

HCPS Balancing Enrollment Process: ATeam Mtg #3

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: If you could institute a new holiday, what would it be?



HCPS Balancing Enrollment Process: ATeam Mtg #3

- 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 3
March 10, 2021**

Intentions

1. Review advisory team meeting #2 outputs
2. Consider forecast data and provide input to preliminary balancing enrollment options for these regions:
 - a. East & Southeast
 - b. South & Center South
 - c. Center West & Center East
3. Leave with clear next steps, including an understanding of expectations for the upcoming advisory team meeting and the first community input forum

Agenda

- Meeting Preview, Session 2 Review & North Region Synthesis (25 min)
- Considering the Next 3 Regions (110 min)
 - Breakout 1 + Full Group
 - Breakout 2 + Full Group
- CIF & AT4 Preview & Next Steps (15 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)

Advisory Team Session Roles



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



What is the BEP?

A multi-month, highly structured approach to data analysis & stakeholder engagement that will result in informed, relevant plans for Harford County Public Schools



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 CIF1	Executive Leadership Team Meeting 5 WHAT: CIF1 review, options implications	Executive Leadership Team Meeting 6 WHAT: Process check, options check, prep for CIF2	Community Input 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 CIF1, options implications	Community Input Forum 1 (4/14/21) WHAT: 1 st round options presentation & input	Advisory Team Meeting 6 (5/12/21) WHAT: Options redevelopment, prep for CIF2	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 CIF 1			
	Advisory Team Meeting 3 (2/24/21) WHAT: Options development		Advisory Team Meeting 5 (4/28/21) WHAT: Consider CIF1 inputs, prep for CIF2		

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.

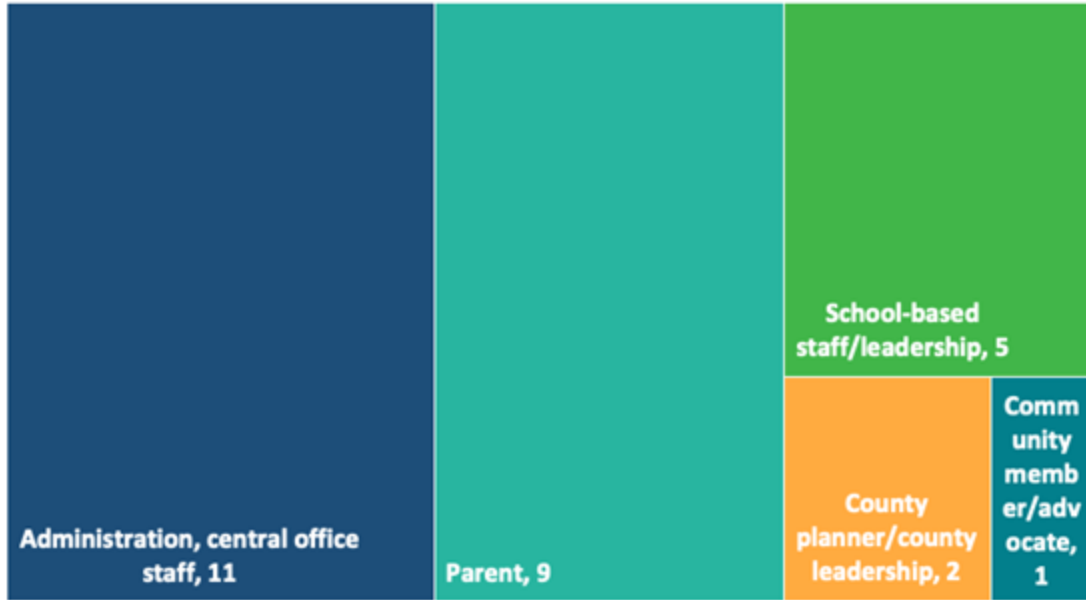
1. Implement a **transparent and inclusive boundary review process** that fosters the widespread and ongoing engagement of Harford County's families and community members.
2. Take a **district-wide perspective** by considering the full scope of individual school capacities and student population projections 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 #2 - Recap



AT #2 Feedback & Outputs: Input Survey

AT2 Survey Takers by Role (n=28)



AT 2 Survey Takers' Team Membership (n=27)



AT #2 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 #2 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)



Strong agreement on issues related to trust, confidence, and feeling heard is essential to building a foundation for buy-in to the work and understanding that the process isn't going to make everyone 100% happy.

