Welcome! Please Test Your Zoom Functions

1. Please connect via computer for audio.
   If you must connect via phone for audio, ensure your video and audio are linked using the Participant ID pin.

2. Please turn on your video.

3. Please answer in the chat: What is your favorite sign of spring?

4. Make sure YOUR name appears in your participant video square.
This session is being recorded for record-keeping purposes. By participating in this session, you are consenting to the recording, retention, and use of this session.

At any time if you have a question or comment, feel free to place that in the chat, and we will respond to you as soon as possible. If you ask a question or comment verbally, please note that by doing so, you are consenting to the recording, retention, and use of your statements recorded as part of this session.

Conversations in breakout groups will not be recorded.
Welcome!

Balancing Enrollment Process
Advisory Team Meeting 4
March 24, 2021
**Agenda**

- **Meeting Preview, Session 3 Review & HC Planner Details** (20 min)
- **Considering the Regions** (120 min)
  - Breakout
  - Full Group
- **CEF Preview & Next Steps for AT4 Part 2** (10 min)

---

**Intentions**

1. Review advisory team meeting #3 outputs
2. Facilitators overview the methodology for consulting with planners from Harford County and the approach for incorporating these learnings into FLO’s boundary scenario modeling
3. Participants consider forecast data and iterate balancing enrollment options for the East & Southeast”, “Center South”, and “Center West & Center East” regions
4. Facilitators overview the finalized Community Education Forum (CEF) strategy
5. Participants leave with clear next steps, including an understanding of expectations for upcoming advisory team meetings and CEF participation
Advisory Team Session Norms & Mindsets

<table>
<thead>
<tr>
<th>Norms &amp; Mindsets:</th>
<th>Looks like...</th>
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<tbody>
<tr>
<td>1. Keep the needs of students at the center of this work.</td>
<td>● Asking what’s best for children</td>
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<td>● Helping refocus conversations around students and their future</td>
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<td>2. Be fully present.</td>
<td>● Monotasking with your focus on this session</td>
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<td>● Minimizing technology distractions</td>
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<td>● Engaging by computer with video for full participation</td>
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<td>3. Respect one another, our time frames, our shared airspace, and our process.</td>
<td>● Monitoring your own talk time</td>
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<td>● Speaking your truth and speaking for yourself</td>
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<td>● Being succinct and listening to learn and understand</td>
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<td>● Assuming colleagues’ positive intent and equal effort</td>
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<td>4. Stay in a solution mindset and remember that we are all in this together.</td>
<td>● Engaging with generosity of spirit</td>
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<td>● Asking “what if” and considering new ways of doing things</td>
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<td>5. Remember! This is a PROCESS.</td>
<td>● Being with the discomfort of not having all the answers.</td>
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<td>● Sometimes there will be more questions than answers</td>
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Virtual Norms...

_Own your virtual engagement_:  
1. Turn your video on and mute yourself when you’re not speaking.  
2. Make sure your name is visible in your video box.  
3. Use the chat for technical difficulties and accessing links.  
4. Don’t be afraid to say “Sorry, I missed that…” or “Could someone clarify what we’re doing…”  
5. Use the chat to announce if you need to step away from the meeting.  
6. Allow for humanity (family, roommates, furry co-workers).
To ensure HCPS schools and programs maintain capacity utilization levels that are beneficial to all students, while also ensuring the sustainable allocation of district resources.
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<td>WHAT: Prepare for A-Team meetings</td>
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<td>WHAT: Options development</td>
<td>WHAT: South Region options redevelopment</td>
<td>WHAT: Consider CEF1 inputs, prep for CEF2</td>
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<td>Community Education Forum 1 (4/14/21)</td>
<td>WHAT: CEF1 review, options implications</td>
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<td>Community Education Forum 2 (6/2/21)</td>
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<td>WHAT: Options redevelopment, prep for CEF2</td>
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The Process (How?): Guiding Principles

When considering school reconfigurations and boundary revisions, BEP process participants shall prioritize, to the extent possible, the following guiding principles.

These are the lenses through which the advisory team members will evaluate options.

