an earnings limitation if reemployed in one of the critical shortage areas and/or qualifying schools and to c) allow participation in the TEACH Grant Program.

In response to a question by Mr. Edimo, Ms. Spross said she would have to research whether there have been significant changes to the shortage areas in Maryland schools.

In response to a question by Ms. Halverson about rehiring teachers after they retire, Dr. Salmon said that this practice was limited by legislation over the last several years.

Upon motion by Mr. Smith, seconded by Ms. Iszard, and with unanimous agreement, the Board approved the proposed recommendations on shortages in Maryland: critical content areas, geographic areas, gender and diversity areas and non-classroom professional areas. (In Favor – 12)

EXECUTIVE SESSION

Pursuant to §3-305(b)(1) of the General Provisions, *Annotated Code of Maryland*, and upon motion by Dr. Gates, and seconded by Ms. Sidhu, and with unanimous agreement, the Maryland State Board of Education met in closed session on Tuesday, October 25, 2016, in Conference Room 1, 8th floor of the Nancy S. Grasmick State Education Building. All Board members were present. In attendance were Dr. Karen Salmon, State Superintendent of Schools, Dr. Carol Williamson, Chief Academic Officer, Kristy Michel, Chief Operating Officer, Dr. Sylvia Lawson, Chief Performance Officer, Dr. Miya Simpson, Executive Director, Office of the State

Board, and Assistant Attorneys General Elizabeth M. Kameen, Jackie La Fiandra, and Derek Simonsen. The Executive Session commenced at 12:55 p.m. (In favor – 12)

At that time, the State Board approved six Opinions and one Order for publication.

- *Jacqueline Banks-Jones v. Baltimore City Board of School Commissioners – denial of assault leave pay – Opin. No.16-42*
- *In the Matter of Carroll Creek Montessori Public Charter School – request for waiver of certain lottery preferences – Opin. No. 16-43*
- *Robin H. v. Montgomery County Board of Education – student suspension– Opin. No. 16-44*
- *James Lecates v. Wicomico County Board of Education – non-renewal of probationary contract – Opin. No. 16-45*
- *Steven O'Connell v. Baltimore City Board of School Commissioners – certificate renewal – Opin. No. 16-46*
- *Ruth Johnson v. Prince George's County Board of Education – teacher termination – Opin. No. 16-47*
- *D.J. v. Baltimore City Board of School Commissioners – student suspension– Order No. OR16-16*

Amanda Conn presented and explained the one proposed bill addressing approval of teacher preparation programs that will be sent forward to the Governor as proposed Departmental legislation. .

Dr. Salmon updated the Board on the AdvoServ issue and disseminated to the Board embargoed AP Test data 2016, graduation rates, and NAEP Science results.

The Board received legal advice on the Executive Order addressing Post Labor Day/June 15 School calendars.

Dr. Simpson explained the status of the Baltimore City School Commissioners recommendation process. In addition, she asked Board members in the next month to nominate persons for membership on the Maryland Public Broadcasting Commission.

The session ended at 2:00 p.m.

RECONVENE

The meeting reconvened at 2:15p.m.

RECOGNITION OF 2016 ELEMENTARY AND SECONDARY PRINCIPALS AND ASSISTANT PRINCIPALS OF THE YEAR

The Superintendent asked Scott Pfeifer, Executive Director of the Maryland Association of Secondary School Principals (MASSP) to introduce those who have achieved great accolades in their professions.

Mr. Pfeifer reported that October is National Principals Month and explained that he is here to celebrate that “leadership matters.” He discussed the many responsibilities of school leaders and announced that Justin McConnaughey, past Assistant Principal of Spring Ridge Elementary School in Frederick County was recognized in April at a Maryland Association of Elementary School Principals (MAESP) Award Ceremony for his excellent leadership. Mr. Pfeifer announced that Mr. McConnaughey was unable to attend the Board meeting.

Mr. Pfeifer introduced Kristin Shields, former principal of Mt. Hope/Nanjemoy Elementary School in Charles County who was selected as the National Distinguished Principal for 2016. Mr. Pfeifer also introduced MASSP’s 2016 Middle School Principal of the Year Liza Hastings, principal at Bennett Middle School in Wicomico County, MASSP’s 2016 High School Principal of the Year Dr. Annette Wallace, Principal at Pocomoke High School in Worcester County, and MASSP’s 2016 Assistant Principal of the Year Robert Willoughby, Assistant Principal at North Caroline High School in Caroline County.

