



Annual Report 2011-2012



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Panashe Mutombo

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Secretary-Treasurer, Superintendent of Schools

Stay connected with our Board of Education!
Click the 'In the Loop' link on our homepage to view
action items and presentations from past meetings.

Board of Education Public Meetings

Regular meetings of the Board of Education are normally held on the second and fourth Monday of each month (except July and August) at 6:30 p.m. Meetings are announced on the HCPS website and in other media, including the Harford Cable Network (HCN). Meetings are open to the public, unless otherwise noted, and attendance is encouraged for those with an interest in business operations of the school system. If you are unable to attend the meetings, watch them live via streaming video on the school system's website.

Each regular, public business meeting of the Board includes a public comment period. Any citizen, group representative, parent or student may make a statement regarding an item on a past, present or future Board open-session agenda, or a matter of general policy over which the Board has jurisdiction.

Contact Us

www.hcps.org

Employment Opportunities	
Office of Certificated Personnel	410-588-5238
Office of Supporting Services Personnel (clerical, custodial, technical, etc.)	410-588-5238
Substitute Teaching	www.hcps.org 410-809-6341
General Information and Inquiries	
Communications Office	410-588-5203
TTY	7-1-1
Website/Emergency Notification	www.hcps.org
Fraud Hotline	410-809-6056
HCPS Central Office Switchboard	
Local Number	410-838-7300
Toll Free	1-866-588-4963
Psychological Services, Student Services	
Maryland Youth Crisis Hotline	1-800-422-0009
Office of Student Services	410-588-5334
Aberdeen Office	410-273-5514
Bel Air Office	410-638-4143
Edgewood Office	410-612-1521
Fallston Office	410-638-4124
Havre de Grace Office	410-939-6612
Magnolia Office	410-612-1531
North Harford Office	410-638-3662
Patterson Mill Office	410-638-4215
Southampton Office	410-638-4153
Hickory Elementary (Child Find)	410-638-4386
Office of Curriculum	410-588-5298
Office of Elementary School Performance	410-588-5207
Office of Middle School Performance	410-638-4061
Office of High School Performance	410-638-4061
Office of Community Engagement & Cultural Proficiency	410-809-6065
Office of Special Education	410-588-5246
Office of Transportation	410-638-4092
Use of School Facilities - Principal	Call that facility
Volunteer Work	Your local school

Core Values

VISION:

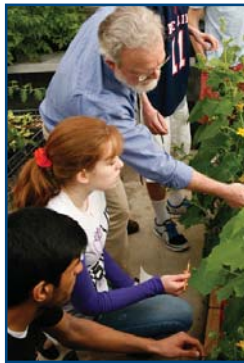
Harford County Public Schools will be a community of learners in which our public schools, families, public officials, businesses, community organizations, and other citizens collaborate to prepare all of our students to succeed academically and socially in a diverse, democratic, change-oriented, and global society.

MISSION:

The mission of the Harford County Public Schools is to promote excellence in instructional leadership and teaching and to provide facilities and instructional materials that support teaching and learning for the 21st century. The Harford County Board of Education will support this mission by fostering a climate for deliberate change and monitoring progress through measurable indicators.

WE BELIEVE...

- All of our decisions should be based on the best interests of our students to prepare them for success in the 21st century.
- We must embrace the differences among our students and train our staff to meet their individual needs.
- All of our students can meet high standards; and we will hold all students to those high standards.
- We must attract, recruit, assign, develop, reward, and retain effective staff.
- Effective communication with internal and external stakeholders is essential to the success of our students.
- Input and support from our community will improve the quality of our schools.
- Our students must attend schools that support 21st century learning, that offer equitable access to technology and that are environmentally efficient.



Strategic Plan

Board of Education members, along with consideration of community input, established four goals:

GOAL 1

To prepare every student for success in post-secondary education and a career.

GOAL 2

To encourage and monitor engagement between the school system and the community to support student achievement.

