

BOARD OF EDUCATION OF HARFORD COUNTY
INFORMATIONAL REPORT
PRESENTATION ON THE

TALENT PATHWAYS UPDATE

October 23, 2023

Background:

The teachers, school leaders, support staff, paraprofessionals and adults that support our students are the most important in-school factor in helping students succeed. Harford County Public Schools (HCPS), like many school districts across the country, is faced with needing to address the dual challenge of a shortage of educators generally and a lack of educator diversity. The HCPS Talent Pathways work aims to strengthen existing paths into employment – particularly teaching - in HCPS and to create new and innovative supports to help us grow our own and ensure a strong, dedicated workforce in the years to come. Central to this work is the strengthening and expansion of higher education partnerships and developing a model school program to house an educator pre-service program with the aim of contributing significantly to the HCPS goal of strengthening high-quality learning pathways into HCSP classrooms. This work cuts across many currently existing initiatives and departments and focuses on thinking and acting innovatively to ensure we recruit, support, and retain excellent staff.

Discussion:

This presentation provides an overview of current efforts to expand and strengthen pathways into education and is inclusive of an overview of pathways for students, career changers, and current employees and provides an overview of the implementation workgroup and the vision and design for the model school.

Superintendent's Recommendation:

The Superintendent of Schools recommends the Board of Education accept this informational report on the HCPS Talent Pathways.