



Prepare every student for success in
postsecondary education and career.

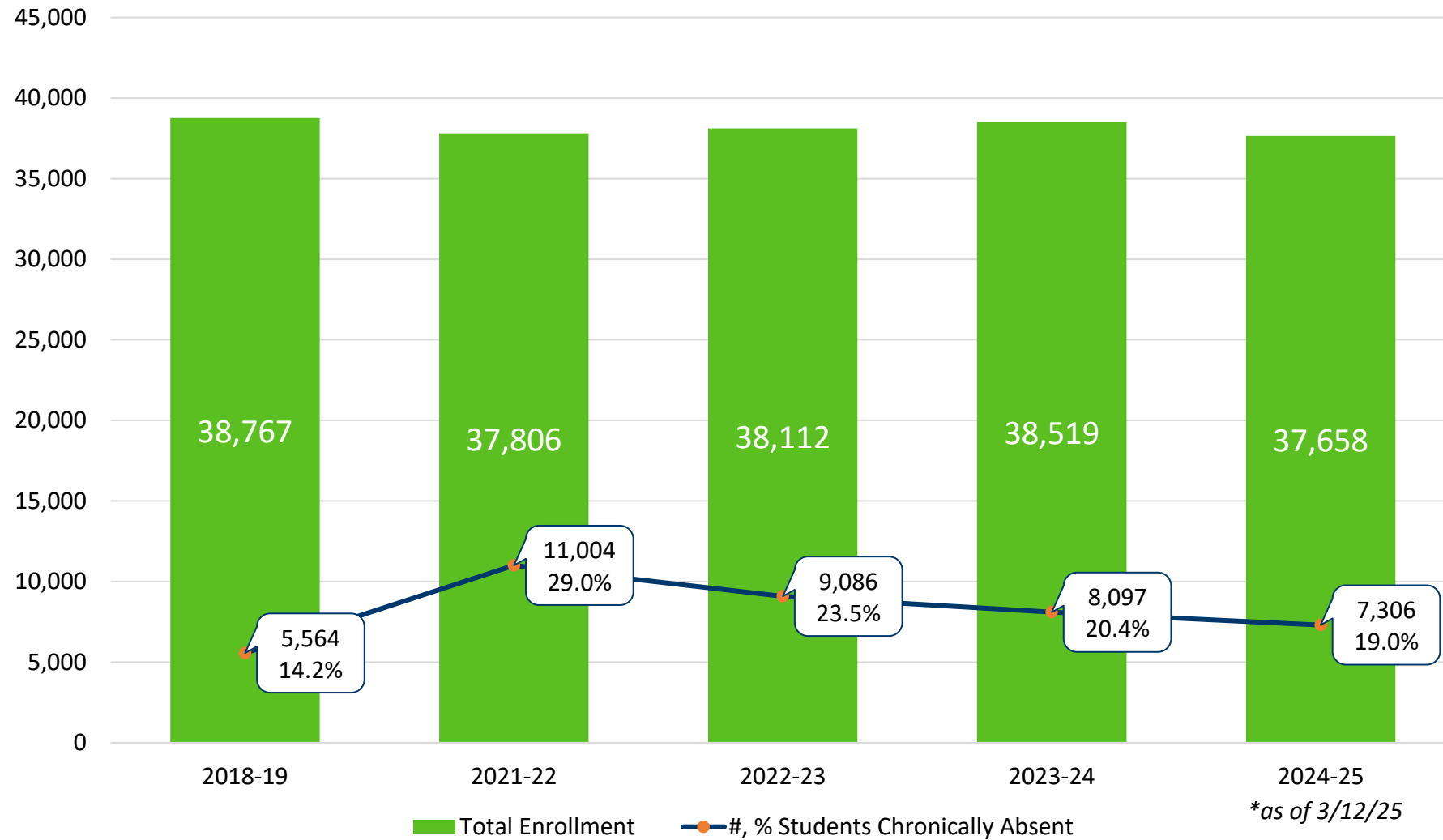
HCPS Student Support Services

Attendance and Behavior

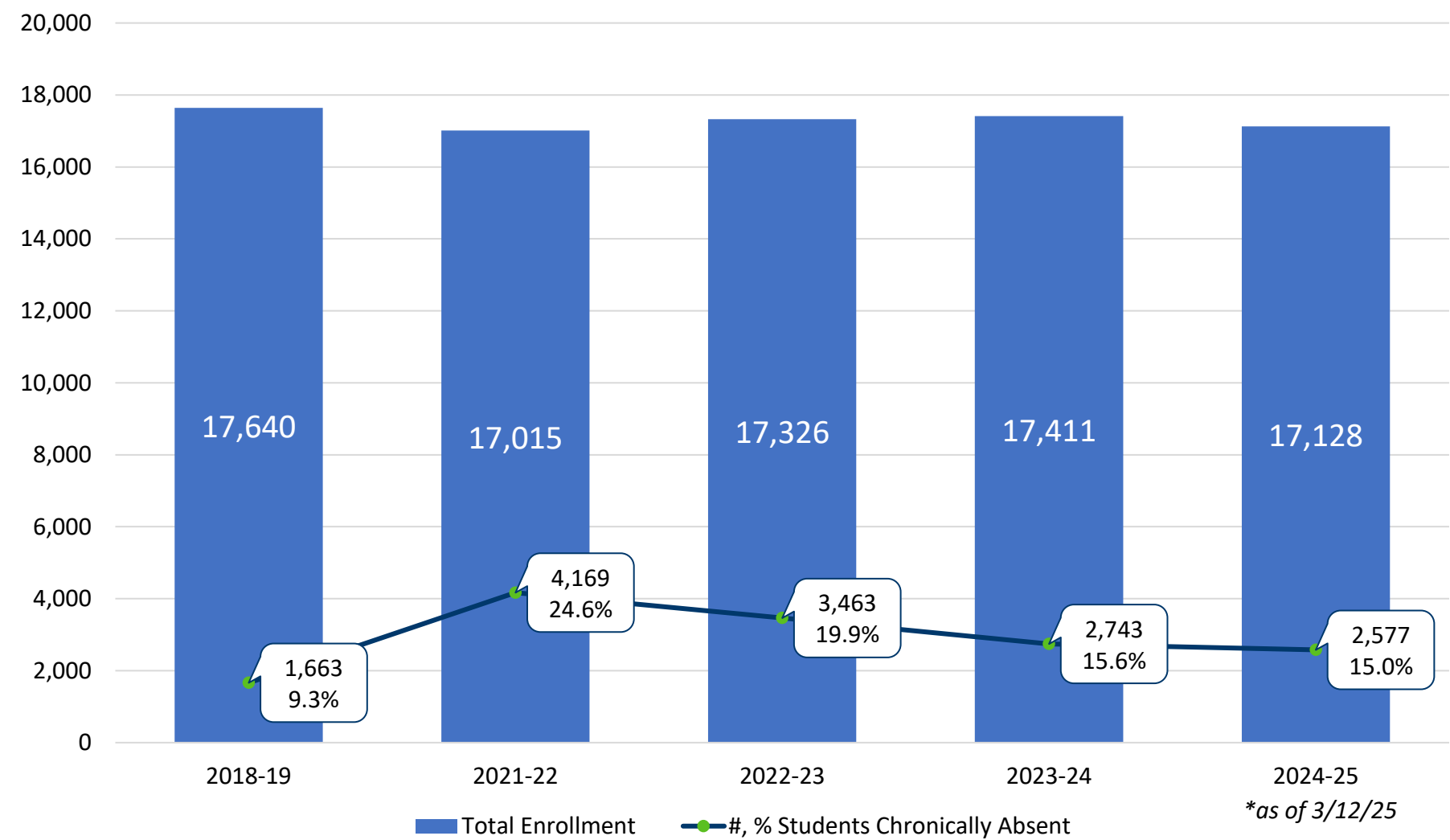
Board of Education Presentation
April 14, 2025

Bernard Hennigan, Assistant Superintendent of Student Support Services
