2023-2024
Annual Report

Based on the Superintendent's Priorities and Performance Targets to Meet the Board of Education of Harford County's Strategic Plan

HARFORD COUNTY
PUBLIC SCHOOLS

Inspire • Prepare • Achieve

SUPERINTENDENT OF SCHOOLS

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www.HCPS.org

SCHOOL DIRECTORY

Elementary

Abingdon Elementary
Bakerfield Elementary
Bel Air Elementary
Church Creek Elementary
Churchville Elementary
Darlington Elementary
Deerfield Elementary
Dublin Elementary
Edgewood Elementary
Emmorton Elementary
Forest Hill Elementary

Forest Lakes Elementary
Fountain Green Elementary
George D. Lisby Elementary
Hall's Cross Roads Elementary
Havre de Grace Elementary
Hickory Elementary
Homestead/Wakefield Elementary
Jarrettsville Elementary
Joppatowne Elementary
Magnolia Elementary
Meadowvale Elementary

Norrisville Elementary
North Bend Elementary
North Harford Elementary
Old Post Road Elementary
Prospect Mill Elementary
Red Pump Elementary
Ring Factory Elementary
Riverside Elementary
Roye-Williams Elementary
William S. James Elementary
Youth's Benefit Elementary

Middle

Aberdeen Middle
Bel Air Middle
Edgewood Middle

Fallston Middle
Havre de Grace Middle
Magnolia Middle

North Harford Middle
Patterson Mill Middle
Southampton Middle

High

Aberdeen High
Bel Air High
C. Milton Wright High
Edgewood High

Fallston High
Harford Technical High
Havre de Grace High
Joppatowne High

North Harford High
Patterson Mill High

Multi-Level

Harford Academy

Swan Creek

WHO WE ARE
2023-2024

38,106
TOTAL ENROLLMENT

OUR STUDENTS

- **39.4%** eligible to receive free/reduced meals
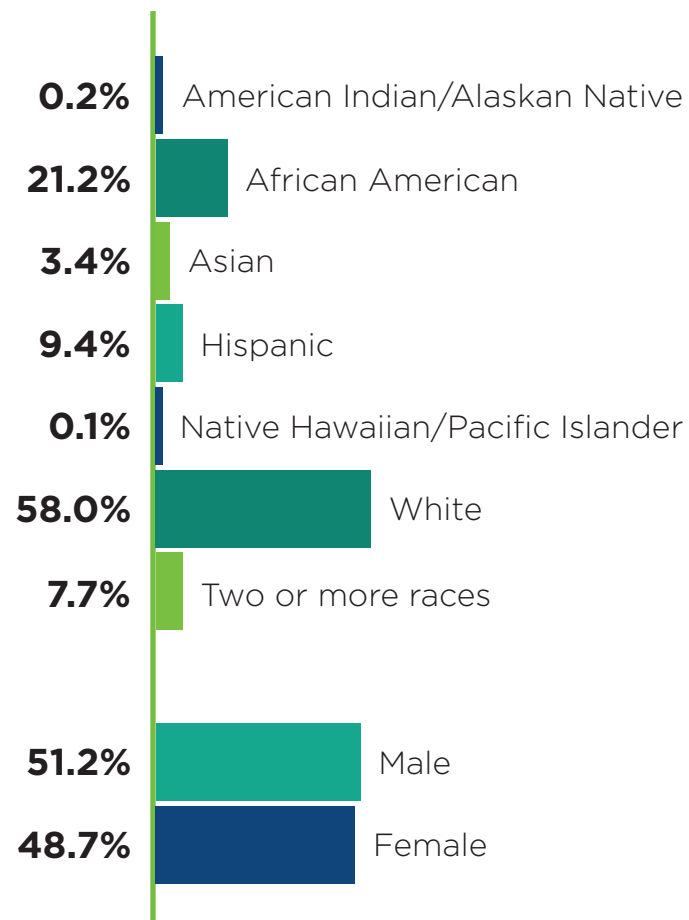- **6,715** enrolled in AP courses
- **2.8%** speak English as a second language
- **14.2%** enrolled in special education
- **1,900** enrolled in a magnet program
- **1,196** dual enrolled

- **0.2%** American Indian/Alaskan Native
- **21.2%** African American
- **3.4%** Asian
- **9.4%** Hispanic
- **0.1%** Native Hawaiian/Pacific Islander
- **58.0%** White
- **7.7%** Two or more races
- **51.2%** Male
- **48.7%** Female

90.83% GRADUATION RATE
For the Class of 2023

OUR STAFF

- **5,675** employees*
- **5,194** school-based employees*
- **481** non-school-based employees*
- **252** teachers hired in FY2023-2024

- **74.1%** of teachers have a Masters or Doctorate
- **8.6%** of teachers are non-white
- **142** National Board Certified Teachers

- **4,118** school-based instructional staff*
- **1,076** school-based support staff*
- **481** Central Office support staff*

*Full Time Equivalent

FACILITIES

- **55** schools (188 total buildings)
- **2,142** classrooms
- **1,941.07** acres of property
- **274** custodians

TRANSPORTATION

- **526** buses
- **7,468,692** miles traveled
- **33,286** students transported

BUDGET ALLOCATION

- **10.5%**
- **2.8%**
- **86.7%**

- Instruction and Transportation for Students
- Operations and Maintenance
- Administration
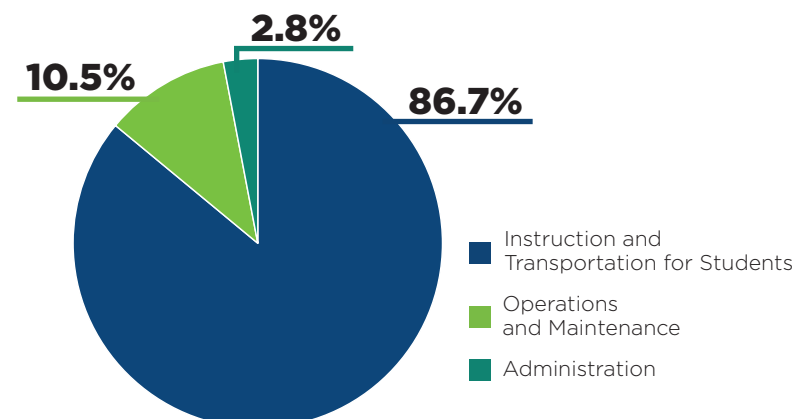
FOOD SERVICES

- **1,437,238** breakfasts served
- **3,453,685** lunches served
- **$3,461,570.45** a la carte sales
- **82,091** summer meals served
- **$20,810,749.37** total sales

Information accurate as of December 2024.

FINANCIAL *Highlights*

The operating budget for Harford County Public Schools is a constantly evolving process. Many members of the Harford County community take part in shaping the budget before it is finalized in June.

Beginning in the Fall, the Superintendent works to develop a proposed operating budget for the following fiscal year. The Superintendent meets with senior staff members within the organization, holds discussions with targeted focus groups, and accepts input from the community through public input sessions and email submissions. In December/January, the Superintendent presents the budget to the Board of Education.

The Board of Education conducts public input sessions and continues to receive email submissions as they work to build on the budget before presenting it to the Harford County Executive prior to March 1.
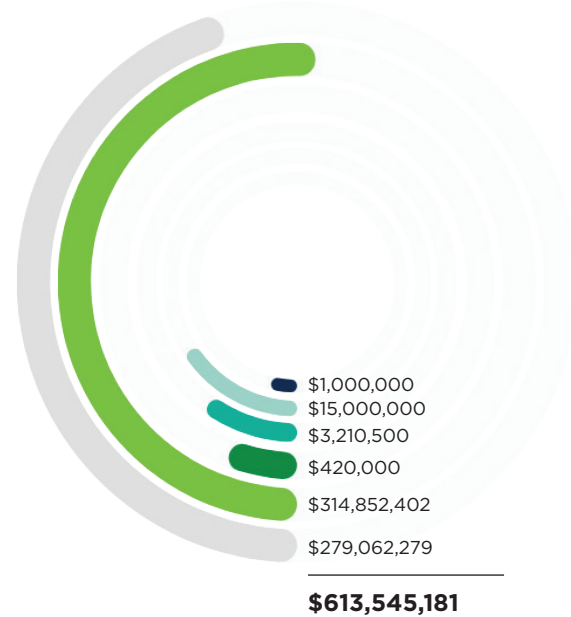
The Harford County Executive typically holds public hearings and engages in dialogue with the community before sending the budget to the Harford County Council.

In April, when the Harford County Council members receive the budget, they continue to hold public hearings and engage with the community before finalizing the budget on or before June 15.

