

MINUTES OF THE MARYLAND STATE BOARD OF EDUCATION

Tuesday
February 22, 2011

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

The Maryland State Board of Education met in regular session on Tuesday, February 22, 2011 at Noon at the Nancy S. Grasmick State Education Building. The following members were in attendance: Mr. James H. DeGraffenreidt, Jr., President; Dr. Mary Kay Finan; Ms. Luisa Montero-Diaz; Mr. Sayed Naved; Mr. Gayon Sampson; Mrs. Madhu Sidhu; Mr. Guffie Smith and Dr. Nancy S. Grasmick, Secretary/Treasurer and State Superintendent of Schools. Dr. Ivan Walks was absent. The other members of the Board were delayed in arriving due to weather conditions.

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

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 Mrs. Sidhu, seconded by Mr. Smith, and with unanimous agreement, the Maryland State Board of Education met in closed session on Tuesday, February 22, 2011, in Conference Room 1, 8th Floor, at the Nancy S. Grasmick Building. All board members were present except Ivan C.A. Walks. In attendance were Dr. Nancy Grasmick, State Superintendent of Schools; Dr. John Smeallie, Deputy State Superintendent for Administration; Steve Brooks, Deputy State Superintendent for Finance; and, Tony South, Executive Director to the State Board. Assistant Attorneys General, Elizabeth M. Kameen and Jackie La Fiandra were also present. The Executive Session commenced at 12:15 p.m.

The State Board approved four Opinions for publication.

- *Argiro K. v. Anne Arundel County Board of Education* - residency - Opin. 11-08
- *Nancy Mulligan v. Queen Anne's County Board of Education* - redistricting - Opin. 11-09
- *Joel & Sarahjeanne S. v. Baltimore County Board of Education* - admission to special program - Opin. 11-10
- *Pamela S. & Bradford B. v. Montgomery County Board of Education* - admission to special program - Opin. 11-11

The Board deliberated two cases.

- *Georgianna London v. Maryland State Department of Education* - employee termination/professional assistant
- *Mountain Maryland Public Charter v. Allegany County Public Schools* - waiver requests

The opinions in those cases will be published at a future Board meeting.

The State Board received legal advice concerning the MOE penalty provisions, the Global Garden request for reconsideration, and whether the proposed environmental literacy regulation was legally mandated.

Dr. Grasmick and the Board discussed management and personnel issues related to the possible merger with MHEC and recent RTTT appointments.

The Executive Session ended at 1:30 p.m.

RECONVENE

The Board reconvened in public session at 1:45 p.m.

CONSENT AGENDA

Upon motion by Dr. Dukes, seconded by Dr. Gates, and with unanimous agreement, the Board approved the consent agenda as follows: (In Favor – 11)

- Approval of Minutes of January 25, 2011
- Personnel (copy attached to these minutes)
- Budget Adjustments for January, 2011

PROPOSED MODEL POLICY TO PREVENT GANGS AND GANG ACTIVITY

Dr. Grasmick introduced Anne Chafin, Assistant State Superintendent, Division of Student, Family, and School Support (DSFSS); Chuck Buckler, Director, Student Services and Alternative Programs Branch, DSFSS; and Dominic Romano, Specialist, School Safety (DSFSS), to discuss a proposed model policy to prevent gangs and gang activity in schools. She explained that this action is proposed in response to a requirement of The Safe Schools Act of 2010 in which the Board is required to adopt a Model Policy by March 31, 2011. She explained that this is a broad community issue that the Department is attempting to address.

Mr. Buckler explained that there are some regulatory changes related to this requested action that will need to be brought to the Board at some future meetings. He then directed the Board's attention to the large group of stakeholders who participated as Workgroup Members. He noted that the Law is very prescriptive and detailed. He said the group looked at policies across the country and found very few policies. Mr. Buckler discussed the requirements and responsibilities

that fall on the local school systems noting that the Department staff will review each local school systems' policy to assure compliance with the Law.

