

MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Monday
December 17, 2012

Maryland State Board of Education
200 West Baltimore Street
Baltimore, Maryland 21201

The Maryland State Board of Education met in regular session on Monday, December 17, 2012 at 9 a.m. at the Nancy S. Grasmick State Education Building. The following members were in attendance: Dr. Charlene M. Dukes, President; Dr. Mary Kay Finan, Vice President; Mr. James H. DeGraffenreidt, Jr.; Ms. Ebehireme Inegbenebor; Ms. Luisa Montero-Diaz; 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. Dr. James Gates, Jr. and Mr. Sayed Naved were absent.

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, State Board Executive Director.

Dr. Dukes opened the meeting and asked for a moment of silence in observance of those students and adults who lost their lives in the recent horrific event that occurred in Newtown Connecticut. The President commented on the respect she has for the parents, teachers and administrators who work every day to protect our children from harm. She said that the State Board will come back at future meetings with some recommendations for policies or processes to prevent this sort of event from happening again.

Ms. Sidhu said that it is the Board's responsibility to work to keep school personnel and students safe. She said, "It falls upon us to do something."

The President stated that Dr. Lowery has been in communication with the local superintendents of schools as well as Dr. Carl Roberts, Executive Director of the Superintendents' Association about the recent tragedy.

Dr. Lowery gave her "heartfelt condolences to the families and community in Connecticut." She noted that she received many emails from parents from across the State. She said that there are preparedness guidelines that were created in 2003 based on national models. She also reported that in 2005, the State Board adopted regulations that mandated each school system to plan for such emergencies. She noted that she is reviewing the regulations to see if upgrades are needed. The State Superintendent also said that a group of people from local school systems and others around the state will convene to talk about emergency management and to assess what needs to be done in light of this recent tragedy. She also noted that resources have been posted on the website to support teachers and parents and others to talk to children about this tragedy. She said that the Department is assessing local school system needs and providing support to help teachers and administrators across the state to talk to students about this tragedy and to reassure

them regarding the safety of our schools. Dr. Lowery said that she met with Dr. Roberts who was in touch with every superintendent over the weekend to discuss the needs of the schools in Maryland to deal with this tragedy. She said she will keep the Board updated on crisis plans developed in each school district.

Ms. Sidhu also suggested that “we should focus on parents who have mental health issues as well.”

Dr. Walks noted that the education community in every state feels connected to the people in Connecticut and, should therefore not hesitate to seek assistance for themselves to deal with this tragedy.

Ms. Walsh suggested that the Board discuss, at its next meeting, the need to deal with the elimination of semi-automatic assault weapons. She said that the Board needs to communicate that “we are doing everything we are legally able to do, at this point, to protect our children and our teachers and it’s not enough.” She suggested that the Board “make a political statement” to make it illegal to have access to these weapons.

Dr. Dukes said that this issue will be discussed at the January Board meeting.

CONSENT AGENDA

Upon motion by Ms. Sidhu, seconded by Dr. Walks, and with unanimous agreement, the Board approved the Consent Agenda as follows: (In Favor – 8; Dr. Finan and Mr. DeGraffenreidt had not yet arrived)

- Approval of Minutes of October 31, 2012
- Personnel (copy attached to these minutes)
- Budget adjustments for October, 2012

PRINCIPAL RECOGNITION

Dr. Dukes noted that October was designated as Principal Recognition Month by the Governor and explained that these recognitions were to take place at the October Board meeting but were rescheduled due to an abbreviated agenda brought on by the closing of State offices and many local school systems in response to Hurricane Sandy. She asked Dr. Lowery to introduce the topic and the presenters.

Dr. Lowery asked Dr. Foran, Assistant State Superintendent, Division of Academic Reform and Innovation, and Scott Pfeiffer, Executive Director, Maryland Association of Secondary School Principals, to introduce the topic and the guests.

Dr. Foran said that every year the Board recognizes the Assistant Principal of the Year and the Principal of the Year at both the secondary and elementary levels. He said that the Board has

previously recognized the elementary administrators and is pleased that the Board will recognize the secondary administrators today.

Mr. Pfeiffer said, "These folks are my heroes" and that he is fortunate to work with heroes like this. He presented Kim Dolch, Principal of North Carroll High School in Carroll County Public Schools who is 2012 Principal of the Year and Everett Davis, Assistant Principal at Montgomery Village Middle School in Montgomery County, who is the 2013 Assistant Principal of the Year. He asked each principal to talk about their work and their experiences.

Mr. Davis thanked the Board for this honor and quoted Malcolm X as follows, "Education is the passport to the future, for tomorrow belongs to those who prepare for it today." He quoted key messages adopted by the school system that guide his daily interactions with students, staff, parents and the school community. He said he is a living testament, based on his Maryland education, to the value of a Maryland education which signifies academic excellence and a commitment to prepare all students for college and career success in the 21st. century. He thanked the Board for their support of Maryland's educational system. He also thanked his superintendent, his principal and his wife for their support.

Ms. Dolch thanked the Board for this special recognition. She said, "I love my job." She introduced supporters who were in attendance. She said that serving as a principal is a very daunting task and expressed the importance of listening to staff, students, parents and community members. She thanked the Board and others that have supported her and said "You're only as good as the people that you surround yourself with and I work with some outstanding people."

