

# MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday  
August 28, 2012

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

The Maryland State Board of Education met in regular session on Tuesday, August 28, 2012 at 9:00 a.m. at the Nancy S. Grasmick State Education Building. The following members were in attendance: Dr. Charlene M. Dukes, President; Dr. Mary Kay Finan, Vice President; Mr. James H. DeGraffenreidt, Jr.; Dr. S. James Gates, Jr.; Ms. Luisa Montero-Diaz; Ms. Ebehireme Inegbenebor; Mr. Sayed Naved; Mrs. Madhu Sidhu; Mr. Guffrie M. Smith, Jr.; Donna Hill Staton, Esq.; Dr. Ivan Walks; Ms. Kate Walsh and Dr. Lillian M. Lowery, State Superintendent of Schools.

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

Dr. Dukes acknowledged the tragic shooting incident that occurred yesterday at Perry Hall Middle School in Baltimore County. She said, "Our wishes go out to the family and the students at the school."

Dr. Lowery said that the principal at the school "is amazing." He has assured the public that there are additional support staff members at the school and that he is trying to create a "business as usual" environment. She praised the school staff member who ended the incident.

## **CONSENT AGENDA**

President Dukes reported that the legal argument listed on the Agenda has been rescheduled for the September meeting. Dr. Dukes called for a motion to approve the Consent Agenda.

Upon motion by Mr. DeGraffenreidt, seconded by Dr. Walks, and with unanimous agreement, the Board approved the Consent Agenda as follows: (In Favor – 10: Ms. Walsh and Mrs. Sidhu had not yet arrived)

- Approval of Minutes of July 24, 2012
- Personnel (copy attached to these minutes)
- Permission to Publish:
  - COMAR 13A.08.07.03 (Amend)  
Enrollment Process for Children in State Supervised Care

- COMAR 13A.03.02.09 (Amend)  
Diplomas and Certificates

### **RTTT UPDATE**

The Superintendent introduced Dr. Jim Foran, Assistant State Superintendent, Division of Academic Reform and Innovation, to provide an update on the activities associated with the RTTT grant. She said, “We have two years to do some phenomenal work.”

Dr. Foran reported that the evaluation of the fifty-four RTTT projects being done by the Center of Application and Innovation Research in Education (CAIRE) at Towson State University is just about complete and there will be a comprehensive report distributed in a couple of months. He said that staff is starting the annual Performance Report that will be posted online. Dr. Foran reported that he submitted revised performance measures which must align with the Elementary and Secondary Education Act (ESEA) measures. He noted that the statewide pilot of the new teacher and principal evaluation system began this month and that plans for local school system evaluation programs are due to the Department by September 17, 2012.

Dr. Foran reported on the various phases being rolled out in the Maryland Longitudinal Data System (MLDS) to be completed by July 2013. He said the operational roll out will be completed by February 2014.

In response to a question by Dr. Dukes, Dr. Foran said the MLDS roll out will include pre-school through age 20 with work force data included. Dr. Lowery said that the Department of Labor has been working with MSDE on this project due to federal labor laws surrounding privacy issues.

### **RTTT FOCUS AREA: TEACHER INDUCTION ACADEMIES**

The Superintendent introduced Mary Cary, Assistant State Superintendent, Division of Instruction, and Heather Lageman, Specialist, Teacher Effectiveness, to give a report on the Teacher Induction Academies.

Ms. Cary said the Board and the Department are committed to working with new teachers and, in that regard, Teacher Induction Academies have been running each year. She noted that teacher retention and teacher effectiveness are two of the major outcomes of the training which has a direct relationship to student achievement.

Ms. Lageman reported that three three-day summer academies were held with an online follow-up each year. She said the Department collaborated with the “New Teacher Center,” a nationally-recognized research organization. Ms. Lageman said that the Center agreed to customize the training to Maryland. She said one of the main focus areas is to offer these academies to every new teacher across the State. Ms. Lageman reported that all subdivisions are involved and that these academies are providing tools to all Induction Coordinators. She said they are working on

program improvement, action planning, evaluations and mentor selection. Ms. Lageman described the Tell Maryland Survey and the opportunity it provides teachers to comment on their needs and challenges. She said, "This has changed the way coordinators work in Maryland."