Submit your thoughts on the proposed operating budget by emailing: *budget@hcps.org.*

UNRESTRICTED OPERATING BUDGET

EXPENDITURES	FY2024	Percent Change	FY2023	Percent Change	FY2022
Administrative services	$14,073,119	5.37%	$13,355,516	16.38%	$11,476,258
Mid-level administration	33,035,060	4.14%	31,723,270	7.19%	29,596,022
Instructional salaries	221,073,950	6.72%	207,152,061	10.06%	188,225,307
Instructional textbooks and supplies	7,906,421	-1.10%	7,994,009	8.02%	7,400,542
Other instructional costs	10,323,202	18.54%	8,708,827	108.44%	4,178,037
Special education	69,634,778	8.11%	64,408,698	20.71%	53,359,506
Student personnel services	2,919,669	3.28%	2,826,864	24.60%	2,268,780
Student health services	5,649,714	7.70%	5,248,041	17.21%	4,477,285
Student transportation	44,705,346	8.68%	41,136,424	13.77%	36,158,682
Operation of plant	35,414,927	10.71%	31,989,802	11.20%	28,767,404
Maintenance of plant	16,838,387	8.12%	15,574,294	7.62%	14,471,023
Fixed charges	150,664,271	1.76%	148,065,237	7.29%	138,008,081
Community services	569,835	1.07%	563,828	1.50%	555,481
Capital outlay	736,502	14.15%	645,189	---	645,189
Total expenditures	**$613,545,181**	**5.89%**	**$579,392,060**	**11.51%**	**$519,587,597**

REVENUES
FY2024

$1,000,000
$15,000,000
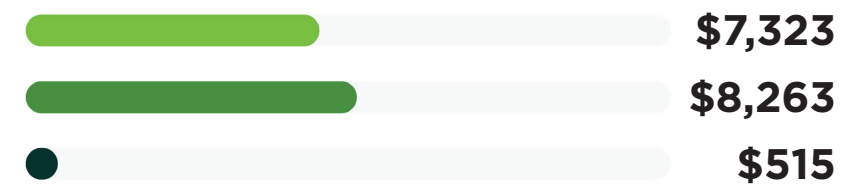$3,210,500
$420,000
$314,852,402
$279,062,279

$613,545,181
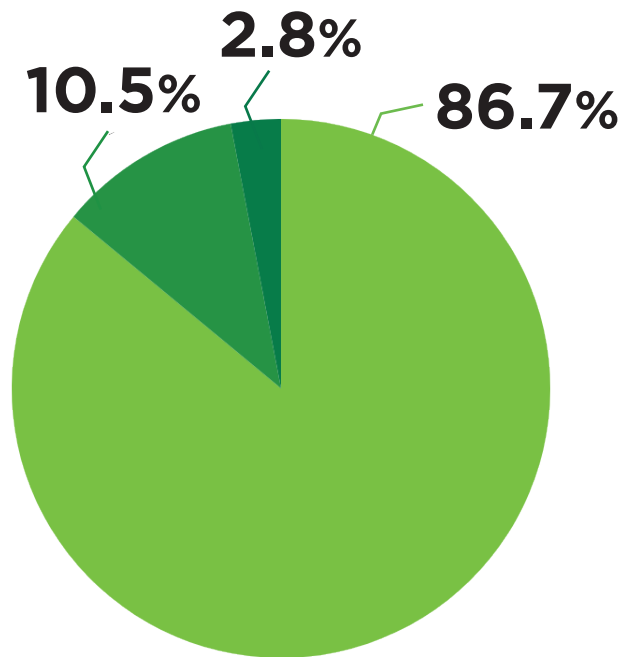
- ■ Earnings on Investments (0.16%)
- ■ Prior Year Fund Balance (2.44%)
- ■ Other Sources (0.52%)
- ■ Federal Government (0.07%)
- ■ Harford County (51.32%)
- ■ State of Maryland (45.48%)

2.8%
10.5%
86.7%

- ■ Administration
- ■ Operations and Maintenance
- ■ Instruction and Transportation for Students

PER PUPIL FUNDING

$7,323
$8,263
$515

Total Per Pupil Funding
$16,101

- ■ State Funding
- ■ Local Funding
- ■ Other Funding

Sources: Unrestricted Operating Budget: Statement of Revenues, Expenditures and Changes in Fund Balances - Budget (NON-GAAP BASIS) and Actual - General Fund for the years ended June 30, 2024, June 30, 2023, and June 30, 2022. These statements are published in the annual Harford County Public Schools Annual Comprehensive Financial Reports. Per Pupil Funding is calculated using total enrollment.
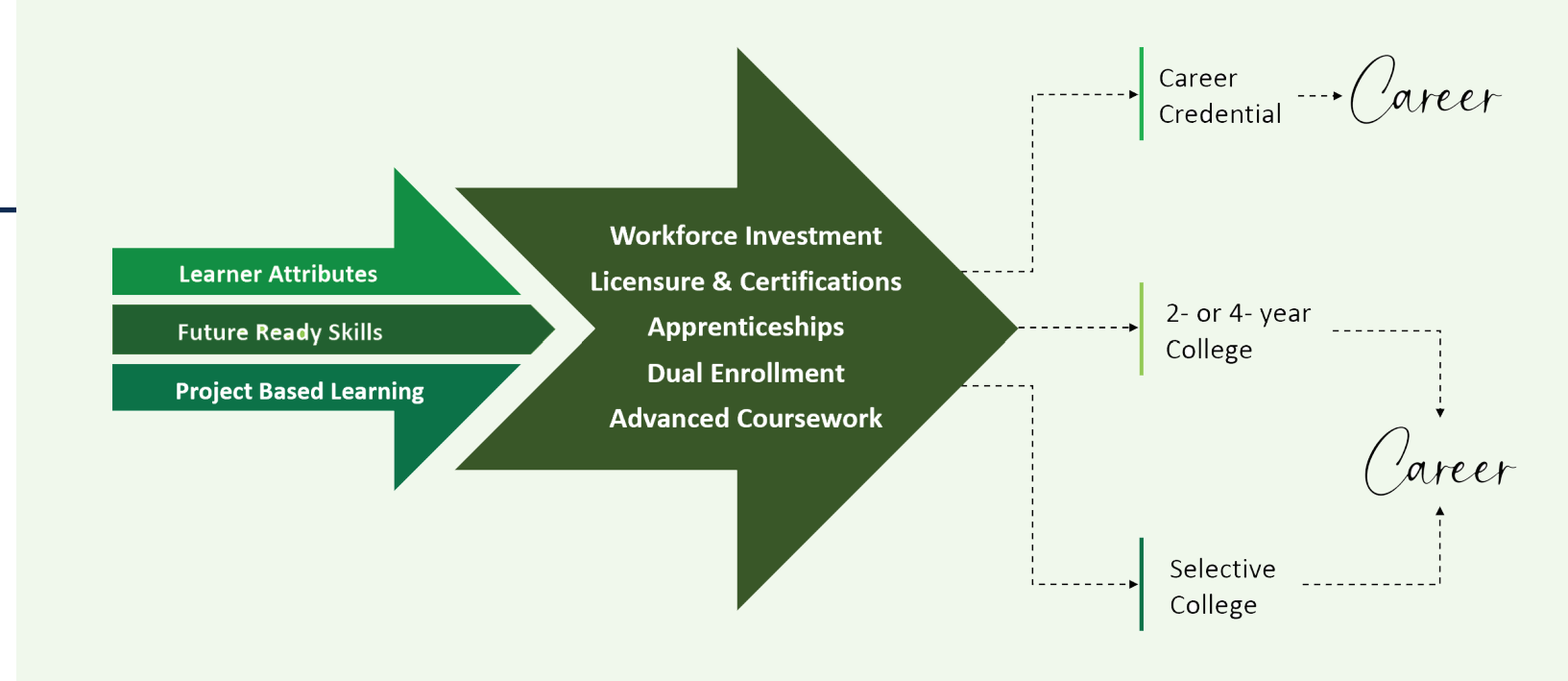
Career Driven

Career readiness connects classroom learning with real-world applications. For career readiness, students acquire transferable skills such as critical thinking, problem-solving, teamwork, communication, and adaptability.
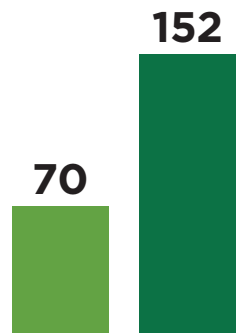
HCPS fosters partnerships with local businesses, industries, and community organizations to provide students with authentic work experiences and exposure to different career paths. Partners offer apprenticeships, internships, guest speakers, site visits, and collaborative projects that bridge the gap between the classroom and workplace.