Natalie Holloway, Director of Middle School Innovation
Tom Smith, Director of Elementary School Instruction and Performance
Buzz Williams, Supervisor of Pupil Personnel Services

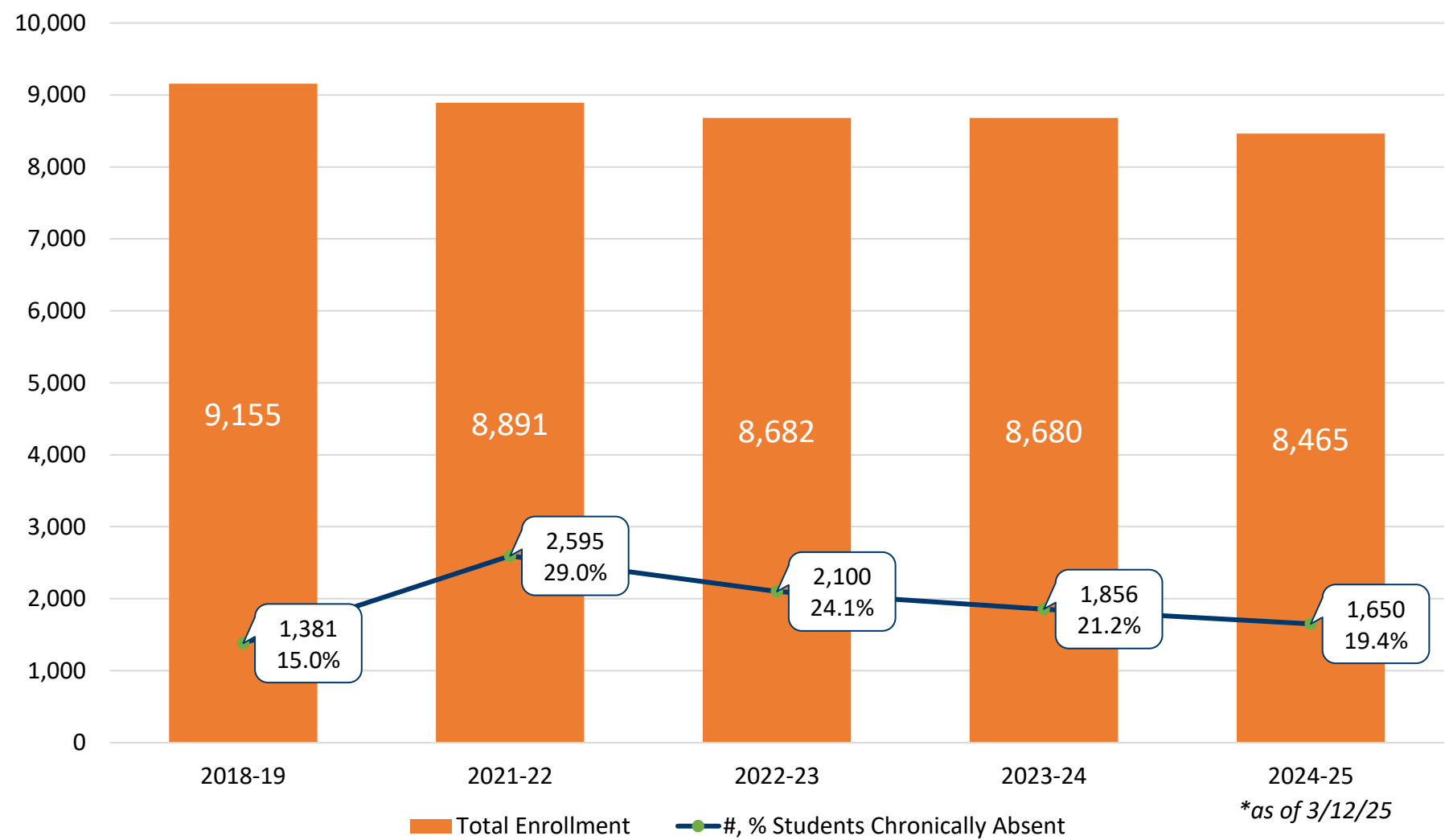
HCPS Enrollment & Chronic Absenteeism (K-12)