Dr. Dukes said, "We are pleased to honor and respect you. Thank you very much and congratulations." She read citations prepared for both honorees and photographs were taken.

Ms. Staton acknowledged the honorees for "their obvious dedication to the whole child."

Debbie Drown, Executive Director of the Maryland Association of Elementary School Principals explained that Governor O'Malley proclaimed October as *Month of the Principal* and reported that members of the U.S. Department of Education (USDE) visited many schools in Maryland during that month and were enlightened as to the needs of principals and shared their thoughts on the needs of principals at an October 12th briefing. Dr. Dukes read a portion of the Governor's Proclamations that had been prepared to honor all principals in the State. She then presented the citations to Ms. Drown and Mr. Pfeiffer who accepted them on behalf of their respective associations.

NATIONAL TITLE I DISTINGUISHED SCHOOL

Dr. Lowery introduced Ann Chafin, Assistant State Superintendent, Division of Student, Family and School Support, and Maria Lamb, Director of Program Improvement and Family Support, to provide background on the school selected as this year's Maryland Title I Distinguished School.

Ms. Chafin reported that John Eager Howard Elementary School in Baltimore City was selected for this honor and introduced Tamara Hanson, Principal, and Gale Carter, Assistant Principal, of

the school. She reported that the school has the distinction of having the smallest achievement gap between student groups among Title I schools.

Ms. Lamb said that the National Association of State Title I Directors (NASTID) recognizes Title Distinguished Schools for their outstanding results in one of two categories: exceptional student performance for two or more consecutive years or closing the achievement gap between student groups. She said that the leaders of this school will travel to Nashville, Tennessee to attend a national conference and have an opportunity to network with their colleagues. She said that John Eager Howard Elementary is “a school that is worth a visit.”

Ms. Hanson introduced others accompanying her and explained that the school is comprised of one hundred percent African-American students with a ninety-nine percent eligibility for Free and Reduced Meals (FARMS). She also noted that John Eager Howard Elementary houses a school for Baltimore City’s hearing impaired students. She said the school provides a vigorous academic program and that students are “dressed for success” in uniforms. She noted that student behavior is self-monitored and that the school is “the hub of the community.” She thanked the Board and encouraged Board members to visit her school.

Dr. Dukes asked Ms. Hanson to convey the Board’s congratulations to her team members and students in the school.

In response to a question by Ms. Walsh, Ms. Hanson reported on the math and reading interventions that are used to help students who fall behind.

Mr. Smith congratulated Ms. Hanson for the climate created at the school and said, “You are a good example of what can be done.”

RTTT PROGRAM EVALUATION: USM CENTER FOR APPLICATION AND INNOVATION IN EDUCATION

Dr. Lowery explained that the Department chose the Center for Application and Innovation Research in Education (CAIRE) at Towson University to conduct an external, independent evaluation of the overall Race to the Top (RTTT) program. She asked Dr. Jim Foran to introduce guests who will report on the process/product evaluations.

Dr. Foran introduced Dr. Raymond Lorion of Towson University and Dr. Eugene Schaffer of the University of Maryland in Baltimore County.

Dr. Lorion said, “We are trying to impact the school districts as they implement RTTT initiatives.” He provided lists of people who comprise the leadership and support within CAIRE. He reported that CAIRE completed agreements with Loyola and Morgan State Universities to conduct evaluation of various programs stating that this involves a broad collaboration of colleagues across the state. Dr. Lorion discussed the bridging of the RTTT program with Maryland’s new Common Core Curriculum which will be completed by September 30, 2014.

Dr. Schaffer discussed CAIRE’s evaluation foci and its responsibilities to the Department to:

1. Provide Maryland with the formative and summative program evaluation
2. Develop within MSDE an embedded evaluation capacity to track educational processes and outcomes
3. Build sustainable evaluation capacity/partnerships

Dr. Schaffer went over the evaluation techniques to be used and provided a pictorial of the evaluation cycle.

Dr. Lorion reviewed the major strengths and challenges identified by CAIRE stating that the Department has changed from a compliance enforcer to a capacity builder. He discussed the cycle of project implementation, evaluation and continuous improvement and building sustainable evaluation capacity through collaborative partnerships.

Ms. Walsh expressed concern that this presentation does not address the Board's interest in details of the evaluation of teachers and principals and the efficacy of the professional development being provided. She said, "I want to see the data as to how we are doing. I want to see results."

Dr. Foran explained that they are adding a fifty-fifth project to the RTTT proposal to address the teacher and principal evaluation system. He suggested that a presentation could be made at the next Board meeting on the Teacher and Principal Evaluation System and its effects in the schools.

Dr. Lowery reported that David Volrath was appointed to head up the Teacher and Principal Evaluation System and that he has built a team to work with local school systems. She said that updates are distributed to local school systems monthly and that she will provide these to the Board. Dr. Lowery explained that three local school systems are field testing the Maryland Evaluation System model and offered to provide the Board with more information at the next Board meeting after additional data has been collected.

In response to a question by Ms. Diaz about sustainability, Dr. Lorion reported on the various supports provided to help sustain the RTTT project objectives. Steve Brooks said that the Department is looking at the sustainability issues noting that staff positions are contractual and may not be sustainable after 2014.

Dr. Lowery said that the government has made it clear that RTTT funds are provided to build infrastructure and capacity and that after 2014, the Department will need to prioritize in order to continue the good work that is being done.

