

HCPS Balancing Enrollment Process: ATeam Mtg #4

Welcome! Please Test Your Zoom Functions

4. Make sure **YOUR** name appears in your participant video square.

1. Please connect via computer for audio.

If you must connect via phone for audio, ensure your video and audio are linked using the Participant ID pin.



2. Please turn on your video.

3. Please answer in the chat: What is your favorite sign of spring?



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- This session is being recorded for record-keeping purposes. By participating in this session, you are consenting to the recording, retention, and use of this session.
- At any time if you have a question or comment, feel free to place that in the chat, and we will respond to you as soon as possible. If you ask a question or comment verbally, please note that by doing so, you are consenting to the recording, retention, and use of your statements recorded as part of this session.
- Conversations in breakout groups will not be recorded.

Welcome!



**Balancing Enrollment Process
Advisory Team Meeting 4
March 24, 2021**

Advisory Team Session #4 Intentions & Agenda



Intentions

1. Review advisory team meeting #3 outputs
2. Facilitators overview the methodology for consulting with planners from Harford County and the approach for incorporating these learnings into FLO's boundary scenario modeling
3. Participants consider forecast data and iterate balancing enrollment options for the East & Southeast", "Center South", and "Center West & Center East" regions
4. Facilitators overview the finalized Community Education Forum (CEF) strategy
5. Participants leave with clear next steps, including an understanding of expectations for upcoming advisory team meetings and CEF participation

Agenda

- Meeting Preview, Session 3 Review & HC Planner Details (20 min)
- Considering the Regions (120 min)
 - Breakout
 - Full Group
- CEF Preview & Next Steps for AT4 Part 2 (10 min)



Advisory Team Session Norms & Mindsets



Norms & Mindsets:	Looks like...
1. Keep the needs of students at the center of this work.	<ul style="list-style-type: none">● Asking what's best for children● Helping refocus conversations around students and their future
2. Be fully present.	<ul style="list-style-type: none">● Monotasking with your focus on this session● Minimizing technology distractions● Engaging by computer with video for full participation
3. Respect one another, our time frames, our shared airspace, and our process.	<ul style="list-style-type: none">● Monitoring your own talk time● Speaking your truth and speaking for yourself● Being succinct and listening to learn and understand● Assuming colleagues' positive intent and equal effort
4. Stay in a solution mindset and remember that we are all in this together.	<ul style="list-style-type: none">● Engaging with generosity of spirit● Asking "what if" and considering new ways of doing things
5. Remember! This is a PROCESS.	<ul style="list-style-type: none">● Being with the discomfort of not having all the answers.● Sometimes there will be more questions than answers

Virtual Norms...

Own your virtual engagement:

1. Turn your video **on** and mute yourself when you're not speaking.
2. Make sure your name is visible in your video box.
3. Use the chat for technical difficulties and accessing links.
4. Don't be afraid to say "Sorry, I missed that..." or "Could someone clarify what we're doing..."
5. Use the chat to announce if you need to step away from the meeting.
6. Allow for humanity (family, roommates, furry co-workers)

Purpose of the BEP (Why?)

To ensure HCPS schools and programs maintain capacity utilization levels that are beneficial to all students, while also ensuring the sustainable allocation of district resources



Timeline of Key Meetings & Events

January	February	March	April	May	June
Executive Leadership Team Meeting 1 WHAT: Prepare for A-Team meetings	Executive Leadership Team Meeting 2 WHAT: Debrief A-Team meeting; Spring board proposal	Advisory Team Meeting 3 (3/10/21) WHAT: Options redevelopment, prep for CEF1	Executive Leadership Team Meeting 5 WHAT: CEF1 review, options implications	Executive Leadership Team Meeting 6 WHAT: Process check, options check, prep for CEF2	Community Education Forum 2 (6/2/21) WHAT: Final options review & feedback
Process Orientation WHAT: Asynchronous process overview	Advisory Team Meeting 2 (2/10/21) WHAT: Springboard proposal, options development	Executive Leadership Team Meeting 4 WHAT: Prep for CEF1, options implications	Community Education Forum 1 (4/14/21) WHAT: 1 st round options presentation & input	Advisory Team Meeting 6 (5/12/21) WHAT: Options redevelopment, prep for CEF2	Advisory Team Meeting 7 (6/16/21) WHAT: Present final options to superintendent
Advisory Team Meeting 1 (1/13/21) WHAT: Meet & greet, process overview, data 101	Executive Leadership Team Meeting 3 WHAT: Debrief AT2, continue opts devt	Advisory Team Meeting 4 (3/24/21) WHAT: Options redevelopment, prep for CEF 1	Advisory Team Meeting 5 (4/28/21) WHAT: Consider CEF1 inputs, prep for CEF2		
	 Advisory Team Meeting 3 (2/24/21) WHAT: Options development 	Advisory Team Meeting 4b (3/31/21) WHAT: South Region options redevelopment			

The Process (How?): Guiding Principles

When considering school reconfigurations and boundary revisions, BEP process participants shall prioritize, to the extent possible, the following **guiding principles**.