GOAL 3

To hire and support skilled staff who are committed to increasing student achievement.

GOAL 4

To provide safe, secure, and healthy learning environments that are conducive to effective teaching and learning. For more information on the Strategic Plan, visit www.hcps.org.



HCPL

HCPS on Social Media



www.facebook.com/HCPSchools



[@HCPSchools](http://www.twitter.com/HCPSchools)

Financial Data

How does HCPS compare to the other 24 Maryland school systems?

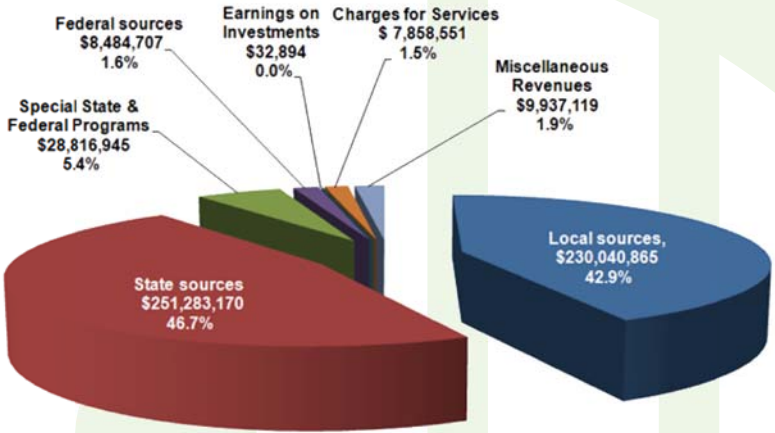
EXPENSE FUND 2011-2012		
Source	Amount	% of Budget
Harford County	\$217,782,344	49.99%
State of MD	\$201,985,029	46.37%
Federal Government	\$1,345,207	.31%
Other Sources	\$5,939,543	1.36%
Fund Balance	\$8,553,443	1.96%
TOTAL	\$435,605,566	100.00%