In response to a question by Ms. Inegbenebor, Dr. Lowery said that she will invite local school personnel to provide the Board with their input on the new Teacher/Principal Evaluation Systems.

In response to a question by Ms. Staton, Dr. Lorion said that teacher education programs are providing significant professional development to faculty on the Common Core Curriculum and the PARCC assessment program and that they are working to change their curriculum to be consistent with PARCC and the Common Core Curriculum. He said, "We have to make sure that

our students are ready for the environment that they will face.” He noted that they have provided enhanced technology in the classrooms for students to keep up-to-date with what is currently being done in the public schools.

Dr. Schaffer said that UMBC has sent staff to Student Learning Objectives (SLO) training and is redesigning their evaluation structures.

Dr. Lorion said, “Business as usual is not acceptable.”

SCHOOL PROGRESS INDEX: 2012 RESULTS

Dr. Lowery introduced Mary Gable, Assistant State Superintendent, Division of Academic Policy, and Dr. Carolyn Wood, Assistant State Superintendent, Division of Accountability and Assessment, to provide remarks on the School Progress Index (SPI), a new system of measuring school progress. She said, “I am really proud of the work they have done.”

Ms. Gable said that Maryland received approval in May 2012 of its flexibility waiver under the Elementary and Secondary Education Act (ESEA) and is releasing its new School Progress Index today. She said this new accountability system for schools has very high expectations for schools and students. She discussed the various methods of communicating this program throughout the State. Ms. Gable reported that the Index is based on four indicators of adequacy: achievement, growth, gap reduction and college and career readiness. She provided a visual that illustrated how the Index of a school is derived and discussed each indicator.

In response to a question by Dr. Dukes about including within the criteria for college and career readiness a student enrolled in college while attending high school who is not taking an Advanced Placement or International Baccalaureate course, Ms. Gable said that this issue is under consideration at this time. Dr. Dukes said that there are a large number of students who fall into this category.

Dr. Wood went over the Annual Measurable Objectives (AMOs) for achievement, gap reduction and college and career readiness.

There was some discussion about the difficulty of understanding the AMOs for gap reduction which are determined inversely. Ms. Gable reported that materials have been prepared to explain the process to all stakeholders. Dr. Lowery said that while the numbers have to work, there needs to be a more user friendly descriptors.

In response to a question by Mr. DeGraffenreidt, Ms. Gable said that business members and higher education representatives were part of the stakeholder group that worked on this project.

In response to a question by Ms. Sidhu, Dr. Lowery said that schools are aware of these objectives they must meet.

Dr. Woods discussed the Strand Categorization for providing support, intervention and recognition for schools.

Ms. Walsh commended the presenters for the simplicity of the Strand Categorizations.

There was discussion about partnerships established throughout the state to promote school readiness for early childhood education.

Dr. Wood explained that schools will develop their own professional development programs designed to support the needs of their school.

Board members commended the presenters and their staff members for an excellent job on a very difficult subject and Ms. Diaz said, "Don't lose sight of the students."

REVIEW OF 2012 BRIDGE TO EXCELLENCE MASTER PLAN UPDATES

Dr. Lowery asked Ann Chafin to review the 2012 Bridge to Excellence Master Plan updates.

Ms. Chafin introduced Walter Sallee, Coordinator, Comprehensive Planning; Portia Bates, Specialist, Comprehensive Planning; and Steve Brooks, Deputy State Superintendent for Finance, to discuss the updates. She explained that Dr. Lowery has approved all of the updates except a Title I section due to an illness of a staff member in Queen Anne's County Public Schools.

Mr. Sallee explained that each year all twenty-four LEAs submit an update to their Comprehensive Master Plan. He said that LEAs that received RTTT grants must submit a revised Scope of Work as well. He noted that this is a year-long process which required the integration of the ESEA Waiver conditions.

Ms. Bates went over the changes in the 2012 Master Plan Update requirements which included the ESEA Flexibility Waiver and new social studies requirements as mandated by the 2012 Maryland General Assembly.

Mr. Brooks provided graphs depicting planned and actual revenues for FY 2012 and FY 2013 for local school systems and their FY 2013 planned and actual expenditures. He provided a recap of the American Recovery and Reinvestment Act of 2009 (ARRA) funding by grant. Mr. Brooks provided information on RTTT Project budgets planned and actual for FY 2012 and planned for FY 2013.

Mr. Sallee explained that the review of the Baltimore City School System's 2012 Master Plan Update had to be rewritten to provide more clarity. He acknowledged and congratulated the Garrett County and Somerset County school systems which, in spite of being significantly impacted by Hurricane Sandy and its aftermath, managed to provide timely Updates.

In response to a question from Ms. Sidhu regarding the amounts by assurance area, Mr. Brooks responded that the Race to the Top funds represent a subset of all funds available to the LEAs. The amounts shown last in each of the assurance areas represent the portion related only to Race

to the Top grant funding. The larger amounts shown first represent the full amount for the assurance area from all fund sources.

In response to another question by Ms. Sidhu, Mr. Brooks said that all school systems have to focus on the most needed areas in their schools.