These are the lenses through which the advisory team members will evaluate options.

1. Implement a **transparent and inclusive boundary review process** that fosters the widespread and ongoing engagement of Harford County's families and community members.
2. Take a **district-wide perspective** by considering the full scope of individual school capacities and student population projections to **balance enrollment**.
3. Operate in the best interest of students by prioritizing **equitable access to safe, high-quality educational environments** for all.
4. Consider the **accessibility of regional programs and signature academic programs & the long-term needs of special populations** (e.g., students with special needs, early learners, etc.) with each decision.
5. Maintain neighborhood schools that **optimize proximity to home, prioritize safe, walkable passages** to and from school, and take into account the boundaries of **existing & planned community developments**.
6. Consider **transportation impacts** and work towards limiting the amount of time required on a bus to 45 minutes or less each way.
7. Optimize **operational efficiency** and ensure the **sustainable allocation of district resources** with each decision.

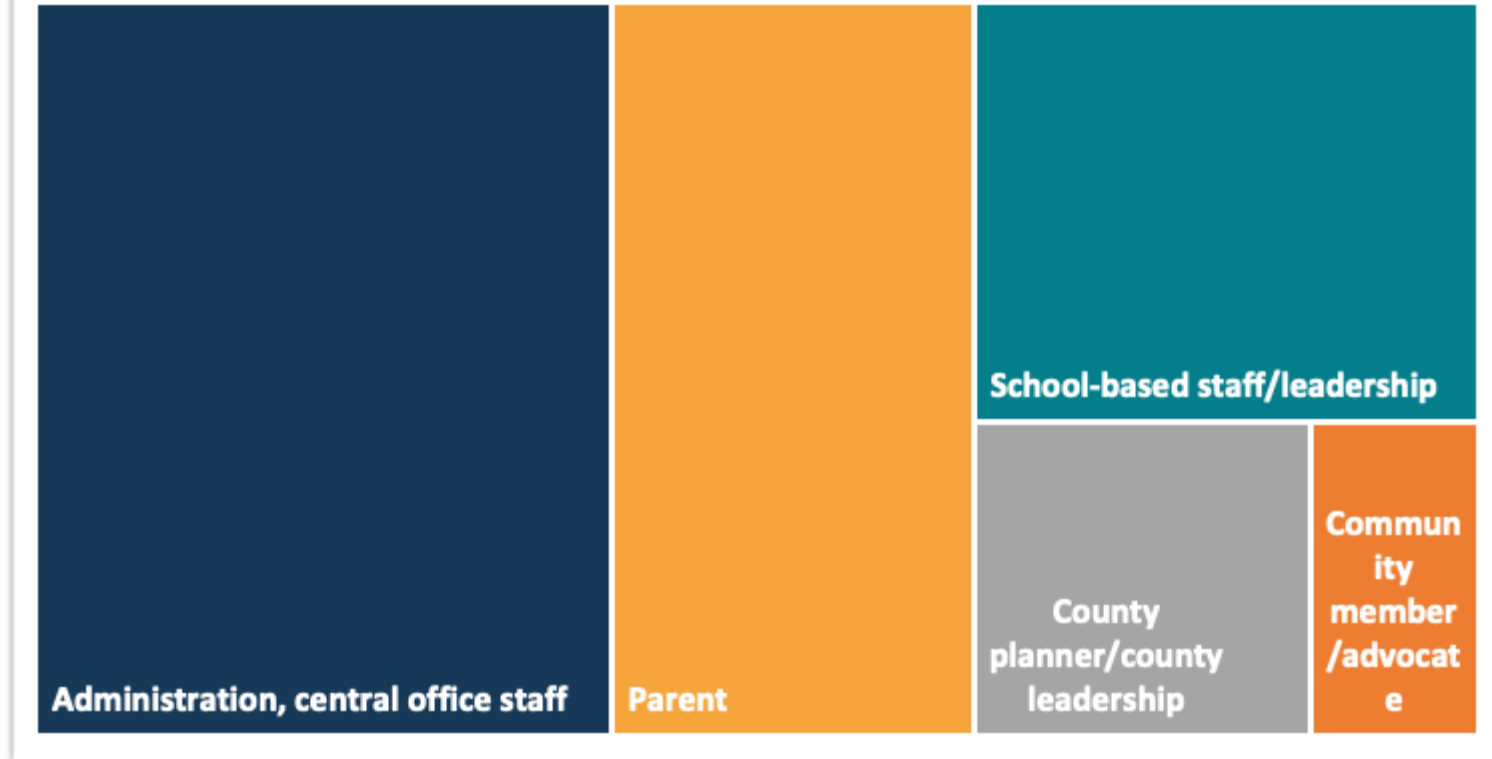
Advisory Team #3 -

Recap



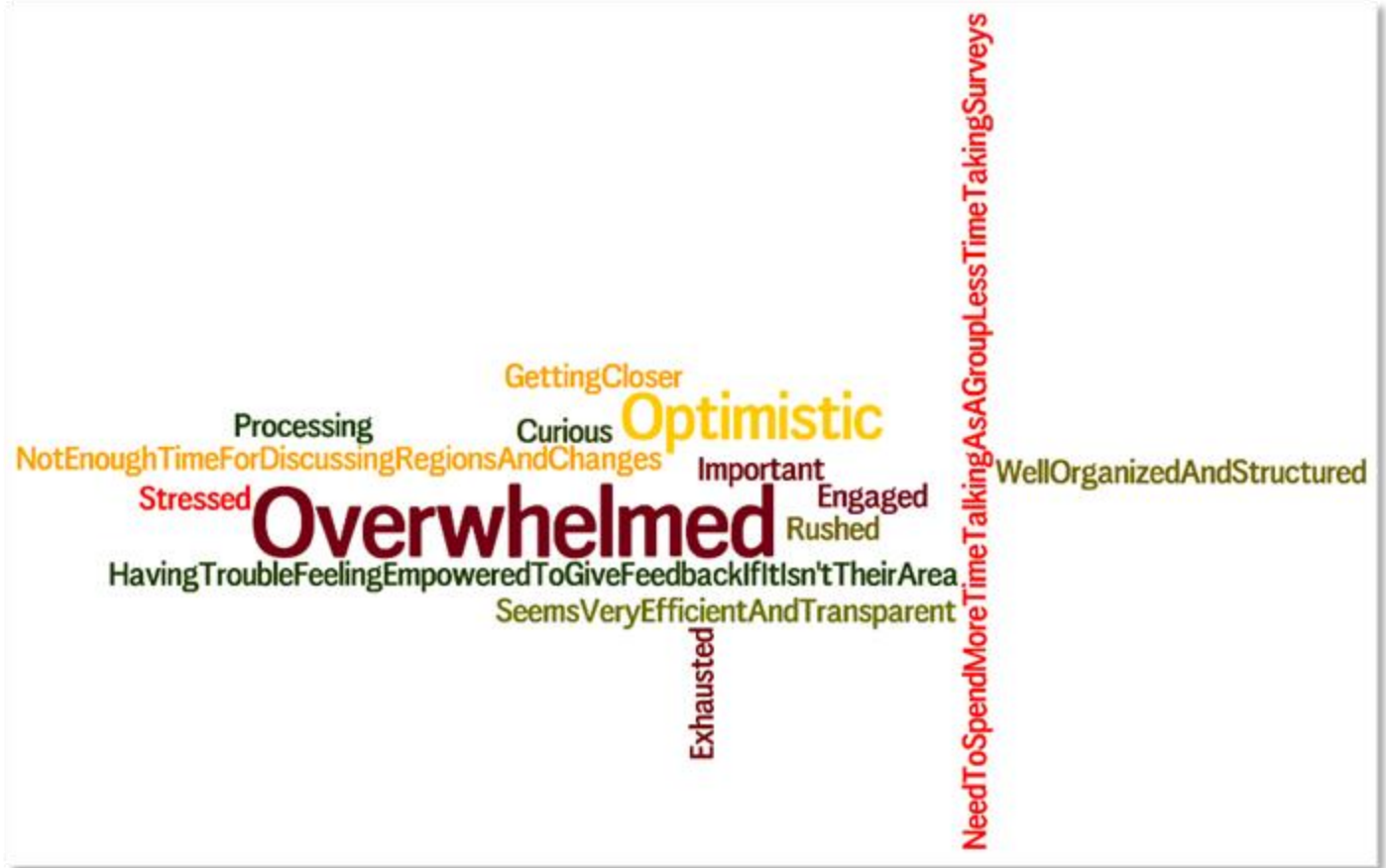
AT #3 Feedback & Outputs: Input Survey Takers

AT3 Survey Takers by Role (n=20)