In response to a suggestion by Dr. Gates, Ms. Lageman said that providing participating teachers with social media opportunities is an excellent idea. Ms. Cary said, "We can pursue that."

In response to a question by Ms. Staton about how mentors are selected, Ms. Lageman said she can provide the Board with a list of hiring criteria which requires a variety of experiences.

In response to a question by Ms. Staton, Ms. Cary said that this program does not provide for new teachers to visit other jurisdictions but that this has been a topic of conversation at Coordinator meetings. Ms. Lageman said that videos are provided to new teachers to view what other jurisdictions are doing.

Mr. Smith said he audited one of the sessions and noted the exceptional sharing of best practices and the Tell Maryland Survey data.

Ms. Diaz said she is impressed with the different levels of evaluation and asked if teacher retention and effectiveness is being tracked as a result of this training. Ms. Lageman said that CAIRE is doing an evaluation of the program and will be tracking this information.

Dr. Dukes asked that the Board be provided with the outcomes regarding teacher retention when they are completed. She also cautioned that if a program is "working," thought needs to be given to providing for the financial sustainability of that program.

### **MARYLAND STATE ASSESSMENTS: 2012 SCIENCE RESULTS**

Dr. Lowery introduced Dr. Carolyn Wood, Assistant State Superintendent, Division of Accountability and Assessment, to brief the Board on this year's Maryland State Assessments (MSA) 2012 Science Results.

Dr. Wood said that the 2012 science results for local school systems are not yet available and that today she would be discussing the statewide results. She said the new assessments being created by the Partnership for the Assessment of Readiness for College and Careers (PARCC) do not include science specifically.

Ms. Staton expressed concern about schools making the choice to provide online or paper and pencil testing rather than giving students the option. Dr. Woods said that most school systems are moving to online testing. Ms. Staton said that research on this topic should inform decisions about online and paper and pencil testing and urged that students should be given the option. Dr. Lowery said that her experience showed that online implementation gives students more help and flexibility. She agreed to do research to see what the preferences are for students and invited Ms. Staton to view a testing situation.

Dr. Wood provided graphs which presented historical performance of students in science in grades five and eight from 2008 to 2012. She said that a number of students in the aggregate and selected subgroups are meeting and exceeding the performance standard. The assessments also show that there has been a slow but steady increase in proficiency at grade eight and an increase for four out of the five reporting years at Grade five. She went on to say in spite of this growth, there are sharp differences in achievement among subgroups.

In response to a request by Mr. DeGraffenreidt for the number of students in each subgroup, Dr. Wood said that that information is not available at this time. Dr. Lowery said that going forward, this information will become available.

Dr. Walks asked if students are given an opportunity to demonstrate their understanding of science without their understanding of the English language. Dr. Wood said that race classifications were changed recently by the federal government which won't allow for trend data to be gathered although "We have long term special services data on the web." Dr. Wood explained that accommodations are made for students such as reading the test aloud for those students who cannot read English. She said, "We try to eliminate barriers."

Mr. Naved suggested that a "bubble chart" would be helpful in displaying the requested information.

In response to a question by Ms. Staton, Dr. Lowery said that item analyses are done to create specific lesson plans and differentiated instruction for teachers. She said this hasn't been done on a state level and that some districts are more creative than others. She noted the importance of sharing best practices across the state. Dr. Wood said that one of the important components of the MLDS and the dashboards will be to provide materials and data to all districts.

Dr. Dukes asked that at future meeting, the Board be provided with presentations by school systems of their best practices for improving science instruction.

Ms. Walsh expressed concern about the disproportionate assignment of ineffective teachers to failing schools.

Dr. Wood discussed how MSDE is supporting local school system efforts to improve teaching and learning in science. Ms. Cary said that the Department is struggling with the amount of science information at the elementary level and the content knowledge of middle school teachers. She said that MSDE is getting ready to launch a survey sampling of teachers and supervisors of science to determine how much classroom time is devoted to science. She said she would provide a report in November on the results noting that Maryland is moving toward new science standards that are very rigorous. Dr. Wood said that every school system has a Science, Technology, Engineering and Mathematics (STEM) grant to target curriculum and professional development in science and math.