Source: Maryland Consolidated Fund Balance Statement FY 2011- 2012

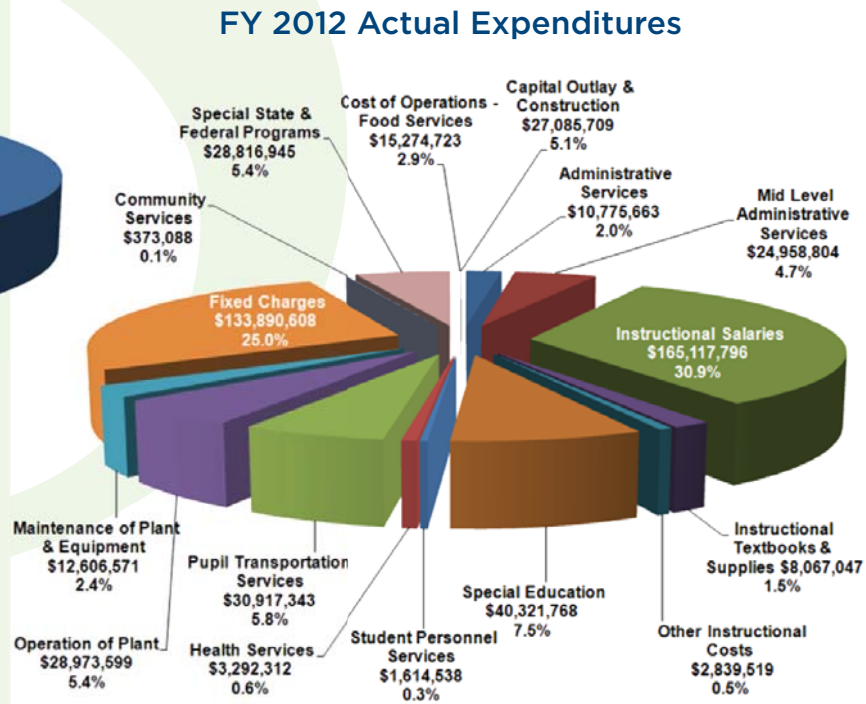
2010-2011* School Funding

Category	Cost Per Pupil	Rank
Administration	\$304.16	13th
Mid-Level	\$717.74	22nd
Instructional Salaries	\$4,789.15	21st
Textbooks/Instructional Materials	\$238.69	15th
Other Instructional Costs	\$91.88	17th
Special Education	\$1,248.03	14th
Student Personnel Services	\$45.24	24th
Health Services	\$89.38	15th
Student Transportation	\$832.77	8th
Operation of Plant	\$804.00	19th
Maintenance of Plant	\$329.25	4th
Fixed Charges	\$2,720.46	5th
Cost per Pupil	\$12,210.76	15th

*2011-2012 data not yet available. Source: Maryland State Department of Education, Part 3 Analysis of Costs



FY 2012 Actual Revenues



FY 2012 Actual Expenditures

Transportation & Facilities

An essential component of the education process is the safe and efficient transportation of students to and from school. The successful completion of this task relies on the shared responsibility of drivers, students, parents, schools, and Transportation. To ensure safe and reliable service, Harford County Public Schools Transportation takes great pride in our driver training program and fleet maintenance.

2011-12 FACILITIES INFORMATION

Parking Lots	90.07 acres
Driveways	25.65 miles
Total Number of Classrooms	2440
Total Number of Buildings	180*
Property Value (as of 10/1/11)	\$1,039,807,000
Total Number of Custodians	351

**This figure includes relocatables.*

Number of Students	33,873
Total Number of Buses	505
Miles Traveled Annually	8,369,379
Total Hours Driven Annually	484,792
Number of Bus Accidents	73
Preventable Accidents	34
% Preventable Accidents	46%
TOTAL TRANS. COST	\$29,948,613



Superintendent Tomback chats with students on their first day of school bus ride for the 2011-12 year.

GEE

BEL
AIR

Sustainable Schools

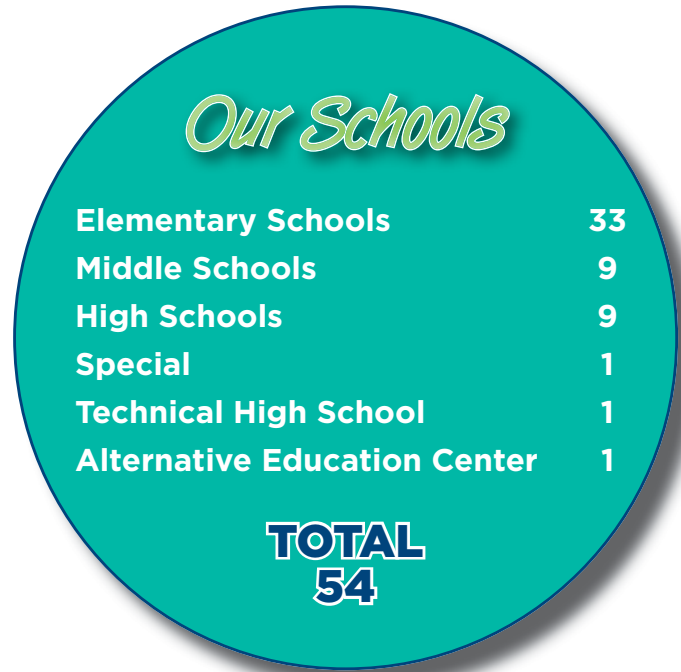
Sustainable schools are healthy, energy-efficient schools that minimize resource consumption and maximize student learning potential. Harford County Public Schools utilizes a resource conservation manager to oversee sustainability initiatives and ensure its school buildings serve as educational resources for teachers and students. Several sustainability initiatives have been developed as a result of the Harford Environmental Leadership Program (HELP). Many of these initiatives promote environmental stewardship while reducing operational costs for the school system. Here are a few of these programs:

- **Alternative Energy Program** – Six, large-scale solar PV sites have generated more than 1,986,038 kWh to help provide clean energy for those schools. These solar sites have avoided over \$40,700 in operational costs since going on line June 30, 2011. In addition, the teachers and students can log on to a website to see the actual energy production of their schools.
- **Load Response Program** – Five sites participated in an electrical usage reduction resulting in savings of over \$28,005.
- **Single Stream Recycling Program** – A restructuring of the current contract, HCPS will reduce operational costs by \$100,000.
- **BGE Smart Energy Savers Program** – By using these rebates to upgrade our lighting and electrical equipment, we have reduced our energy consumption and avoided \$170,000 in operational costs. In addition, we have secured over \$500,000 in BGE rebates.
- **Furniture Refurbish Program** – resulted in cost avoidance of \$43,146 by reusing renovated student desks.
- **Performance Contracting Program** – By working with Energy Service Companies, we have installed energy efficiency upgrades to our schools at no additional cost to the school system. These improvements are funded by utilizing the utility cost savings they create.



Joppatowne High School students and the HCPS facilities crew install a living green roof on top of the school's new concession stand.

The school system has yielded an average annual cost avoidance of \$438,275 from the first phase of improvements and an average annual cost avoidance of \$420,684 in the second phase. We are currently investigating the potential of a third phase of performance contracting.



Food & Nutrition Program



The menu at Harford County Public Schools is reviewed annually by the state and constantly by the two registered dietitians on staff. Each day, the lunch menu features a garden salad with dressing and fresh fruit. Much of the fresh fruit we offer is locally grown, including

apples, watermelon, pears and peaches. Vegetables also come from local farms, providing a healthy alternative for students while supporting local agriculture.

Other items on the menu are also more nutritious than they may appear. Pizza is made with a low-fat cheese and some are served on whole grain crust. The fish sandwich is baked, not fried, as there are no fryers in any school kitchen in Harford County, nor has there been for the last ten years. Much of the bread offerings are whole grain.

The school food service program is staffed by people who are proud of what they have to offer and are genuinely concerned about the nutritional needs of the students. Growing children need a strong nutritional foundation to succeed in the classroom and in their other endeavors. The staff works hard to fulfill that need and maintain a program that is attractive to the students.

The Food & Nutrition Department of Harford County Public Schools was recognized as a District of Excellence by the School Nutrition Association in 2009 (one of 30 in the nation) and we continue to maintain that level of service. HCPS becomes eligible to be recognized again in 2013 and the expectation is to achieve that distinction again.

2011 - 12 FOOD & NUTRITION PROGRAM AT-A-GLANCE

- 450** staff members
- 1,237,425** breakfasts served
- 3,622,066** lunches served
- \$15,201,305** total number of sales & revenue
- \$3,180,387.13** in a-la-carte sales

The Food & Nutrition Department is involved in several initiatives to support Harford County students and the community.

FARM-TO-SCHOOL involves the purchase of local produce directly from farmers and orchards so that money spent goes back to the local community. It provides fresh products for students and connects them to the heritage of the local agricultural community.

NUTRITION OUTREACH is primarily directed by our food and nutrition dietitian, and features direct interaction with more than 2,000 students per year via classroom presentations, school health fairs, and student council meetings. HCPS also supports an American Dietetic Association approved Intern Program to provide means for aspiring dietitians to meet their Food Management and/or Community Health requirement.

THE SUMMER FOOD SERVICE PROGRAM operated in 14 locations over the summer with 12 of them supported by community organizations. These programs operated while school was out and served more than 1,000 meals per day.

HARFORD COUNTY SCHOOL NUTRITION ASSOCIATION (HCSNA) is an organization of local school food workers. Every year, a food drive is organized to support the Food Pantry. A family is also adopted for Christmas and gifts are collected to bring them the joy of the season. For more information, visit www.hcps.org.