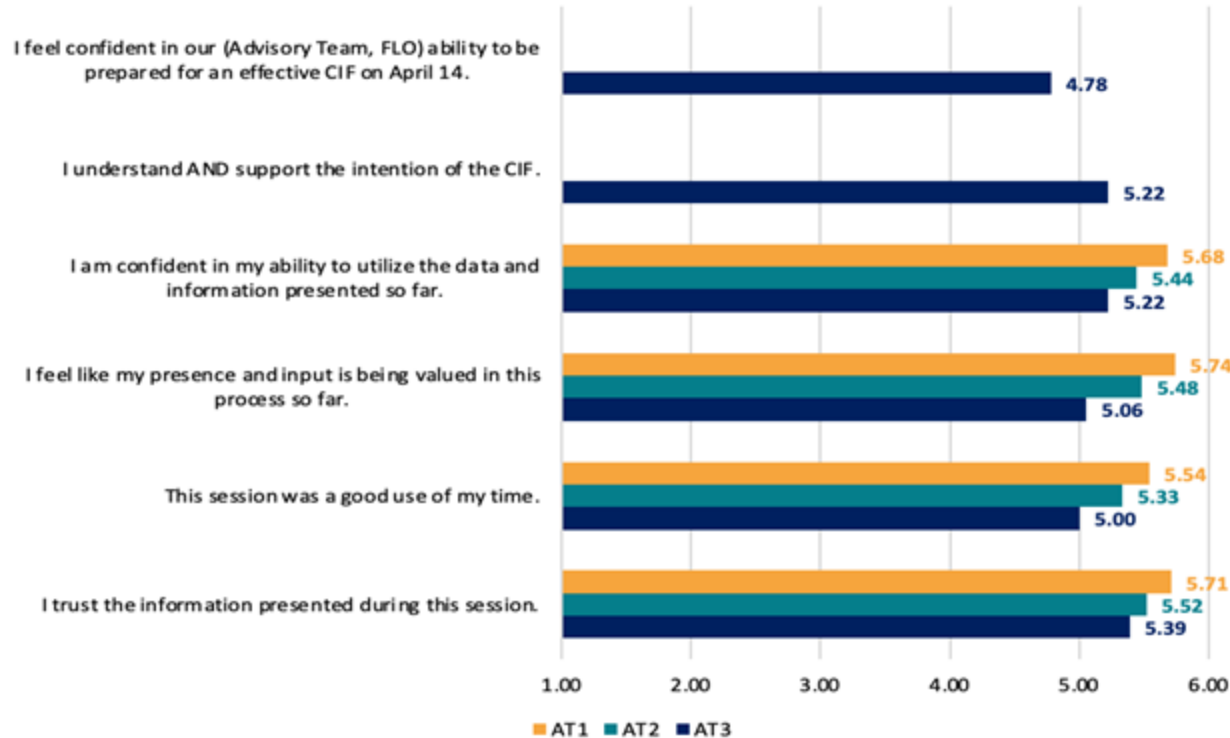
AT #3 Feedback & Outputs: Exit Survey Pulse Check

What is one word or phrase that describes how you are feeling about the BEP process right now?



AT #3 Feedback & Outputs: Process Experience

AT Survey Taker Agreement with Process Statements
(weighted scores with "6-strongly agree" as highest possible score;
AT1 n=28, AT2 n=27, AT3 n=18)



1= Strongly Disagree

2= Disagree

3 = Somewhat Disagree

4= Somewhat Agree

5= Agree

6= Strongly Agree

AT #3 Feedback & Outputs: Constructive Feedback

Process

Consider breaking apart ES South and ES Center South into two groups. There are so many changes within this dense area that we really did not get into a discussion. We need to be able to focus and have time to discuss.

I think we should stay in the current groups so that we can continue to focus on some of the thoughts from the meeting

Not enough time for discussing regions and changes

I feel participants are having a little trouble feeling empowered to give feedback if it isn't "their area."

I think we need to spend more time talking as a group and less time taking surveys. I do not feel that we had adequate time to discuss within the group and come up with suggestions

Well organized and structured. Seems very efficient and transparent.

Everyone is being very detailed about this process which is great but also not good but concerned this process may take longer than anticipated.

CIF/CEF

The community input forums need to be revised. They are currently not set up as "input forums", they are information sessions. Parents should be given an opportunity to actually give input - not via a survey or in the chat but verbal where the answer is provided on the spot. The sessions should be completed by area and not clumped together.

What happens if agreement doesn't happen about a region prior to the CIF meeting?

The ability to fully engage the public and to effectively obtain input.

Other

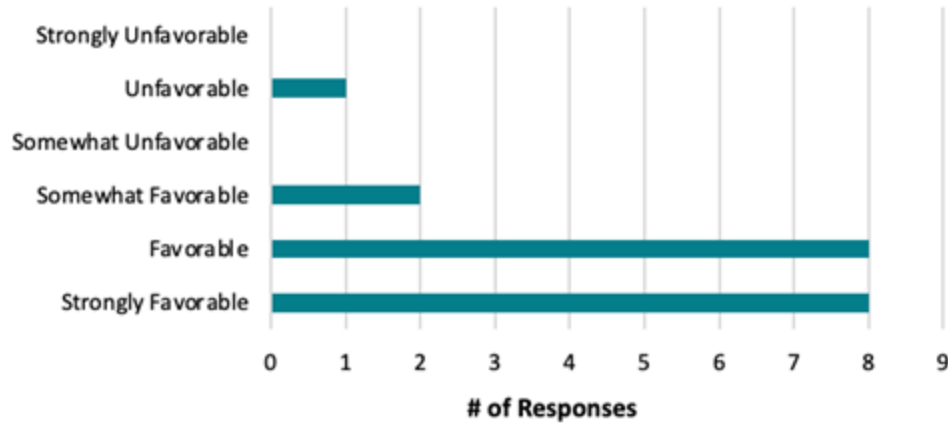
Concerned about the importance of making elementary, middle and high school boundaries align to minimize split feeder schools that is very hard on children

this is such a big effort that seems so daunting when you really want to do what is best for current and future students