EXECUTIVE SESSION

Pursuant to §10-503(a)(1)(i) & (iii) and §10-508(a) (1) & (7), of the State Government Article, Annotated Code of Maryland, and upon motion by Mr. Smith, seconded by Mr. DeGraffenreidt, and with unanimous agreement, the Maryland State Board of Education met in closed session on Monday, December 17, 2012, in Conference Room 1, 8th Floor, at the Nancy S. Grasmick State Education Building. All board members were present except Sayed Naved and S. James Gates. In attendance were Lillian Lowery, State Superintendent of Schools; Steve Brooks, Deputy State Superintendent for Finance; Dr. John Smeallie, Deputy State Superintendent for Administration; and Tony South, State Board Executive Director. Assistant Attorneys General Elizabeth M. Kameen and Jackie La Fiandra were also present. The Executive Session commenced at 1:15 p.m. (In favor – 10)

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

- *Sylvia Hill-Gilchrist v. Baltimore City Board of School Commissioners* – reassignment of principal to teacher position – Opinion No.12-52
- *Darren and Suzie L. v. Montgomery County Board of Education* – student transfer – Opinion No.12-53
- *Dan and Lisa K. v. Prince George's County Board of Education* – student transfer – Opinion No.12-54
- *Tracy and Keith M. v. Prince George's County Board of Education* – denial of entry into TAG Program – Opinion No.12-55
- *Ayanna M. v. Howard County Board of Education* – tuition – Opinion No.12-56
- *Robin Shaffer v. Calvert County Board of Education* – employee termination – Opinion No.12-57
- *Dunloy Townhome Condominium, Inc., et al. v. Baltimore County Board of Education* – school site – Opinion No.12-58
- *Michelle Maupin v. Howard County Board of Education* – employee termination – Opinion No.12-59
- *Janis Sartucci v. Montgomery County Board of Education* – grant dispute – Order No. OR12-17
- *Lyndon Watkins v. Montgomery County Board of Education* – employee termination – Order No. OR12-18
- *Donna and Kenneth Lowe v. Wicomico County Board of Education* - denial of admission to MAGNET program – Order No. OR12-19

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

- *Trilisa Collier-Simms v. Baltimore City Board of School Commissioners* – employee termination
- *Robert and Robin Cox v. Wicomico County Board of Education* – denial of admission to MAGNET program
- *Dorothy Hampton v. Prince George’s County Board of Education* – salary reduction
- *Latanya Holland v. Charles County Board of Education* – student transfer
- *Charles Iceland and Deborah Horwitz v. Montgomery County Board of Education* – student transfer
- *Alexandra and Christopher Kennedy v. Charles County Board of Education* – student transfer
- *Thomas Yanes and Sulma Castillo v. Montgomery County Board of Education* – student transfer

At 1:30 p.m. the Board began a discussion of three internal board management issues – the Retreat schedule and agenda; appointment of a new committee to review applications for the Baltimore City Board of School Commissioners (Kate Walsh, Ivan Walks, Charlene Dukes); and, a recommendation to the Governor for an appointment to the Maryland Public Broadcasting Commission.

The session ended at 1:45 p.m.

RECONVENE

The meeting reconvened at 2:00 p.m.

MODEL POLICY: WORLD LANGUAGES -- CREDIT FOR PROFICIENCY

The Superintendent introduced Susan Spinnato, Director of Instructional Programs in the Division of Instruction, to describe the origins of the Model Policy for World Languages and the implication for instruction in world languages. She recommended approval of the release of this Model Policy to local school systems for their use.

Ms. Spinnato explained that during the 2008 Maryland General Assembly session, a Task Force was established to study the preservation of heritage language skills in Maryland. They were tasked to investigate current language preservation efforts and develop new strategies in preserving world language skills in our State. She said the Task Force recommended supporting and promoting the awarding of high school credit by exam for students who attend non-public heritage language schools in Maryland. Ms. Spinnato explained that MSDE convened a statewide validation and standard setting study to set the recommended proficiency levels equated to high school credit that are included in the model policy.

Upon motion by Mr. DeGraffenreidt, seconded by Ms. Diaz, and with unanimous agreement, the Board approved the release of the Model Policy to local school systems. (In Favor – 9; Dr. Walks was not present)

COMAR 13A.11.01, .02, .06 AND .08 (AMEND)
PROGRAMS FOR ADULTS WITH DISABILITIES

Dr. Lowery introduced Susan Page, Assistant State Superintendent, Division of Vocational Rehabilitation Services, to answer any questions of the Board and recommended adoption of the amended regulations for Programs for Adults with Disabilities.

Upon motion by Mr. DeGraffenreidt, seconded by Ms. Staton, and with unanimous agreement, the Board adopted COMAR 13A.11.01, .02, .06 and .08 as amended. (In Favor – 10)

STATE SUPERINTENDENT'S REPORT

Dr. Lowery announced that she received a letter of approval from the USDE on Maryland's new Teacher/Leader Evaluation System. She reported that all LEAs must provide their decision regarding using the State's model or their own model evaluation system by December 26th.

The Superintendent reported that she is on the Steering Committee for the Partnership for the Assessment of Readiness for College and Careers (PARCC) which recently met with the PARCC Governing Board. She reported that the USDE has asked for an implementation plan from the PARCC Governing Board with a deadline of January, 2013. She said that the Governing Board is planning to convene a subgroup of state superintendents to work on the plan.

In response to a question by Ms. Walsh, Dr. Lowery said the subgroup members have not been determined yet.

