

MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday
July 19, 2011

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

The Maryland State Board of Education met in regular session on Tuesday, July 19, 2011 at 9 a.m. at the Nancy S. Grasmick State Education Building. The following members were in attendance: Mr. James H. DeGraffenreidt, Jr., President; Dr. Mary Kay Finan; Dr. James Gates, Jr.; Ms. Nina Marks; Ms. Luisa Montero-Diaz; Mrs. Madhu Sidhu; Donna Hill Staton, Esq.; Dr. Ivan Walks; Ms. Kate Walsh and Dr. Bernard Sadusky, Interim Secretary/Treasurer and State Superintendent of Schools. Dr. Charlene M. Dukes, Vice President; Mr. Sayed Naved and Mr. Guffrie M. Smith, Jr. were not in attendance due to other commitments.

Elizabeth Kameen, Esq., Assistant Attorney General, and the following staff members were also present: Dr. John Smeallie, Deputy State Superintendent for Administration; Mr. Steve Brooks, Deputy State Superintendent for Finance; and, Mr. Anthony South, Executive Director to the State Board.

CONSENT AGENDA

President DeGraffenreidt welcomed Ms. Nina Marks, newly appointed Student Member of the State Board.

He explained that an item entitled *Persistently Dangerous and Probationary Status Schools* is included in the consent agenda to avoid calling attention to this topic.

Dr. Sadusky noted that Dr. Carol Ann Heath, Assistant State Superintendent of the Division of Special Education, is retiring and recognized her for her vast contribution to the children of Maryland and to the Department.

Dr. Heath said, "I have worked with marvelous people on the Board and in the Department. It was wonderful having this job." She introduced Marcella Franczkowski, who has been recommended for appointment as Dr. Heath's replacement.

Ms. Franczkowski said, "I have very big shoes to fill. It is my honor and pleasure to work with you."

Mr. DeGraffenreidt congratulated both individuals.

Upon motion by Dr. Gates, seconded by Ms. Sidhu, and with unanimous agreement, the Board approved the consent agenda as follows: (In Favor – 9)

- Approval of Minutes of June 21, 2011
- Personnel (copy attached to these minutes)
- Budget Adjustments for June, 2011
- Persistently Dangerous and Probationary Status Schools

RECOGNITION OF SPONSORS OF MARYLAND'S SUMMER CENTERS PROGRAM

Dr. Sadusky reported that he visited one of the Maryland Summer Centers and was quite impressed with the work being done. He introduced Mary Cary, Assistant State Superintendent in the Division of Instruction, and Stephanie Zenker, Consultant, Maryland Summer Centers, to recognize sponsors of the Centers.

Ms. Cary explained that the state provided financial support for the Maryland Summer Centers Program for forty-three years. She said that funding was eliminated last year and Ms. Zenker called upon the corporate community to keep the Centers open. She noted that the following corporations and individuals provided more than \$300,000 to maintain ten summer centers:

- Aberdeen Proving Grounds – Michael Lombardi
- Army Alliance, Inc. – Bernard Michel
- National Security Agency – Gerald Tompkins
- Mr. Barkle Tullis

Ms. Zenker introduced the three individuals who were able to be present: Mr. Lombardi, Mr. Michel and Mr. Tompkins. Mr. DeGraffenreidt and Dr. Sadusky thanked each individual and presented Certificates of Appreciation and Recognition to each.

RACE TO THE TOP (RTTT) UPDATE

The Superintendent asked Dr. Jim Foran, Assistant State Superintendent, Division of Academic Reform and Innovation, to provide the update on RTTT.

Dr. Foran reported that each local education agency (LEA) is required to provide an end-of-the-year report on the progress made as a result of RTTT funding. He said the LEAs are working very hard and providing very extensive reports. He noted the huge challenges they face during these difficult financial times. Dr. Foran said the reports include responses to twelve questions as well as an outline of their successes. He reported that they provided financial controls, data tracking systems, induction and mentoring programs, and professional development around the common core standards and curriculum frameworks. He also noted that all local systems are sending teams to participate in the summer academies. He said that the Department will complete an annual report by the end of August.

Dr. Foran discussed a "Line of Credit Program" which would enable the Department to hire a consultant to help LEAs who are piloting evaluation models incorporating measures of educator effectiveness with "thorny issues" such as growth measures. He said the consultant would write

and present an initial and final report to the Maryland Council for Educator Effectiveness in December 2011 and June 2012. Dr. Foran said that this consultant would plan the statewide pilot of the educator evaluation system for the 2012-2013 school year and will assist with professional development. He said that the US Department of Education (USDE) will be forwarding a list of potential candidates.