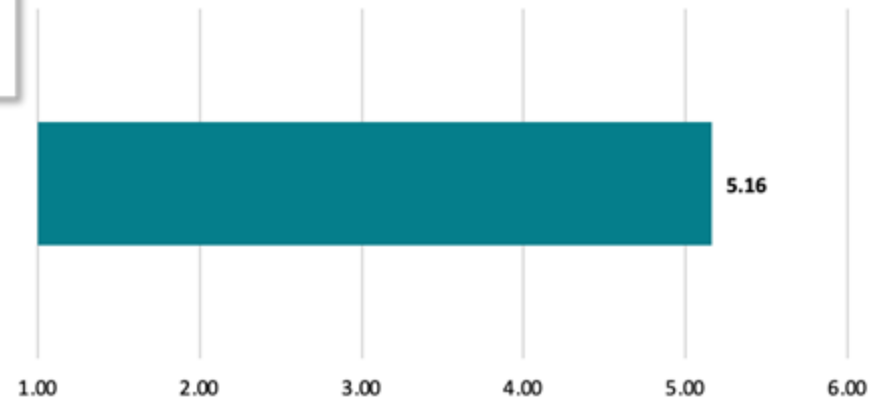
I feel that it's difficult to come up with solutions for a certain region when the regions you're assigned to are affected by other region borders

AT #3 Feedback & Outputs: ES North Feedback

ESN Rev 2 - CIF Ready?
(n=19)




ESN Rev 2 - CIF Ready?
(n=19; weighted score)



Spotlight: Incorporating Harford County's Planners

Objective: Use the best available future development data to understand development trends and place forecasted students in those potential development areas.



Chief of Long-Term
Planning, Harford
County, on the team to
share expertise

Methodology: Interviews with planners from: Harford County; Bel Air; Havre de Grace; Aberdeen; Aberdeen Proving Ground

Data Collected: Discussion regarding future housing developments (i.e., type of housing, number of units and location, and building horizon) & anecdotal information (i.e., housing trends, potential annexations, and effects of COVID)

Data Use: Information consolidated with zoning, tax lot, and permit information and used to inform Flo's boundary scenario modeling

Advisory Team Session #4 Intentions & Agenda



Intentions

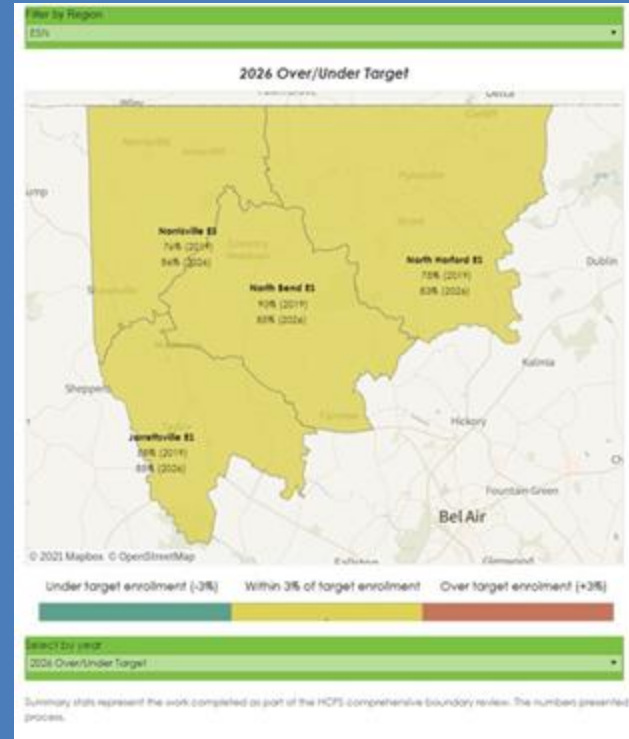
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Balancing Enrollment: Getting into the Work



Today's Regions of Focus

Elementary Schools – Regional Options Development



Regions:

ES = Elementary School

ESN = North

ESE = East

ESSE = Southeast

ESS = South

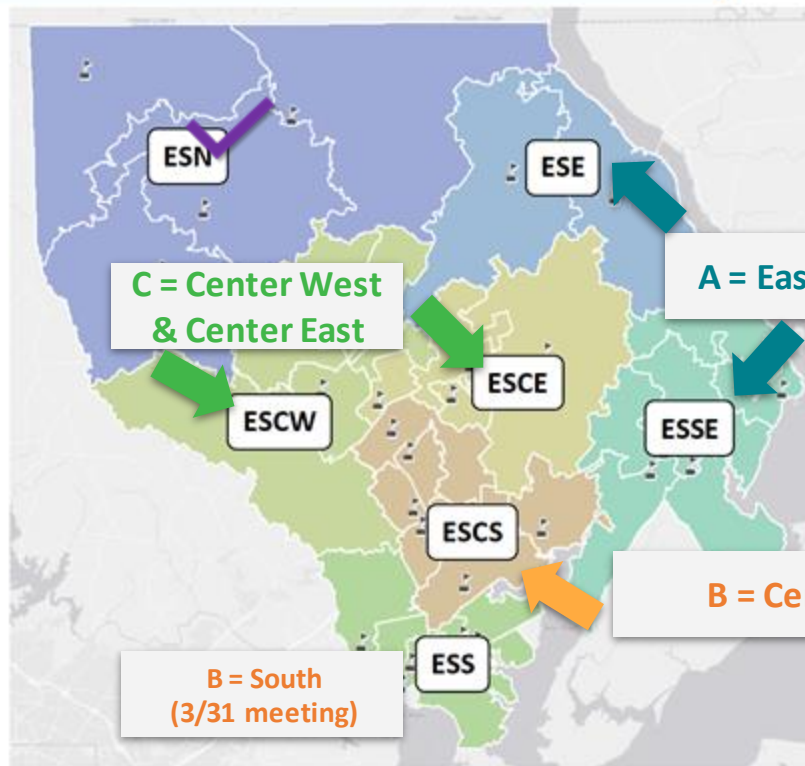
ESCS = Center South

ESCE = Center East

ESCW = Center West

- ▶ Balance enrollment within each region
- ▶ Keep transportation within each region

<https://www.dropbox.com/sh/ubr1gocc5e1gqku/AAknDYeazQ3yViOU2DfsS1da?dl=0>



Group Breakout: Let's Dig In!



SET UP

Participants in 3 groups based on preferences (A, B, C)

Please be sure your camera is on.

**118 min
total**

PART 1: Icebreaker & Preview of Updated Option (15-20 min)

PART 2: Silent & Solo (5 min)

Take 5 minutes to collect your thoughts:

- What concerns do you have regarding the potential solutions?
- What is the basis of this concern?
- What boundary adjustment would you suggest to address this concern?

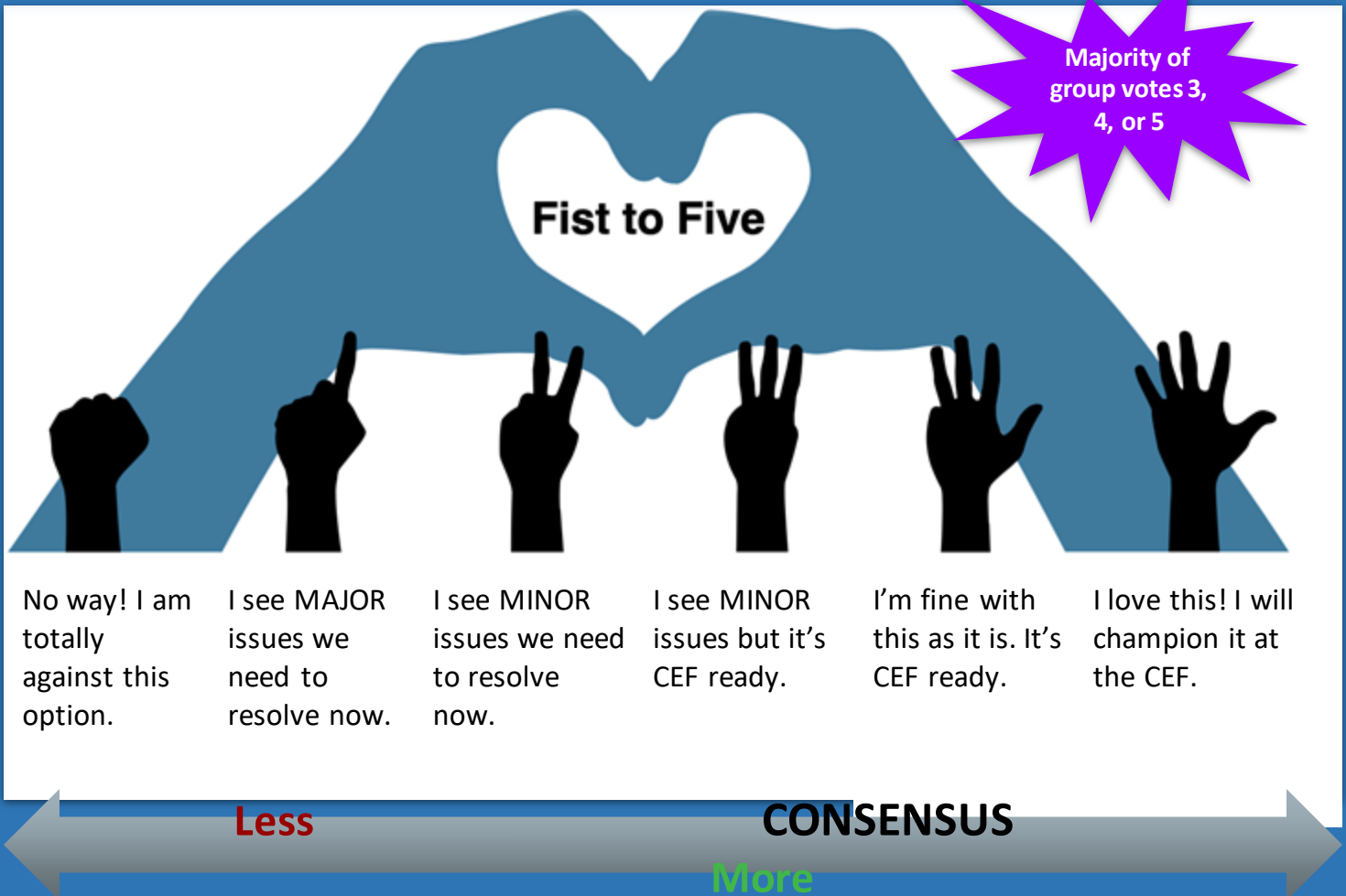
PART 3: Engage with FLO (70 min)