Dr. Lowery invited Rene Spence, Executive Director for Governmental Affairs, to provide information on the upcoming session of the Maryland General Assembly.

Ms. Spence reported that Dr. Lowery has been very busy meeting with General Assembly members and that briefings have already been scheduled. She noted that Dr. Lowery met with the Ways and Means Committee last week and rolled out the school reform for education. She said that the Committee members were very pleased with the report and that Dr. Lowery is being asked to make similar presentations before other committees. She also noted that there is a request for a briefing on college readiness before several legislative committees. Ms. Spence reported that, although the financial situation in Maryland has improved, there will be little financially driven legislation proposed during this session.

Ms. Spence noted that this is the tenth year of the Charter School Law and that there is support to form a Task Force to look at charter schools in Maryland and what other states are doing regarding charter schools and provide a report back to the General Assembly. Ms. Spence said there is support in the legislature for early childhood education and expanding pre-school opportunities in Maryland. She said that the Comptroller has indicated he will introduce legislation that makes financial literacy a graduation requirement. She noted that a delegate has asked about a High School Assessment Survey that was conducted and when the results will be reported to the General Assembly. She noted that there were more than 4000 responses and that

the survey shows that social studies is being adequately taught in Maryland schools. Ms. Spence also reported that a letter is forthcoming from the Administrative Executive Legislative Review (AELR) Committee indicating that the Committee has placed a hold on the proposed changes in the teacher certification regulations and those changes proposed in the discipline regulations.

In response to a request from the President, Ms. Spence said she will provide the Board with a calendar of all hearings. Dr. Dukes also requested a discussion at the next Board meeting about the AELR and a possible hearing on these regulations. Dr. Lowery said she will provide the Board with the letter when it is received and discuss it at the next meeting.

Dr. Lowery asked Dr. Finan, a member of the Maryland Council on Educator Effectiveness (MCEE), to give a brief report on the Council's recent meeting.

Dr. Finan reported that presentations were made to the Council from counties that are field testing the new evaluation systems and that last year seven counties conducted pilot projects on the new evaluation systems. Dr. Finan said that the presentations were very positive noting the collaboration taking place between the school systems and the teacher representative organizations. She reported that presenters talked about Student Learning Objectives (SLOs) and ways to measure student knowledge and growth. She said that Betty Weller, the Council Co-Chair and President of the Maryland State Education Association (MSEA), said "collaboration is the word for the day."

BOARD MEMBER REPORTS AND UPDATES

Ms. Diaz reported that she attended a meeting of the Maryland Adult Learning Organization which will be promoting education and training for adult learners.

Ms. Staton said that she attended a meeting of the Universal Design for Learning (UDL) Task Force which is developing long-term goals and providing a platform to share with workers in the area. She said she is very proud of the work that is being done by staff in the Department.

Ms. Sidhu reported that she was one of three people selected to participate in a panel presentation at the U.S. Capitol on a technology report prepared by the National Association of State Boards of Education (NASBE). Ms. Sidhu was one of nineteen members of the committee who participated in a study of technology in education and issued a report entitled, *Born in Another Time*. She described her participation in this panel discussion and on the committee as "a great experience."

Mr. Smith reported that, as a NASBE Governmental Affairs Committee representative, he will be included in a telephone conference regarding governmental issues such as the reauthorization of ESEA. He said he will provide the Board with a summary of the conference. He also reported that he recently attended a workshop conducted by Ann Chafin and her staff on student discipline. He said they are building a sense of community and partnerships and creating an environment where youth voices are heard. He reported that some policies need to change but that the Baltimore City School System has an excellent program regarding discipline in the schools. He said, "This was one of the best conferences I have been to in many, many years."

Mr. DeGraffenreidt said he attended the conference as well and agreed with Mr. Smith's observation that it was an excellent conference. Ms. Staton reported that she attended also and said, "We attended because we support what you do. We are committed."

Dr. Dukes thanked Board members for their commitment in representing the Board. She reported that the Task Force on Traumatic Brain Injury and Sports Related Injuries asked for an extension of time to complete their Report in early January.

PUBLIC COMMENTS

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

- Dagmar Wheeling and Nigel Tyson – Southwest Baltimore Public Charter School
- Joseph Ganem – Gifted and Talented Education
- Thomas Hearn – Sports Concussions

OPINIONS

Ms. Kameen announced the following Opinions:

- 12-52 *Sylvia Hill-Gilchrist v. Baltimore City Board of School Commissioners* – reassignment of principal to teacher position (dismissed)
- 12-53 *Darren and Suzie L. v. Montgomery County Board of Education* – student transfer (affirmed the local board's decision)
- 12-54 *Dan and Lisa K. v. Prince George's County Board of Education* – student transfer (affirmed the local board's decision)
- 12-55 *Tracy and Keith M. v. Prince George's County Board of Education* – denial of entry into TAG program ((affirmed the local board's decision)
- 12-56 *Ayanna Mensha v. Howard County Board of Education* – tuition (affirmed the local board's decision)
- 12-57 *Robin Shaffer v. Calvert County Board of Education* – employee reprimand (affirmed the local board's decision)
- 12-58 *Dunloy Townhome Condominium, Inc. et. al. v. Baltimore County Board of Education* – school site (reversed the local board's decision)
- 12-59 *Michelle Maupin v. Howard County Board of Education* – teacher termination (affirmed the local board's decision)

Ms. Kameen announced the following Orders:

- OR 12-17 *Janis Sartucci, et. al. v. Montgomery County Board of Education* (dismissed)
- OR 12-18 *Lyndon Watkins v. Montgomery County Board of Education* (dismissed)
- OR 12-19 *Donna and Kenneth L. v. Wicomico County Board of Education* (dismissed)

ADJOURNMENT

Dr. Dukes congratulated Dr. John Smeallie, Deputy State Superintendent for Administration, who will be retiring after forty years of dedicated service to education. She thanked him for his service to the State and to children.