The recipients discussed their respective schools and their excellent staff and thanked the Board and their supporters for this honor. Photographs were taken and Citations were presented.

LOCAL FINANCIAL REPORTING REQUIREMENT

Dr. Salmon asked Kristy Michel to brief the Board on the status of audit reports of local school systems and to request that the State Board authorize the State Superintendent to withhold funds from local education agencies (LEAs) not in compliance with the provisions of State law.

Ms. Michel reported that twenty-two of the twenty-four LEAs have submitted their audit reports and that she is anticipating receipt of the last two reports in the near future.

Upon motion by Ms. Sidhu, seconded by Ms. Iszard, and with unanimous agreement, the Board authorized the State Superintendent to withhold funds from local education agencies (LEAs) not in compliance with the provisions of State law. (In Favor 12)

COMAR 13A.08.01.02-3 KINDERGARTEN READINESS ASSESSMENT (KRA)

Dr. Salmon requested permission to adopt COMAR 13A.08.01,01-3 Kindergarten Readiness Assessment and asked Mary Gable to brief the Board on this action.

In response to a question by Dr. Finn, Liz Kelly, Acting Assistant State Superintendent for Early Childhood Development, explained that the term “assessing physical development” refers to the physical fitness and development of a child.

Upon motion by Ms. Shreeve, seconded by Dr. Gates, and with unanimous agreement, the Board adopted COMAR 13A.08.01,01-3 Kindergarten Readiness Assessment. (In Favor – 12)

COMAR 13A.06.07 STUDENT TRANSPORTATION

Dr. Salmon requested permission to publish proposed amendments to COMAR 13A.06.07 Student Transportation and asked Mary Gable to answer any questions of the Board.

Ms. Gable explained that an issue brought up by Board members in regard to 13A.06.08B(3) refers to school vehicle attendants who, previously, were disqualified from serving as a school vehicle attendant for ten years for an alcohol offense, will now be qualified to fill these positions. She explained that the Regulation will reflect brackets around that particular offense. She reported that 23 of the 24 LEAs agreed with this amendment.

In response to a question by Ms. Iszard, Ms. Kameen explained that the definition of a controlled substance is found in federal and state law.

Dr. Salmon explained that in a case where an attendant has been found to use alcohol during work hours, school administrators deal with this issue through progressive discipline.

Upon motion by Mr. Smith, seconded by Dr. Gates, the Board adopted COMAR 13A. 06.07 Student Transportation. (In Favor – 9; Mrs. Sidhu, Ms. Iszard and Mr. Edimo opposed)

COMAR 13A.04.05 EDUCATION THAT IS MULTICULTURAL

Dr. Salmon requested permission to publish amendments to COMAR 13A.04.05 Education That is Multicultural and asked Mary Gable to brief the Board on this action.

Ms. Gable explained that the amended regulation incorporates new definitions and program goals.

Ms. Halverson proposed a change to 13A.05.02B.6 Diversity by adding the term “political diversity” and explained her reasoning behind this proposal. Dr. Finn said he agreed with Ms. Halverson. He also stated that he will oppose publication of these proposed amendments due to many of its particulars.

Ms. Halverson also expressed concerns regarding the language related to ‘linguistic diversity’ and noted other areas within the regulation where she had questions or concerns.

Dr. Salmon assured Board members that LEA representatives, MSDE staff and the Mid-Atlantic Equity Consortium worked together and spent a great deal of time developing these provisions. She said, “We have an incredible problem with equity in this state.”

Susan Spinnato, Instructional Programs Director, explained that these changes were made over a two-year period with consultations from many outside groups and are aligned with Maryland law. She noted that publishing for comment may bring additional input. She said, “It has been a deliberate process.”

Ms. O’Neill-Gonzalez, after Mrs. Laurie Halverson expressed concern regarding the English language being at risk to be substituted as Maryland schools’ primary language, recommended the word “linguistically” to be removed on the basis that linguistic diversity is already implied within “culturally diverse.” “Because we need to find a communication vehicle common to all, we need to make sure that English continues to be our primary language. However, to promote a school climate that reflects the diversity of the community in all schools across the State, public

or private, we need to fully embrace all cultures represented in our student body and respect their linguistic diversity."

Dr. Salmon requested that the amended regulation be published and allow for public comment and, subsequently, the Board could discuss it again after receiving input from the public.