- Group discussion to surface suggestions for FLO to try
- GOAL: Articulate adjustments to solve for issues and enable FLO to make revisions to the Springboard

PART 4: Group Confirms Option's CEF Readiness (9 min)

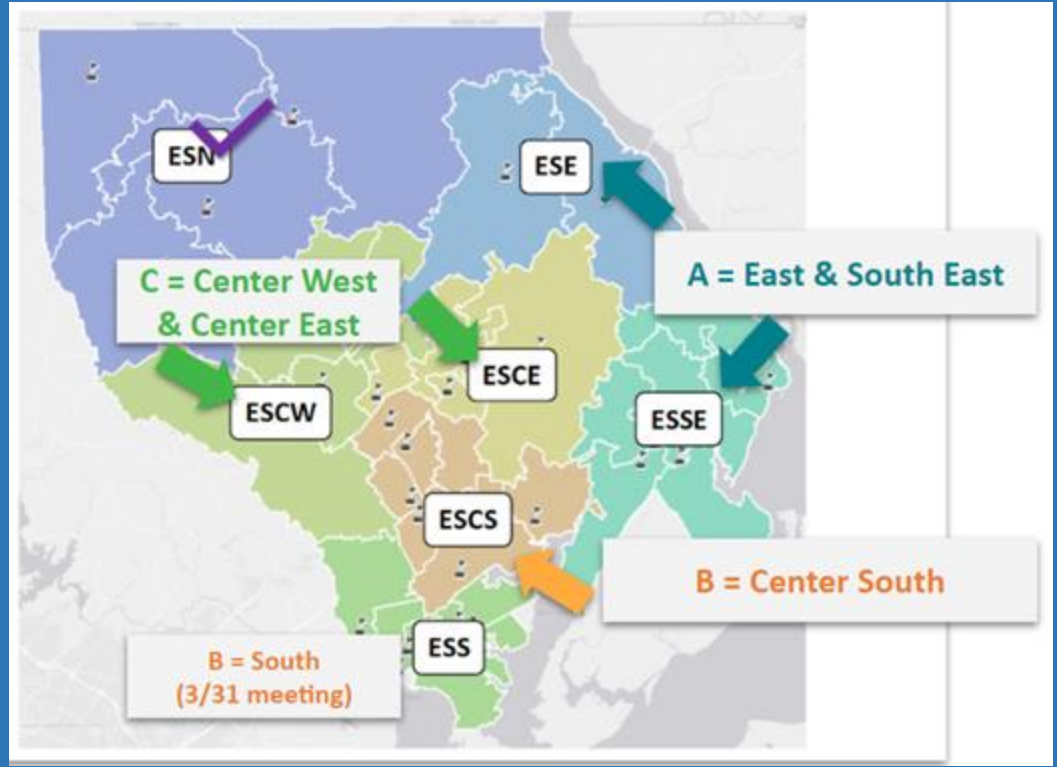
- Group uses fist to five framework as means of confirming their recommendation to ELT that option is CEF Ready

How will each group confirm that an option is ready to be reviewed by the ELT and confirmed as “CEF ready”?



Welcome
back!

Time for a
quick whole
group share
out.



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CEF #1 Preview



CEF Preview: Structure

Goals

1. **Share information** with and answer questions from community stakeholders about the BEP
2. Present elementary school preferred options-to-date from advisory team work to community and **collect community input** for integration into options refinement

Logistics

- ★ Open to the public -- registration not required
- ★ 3-hour virtual engagement via Zoom webinar on April 14
- ★ Video presentation, materials, and input survey will be available for at least one week after April 14
- ★ Save-the-Date distributed through Connect-5 communications blast starting week of March 29th

Event Structure:

5:00-5:30 PM:

Pre-recorded welcome from Superintendent Bulson, overview and FAQs

Live expectations setting for process from Bloom plus share out of links to accessible materials

5:30 - 8:00 PM:

FLO and advisory team members will present each of our 7 regions in succession; ~25 minutes each for description of change areas and focused Q&A plus 1 minute to transition to next region.

Event ends with sharing of input survey for collection of participant feedback on the option presented for each region

**Welcome,
Presentation,
Expectations**

**30
mins**



**2.5
hours**

Collect Input

**1
week**

We are hopeful that Advisory Team Ambassadors to the Community Input Forum will...