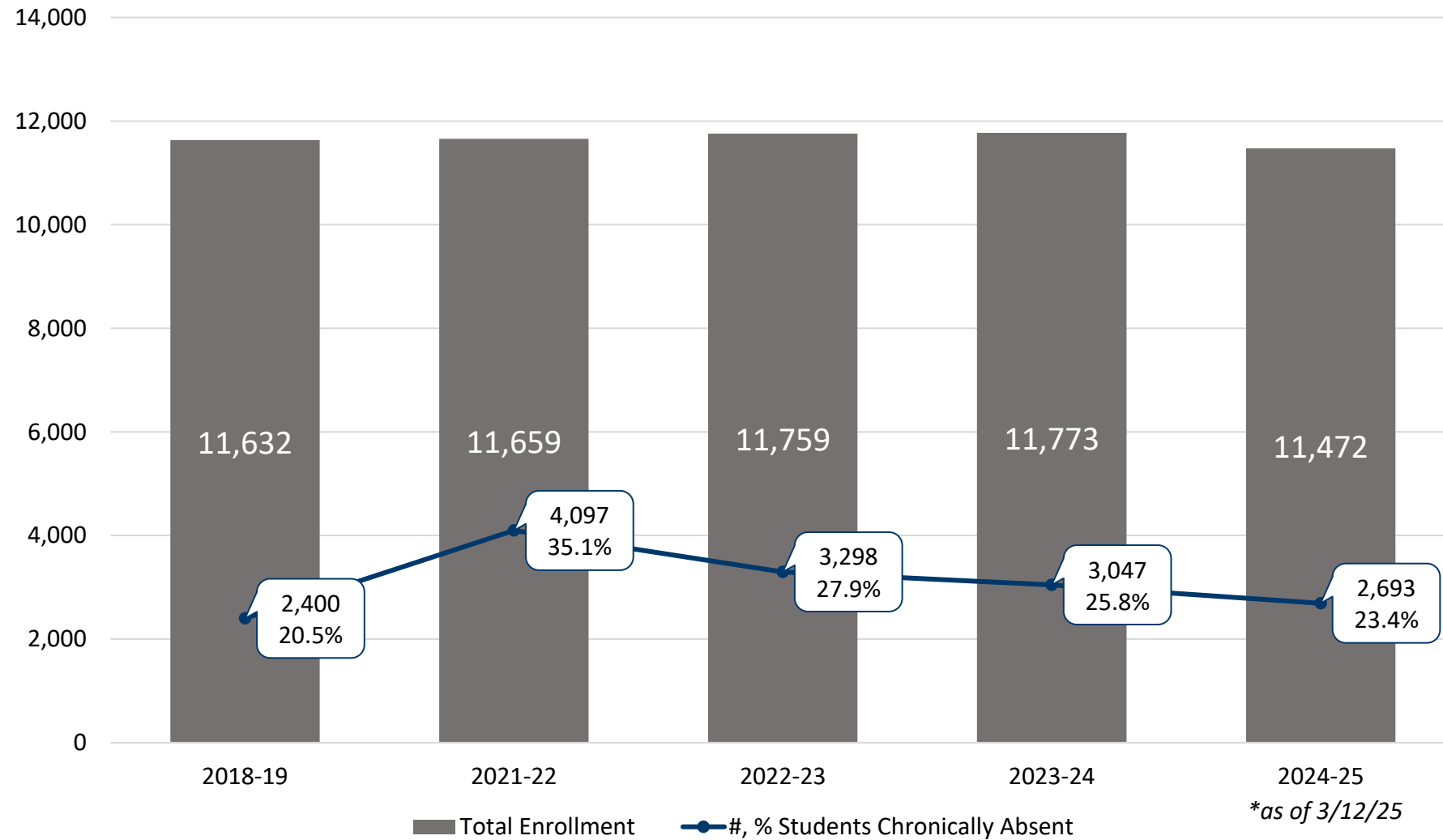
Elementary School Enrollment & Chronic Absenteeism