In response to a question by Mr. Naved about “teaching to the test” in the four largest local school systems, Dr. Wood said that she is not prepared to comment about this at this time. She explained that the first couple of years of a test, students are getting used to the language of the test and that once they become familiar with that language, the learning can be measured.

Dr. Walks commented on the trend data for middle school students. Dr. Wood said that there is a concern about middle school, explaining that it is a troubling time for students in that curriculum becomes much more demanding and the school environment is changing

Dr. Lowery explained the need to flag students in elementary school before they enter middle school and provide them with individual learning plans. She said the MLDS should be beneficial in this endeavor.

In response to a concern expressed by Ms. Walsh about the qualifications of teachers, Ms. Cary said that this issue is included in the survey to be conducted.

In response to a suggestion by Dr. Finan, Ms. Cary said that a question regarding the amount of time that is classroom time and that which is lab time in science classes can be included in the survey as well.

Mr. DeGraffenreidt said, “If the test is right, we ought to be teaching to the test. We have a lot of hard work ahead of us.”

### **UPDATE ON ACTION TAKEN BY THE PROFESSIONAL STANDARDS AND TEACHER EDUCATION BOARD (PSTEB)**

Dr. Dukes invited Jean Satterfield, Assistant State Superintendent, Division of Certification and Accreditation, to report on the action taken by the Professional Standards and Teacher Education Board (PSTEB) in response to proposed changes to the regulations associated with the issuance of the Advanced Professional Certificate (APC).

Ms. Satterfield said that the PSTEB met and voted to oppose the proposed changes and provided the reasons for the opposition.

Dr. Dukes reported that following this action by PSTEB, she convened a conference call between Dr. Finan, Mr. DeGraffenreidt, Ms. Kameen and Dr. Lowery and a decision was made to propose a revised regulatory proposal. She said that if the Board grants “Permission to Publish” this revised proposal there will be thirty days to hear public comment and that the PSTEB has sixty days to take action on the proposal. Dr. Dukes said that the only change in the proposed regulation is the addition of a fourth option for obtaining an APC, independent of course work and linked to highly effective teaching. She said this option would become effective with the dates included in the regulatory proposal.

Ms. Satterfield noted that clarifying language was added in the proposed regulation.

Ms. Walsh expressed her concern about this option noting that it is not “viable” since teachers are still required to get a Master’s Degree to obtain an APC.

Dr. Lowery said, “One of the premises is that getting an APC is difficult. It is not easy.”

Dr. Dukes suggested having a dialogue about this after receiving public comments.

Dr. Gates said he supports the pathway noting a lot of flexibility in the proposal.

Ms. Sidhu expressed concern about what “highly effective teaching” looks like.

Dr. Smeallie said, “There are unknowns. Regulations can be amended. There is no Master’s requirement in Maryland.”

Ms. Walsh said, “There is no relationship between a Master’s Degree and being a highly effective teacher.”

Upon motion by Mr. DeGraffenreidt, seconded by Dr. Gates, and with unanimous agreement, the Board granted permission to publish COMAR 13A.12.01.02 Definitions; COMAR 13A.12.01.06E Advanced Professional Certificate; and COMAR 13A.12.01.011 Renewal (Amend). (In Favor – 12)

### **TEACHER CERTIFICATION ASSESSMENT, REVISIONS, TEST APPROVAL AND THE ESTABLISHMENT OF QUALIFYING SCORES**

Ms. Satterfield said that the State Superintendent is recommending State Board approval of three new Educational Testing Service (ETS) PRAXIS II content assessments in music, environmental education and Mandarin Chinese. She noted that Maryland is an import state that does not produce all of the new teachers it needs.

Upon motion by Mr. Smith, seconded by Mr. DeGraffenreidt, and with unanimous agreement, the Board approved the three new tests. (In Favor – 12)

Mr. DeGraffenreidt noted that the MLDS may be able to discern whether Maryland is an import or export state for teachers.