Upon motion by Mr. Edimo, seconded by Mr. Smith, the Board granted permission to publish COMAR 13A.04.05 Education that is Multicultural. (In Favor – 11; Dr. Finn opposed)

COMAR 13A.04.19 PROGRAM IN COSMETOLOGY

Dr. Salmon requested permission to publish COMAR 13A.04.19 Program in Cosmetology and asked Mary Gable to answer any questions of the Board.

Upon motion by Dr. Guyton, seconded by Ms. Iszard, and with unanimous agreement, the Board granted permission to publish COMAR 13A.04.19 Program in Cosmetology. (In Favor – 12)

COMAR 13A.04.20 PROGRAM FOR BARBERS

Dr. Salmon requested permission to publish COMAR 13A.04.20 Program for Barbers and asked Mary Gable to answer any questions of the Board.

Upon motion by Dr. Guyton, seconded by Ms. Iszard, and with unanimous agreement, the Board granted permission to publish COMAR 13A.04.20 Program for Barbers. (In Favor – 12)

COMAR 13A.12.04.04B(3)(a) ADMINISTRATOR I

Dr. Salmon requested permission to publish COMAR 13A.04.04B(3)(a) Administrator I and asked Mary Gable to answer any questions of the Board.

Upon motion by Dr. Guyton, seconded by Ms. Iszard, and with unanimous agreement, the Board granted permission to publish COMAR 13A.04.04B(3)(a) Administrator I. (In Favor – 12)

COMAR 13A.05.10.01-.03 AUTOMATED EXTERNAL DEFIBRILLATOR PROGRAM IN HIGH SCHOOLS

Dr. Salmon requested permission to publish COMAR 13A.05.10.01-.03 Automated External Defibrillator Program in High Schools and asked Mary Gable to answer any questions of the Board.

Upon motion by Dr. Guyton, seconded by Ms. Iszard, and with unanimous agreement, the Board granted permission to publish COMAR 13A.05.10.01-.03 Automated External Defibrillator Program in High Schools. (In Favor – 12)

COMAR 13A.03.02 GRADUATION REQUIREMENTS FOR HIGH SCHOOLS IN MARYLAND

The Superintendent requested adoption of COMAR 13A.03.02 Graduation Requirements for High Schools in Maryland and asked Mary Gable to answer any questions of the Board.

Dr. Guyton said she could not vote to support these regulations. She feels that they are unattainable and arbitrary and that she agrees with the many special educators that commented on these regulations.

Dr. Salmon said, “This was the direction of the Board. We did show you all of the psychometrics that support this.”

In response to Dr. Salmon’s comment, Dr. Guyton noted that she “has been opposed to this the entire time and has not seen all of the information she has asked for.”

Ms. Sidhu agreed with Dr. Guyton’s comments and stated that she is not ready to vote for this regulation.

Dr. Finn said he felt that the question is whether the State will end up with a two-tiered graduation system.

Ms. Iszard said, “I am a little reluctant... but I know we do need to progress. The school systems really need to hear from us.”

Ms. O’Neill-Gonzalez said “I echo Ms. Sidhu and Dr. Guyton but at the same time I think we need to give the system a chance. I believe in data gathering. For the record, this is very concerning.”

Dr. Guyton said that this has not been supported by data and is unfair to students and schools to put this burden on them.

Ms. Halverson suggested a compromise pointed out by Montgomery County Public Schools.

Dr. Salmon explained that the past administration felt that this was the direction of the Board and explained that staff met with all twenty-four school systems to get agreement on the numbers. She said that if the Board so chooses there could be an additional year of no accountability to review the data next year. She said however, “We have students taking these courses now. This is very time sensitive. After we look at data, we will want to look at this later.”

Board members agreed to adopt this regulation with the stipulation that it will be revisited next year.

Upon motion by Dr. Gates, seconded by Dr. Finn, the Board adopted COMAR 13A.03.02 Graduation Requirements for High Schools in Maryland. (In Favor – 9; Ms. Sidhu, Dr. Guyton and Ms. Shreeve opposed)

PUBLIC COMMENTS

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

- Vince McAvoy – Proactive measures to prevent teachers’ racist posts on Facebook
- Theodora Scarato – American Academy of Pediatrics recommendations to reduce wireless radiation

STATE BOARD MEMBER DISCUSSION AND UPDATE

Dr. Gates reported that he sent a letter of resignation for his position on the State Board to the Governor and the leadership of the Maryland General Assembly that would become effective at the conclusion of the meeting. He explained his reasoning for this action and his concerns regarding the Governor's Executive Order to start the public school year after Labor Day and how recent actions have made him "extraordinarily uncomfortable" adding, "for me, this is intolerable." He expressed his enormous support of the work done by the Maryland State Department of Education citing it as "The Department of the Future."