The Blueprint Career Coaching program helps students explore their interests, strengths, and career aspirations.
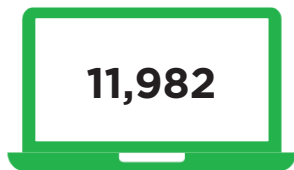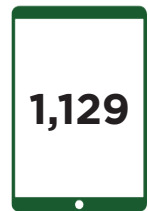
HARFORD YOUTH
WORKFORCE INVESTMENT

apprenticeship **MARYLAND**
Earn and Learn Opportunities for Youth

Learner Attributes
Future Ready Skills
Project Based Learning

Workforce Investment
Licensure & Certifications
Apprenticeships
Dual Enrollment
Advanced Coursework

Career Credential ----> Career

2- or 4- year College

Selective College

Career

Businesses Offering Apprenticeships

152

70

Unique businesses currently offering apprenticeships to HCPS students.*
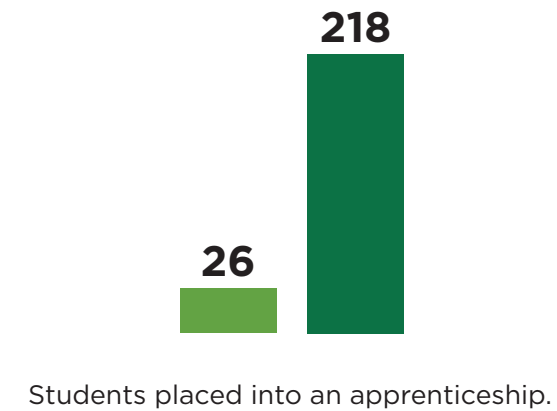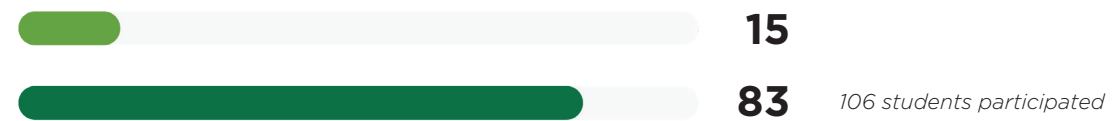
2022-2023
Apprenticeship program began this year.

2023-2024

Technology to Support a Future Driven Curriculum

1,129 iPads provided to PreK students.

25,395 Chromebooks provided to students in grades K-8.

11,982 Laptops provided to students in grades 9-12.

Student Apprentices

2022-2023
2023-2024

Students completed an apprenticeship.

15

83 *106 students participated*

218

26

Students placed into an apprenticeship.

199
students earned industry recognized credentials

(This data was not applicable in 2022-2023)

1,420 ↑
Graduates earned a Career and Technology Education completer.

(1,278 graduates in 2022-2023)

↑ *Positive year over year growth.   Data accurate as of June 30, 2024.*

Career Driven, cont.

Middle School Innovation Project

2023-2024 Milestones:

- World Language for credit offered at every middle school with the goal of earning the Seal of Biliteracy at the end of sophomore year.
- Increased CTE offerings through Engineering and Computer Science courses at each middle school and a new 7th grade Career Compass course.
- Designed process for students in grades 5, 6, and 7 to have a new opportunity to rank their unified arts class by student interest.
- Designed an advisory period once per week at every middle school.

Percentage of Students Completing Designed Career Modules

Students completing AchieveWorks Intelligence Assessments in grades 6-8.

Grade		Percentage	Students
6		84.0%	2,384 students
7		79.0%	2,279 students
8		68.0%	2,123 students
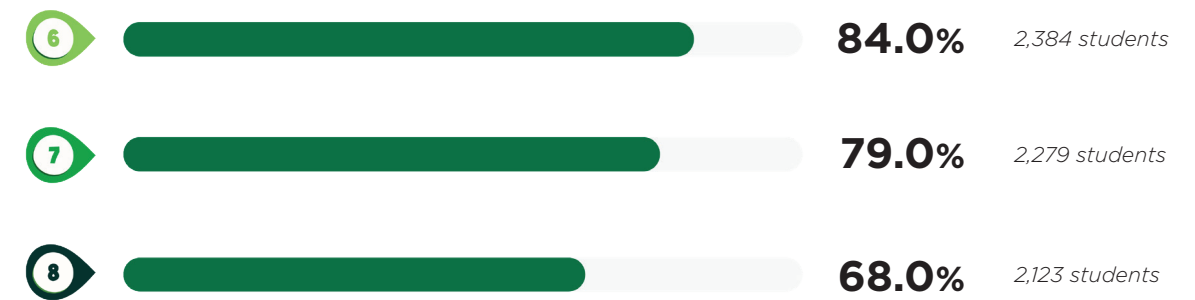
2,038
total number of transfer VR career exploration users in grades 7 and 9
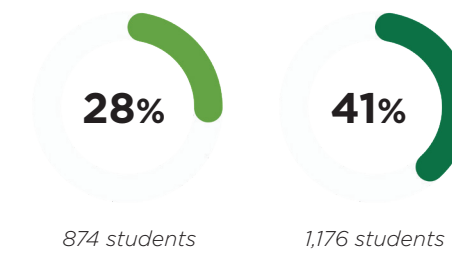
3,036
number of transfer VR careers explored in grades 7 and 9
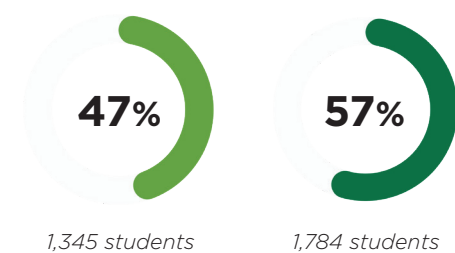
Data not applicable in 2022-2023.

Students in grade 6 completed Career Cluster Finder Assessments.

15%
431 students

68%
1,924 students
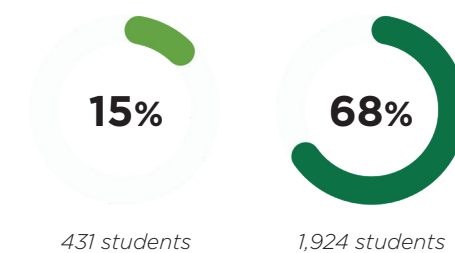
Students in grade 7 completed Career Key Assessments.

28%
874 students

41%
1,176 students

Students in grade 8 completed StrengthsExplorer Assessments.

47%
1,345 students

57%
1,784 students

■ 2022-2023   ■ 2023-2024

Graduate Outcomes

HCPS believes students can best demonstrate their preparation for success after high school by being prepared for career or college.

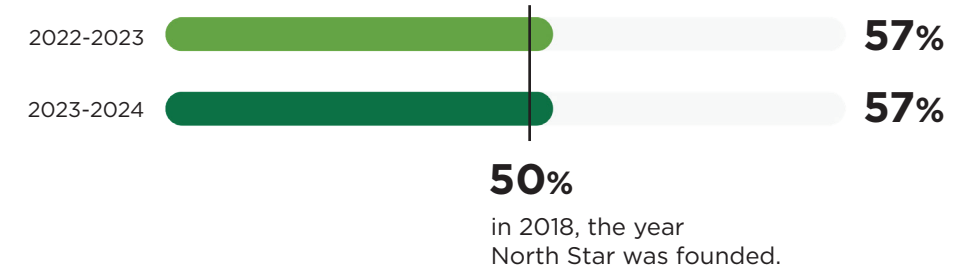HCPS strives to improve graduate outcomes, measuring:
- met the criteria for potential college credits (AP, IB, CTE Pathway)
- earned college credit through a dual enrollment course
- earned a career licensure, certification, apprenticeship completion, or met the Technical Skills Assessment requirements

Additional graduate outcomes stemming from the Blueprint include 9th grade on-track and College and Career Readiness (CCR).

NORTH STAR

BLUEPRINT for our students' future

North Star Graduate Outcomes

Percentage of HCPS graduates who met the criteria for at least one North Star Graduate Outcome.*

2022-2023 **57%**
2023-2024 **57%**

50% in 2018, the year North Star was founded.

65.6%
Considered "on track" by end of grade 9

50.0%
CCR ready by end of grade 10
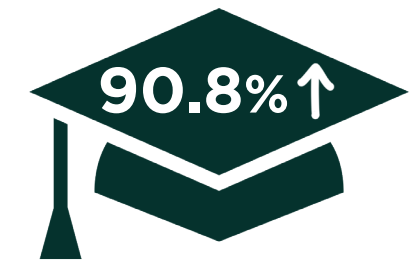
56.1%
CCR ready by end of grade 11

Dual Enrollment Credits Earned

Dual enrollment opportunities have saved families $1.38 million dollars in estimated in-state college tuition costs.

9,834 ↑

For the class of 2024
5,343 for the class of 2023

Graduation Rate

90.8% ↑
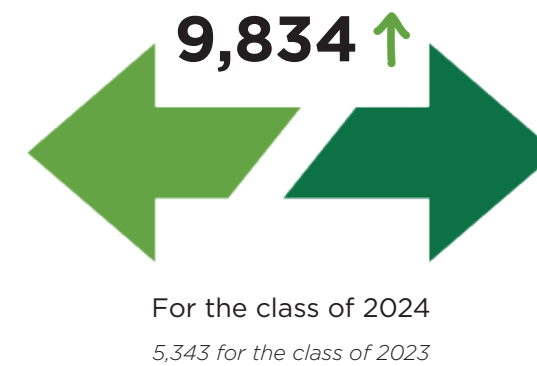
For the class of 2024
85.8% Maryland state average

AP and IB Exams Passed and Credits Earned

6,609 ↑
AP credits earned
6,303 in 2022-2023

2,556 ↑
AP exams passed
2,157 in 2022-2023

494 ↑
IB credits earned
438 in 2022-2023

142
IB exams passed
179 in 2022-2023

↑ Positive year over year growth. | For the 2023-2024 school year, CCR-ready students have earned a 3.0+ GPA and shown math proficiency with a C or better in Algebra I or are proficient on the Algebra I MCAP, or they are proficient in both ELA 10 and Algebra I MCAP assessments. | Sources: The "On Track" percentage can be found in the Maryland School Report Card dashboard. CCR Ready percentages are based on data from the Maryland State Department of Education (MSDE).