In response to a question by Dr. Dukes, Mr. Romano said the role of the Security Officer in each school is to assist the principal with discipline issues. Mr. Buckler expressed his concerns since not every school currently has a law enforcement officer. He stated his concern with giving this title and responsibility to someone in the school and noted that the Association of School Resource Officers is also concerned about this issue. He stated that the Department will include language that outlines the role of the Security Officer.

Dr. Gates commended the staff for bringing in such a broad and excellent group of stakeholders to work on this important issue. Ms. Diaz agreed that the diversity of the workgroup is a very positive element. In response to her question about the use of the Positive Behavioral and Intervention Support program (PBIS), Mr. Buckler reported that PBIS will be used in the schools.

In response to a question by Mr. Smith, Mr. Romano said that several school systems do address gang issues but that some small jurisdictions haven't had to deal with gang activity.

In response to a concern expressed by Mr. DeGraffenreidt about resources, Mr. Buckler said that the Department will be providing professional development to school staff in March. In response to another question by Mr. DeGraffenreidt, Mr. Buckler said that many law enforcement agencies have resources to help the students outside of the school.

Upon motion by Mr. Smith, seconded by Dr. Dukes, and with unanimous agreement, the Board adopted the Model Policy to Address Gangs, Gang Activity and Similar Destructive or Illegal Group Behavior. (In Favor – 11)

COMAR 13A.03.02.04 HIGH SCHOOL GRADUATION REQUIREMENT (ENVIRONMENTAL LITERACY)

Dr. Grasmick recommended that the Board withdraw the proposed amendment to COMAR 13A.03.02.04 High School Graduation Requirement (Environmental Literacy) and grant permission to publish a new proposed amendment to the regulation. She invited Mary Cary, Assistant State Superintendent, Division of Instruction, to address this issue.

Ms. Cary said that after publication of the proposed amendment on January 3, 2011, 375 responses were received. She provided the Board with the responses and thanked her co-workers for their diligence in meeting the demands of this activity. She explained that the majority of comments dealt with embedding the environmental literacy standards in current school courses. Mr. DeGraffenreidt said that the Board's intent was misunderstood since that is what the Board believed it had accomplished in crafting the language of the published amendment.

In response to a question by Dr. Dukes, Ms. Cary said the difference between the proposals is that the original amendment was too broad. Dr. Finan said that she feels that the current proposal provides more oversight of the program.

Upon motion by Mr. Smith, seconded by Dr. Finan, and with unanimous agreement, the Board withdrew the original proposed amendment and granted permission to publish a new proposed amendment to COMAR 13A.03.02.04 High School Graduation Requirement (Environmental Literacy). (In Favor – 11)

BOARD CONCERN RELATED TO STUDENT SUICIDE

Ms. Walsh reported on an article that appeared in the *Washington Post* concerning a student in Fairfax County, Virginia, who was suspended from school for five to six weeks for purchasing a legal substance and who was subsequently transferred to another school. She reported that the student then committed suicide. She requested that Dr. Grasmick discuss this event with Maryland's school superintendents to make sure that a similar incident could never occur in Maryland.

Ms. Sidhu stated that she felt the student was neglected by the school system.

President DeGraffenreidt asked State Superintendent Grasmick to discuss this tragic event with the twenty-four local school superintendents in Maryland and to find out if they have similar zero-tolerance and discipline policies to those reported for the Fairfax County Public Schools. He also asked her to discuss with the superintendents what steps, if any, could be recommended to avoid such a tragedy in Maryland.

COMAR 13A.04.18 COMPREHENSIVE HEALTH EDUCATION (ADOPTION)

Dr. Grasmick recommended approval of COMAR 13A.04.18 Comprehensive Health Education and asked Mary Cary to answer any questions posed by Board members.

With no discussion and upon a motion by Dr. Gates, seconded by Mr. DeGraffenreidt, and with unanimous agreement, the Board adopted COMAR 13A.04.18 Comprehensive Health Education. (In Favor – 11)

STATE SUPERINTENDENT'S UPDATE

Dr. Grasmick reported that Maryland was named number one in the nation for students scoring the highest in Advance Placement tests.