She also announced that the Board will conduct a retreat tomorrow at the Maryland Science Center beginning at 9 a.m.

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

Maryland State Board of Education Retreat
December 18, 2012
9:00 a.m.
Maryland Science Center
Harbor Terrace Room

President Dukes called the annual retreat for the Maryland State Board of Education to order at 9:10 a.m. and introduced Mr. Van Reiner, President and CEO of the Maryland Academy of Sciences. The following State Board members were absent due to scheduling conflicts: Dr. James Gates, Jr. and Mr. Sayed Naved. Dr. Walks arrived late. Also in attendance was Dr. Lillian Lowery, State Superintendent of Schools; Mr. Steven Brooks, Deputy State Superintendent for Finance; Lisa Bishop, Chief of Staff; Steve Serra, Director, Office of Human Resources; Elizabeth Kameen, Esq., Assistant Attorney General; and Anthony South, Executive Director, State Board of Education.

Mr. Reiner welcomed the group and spoke about the programs being provided by the Science Center and the Center's much appreciated special status as a State Aided Institution. He said the Science Center is in a unique position to provide highly specialized learning opportunities for preK-12 students in support of Maryland's and the nation's current emphasis on Science, Technology, Engineering and Mathematics (STEM) education. Dr. Dukes expressed the State Board's appreciation to Mr. Reiner for the work of the Science Center and for Mr. Reiner's hospitality in allowing the Board to again hold its annual retreat in the Center.

Dr. Dukes reminded her fellow Board members that the Board has developed vision and mission statements to guide the work of both the Board and the Department and that we are now actively engaged in the realization of these statements through our Race to the Top grant. She indicated that it was essential that the Board take a careful look at what we have accomplished, assess what needs to be maintained and or strengthened, and move forward to address areas of continuing need. She said that the Board is fortunate to have with them today, an individual who could assist in this effort by sharing a national perspective on the role of state education agencies. She then introduced Cynthia Brown, Vice President for Education Policy, Center for American Progress.

The National Scene – Cynthia Brown

Ms. Brown indicated that she would share with the Board lessons learned from her national review of state education agencies (SEAs) and changing expectations. She shared these lessons with the aid of a PowerPoint presentation which is attached and included as part of these minutes. She reviewed the historical role of the SEAs and the changing expectations brought on by the No Child Left Behind legislation, the Race to the Top initiative and the School Improvement Grants. She labeled this change in role from one of “monitoring and compliance” to “performance management.” She then reviewed the “Lessons learned” from states that are in the forefront of this transformation and recommendations that should be considered in reorganizing a state education agency to fulfill this new role. Ms. Brown concluded her remarks by sharing with the group some selected results for Maryland from the last administration of the National Assessment of Education Progress. Included with these results were various rankings of Maryland related to the width of achievement gaps. These rankings revealed, among other things, that Maryland ranked 36th based on the gap between African-American and White students in 4th grade reading and 43rd based on the gap between Low-income and High-Income students in 4th grade mathematics. Ms. Brown then responded to a number of questions from Board members. Dr. Dukes thanked Ms. Brown for her presentation and the very helpful information she shared. Ms. Brown then departed the meeting.

In follow-up discussion to Ms. Brown’s presentation, the Board members agreed that the Board must engage in on-going discussion and dialogue with the public regarding achievement gaps. They said they wanted to bring in representatives of selected school systems to talk about what they are doing to address such gaps. They agreed that they needed to sharpen the focus and more clearly articulate what the achievement gaps mean and what districts are doing. There was also discussion of the need to take a good look at special education and the need to continue to focus on the importance of leadership.

Thereafter, Dr. Lowery gave the Board an update on her meeting with the Governor and Secretary of Health and Mental Hygiene about school safety issues and guns arising from the Newtown, Connecticut school shooting.

Executive Session

Pursuant to §10-508(a)(1) and (e) and §10-503 of the State Government Article, Annotated Code of Maryland, and upon motion by Mr. DeGraffenreidt, seconded by Mrs. Smith and with unanimous agreement, the Maryland State Board of Education met in closed session on Tuesday, December 18, 2012 in the HarborTerrace Room of the Maryland Science Center. All board members were present except for Mr. Naved, Professor Gates and Ivan Walks. Also in attendance were Dr. Lillian Lowery, State Superintendent of Schools; Steve Brooks, Deputy State Superintendent for Finance; Steve Serra, Director of Human Resources; Tony South, State Board Executive Director, and Elizabeth M. Kameen, Assistant Attorney General.

The Executive Session convened at 10:45 a.m.