1. Implement a transparent and inclusive boundary review process that fosters the widespread and ongoing engagement of Harford County’s families and community members.

2. Take a district-wide perspective by considering the full scope of individual school capacities and student population projections to balance enrollment.

3. Operate in the best interest of students by prioritizing equitable access to safe, high-quality educational environments for all.

4. Consider the accessibility of regional programs and signature academic programs & the long-term needs of special populations (e.g., students with special needs, early learners, etc.) with each decision.

5. Maintain neighborhood schools that optimize proximity to home, prioritize safe, walkable passages to and from school, and take into account the boundaries of existing & planned community developments.

6. Consider transportation impacts and work towards limiting the amount of time required on a bus to 45 minutes or less each way.

7. Optimize operational efficiency and ensure the sustainable allocation of district resources with each decision.
Advisory Team #3 - Recap
What is one word or phrase that describes how you are feeling about the BEP process right now?
AT Survey Taker Agreement with Process Statements
(weighted scores with "6-strongly agree" as highest possible score;
AT1 n=28, AT2 n=27, AT3 n=18)

1. I feel confident in our (Advisory Team, FLO) ability to be prepared for an effective CIF on April 14.
   - AT1: 5.22
   - AT2: 5.44
   - AT3: 5.68
   - 4.78

2. I understand AND support the intention of the CIF.
   - AT1: 5.22
   - AT2: 5.68
   - AT3: 5.48
   - 5.22

3. I am confident in my ability to utilize the data and information presented so far.
   - AT1: 5.06
   - AT2: 5.22
   - AT3: 5.33
   - 5.44

4. I feel like my presence and input is being valued in this process so far.
   - AT1: 5.06
   - AT2: 5.22
   - AT3: 5.33
   - 5.06

5. This session was a good use of my time.
   - AT1: 5.00
   - AT2: 5.33
   - AT3: 5.54
   - 5.33

6. I trust the information presented during this session.
   - AT1: 5.52
   - AT2: 5.71
   - AT3: 5.44
   - 5.52

Legend:
- 1= Strongly Disagree
- 2= Disagree
- 3 = Somewhat Disagree
- 4= Somewhat Agree
- 5= Agree
- 6= Strongly Agree
Concerned about the importance of making elementary, middle and high school boundaries align to minimize split feeder schools that is very hard on children. This is such a big effort that seems so daunting when you really want to do what is best for current and future students. I feel that it's difficult to come up with solutions for a certain region when the regions you're assigned to are affected by other region borders.

I feel participants are having a little trouble feeling empowered to give feedback if it isn't "their area." I think we need to spend more time talking as a group and less time taking surveys. I do not feel that we had adequate time to discuss within the group and come up with suggestions. Well organized and structured. Seems very efficient and transparent.

Consider breaking apart ES South and ES Center South into two groups. There are so many changes within this dense area that we really did not get into a discussion. We need to be able to focus and have time to discuss.

The community input forums need to be revised. They are currently not set up as "input forums," they are information sessions. Parents should be given an opportunity to actually give input - not via a survey or in the chat but verbal where the answer is provided on the spot. The sessions should be completed by area and not clumped together.

What happens if agreement doesn’t happen about a region prior to the CIF meeting? The ability to fully engage the public and to effectively obtain input.
ESN Rev 2 - CIF Ready?
(n=19)

Strongly Unfavorable
Unfavorable
Somewhat Unfavorable
Somewhat Favorable
Favorable
Strongly Favorable

# of Responses

ESN Rev 2 - CIF Ready?
(n=19; weighted score)

5.16
Spotlight: Incorporating Harford County’s Planners

**Objective:** Use the best available future development data to understand development trends and place forecasted students in those potential development areas.