Several Board members commented on the situation noting that they, too, find this uncomfortable and an infringement on the independence and authority of the State Board concerning educational policy and the administration of public education. Board members also expressed concern for the problems the Executive Order poses for students. They all praised Dr. Gates for his moral character and values.

Dr. Finn proposed a State Board Resolution and, after brief discussion, Ms. Sidhu made a motion, and Mr. Smith seconded the motion, to adopt paragraph #2 as follows:

The Board notes that under constitutional, statutory and judicial precedent, the Board is invested with "the last word on any matter concerning educational policy or the administration of the system of public education."

The motion carried. (In Favor – 10; Mr. Edimo and Ms. Shreeve abstained)

Upon motion by Dr. Finn, seconded by Ms. Weeldreyer, the Board adopted paragraph #3 of the Resolution as follows:

The executive order, as amended, creates very limited scope for waivers to be issued to schools (including charter schools) and districts. We direct MSDE to proceed expeditiously to make known the procedures whereby eligible schools and districts may obtain such waivers for the 2017-2018 school year without further board action.

The motion carried (In favor – 9; Ms. Shreeve, Mr. Edimo and Ms. Halverson abstained)

Dr. Salmon said she will be meeting with local superintendents to discuss the issues inherent in this directive and agreed to keep the Board apprised.

Upon motion by Dr. Finn, seconded by Ms. O'Neill-Gonzalez, the Board adopted paragraph #5 of the Resolution as follows: (In Favor – 10; Ms. Shreeve and Ms. Halverson abstained)

As directed under Section 7-103.1 of the Education Article of the Maryland Code, as cited in the Governor's executive order, the Board will proceed to "explore the use of innovative school scheduling models, including extended year, year-round schooling or other school scheduling models that do not allow for prolonged lapses in instructional time...[and] shall encourage county boards to use the school scheduling models that are determined to be most effective in enhancing student achievement..." We ask Dr. Salmon and MSDE to undertake a study of options and alternatives, as well as relevant research, to assist us in this matter and to provide at our next meeting a timetable by which we can proceed in this direction.

- Dr. Guyton reported that the Mental and Social Health Subcommittee met with MSDE staff to look at a needs assessment conducted with all 24 LEAs. She also reported that Subcommittee members will be attending a suicide prevention meeting and that she discussed these issues at the recent National Association of State Boards of Education (NASBE) meeting. Ms. Iszard reported that after meeting with the Secretary of State, she found that these issues are on the Secretary's and the Governor's agendas.
- Ms. Sidhu reported that she attended the National Association of State Boards of Education (NASBE) meeting and noted a very emotional presentation on homelessness and mental health issues. Mr. Smith agreed to provide Board members with his comments about the recent NASBE conference.
- Ms. O'Neill-Gonzalez announced that a STEM Festival will be held on November 4, 2016 at the Baltimore Aquarium and the Baltimore Science Center. She urged Board members to attend.
- Ms. Halverson reported that she will be attending a two-day training conference with special education teachers on November 2, 2016.
- President Smarick announced the following items for the December Board meeting and asked Board members for their input:
 - Graduation Requirement Decision
 - ESSA Accountability Plan Update
 - Recognition – Blue Ribbon Schools
 - Regulatory Items

Ms. Weeldreyer requested a presentation on charter school financing.

- In response to a question by Ms. Shreeve about nominations for State Board Vice-President, Ms. Kameen explained that the Board can discuss and take action in Executive Session and announce their decision in open session. Dr. Gates nominated Dr. Guyton.

STATE SUPERINTENDENT'S UPDATE

Dr. Salmon reported that information requested by the Board at the last Board meeting is included in their Board packet under Section R.

The Superintendent also reported that federal funding continues to diminish and reported on the total dollars received to the State over the last three years.

Dr. Salmon also informed the Board that a procurement Request For Proposal (RFP) for live streaming of Board meetings has been completed and will be issued in the very near future.