Dr. Foran provided the Board with a timeline for Maryland Statewide System of Evaluation Decision Making. President DeGraffenreidt cautioned about the work scheduled to be completed during the period that the Maryland General Assembly is in session.

In response to a question by Ms. Diaz, Dr. Foran explained the state default model mandate.

In response to a request by Dr. Gates, Dr. Foran said he would provide the Board with a copy of the application for the consultant (technical assistant).

In response to a question by Ms. Staton, Dr. Foran explained that there are challenges to be faced surrounding the common core standards and the assessments that are being created. He said that there will be multiple assessments to measure growth and that they will be administered at multiple points throughout the year.

In response to a question by Ms. Walsh, Dr. Foran said that it is hoped that the technical assistant can help with the validation process.

RTTT FOCUS AREA: PERFORMANCE COMPENSATION

Dr. Sadusky invited Mary Gable, Assistant State Superintendent in the Division of Academic Policy, to discuss the formation of an RTTT Performance Compensation Workgroup as described in the RTTT application.

Ms. Gable said the Workgroup met once and consists of leaders from five LEAs which have or have had alternative compensation systems. She said that superintendents, human resource officers and union leaders from Anne Arundel, Montgomery, Prince George's, Queen Anne's and Washington Counties have been invited to participate. Ms. Gable said the Workgroup is to develop different models of compensation rather than one single recommended model and that this includes models for principals as well as teachers. She explained that the first meeting was held at which the various compensation models were discussed. Ms. Gable explained that at the second meeting the group will be provided with research materials and at the third meeting the Workgroup will compile the information to be shared with other LEAs and their union representatives.

Ms. Walsh said that some research shows that performance pay does not motivate teachers but that it is effective when used to attract people into the teaching profession. She said, "They need to figure out how to reward the superstars."

Ms. Gable said that there are grants in the RTTT funding related to the attraction and hiring of good teachers.

Mr. DeGraffenreidt cautioned about how difficult it is to identify “superstars.” He noted the need to look for a long-term incentives such as providing more time that can be used by teachers to meet student needs.

Dr. Sadusky said there are different types of compensation models that can be linked to student achievement on a long-term basis. He said the Workgroup participants have had both negative and positive experiences with alternative compensation systems.

COMAR 13A.07.01 COMPREHENSIVE TEACHER INDUCTION PROGRAM (ADOPTION)

The Interim State Superintendent asked Mary Cary to provide the Board with an overview of this regulation and recommended Board approval of COMAR 13A.07.01 Comprehensive Teacher Induction Program. Ms. Cary began her remarks by thanking the Board members who have attended or who plan to attend the Summer Educator Academies.

She then introduced Susan Spinnato, Director of Instructional Programs, to respond to any questions that the Board may have about this regulatory action that was proposed in response to requirements contained in the Education Reform Act of 2010. Ms. Spinnato reported that no comments were received after publication in the *Maryland Register*.

Upon motion by Dr. Finan, seconded by Ms. Diaz, and with unanimous agreement, the Board adopted the proposed regulation for the Comprehensive Teacher Induction Program. (In Favor – 9)

EARLY CHILDHOOD MENTAL HEALTH CONSULTATION PROJECT – PROGRAM STANDARDS

Dr. Sadusky asked Dr. Rolf Grafwallner, Assistant State Superintendent in the Division of Early Childhood Development, to provide an overview of an Early Childhood Mental Health Consultation Project.

Dr. Grafwallner indicated that Maryland’s Early Childhood Mental Health Consultation Project was designed to support the academic and social-emotional success of preschoolers. He said this intervention has made a huge difference for many children and child care providers. He addressed the work of the behavioral consultants and noted the importance of getting families involved immediately. He explained that the MSDE is the governing agency and that his Division is responsible for providing funding, monitoring the quality of the programs and coordinating with other programs in the community.

Ms. Walsh noted the three percent rate of children who are expelled from child care programs. Dr. Grafwallner said that parents can make decisions to transfer children but most transfers are involuntary. He said the number of expulsions is lower than the national average but that it represents a challenge to be met. He said that tracking of these children through the longitudinal data system may help address these issues.

In response to a question by Ms. Walsh about young children with mental health issues, Dr. Grafwallner said there are extreme cases which are addressed more long term.

Ms. Diaz expressed concern about the lack of language addressing language issues and cultural sensitivity. Dr. Grafwallner said that those competencies have been addressed and built into the hiring process and the certification process. He said that he would forward materials to Ms. Diaz that address her concerns.

