

BOARD OF EDUCATION OF HARFORD COUNTY
HUMAN RESOURCES INFORMATIONAL REPORT
RECRUITMENT AND RETENTION
FOR PERIOD 10-16-24 through 10-15-25

Background Information:

Goal Three of the Harford County Board of Education Strategic Plan is to hire and support highly effective staff who are committed to building their own professional capacity to increase student achievement. All staff, whether in the classroom or filling a supportive role within the school or central operations, are integral to the success of our students. During the twelve months ending 10/15/2025, Harford County Public Schools (HCPS) hired 434 staff, including 136 certificated staff /licensed staff and certificated support personnel, in our efforts to support student achievement.

This informational report presents an overview of staff recruitment utilizing the Maryland State Department of Education reporting period of October 16, 2024, to October 15, 2025. The Human Resources Department report reflects a continued focus and commitment towards diversifying our workforce and supporting Board of Education Goal 3.

Discussion:

A comprehensive recruitment plan is intended to attract highly qualified teachers to HCPS. The plan focuses efforts among local and regional colleges and universities as well as planned visitation to locations where the pool of candidates further supports attraction to difficult-to-fill positions. During this reporting period, HCPS participated in virtual and in-person recruitment. Forty-one events were attended reaching national audiences, as well as Maryland, Delaware, Pennsylvania, New Jersey, North Carolina, South Carolina, Virginia, Ohio, Michigan, and West Virginia. Three (3) of these events were sponsored by a Historically Black College/University or was a diversity centered event. Advertising through targeted websites and social media has continued to be used to attract viable instructional and support candidates for the school system.

HCPS accepts unsolicited applications year-round to fill known and anticipated teacher, operational and support staff vacancies. In the past year, we received 11,482 applications for openings in all job classifications throughout HCPS. Of the 11,482 applications, 1,922 or approximately seven-teen percent (17%) were for teacher positions. We experienced an average of fourteen (14) applications for every teacher position filled.

Attracting quality teachers in critical shortage areas, including world languages, school psychology, science, family and consumer science, math, English, physical therapy, special education, speech language pathology, technology education, and early childhood education continues to be challenging. We had a recruitment team of fifty-two (52) staff members from administrative, curriculum, and human resources functional areas trained and prepared to participate in intensive local, regional, and on-site recruiting. We started off this school year with one (1) teacher vacancy. Twenty-one (21) teacher offers were declined with some of those being from the same candidate with multiple offers, with the top three reasons indicated being work schedule, distance, and salary. Fifteen (15) members of our existing teaching staff received promotions during this reporting period.

New teachers during the report period graduated from sixty-five (65) different colleges and universities among twenty-one (21) different states. Our attraction from Maryland and the surrounding states' colleges continues to be high, with 82% of the new hires coming from colleges in these areas, including fifty-nine percent (59%) of those from a Maryland University/College. Eighteen (18) of the fifty-five (55) HCPS interns accepted offers of employment and eleven (11) former HCPS colleagues returned to our ranks as teachers in 2024-2025.

Attracting and recruiting a diverse workforce that is reflective of the students we serve is important for HCPS. Among all newly hired staff, twenty-one-point nine percent (21.9%) have self-identified as a minority under the race/ethnicity categories reported to the Equal Employment Opportunity Commission (EEOC). Sixteen-point two (16.2%) of all teachers hired reported a minority affiliation.

System and school-based initiatives supporting teachers contribute to teacher retention within HCPS. Professional development beginning with the New Teacher Induction program is an important factor in both the quality and retention of teachers. The overall teacher retention rate of ninety-two-point eight percent (92.8%) is a slight increase from ninety-two-point three (92.3%) in the previous reporting year and is reflective of the national average. Of the seven-point two percent (7.2%) teacher separations, sixty-nine-point one percent (69.1%) were retirements.

Eighty-seven-point four percent (87.4%) of support and administrative staff reported to the state in October 2024 were retained one year later in October 2025. This is down one point from eighty-eight-point four percent (88.4%) in the previous reporting period. Retention efforts need to become a primary focus for HCPS to withstand the national teacher shortage, as well as supporting efforts to increase the diversity of our workforce.