OPINIONS

Ms. Kameen announced the following Opinions:

- 16-42 *Jacqueline Banks-Jones v. Baltimore City Board of School Commissioners* – denial of assault leave pay (affirmed the local board’s decision)
- 16-43 *Carroll Creek Montessori Public Charter School* –request for waiver of certain lottery preferences (denied waiver request)
- 16-44 *Robin H. v. Montgomery County Board of Education* – student suspension (affirmed the local board’s decision)
- 16-45 *James Lecates v. Wicomico County Board of Education* – nonrenewal of probationary contract (affirmed the local board’s decision)
- 16-46 *Steven O’Connell v. Baltimore City Board of School Commissioners* – certificate renewal (reversed the local board’s decision)
- 16-47 *Ruth Johnson v. Prince George’s County Board of Education* –teacher termination (affirmed the local board’s decision)

Ms. Kameen announced the following Orders:

- OR 16-16 *D.J. v. Baltimore City Board of School Commissioners* – student suspension (dismissed as moot)

ADJOURNMENT

With no further business before the Board, the meeting adjourned at 5 p.m.

Respectfully submitted,



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

Date: 12/5/16

MARYLAND STATE BOARD OF EDUCATION

CLOSED SESSION

On this 25th day of October 2016, at the hour of 12:45 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: Guffne M. Smith

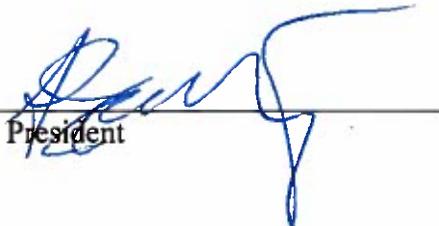
In Favor: 12 Opposed: 0 Member(s) Opposed: _____

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. 5 Appeals
2. 1 Draft Order
3. 1 Oral Argument
4. Obtain legal advice
- ~~5. 3 Internal Board Management Items~~
5. 2 Internal Board Management Items



President

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE October 25, 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>
Griffin, Jennifer L.	Education Program Specialist I, Career and Technology Education	21	Career and College Readiness	TBD
Hampton, C. Michele	Education Program Spec II, Coordinator of Migrant Education	22	Student, Family and School Support	TBD
Stem, John W.	Program Manager III – Rehabilitation Client Services	21	Rehabilitation Services	TBD
Vasconcelos, Nelson	Education Program Specialist I, Education Research & Accountability Specialist	21	Curriculum, Assessment and Accountability	TBD

II. Appointments Grade 18 and below:

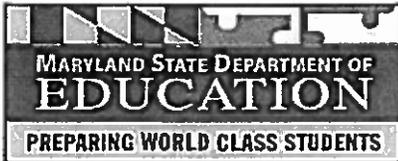
<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Adams, Christopher W.	School Guidance Counselor	IEPP	Career and College Readiness – Juvenile Services Education System	10/12/2016
Leggett, Fatima I.	School Guidance Counselor	IEPP	Career and College Readiness – Juvenile Services Education System	10/26/2016
Megginson, Courtney	Vocational Rehabilitation Specialist II	IEPP	Rehabilitation Services	10/12/2016
Mueller, Alexandra T.	School Guidance Counselor	IEPP	Career and College Readiness – Juvenile Services Education System	10/26/2016

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>
Rhodes, Collin J.	School Guidance Counselor	IEPP	Career and College Readiness – Juvenile Services Education System	10/12/16

III. Other Actions: Promotional

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

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October 25, 2016

BOARD LIST

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

Name: Jennifer L. Griffin
Position: Education Program Specialist I, Career and Technology Education
Division: Career and College Readiness
Salary Grade: State Salary Grade: 21
Annual Salary Grade: \$60,543 - \$97,205
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Master's Degree or equivalent 36 credit hours of post-baccalaureate course work in Education, Educational Administration/Supervision, Guidance and Counseling, Sociology, Public Policy, Political Science, or a related field, or in any field directly related to Career Technology Education.

EXPERIENCE:

Four (4) years of professional administrative or teaching experience in or affiliated with an education program. Experience in coordinating or administering and education program. Experience in coordinating or administering and education program or service directly related to the position. Administrative experience in an area related to career and technology education or a related field is preferred.

DESCRIPTION:

This is a professional position responsible for providing leadership coordination and technical assistance to Local School Systems (LSS), postsecondary institutions, employers and other agencies in implementing Career and Technology Education (CTE) initiatives that are guided by MSDE's Career Cluster Framework (CCF) and the Maryland Career Development Framework (MCDF).