She also reported that the Department received a \$7 million grant from the Federal Government for use in its lowest performing schools. She commended Ann Chafin and her staff for preparing the application.

Dr. Grasmick brought the Board's attention to an article about Maryland's public schools published in "Uncensored Magazine" entitled "Ready Or Not, Here They Come" and provided the Board with copies of the article.

FEDERAL LEGISLATIVE UPDATE

Dr. Grasmick introduced Debra Lichter, Department Coordinator and Federal Legislation Liaison, to provide an update on a Federal Government budget dilemma.

Ms. Lichter explained that the U.S. House of Representatives passed a Continuing Resolution to approve the FY 2011 Budget and that the U.S. Senate will vote on it next week. She said that it is doubtful that both Houses will agree and that the current Continuing Resolution runs out on March 4, 2011. Ms. Lichter explained that should the Congress not agree and the Continuing Resolution expire, the federal government would be forced to shut down until an agreement is reached. She noted this as a "very tense situation."

Dr. Grasmick reported that the Federal Budget may include cuts to the Early Childhood Education (ECE) Program related to the subsidies provided to child care providers which could have very serious consequences for families in Maryland. In response to a question by Ms. Staton, Dr. Grasmick said that the process is very slow in getting families to graduate from the ECE Program.

Ms. Lichter explained that the FY 2012 Federal Budget reflects cuts in Career and Technology Education which will have dire repercussions for Maryland students. Dr. Grasmick said that she will be meeting with the Maryland Congressional Delegation to discuss the Department's priorities.

RACE TO THE TOP (RTTT) UPDATE

Dr. Grasmick reported that an RTTT Advisory Group will be convened over the next two weeks and that President DeGraffenreidt will represent the Board. She also reported that approval was given to release dollars to local school systems to begin implementation of their "Scopes of Work."

RTTT Project Manager, Jim Foran, said that all fifty-four projects have been entered into the Microsoft Project software program noting that this was a "huge job." He said that the project managers will be assigning detailed tasks for the next several years and that on-going reviews will be held with the U.S. Department of Education (USDE).

Mr. Foran said that a draft Memorandum of Understanding (MOU) has been prepared with University System staff to work on the evaluation component.

He noted that two key employees have been hired and said that he and his project leaders will participate in a conference call with USDE to address the challenges and successes thus far.

In response to two questions by Mr. DeGraffenreidt, Mr. Foran said that the project management program ensures that nothing falls through the cracks and noted that project managers will turn in monthly reports. Mr. Foran explained that the use of contractors is less costly than hiring permanent employees but explained that some contractors could move into permanent positions

through attrition. He said that it would be thirty percent more expensive to pay the benefits for permanent employees.

Dr. Dukes asked several questions which she suggested could be answered after the meeting. She requested more information on how the \$7 million federal grant intersects with the RTTT funding and more specifics on what the grant funds will provide to low performing schools. Dr. Grasmick agreed to provide answers to Dr. Dukes' questions following the Board meeting.

SEED SCHOOL UPDATE

Dr. Grasmick explained that the SEED School is a statewide residential education boarding school for at-risk Maryland students of which the State Board is the oversight body. She introduced Eric Adler, Co-Founder and Managing Director of the SEED Foundation, Jerry Kountz, Head of the SEED School, and Jallon Croskey, Director of Academics, to provide the more detailed update on the school's operation requested by the State Board at last month's meeting. The Superintendent acknowledged the work of Dr. Rhona Fisher, Liaison to the SEED School, for her excellent work.

Mr. Adler gave a brief history and background of the SEED School and discussed the successes and challenges they have met. He said the school currently serves 240 students in grades six through eight. He discussed the structure and the program of the school noting that they have twenty-four hours to work with students.

Mr. Adler reported that demographic profiles show that SEED is reaching the at-risk students whom it was established to serve and that student and staff retention are strong and improving every year.

He discussed the challenges facing the school and the steps to address those challenges. He noted that the school did not make Adequate Yearly Progress (AYP) and said, "We need to find ways to boost academic performance for our students."