The subsequent pages provide a snapshot of the 5,389-member HCPS workforce as of October 15, 2025.

Exhibit 1 – Profile of Staff

Exhibit 2 – Profile of Staff Separations

Exhibit 3 – Profile of Replacement Staff

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Exhibit 1 - Profile of Staff						
CHARACTERISTIC	Total		Teachers and Related Services (HCEA)		Support & Administrative Services	
	2025		2025		2025	
NUMBER OF STAFF:	5389		3141		2248	
% of total Staff	100.0%		58.3%		41.7%	
EXPERIENCE:	Number	Percentage	Number	Percentage	Number	Percentage
1 year or less of experience	620	11.5%	182	5.8%	438	19.5%
2 - 4 years of experience	919	17.1%	411	13.1%	508	22.6%
5 - 9 years of experience	865	16.1%	522	16.6%	343	15.3%
10 - 15 years of experience	940	17.4%	610	19.4%	330	14.7%
16+ years of experience	2045	37.9%	1416	45.1%	629	28.0%
EDUCATION:	Number	Percentage	Number	Percentage	Number	Percentage
Some College or Less	1606	29.8%	0	0.0%	1606	71.4%
Bachelor's Degree	1105	20.5%	772	24.6%	333	14.8%
Master's Degree	1197	22.2%	1013	32.3%	184	8.2%
Master's +30	837	15.5%	756	24.1%	81	3.6%
Beyond Masters +30	644	12.0%	600	19.1%	44	2.0%
RACE/ETHNICITY:	Number	Percentage	Number	Percentage	Number	Percentage
Ameri. Ind. or Alask. Native	24	0.4%	6	0.2%	18	0.8%
Asian	63	1.2%	30	1.0%	33	1.5%
Black	429	8.0%	155	4.9%	274	12.2%
Pacific Islander	2	0.0%	1	0.0%	1	0.0%
Two or more races	82	1.5%	41	1.3%	41	1.8%
White	4789	88.9%	2908	92.6%	1881	83.7%
<i>Hispanic or Latino Ethnicity</i>	<i>156</i>	<i>2.9%</i>	<i>71</i>	<i>2.3%</i>	<i>85</i>	<i>3.8%</i>
GENDER:	Number	Percentage	Number	Percentage	Number	Percentage
Female	4281	79.4%	2567	81.7%	1714	76.2%
Male	1101	20.4%	567	18.1%	534	23.8%
Other or Non-disclosed	7	0.1%	7	0.2%	0	0.0%
AGE:	Number	Percentage	Number	Percentage	Number	Percentage
Gen Z (Ages 18-30)	846	15.7%	587	18.7%	259	11.5%
Millenials (Ages 31-45)	1964	36.4%	1321	42.1%	643	28.6%
Gen X (Ages 46-60)	2044	37.9%	1131	36.0%	913	40.6%
Baby Boomers (Ages 61-79)	535	9.9%	102	3.2%	433	19.3%

* Data collected as of 10/15/2025 to be consistent with the MSDE State Report

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Exhibit 2 - Profile of Staff Separations