QUALIFICATIONS:

Education:

North Carolina A & T State University (Greensboro, North Carolina) 2010 - Master's Degree in School Administration

North Carolina State University (Raleigh, North Carolina) 1993 – Certification, Marketing Education

Southern New Hampshire University (Manchester, New Hampshire) 1988 – Bachelor's Degree in Hotel/Restaurant Management

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2013 – Present: Career Technical Education Coordinator, Juvenile Services Education

2016 - : Interim Principal, Juvenile Services Education

Weaver Academy (Greensboro, North Carolina)

2010 - 2013: Career Development Coordinator

Winston-Salem/Forsyth County Schools (Winston-Salem, North Carolina)

2009 – 2010: School-To-Career Coordinator

Aviation Academy at T. Wingate Andrews High School (High Point, North Carolina)

2008 – 2009: Education Program Coordinator

The Early College Academy at T. Wingate Andrews High School, (High Point, North Carolina)

The Early College Academy at Southwest Guilford High School, (High Point, North Carolina)

The Academy at High Point Central High School (High Point, North Carolina)

The Academy at Ben L. Smith High School, Greensboro, North Carolina

2007 – 2008: Director

Early/Middle College High School at Guilford Technical Community College (Jamestown, North Carolina)

2004 – 2007: Career Employment Counselor

Southwest Guilford High School (High Point, North Carolina)

2000 – 2004: Career Development Coordinator/Special Populations Coordinator

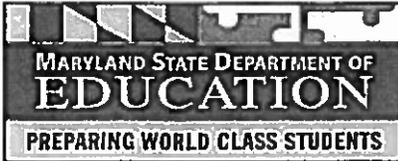
1994 – 2000: Marketing Teacher

Reidsville Senior High School (Reidsville, North Carolina)

1993 – 1994: Marketing Teacher

EMPLOYMENT STATUS:

Promotion



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October 25, 2016

BOARD LIST

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

Name: C. Michele Hampton
Position: Education Program Specialist II, Coordinator of Migrant Education
Division: Student, Family and School Support
Salary Grade: State Salary Grade: 22
Annual Salary Grade: \$64,608 - \$103,743
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Master's Degree or equivalent 36 credit hours of post-baccalaureate course work in Education, Education Policy, or a related area.

EXPERIENCE:

Five (5) years of administrative or teaching experience in, or affiliated with, an education program, including two years of experience in coordinating or administering an education program or service directly related to the position. Supervisory experience is preferred.

NOTE:

Two additional years of experience directly related to the position may be substituted for the required Master's Degree.

DESCRIPTION:

This is a professional position responsible for providing lead support to schools and systems in improvement, for administering, coordinating, managing, and improving educational programs for children of migrant farm workers and fishers. Also this position will have leadership responsibilities providing technical assistance to schools and systems in the area of comparability, fiduciary requirements and grant amendments for Title I, Part A and Migrant Education, Title I, Part C.

QUALIFICATIONS:

Education:

Washington College (Chestertown, Maryland) 1999 – Master of Arts Degree in Education

University of Maryland (College Park, Maryland) 1977 – Bachelor's Degree in Elementary Education

Salisbury State University (Salisbury, Maryland) 1997- Certification in Administration and Supervision

Experience:

Queen Anne's County Board of Education (Centreville, Maryland)

2012 – 2016: Principal, Sudlersville Elementary School

1998 – 2012: Principal, Kennard Elementary School

1993 – 1995: Teacher Specialist, Stevensville and Grasonville Elementary Schools

1995 – 1998: Assistant Principal

1981 – 1993: Teacher

1981 -1993: Teacher/Coordinator for gifted and talented program, Stevensville Middle School

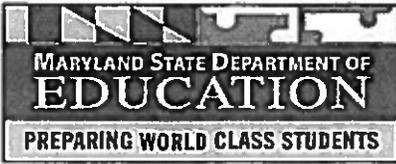
1978 – 1980: Teacher, Stevensville Middle School

Cobb County Board of Education (Marietta, Georgia)

1980 – 1981: Teacher, Pine Mountain Middle School

EMPLOYMENT STATUS:

New Hire



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October 25, 2016

BOARD LIST

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

Name: John W. Stem
Position: Program Manager III – Rehabilitation Client Services
Division: Rehabilitation Services
Salary Grade: State Salary Grade: 21
Annual Salary Grade: \$60,543 – 97,203
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Bachelor's Degree is required; course work in Management, Supervision, or Administration is desirable. A Master's Degree is preferred.

EXPERIENCE:

Seven (7) years of professional experience in rehabilitation or in the adjudication or processing of disability claims. Three (3) years of the required experience must have included direct supervision of other professional employees or specialized experience as the technical lead providing rehabilitation services for clients with disabilities or in developing disability claims and establishing eligibility for Social Security Disability Insurance (SSDI) and Supplemental Security Income (SSI).

