2022-2023 Annual Report

Based on the Superintendent’s Priorities and Performance Targets to Meet the Board of Education of Harford County’s Strategic Plan
## WHO WE ARE

### 2023-2024

**38,063**

TOTAL ENROLLMENT

### OUR STUDENTS

- **39%** of students are eligible to receive free/reduced meals
- **6,396** total enrollment in AP courses
- **2.2%** of students speak English as a second language
- **14%** of students are enrolled in special education
- **1,737** students are enrolled in a magnet program
- **856** students are dual enrolled

### OUR STAFF

- **5,645.1** total number of employees*
- **5,203.87** school-based employees*
- **441** non-school-based employees*
- **308** teachers hired in FY2022-2023
- **72%** of teachers have a Masters or Doctorate
- **8.5%** of teachers are non-white
- **101** National Board Certified Teachers

### FACILITIES

- **55** schools (188 total buildings)
- **2,142** total classrooms
- **1,896.58** acres of property
- **309** total custodians

### TRANSPORTATION

- **527** buses
- **7,523,076** miles traveled
- **31,139** students transported

### FOOD SERVICES

- **1,339,119** breakfasts served
- **3,354,318** lunches served
- **$5,267,814** a la carte sales
- **$25,650,250** total sales

### BUDGET ALLOCATION

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instruction and Transportation for Students</td>
<td>86%</td>
</tr>
<tr>
<td>Operations and Maintenance</td>
<td>11%</td>
</tr>
<tr>
<td>Administration</td>
<td>3%</td>
</tr>
</tbody>
</table>

**88.73%** GRADUATION RATE

*For the Class of 2022*

Information accurate as of August 2023.
Beginning in the Fall, the Superintendent works to develop a proposed operating budget for the following fiscal year. The Superintendent meets with senior staff members within the organization, holds discussions with targeted focus groups, and accepts input from the community through public input sessions and email submissions. In December/January, the Superintendent presents the budget to the Board of Education.

The Board of Education conducts public input sessions and continues to receive email submissions as they work to build on the budget before finalizing the budget on or before June 15.

Submit your thoughts on the proposed operating budget by emailing: budget@hcps.org.

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**Revenues**

- Earnings on Investments (0.01%)
- Prior Year Fund Balance (0.83%)
- Other Sources (0.70%)
- Federal Government (0.07%)
- Harford County (55.96%)
- State of Maryland (42.43%)

**Expenses**

- Administrative services
- Mid-level administration
- Instructional salaries
- Instructional textbooks and supplies
- Other instructional costs
- Special education
- Student personnel services
- Student health services
- Student transportation
- Operation of plant
- Maintenance of plant
- Fixed charges
- Community services
- Capital outlay

**Unrestricted Operating Budget**

**Sources:** Unrestricted Operating Budget: Statement of Revenues, Expenditures and Changes in Fund Balances - Budget (NON-GAAP BASIS) and Actual - General Fund for the year ended June 30, 2023, June 30, 2022, and June 30, 2021. These statements are published in the annual Harford County Public Schools Annual Comprehensive Financial Report. Per Pupil Funding: Data may be found in the General Assembly of Maryland Department of Legislative Services FY24 Per Pupil Public School Funding.

**Per Pupil Funding**

- Total Per Pupil Funding: $16,706
  - State Funding: $7,914
  - Local Funding: $8,792

**FINANCIAL Highlights**

The operating budget for Harford County Public Schools is a constant, ever-changing process. Many members of the Harford County community take part in shaping the budget before it is finalized in June.

The Harford County Executive typically holds public hearings, and engages in dialogue with the community before sending the budget to the Harford County Council.

In April, when the Harford County Council members receive the budget, they continue to hold public hearings and engage with the community before finalizing the budget on or before June 15.

Submit your thoughts on the proposed operating budget by emailing: budget@hcps.org.

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**Revenue Breakdown**

- $50,000
- $4,791,581
- $4,065,500
- $420,000
- $324,237,657
- $245,827,322
- $579,392,060

**Expenses Breakdown**

- Administrative services
- Mid-level administration
- Instructional salaries
- Instructional textbooks and supplies
- Other instructional costs
- Special education
- Student personnel services
- Student health services
- Student transportation
- Operation of plant
- Maintenance of plant
- Fixed charges
- Community services
- Capital outlay

**Total Expenditures**

- FY2023: $579,392,060
- FY2022: $519,587,597
- FY2021: $503,392,615
Career Driven

Career readiness connects classroom learning with real-world applications. For career readiness, students acquire transferable skills such as critical thinking, problem-solving, teamwork, communication, and adaptability.

HCPS fosters partnerships with local businesses, industries, and community organizations to provide students with authentic work experiences and exposure to different career paths. Partners offer apprenticeships, internships, guest speakers, site visits, and collaborative projects that bridge the gap between the classroom and workplace.

The Blueprint Career Coaching program helps students explore their interests, strengths, and career aspirations.