Learner Attributes

Harford County Public Schools uses five learner attributes to support students at all grade levels. Our goal is for every student to be a proficient reader, writer, and problem-solver who is healthy and employable.
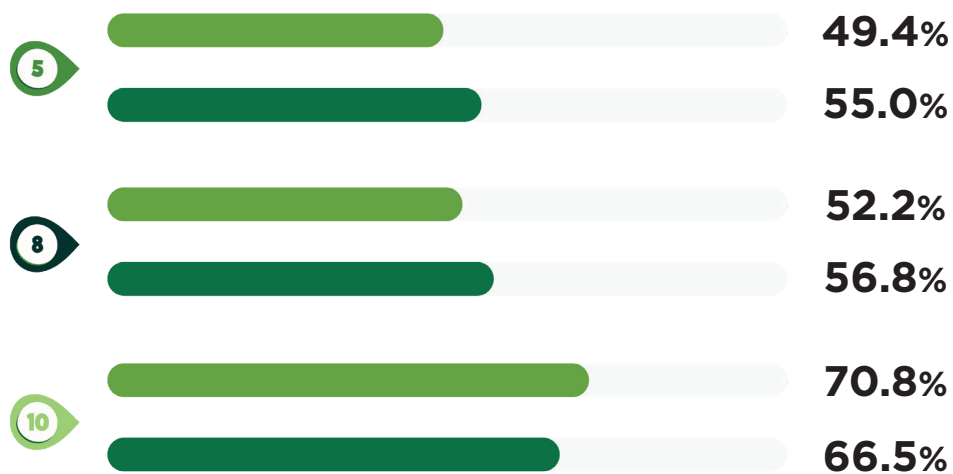
Readers*

2022-2023
2023-2024

Percentage of students each year who meet or exceed the grade level proficiency on the local reading assessment.

2
56.4%
59.6%

5
65.3%
68.5%

8
58.8%
60.9%
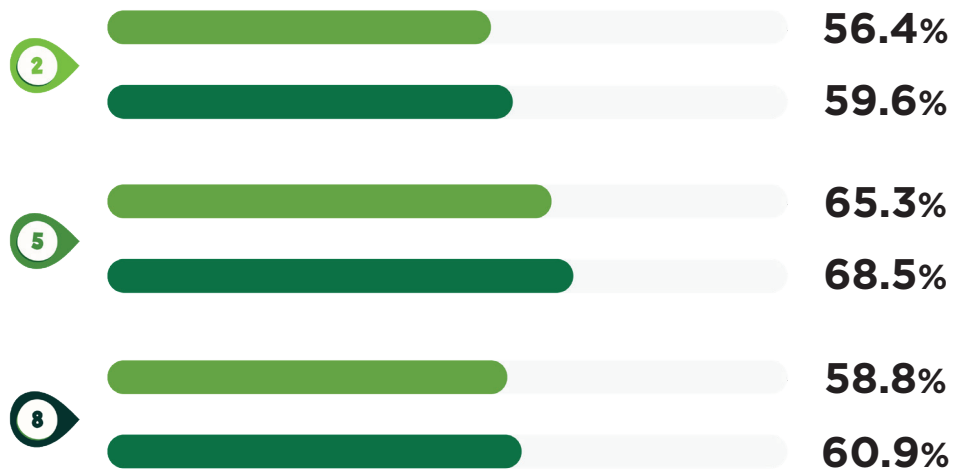
Percentage of students each year who meet or exceed the reading proficiency cut score on MCAP English/Language Arts Literacy.

5
49.4%
55.0%

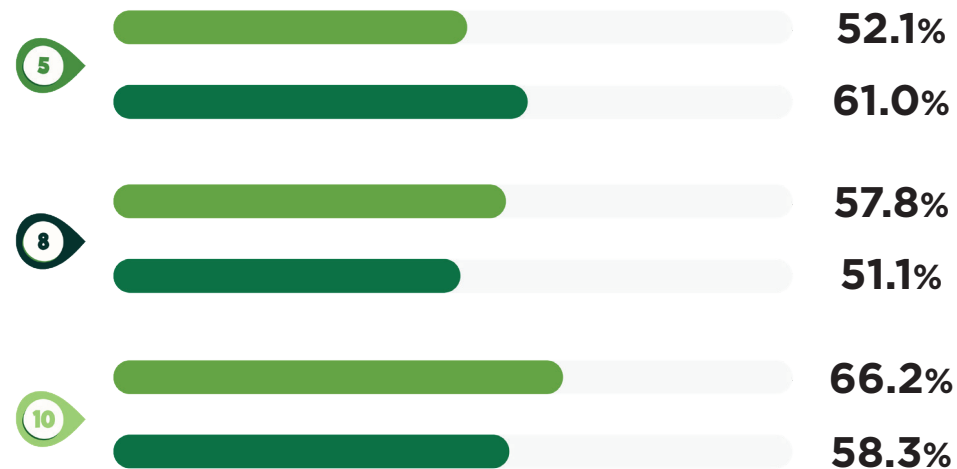**8**
52.2%
56.8%

10
70.8%
66.5%

Writers*

2022-2023
2023-2024

Percentage of students each year who meet or exceed the writing proficiency cut score on MCAP English/Language Arts Literacy.

5
52.1%
61.0%

8
57.8%
51.1%

10
66.2%
58.3%

State Rankings

2022-2023
2023-2024

7th
in the state for English/Language Arts

13th
in the state for Mathematics

*The Maryland Comprehensive Assessment Program (MCAP) is used to measure proficiency by the end of grades 5 and 8. **The Healthy Outcomes from Positive Experiences (HOPE) framework is utilized to measure the health and wellness of students at the end of grades 5 and 8. Sources: Data collected and reported by the HCPS Office of Accountability.
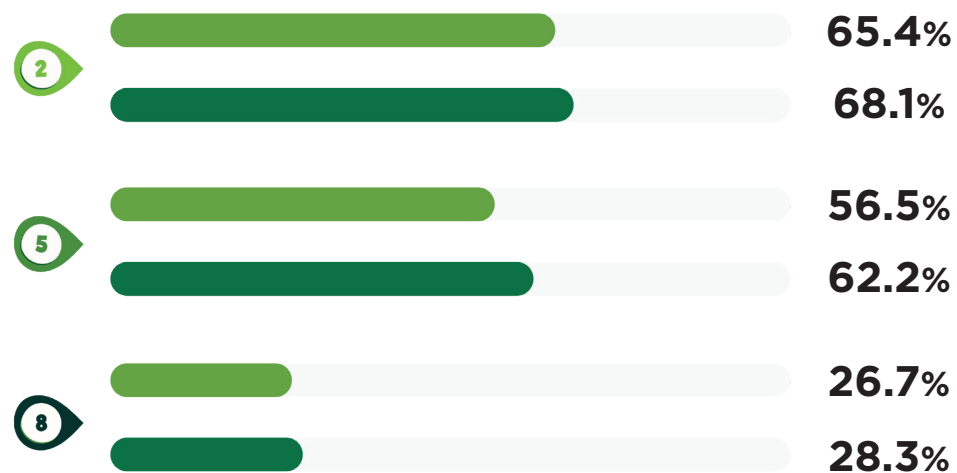
Learner Attributes, cont.

Problem-Solvers

2022-2023
2023-2024

Percentage of students each year who meet or exceed the grade level proficiency on the local mathematics assessment.

2
65.4%
68.1%

5
56.5%
62.2%

8
26.7%
28.3%

Employable

2022-2023
2023-2024

End of year student attendance rates.

2
93.4%
94.2%

5
93.8%
94.3%

8
91.5%
92.7%

Healthy**

All Healthy data points: 2023-2024

Percentage of students with positive childhood experience -
"I enjoy participating in community traditions, volunteering, family traditions, or attending school events."

5
79.0%
8
73.0%

Percentage of students with positive childhood experience -
"I feel a sense of belonging in school."

5
71.0%
8
71.0%

Percentage of students with positive childhood experience -
"I have at least two non-parent adults who show they care about me."

5
76.0%
8
66.0%

Healthy data not applicable in 2022-2023.

*The Maryland Comprehensive Assessment Program (MCAP) is used to measure proficiency by the end of grades 5 and 8. **The Healthy Outcomes from Positive Experiences (HOPE) framework is utilized to measure the health and wellness of students at the end of grades 5 and 8. Sources: Data collected and reported by the HCPS Office of Accountability.*

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Board Goal One: Prepare every student for success in postsecondary education and career.

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Personalization for Academic Needs

HCPS has Magnet Programs to provide specialized unique opportunities for secondary students.
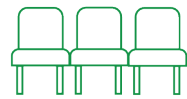
37
Programs of Study

8
Magnet Programs

1,900 ↑
Students participating in Magnet Programs in grades 9-12

690 ↑
Magnet Program seats available to incoming freshmen

432 ↑
Magnet Program graduates in the class of 2023

Early Learners

HCPS has a mixed delivery system of full-day PreK programs, half-day PreK programs, Learning Together preschool classes, Early-Learner preschool classes, Blueprint private providers for PreK, and Judy Centers.