**Methodology:** Interviews with planners from: Harford County; Bel Air; Havre de Grace; Aberdeen; Aberdeen Proving Ground

**Data Collected:** Discussion regarding future housing developments (i.e., type of housing, number of units and location, and building horizon) & anecdotal information (i.e., housing trends, potential annexations, and effects of COVID)

**Data Use:** Information consolidated with zoning, tax lot, and permit information and used to inform Flo’s boundary scenario modeling

Chief of Long-Term Planning, Harford County, on the team to share expertise
Advisory Team Session #4 Intentions & Agenda

**Intentions**

1. Review advisory team meeting #3 outputs
2. Facilitators overview the methodology for consulting with planners from Harford County and the approach for incorporating these learnings into FLO’s boundary scenario modeling
3. Participants consider forecast data and iterate balancing enrollment options for the “East & Southeast”, “Center South”, and “Center West & Center East” regions
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**Agenda**

- **Meeting Preview, Session 3 Review & HC Planner Details** (20 min)
- **Considering the Regions** (120 min)
  - Breakout
  - Full Group
- **CEF Preview & Next Steps for AT4 Part 2** (10 min)
Balancing Enrollment:
Getting into the Work
Today’s Regions of Focus

Elementary Schools – Regional Options Development

Regions:
ES = Elementary School
ESN = North
ESE = East
ESSE = Southeast
ESS = South
ESCS = Center South
ESCE = Center East
ESCW = Center West

- Balance enrollment within each region
- Keep transportation within each region

A = East & South East
B = Center South
C = Center West & Center East

https://www.dropbox.com/sh/ubr1gocc5e1gku/AAAknDYTEazQ3yViOU2DfsS1da?dl=0
**Group Breakout: Let’s Dig In!**

**SET UP**

Participants in 3 groups based on preferences (A, B, C)

Please be sure your camera is on.

**PART 1: Icebreaker & Preview of Updated Option (15-20 min)**

**PART 2: Silent & Solo (5 min)**

Take 5 minutes to collect your thoughts:

- What concerns do you have regarding the potential solutions?
- What is the basis of this concern?
- What boundary adjustment would you suggest to address this concern?

**PART 3: Engage with FLO (70 min)**

- Group discussion to surface suggestions for FLO to try
- GOAL: Articulate adjustments to solve for issues and enable FLO to make revisions to the Springboard

**PART 4: Group Confirms Option’s CEF Readiness (9 min)**

- Group uses fist to five framework as means of confirming their recommendation to ELT that option is CEF Ready

118 min total
How will each group confirm that an option is ready to be reviewed by the ELT and confirmed as “CEF ready”?

- No way! I am totally against this option.
- I see MAJOR issues we need to resolve now.
- I see MINOR issues we need to resolve now.
- I see MINOR issues but it’s CEF ready.
- I’m fine with this as it is. It’s CEF ready.
- I love this! I will champion it at the CEF.

Majority of group votes 3, 4, or 5
Welcome back!

Time for a quick whole group share out.
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CEF #1
Preview

FLO creates Springboard
Advisory Team Refines Options
Community Input Forum Gives Input
Advisory Team Finalizes Options
CEF Preview: Structure

**Goals**

1. **Share information** with and answer questions from community stakeholders about the BEP.

2. Present elementary school preferred options-to-date from advisory team work to community and **collect community input** for integration into options refinement.

**Logistics**

- Open to the public -- registration not required
- 3-hour virtual engagement via Zoom webinar on April 14
- Video presentation, materials, and input survey will be available for at least one week after April 14
- Save-the-Date distributed through Connect-5 communications blast starting week of March 29th

**Event Structure:**

**5:00-5:30 PM:**

- Pre-recorded welcome from Superintendent Bulson, overview and FAQs
- Live expectations setting for process from Bloom plus share out of links to accessible materials

**5:30 - 8:00 PM:**

- FLO and advisory team members will present each of our 7 regions in succession; ~25 minutes each for description of change areas and focused Q&A plus 1 minute to transition to next region.

- Event ends with sharing of input survey for collection of participant feedback on the option presented for each region.
We are hopeful that Advisory Team Ambassadors to the Community Input Forum will...