Dr. Walks requested information on the successes of child care providers and asked what is being done to link the students in elementary and middle schools to these programs. Dr. Grafwallner said that training is offered on the social and emotional foundations of learning to child care providers and discussed the various supports provided. He said, "We need to work more closely on that link."

In response to a question by Ms. Staton, Dr. Grafwallner said that child care providers are required by law to provide Individual Education Programs (IEPs) for special education students but other services are voluntary. He said that a pre-service requirement may be adopted in the future.

In response to a question by Ms. Staton about whether transportation is an issue, Dr. Grafwallner said he would find out and provide the Board with the answer.

REPORT ON MARYLAND SCHOOL ASSESSMENT RESULTS

The Superintendent invited Dr. Leslie Wilson, Assistant State Superintendent in the Division of Accountability and Assessment, to brief the Board on the Maryland State Assessment (MSA) results.

Dr. Wilson reported on the 2011 MSA results which assess reading and mathematics. She reported that 364,900 students in grades 3-8 were tested and the results fulfill the *No Child Left Behind Act (NCLB)* requirements used to determine school *Adequate Yearly Progress (AYP)*. She noted that the Act requires that one hundred percent of students must score proficient by 2014. Dr. Wilson reported that many LEAs are improving on high performances which cause performance increments to be smaller and that the 2011 third grade group provided the highest scores recorded thus far. She provided graphs depicting the progress and losses made in elementary and middle school reading and mathematics. Dr. Wilson also provided data on the 2011 MSA Advanced scores and the gap reductions in the various subgroups as well as the MSA reading and mathematics results by race.

Dr. Wilson explained the AYP process and requirements of the NCLB Act and discussed the challenges to achieving AYP in the schools. She provided data on the AYP breakdown of schools which met and did not meet AYP requirements. Dr. Wilson summarized as follows:

- Student performance continues to improve;
- Achievement gaps for student receiving services continue closing;
- Local attention still has positive impact;

- Continued evidence of more schools not meeting AYP.

Dr. Wilson concluded with a vision for the future which includes common core standards and a transition to a new Maryland curriculum which is hampered by accountability based on “old” assessments. She noted that new tests will be implemented during the 2014-2015 school year.

In response to a question by Ms. Staton about whether students who qualify for the Free and Reduced Meals Programs (FARM) represent the biggest challenge, Dr. Wilson said that many students fall into multiple categories. In response to a concern expressed by Ms. Staton about special education services provided by LEAs, Dr. Wilson said there has been tremendous improvement in services provided to special education students by LEAs. Dr. Wilson agreed to provide the Board with information on special education services.

Dr. Wilson assured Board members that a child who does well on the common core curriculum will do well on the MSAs.

Steve Brooks, Deputy State Superintendent for Finance, reported on the criteria for falling into the poverty level noting that currently forty percent of student enrollment in the State falls into that category.

The President asked Dr. Wilson to find out how the FARMS group increase affected the gap improvement. Dr. Wilson said she would investigate this and report to the Board.

Dr. Wilson then reported on the statewide results of the Maryland School Assessments in Science which were administered in the spring of 2011 and the current plans to reinforce Science instruction.

She reported that this is the fourth year of reporting of the MSA in Science and that the Science results are not used in AYP calculations. She reported that the MSA consists of multiple choice and constructed responses and that approximately 122,300 students were tested. She also reported on the small gains made by students in grades five and eight. Dr. Wilson noted that FARMS and ELL students made small gains but that special education student results declined in Science in grades five and eight. She noted that more growth was made in the middle schools where students are enrolled in Science courses and that the gap for students is growing in the services subgroups.

Dr. Wilson provided graphs depicting comparisons between results in reading, mathematics and science in grades five and eight. She also provided graphs depicting the achievement gap reduction in grades five and eight and summarized as follows:

- that both elementary and middle school performance showed slight improvement,
- elementary scores are lower than current grade five reading and math scores,
- middle school scores surpassed the first four years of reading and math and surpassed the current grade eight math scores, and
- African American and services subgroups are lagging behind, and that FARMS eligible students made progress toward a gap reduction in grade eight.

Dr. Sadusky asked Mary Cary to report on the current plans to reinforce Science instruction.

Ms. Cary reported that the Science, Technology, Engineering and Mathematics (STEM) initiatives are very broad and are having a positive impact on middle and elementary school students. She reported that national Science standards are going to be developed and that Maryland will be involved in creating those standards. Ms. Cary said that a new curriculum will be built based on these new standards and that a great deal of work is being focused on Science.

Dr. Gates asked Ms. Cary to expound on the process.