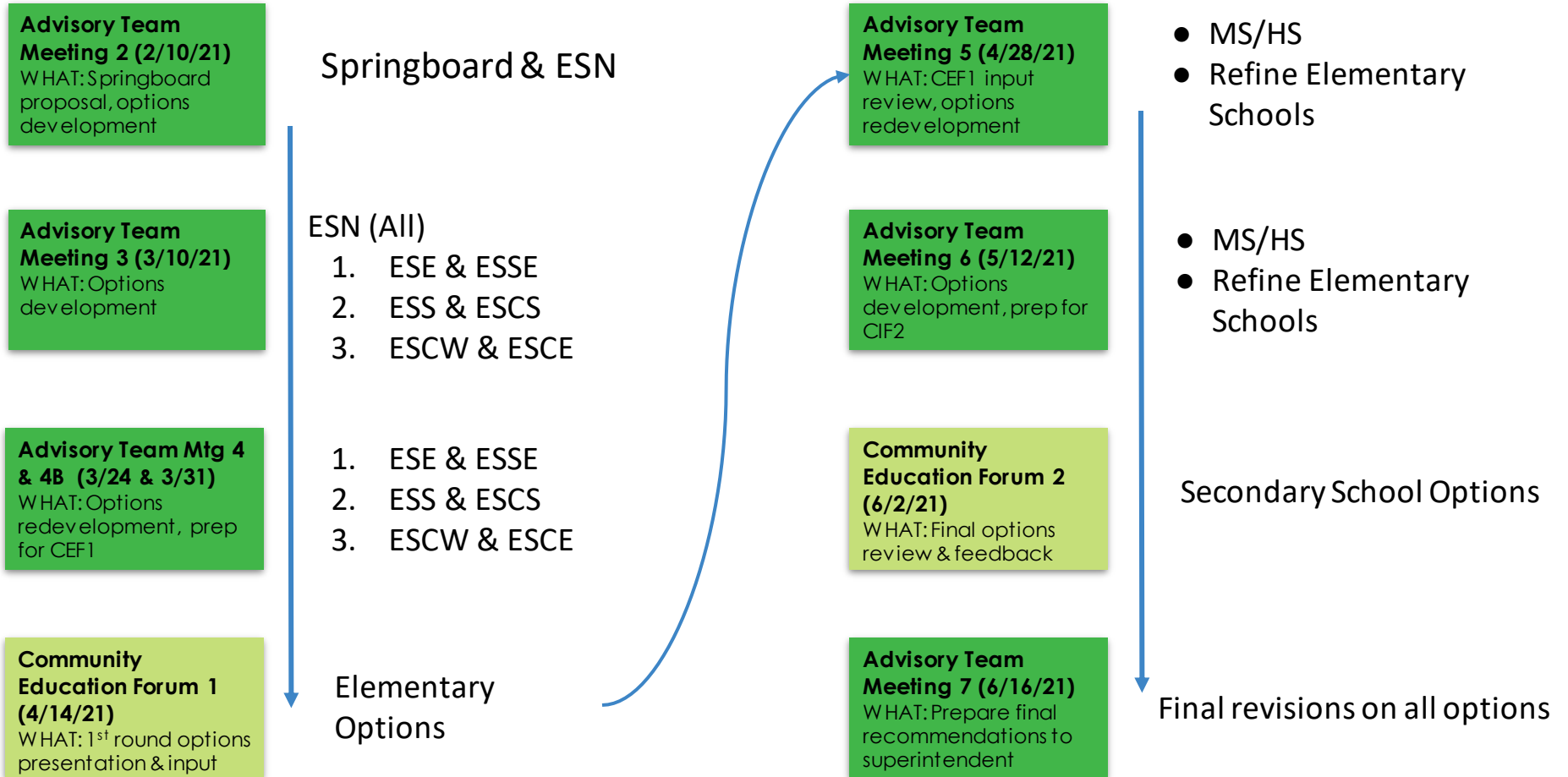
1. Receive a confirmation of timing, log-in information, and preview materials in advance
2. Watch the pre-recorded presentation
3. Listen closely to input from community member participants through each regional presentation, respond when appropriate to questions in the chat, especially questions about the process so far
4. Take the community input survey (if you would like) when shared with the group
5. Be gracious co-hosts for our community member guests

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Advisory Team Meetings - Boundary Review



Advisory Team Meeting 5 Preview

Meeting Intentions & Outcomes

1. Middle and High School Springboard
2. Start MS/HS group work
3. Continue options refinement for all Elementary Schools based on CEF feedback

Facilitation Details

- Wednesday, April 28th, 5-7:30PM
- Virtual via Zoom
- Expecting ~40 participants + FLO/ Bloom staff
- Continuation of breakout session engagement and on-the-fly modeling
- During and post-session opportunities for reaction and feedback

Advisory Team Session #4 Intentions & Agenda



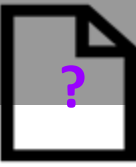
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Please take ~5 minutes to complete our exit survey. You will receive it to

We take your responses very seriously! Members of our planning team will read and consider every word from your surveys and use the information to develop FAQs and other process considerations. Please help us continue to make this process constructive and meaningful.

We will be accepting responses until Monday (3/29) so that people who participate in AT 4 Part 2 can also submit.

Thank you!

A purple starburst graphic with multiple points, containing the text 'Survey link via email'.

**Survey link via
email**

**Don't forget
the survey!**



Thank You!

**See you again on March 31 and/or
April 14.**