### **COMAR 13A.05.09.02 PROGRAMS FOR HOMELESS CHILDREN (ADOPTION)**

Dr. Lowery introduced William Cohee, Coordinator, Homeless Education, Neglected/Delinquent Education and Title I Specialist, to answer any questions about this regulation. She recommended adoption of COMAR 13A.05.09.02 Programs for Homeless Children.

Mr. Cohee reported that subsequent to publication, no comments were received.

Upon motion by Ms. Diaz, seconded by Dr. Finan, and with unanimous agreement, the Board adopted COMAR 13A.05.09.02 Programs for Homeless Children. (In Favor – 12)

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

Dr. Lowery asked Dr. Michial Gill, Executive Assistant to Instruction and Governmental Relations, to brief the Board on the *President's Teleconference on the White House Initiative for Educational Excellence for African-American Students*.

Dr. Gill said that an Executive Director has not been named to head the initiative and noted three key elements:

1. Advancement of the initiative from cradle to career by reinforcing the historically black colleges and universities, decreasing the number of African-Americans referred to special education, promoting a positive climate in school systems and developing a national list of individuals to introduce best practices.
2. Establishment of a work group to support efforts of the Initiative.
3. Creation of an Advisory Council headed by Dr. Freeman Hrabowski, President, University of Maryland -- Baltimore County (UMBC).

Dr. Gill said that the Superintendent wants a representative from Maryland to serve on the Advisory Council and that the date for implementation of the Initiative has not been determined.

Dr. Dukes suggested that Dr. Hrabowski be invited to a Board meeting to discuss several Maryland reports that address issues related to the education of African-American students.

Mr. Smith noted the many initiatives going on in Maryland stressing that best practices are key to improving the success for African-Americans. He urged that Maryland's representative begin developing these initiatives to provide to the Advisory Council.

### **BOARD MEMBER UPDATES**

Ms. Sidhu said she had an opportunity to sit in on a training session on highly effective teachers and the new evaluation system describing the experience as very productive.

Ms. Inegbenebor reported that she met with the Maryland Association of Student Councils (MASC) President and executive team and will be bringing information to the Board about what is occurring in the local school systems.

## 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 Mr. DeGraffenreidt, and with unanimous agreement, the Maryland State Board of Education met in closed session on Tuesday, June 26, 2012 in Conference Room 1, 8th Floor, at the Nancy S. Grasmick State Education Building. All board members were present. In attendance were Dr.Lillian Lowery, State Superintendent; Steve Brooks, Deputy State Superintendent for Finance; Dr. John Smeallie, Deputy State Superintendent for Administration; Tony South, State Board Executive Director. Assistant Attorneys General, Elizabeth M. Kameen and Jackie LaFiandra, were also present. The Executive Session commenced at 12:25 p.m. (In favor – 12)

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

- *William K. v. Anne Arundel County Board of Education* – bus transfer
- *Laura Powell v. Talbot County Board of Education* – salary dispute
- *Adam and Dawn Reaver, et al. v. Carroll County Board of Education* – bus stop
- *Stanmore Family Limited Partnership, et al. v. Montgomery County Board of Education* – modernization feasibility study
- *Karen Terrell v. Howard County Board of Education* – suspension/employee termination
- *Carolyn and John Thompson v. Montgomery County Board of Education* – request for removal of bus driver

The State Board approved eight Opinions for publication.

- *Mr. and Mrs. R. v. Montgomery County Board of Education* – student transfer – Opin.12-29
- *Akobi Schuster v. Baltimore City Board of School Commissioners* – teacher termination – Opin.12-30
- *William and Rita S. v. Howard County Board of Education* – denial of class credit – Opin.12-31
- *Patrick Tague v. Charles County Board of Education* – employee termination – Opin. 12-32
- *Jeannette W. v. Calvert County Board of Education* – student discipline – Opin.12-33
- *Danielle Martin, et al v. Garrett County Board of Education* – redistricting – Opin.12-35
- *Sheila Cain v. Wicomico County Board of Education* – employee termination – Opin.12-36
- *In Re: MOE Compliance Appeal: Anne Arundel County* – Opin.12-37

The Board voted to announce the affirmance of *Picca v. Montgomery County Board of Education* – A written opinion will follow in September.