1. Receive a confirmation of timing, log-in information, and preview materials in advance
2. Watch the pre-recorded presentation
3. Listen closely to input from community member participants through each regional presentation, respond when appropriate to questions in the chat, especially questions about the process so far
4. Take the community input survey (if you would like) when shared with the group
5. Be gracious co-hosts for our community member guests
## Timeline of Key Meetings & Events

<table>
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<th>January</th>
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| **Executive Leadership**
  Team Meeting 1: WHAT: Prepare for A-Team meetings | **Executive Leadership**
  Team Meeting 2: WHAT: Debrief A-Team meeting; Springboard proposal | **Advisory Team**
  Meeting 3 (3/10/21): WHAT: Options redevelopment, prep for CIF1 | **Executive Leadership**
  Team Meeting 5: WHAT: CIF1 review, options implications | **Executive Leadership**
  Team Meeting 6: WHAT: Process check, options check, prep for CIF2 | **Community**
  Education Forum 2 (6/2/21): WHAT: Final options review & feedback |
| **Process Orientation**
  WHAT: Asynchronous process overview | **Advisory Team**
  Meeting 2 (2/10/21): WHAT: Springboard proposal, options development | **Executive Leadership**
  Team Meeting 4: WHAT: Prep for CIF1, options implications | **Community**
  Education Forum 1 (4/14/21): WHAT: 1st round options presentation & input | **Advisory Team**
  Meeting 6 (5/12/21): WHAT: Options redevelopment, prep for CIF2 | **Advisory Team**
  Meeting 7 (6/16/21): WHAT: Prepare final options to superintendent |
| **Advisory Team**
  Meeting 1 (1/13/21): WHAT: Meet & greet, process overview, dat 101 | **Executive Leadership**
  Team Meeting 3: WHAT: Debrief AT2, continue opts devt | **Advisory Team**
  Meeting 4: WHAT: Springboard proposal, options development | **Advisory Team**
  Meeting 4b (3/31/21): WHAT: South Region options redevelopment | **Advisory Team**
  Meeting 5 (4/28/21): WHAT: Consider CIF1 inputs, prep for CIF2 | **Office Hours for South Region!**
Advisory Team Meetings - Boundary Review

Advisory Team Meeting 2 (2/10/21)
WHAT: Springboard proposal, options development

Advisory Team Meeting 3 (3/10/21)
WHAT: Options development

Advisory Team Mtg 4 & 4B (3/24 & 3/31)
WHAT: Options redevelopment, prep for CEF1

Community Education Forum 1 (4/14/21)
WHAT: 1st round options presentation & input

Springboard & ESN

ESN (All)
1. ESE & ESSE
2. ESS & ESCS
3. ESCW & ESCE

ESN (All)
1. ESE & ESSE
2. ESS & ESCS
3. ESCW & ESCE

Advisory Team Meeting 5 (4/28/21)
WHAT: CEF1 input review, options redevelopment

Advisory Team Meeting 6 (5/12/21)
WHAT: Options development, prep for CIF2

Community Education Forum 2 (6/2/21)
WHAT: Final options review & feedback

Advisory Team Meeting 7 (6/16/21)
WHAT: Prepare final recommendations to superintendent

Final revisions on all options

Secondary School Options

Elementary Options

1. ESE & ESSE
2. ESS & ESCS
3. ESCW & ESCE

1. ESE & ESSE
2. ESS & ESCS
3. ESCW & ESCE

- MS/HS
- Refine Elementary Schools
Meeting Intentions & Outcomes

1. Middle and High School Springboard
2. Start MS/HS group work
3. Continue options refinement for all Elementary Schools based on CEF feedback

Facilitation Details

- Wednesday, April 28th, 5-7:30PM
- Virtual via Zoom
- Expecting ~40 participants + FLO/ Bloom staff
- Continuation of breakout session engagement and on-the-fly modeling
- During and post-session opportunities for reaction and feedback
Advisory Team Session #4 Intentions & Agenda

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  ○ Breakout
  ○ Full Group
● CEF Preview & Next Steps for AT4 Part 2 (10 min)
Please take ~5 minutes to complete our exit survey. You will receive it to

We take your responses very seriously! Members of our planning team will read and consider every word from your surveys and use the information to develop FAQs and other process considerations. Please help us continue to make this process constructive and meaningful.

We will be accepting responses until Monday (3/29) so that people who participate in AT 4 Part 2 can also submit.

Thank you!
Thank You!

See you again on March 31 and/or April 14.

Don’t forget the survey!