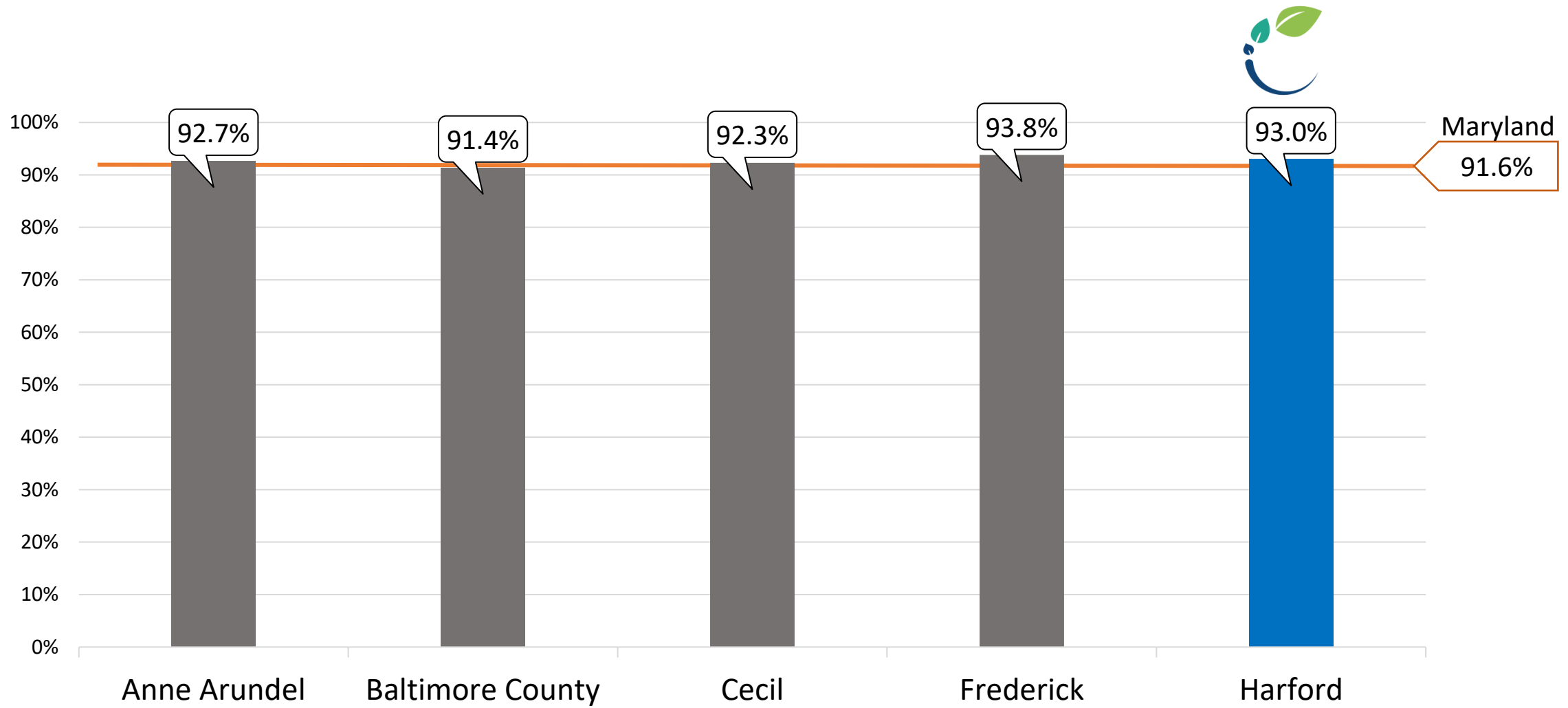
Middle School Enrollment & Chronic Absenteeism



High School Enrollment & Chronic Absenteeism



2023-24 County Attendance Comparison



Underlying Barriers

- No alarm clock
- Taking care of younger siblings
- Food insecurity
- Access to laundry
- Other priorities
- Substance abuse
- Access to technology
- Missed bus
- Long walk to school/no bus
- Chronic illness
- Lack of parent awareness
- Awareness of impact of absences
- Language barriers
- Academic issues
- Behavior issues
- Social/peer challenges
- Anxiety
- Avoidance
- Fear or discomfort around school



Designing a School-Wide Plan

A Tiered Approach

Tier 1: What are we doing to encourage ALL students to come to school?

Tier 2: What are we doing to support students who are at risk?

Tier 3: What are we doing to support our families with the most needs?