Ms. Cary said that a national group will come together to work on developing concepts and ideas. She reported that the standards will be nationally and internationally benchmarked and then states will determine whether or not to adopt those standards and build a curriculum.

Dr. Gates noted that he hopes the assessments will be evidence-based.

Ms. Staton said that if forty percent of all students are FARMS eligible, how do students choose whether to take online or paper and pencil assessments? Dr. Wilson responded that LEAs determine how this option is presented. Ms. Staton expressed concern about this issue. Dr. Wilson said that there should be a special education accommodation and that the school is required to make those accommodations. Ms. Staton said that she is more concerned about a student's ability to do online tests than the availability of equipment.

Ms. Marks noted that fifth graders are less experienced than eighth graders in using online programs and that might make a difference in the test results.

Ms. Sidhu said that she is on the STEM Committee and expressed her concern that access to STEM courses is being limited to certain students.

Ms. Cary said that programs vary across the systems and that the State is trying to push for quality instruction across schools in Maryland. She explained that providing a STEM instructor at the Academies is enabling a broader benefit to all students.

Dr. Walks expressed his concern about students who are disenfranchised from STEM programs and said there needs to be changes made to include all students.

Mr. DeGraffenreidt asked why reading instruction is separated from math and science instruction.

Ms. Walsh said that the current reading curriculum does not include science and math but that the common core standards will address these issues. She noted that there is a very heavy emphasis on science and social studies in the common core standards.

Ms. Cary explained that the MSDE is moving in this direction and does not plan to wait until 2013 to implement these ideas into the curriculum.

Ms. Staton said she has great confidence in what is being done in Maryland.

PERMISSION TO PUBLISH: COMAR 13A.08.01.01E (AMEND)
COMAR 13A.08.02.01 (AMEND)
COMAR 13A.02.06.02B (9) (AMEND)
MARYLAND STUDENT RECORDS MANUAL

Dr. Sadusky asked Ann Chafin, Assistant State Superintendent in the Division of Student, Family and School Support, to discuss changes made in the Maryland Student Records Manual (MSRM) as a result of suggestions and concerns expressed by the Board at its last meeting. He recommended that the Board grant permission to publish the revised version of the proposed amendments to the MSRM.

Ms. Chafin introduced Chuck Buckler, Director of Student Services and Alternative Programs Branch; and Terry Lathroum, Consultant to the Division; and Doug Strader, Supervisor in the Division of Accountability and Assessment. She reported that all issues raised at the last Board meeting were addressed.

Mr. Lathroum went over the changes proposed and Mr. Strader discussed the race codes included in the Manual.

Ms. Sidhu expressed concern about the removal of “at least six hours” and said she would recommend including up to eighteen hours of services to be provided to suspended students. President DeGraffenreidt said that the Board should not prescribe how much time is required and Ms. Chafin said that this would be out of the context of the MSRM.

The President said that the Board will have a panel discussion at its next meeting to discuss long-term suspension decisions and what services should be provided to students who are expelled or suspended.

Upon a motion by Ms. Staton, seconded by Ms. Sidhu, and with unanimous agreement, the Board granted permission to publish the amendments to the MSRM as proposed. (In Favor – 9)

STATE SUPERINTENDENT’S UPDATE

Dr. Sadusky reported on the following activities during the first eighteen days of his leadership of the MSDE:

1. Met with the Governor and State Comptroller.
2. Attended a retreat of the LEAs on the Eastern Shore. He reported that their message to the Board is that they are facing very difficult financial times and that the loss of resources will impact the most critical needs of students.
3. Met with a Public School Superintendents Association of Maryland (PSSAM) Committee to discuss an orientation session to be held in October for six new local superintendents.
4. Visited a Gifted and Talented Science and Mathematics Academy offered by the Harford County Public Schools. He encouraged Board members who were interested to visit the Academy.

5. Attended various Teacher Effectiveness Academies and noted that teachers are very excited about this.
6. Held initial meeting with Executive Team.

EXECUTIVE SESSION

Pursuant to §10-503(a)(1)(i) & (iii) and §10-508(a)(1) & (7) of the State Government Article, Annotated Code of Maryland, and upon motion by Ms. Staton seconded by Ms. Sidhu, and with unanimous agreement, the Board met in closed session on Tuesday, July 19, 2011, in Conference Room 1, 8th floor of the Nancy S. Grasmick State Education Building. All board members were present except Dr. Charlene Dukes, Sayed Naved, and Guffrie Smith. In attendance were Dr. Bernard Sadusky, Interim State Superintendent; Dr. John Smeallie, Deputy State Superintendent for Administration; Steve Brooks, Deputy State Superintendent for Finance; and Tony South, Executive Director to the State Board. Assistant Attorneys General Elizabeth M. Kameen and Jackie La Fiandra were also present. The Executive Session commenced at 12:35 p.m. (In favor – 9)

The State Board approved four decisions for publication.