Mr. Koontz discussed the immediate priorities for the coming year which include student recruitment from counties that do not currently participate. He said they are looking at schools with high Latino populations and that they have received applications from school districts that have not had students participate at the SEED School in the past.

Ms. Croskey discussed a SEED AYP Intervention Matrix that is being used to improve student test scores explaining that they have partnered with the Sylvan Learning Center to address this issue.

In response to a question by Dr. Gates about whether the School is building an endowment, Mr. Adler said no and Dr. Grates cautioned that sustainability is a big issue for the school. In response to a second question from Dr. Gates, Mr. Adler said that he sees the best prepared college students in the State coming from the SEED School in twenty years.

Ms. Staton said that what the SEED School is providing to students outside of the classroom is very important and that value should be afforded the School for those services. She urged them not to get discouraged and asked if they are inhibited in any way in providing instruction. Ms. Croskey said that they have a lot of freedom of instruction and that staff are encouraged to make decisions based on the needs of the students in their classrooms.

In response to a question by Ms. Staton, Mr. Koontz said that students go home during the summer break but that they are looking at partnerships to get summer programs started.

In response to a question by Dr. Gates, Mr. Adler said that there is an integrated college entrance and support program which also supports students who are attending college.

In response to a question by Ms. Walsh, Mr. Koontz said that they work with the Department of Social Services to recruit students but that the most success in reaching at-risk students has been through school counselors and school staff. In response to a second question by Ms. Walsh, Ms. Croskey said that they began single gender classes this past year and that professional development was provided to staff to help in the transition.

Ms. Walsh urged the importance of developing reading comprehension and Ms. Croskey said that the students are doing a lot of reading to develop their comprehension.

In response to a question by Mr. Smith, Mr. Koontz reported on the collaborative discipline program in which adults and students work together to mitigate disciplinary problems.

Mr. DeGraffenreidt thanked the group for their comprehensive review.

Mr. Sampson left the meeting.

STATE LEGISLATIVE UPDATE

The Superintendent introduced Renee Spence, Executive Director, Governmental Relations, to provide an update on actions of the State Legislature.

Ms. Spence reported that more than 2200 bills have been submitted and that the Department's budget hearings were very positive. She said the Board testified on the Financial Literacy High School Course legislation and submitted a letter of support for SB 167 – Higher Education – Tuition Charges – Maryland High School Students. She reported that the Board also provided testimony in support of removing the annual reporting requirement for the Baltimore City Public School System.

Ms. Spence noted that Senator Pinsky reiterated that the Board has purview over the establishment of curriculum and graduation requirements and reported that the Comptroller is lobbying for high school literacy graduation requirement legislation. She said that she will be meeting with the Subcommittee to discuss this issue. President DeGraffenreidt suggested that Ms. Spence communicate to the legislative body that the State Board supports financial literacy but that none of the arguments speak to how to teach the subject.

Ms. Spence reviewed with the Board the synopsis of significant education related legislation including that related to charter schools.

Board members discussed HB 1067 Public Charter Schools – Appeals, Policies, and Regulations, requiring an appeal of a decision by a county board of education to deny an application for a public charter school to be heard de novo by the State Board. In response to a question by Mr. DeGraffenreidt, Ms. Kameen said that the Board would have the authority to delegate a de novo hearing to an Administrative Law Judge or Hearing Examiner. The President suggested that the Board discuss this item later in the meeting.

Ms. Spence discussed the following proposed legislation:

- SB 167/HB 470 Tuition Charges – Maryland High School Students
- SB 275 Educational Programs – Implementation Date
- SB 608/HB 525 Grounds for Suspension or Dismissal – Ineffectiveness
- SB 776 Parent Empowerment Act of 2011
- SB 775 Adult Education and Literacy Services – Transfer to Maryland State Department of Education
- HB 401 Public Institutions of High Education – Tuition – Undocumented Aliens
- HB 500 Extracurricular Activities – Students in Home Instruction Programs
- HB 525 Grounds for Suspension or Dismissal -- Ineffectiveness

Board Members discussed SB 167/HB 470 Tuition Charges and Ms. Spence explained that this bill may be amended to refer only to community colleges. Dr. Dukes urged that the Board support this bill and Ms. Sidhu requested information on the opponents of the bill. Ms. Spence reported that the opponents are generally private citizens and some citizen groups and agreed to provide the Board with the information.