Address from Both Sides

Positive school conditions that motivate students to show up

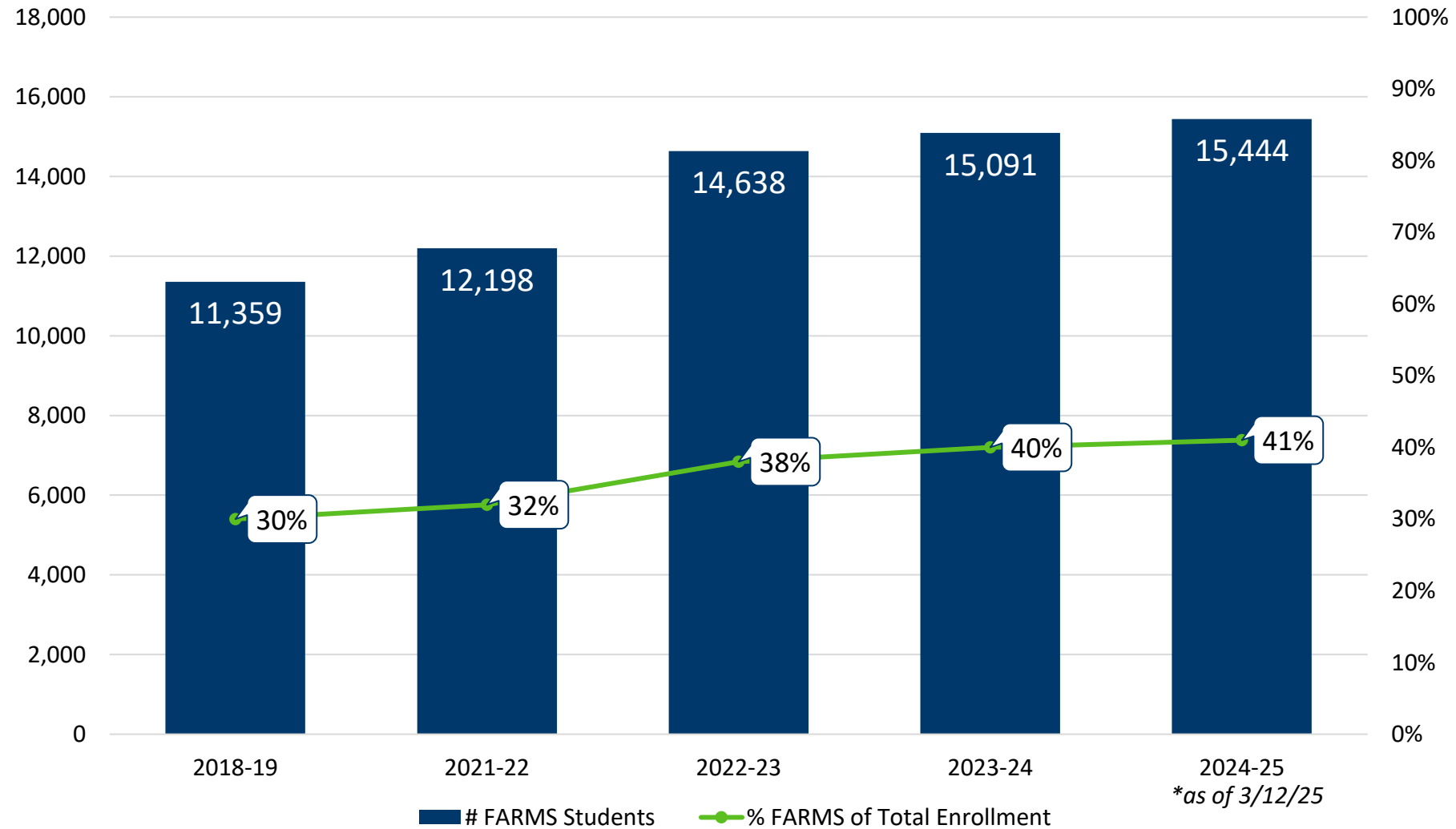
AND

Removing barriers to attendance

Involve All Stakeholders

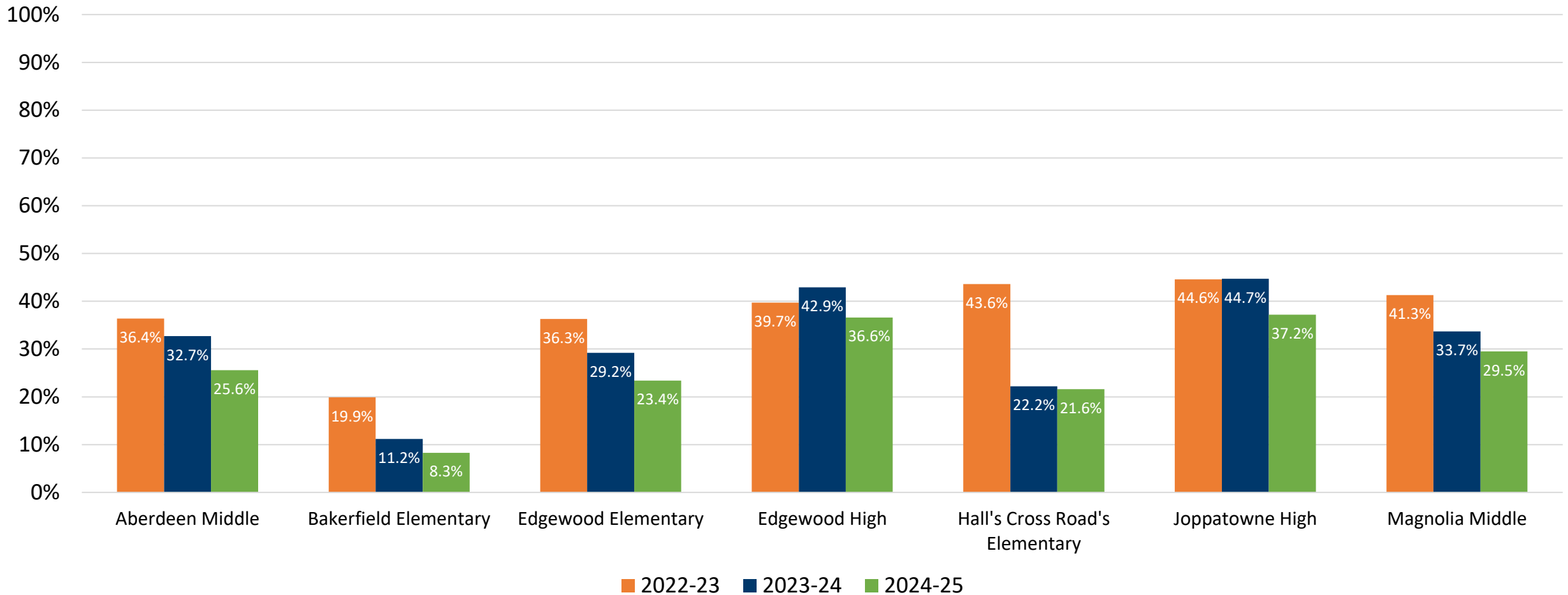
- Students
- Families
- Staff
- Community