### Internal Board Management

Ms. Kameen presented an analysis of the number and types of cases on the Appeal Docket and described the efforts she and her staff will undertake to clear the backlog of cases and expedite certain student cases.

The Board discussed changes in meeting dates for October and December.

### Proposed Budget/Executive Privilege

Robert Crawford and Rick Baker presented the FY 2014 proposed Budget Enhancement Requests, the proposed MSDE Five Year Capital Improvement Program, and the County Library Grant Program.

### Personnel

Dr. Lowery presented preliminary personnel concepts to govern realignment of the Department. She also discussed the need for and the process to obtain a PIN for a Deputy of Instruction.

The session ended at 2:05p.m.

### RECONVENE

The meeting reconvened at 2:25 p.m.

### ANNUAL CAPITAL BUDGET AND FIVE YEAR IMPROVEMENT PLAN

The Superintendent recommended the adoption of the FY 2014 Capital Budget and the Five Year Capital Improvement Program and authorization to transmit the proposals to the Department of Budget and Management.

Upon motion by Mr. DeGraffenreidt, seconded by Ms. Sidhu, and with unanimous agreement, the Board adopted the Superintendent's recommendations. (In Favor – 11; Mr. Sayed was absent)

### 2013 STATE BOARD MEETING SCHEDULE

Dr. Dukes asked Board members to adopt the schedule of meetings for 2013 as proposed.

Upon motion by Dr. Finan, seconded by Dr. Gates, and with unanimous agreement, the Board adopted the 2013 State Board Meeting schedule. The schedule is attached to and made a part of the minutes. (In Favor – 11)

## PUBLIC COMMENTS

Dr. Dukes explained procedures by which the Board hears public comments. The following persons provided comments:

- Kimberly Worthington – introduction as Executive Director of the Maryland Charter School Network
- Tina Bjarekull – certification regulations
- Margaret Land – legislation regarding Social Studies

## OPINIONS

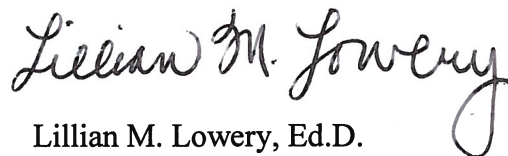
Ms. Kameen announced the following Opinions:

- 12-29 *Mr. and Mrs. R. v. Montgomery County Board of Education* – student transfer (affirmed the local board’s decision)
- 12-30 *Akobi Schuster v. Baltimore City Board of School Commissioners* – teacher termination (affirmed the local board’s decision)
- 12-31 *William and Rita S. v. Howard County Board of Education* – denial of class credit (reversed the local board’s decision)
- 12-32 *Patrick Tague v. Charles County Board of Education* – employee termination (affirmed the local board’s decision)
- 12-33 *Jeanette W. v. Calvert County Board of Education* – student discipline (affirmed the local board’s decision)
- 12-34 *Daniel Picca v. Montgomery County Board of Education* – teacher termination (affirmed the local board’s decision/written Opinion to follow)
- 12-35 *Danielle Martin v. Garrett County Board of Education* – redistricting (affirmed the local board’s decision)
- 12-36 *Sheila Cain v. Wicomico County Board of Education* – employee termination (affirmed the local board’s decision)
- 12-37 *Maintenance of Effort (MOE) Non-compliance Appeal – Anne Arundel County Board of Education* (declared that MOE includes pension costs)

## ADJOURNMENT

With no further business before the Board, the meeting adjourned at 2:37 p.m.