Percentage of students served by PreK programs who demonstrate readiness, as measured by the Kindergarten Readiness Assessment.

2022-2023 — **34.0%**
2023-2024 — **48.6%**
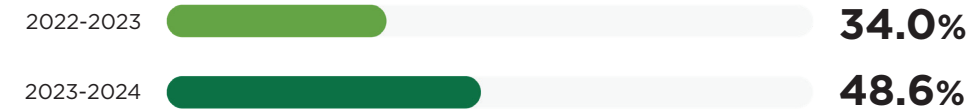
Number of students enrolled in public and private PreK programs.

700 ↑ — Public PreK Programs
16 — Private PreK Programs

FEV Tutoring

5,026 ↑
Total Number of Students Accessing FEV Tutoring Academy
1,266 in 2022-2023

37,374 ↑
Total FEV Tutoring Sessions
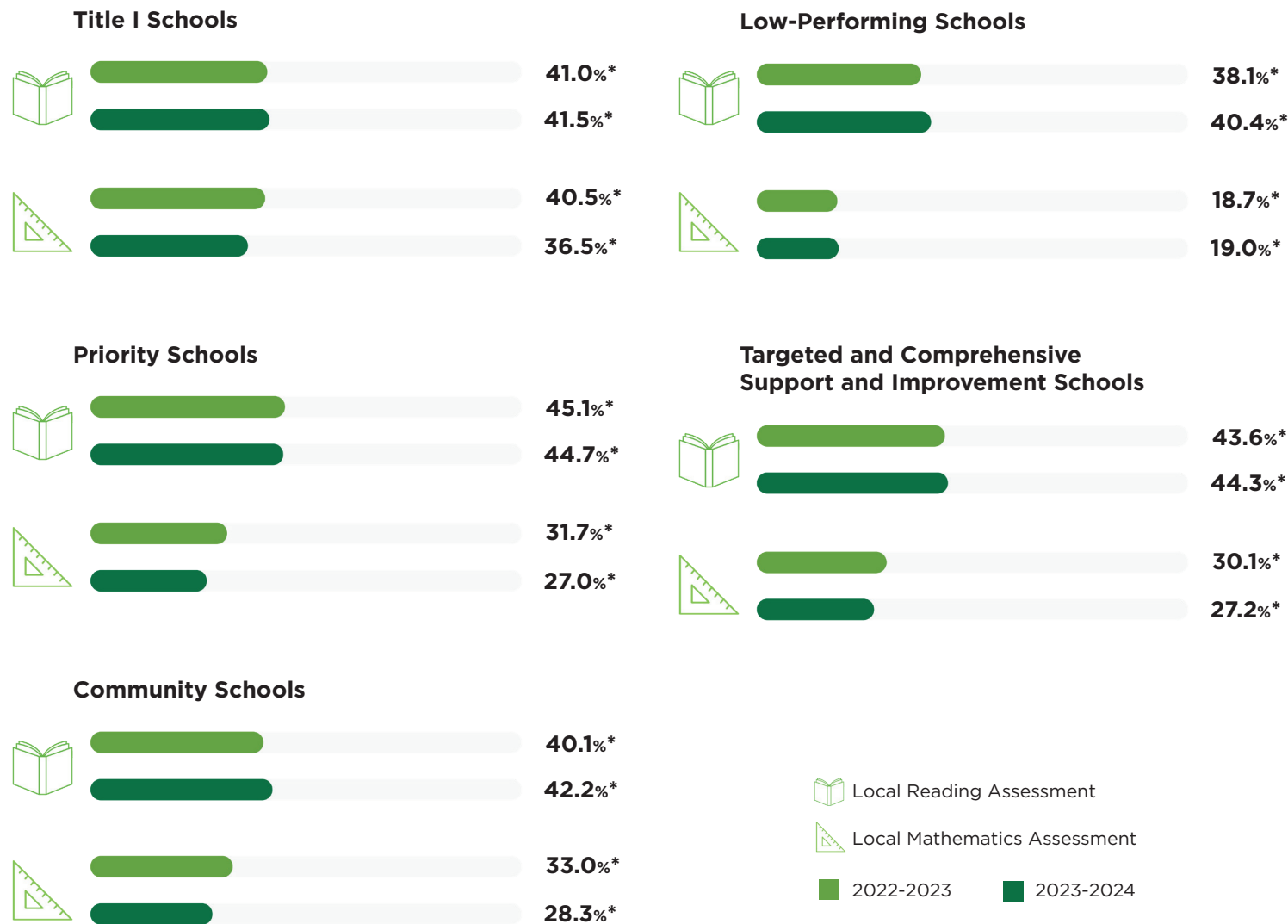*6,680 in 2022-2023*

↑ *Positive year over year growth. | CCR Ready percentages are based on data from MSDE. All other data collected and reported by the HCPS Office of Accountability.*

Personalization for Academic Needs, cont.

Unique School Designations

As of June 2024, HCPS had 9 Title I Schools, 9 Priority Schools, 16 Community Schools, 5 Blueprint Career Ladder Low-Performing Schools, and 13 Targeted and Comprehensive Support and Improvement Schools. **Click here for more information on unique school designations.**

Percentage of elementary and middle school students each year who meet or exceed the grade level proficiency on local assessments at a school with a unique designation.

Title I Schools

- 41.0%*
- 41.5%*

- 40.5%*
- 36.5%*

Low-Performing Schools

- 38.1%*
- 40.4%*

- 18.7%*
- 19.0%*

Priority Schools

- 45.1%*
- 44.7%*

- 31.7%*
- 27.0%*

Targeted and Comprehensive Support and Improvement Schools

- 43.6%*
- 44.3%*

- 30.1%*
- 27.2%*

Community Schools

- 40.1%*
- 42.2%*

- 33.0%*
- 28.3%*

Local Reading Assessment

Local Mathematics Assessment
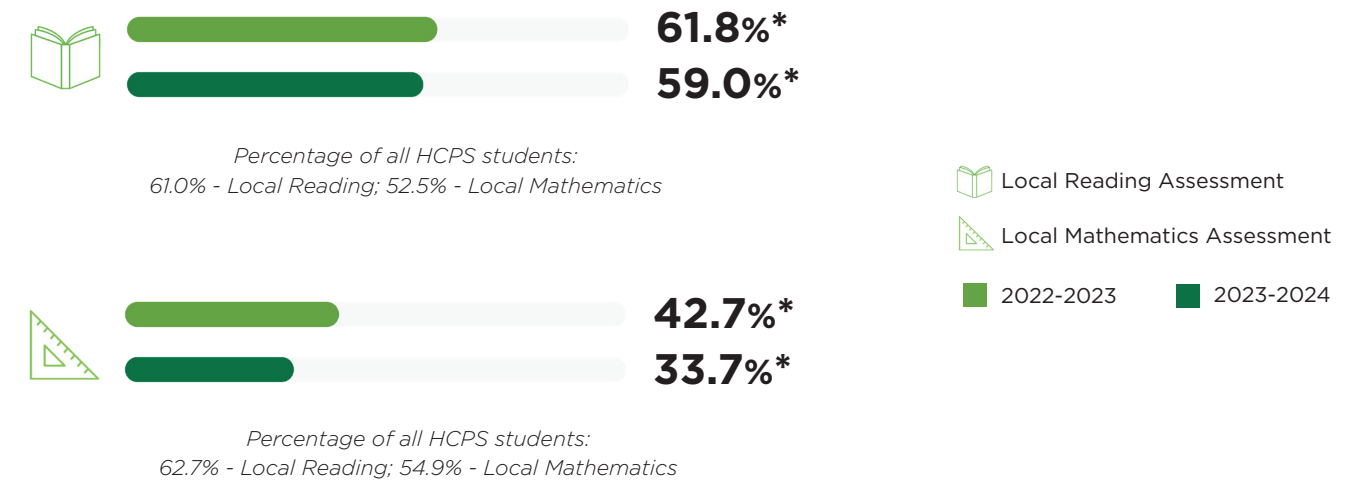
■ 2022-2023   ■ 2023-2024

Swan Creek School

In 2021, HCPS established the Swan Creek School Blended Virtual Learning Program which offers eLearning and in-person/hybrid learning formats.

Percentage of students utilizing the fit assessment for enrollment at Swan Creek School.

- 2022-2023 — **65%**
- 2023-2024 — **85%**

Percentage of Swan Creek elementary and middle school students each year who meet or exceed the grade level proficiency on local assessments.

- **61.8%***
- **59.0%***

Percentage of all HCPS students: 61.0% - Local Reading; 52.5% - Local Mathematics

- **42.7%***
- **33.7%***

Percentage of all HCPS students: 62.7% - Local Reading; 54.9% - Local Mathematics

Local Reading Assessment

Local Mathematics Assessment

■ 2022-2023   ■ 2023-2024

Students in grades 5 and 8 are not required to participate in the spring administration. Sources: The "On Track" percentage can be found in the Maryland School Report Card dashboard.