DESCRIPTION:

This is a management position responsible for directing the Quality Assurance, Policy, and Planning programs for the Division of Rehabilitation Services (DORS). It also advises and assists the Assistant State Superintendent of DORS in the administration of the statewide Vocational Rehabilitation Program, oversees the Client Assistance Program, and supports the Maryland State Rehabilitation Counsel.

QUALIFICATIONS:

Education:

University of Georgia (Athens, Georgia) 1999 – Master’s Degree in Rehabilitation Counseling

Toccoa Falls College (Toccoa Falls, Georgia) 2017 – Bachelor’s Degree in Counseling Skills

Washington Bible College (Lanham, Maryland) 1994 – Associate’s Degree in Bible

Experience:

Maryland State Department of Education, Division of Rehabilitation Services
(Baltimore, Maryland)

2009 – Present: Staff Specialist, Program Evaluation and AWARE Support

2004 – 2009: Vocational Rehabilitation Specialist Supervisor

1999 – 2004: Vocational Rehabilitation Technical Specialist

EMPLOYMENT STATUS:

New Hire



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October 25, 2016

BOARD LIST

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

Name: Nelson Vasconcelos
Position: Education Program Specialist I, Education Research & Accountability Specialist
Division: Curriculum, Assessment and Accountability
Salary Grade: State Salary Grade: 21
Annual Salary Grade: \$60,543 - \$88,424
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

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

EXPERIENCE:

Four (4) years of administrative or teaching experience in or affiliated with an education program; this experience to include coordinating or administering and education research program or education research program or education research related area. Experience in statistical analysis, applications development and research, or data management preferred; SAS (Statistical Analysis Software) experience desired.

DESCRIPTION:

This a professional position responsible for providing program support and technical assistance for conducting research related to the education accountability program within the Accountability Branch of the Division of Curriculum, Assessment, and Accountability.

QUALIFICATIONS:

Education:

Carnegie Mellon University – Heintz College (Pittsburg, Pennsylvania) 2007 – Master’s Degree in Public Policy and Management/Education Concentration Heintz School MSPPM Scholar; Marco Delgado Scholar

Northeastern University (Boston, Massachusetts) Bachelor’s Degree in Political Science

Experience:

Baltimore City Public Schools (Baltimore, Maryland)

2012 – Present: School Data Specialist – Secondary Schools

2011 – 2012: Data Specialist

Pittsburgh Public Schools (Pittsburg, Pennsylvania)

2007 – 2011: Program Coordinator (Data & Research)

EMPLOYMENT STATUS:

New Hire

Addendum

MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE October 25, 2016 BOARD MEETING

I. Appointments Grade 19 and above:

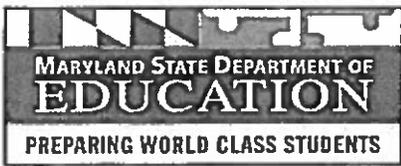
<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Gilli, Lynne M.	Assistant State Superintendent	ES 06	Career and College Readiness	TBD
Grinnage-Pulley, Deborah	Executive Director-Juvenile Services Education Program	25	Juvenile Services Education System	TBD

II. Appointments Grade 18 and below:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
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III. Other Actions: Promotional

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
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October 25, 2016

BOARD LIST

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

Name: Lynne M. Gilli
Position: Assistant State Superintendent
Division: Career and College Readiness
Salary Grade: State Salary Grade: ES 06
Annual Salary Range:
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

Master's Degree or 36 hours of post baccalaureate coursework in Education, a Career and Technology Education filed and /or Education Administration/Supervision

EXPERIENCE:

Extensive experience in a educational supervision and management in the area of Career and Technology Education, Career and College Readiness and school /education program administration.

DESCRIPTION:

This position reports directly to the Deputy State Superintendent for Teaching and Learning and is responsible for the direction and oversight of Career and College Readiness programs and initiatives that improve skills of all students in Maryland.

QUALIFICATIONS:

Education:

Suny College of Technology (Utica/Rome) 1983 – Ph.D. Degree in Educational Administration;
1981 - Master's Degree in Vocational-Technical Education; 1978 - Bachelor's Degree in
Vocational-Technical Education.