Respectfully submitted,



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

Date: 9/25/12

# MARYLAND STATE BOARD OF EDUCATION

## CLOSED SESSION

On this **28th** day of **August 2012**, at the hour of 11:55 am/pm, the Members of the State Board of Education voted as follows to meet in closed session:

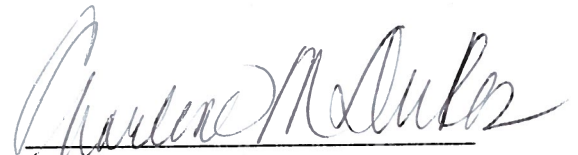
Motion made by: Ms. Hill Stator  
Seconded by: Mr. Dr. Gruffenau, Jr.  
In Favor: 12 Opposed: \_\_\_\_\_ Member(s) Opposed: \_\_\_\_\_

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 8 legal appeals.
2. Review 7 draft opinions.
3. Discuss two items that are subject to Executive Privilege.
4. Discuss 2 internal Board management matters.

  
\_\_\_\_\_  
President

**MARYLAND STATE DEPARTMENT OF EDUCATION  
PERSONNEL APPROVALS FOR THE August 28-29, 2012 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>
Boone, Jody L.	Program Manager II	20	Rehabilitation Services, Office of Field Services	TBD
Cromer, Nola L.	Education Program Specialist II, Lead School Improvement and Title I Program Specialist	22	Student, Family, and School Support	TBD
Harris, M.D., Elke	Physician Program Specialist (part-time)	35	Rehabilitation Services, Disability Determination Services	08/08/2012
Jones, M.D., Calvin	Physician Program Specialist (part-time)	35	Rehabilitation Services, Disability Determination Services	08/08/2012

**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>
Brandon, Sandra E.	Teacher, Mathematics	IEPP	Division of Career and College Readiness, Juvenile Services Education Program	08/22/2012
Carpenter, Jr., James A.	Teacher, Computer Literacy	IEPP	Division of Career and College Readiness, Juvenile Services Education Program	08/22/2012
Grothe, Kelly A.	Teacher, Reading/Language Arts	IEPP	Division of Career and College Readiness, Juvenile Services Education Program	08/22/2012
Means, Margo D.	Teacher, Computer Literacy	IEPP	Division of Career and College Readiness, Juvenile Services Education Program	07/25/2012
Stevens, Julie M.	Teacher, Life Skills/Career Development	IEPP	Division of Career and College Readiness, Juvenile Services Education Program	08/22/2012
Wells, Cheryl A.	Executive Associate I	14	Academic Reform and Innovation	08/13/2012

III. Other Actions:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
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None



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August 28-29, 2012

**BOARD LIST**

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

**Name:** Jody L. Boone  
**Position:** Program Manager II  
**Division:** Rehabilitation Services, Office of Field Services  
**Salary Grade:** 20 (\$52,950 - \$85,017)  
**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:**

Six (6) 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 SSDI and SSI.

**Note:**

A Master's Degree or equivalent 36 credit hours of post baccalaureate course work in Educational Administration, Rehabilitation Counseling, Special Education, Counseling and Guidance, Vocational Evaluation, Psychology, or in a Social Science related field may be substituted for one year of the required experience in rehabilitation or the adjudication or processing of disability claims.

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Jody L. Boone

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**DESCRIPTION:**

This position is responsible for planning, directing, managing, and maintaining accountability for the Technical Assistance Branch within the Office of Field Services. This position serves as the primary agent for developing and maintaining coordinated agency services in the areas of services for deaf and hard of hearing individuals, services to businesses for the Office of Field Services, special grants and projects.

**Qualifications:**

**Education:**

The Johns Hopkins University (Baltimore, Maryland) 2004 – Master of Science, Clinical Community Counseling

Hood College (Frederick, Maryland) 2000 – Bachelor of Arts in Psychology

**Experience:**

Maryland State Department of Education (Baltimore, Maryland)

2009 – Present: Staff Specialist III, Business Services

2007 – 2009: Vocational Rehabilitation Technical Specialist - Business Liaison

2005 – 2007: Vocational Rehabilitation Specialist

Discovering Options (St. Louis, Missouri)

2004: Employment Services Coordinator

Frederick County Mental Health Association (Frederick, Maryland)

2003 – 2004: Counseling Intern

University of Maryland – School of Medicine (Baltimore, Maryland)

1999 – 2004: Research Assistant, Clinical

On Earth Peace Assembly (New Windsor, Maryland)

1997 – 1999: Office Manager

**Employment Status**

Promotion



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

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August 28-29, 2012

### BOARD LIST

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

**Name:** Nola L. Cromer

**Position:** Education Program Specialist II, Lead  
School Improvement and Title I Programs Specialist

**Division:** Student, Family, and School Support

**Salary Grade:** 22 (\$60,290-\$96,808)

**Effective Date:** TBD

### JOB REQUIREMENTS:

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

**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. Administrative experience in an area related to program improvement is preferred.