JVS&S



The Hall of Fame honors those who have given their professional lives building a school system that consistently ranks in the top 25th percent in student achievement among Maryland school districts. Harford County Public Schools, in cooperation with the Harford County Retired School Personnel Association (HCRSPA), began the HCPS Educator Hall of Fame in October 2000. Retired educators are chosen by HCRSPA in recognition of their outstanding contributions to the system to be enshrined in the "Hall of Fame." The men and women chosen also receive a plaque noting their accomplishments. Several criteria have been established to guide the HCRSPA in its selection process:

the educator may be living or deceased, but must be retired as an educator; the educator should have devoted the majority of his/her career to teaching and/or being a school or central office administrator in the Harford County Public Schools; the nominee must have been an educator in the HCPS system for at least 20 years; and the educator does not have to be a member of the HCRSPA. Visit our website at www.hcps.org to read more about our "Hall of Fame" members!

September 2011

Dr. Jacqueline C. Haas

October 2011

Maudeline A. Banks

November 2011

Deborah J. Heiberger, Ed.D.

December 2011

Donna E. Lewis

January 2012

Donald R. Osman

February 2012

Levin R. Heath

March 2012

Dr. Gerald E. Scarborough

April 2012

Sarah S. S. Spencer

May 2012

Terry L. LaPorte

June 2012

Paul M. Metzger

ARC

2011 - 12 STAFF PROFILE

Total Number of STAFF **5315**

94% of staff provide direct services to students

Number of Teachers **3605**

Number of Support Services Staff **1810**

72.2% of teachers have a Master's Degree

180 new teachers were hired in the 2011 - 2012 school year



Harford County Public Schools Teacher of the Year

Christina O'Neill
Language Arts Teacher
Bel Air Middle School
2011-2012 Teacher of the Year



The author Zora Neale Hurston wrote, "There are years that ask questions and years that answer." For me, as Harford County's Teacher of the Year for 2012, this has been a year of both. The answers, voiced through

both people and place, demonstrate that inspired teaching is an art to be appreciated. The questions asked collectively point toward hope.

Whether on the field at a Terps game, in an advisory committee meeting with Dr. Lowery, or at the Maryland Teacher of the Year Gala, the answer has been, "the heart and soul of teaching matters." In a time where increasing standardization and measurement of our profession is in the forefront of reform, I have been brought back to the human side of teaching. Corporate representatives, our elected officials, and our State Superintendent of Schools have all shared a message of respect and value for the miracles we perform on a daily basis. In her acceptance speech as Maryland's 2011-2012 Teacher of the Year, Mrs. Rhonda Holmes-Blankenship thanked all teachers for being what she so eloquently called, "Maryland's uncommon core."

This answer of our value and contribution echoed in my ears in Port Isobel as I spent three days with a core of teachers who so vitally share my philosophy and vision. It resounded at the Association of School Business Official's conference as I shared the joys and challenges of our profession. In every event, in each place, as Harford County's Teacher of the Year, I have experienced gratitude for what we do as teachers, celebration of who we are as teachers, and admiration for what we accomplish as teachers. It has been an honor to represent in so many venues the bright, innovative, inspired



educators who share their hearts and souls with the students of Harford County each and every day and to share with them the message that inspired teaching is no less respected than it was in the past.

Henry Miller once wrote, "One's destination is never a place, but rather a new way of looking at things." This year has provided me with a new way of looking at things and has created new questions about our profession. I am hopeful for the future of our career and our voice in shaping it. I am excited to pose important questions about Common Core, teacher evaluation, and PARCC assessments in continued conversations with Dr. Lowery and with our legislative representatives at the Teacher of the Year Day in Annapolis. I am anxious to explore current questions and issues with pre-service teachers at the Teacher of Promise Institute in April. I am honored to be a part of conversations that will shape the future of education in Maryland and provide continued hope and opportunity for our students.

