MARYLAND STATE DEPARTMENT OF EDUCATION
Preparing World-Class Students

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

200 West Baltimore Street • Baltimore, MD 21201 • 410-767-0100 • 410-333-6442 TTY/TDD • MarylandPublicSchools.org

TO: Members of the State Board of Education

FROM: Bernard J. Sadusky, Ed.D.

DATE: June 26, 2012

SUBJECT: Maryland Superintendent of the Year - 2012

PURPOSE:

To recognize Dr. Karen B. Salmon, Superintendent, Talbot County Public Schools, on her selection as Maryland's Superintendent of the Year – 2012.

BACKGROUND:

Each year the members of the Public School Superintendents' Association of Maryland (PSSAM) select a local superintendent of schools as Maryland Superintendent of the Year. The superintendent is selected based upon achievements in four categories: leadership for learning; communication skill, professionalism, and community involvement. These categories are designated by the American Association of School Administrators (AASA), the organization that sponsors this program. Dr. Salmon's name was submitted for National Superintendent of the Year consideration. Her resume is attached.

Dr. Salmon has worked in the Talbot County Public Schools for twenty-four years serving as Director of Special Education, Assistant Superintendent for Education Services and currently Superintendent of Schools. As a result of her leadership and emphasis on rigor and quality of instruction, Talbot County School System students continue to perform and excel at extraordinary levels. Graduating seniors continue to amass millions of dollars in post secondary school scholarships each year. All graduates, 100%, pass the High School Assessments. The Washington Post for the sixth year in a row has ranked Easton High School in the top five percent (5%) of all America's High Schools.

During Dr. Salmon's tenure as superintendent she has demonstrated the creativity and vision to ensure that students' learning needs are addressed in a variety of ways. The One-on-One Laptop Program provides each entering ninth grade student a laptop computer that he/she has to use throughout the high school experience. This initiative addresses the accessibility to technology gap that is exacerbated by the socio-economic diversity within Talbot County. Teachers in Talbot County are trained to take advantage of technology to address individual student learning needs. Proof of the success of the program was validated through an independent evaluation by Johns Hopkins University. Even in this very difficult economy Dr. Salmon has maintained the integrity of this program ensuring all high school students are properly equipped for the challenges in this ever evolving technological environment.

Five years ago Dr. Salmon implemented a *Grow Your Own Teacher Scholarship Program.* Graduating seniors who pledge to earn a degree certifying them to teach in the State of Maryland and to return to teach in Talbot County Public Schools receive twelve thousand ($12,000) over four years towards higher education expenses. Another example demonstrating that Dr. Salmon is a problem solver seeking creative and comprehensive strategies to address problems that not only exist in Talbot County, but across this State and nation.

A special educator by teacher certification, Dr. Salmon is all too familiar with the ongoing challenges that face special needs students in today's environment. While an advocate for all children, she holds a special place in her heart for these students who require specific knowledge and skill not only to survive but also to blossom like all students continue to grow and contribute over a lifetime.

Dr. Salmon does not accept excuses for failure to accomplish school system and personal professional goals. While being funded at the lowest per pupil level in the state at the local county level, Talbot County Public Schools continue to produce high performing students at all instructional levels. This accomplishment does not come without high quality leadership at the superintendent's level.

ACTION:

The Board wishes to congratulate Dr. Salmon on her selection as Maryland's Superintendent of the Year for 2012 and to thank her for ongoing leadership as superintendent of the Talbot County Public Schools.

Attachment

Karen B. Salmon, Ph.D.
Box 274 Bozman-Neavitt Road
Bozman, MD 21612

410-822-0330 (W) 410-924-8098 (C)

EDUCATION:

Undergraduate:	University of Delaware; Newark, DE Major: Speech Communication	B.A. 1975
Graduate:	University of Maryland; College Park, MD Major: Special Education	M.Ed. 1976
	University of Maryland; College Park, MD Major: Special Education/Administration	Ph.D. 1986

EMPLOYMENT:

2003- Present	Superintendent of Schools Board of Education of Talbot County; Easton, MD
1997- 2003	Assistant Superintendent for Instruction Board of Education of Talbot County; Easton, MD
1988-1997	Coordinator of Services for Exceptional Children Board of Education of Talbot County; Easton, MD
1986-1988	Assistant Principal - Denton Elementary School Board of Education of Caroline County; Denton, MD
1985-1986	Sabbatical Leave - Board of Education of Caroline County; Denton, MD
1981-1985	Vocational Evaluator/Coordinator Board of Education of Caroline County; Denton, MD

1976 - 1981	Teacher - Colonel Richardson High School Board of Education of Caroline County; Denton, MD
1979 - 1981	Instructor - University of Maryland College Park, MD (Intermittent)
1975 - 1976	Special Education Placement Assistant University of Maryland, College Park, MD

PUBLICATIONS:

With C. Jack Orr, "The Endorsement of Evasive Leaders." Central States Speech Journal, Vol. 27, Fall 1976, 230-240.