Increasing FARMS Population



Title I/Community Schools – Chronic Absenteeism

% of Students Chronically Absent by School Year

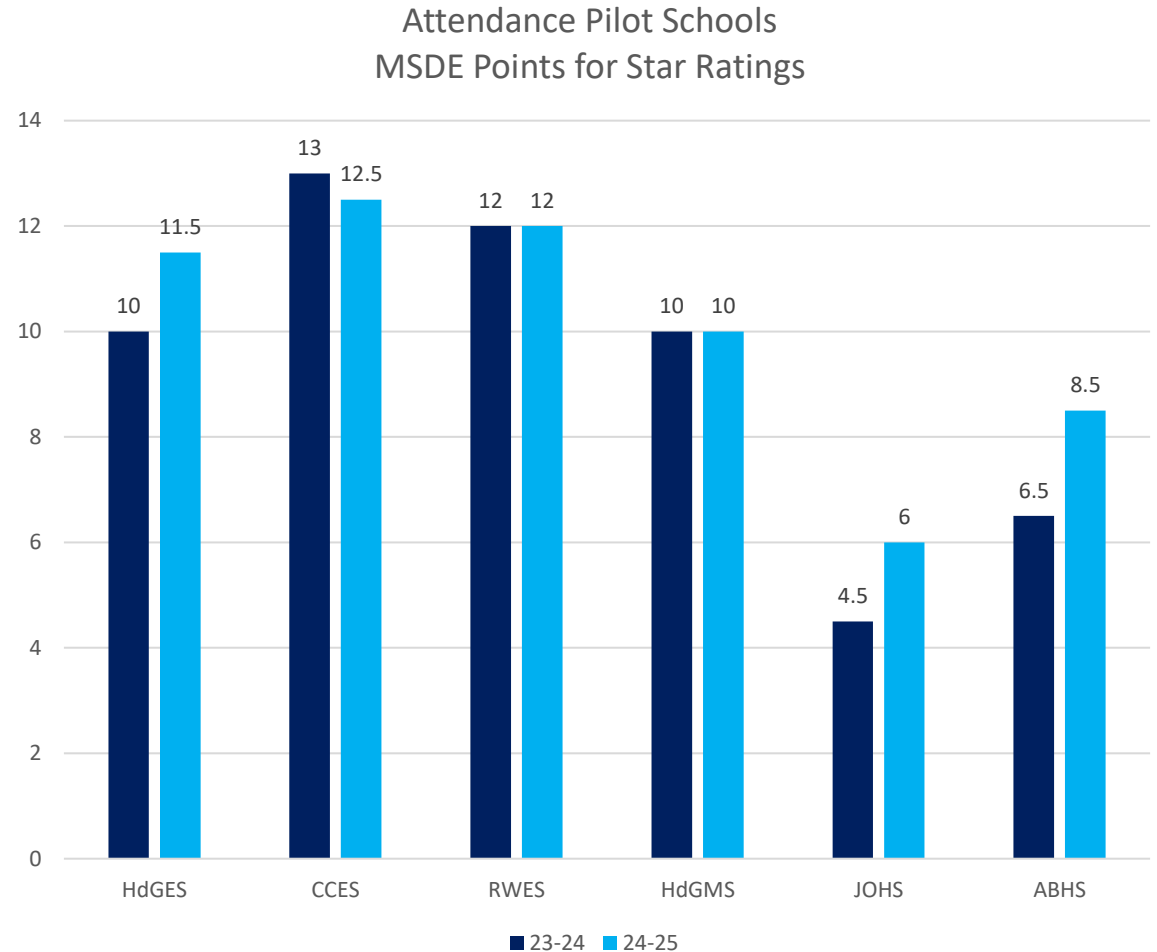


Community Schools

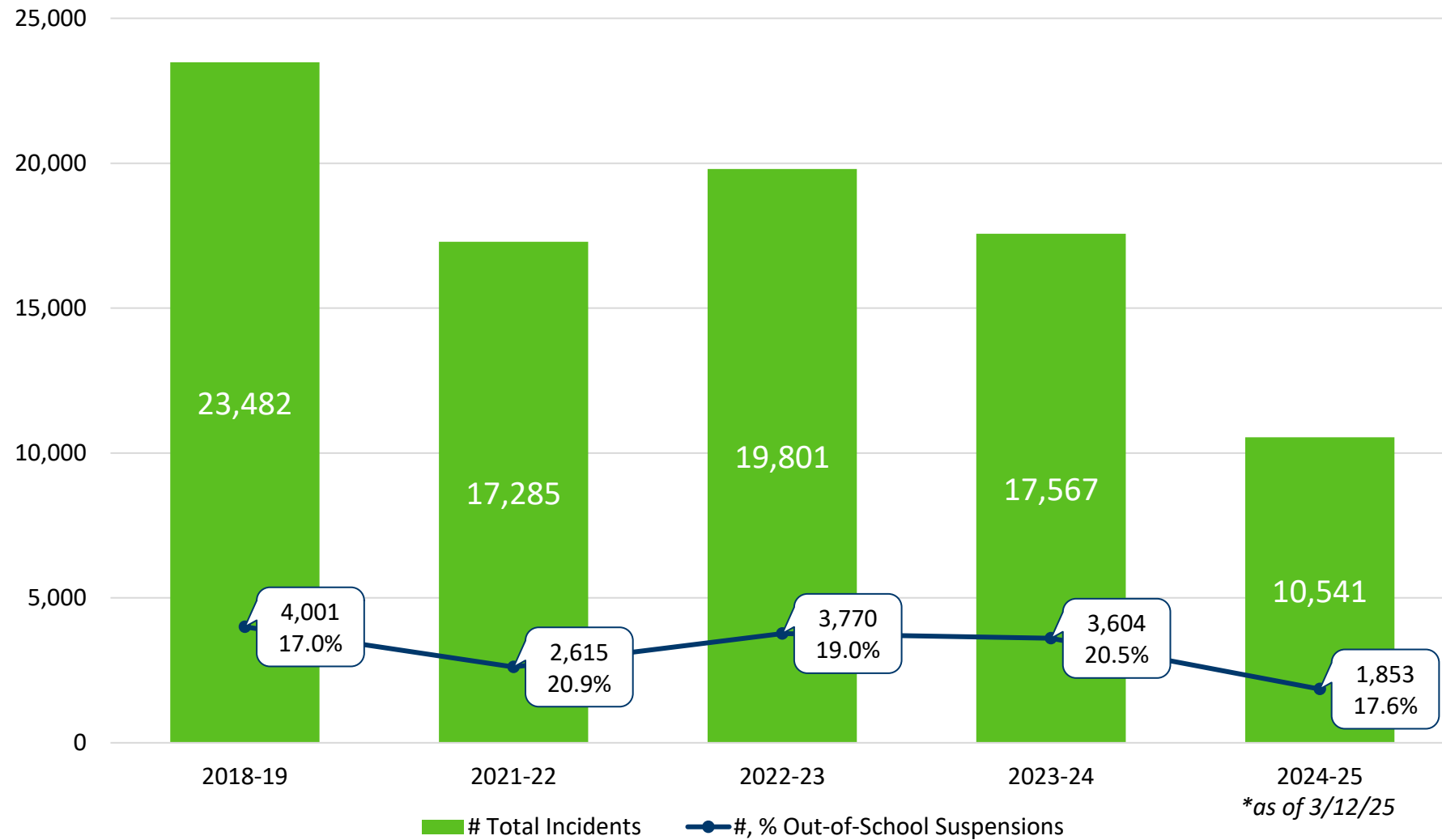
- Addition of Community Schools Specialists
- Full time Pupil Personnel Workers (PPW)
- Social Workers
- Funds for incentives
- Increased partnerships to help address absenteeism
- More staff to devote time to attendance concerns
- Able to conduct more home visits
- Provide resources (clothing, food, hygiene products, etc.)
- Education to parents about impact of absenteeism
- Care Teams
- Incentives and celebrations

Pupil Services 24-25 Focus

- Pilot New Attendance Procedures in 6 schools
 - Shift school-based interventions to prevent the 18th absence
 - Implement main office emails to parents after absences 5, 10, and 15
 - Distribute Parent Acknowledgment of Attendance Rules
 - Shift PPW interventions to address chronic absence
 - Apply consequences to chronically absent students
- Restructure legal (court) referral criteria
 - Truancy without educational services for interventions in Truancy Court
 - Negative educational impact for criminal prosecution in District Court



