

## COMMUNITY INPUT MEETINGS

Board of Education of Harford County

Patterson Mill High School

February 21, 2018 – 4:30 PM

### *Input from Staff*

Attendance: Twelve (12) staff members in two small groups attended the 4:30 p.m. session. The staff input session lasted 1.5 hours. The following four topics were discussed and responses were charted.

1. Please discuss and agree on 3-4 things that show Harford County is the best place to live, learn and work.

#### Staff responses:

- Harford offers varied geography and access to both suburban and rural settings.
- Harford County Public Schools is a progressive school system that offers opportunities for students and employees to excel.
- Harford County boasts a safe and stable community where public and private agencies work in collaboration for the good of the citizens.
- Microcosm of the state "MD in miniature".
- Schools are unique and represent the various strengths with their community.
- Variety of options for employment - APG; Government contractors.
- High quality school system with high quality staff.

2. List 4-5 qualities/characteristics you would like to see in the new superintendent.

#### Staff responses:

- Someone who embodies a personal commitment to equitable practices that foster student achievement and development for all children and staff.
- Someone who actively promotes a positive work and learning environment.
- Someone who masterfully solicits and allocates human and capital resources to benefit students.
- Someone who builds on the successes of the system and collaborates with stakeholders to implement and steward a vision for the system.
- Someone who engages in ethical practices as a servant leader.
- Someone who is a passionate advocate for education within and beyond the school system.
- Must work with, collaborate and support at all times with HCPS staff - strength in communication (must be positive).
- Must have demonstrated the ability to foster a positive leadership climate with a growth mind set.
- Must have experience in or exposure to budget process and budget management.

3. List one or two major challenges the new superintendent will face.

#### Staff responses:

- Funding to support the vision of the school system.
- Providing the broad range of services that society expects the school system to provide (support parents, law enforcement, nourish and nurture the children, provide for mental health services).
- Repair and foster positive relationships with staff, community, governmental agencies and other stakeholders.
- Budget - must identify budget priorities and creatively manage funding.
- Safety and Security.

4. List 2-3 questions you would like the Board to include in candidate interviews.

Staff responses:

- What is your plan to deal with students affected by trauma, poverty, school to prison pipeline, opioid epidemic, etc.?
- Identify your top 3 priorities for Harford County Public Schools and how you would allocate resources to support them.
- How are you uniquely qualified vs. other candidates for this position?
- Discuss a success of Harford County Public Schools that can be built upon, in order to propel the system to address the critical needs facing schools today.
- How will you solicit, secure and allocate human and capital resources to benefit students?
- What steps will you take to understand the Harford County Public Schools culture and how will you use that information to promote your vision for quality education for all?
- What steps will you take to ensure the collaboration between the operating and instructional divisions?

## COMMUNITY INPUT MEETINGS

Board of Education of Harford County  
Patterson Mill High School  
February 21, 2018 – 6:30 PM  
*Input from Community*

Attendance: Twelve (12) community members in two small groups attended the 6:30 p.m. session. The community input session lasted 1.5 hours. The following four topics were discussed and responses charted.

1. Please discuss and agree on 3-4 things that show that Harford County is the best place to live, learn and work.

### Community responses:

- We have access to beautiful waterfront locations to enjoy nature and charming restaurants.
- We are the home of APG, a leading research and development installation, which supports our STEM initiatives and other education programs
- Our public libraries are a wonderful collaborative partners and support community learning
- The metropolitan area has access to world class higher education and medical facilities
  - Easy access to multiple metropolitan areas
  - Relatively low cost of living
  - A variety of natural and recreational opportunities
  - World-class health care and educational institutions

5. List 4-5 qualities/characteristics you would like to see in the new superintendent.

### Community responses:

- Supportive of vocational education
- Great communicator who can interact effectively with all stakeholders
- Focus on staff over "stuff"
- Seeks honest feedback and open to input
- Demonstrated success in the classroom and as an administrator
- Experience with large diverse communities as a leader
- Welcoming and collaborative approach to leadership
- Business and political acumen with high ethical and moral character
- Child/student centered educator

3. List one or two major challenges the new superintendent will face.

Community responses:

- Budget without taxing authority
- Large and diverse school district
- Achieving the mission with limited resources
- Racism
- Lack of diversity in hiring practices
- Lack of diversity in curriculum and resources
- No clear delineation between racism and bullying
- Inequality in discipline across racial groups in the student body

4. List 2-3 questions you would like the Board to include in candidate interviews

Community responses:

- Tell us about Harford County in your own words
- How will you maximize partnerships with
  - HCC
  - County government
  - Library
  - Businesses community (ex. Internships)
- How would you approach school safety and discipline
- Where do you see HCPS in 5 years and what are your plans to achieve that vision
- Describe what you believe to be a fair teacher/staff evaluation system
- What is the most important attribute of a Superintendent of Schools

## COMMUNITY INPUT MEETINGS

Board of Education of Harford County

Aberdeen High School

February 21, 2018

### *Input from Staff and Community*

Attendance: No staff members attended at 4:30 and two (2) community members attended the 6:30 session. The community input session lasted 1.5 hours. The following four topics were discussed and responses were charted.

1. Please discuss and agree on 3=4 things that show your county is the best place to live, learn and work.

Community responses:

- Small town atmosphere
- Diverse ideas, cultures, and people
- Affordable

2. List 4-5 qualities/characteristics you would like to see in the new superintendent.

Community responses:

- Excellent administrative, financial management, and problem solving skills
- Having a history and ability to work collaboratively and respectfully with all staff, parents, students and community members with diverse backgrounds
- Sensitive to diversity issues and willingness to implement training
- Well informed regarding current educational research and technology
- Committed to transparency and responsiveness to parental concerns
- Committed to fair and equitable discipline and disciplinary policies

3. List one or two major challenges the new superintendent will face.

Community responses:

- Harford County Schools have been historically underfunded.
- Assuring that all students regardless of income level, race, disability, gender are treated in an equitable and respectful manner.
- Bullying at any grade level.

4. List 2-3 questions you would like the Board to include in candidate interviews.

Community responses:

- What practices would you implement to assure that Harford County Public Schools is a welcoming, supportive, affirming, and motivating place for ALL students?
- What techniques and practices have you experienced to address needs of students who repeatedly break the rules and how will you address this problem? Is alternative schooling the solution?
- How would you establish collaborative partnerships with community stakeholders (parents, community groups, elected officials, etc).