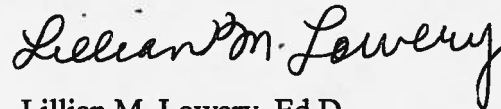
Dr. Lowery discussed in detail with the Board proposed personnel changes concerning specific positions, the reason for the changes, and the structural and organizational problems the changes are meant to address. She explained the budget implications of the changes. She plans to present the plan to the Governor in January.

Dr. Walks joined the session at 11:30 a.m.

The Board broke for lunch in the Conference Room at approximately 1:00 p.m. and reconvened in closed session at approximately 2:00 p.m. to complete the personnel discussion. At approximately 2:45 p.m., the Board turned its attention to the results of the Board's Self-Evaluation. The Board discussed issues related to scheduling in addition to the other issues raised in the Self-Evaluation Summary.

The session ended at 3:30 p.m.

Respectfully submitted,



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

APPROVED:

January 27, 2013

MARYLAND STATE BOARD OF EDUCATION

CLOSED SESSION

On this 17th day of December 2012, at the hour of 12:40 am/pm the Members of the State Board of Education voted as follows to meet in closed session:

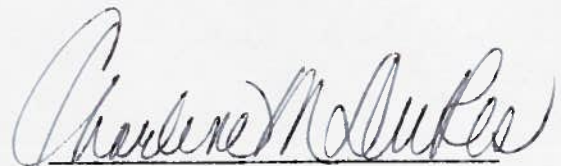
Motion made by: Mr. Smith
Seconded by: Mr. DeShaffer
In Favor: 10 Opposed: — Member(s) Opposed: —

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 proposal process.

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

1. Discuss 7 legal appeals.
2. Review 2 draft orders
3. Review 8 draft opinions
4. Discuss 3 internal Board management matters.


President

MARYLAND STATE BOARD OF EDUCATION
CLOSED SESSION

On this 18th day of December 2012, at the hour of 10:45 am pm, the Members of the State Board of Education voted as follows to meet in closed session:

Motion made by: Mr. DeBorja

Seconded by: Mr. Smith


In Favor: 9 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 discussed during this closed session include:

1. Personnel matter that affects one or more individuals
2. Internal Board management matter.



President

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE December 11-12, 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>
Cambra, Alexandra R.	Education Program Specialist II, Nonpublic Schools Approval Specialist	22	Certification and Accreditation	TBD
Clinton-Williams, Danielle	Education Program Specialist I, Educator Certification Specialist	21	Certification and Accreditation	TBD
Wade, April L.	Education Program Specialist I, Educator Certification Specialist	21	Certification and Accreditation	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>
Barker, Rebecca	Vocational Rehabilitation Specialist I	12	Rehabilitation Services, Disability Determination Services	06/27/2012
Brauer, Cheryl	Vocational Rehabilitation Specialist I	12	Rehabilitation Services, Disability Determination Services	11/14/2012
Brooks, Christopher	Vocational Rehabilitation Specialist I	12	Rehabilitation Services, Disability Determination Services	06/27/2012
Calvert, Emily	Vocational Rehabilitation Specialist I	12	Rehabilitation Services, Disability Determination Services	11/14/2012

Eppstein, Erin	Vocational Rehabilitation Specialist I	12	Rehabilitation Services, Disability Determination Services	06/27/2012
Fields, Shauna	Vocational Rehabilitation Specialist II	13	Rehabilitation Services, Region VI	10/31/2012
Hill, Doris	Vocational Rehabilitation Specialist II	13	Rehabilitation Services, Disability Determination Services	06/27/2012
Kapustensky, LaDonna	Vocational Rehabilitation Specialist II	13	Rehabilitation Services, Disability Determination Services	11/14/2012
Knessi, Erica	Vocational Rehabilitation Specialist II	13	Rehabilitation Services, Region II	05/30/2012
Paskoski, Christine	Vocational Rehabilitation Specialist II	13	Rehabilitation Services, Disability Determination Services	11/14/2012
Piercey, Jacqueline	Vocational Rehabilitation Specialist II	13	Rehabilitation Services, Disability Determination Services	06/27/2012
Poole, Sonja D.	Teacher, School Counselor	IEPP	Career and College Readiness, Juvenile Services Education Program	11/14/2012
Skonecki, Nicole	Vocational Rehabilitation Specialist II	13	Rehabilitation Services, Disability Determination Services	06/27/2012
Williams, Teresa	Vocational Rehabilitation Specialist II	13	Rehabilitation Services, Region VI	10/31/2012

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



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

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December 11-12, 2012

Name: Alexandra R. Cambra
Position: Education Program Specialist II, Nonpublic Schools Approval Specialist
Division: Certification and Accreditation
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, Special Education, or a related field.

Experience:

Five years of professional work experience in education that must include administrative and/or supervisory experience. Experience in the application of regulations is desirable.

Note: Two additional years of experience may substitute for the Master's Degree.

JOB DESCRIPTION:

This position serves as the lead technical specialist responsible for providing leadership and technical and legal expertise in all aspects of the approval of nonpublic educational programs.