HCPS Yearly Discipline Data



Number of Incidents by Offense Code

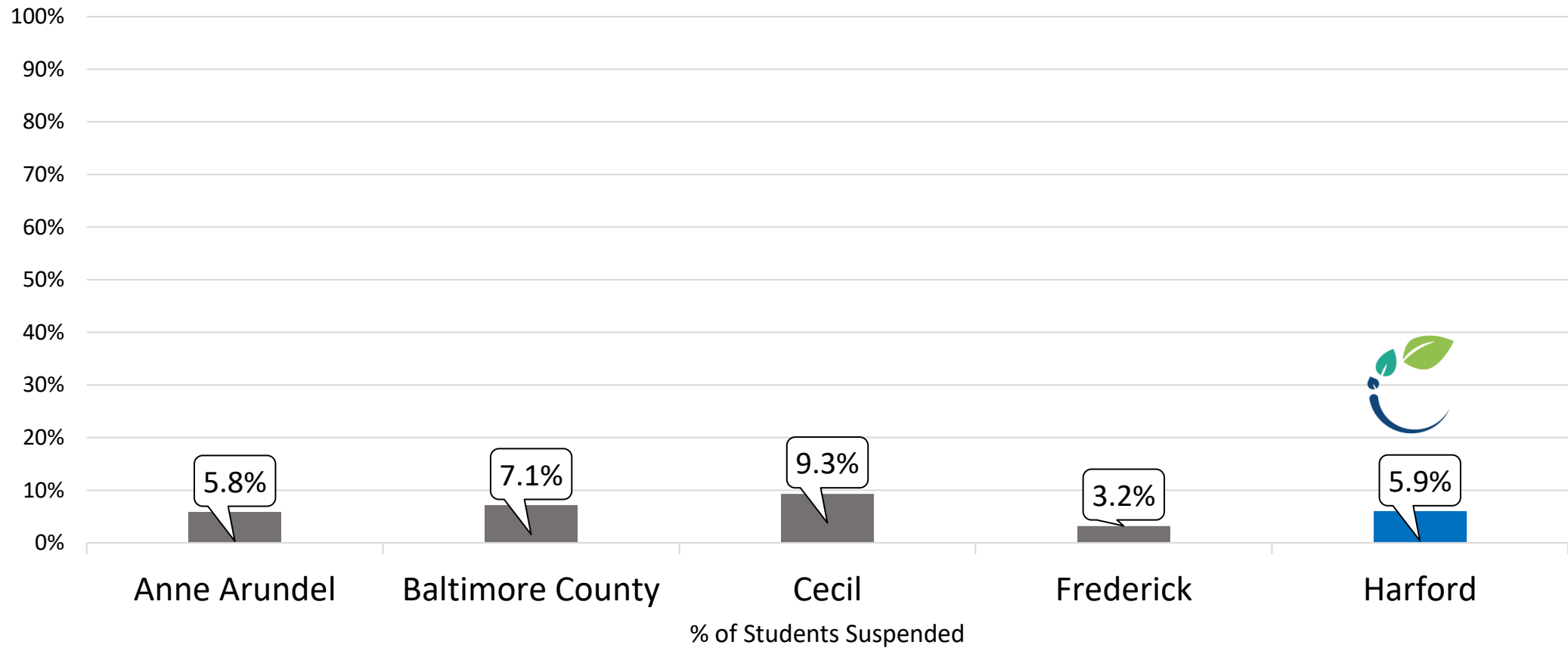
<i>School Year</i>	<i>Disruption</i>	<i>Disrespect</i>	<i>Attack on Student</i>	<i>Class Cutting</i>	<i>Fighting</i>
2024-2025 <i>*as of 3/12/25</i>	3,238	2,869	824	548	490
2023-2024	5,527	4,717	1,543	1,225	1,029
2022-2023	6,302	4,830	1,491	1,495	1,195
2021-2022	5,076	4,883	1,214	1,527	1,222
2018-2019	6,623	6,764	1,520	1,789	980

Number of OSS* Incidents by Offense Code

*Out of School Suspensions

<i>School Year</i>	<i>Disruption</i>	<i>Disrespect</i>	<i>Attack on Student</i>	<i>Fighting</i>	<i>Drugs</i>	<i>Attack on Adult</i>	<i>Tobacco</i>
2024-2025 <i>*as of 3/12/25</i>	428	344	231	335	107	53	32
2023-2024	719	640	462	779	239	187	79
2022-2023	737	634	450	924	218	162	81
2021-2022	648	737	377	961	143	147	35
2018-2019	824	856	462	660	96	168	300

2023-24 County Discipline Comparison



SY 2024-25 Secondary Approach

- Implemented Cell Phone Policy revision
- Increased number of PBIS schools, including all middle schools
- Increased Swan Creek options for families
- Piloted Twilight program at multiple schools to reduce suspensions
- Increased Social Worker and Behavior Coach positions in high needs schools

SY 2024-25 Elementary Approach

- **Pre K-2 Workgroup** – Assistant Principals and Principals working collaboratively with Student Services to address the unique needs of this population.
- **2024-25 Expanded use of TeachTown in Kindergarten** – Daily behavioral lessons in Kindergarten district-wide.
- **Elementary Retraining of HCPS SST Process** – Enhanced SST Process to include Behavioral Support Progressions Chart and Elementary Tiered Levels of Supports and Interventions
- **Revised PreK-2 Suspension Process** – Retrained administrators on revisions to the process and included a consult with Ed Services prior to suspension.
- **In District Non-Pub Classroom at Swan Creek** – seats for elementary and middle school students working with Highroads. Can serve as an interim placement for students needing a non-public placement.
- **Targeted Professional Development at Select Schools** – targeted, school-based, PD provided by Behavior Coaches, BCBA, and SE Coordinator of Training and Technical Assistance.

QUESTIONS?