- *David & Nino K. v. Anne Arundel County Board of Education* – residency – Opinion No. 11-32
- *Calvin Baker v. Charles County Board of Education* – employee termination – Opinion No. 11-33
- *Crossway Community, Inc. v. Montgomery County Board of Education* – charter school waiver request – Opinion No. 11-34
- *Walter S. v. Anne Arundel County Board of Education* – residency – OR11-09

The Board deliberated three cases.

- *Leonard Emerson v. Baltimore City Board of School Commissioners* – employee issue
- *John Krpan v. Prince George's County Board of Education* – teacher non-renewal of contract
- *Mr. & Mrs. V. v. Howard County Board of Education* – residency

The Board will issue written opinions at an upcoming meeting.

The State Board discussed Student Discipline Timeline and Provision of Educational Services.

Dr. Sadusky gave an update on the *Petty* case.

Steve Brooks briefed the Board on FY 2012 operating budget, and the timeline for submission of FY 2013 budget proposal.

Internal Board Management

Board President, James DeGraffenreidt, discussed the State Superintendent recruitment process and election matters.

The meeting ended at 2:05 p.m.

RECONVENE

The meeting reconvened at 2:10 p.m.

ELECTION OF OFFICERS

Dr. Sadusky read the portion of the Maryland Code which sets forth the meeting and officer requirements for the State Board and asked for nominations for the position of President of the Board.

Dr. Walks nominated James DeGraffenreidt and Ms. Staton seconded the nominations. With no further nominations and upon a vote with unanimous agreement, the Board elected Mr. DeGraffenreidt President. (In Favor – 9)

President DeGraffenreidt asked for nominations for the position of Vice President of the Board. Ms. Sidhu nominated Dr. Dukes and Dr. Gates seconded the nomination. With no further nominations and upon a vote with unanimous agreement, the Board elected Dr. Dukes Vice President. (In Favor – 9)

PROPOSED SCHEDULE OF BOARD MEETINGS FOR 2012

President DeGraffenreidt distributed a list of proposed Board meeting dates for 2012 and noted that the public may request a copy. He asked the public to notify the Board office if dates conflict with any statewide events that have already been scheduled.

OPINIONS

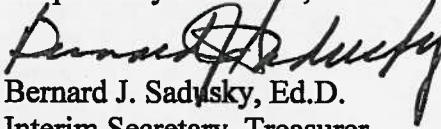
Ms. Kameen announced the following Opinions:

- 11-32 *David and Nino K. v. Anne Arundel County Board of Education* – residency (reversed and remanded)
- 11-33 *Calvin Baker v. Charles County Board of Education* – employee termination (affirmed the local board's decision)
- 11-34 *Crossway Community, Inc. v. Montgomery County Board of Education* – charter school waiver request (denied one waiver request; decided that the other request does not need a waiver)

ADJOURNMENT

With no further business before the Board, the meeting adjourned at 2:13 p.m.

Respectfully submitted,



Bernard J. Sadusky, Ed.D.
Interim Secretary, Treasurer

NSG/rms

APPROVED: *August 30, 2011*

MARYLAND STATE BOARD OF EDUCATION

CLOSED SESSION

On this 19th day of July 2011, at the hour of 12:13 am/pm, the Members of the State Board of Education voted as follows to meet in closed session:

Motion made by: S. P. [Signature]

Seconded by: S. [Signature]

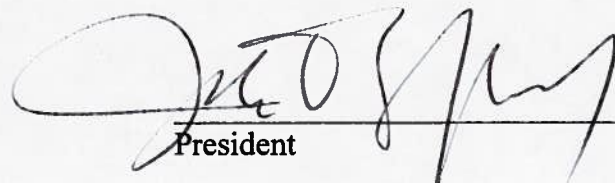
In Favor: All Opposed: 0 Member(s) Opposed: _____

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. Discuss 3 legal appeals.
2. Review 3 draft opinions.
3. Receive legal advice on student discipline issue
4. Receive an update on opinion rendered.
5. Discuss 1 item that is subject to Executive Privilege.
6. Discuss several internal Board management matters.