Strongly Disagree (1) Disagree (2) Somewhat Disagree (3) Somewhat Agree (4) Agree (5) Strongly Agree (6)

AT #2 Feedback & Outputs: Constructive Feedback

Process

I'm feeling overwhelmed trying to understand my own elementary school's concerns and I'm really not sure about how other elementary schools will feel. Sort of like I won't have all the information to accurately represent what other close communities may want or need.

FLO has done a nice job of making a complex issue more straightforward in a time sensitive way. It allows thoughtful consideration of many important criteria to make a solid decision. Incredible technology! Makes the process a good use of everyone's time!

Property

I think moving forward something to consider when making revision lines is how it will affect people's property values. This may come out in Community sessions, but it could still be considered during advisory groups.

I would like people responsible for development in the county to be a part of these meetings/be forwarded this information. I think that we will be here again in under five years without DAC and planning and zoning understanding of the school imbalances and the counties lack of infrastructure.

Utilize natural road boundaries - ie federal hill road and jarrettsville road to North bend instead of jarrettsville. Those odd corners are difficult for home owners/builders/buyers.

Transportation

It would be helpful, when making any changes, to have an idea of the mileage and the approximate bus ride time for students.

it is difficult to give on the spot routing information without having time to analyze the maps more in depth. Also often what may happen is other students not being moved will be impacted by the changes increasing their route time.

Timing & Communication

I'm worried about the timing of this, as we are having struggles having the community buy into our COVID return to school plan.

How will the community input impact the decisions made?

Communication to parents that due to the number of changes that bus stop pick up and drop off times will be impacted for all students once we finalize the plan.

AT #2 Feedback & Outputs: Addressing Group Feedback

The BEP FAQ will be used as an interactive communication tool to address ongoing questions from the A-Team. It will be available via the HCPS website within a week.

Exit Survey Questions Already Addressed by FAQ

- How is community input incorporated in the process?
- How are those responsible for development in the county incorporated in the process?

Content Added to FAQ Based on Exit Survey Questions

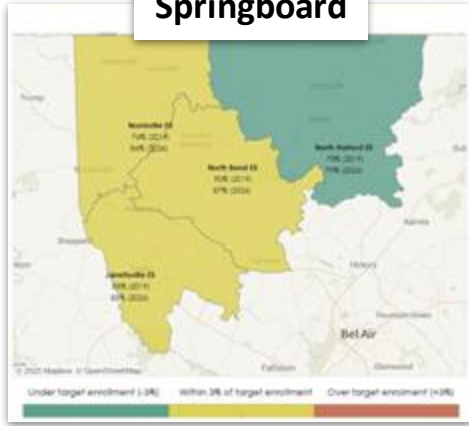
- How do we learn more about how balancing enrollment options will affect property values?
- How will we communicate changes in drop-off or pickup times to *all* parents?
- Is this the right time to implement the BEP, given COVID?

Upcoming Meeting Spotlight for Topics of Interest

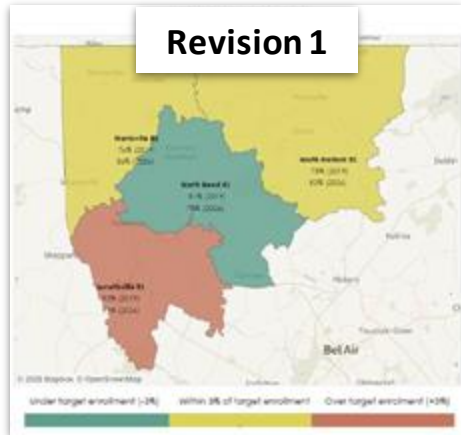
- CIF preview at the end of today's meeting
- Overview of ongoing and initial approach for incorporating perspectives of county planners during next meeting