CHARACTERISTIC	Total		Teachers and Related Services (HCEA)		Support & Administrative Services	
	2025		2025		2025	
NUMBER OF STAFF:	516		236		280	
% of total Separations	100.0%		45.7%		54.3%	
EXPERIENCE:	Number	Percentage	Number	Percentage	Number	Percentage
1 year or less of experience	72	14.0%	18	7.6%	54	19.3%
2 - 4 years of experience	117	22.7%	42	17.8%	75	26.8%
5 - 9 years of experience	101	19.6%	61	25.8%	40	14.3%
10 - 15 years of experience	53	10.3%	30	12.7%	23	8.2%
16+ years of experience	173	33.5%	85	36.0%	88	31.4%
EDUCATION:	Number	Percentage	Number	Percentage	Number	Percentage
Some College or Less	215	41.7%	0	0.0%	215	76.8%
Bachelor's Degree	116	22.5%	75	31.8%	41	14.6%
Master's Degree	116	22.5%	97	41.1%	19	6.8%
Master's +30	41	7.9%	38	16.1%	3	1.1%
Beyond Masters +30	28	5.4%	26	11.0%	2	0.7%
RACE/ETHNICITY:	Number	Percentage	Number	Percentage	Number	Percentage
Ameri. Ind. or Alask. Native	5	1.0%	1	0.4%	4	1.4%
Asian	4	0.8%	1	0.4%	3	1.1%
Black	71	13.8%	24	10.2%	47	16.8%
Pacific Islander	1	0.2%	1	0.4%	0	0.0%
Two or more races	12	2.3%	7	3.0%	5	1.8%
White	423	82.0%	202	85.6%	221	78.9%
Hispanic or Latino Ethnicity	17	3.3%	6	2.5%	11	3.9%
GENDER:	Number	Percentage	Number	Percentage	Number	Percentage
Female	403	78.1%	198	83.9%	205	73.2%
Male	113	21.9%	38	16.1%	75	26.8%
Other or Non-disclosed	0	0.0%	0	0.0%	0	0.0%
AGE:	Number	Percentage	Number	Percentage	Number	Percentage
Gen Z (Ages 18-30)	95	18.4%	53	22.5%	42	15.0%
Millenials (Ages 31-45)	150	29.1%	74	31.4%	76	27.1%
Gen X (Ages 46-60)	142	27.5%	79	33.5%	63	22.5%
Baby Boomers (Ages 61-79)	129	25.0%	30	12.7%	99	35.4%

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Exhibit 3 - Profile of Replacement Staff

CHARACTERISTIC	Total		Teachers and Related Services (HCEA)		Support & Administrative Services	
	2025		2025		2025	
NUMBER OF STAFF:	434		136		298	
% of total Replacement Staff	100.0%		31.3%		68.7%	
EXPERIENCE:	Number	Percentage	Number	Percentage	Number	Percentage
1 year or less of experience	343	79.0%	70	51.5%	273	91.6%
2 - 4 years of experience	42	9.7%	27	19.9%	15	5.0%
5 - 9 years of experience	24	5.5%	19	14.0%	5	1.7%
10 - 15 years of experience	11	2.5%	9	6.6%	2	0.7%
16+ years of experience	14	3.2%	11	8.1%	3	1.0%
EDUCATION:	Number	Percentage	Number	Percentage	Number	Percentage
Some College or Less	242	55.8%	0	0.0%	242	81.2%
Bachelor's Degree	129	29.7%	79	58.1%	50	16.8%
Master's Degree	54	12.4%	49	36.0%	5	1.7%
Master's +30	4	0.9%	3	2.2%	1	0.3%
Beyond Masters +30	5	1.2%	5	3.7%	0	0.0%
RACE/ETHNICITY:	Number	Percentage	Number	Percentage	Number	Percentage
Ameri. Ind. or Alask. Native	6	1.4%	1	0.7%	5	1.7%
Asian	10	2.3%	2	1.5%	8	2.7%
Black	57	13.1%	13	9.6%	44	14.8%
Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Two or more races	7	1.6%	1	0.7%	6	2.0%
White	354	81.6%	119	87.5%	235	78.9%
Hispanic or Latino Ethnicity	23	5.3%	7	5.1%	16	5.4%
GENDER:	Number	Percentage	Number	Percentage	Number	Percentage
Female	336	77.4%	103	75.7%	233	78.2%
Male	91	21.0%	26	19.1%	65	21.8%
Other or Non-disclosed	7	1.6%	7	5.1%	0	0.0%
AGE:	Number	Percentage	Number	Percentage	Number	Percentage
Gen Z (Ages 18-30)	158	36.4%	70	51.5%	88	29.5%
Millenials (Ages 31-45)	161	37.1%	52	38.2%	109	36.6%
Gen X (Ages 46-60)	88	20.3%	12	8.8%	76	25.5%
Baby Boomers (Ages 61-79)	27	6.2%	2	1.5%	25	8.4%

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