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2000-Present: Education Program Manager- Career and Technology Education

1989-2000: Education Coordinator/ Program Manager Vocational Technical
Development

1988–1989: Staff Specialist Senior-Vocational Accountability

1987-1988: Staff Specialist III, Vocational Accountability

1982-1987: Staff Specialist III, Student Organization

State University of New York (Buffalo, New York)

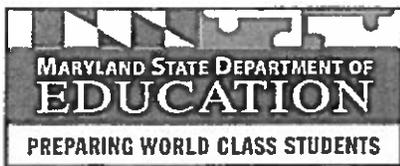
1981-1982: Graduate Assistant and Full-Time Doctoral Student

Western Delaware Board of Cooperative Educational Services

1974-1981: Cosmetology Instructor and Salon Owner

EMPLOYMENT STATUS:

Promotion



October 25, 2016

BOARD LIST

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

Name: Deborah Grinnage-Pulley
Position: Executive Director – Juvenile Services Education
Division: Juvenile Services Education Program
Salary Grade: State Salary Grade: 25
Annual Salary Range: \$78,595 - \$126,186
Effective Date: TBD

JOB REQUIREMENTS:

EDUCATION:

A Master's Degree or equivalent 36 post baccalaureate credit hours of coursework in Education or Education Administration/Supervision. Possession of or eligible for a Maryland Certificate with Administrator I and II endorsements.

EXPERIENCE:

Three years of satisfactory Principal or administrative/supervisory experience. Experience in a juvenile/alternative education program or in an education program providing services to an institutionalized population preferred. Experience in managing or administering a state-wide program is preferred.

DESCRIPTION:

This position provides executive leadership and managerial guidance and direction to the Juvenile Services Education Program Director, Assistant Directors and staff related to the program's strategic plans, identified priorities, outputs and outcomes, and addresses stakeholder issues.

QUALIFICATIONS:

Education:

Bowie State College (Bowie, Maryland) 1981-Master's Degree in Administration and Supervision.

N.C.A.&T. State University (Greensboro, North Carolina) 1975-Bachelor's Degree in Health and Physical Education K-12.

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2014-Present: Educational Program Specialist-Physical Education

Calvert County Public Schools (Prince Frederick, Maryland)

2006-2013: Executive Director of School Operations

2004-2006: Director of Secondary Curriculum & Instruction

1997-2004: Principal-Calvert Middle School

1993-1997: Vice Principal-Northern High School

1975-1993: Teacher/Health, Physical Education and Biology

Anne Arundel Community College

1987-1988 Instructor/Physical Education-Health

Montgomery Ward (Annapolis, Maryland)

1982-1984: Sales Clerk

Wilmington Dry Goods (Elsmere, Delaware)

1971-1977: Sales Clerk

N.C.A. & T. State University (Greensboro, North Carolina)

1971-1975: Work Study Program

EMPLOYMENT STATUS:

Promotion

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE October 25, 2016 BOARD MEETING**

i. Appointments Grade 19 and above:

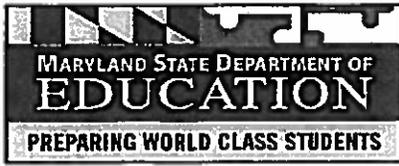
<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Martz, Daniel J.	Education Program Manager II, Chief of Performance Support & Technical Assistance	24	Special Education/Early Intervention	TBD

ii. Appointments Grade 18 and below:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
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iii. Other Actions: Promotional

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
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October 25, 2016

BOARD LIST

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

Name: Daniel J. Martz
Position: Education Program Manager II, Chief of Performance Support & Technical Assistance
Division: Special Education/Early Intervention Services
Salary Grade: State Salary Grade: 24
Annual Salary Grade: \$73,612 - \$118,197

Effective Date:

JOB REQUIREMENTS:

EDUCATION:

Possession of a Master's Degree in Education of Special Education

EXPERIENCE:

Six (6) years of related experience in coordinating or administering special education programs or services. Three years of the required experience must have been in direct supervision of other professional employees.

DESCRIPTION:

This position serves as the lead for implementation of differentiated performance support to local school systems and public agencies and is responsible for the identification of learning needs, and the development and implementation of statewide universal and targeted professional learning through a series of forums.

QUALIFICATIONS:

Education:

University of Maryland College Park (College Park, Maryland) - 1999 Master's Degree in Special Education; 1996 Bachelor's Degree in Special Education

Experience:

Frederick County Public Schools (Frederick, Maryland)

2011 – Present: Director of Special Education and Psychological Services

2009 – 2010: Supervisor of Special Education

2004 – 2009: Coordinator for Middle School four Special Education

EMPLOYMENT STATUS:

New Hire