President

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE July 19-20, 2011 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>
Adams Dia A,	Education Program Specialist I, Research Associate	21	Accountability Assessment and Data Systems	TBD
Armstutz, Julie D,	Education Program Specialist I, Research Associate	21	Accountability Assessment and Data Systems	TBD
Flow-Delwiche, Elizabeth M.	Education Program Specialist I, Research Associate	21	Accountability Assessment and Data Systems	TBD
Franczkowski, Marcella E.	Assistant State Superintendent for Special Education/Early Intervention Services	ESS	Special Education/Early Intervention Services	TBD
Joseph, Lisa, M.	Education Program Specialist I, Student Achievement Facilitator	21	Special Education/Early Intervention Services	TBD
Wallace, Loretta P.	Child Care Licensing Regional Manager (Baltimore City)	19	Early Childhood Development, Office of Child Care	TBD
Woodard, Renee D.	Child Care Licensing Regional Manager (Anne Arundel County)	19	Early Childhood Development, Office of Child Care	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>
Robinson, Marian E.	Financial Compliance Auditor II	15	Office of the State Superintendent / Audit Office	06/29/2011

NAME
None



Bernard J. Sadusky, Ed.D.
Interim State Superintendent of Schools

200 West Baltimore Street · Baltimore, MD 21201 · 410-767-0100 · 410-333-6442 TTY/TDD

July 19, 2011

BOARD LIST

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

Name: Dia A. Adams
Position: Education Program Specialist I, Research Associate
Division: Accountability, Assessment, and Data Systems
Salary Grade: 21 (\$56,496 - \$90,706)
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 an 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.

JOB DESCRIPTION:

This position is responsible for providing program support and technical assistance in conducting research related to the state accountability program in the Accountability Branch of the Division of Accountability, Assessment, and Data Systems.

Qualifications:

The George Washington University (Washington, DC) 2009 – Master of Arts in Sociology

Michigan State University (East Lansing, Michigan) 2004 – Bachelor of Science in Mathematics

Experience:

Academy For Educational Development (Washington, DC)

2010 – 2011: Senior Research Associate

National Association of State Boards of Education (Alexandria, Virginia)

2008 – 2010: Project Associate

Population Reference Bureau (Washington, DC)

2005 – 2007: Research Assistant

EMPLOYMENT STATUS:

New Hire

Bernard J. Sadusky, Ed.D.
Interim State Superintendent of Schools

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July 19, 2011

BOARD LIST

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

Name: Julie D. Amstutz
Position: Education Program Specialist I, Research Associate
Division: Accountability, Assessment, and Data Systems
Salary Grade: 21 (\$56,496 - \$90,706)
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 an 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.

JOB DESCRIPTION:

This position is responsible for providing program support and technical assistance in conducting research related to the state accountability program in the Accountability Branch of the Division of Accountability, Assessment, and Data Systems.

Qualifications:

Trevecca Nazarene University (Nashville, Tennessee) 2000 – Master’s in Education

Middle Tennessee State (Murfreesboro, Tennessee) 1992 – Bachelor of Science in Elementary Education

Columbia State Community College (Colombia, Tennessee) 1989 – Associates Degree in Psychology

Experience:

Mohawk Regional Information Center (Verona, New York)

2009 – 2011: Educational Data Analyst

General Brown Central School District (Dexter, New York)

2009 – 2011: Educational Data Analyst

Clarksville-Montgomery County Schools (Clarksville, Tennessee)

2003 – 2009: Literacy/Academic Coach

2000 – 2003: Fourth Grade Teacher

Dickson Middle School (Dickson, Tennessee)

1995-2000 Reading Teacher (7th and 8th Grade)

EMPLOYMENT STATUS:

New Hire



Bernard J. Sadusky, Ed.D.
Interim State Superintendent of Schools

200 West Baltimore Street · Baltimore, MD 21201 · 410-767-0100 · 410-333-6442 TTY/TDD

July 19, 2011

BOARD LIST

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

Name: Elizabeth M. Flow-Delwiche
Position: Education Program Specialist I, Research Associate
Division: Accountability, Assessment, and Data Systems
Salary Grade: 21 (\$56,496 - \$90,706)
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 an 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.

JOB DESCRIPTION:

This position is responsible for providing program support and technical assistance in conducting research related to the state accountability program in the Accountability Branch of the Division of Accountability, Assessment, and Data Systems.