**2022-2023 Apprenticeship Program Launched**

**Businesses Offering Apprenticeships**

- **70** unique businesses currently offering apprenticeships to HCPS students.*

**Students Apprentices**

- **15** students completed an apprenticeship.
- **26** students placed into an apprenticeship.

**Technology to Support a Future Driven Curriculum**

- **1,101** iPads provided to PreK students.
- **25,233** Chromebooks provided to students in grades K-8.
- **11,613** laptops provided to students in grades 9-12.

Data accurate as of June 30, 2023.

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*Apprenticeship Program Launched Data accurate as of June 30, 2023.
Graduate Outcomes

HCPS believes students can best demonstrate their preparation for success after high school by being prepared for career or college.

HCPS strives to improve graduate outcomes, measuring:
- met the criteria for potential college credits
- earned college credit through a dual enrollment course
- earned a career licensure, certification, apprenticeship completion, or met the Technical Skills Assessment requirements in a CTE program.

Additional graduate outcomes stemming from the Blueprint include 9th grade on-track and College and Career Readiness (CCR).

For the class of 2022

Dual Enrollment Credits Earned

- 5,343 Credits

Graduation Rate

- 88.73%

North Star Graduate Outcomes

- 57.5%

Percentage of HCPS graduates who met the criteria for at least one North Star Graduate Outcome.*

Board Goal One: Prepare every student for success in postsecondary education and career.

For the 2022-2023 school year, students are considered CCR ready if they meet the following criteria:
- Score of 3 or 4 on MCAP English 10
- Score of 3 or 4 on MCAP Algebra I, Algebra II, or Geometry
- Score of 520 on the Math SAT

Sources:
The “On Track” percentage can be found in the Maryland School Report Card dashboard. CCR Ready percentages are based on data from the Maryland State Department of Education (MSDE).

*Data shown is from 2022. At the time of publishing, on March 6, 2024, MSDE has not published graduate data for 2022-2023.
Harford County Public Schools uses five learner attributes to support students at all grade levels. Our goal is for every student to be a proficient reader, writer, and problem-solver who are healthy and employable.

**Problem-Solvers**
Percentage of students each year who meet or exceed the grade level proficiency on the local mathematics assessment.

- **End of Year:**
  - End of Grade 2: 52.1%
  - End of Grade 5: 66.2%
  - End of Grade 8: 56.5%
  - End of Grade 10: 26.7%

**End of Year Student Attendance Rates.**
- **End of Year:**
  - End of Grade 2: 93.4%
  - End of Grade 5: 93.8%
  - End of Grade 8: 91.5%

**Data will be available starting with the 2023-2024 annual report.**

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**Learner Attributes**

Board Goal One: Prepare every student for success in postsecondary education and career.

*The Maryland Comprehensive Assessment Program (MCAP) is used to measure proficiency by the end of grades 5 and 8. **The Healthy Outcomes from Positive Experiences (HOPE) framework is utilized to measure the health and wellness of students at the end of grades 5 and 8.

Sources: Data collected and reported by the HCPS Office of Accountability.
**Innovative School Programs**

HCPS has Magnet Programs to provide specialized unique opportunities for secondary students.

- **26** Programs of Study
- **7** Magnet Programs

**1,847** Students participating in Magnet Programs in grades 9-12.

- **650** Magnet Program seats available to incoming freshman.

**395** Magnet Program graduates in the class of 2023.

**746** Graduates earned a Career and Technology Education completer.

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**Early Learners**

HCPS has a mixed delivery system of full-day PreK programs, half-day PreK programs, learning together preschool classes, early-learner preschool classes, Blueprint private providers for PreK, and Judy Centers.

Percentage of students served by PreK programs who demonstrate readiness, as measured by the kindergarten readiness assessment.

- **34%**

Number of students enrolled in public and private PreK programs.

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**Swan Creek School**

In 2021, HCPS established the Swan Creek School Blended Virtual Learning Program which offers eLearning and in-person/hybrid learning formats.

Percentage of students utilizing the fit assessment for enrollment at Swan Creek School.

- **65%**

Percentage of Swan Creek elementary and middle school students each year who meet or exceed the grade level proficiency on local assessments.

- **72.8%**

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**Unique School Designations**

In 2023-2024, HCPS had 9 Title I Schools, 9 Priority Schools, 11 Community Schools, 5 Blueprint Career Ladder Low-Performing Schools, and 13 Targeted and Comprehensive Support and Improvement Schools. **Click here for more information on unique school designations.**

Percentage of elementary and middle school students each year who meet or exceed the grade level proficiency on local assessments at a school with a unique designation.

- **Title I Schools**: 41.0%*
  - 40.5%*

- **Priority Schools**: 45.1%*
  - 31.7%*

- **Community Schools**: 40.1%*
  - 33.0%*

- **Low-Performing Schools**: 38.1%*
  - 18.7%*

- **Targeted and Comprehensive Support and Improvement Schools**: 43.6%*
  - 30.1%*

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**Programs of Study**

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- **746** Graduates earned a Career and Technology Education completer.