AT #2 Feedback & Outputs: ES North Feedback

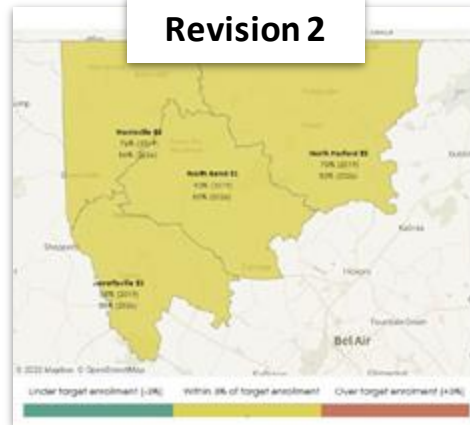
Springboard



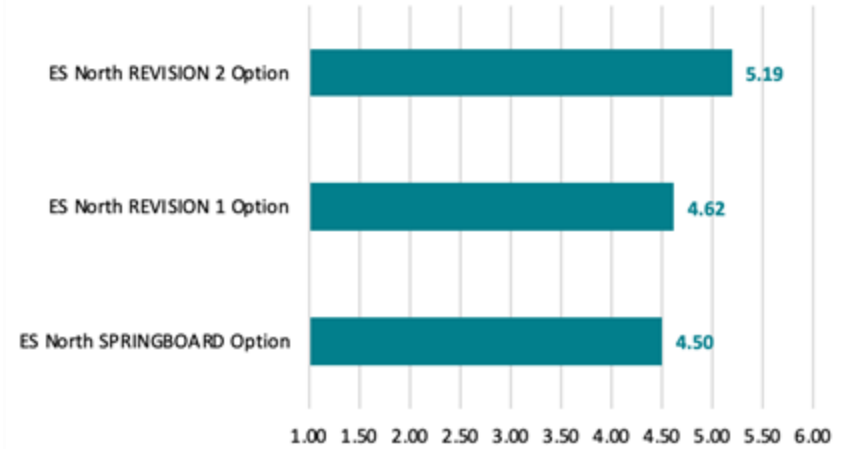
Revision 1



Revision 2



AT 2 Survey Takers' Favorability Toward Elementary School North Options
(weighted scores with response options ranging from "6-Strongly Favorable" to "1-Strongly Unfavorable"; n=26)



Strongly Unfavorable(1) Unfavorable(2) Somewhat Unfavorable (3) Somewhat Favorable(4) Favorable(5) Strongly Favorable(6)

What do we mean by “CIF-Ready”?

Proposed change areas are ready to be reviewed by the public.

Enrollment is balanced within a region.

Advisory Team has discussed and/or made edits to springboard change areas.

CIF-Ready does not mean final.
It is a stopping point to get more public input.

Three steps to getting a region “CIF-Ready”:

1. Review springboard change areas for that region.
1. Suggest and try out edits to the springboard - improve with local knowledge!
1. Options Development Team: Vote on revision using Zoom poll.

ES North: Getting CIF-Ready

Three steps to getting a region “CIF-Ready”:

1. Review springboard change areas for that region.
 - a. Reviewed ESN change areas in A-Team #2 ✓

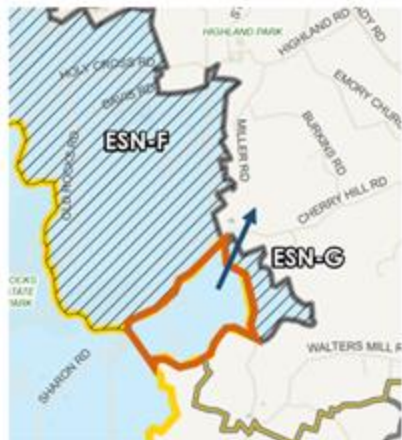
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1. Review springboard change areas for that region.
 - a. Reviewed ESN change areas in A-Team #2 ✓
1. Suggest and try out edits to the springboard - improve with local knowledge!
 - a. Two groups suggested edits, reviewed in the dashboard ✓
 - b. Revision 2 was the most balanced for the region ✓

ES North: Getting CIF-Ready

North Region Advisory Team Edits

Edit 1



A-Team Edit (both groups): Try assigning neighborhood between change area ESN-F and ESN-G to North Harford as well. North Harford has space and is at 79% of seats filled in the springboard (objective is 85%).

Edit 2



A-Team Edit: Try assigning neighborhood north of Grier Nursery Rd. from Forest Hill to North Bend. This would further help with space in the Center West region.