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

### DESCRIPTION:

This is a professional position responsible for providing lead technical assistance and support for low performing schools and local school systems (LSS) regarding adherence to requirements of the Elementary and Secondary Education Act and Title I school-wide and targeted assistance programs for the ongoing design, development, implementation and evaluation of Federal and State programs to improve the teaching and learning of disadvantaged children across the State of Maryland.



**Qualifications:**

**Education:**

Loyola College (Baltimore, Maryland) 1977 – Master’s Degree in Reading

Towson University (Towson, Maryland) 1972 – Bachelor’s Degree in Elementary Education

**Experience:**

United State Department of Education (Washington, D.C.)

2004 – Present: Education Program Specialist, Title I and Title III monitoring

Baltimore County Public Schools (Towson, Maryland)

1999 – 2004: Supervisor, Title I and Grant Assistance

Maryland State Department of Education (Baltimore, Maryland)

1995 – 1999: Educational Coordinator I, School Assistance and Program Support

1986 – 1995: Staff Specialist III, Compensatory Education

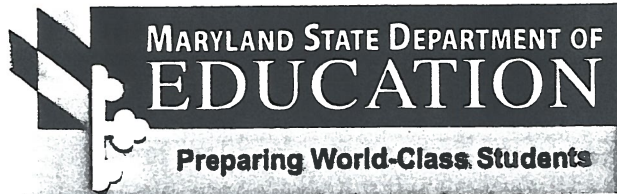
Baltimore City Public Schools (Baltimore, Maryland)

1983 – 1986: Curriculum Specialist (Math, Science, Social Studies)

1972 – 1983: Classroom Teacher, Grades 1-6 (Title I)

**Employment Status**

New Hire



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

Suzanne R. Page  
Assistant State Superintendent

**Division of Rehabilitation Services**

2301 Argonne Drive • Baltimore, MD 21218 • 410-554-9385 • Toll Free 888-554-0334 • 410-554-9411 TTY/TDD

AUGUST 28 & 29, 2012

BOARD LIST

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

**Name:** Elke Harris, M.D.  
**Position:** Physician Program Specialist (part-time)  
**Division:** Rehabilitation Services,  
Disability Determination Services  
**Salary Grade:** 35 (\$106,269 - \$175,211)  
**Effective Date:** August 8, 2012

JOB REQUIREMENTS:

**Education:**

Possession of a Master's Degree in the field of public health from an accredited college or university. Possession of a license and currently registered with the Maryland State Board of Medical Examiners to practice medicine under the Maryland State Law.

**Experience:**

A total of four years of experience in the practice of medicine.

JOB DESCRIPTION:

Responsible for providing consultative medical services medical record review as part of the adjudication of disability claims in accordance with regulations of the Social Security Administration.

Elke Harris, M.D.  
Page two

**QUALIFICATIONS:**

**Education:**

Howard University College of Medicine (Washington, D.C.) 1997 – Doctor of Medicine

Howard University (Washington, D.C.) 1990 – B.S. - Zoology

**Experience:**

Disability Determination Division (Washington, D.C.)

2011 - Present: Pediatrician

United Medical Center (Washington, D.C.)

2009 – Present: Pediatrician

Community Radiology (Greenbelt, MD)

2008 – Present: Physician

Capitol Hill Medical Clinic (Washington, D.C.)