Qualifications:

University of Maryland, Baltimore County (Baltimore, Maryland) 2011 – Ph.D. Candidate (Public Policy)

University of Maryland Baltimore County (Baltimore, Maryland) 1992 – Masters of Arts Applied Sociology

The Johns Hopkins University (Baltimore, Maryland) 2003 – Masters of Arts in Teaching (Secondary Mathematics)

State University of New York At Buffalo (Buffalo, New York) 1986 – Bachelor's Degree in Science (Civil Engineering)

Experience:

Center for Medicare And Medicaid Services, Office of Clinical Services and Quality (Baltimore, Maryland)

2011 – Present: Statistician

Fall 2009 Academic Intern (Office of Clinical Services)

University of Maryland Baltimore County, Department of Sociology (Baltimore, Maryland)

2007 – Present: Part-Time Graduate Faculty

Fall 2007 Research Assistant

2005 Research Assistant

Community College of Baltimore County (Baltimore, Maryland)

2009 - 2011: Associate Professor

2005 - 2009: Assistant Professor

1991 - 2004 Part-Time Faculty

Baltimore County Public Schools, Catonsville Middle School (Catonsville, Maryland)

2002 - 2004 Middle School Mathematics Teacher

Johns Hopkins University, Center for Talented Youth (Baltimore, Maryland)

1994 - 1995 Mathematics Instructor

Monroe Community College, Department of Engineering Technology (Rochester, New York)

1989 - 1990 Engineering Technology Instructor

MRB Group (Rochester, New York)

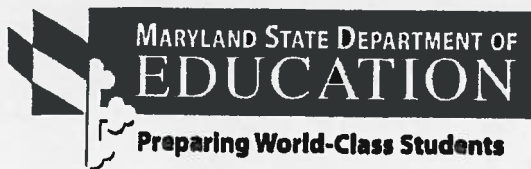
1989 - 1989 Project Engineer

Elizabeth M. Flow-Delwiche
Page three

Cornell University (Ithaca, New York)
1987 - 1988 Research Technician

EMPLOYMENT STATUS:

New Hire



Bernard J. Sadusky, Ed.D.
Interim State Superintendent of Schools

200 West Baltimore Street · Baltimore, MD 21201 · 410-767-0100 · 410-333-6442 TTY/TDD

July 19, 2011

BOARD LIST

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

Name: Marcella E. Franczkowski
Position: Assistant State Superintendent for
Special Education/Early Intervention Services
Division: Special Education/Early Intervention Services
Salary Grade: Executive Salary Scale
Effective Date: TBD

JOB REQUIREMENTS:

Education:

A Master's Degree or 36 hours of post baccalaureate coursework in Education or Education Administration/Supervision.

Experience:

Extensive experience in educational supervision and management in the areas of school administration, special education, school improvement, and the provision of education services to students with disabilities.

JOB DESCRIPTION:

This is a professional position that serves as the Assistant State Superintendent responsible for administering and ensuring statewide leadership of special education and early intervention services through a comprehensive system of technical assistance and accountability involving State, local and private agencies providing education and related services to students, infants and toddlers, and preschool children with disabilities. Additionally, this position provides direction for the administration of health related medical assistance, the Autism Waiver, nonpublic school tuition assistance program, the State interagency rate setting and the Healthy Families program through local management boards.

Qualifications:

The Johns Hopkins University (Baltimore, Maryland) 1984 – Master of Science in Special Education Measurement; 1991 – 30 credit hours for Administration and Supervision Endorsement

Western Maryland College (Baltimore, Maryland) 1982 – Master's Equivalent, Education Administration and Supervision

University of Maryland (College Park, Maryland) 1978 – Bachelor's Degree in Elementary Special Education

Experience:

Maryland State Department of Education (Baltimore, Maryland) on Loan from Baltimore County Public Schools

2009 - Present: Education Program Manager, Maryland Infants and Toddlers Program

Baltimore County Public Schools (Towson, Maryland)

2005 - 2009: Coordinator of System-wide Special Education

2000 - 2005: Special Education Area Specialist

1997 - 2000: Diagnostic and Prescriptive Specialist

1995 - 1997: Acting Assistant Principal and IEP Chairperson (Franklin Middle School)

1993 - 1995: Inclusion Teacher and IEP Chairperson (Garrison Elementary School)

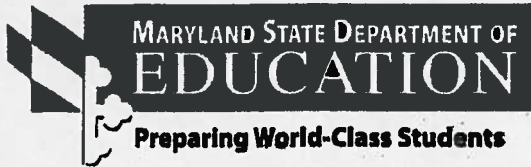
1990 - 1993: Preschool Special Education Teacher / Child Find (Chatsworth School)

1982 - 1988: Primary Special Education Teacher (Chatsworth School)

1978 - 1982: Diagnostic- Prescriptive Teacher (Chatsworth School)

EMPLOYMENT STATUS:

Promotion



Bernard J. Sadusky, Ed.D.
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July 19, 2011

BOARD LIST

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

Name: Lisa M. Joseph
Position: Education Program Specialist I, Student Achievement Facilitator
Division: Special Education / Early Intervention Services
Salary Grade: 21 (\$56,496 - \$90,706)
Effective Date: TBD

JOB REQUIREMENTS:

Education:

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

Experience:

Four (4) years of professional administrative experience or teaching experience in an education program or related field. Experience with grant management at the State and federal levels and experience in an education program working with students with disabilities is desirable.