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Board Goal One: Prepare every student for success in postsecondary education and career.

21

Behavioral Support

HCPS supports student behavioral needs through supporting attendance, behavioral and mental health, community partnerships, health needs assessments, HOPE framework, Positive Behavioral Interventions and Supports (PBIS), restorative practices, parent and family engagement, and professional development.

Mental/Behavioral Support

862

students provided with school based mental health services.

1:114

Behavior Support Staff serving schools.*

100%

Care Solace launched with 100% access for students, staff, and families.

care solace
Calming the Chaos of Mental Health Care

*Behavior Support Staff includes:
Behavior Coaches
Board Certified Behavioral Analysts
Check & Connect Mentors (part-time)
Community Schools Specialists
Early Childhood Specialists
In-School Suspension Technicians
Intervention Teachers
Pupil Personnel Workers
School Counselors
School Nurses
School Psychologists
School Safety Liaisons
Social Workers
Therapeutic Counseling Interventionists

Disproportionate Rates of Suspension

Disproportionate Discipline is the persistent over-representation of a specific student group receiving an out-of-school suspension (OSS).

Risk Ratio is the degree of disproportionality within a school/county between a student group and all other students. Simply stated, it is how many times more likely a student group is to be removed (OSS) compared to all other student(s)/groups. Monitoring the risk ratio helps HCPS understand our discipline trends regarding consistency and equity.

Student Group	Risk Ratio	
	2022-2023	2023-2024
Students Receiving Free and Reduced Meals (FaRMs)	3.70	3.75
African American	3.21	3.21
Students with Disabilities	2.29	2.21
Hawaiian/ Pacific Islander	2.19	1.11
Two or More Races	1.21	1.32
Hispanic	1.00	0.87
Native American	0.87	1.67
White	0.38	0.38
Asian	0.18	0.21

Participation in Wellness Needs Assessment
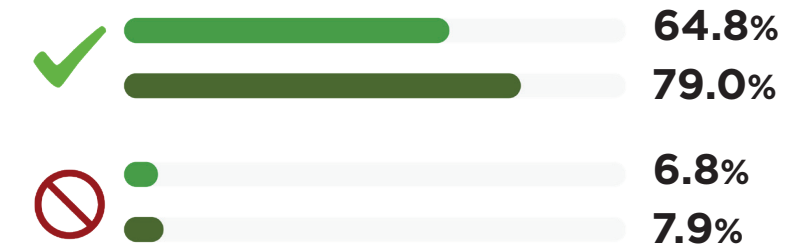
■ 2022-2023
■ 2023-2024

76.7% **74.3%**
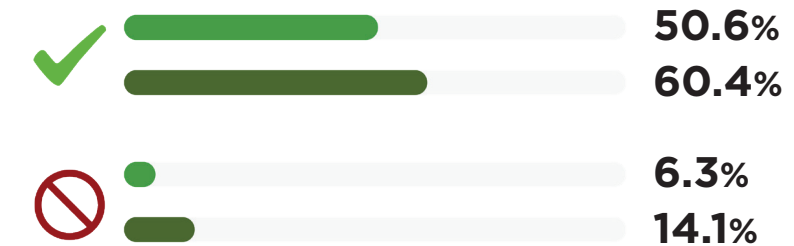
of students in grades 3-12 participated in the Wellness Needs Assessment.

59.7%
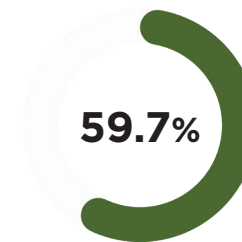
of students reported connections to school through the Wellness Needs Assessment.*

*Data not applicable in 2022-2023.

64.8%
79.0%

6.8%
7.9%

Percentage of students in grades 3-5 who report feeling safe at school.

50.6%
60.4%

6.3%
14.1%

Percentage of students in grades 6-12 who report feeling safe at school.

🚫 Never   ✔ Always

Transparency

Each year the comprehensive budget and audit reports, all Board of Education meeting agendas, materials, presentations, and recordings are available on hcps.org.

Transparency builds trust with our community, families, and employees. To demonstrate the commitment to transparency, HCPS provides targets to all so that families can be partners in our students' education, outcomes, and future.

Accessibility Features Online

100%

of website content is reviewed for WCAG 2.1 Level AA standards.

Canvas Access for Parents/Guardians

In the 2022-2023 school year, parents/guardians gained access to their student's Canvas courses through a Canvas parent app or through an internet browser.

Parents/Guardians are able to access:

- the course published content in modules
- the course calendar
- announcements
- quiz titles

Parents/Guardians can use Canvas:

- as a communication tool to message the teacher
- to be included in conversations between the teacher and student

4,547

parents/guardians accessed Canvas.

Canvas Parent
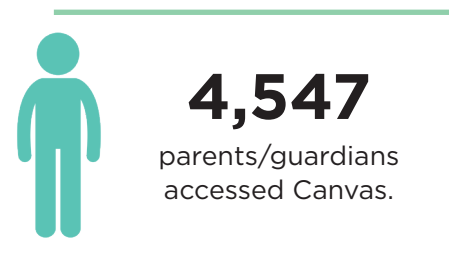
Data Dashboards on hcps.org

Data dashboards were launched in the 2023-2024 school year.

State of the District Data Dashboard

Grade 9 Snapshot
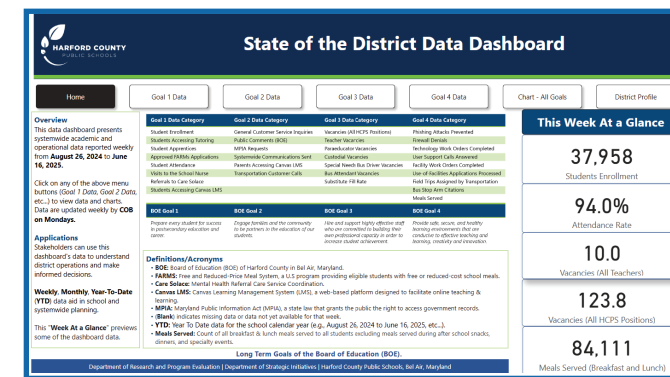
Increase Visibility of Adminstrative and Operational Procedures
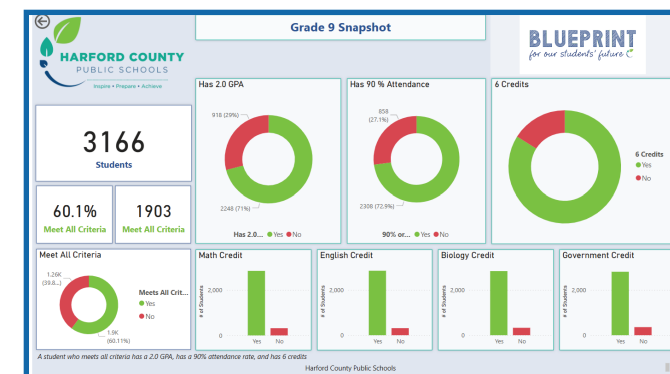
New and updated webpages:

Board Policies and Procedures

English/ Language Arts

Mathematics

Sources: Online accessibility work is in partnership with the Office of Civil Rights (OCR).

24

Board Goal Two: Engage families and the community to be partners in the education of our students.

25

Customer Service

HCPS strives to continue to raise our standards for increasing our customer service efforts to support employees, students, parents/guardians, and the larger community.

HCPS is committed to providing superior customer service to all of our stakeholders, including employees, students and their families, and community members. Successful customer service is measured in many ways, including: Ask HCPS, a Customer Satisfaction Survey, the Customer Service Task Force, the Family Friendly Schools Award Program, the HCPS Parent Academy, Parent and Community Engagement (PACE) Liaisons, and Service is Central initiatives.

Excellent Reviews

80.0%
percentage of excellent reviews received.

Customer Service Inquiries

2,580
inquiries received

Systemwide Communications

85
systemwide communications sent

MPIA Requests

51
MPIA requests received

Resolutions to Customer Service Inquiries

84.4%
customers felt their needs were met during their staff interaction.

Customer Support Calls

14,278
Technology calls received

34,071
Transportation calls received

Customer Service Survey Participation

★★★★★

487 responses received in 2022-2023

★★★★

385 responses received in 2023-2024

Favorable Rating on Annual Parent/Caregiver Perception Survey

52%

"We are beyond satisfied with the service/teachings received from the AMAZING staff at RPES! The BEST!"

I really appreciated the kind warm introduction when I met with the assistant principal and other teachers. I suggest you continue to be devoted to education. To remain kind compassionate to so many people you serve. Especially the students empowering them to succeed and develop into responsible young adults. Thank You."

"I was listened to and helped promptly and kindly."

"My requests for assistance were met with enthusiasm and completed in a timely manner and professional manner. My experience was positive and the interaction was wonderful!"

"This office has always been timely and so very helpful with all my benefit questions. Thank you for your hard work!"

Board Goal Two: Engage families and the community to be partners in the education of our students.

Collaborative Governance

HCPS makes every effort to include staff, families, and the larger community in its decision making to better provide a well-rounded education for all students in all grade levels.