Edit 3



A-Team Edit: Try assigning neighborhood to the east of Jarrettsville ES back to Jarrettsville attendance area.

Content Specialist Notes: None of the students in this neighborhood are walkers, all currently take the bus. This area is close to either school.

ES North: Getting CIF-Ready

Exit survey asked for any other considerations:

- a. FLO made small edits to Revision 2 so all parcels along one road up to an intersection would go to the same school.
- b. These edits did not affect the enrollment balance of Revision 2.
- c. Edits:



Three steps to getting a region “CIF-Ready”:

1. Review springboard change areas for that region.
 - a. Reviewed ESN change areas in A-Team #2 ✓
2. Suggest and try out edits to the springboard - improve with local knowledge!
 - a. Two groups suggested edits, reviewed in the dashboard ✓
 - b. Revision 2 was the most balanced for the region ✓
1. **Options Development Team:** Vote on springboard and revisions using Zoom poll.
 - a. Options to vote for your preference:
 - i. FLO springboard (no changes)
 - ii. Revision 1
 - iii. Revision 2



Poll!

ES North: Getting CIF-Ready

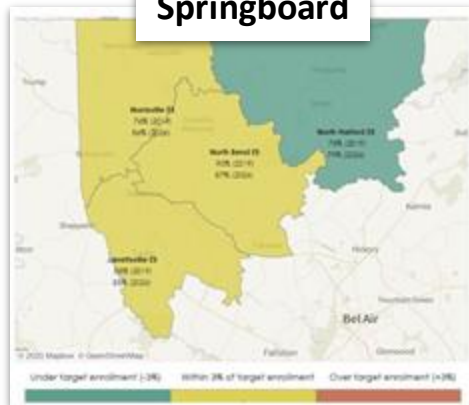
Options Development Team Only: Vote on springboard/ revisions using Zoom poll for “CIF-Ready”

- Options to vote for your preference:
 - FLO Springboard (no changes)
 - Revision 1
 - Revision 2

Options Development Team

- Eric Davis (Superintendent’s Office)
- Ben Richardson (HR)
- Buck Hennigan (Student Services)
- Kathy Griffin (Early Education)
- Robin Myer (Special Education)
- Mike O’Brian (ED Secondary)
- Renee Villareal (ED Elementary)
- Natalie Holloway (MS Principal)
- Melissa Williams (MS Principal)
- Kilo Mack (HS Principal)
- Heather Skopack (ES Principal)
- Tom Smith (ES Principal)
- Ron Wooden (ES Principal)
- Becky Reese (ES Principal)
- Regional Parent Reps: Tracy Kahl, Jessica Uleck, Amy Schafer, Dana Cross, Erin Winkler, Michele Lorenc, Robin Lien, Patrice Coit-Jackson, Jennifer Walter
- SECAC Parent Rep: Flossie Rosser