In response to a question by Ms. Diaz about SB 775, Dr. Grasmick reported that the Department and the Board do not take a position on legislation dealing with other State agencies. Mr. DeGraffenreidt requested that the Department of Labor, Licensing and Regulation (DLLR) address the Board on why the DLLR is not meeting the needs of adult education and the GED Program. Ms. Spence said that she will have more information on this legislation at a future meeting. Ms. Kameen reported that the Attorney General's Office does not do a legal review of every piece of legislation but that once a bill passes, a legal review is conducted.

Ms. Spence reported that no bill has been proposed for merging the Maryland Higher Education Commission and the Maryland State Department of Education but that a study is being suggested to look into this issue.

In response to a question by Ms. Walsh about the Board opposing HB 525 - Grounds for Suspensions and Dismissals, Dr. Grasmick said that the bill would require a consensus around ineffectiveness and that the Maryland Council for Educator Effectiveness is still grappling with the issue. Ms. Spence said that this bill most likely will not come out of subcommittee.

Mr. Smith left the meeting.

CHARTER SCHOOL REVIEW

The President asked the Board to come back to the Charter School discussion. He reminded Board members that they conducted a review of the charter school issues to determine whether the existing Charter School Law was an impediment to promoting charter schools in the State. He said that the Board does not need to take a position on HB 1067 – Public Charter Schools – Appeals, Policies, and Regulations, but does need to give the Department guidance on its thinking about the issue addressed in HB 1067.

Mr. DeGraffenreidt said that he was pleased with some of the information the Board gleaned from the Charter School Review but that he was disappointed that the Board received advocacy positions that were not always supported by data. He said that based on his perception of the presentations, successful charter schools such as those in Baltimore City and certain outlying counties can be successful and that there are more process issues at the local school system level that explain why some districts don't have public charter schools. He suggested that the Board send a clear and strong signal to local school systems about process and principles that should be adhered to with some consistency and clarity at the local level to promote the best practices that we've seen in some school systems before we default to changing the statute. In regard to HB 1067, Mr. DeGraffenreidt said he believes the Board should stand aside and let other groups determine how to deal with charter school approval.

Ms. Walsh said, "There is an inability of successful schools to operate within the parameters of the charter school law. I want more KIPP Schools in this State or schools like KIPP."

Ms. Staton said that the Board needs to focus on where there is interest in charter schools and find out what the impediments are. She expressed concern that the Board may not have the ability to approve charter schools.

Mr. Naved expressed support of creating a new authorizer for charter schools.

Ms. Sidhu said that she would like to see what has been done in charter schools that has not been done in regular public schools and what have school systems learned from this. Ms. Hilda Ortiz, MSDE's Director of School Innovation, explained that there are a lot of different types of innovation in public charter schools and that the personalization of schools has made charter schools successful.

Dr. Dukes said, "This is really about choice. We should suggest some resolution or direction to the legislature." Ms. Staton urged the Board to show its support of charter schools.

Mr. DeGraffenreidt said, "Innovation is great if it is sustainable."

Ms. Walsh said, "The law puts all of the power into the body that has the most to lose by approving the charter. The law has given local school systems final approval."

Ms. Diaz said, "I don't know that it's the law. Its attitudes and culture that are the problems."

Dr. Finan expressed concern that if the Board becomes the authorizer, a large part of the responsibility falls on the MSDE. Ms. Ortiz said that the authorizer has responsibility for the oversight, processes for renewals and closures of charter schools and that the Governor or the Board could appoint a Governing Group to handle these responsibilities.

A motion was made by Mr. Naved, seconded by Dr. Gates, to support HB 1067. No action was taken on the motion due to the lack of a Board majority on either side of the motion (In Favor-3; Opposed -6)

A motion was made by Ms. Staton, seconded by Mr. DeGraffenreidt, to take no position on HB 1067. No action was taken on the motion due to the lack of a Board majority on either side of the motion (In Favor – 6; Opposed – 3).