Who will be the next HCPS Teacher of the Year?

Nominate an outstanding teacher now!

Applications are available at www.hcps.org.

Deadline is February 4, 2013.

CRAIG

Nurse of the Year



The 2012 Harford County Public Schools Nurse of the Year was Gale Stratton-Shipley from Roye-Williams Elementary School. Gale earned her nursing degree in 1998. She worked briefly as a nurse in a Long Term Care Geriatric Psychiatric unit at Perry Point. Realizing she could not gain much experience as a new nurse in this environment, she resigned and went to work in the private sector at Harford Memorial Hospital. Gale worked in the

Transitional Care unit and the Behavioral Health units, gaining medical and surgical experience along with IV therapy, phlebotomy and behavioral and group therapy model of care. During this time, she worked part-time as a substitute school nurse for Harford County Public Schools. In August of 2000, she was offered a full-time position at Roye-Williams Elementary School. She has been the nurse there for 12 years. She finds working with children quite rewarding and has enjoyed watching the students grow to become young men and women.

Smiles

Safety & Security

HCPS SAFETY & SECURITY MISSION

To advance security with HCPS by integrating safety into the fabric of the school system through evaluation, education and training. The following objectives have been established to accomplish this mission.

- 1** To establish clear expectations for positive school climates and maximize student learning.
- 2** To provide safe and secure schools during daytime and evening hours of building use.
- 3** To provide safe and secure schools during those hours when the buildings are not occupied.
- 4** To maximize school building safety and security through student, staff and parent training.
- 5** To expand interagency cooperation and partnerships among youth serving professionals and agencies.

CRISIS & EMERGENCY PREPAREDNESS

HCPS maintains a proactive approach to preparing for a crisis situation in a school setting. A system-wide critical incident plan enables HCPS to effectively and efficiently manage various emergencies. The plan is constantly reviewed and updated. All school administrators and staff members participate in table top drills and complete regular crisis training through the HCPS Safety and Security Office. In addition, county-wide drills are conducted in conjunction with various county agencies including the county government, the Emergency Operations Center and the Harford County Sheriff's Office.

SCHOOL RESOURCE OFFICERS

Every HCPS middle and high school is assigned a School Resource Officer (SRO), an officer from the local police department or sheriff's office, who provides additional security and support to maintain a safe atmosphere for students to learn. The SRO also provides education to the school community on law enforcement topics, counseling and problem-solving. Many officers are involved in the G.R.E.A.T. (Gang Related Education

and Training) program for elementary and middle schools. SROs also assist neighboring elementary schools in the event of an emergency.

DRUG DOG SCAN PROGRAM

As part of the school system’s commitment to keeping illicit drugs out of schools, routine, random drug dog scans are conducted at each HCPS middle and high school throughout the school year. School administration may request an additional scan if there is a specific concern. The scans are accomplished in partnership with the Harford County Sheriff’s Office or local police department.



Students high five the crime-fighting canine, McGruff, at a presentation about gang awareness.

Visit www.hcps.org, click “Parents” from the top menu, then click “Safety and Security” for more information and safety tips!

2011 - 12 SAFETY & SECURITY BY THE NUMBERS

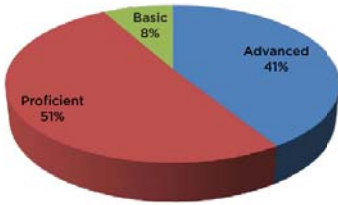
- 1,315** surveillance cameras in 41 schools
- 46** schools have remote door access to enter building
- 9** schools have vestibules that direct all visitors to the main office.
- 25** buses are equipped with surveillance cameras
- 288** hand-held radios have been distributed to schools during the past school year.
- 1** computer visitor management system is in place at **ALL** schools to standardize process of registering visitors.
- 54** schools have Critical Incident Plans specifically designed for the needs of each individual school.