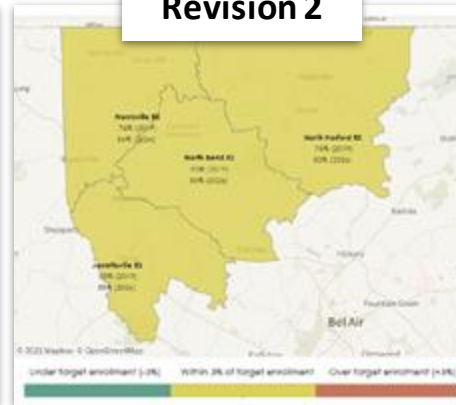
Springboard



Revision 1



Revision 2



Intentions

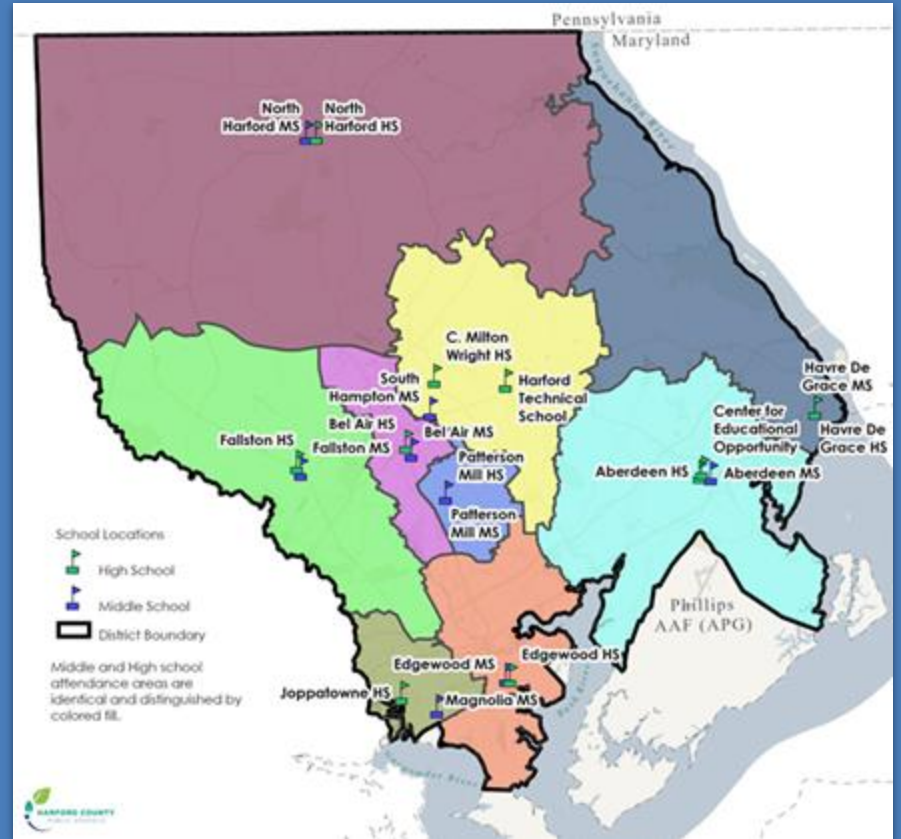
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Balancing Enrollment: Getting into the Work



Today's Regions of Focus

Elementary Schools – Regional Options Development



Regions:

ES = Elementary School

ESN = North

ESE = East

ESSE = Southeast

ESS = South

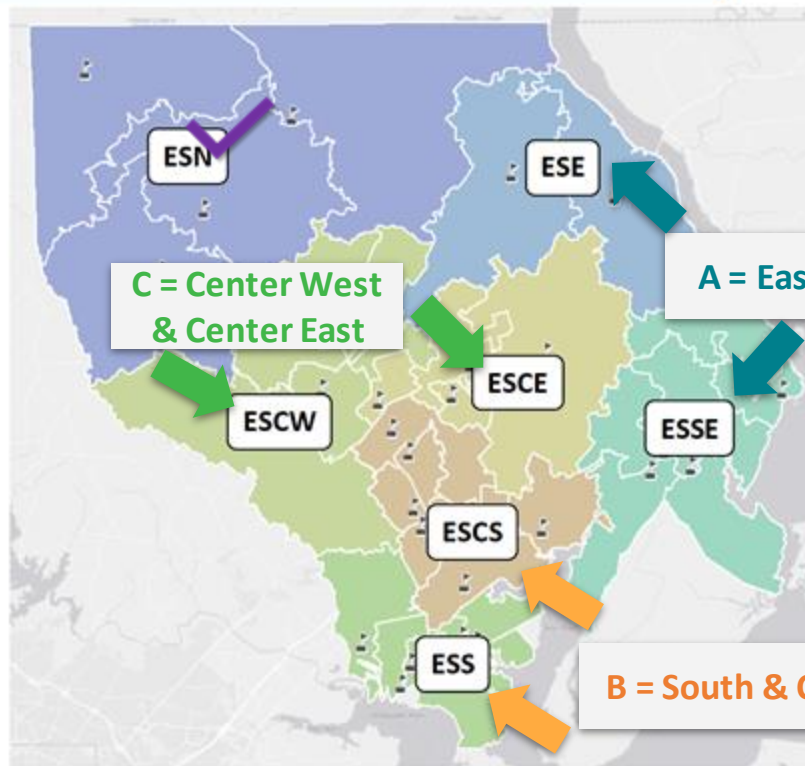
ESCS = Center South

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>



C = Center West
& Center East

A = East & South East

B = South & Center South

Breakout Group 1: A Work in 3 Parts



SET UP

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

Please be sure your camera is on.