There was discussion about a fiscal note attached to this legislation, Mr. South and Mr. Brooks said that there would be costs associated with the additional caseload placed on Office of Administrative Hearings but that these costs were indeterminate.

NEW RACE CODES

Dr. Grasmick invited Dr. Leslie Wilson, Assistant State Superintendent, Division of Accountability and Assessment, to answer any questions of the Board on new race codes being used as mandated by the federal government.

There was no discussion about the race codes.

OPINIONS

Ms. Kameen announced the following Opinions:

- 11-08 *Argiro K. v. Anne Arundel Board of Education* – residency (affirmed local board's decision)
- 11-09 *Nancy Mulligan v. Queen Anne's County Board of Education* – redistricting (adopted the decision of the ALJ affirming the local board's decision)
- 11-10 *Joel and Sarahjeanne S. v. Baltimore County Board of Education* – admission into magnet program (affirmed local board's decision)
- 11-11 *Pamela S. & Bradford B. v. Montgomery County Board of Education* – admission into special program (affirmed local board's decision)

ADJOURNMENT

With no further business before the Board, the meeting adjourned at 5:35 p.m.

Respectfully submitted,


Nancy S. Grasmick
Secretary, Treasurer

NSG/rms

APPROVED: 3/22/11

MARYLAND STATE BOARD OF EDUCATION

CLOSED SESSION

On this 22nd day of February 2011, at the hour of 12:02 pm, the Members of the State Board of Education voted as follows to meet in closed session:

Motion made by: Mrs Sidman

Seconded by: Mr. Smith

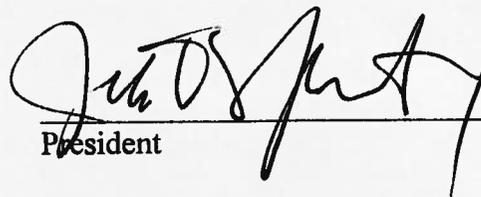
In Favor: All Opposed: _____ Member(s) Opposed: None

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 2 legal appeals.
2. Review 1 draft opinions.
3. Consider 3 expedited appeals.
4. Receive legal advice related to Maintenance of Effort.
5. Discuss 2 internal Board management matters.
6. Discuss 1 personnel matter.


President

**MARYLAND STATE DEPARTMENT OF EDUCATION
PERSONNEL APPROVALS FOR THE February 22-23, 2011 BOARD MEETING**

I. Appointments Grade 19 and above:

<u>NAME</u>	<u>POSITION</u>	<u>SALARY GRADE</u>	<u>DIVISION/OFFICE</u>	<u>DATE OF APPOINTMENT</u>
Hartman, Christine R.	Education Program Specialist I, Special Education Complaint Investigator	21	Special Education/Early Intervention Services	TBD
Mickens, Vernita M.	Education Program Specialist II, Lead School Improvement and Title I Programs Specialist	22	Student, Family, and School Support	TBD
Tiderman, Laia R.	Education Program Specialist I, Research Associate	21	Accountability, Assessment, and Data Systems	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				



Nancy S. Grasmick
State Superintendent of Schools

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February 22-23, 2011

BOARD LIST

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

Name: Christine R. Hartman
Position: Education Program Specialist I, Special Education Complaint Investigator
Division: Special Education/Early Intervention Services
Salary Grade: 21 (\$55,419- \$88,976)
Effective Date: TBD

JOB REQUIREMENTS:

Education:

A Juris Doctorate, or a Masters Degree or equivalent 36 credit hours of post-baccalaureate course work in Special Education, Educational Administration/Supervision, or a related field.

Experience:

Four years of professional experience in evaluation or compliance monitoring, supervision/administration, or a related area. Experience within or affiliated with an organization serving school-aged children with disabilities and legal technical writing experience is preferred.

JOB DESCRIPTION:

This is a professional position responsible for conducting investigations to ensure compliance with the Individuals with Disabilities Education Act (IDEA) and the corresponding State and federal laws for the education of students with disabilities, and for providing technical assistance in resolving conflicts between local school system and other public education agency staff and parents.