SPECIALIZED TRAINING:

1998-1999 Shore Leadership - Year long leadership training program sponsored by the Talbot County Chamber of Commerce for leaders in Talbot, Dorchester, Kent, Queen Anne's, and Caroline counties.

PROFESSIONAL ORGANIZATIONS/BOARDS:

Talbot Family Network - President - 2002-2003; 2010-2011
Public School Superintendent's Association of Maryland - President 2008-2009; Legislative Chair 2009 - Present
American Association of School Administrators - Governing Board Member 2009 - Present
Council of Educational Administrative & Supervisory Organizations of Maryland - President 2010-2011
Association of Supervision and Curriculum Development

NATIONAL CONFERENCE PRESENTATIONS:

2008 National School Boards Association Annual Conference, Orlando, FL -"One-to-One Laptop Initiative - Technology Infused Teaching and Learning"

1996 Presentation to participants at the National ACRES Conference on collaborative rural special education models

INSERVICE PRESENTATIONS:

1988-Present

Numerous teacher and principal in-service sessions: curriculum/instruction, special education policies/procedures, legal issues, instructional strategies, collaborative teaming processes, and technology infused teaching and learning

PRESENTATIONS:

2011 Presentation to the Maryland Society of Technology on the Five Year Johns Hopkins Study of the One to One Laptop Initiative in Talbot County Public Schools

2008 Presentation to the Regional Shore Leadership Class of 2008 on Technology Initiatives in Talbot County Public Schools

2006 Panel Discussion at the MICCA Conference on 21st Century Learning

2005 Presentation to the Public School Superintendents of Maryland on Talbot County Public Schools One-to-One Laptop Initiative

2002 Presentation to the management staff of Talbot County on collaboration and teaming.

2001 Presentation to the Assistant Superintendents in Maryland regarding the collaboration between regular and special education programs to meet the needs of all students – in preparation for the High School Assessments.

2000 Presentation to participants at the Maryland State Department High School Improvement Conference on the PreK-12 Academic Intervention Plan.

MAJOR PROJECTS:

2004-Present

Developed a scholarship program to attract high school seniors into the teaching profession in the critical areas

Initiated a One-to-One Laptop program (7 years to date) for all students in grades 9-12.

The school system continued to achieve system-level accreditation through the Middle States Association of Colleges and Schools (one of two in the State of Maryland)

Implemented an Energy Management program that has saved the school system over $1.8 million

Developed the position of "School Manager" to allow the school Principal to be the instructional leader

2003 Led the Talbot County Public School System through strategic planning with the assistance of Dr. Susan Nicklas and developed a 5 year plan for the school system

2002 Directed the Talbot County Public School System in a process to accredit all nine schools through the Middle States Association of Colleges and Schools resulting in TCPS becoming the only school system in the State of Maryland to be fully accredited K-12

2001 Developed the "Framework for Essential Curriculum", a document, which contains all of the student performance objectives grades K-12 in English, Social Studies, Science and Mathematics. Objectives were backward mapped to achieve horizontal and vertical congruence. State and

national content standards were used as the basis of the curriculum

1999 Developed an academic intervention plan spanning Pre K through Grade 12 to provide programs and services to students in order for them to be successful on the High School Assessment

COMMUNITY INVOLVEMENT:

Talbot Mentors Board Member
Talbot Family Network - Board Member and Former President (2 years)
Easton Rotary
Member & Former Council Chair - St. Luke's United Methodist Church

AWARDS:

Judith Ruchkin Research Award (1996) - Presented by the Maryland Association for Supervision and Curriculum Development.

MARYLAND TEACHING CERTIFICATE:

Superintendent
Secondary Principal
Secondary Supervisor
Special Education Principal
Special Education Supervisor
Special Education K-12

REFERENCES (Upon Request):

Dr. Nancy S. Grasmick - Retired Maryland State Superintendent of Schools

Dr. Bernard Sadusky - Interim Maryland State Superintendent of Schools

Dr. Carl Roberts - Executive Director of the Public School Superintendents Association of Maryland

Dr. Dan Domenech - Executive Director of the American Association of School Administrators

Dr. Jean R. Hebeler - Retired Professor - University of Maryland, College Park