PART 1: Icebreaker (5 min)

Take 5 minutes total to share the following:

1. Your name
2. Your role/relationship to this work
3. Anything your group needs to know about your participation this evening (e.g., will be in the car; giving kids dinner at 6)

PART 2: FLO Presentation

+ Silent & Solo Registration of Priorities (28 min)

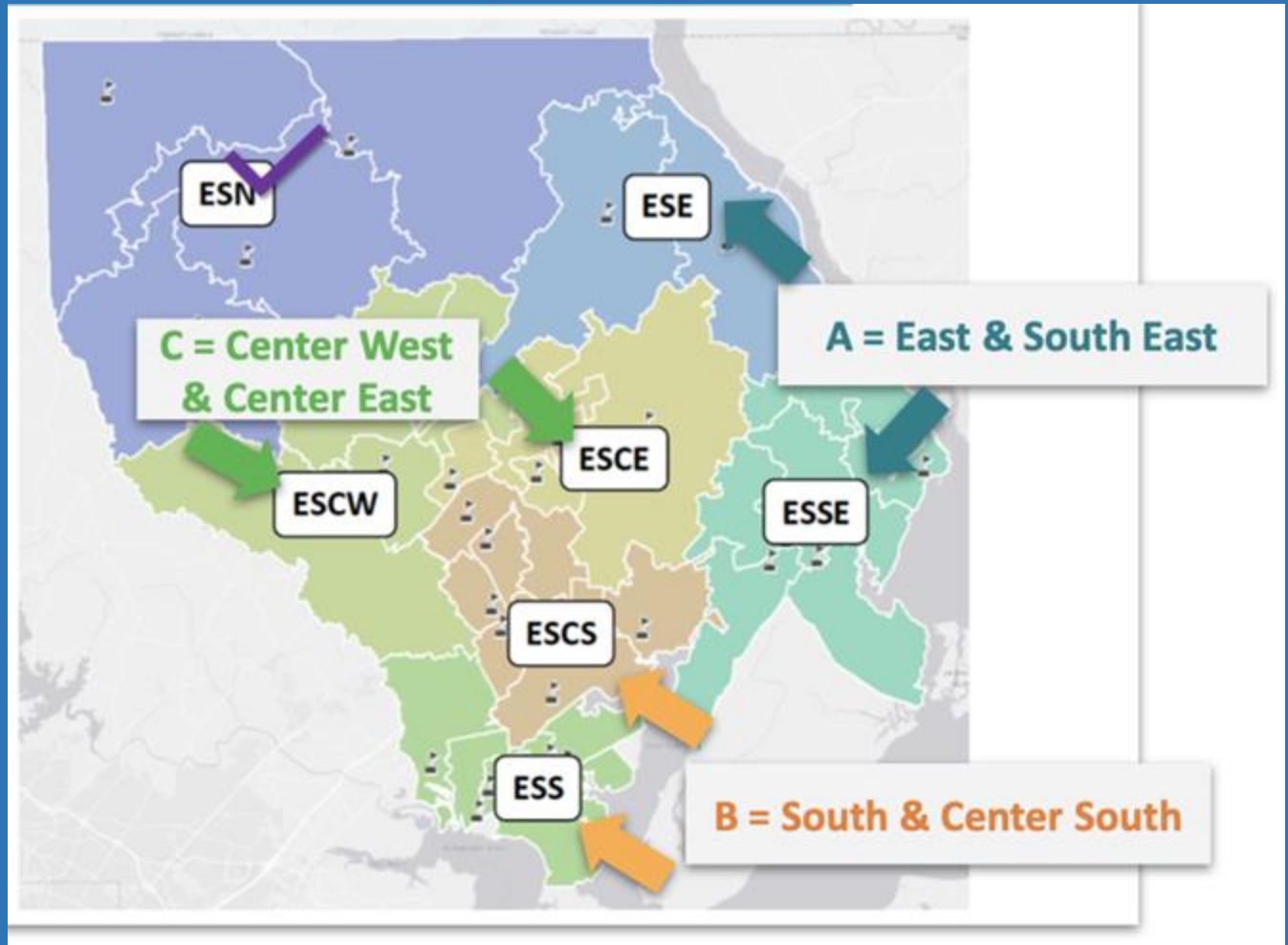
- Consideration by consideration - take notes
- Low, medium, high priority or neutral
- Google Form - all participants to give input

PART 3: Breakout Discussion to Clarify for FLO (10 min)

**43 min
total**

Welcome
back!