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Christine R. Hartman
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Qualifications:

University of Maryland School of Law (Baltimore, Maryland) 1994 – Juris Doctorate

University of Massachusetts Dartmouth (Dartmouth, Massachusetts) 1990 – Humanities/Social Science (Fulfilled required credit hours for a waiver of the Bachelor Degree requirement for admission to the University of Maryland School of Law)

Experience:

Law Office of Christine Hartman (Dartmouth, Massachusetts)

2001 - 2002: Attorney-Self-Employed (Indigent Juvenile Cases)

Maryland State Department of Education (Baltimore, Maryland)

2001 - 2002: Consultant (Vaughn G. Consent Decree)

1999 - 2003: Education Program Specialist (Due Process/Complaint Investigator)

The Law Offices of Paul Kramer and Stuart Snyder (Baltimore, Maryland)

1998 - 1999: Associate (Worker's Compensation)

The Legal Aid Bureau (Baltimore, Maryland)

1996 - 1998: Staff Attorney (Child Advocacy)

EMPLOYMENT STATUS:

New Hire



Nancy S. Grasmick
State Superintendent of Schools

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February 22-23, 2011

BOARD LIST

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

Name: Vernita M. Mickens
Position: Education Program Specialist II, Lead School Improvement and Title I Programs Specialist
Division: Student, Family, and School Support
Salary Grade: 22 (\$59,140-\$94,961)
Effective Date: TBD

JOB REQUIREMENTS:

Education:

Possession of a Master's Degree or equivalent 36 credit hours of post-baccalaureate course work in Education, Education Supervision/Administration, School counseling or a 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.

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Qualifications:

Education:

University of Colorado (Denver, Colorado) 1998 – Specialist Degree in Education, Educational Administration

California State University (San Bernardino, California) 1993 – Master’s Degree in Business Administration

Oakwood College (Huntsville, Alabama) 1982 – Bachelor’s Degree in Business Administration

Experience:

Leadervation Learning (Denver, Colorado)

2008 – Present: Senior Partner (Professional Development and School Improvement)

Colorado Department of Education (Denver, Colorado)

2009 – 2010: Principal Consultant (School Improvement)

Edison Schools (Fifth Avenue, New York)

2006 – 2008: Vice President of Educational Services

Mid-Continent Research for Education and Learning (Denver, Colorado)

2004 – 2006: Lead Consultant (Research Based Leadership and Instructional Practices)

Sheridan Schools (Sheridan, Colorado)

2001 – 2004: Principal

Employment Status

New Hire



Nancy S. Grasmick
State Superintendent of Schools

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February 22-23, 2011

BOARD LIST

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

Name: Laia R. Tiderman
Position: Education Program Specialist I, Research Associate
Division: Accountability, Assessments, and Data Systems
Salary Grade: 21 (\$55,419-\$88,976)
Effective Date: TBD

JOB REQUIREMENTS:

Education:

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

Experience:

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

DESCRIPTION:

This is a professional position responsible for designing and implementing data collection strategies and statistical analyses and for providing technical assistance by acquiring, analyzing, and reporting student, school, and school system data in order to satisfy MSDE, State, and federal requirements.

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Qualifications:

Education:

University of Maryland Baltimore County (Baltimore, Maryland) 2009 – Master of Arts in Applied Sociology

Towson University (Towson, Maryland) 2002 – Bachelor’s Degree in Social Sciences

Experience:

Maryland State Department of Education (Baltimore, Maryland)

2007 – Present: Administrator II (Education Data Systems Coordinator)

2007: Information Technical Functional Analyst

2006 – 2007: Staff Specialist II (Contractual)

University of Maryland Medical Center, Nephrology (Baltimore, Maryland)

2006: Research Study Coordinator

Orthopedic Research Lab, Medstar Research Institute (Baltimore, Maryland)

2004 – 2005: Research Associate

Family League of Baltimore City (Baltimore, Maryland)

2003 – 2004: Research/Program Assistant I

Employment Status

Promotion