MD Cons

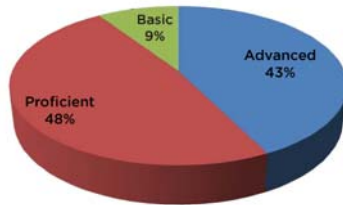
Student Profile

Maryland State Assessment (MSA) Math & Reading Proficiency 2011- 2012

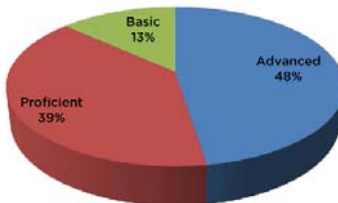
Reading, Grades 3 - 5



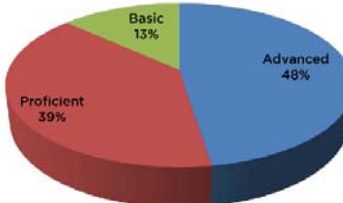
Math, Grades 3 - 5



Reading, Grades 6 - 8



Math, Grades 6 - 8



Boyle

STUDENT FACTS

33% of elementary students receive free and reduced meals

13% of elementary students receive special education services

94% of high school students attend school regularly

72 instructional staff per 1,000 students

11 professional staff per 1,000 students

20 instructional assistants per 1,000 students

6.6 hours average length of school day for students

Graduation Rate

89.7%

AP/SAT PARTICIPATION

12% increase in participation on Advanced Placement (AP) assessments from 2011.

4591 total enrollment in AP courses, with many students taking multiple AP courses.

64% of the AP exams given were scored as "college mastery level" consistent with Maryland and the nation.

1,583 graduates participated in taking the SAT exam in 2012.

1500 HCPS students' composite average SAT score, 13 points better than the MD state average.

*All information above can be found on the Maryland Report Card website, www.mdreportcard.org.

TOTAL ENROLLMENT

37,868

Asian	1,232
African American	6,752
Hispanic	2,008
HI/Pac. Islander	65
Native American	136
White	26,038

BY GENDER

Male	19,698
Female	18,526

HCPS EMPLOYEE NAMED “INNOVATOR OF THE YEAR”

HCPS Resource Conservation Manager Andrew Cassilly was named “Innovator of the Year” by the Maryland Chapter of the U.S. Green Building Council (USGBC). Mr. Cassilly was recognized for his sustainability projects, along with 21 others statewide, in January 2012, at USGBC’s 7th annual “Wintergreen Awards.” In his capacity as Resource Conservation Manager, Mr. Cassilly has been recognized for his contribution to the community and school system through the countless partnerships, programs, policies and projects he has initiated. He has played a critical role in making HCPS more eco-friendly and energy-efficient since 2008.



HCPS STUDENTS “WALK FOR HEROES”



Physical education classes throughout HCPS joined together in March 2012 to honor military veterans. Students walked from Joppatowne High School to Mariner Point Park with members of the U.S. Army to raise financial support

(continued)

2011 - 2012 Notable News & Events

RING FACTORY ELEMENTARY NAMED 2012 NATIONAL BLUE RIBBON SCHOOL

Ring Factory Elementary School was announced as a 2012 National Blue Ribbon School by the U.S. Secretary of Education Arne Duncan. Ring Factory Elementary is one of just ten public and private schools in the state and 269 in the nation to receive this prestigious distinction for students achieving at very high levels or making significant improvements in levels of achievements.

“It is the extraordinary efforts of the students, teachers, parents, administrators and community that allow Ring Factory Elementary School to receive national recognition for its high levels of achievement,” commented Harford County Public Schools (HCPS) Superintendent Robert M. Tomback.



HCC

and awareness for wounded veterans. The group dressed in red, white, and blue and walked for financial contributions from business partners and to satisfy a graduation requirement.