JOB DESCRIPTION:

This position is responsible for coordinating the Maryland State Improvement Grant (MSIG) and monitoring Part B Discretionary Grants to ensure compliance with State and Federal regulations for special education to ensure students with disabilities achieve adequate yearly progress (AYP).

Lisa M. Joseph
Page two

Qualifications:

Wayne State University (Detroit, Michigan) 2001 – Master of Science Degree in Special Education Leadership, 2007 – completed 32 credit hours for Administration and Supervision Certificate

Langston University (Langston, Oklahoma) 1997 – Bachelor of Science in Special Education

Experience:

Detroit Public Schools (Detroit, Michigan)

2008 – Present: Home Hospital Teacher and Consultant

2006 - 2008 Supervisor of Special Education

2005 - 2006 Special Education Teacher Consultant

1998 - 2005 Special Education Teacher

EMPLOYMENT STATUS:

New Hire



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Interim State Superintendent of Schools

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July 19, 2011

BOARD LIST

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

Name: Loretta P. Wallace
Position: Childcare Licensing Regional Manager (Baltimore City)
Division: Division of Early Childhood Development
Salary Grade: 19 (\$49,638-\$79,693)
Effective Date: TBD

JOB REQUIREMENTS:

Education:

Bachelor's Degree in Child Development, Education, Social Work or Psychology from an accredited college or university.

Experience:

Five (5) year(s) of experience inspecting, licensing and monitoring child care centers, and family day care homes.

JOB DESCRIPTION:

This position serves as the Regional Manager of the Baltimore City Office of Child Care responsible for providing direction, management, and supervision of child care regulatory activities and operations to ensure the protection of children in out-of-home childcare facilities and non-public nursery schools.

Loretta P. Wallace
Page two

Qualifications:

University of Baltimore, (Baltimore, Maryland) 1982 - Master's in Public Administration

Bowie State College, (Bowie, Maryland) 1975 - Bachelor's Degree Social Work

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2005 - Present: Child Care Licensing Supervisor

Department of Human Resources, Office Child Care Administration (Baltimore, Maryland)

2002 - 2005 Child Care Licensing Supervisor

Child Care Administration (Baltimore, Maryland)

2000 - 2002: Compliance Officer

Baltimore City Department of Social Services (Baltimore, Maryland)

1996 - 2000 Family Services Caseworker

Prince Georges County Department of Social Services (Landover, Maryland)

1992 - 1996: Human Services Worker

Foster Care Review Board (Baltimore, Maryland)

1985 - 1992 Staff Assistant, Foster Care

EMPLOYMENT STATUS:

Promotion



Bernard J. Sadusky, Ed.D.
Interim State Superintendent of Schools

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July 19, 2011

BOARD LIST

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

Name: Renee D. Woodard
Position: Childcare Licensing Regional Manager (Anne Arundel County)
Division: Division of Early Childhood Development
Salary Grade: 19 (\$49,638 - \$79,693)
Effective Date: TBD

JOB REQUIREMENTS:

Education:

Bachelor's Degree in Child Development, Education, Social Work or Psychology from an accredited college or university.

Experience:

Five (5) years of experience inspecting, licensing and monitoring child care centers, and family day care homes.

JOB DESCRIPTION:

This position serves as the Regional Manager of the Anne Arundel County Region, Office of Child Care responsible for providing direction, management, and supervision of child care regulatory activities and operations to ensure the protection of children in out-of-home childcare facilities and non-public nursery schools.

Renee D. Woodard
Page two

Qualifications:

University of Pittsburgh, (Pittsburgh, Pennsylvania) 1977 - Bachelor's Degree in Political Science and Sociology

University of Baltimore School of Law, (Baltimore, Maryland) 1986 – Completed coursework in Law

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2010 - Present: Acting Regional Manager, Anne Arundel County

2008 - 2010 Child Care Licensing Specialist, Lead

2005 - 2008 Child Care Licensing Specialist

Department of Human Resources, Office Child Care Administration (Baltimore, Maryland)

2001 - 2005: Child Care Licensing Specialist

Baltimore City Department of Social Services (Baltimore, Maryland)

1998 - 2001 Legal Assistant (Children's Case Files)

1980 - 1998 Social Work Associate

EMPLOYMENT STATUS:

Promotion