◎ Has Published Mission   📢 Includes Student Voice

	Number of Members	Percentage of Community Members*		
Blueprint Early Childhood Committee	34	55.9%	◎	📢
Blueprint Elevating Educators Committee	33	30.0%	◎	📢
Blueprint North Star Committee	37	35.0%	◎	📢
Blueprint Steering Committee	34	47.0%	◎	📢
Blueprint Student Supports Committee	33	36.0%	◎	📢
Business Advisory Committee	27	81.5%	◎	

	Number of Members	Percentage of Community Members*		
Calendar Committee	37	40.0%	◎	📢
Career/Technology Education Citizen Advisory Committee	30	53.0%	◎	📢
Customer Service Task Force	33	30.0%	◎	
Early Childhood Advisory Committee	111	57.0%	◎	
Family Life Education Citizen Advisory Committee	68	85.0%	◎	
Gifted Education Citizen Advisory Committee	23	72.0%	◎	📢
Judy Center Steering Committee	111	57.0%	◎	
Parent Advisory, Advocacy, and Action Council	19	100.0%	◎	
School Health Advisory Council	34	47.0%	◎	
Special Education Citizen Advisory Committee	35**	75.0%**	◎	📢
Superintendent's Task Force on Equity	31	26.0%	◎	📢

*Represents non-HCPS employees: Parents/Guardians, Business and Non-Profit Partners, County Government, Students, Unions, and Community Members. **Average participation. These are open committees.

Board Goal Two: Engage families and the community to be partners in the education of our students.

Elevating Educators

HCPS is committed to recruiting and retaining effective and diverse educators and staff to build a climate of student success.

The Blueprint Career Ladder, employee benefits package, effective and diverse recruitment and retention, educational equity, professional development, and union negotiation are all tools used by HCPS to recruit, elevate, and retain educators and staff.

Retention Rates
- 2022-2023
- 2023-2024

Certificated Staff (HCEA)
- 92.1%
- 92.3%

All Other Administrative and Support Staff
- 85.1%
- 88.4%

All Staff
- 89.2%
- 90.7%

Percentage of New Teachers of Color
- 2022-2023
- 2023-2024

Newly Hired Teachers Self-Identified as a Person of Color
- 18.5%
- 17.1%

Newly Hired Staff Self-Identified as a Person of Color
- 24.1%
- 21.2%

Applicants for Supervisory Positions
- 2022-2023
- 2023-2024

Elementary AP Applicants
- 39
- 43
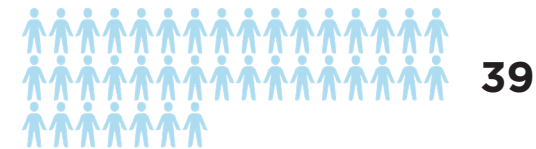
Secondary AP Applicants
- 36
- 42
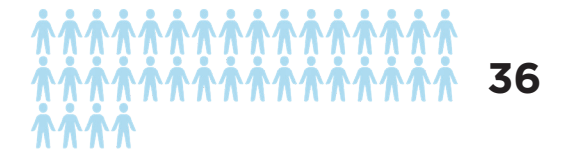
Elementary Principal Applicants
- 9
- 15

**Secondary Principal Applicants**
- 16
- 13

Pupil Personnel Applicants
- 13
- 14

Sources: Increase Percentage of Teachers of Color is based on categories reported to the Equal Employment Opportunity Commission (EEOC).

Board Goal Three: Hire and Support highly effective staff who are committed to building their own professional capacity in order to increase student achievement.

Elevating Educators, cont.

National Board Certified Teachers Eligible for Blueprint Career Ladder

Under the Blueprint for Maryland's Future legislation, the Career Ladder provides incentives for teachers with National Board Certification (NBC) and districts are required to support and grow our NBC teachers.
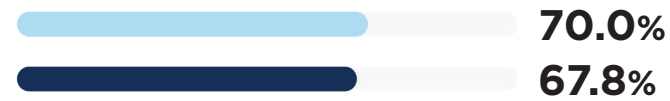
101 2022-2023
121 2023-2024
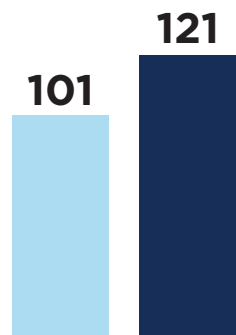
■ 2022-2023   ■ 2023-2024

Conditionally Certified Teachers Earning Professional Certificates

■ 2022-2023
■ 2023-2024

Continued Teaching with a Conditional Certificate

70.0%
67.8%

Achieved Full Teacher Certification

13.0%
14.2%

175 conditional teachers

Left Their HCPS Teaching Position

17.0%
17.4%

(0.44% returned to a paraeducator position)

224 conditional teachers

Board Goal Three: Hire and Support highly effective staff who are committed to building their own professional capacity in order to increase student achievement.
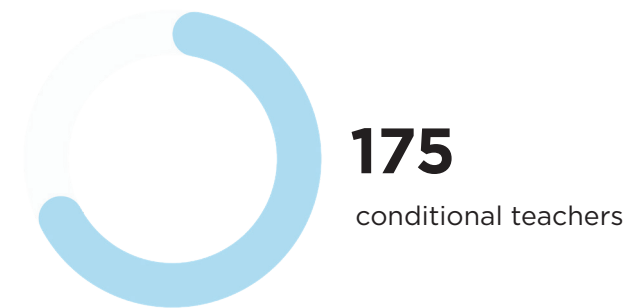
Culture of Gratitude

HCPS has established several employee recognition programs for staff and students at all levels. Together with local business partners, a variety of employees are recognized for the customer service they provide to their peers, students, families, and the larger community.

Administrators and supervisors are encouraged to nominate their staff each month for one of many recognition programs, and subsequently nominees are encouraged to nominate their peers.

During the 2022-2023 school year, a new program was introduced to recognize students for their efforts to demonstrate kindness, positive character traits, and service to others in their schools.

For more information on our recognition programs, visit www.hcps.org.

At HCPS, we believe peer-to-peer recognition is an integral aspect of building and fostering a culture of gratitude where employees enjoy coming to work and perform at high levels.
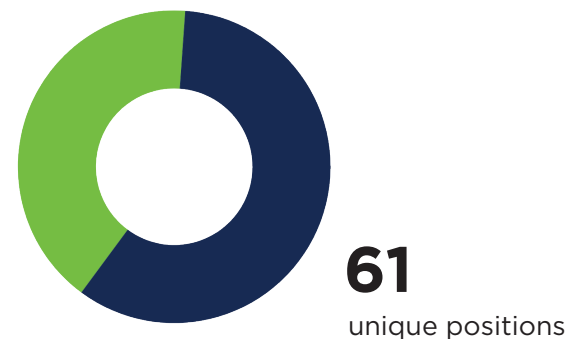
Total Awards Given for Each Program

658
total awards given
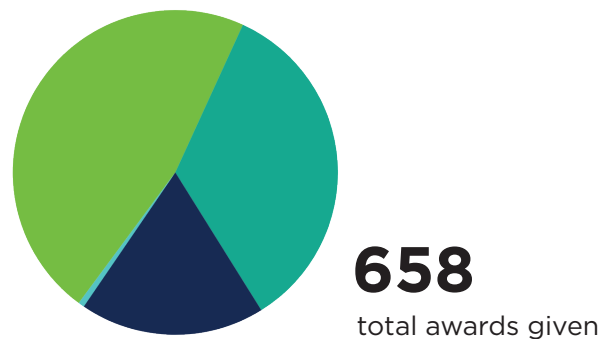
121
Bowtie Breakfast awards

226
Standout Student awards

307
Limelight awards

4
Most Valuable Parent awards

Inclusive of Nominees at All Schools and Offices

61
unique positions

36
Central Office awards
(Bowtie Breakfast)

25
School-Based awards
(Limelight and Standout Student)

■ Bowtie Breakfast ■ Limelight ■ Standout Student ■ Most Valuable Parent

Employees Nominating Their Colleagues

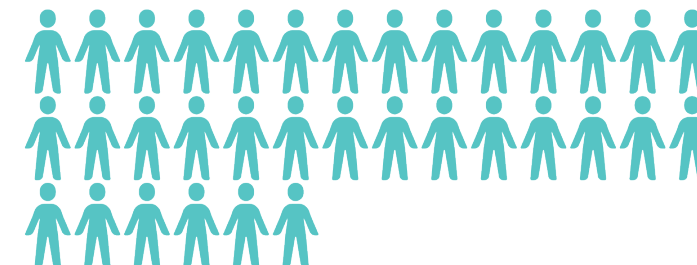**56** employees nominating their peers for Bowtie Breakfast.

Schools Nominating Their Staff, Students, and Families

11 schools nominating staff for Limelight.

14 schools nominating students for Standout Student.

34 schools nominating parents for Most Valuable Parent.

Board Goal Three: Hire and Support highly effective staff who are committed to building their own professional capacity in order to increase student achievement.

Talent Pathways

The HCPS Talent Pathways Project is an innovative employee development campaign and recruitment strategy to aggressively build strong talent pathways for all positions within the organization for future hiring needs.