Time for a
whole
group
check in on
priorities.



Breakout Group 2: A Work in 2 Parts



SET UP

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

Please be sure your camera is on.

PART 1: Silent & Solo (5 min)

Take 5 minutes to collect your thoughts:

1. Consider the high priority list of concern areas.
2. What boundary adjustments would you like to try in order to address these concerns?

PART 2: Engage with FLO (40 min)

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

**45 min
total**

Welcome
back!

Time for a
quick
pulse
check on
the
PROCESS.



No way! This process is all wrong. I don't see a way forward.

I see MAJOR issues with the process that we need to resolve.

I see MINOR issues with the process that we need to resolve now.

I see MINOR issues with the process that we can resolve later.

I'm fine with the process as it is.

I love this process! I will champion it.



Intentions

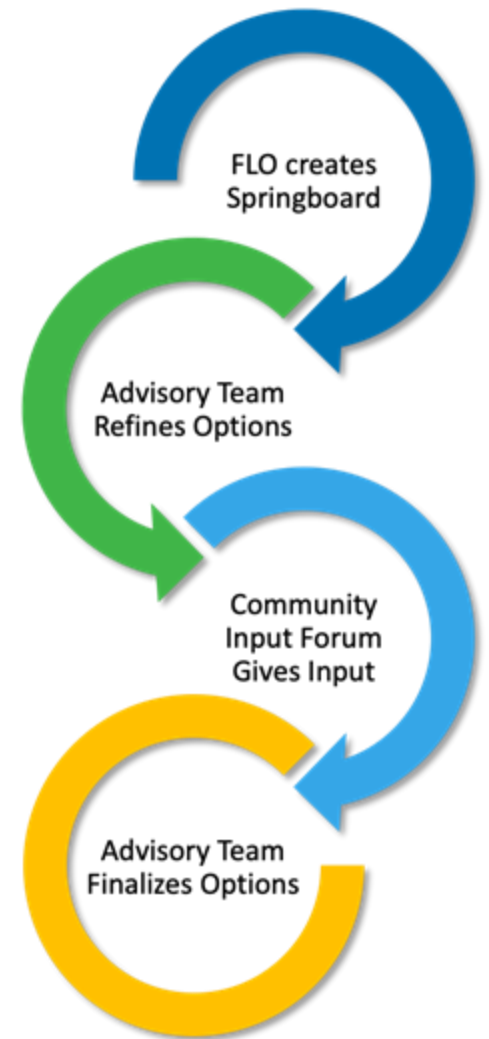
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CIF #1 Preview



CIF 1 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 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
- ★ Invitation flyers will be distributed through Connect-5 communications blast starting March 24

Event Structure:

5:00-6:00PM:

Pre-recorded welcome from Superintendent Bulson, overview and springboard from FLO, and FAQs (TBD)

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

6:01-8:00PM:

FLO and advisory team members will present each of our 7 regions in succession; 15 minutes each for focused Q&A and discussion 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