1997 – 2010: Pediatrician

**EMPLOYMENT STATUS:**

New Hire (part-time)



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

Suzanne R. Page  
Assistant State Superintendent

**Division of Rehabilitation Services**

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AUGUST 28 & 29, 2012

BOARD LIST

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

**Name:** Calvin Jones, M.D.  
**Position:** Physician Program Specialist (part-time)  
**Division:** Rehabilitation Services,  
Disability Determination Services  
**Salary Grade:** 35 (\$106,269 - \$175,211)  
**Effective Date:** August 8, 2012

JOB REQUIREMENTS:

**Education:**

Possession of a Master's Degree in the field of public health from an accredited college or university. Possession of a license and currently registered with the Maryland State Board of Medical Examiners to practice medicine under the Maryland State Law.

**Experience:**

A total of four years of experience in the practice of medicine.

JOB DESCRIPTION:

Responsible for providing consultative medical services medical record review as part of the adjudication of disability claims in accordance with regulations of the Social Security Administration.

Calvin Jones, M.D.  
Page two

**QUALIFICATIONS:**

**Education:**

University of Maryland , School of Medicine (Baltimore, MD) 1965 – Doctor of Medicine

University of Maryland (College Park, MD) 1961 – B.S. - Zoology

**Experience:**

Social Security Administration, Disability Determination Division (Baltimore, MD)

2004 – 2011: Medical Consultant

Johns Hopkins University, School of Medicine (Baltimore, MD)

1989 - 7/2002: Chief, Vascular Surgery

Calvin E. Jones, M.D., P.A. (Baltimore, MD)

1981 – 1988: Vascular Surgeon

Douglas G. Whitney (Atlanta, GA)

1979 – 1981: Vascular Surgeon

James P. Baden (Hamilton, OH)

1977 – 1979: Vascular Surgeon

Milford Memorial Hospital (Milford, DE)

1989: Emergency Room Doctor

University of Louisville, School of Medicine

1974-1977: Trauma Surgeon

**EMPLOYMENT STATUS:**

New Hire (part-time)

MARYLAND STATE DEPARTMENT OF EDUCATION  
PERSONNEL APPROVALS FOR THE August 28-29, 2012 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>
Boone, Ronald P.	Education Program Supervisor, Special Education Program Compliance and Finance	22	Special Education/Early Intervention Services	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>
None				

III. Other Actions:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
None				



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

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August 28, 2012

BOARD LIST

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

**Name:** Ronald P. Boone  
**Position:** Education Program Supervisor, Special Education Program Compliance and Finance  
**Division:** Special Education/Early Intervention Services  
**Salary Grade:** 22 (\$60,290- \$96,808)  
**Effective Date:** TBD

**JOB REQUIREMENTS:**

**Education:**

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

**Experience:**

Five (5) years of administrative or teaching experience in, or affiliated with, special education programs or services. Professional experience interpreting, implementing and communicating education policies and procedures and supervision of professional staff are desirable.

**NOTES:** Two additional years of Experience Directly Related to the position may be substituted for the Master's Degree. 2. Possession of a Doctorate in a field related to the position may be substituted for one year of the required experience

**JOB DESCRIPTION:**

This is a professional position responsible for providing leadership and support, for programmatic, fiscal, and budgetary accountability and technical assistance in the area of grant development and administration.

Ronald P. Boone  
Page two

**Qualifications:**

Morgan State University (Baltimore, Maryland) 1972 – Master’s Degree in Social Sciences

Towson University (Towson, Maryland) 1968 – Bachelor of Arts in Secondary Education

**Experience:**

Maryland State Department of Education (Baltimore, Maryland)

2007 – Present: Education Program Specialist I, Autism Waiver Provider Liason  
(Contractual)

Baltimore County Public Schools (Towson, Maryland)

2005 – 2007: Residency Liaison

2001 – 2005: Executive Director, Federal and State Programs

1996 – 2001: Director of Secondary Schools

1993 – 1996: Director of Middle Schools

1988 – 1993: Principal, Golden Ring Middle School

1983 – 1988: Assistant Principal, Deep Creek and Parkville Middle Schools

1977 – 1983: Department Chairman of Social Studies, Dumbarton Middle School

1968 – 1977: Teacher (English, Reading, and Social Studies)

**EMPLOYMENT STATUS:**

Contractual Conversion