

Talent Pathways Project Details
Harford County Public Schools
2023
HCPS Talent Pathways Project

The Talent Pathways Project is an innovative employee development campaign and recruitment strategy that will be created and implemented to aggressively build strong talent pathways for all positions within the organization for future hiring needs. As part of this initiative the district will design and launch its own Lab School program intended to attract and train new and non-traditional jobseekers for careers in education, while also testing innovative models to increase equitable education outcomes for our students. This effort will be implemented in partnership with public, private, and higher education partners. The Lab School will be integrated into the new Harford Academy at Campus Hills set to open in Fall 2026.

The project is led by Vicki Jones. Contributing consulting firms are RTI and ILO. RTI International will facilitate a strategic planning process to analyze the programmatic needs to open a lab school as part of HCPS's greater talent pathways initiative and the ILO Group will provide support developing a marketing and recruitment plan with an emphasis of underrepresented staff and specific targeted positions.

There are two internal work groups: The Talent Pathways Task Force and the Lab School Task Force.

Talent Pathways Program Vicki Jones, Talent Pathways Project Manager

Talent Pathways Taskforce

Shannon Hagan, Supervisor Staff Management

Sherron Foster-Moore, Diversity Retention & Recruitment Specialist

Aretha Young, Certification Services Team Leader

Audrey Vohs, Acting Supervisor of Organizational Development

Robert Limpert, Supervisor of Business, Technology, and Magnet Programs

Rebecca Spencer, Supervisor of Teacher Preparation and Professional Development

Erin Lange, Supervisor of Social Sciences

Lab School Taskforce

Renee Vaught, Executive Director of Elementary School Instruction and Performance

Peter Carpenter, Director of Organizational Development and Continuous Learning

Missy Valentino, Facilities Planner

Dyann Mack, Director of Elementary School Instruction and Performance

Rebecca Spencer, Supervisor of Teacher Preparation and Professional Development

Alissa Thomas, Teacher Specialist, Teacher Academy of Maryland

Shomari Zachary, Teacher Specialist, P-TECH

Mary Keleman, Special Education Teacher Tara Recor, Gifted and Talented Teacher

Kim Manzo, Special Education Coordinator of Low Incidence Disabilities