1
hour





Collect Input

1
week

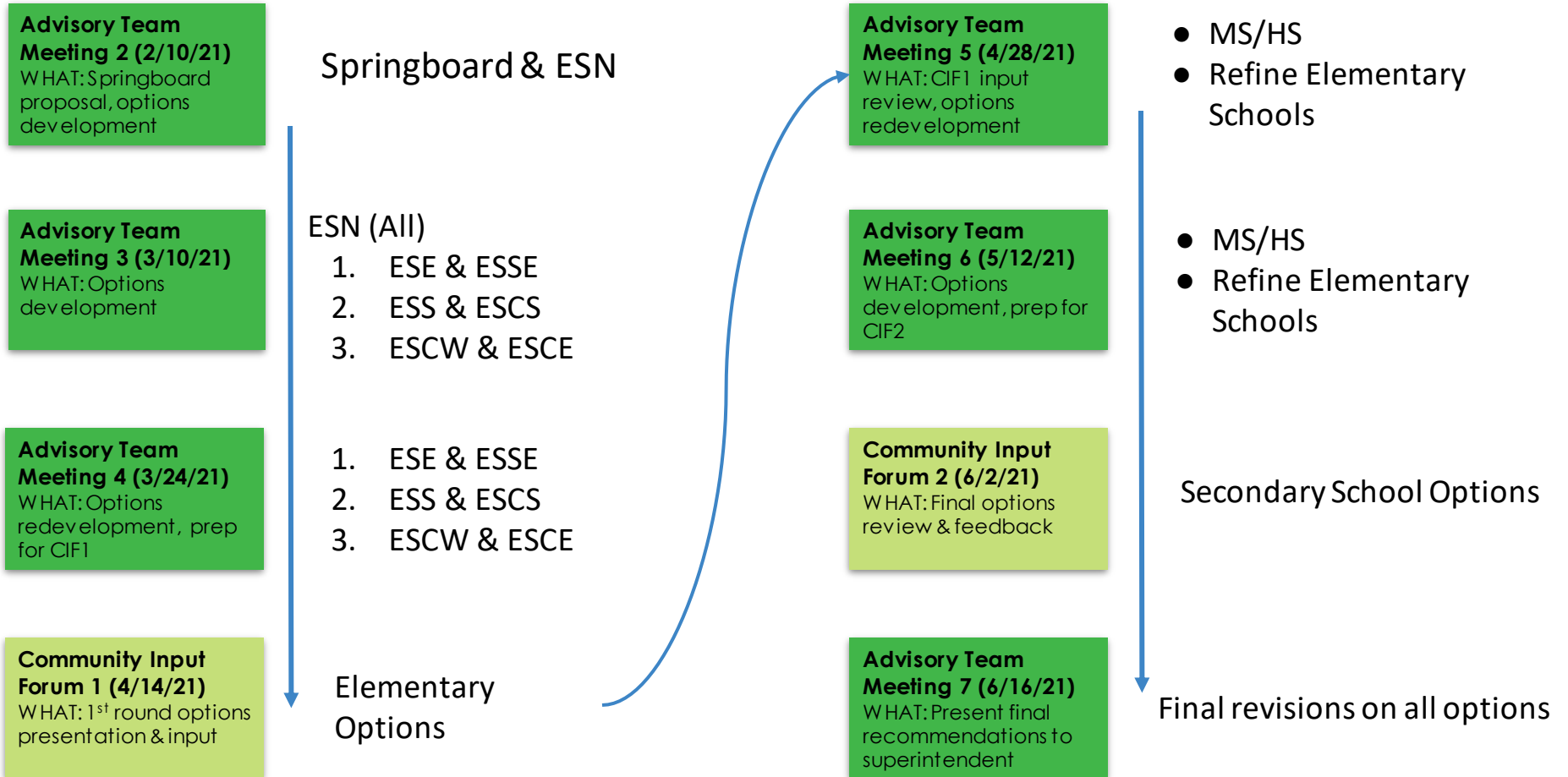
Advisory Team Ambassadors to the Community Input Forum will...

1. Receive a confirmation of timing, log-in information, and preview materials in advance
2. Plan to log in 5-10 minutes before the event to check in with facilitators
3. Watch the pre-recorded presentation
4. Listen closely to input from community member participants through each regional presentation, respond when appropriate to questions, especially questions about the process so far
5. Take the community input survey (if you would like) when shared with the group
6. Be gracious co-hosts for our community member guests

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Advisory Team Meetings - Boundary Review



Advisory Team Meeting 4 Preview

Meeting Intentions & Outcomes

1. Continue options refinement for
 - a. ESE & ESSE
 - b. ESS & ESCS
 - c. ESCW & ESCE
2. Goal: CIF-ready revisions for each region
3. Preview upcoming Community Input Forum in more detail

Facilitation Details

- Wednesday, March 24th, 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

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Exit Survey



Please take ~5 minutes to complete our exit survey. We will be asking specific questions about the ESN Revision 2 option, about possible group membership changes, and about your perceptions of the process and the CIF.

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.

This survey is very short so we will be accepting responses until noon on Friday (3/12).

Thank you!

**Survey link
in the chat!**

**... and via
email**

**Don't forget
the survey!**

Thank You!



See you again on March 24.