TALENT PATHWAYS

2023-2024 Milestones:

- Launched a Model School pilot program spring 2024 at Roye-Williams Elementary School (RWES). The model school serves as a hands-on training ground for future educators, currently including 3rd and 4th year students in the education program at Towson University's Northeast Campus.

  · The cohort included seven senior interns, one junior-level course, and approximately 20 mentors. Two courses were held at the model school campus.

  · As a result of this experience, five were hired as teachers at RWES, one was hired at Deerfield Elementary, one secured a position in southern Maryland.

- Finalized contracts with two Historically Black Colleges and Universities (HBCU): Coppin State University and the University of Maryland Eastern Shore to provide courses to qualified paraeducators and 10 high school students interested in education.

HCPS Grow Your Own Program

Talent Pathways Strategies for HCPS Grow Your Own:

128 (2022-2023) **137** (2023-2024)
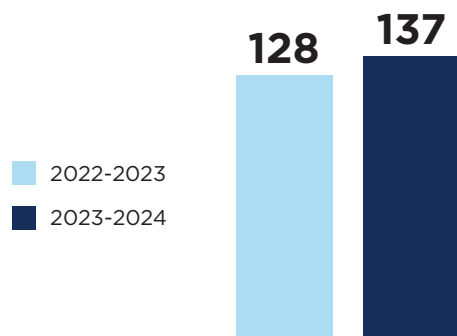
- 2022-2023
- 2023-2024
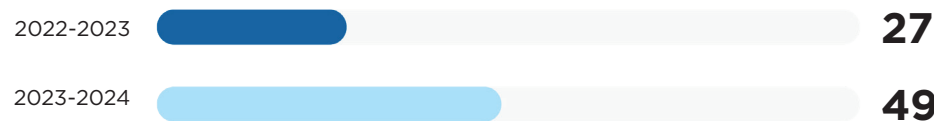
HCPS TAM students

49
Employees in the Get More program
(16 employees in 2022-2023)

16
Students in Together We Rise peer tutor mentoring program

Employees in Future Teaching Programs

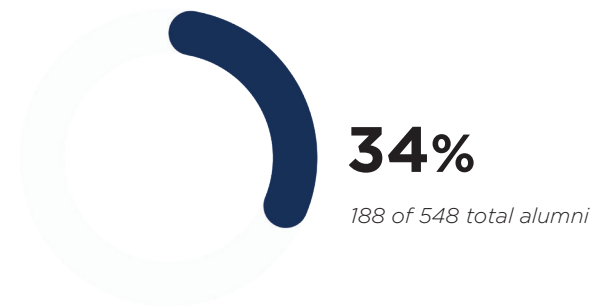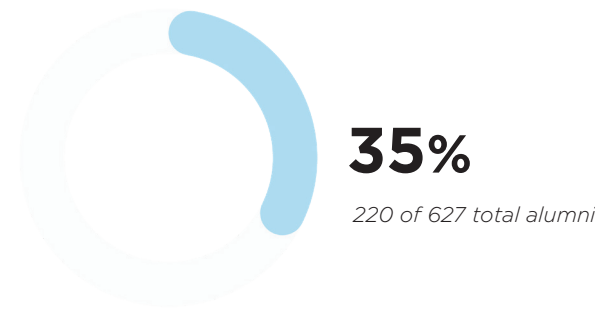HCPS employees not currently in a teaching position working towards teacher certification.

2022-2023 — **27**
2023-2024 — **49**
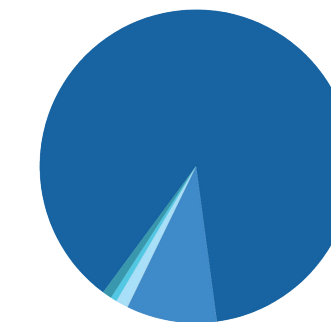

HCPS Alumni Hired in All Positions

- 2022-2023
- 2023-2024

Staff Members Hired
(between October 2022 and October 2023)

35%
220 of 627 total alumni

34%
188 of 548 total alumni

Interns and Field Observation Students

290
interns and field observation students hosted by HCPS.
(310 in 2022-2023)

Hosted from:

245
Institutes of Higher Education
(272 in 2022-2023)

32
Teacher Academy of Maryland (TAM)
(29 in 2022-2023)

13
HCPS Employees (Grow Your Own)
(9 in 2022-2023)

Interns have been recruited from:

Cecil College
Chatham University
College of William and Mary
Community College of Baltimore County
Frostburg State University
Grand Canyon University
Harford Community College

HCPS Get More
Liberty University
Loyola University Maryland
McDaniel College
Moreland University
Notre Dame of Maryland University
Shenandoah University

Teacher Academy of Maryland
Towson University
University of MD, School of Social Work
University of North Florida
University of Phoenix
Walden University
Western Governors University
Wilmington University

Board Goal Three: Hire and Support highly effective staff who are committed to building their own professional capacity in order to increase student achievement.

Safety and Security

The HCPS Office of Safety and Security (OSS) manages and coordinates the district's safety programs across all 55 schools. School Safety Liaisons (SSL) are assigned to school buildings and work closely with students, staff, and the community. Regional Safety Coordinators supervise and oversee the SSLs, make regular school visits, and work with school administrators to ensure safety protocols are followed. The OSS also works closely with local law enforcement partners who provide School Resource Officers to all secondary schools.

SAFETY & SECURITY

ACRT
ACTIVE ASSAILANT
CRITICAL RESPONSE TRAINING

Safety Training and Critical Incident Drills

585
Emergency preparedness drills
10 minimum drills per school

55
All schools participated in ACRT refresher trainings

Opportunities to Engage Families about Safety and Security

2
Parent engagement sessions hosted through Parent Academy Real Talks and Town Halls

✓ Implemented the Raptor visitor management system to improve our visitor check in experience while also maintaining accurate accountability of visitors

Enhancing Safety Measures

27
School Safety Liaisons (SSLs)

3
Regional Security Coordinators

14
Schools were upgraded to Access Control

22
Schools received security camera upgrades

14
Schools and offices installed encrypted prox card readers

350
New and upgraded radios for schools

55
Ring style digital doorbell cameras at all schools

276
Stop arm cameras installed on school buses to increase the safety of students and reduce the number of violators

6,445
Stop arm cameras citations issued

SSL Climate Response Team created to support schools that experience a significant event to support the climate and culture

Board Goal Four: Provide safe, secure, and healthy learning environments that are conducive to effective teaching and learning, creativity and innovation.

Resource Stewardship

SEPTEMBER 2024

SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	(27)	28
29	30					

Achieved an unqualified audit opinion from an independent firm - **CliftonLarsonAllen**

Allocate Resources Based on Data-Supported Needs

HCPS allocates resources based on data-supported needs of students, staff, and schools through a program-based budgeting approach.

The program-based budget facilitates policy decisions at the program level, based on current outcomes and identified goals, including but not limited to student achievement, indicators of poverty, the Board of Education Strategic Plan, the Blueprint Implementation Plan, and input from Harford County citizens.

Meet Blueprint State Requirements for Allocation of Resources

To meet the Blueprint state requirements, Md. Education Article, §5-234, for allocation of resources directly to schools by 2024-2025, HCPS has implemented new software and processes through Oracle Enterprise resource planning to provide comprehensive detail on how state funding follows the student.

BLUEPRINT
for our students' future

Operational Efficiency

Share Resources with Partners

Highlight for 2023-2024:

- First full school year of district-wide Stop Arm Enforcement partnership with Harford County Sheriff's Office to reduce the number of motorists passing school vehicles.

- HCPS is partnered with Harford County Government on the " Drinking Water Task Force" to ensure ability to comply with updated water testing requirements and use of shared resources for continued clean water delivery.

Energy Management Program

Highlight for 2023-2024:

- HCPS Energy Management Plan continues to identify capital improvement projects and prioritize needs which result in "energy pay back."

- HCPS continues to actively inspire student clubs focused on Sustainability Education to promote the understanding of connections between occupant and societal behaviors, energy consumption, the environment and fiscal implications. Southampton Middle School was the newest 2023-2024 addition.

Implement Industry Best Practices

Highlight for 2023-2024:

- The State approved and lauded HCPS plans for a joint Harford Academy and new elementary school project. This school will set a new standard for inclusive learning environments and programming to meet the needs of all students by leveraging existing industry best practices for construction and design.

- HCPS was newly appointed to the Maryland delegation for the National Congress for School Transportation to review and provide updates for the National School Transportation Specifications and Procedures.

Phishing Attacks Prevented

413,617 phishing attacks prevented

Technology Work Orders

12,238 technology work orders processed

Facilities Work Orders

13,262 facilities work orders processed

Use of Facilities Applications Processed

1,565 use of facilities applications processed

6,406,644 sq. ft. approximate square feet HCPS facilities occupy

Board Goal Four: Provide safe, secure, and healthy learning environments that are conducive to effective teaching and learning, creativity and innovation.

HARFORD COUNTY
PUBLIC SCHOOLS

January 2025

AskHCPS@hcps.org | (410) 809-6193