39 HCPS STUDENTS NAMED CARSON SCHOLARS

This year, 39 HCPS students have been named Carson Scholars for their academic excellence and community service. To be nominated, students must have a GPA of 3.75 and display humanitarian qualities through community service. First-time Carson Scholars receive a \$1,000 scholarship to be applied toward the scholar's college education, along with a medal, a certificate, a trophy nameplate for his or her school, and an invitation to an awards banquet on April 29, 2012. Previous Carson Scholars receive a recognition pin to attach to their medal, a certificate, and an invitation to an awards banquet. Scholarships are awarded solely on the basis of academic achievement and humanitarian qualities, without regard to financial need or ethnicity. Harford County Public Schools congratulates its eleven first-time winners and twenty-eight multi-time winners.

EDGEWOOD HIGH OPENS DOORS TO FIRST STUDENT-RUN CREDIT UNION IN THE COUNTY

The Edgewood High School/Academy of Finance Ram Branch of Aberdeen Proving Ground Federal Credit Union (APGFCU) celebrated their grand opening in February 2012. It is the first student-run credit union in the county. Academy student teams will work at the branch, under the supervision of the Academy's coordinator and APGFCU representatives. Juniors and seniors currently in the Academy of Finance (AOF) at Edgewood High will serve as the tellers and run the daily operations of the credit union, including basic savings and checking account activities like deposits, withdrawals and transfers. The students will also handle member service functions, such as opening new accounts and explaining credit union promotions. The AOF at Edgewood High School is designed to prepare students to enter college having already studied many areas required for a degree in the fields of business and finance or to enter the world of business at above entry level upon graduation from high school.



APGFCU Board of Directors Chairman David Gilbert, APGFCU President/CEO Don Lewis, Edgewood High School Academy of Finance Coordinator Carolyn Kustanbauter, HCPs Supervisor of Business & Technology Education LaVerne Pitts, Board of Education of Harford County President Leonard Wheeler, Edgewood High School Principal Larissa Santos cut the grand opening ribbon of the RAM Branch.

View full stories and other HCPS news by clicking on the HCPS in the News banner on our homepage.

Emergency Communications

Phone Notification System	Receive announcements of school closures and delays sent directly to your home and mobile phones. The phone numbers you have on file with your school will be called. For morning inclement weather closures/delays, announcements will go out at 5:30 a.m. and are normally complete by 6:05 a.m.
Social Media	Follow HCPS on Facebook & Twitter for important announcements. Twitter: @HCPSSchools Facebook: www.facebook.com/HCPSSchools
Television	Television stations announcing school closures and delays: WMAR (Channel 2); WBAL (Channel 11); WJZ (Channel 13); WBFF (Channel 45). *Please remember it is at the discretion of the station as to which announcements are posted and at what time.
Radio (AM/FM)	AM radio stations: WAMD (970); WBAL (1090); WCBM (680); WSBA (910) FM radio stations: WLIF (101.9); WPOC (93.1); WQSR (102.7); WWMX (106.5); WXYV (105.7); WERQ (92.3); WARM (103.3); WXYC (103.7); WDAC (94.5)
HCPS Website www.hcps.org	Get the latest emergency information directly from the homepage of HCPS.org. School closure and delay information will appear as a news flash on the main home page. For morning inclement weather closures/delays, the website should be updated by 5:15 a.m. and as needed when messages change.
Voicemail	Call one of the following phone numbers to listen to a recording of the current emergency message. Switchboard: (410) 838-7300 or 1-(866) 588-4963. For morning inclement weather closures/delays, these mailboxes will be updated no later than 5:15 a.m.



Students work together to complete a challenge at Fallston Middle School's Science, Technology, Engineering and Math (STEM) night in March.



Jennifer Chandler, of North Harford High School and 2011 HCPS Teacher of the Year finalist, assists her students on the school's daily morning show.

HCOD

HARCO