Qualifications:

Loyola College (Baltimore, Maryland) 2001 – Master's Degree in Clinical Psychology

George Washington University (Washington, D.C.) 1994 – Bachelor's Degree in Psychology

Experience:

Kennedy Krieger School Programs (Baltimore, Maryland)

2001 – Present: Specialist-Admissions, Compliance and Transition

1999 – 2001: Group Leader – Extended Therapeutic Day Program

1998 – 1999: Teacher Assistant

Sheppard Enoch Pratt Hospital (Baltimore, Maryland)

1998: Psychological Testing Technician (Part-time)

Phillips School for Contemporary Education (Annandale, Virginia)

1994 – 1996: Teacher Assistant

EMPLOYMENT STATUS:

New Hire



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

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December 11-12, 2012

BOARD LIST

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

Name: Danielle D. Clinton-Williams
Position: Education Program Specialist I, Educator Certification Specialist
Division: Certification and Accreditation
Salary Grade: 21 (\$56,496 - \$90,706)
Effective Date: TBD

JOB REQUIREMENTS:

Education:

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

Experience:

Four years of professional teaching or administrative work in or affiliated with an education program; experience that includes the interpretation and application of policies and regulations and/or certification policies and procedures is desired.

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

JOB DESCRIPTION:

This position is responsible for providing technical assistance and expertise in all aspects relating to the application and interpretation of certification regulations and determining certification eligibility for teachers and other professional personnel employed in public and private schools and State institutions.

Danielle D. Clinton-Williams

Page two

Qualifications:

Strayer University (Owings Mills, Maryland) 2010 – Master’s Degree in Business Administration;
2009 – Bachelor’s Degree in Business Administration

Experience:

Baltimore City Public Schools (Baltimore, Maryland)

2009 – Present: Human Resources Specialist - Certification

2006 – 2007: Human Resources Assistant - Certification

2002 – 2006: Special Education Para-Professional

Prince George’s County Schools (Upper Marlboro, Maryland)

2007 – 2009: Human Resource Data Technician - Certification

EMPLOYMENT STATUS:

New Hire



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

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December 11-12, 2012

BOARD LIST

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

Name: April L. Wade
Position: Education Program Specialist I, Educator Certification Specialist
Division: Certification and Accreditation
Salary Grade: 21 (\$56,496 - \$90,706)
Effective Date: TBD

JOB REQUIREMENTS:

Education:

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

Experience:

Four years of professional teaching or administrative work in or affiliated with an education program; experience that includes the interpretation and application of policies and regulations and/or certification policies and procedures is desired.

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

JOB DESCRIPTION:

This position is responsible for providing technical assistance and expertise in all aspects relating to the application and interpretation of certification regulations and determining certification eligibility for teachers and other professional personnel employed in public and private schools and State institutions.

April L. Wade
Page two

Qualifications:

Chaminade University (Honolulu, Hawaii) 2004 – Master of Arts Degree in Education; 2002 – Bachelor of Arts in Psychology

Experience:

Baltimore County Public Schools (Towson, Maryland)

2008 – Present: Certification Analyst
Department of Army (Aberdeen, Maryland)

2007 – 2008: Staffing Specialist
Baltimore City Public Schools (Baltimore, Maryland)

2005 – 2007: Certification Associate
Maryland State Department of Education (Baltimore, Maryland)

2004 – 2005: Administrative Specialist III

EMPLOYMENT STATUS:

New Hire

Center for
American Progress



Capacity & Structure of SEAs to Lead Reform

A National Perspective

Cynthia G. Brown

Vice President for Education Policy

Center for American Progress



The Role of State Agencies

Big changes are currently underway

- Historical role: compliance and monitoring
- Standards-based reform raised expectations
- NCLB, Race to the Top, and SIG raised expectations even more
- Shift from “monitoring and compliance” to “performance management”



Current State of SEAs

- SEAs are overly focused on compliance
- SEAs lack transparency
- Federal funding can hinder operations
- State policies can limit SEAs



Lessons from Leading States

- **Create urgency.** Be intentional and aggressive in making the case for change.
- **Define objective.** Reorganize to advance strategic plans.
- **Break down silos.** Combine smaller departments into big buckets of policy priorities.
- **Get creative.** Leverage outside partners.
- **Pick an approach.** Decide how to approach reform and then organize accordingly.
- **Be radical and realistic.** Don't tiptoe but recognize limits.



Recommendations for Reorganizing

- Provide flexibility in hiring, staffing, and salary
- Grant authority to take over lowest-performing schools and districts
- Make operating information publicly accessible
- Remember the process is political
- Admit mistakes and adjust as you go
- Be open and flexible

Resources

- [The State of Teacher Evaluation Reform: State Education Agency Capacity and the Implementation of New Teacher-Evaluation Systems \(CAP, 2012\)](http://www.americanprogress.org/issues/education/report/2012/11/13/44494/the-state-of-teacher-evaluation-reform/)

<http://www.americanprogress.org/issues/education/report/2012/11/13/44494/the-state-of-teacher-evaluation-reform/>

- [Modernizing the State Education Agency: Different Paths Toward Performance Management \(CRPE, 2012\)](http://www.crpe.org/publications/modernizing-state-education-agency-different-paths-toward-performance-management)

<http://www.crpe.org/publications/modernizing-state-education-agency-different-paths-toward-performance-management>

- [State Education Agencies as Agents of Change: What It Will Take for the States to Step Up On Education Reform \(CAP, 2011\)](http://www.americanprogress.org/issues/education/report/2011/07/27/9901/state-education-agencies-as-agents-of-change/)

<http://www.americanprogress.org/issues/education/report/2011/07/27/9901/state-education-agencies-as-agents-of-change/>