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**Personalization for Academic Needs**

Innovative School Programs

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Early Learners

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**Board Goal One: Prepare every student for success in postsecondary education and career.**
Behavioral Support

HCPS supports student behavioral needs through supporting attendance, behavioral and mental health, community partnerships, health needs assessments, HOPE framework, Positive Behavioral Interventions and Supports (PBIS), restorative practices, parent and family engagement, and professional development.

Behavior Support Staff includes:
- School Safety Liaisons
- Community Schools Specialists
- Behavior Coaches
- Social Workers
- School Psychologists
- Pupil Personnel Workers
- Board Certified Behavioral Analysts
- In-School Suspension Technicians
- Early Childhood Specialists
- Therapeutic Counseling Interventionists
- Intervention Teachers
- Program Managers
- Check & Connect Mentors (part-time)

Board Goal One: Prepare every student for success in postsecondary education and career.

Disproportionate Rates of Suspension

Disproportionate Discipline is the persistent over-representation of a specific student group receiving an out of school suspension (OSS).

Risk Ratio is the degree of disproportionality within a school/county between a student group and all other students. Simply stated, it is how many times more likely a student group is to be removed (OSS) compared to all other student(s)/groups. Monitoring the risk ratio helps HCPS understand our discipline trends regarding consistency and equity.

<table>
<thead>
<tr>
<th>Student Group</th>
<th>Risk Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students Receiving Free and Reduced Meals (FaRMs)</td>
<td>3.70</td>
</tr>
<tr>
<td>African American</td>
<td>3.21</td>
</tr>
<tr>
<td>Students with Disabilities</td>
<td>2.29</td>
</tr>
<tr>
<td>Hawaiian/ Pacific Islander</td>
<td>2.19</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>1.21</td>
</tr>
<tr>
<td>Hispanic</td>
<td>1.00</td>
</tr>
<tr>
<td>Native American</td>
<td>.87</td>
</tr>
<tr>
<td>White</td>
<td>.38</td>
</tr>
<tr>
<td>Asian</td>
<td>.18</td>
</tr>
</tbody>
</table>

Mental/Behavioral Support

1,116 students provided with school based mental health services.

99 Behavior Support Staff serving schools.*

100% Care Solace launched with 100% access for students, staff, and families.

Participation in Wellness Needs Assessment

76.7% of students in grades 3-12 participated in the Wellness Needs Assessment.

Percentage of students in grades 3-5 who report feeling safe at school.

- 64.83% Always
- 28.43% Sometimes
- 6.75% Never

Percentage of students in grades 6-12 who report feeling safe at school.

- 50.61% Always
- 43.09% Sometimes
- 6.30% Never

*Behavior Support Staff includes:
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- Community Schools Specialists
- Behavior Coaches
- Social Workers
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- Pupil Personnel Workers
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- Therapeutic Counseling Interventionists
- Intervention Teachers
- Program Managers
- Check & Connect Mentors (part-time)
Board Goal Two: Engage families and the community to be partners in the education of our students.

Transparency

Each year the comprehensive budget and audit reports, all Board of Education meeting agendas, materials, presentations, and recordings are available on hcps.org. Transparency builds trust with our community, families, and employees. To demonstrate the commitment to transparency, HCPS provides targets to all so that families can be partners in our students’ education, outcomes, and future.

Accessibility Features

Online

106

Items updated on hcps.org to provide and enhance accessibility features for the vision impaired.

Data Dashboards on hcps.org

Data dashboards were developed during the 2022-2023 school year to be launched in the 2023-2024 school year.

Canvas Access for Parents/Guardians

In the 2022-2023 school year, the HCPS Office of Curriculum, Instruction, and Assessment began efforts to provide parents/guardians access to the HCPS learning management system. Beginning second semester of the 2023-2024 school year, parents/guardians will have access to their student’s Canvas courses through a Canvas parent app or through an internet browser.

Parents/Guardians will be able to access:
- the course published content in modules
- the course calendar
- announcements
- quiz titles

Parents/Guardians can use Canvas:
- as a communication tool to message the teacher
- be included in conversations between the teacher and student

Sources: Online accessibility work is in partnership with the Office of Civil Rights (OCR).
HCPS strives to continue to raise our standards for increasing our customer service efforts to support employees, students, parents/guardians, and the larger community.

HCPS is committed to providing superior customer service to all of our stakeholders, including employees, students and their families, and community members. Successful customer service is measured in many ways, including: Ask HCPS, a Customer Satisfaction Survey, the Customer Service Task Force, the Family Friendly Schools Award Program, the HCPS Parent Academy, Parent and Community Engagement (PACE) Liaisons, and Service is Central initiatives.

**Customer Service**

**Excellent Reviews**

![Excellent Reviews](image)

85.2% 87.8%

**Resolutions to Customer Service Inquiries**

![Resolutions to Customer Service Inquiries](image)

85.8% 88.9%

**Customer Service Survey Participation**

![Customer Service Survey Participation](image)

507 responses received in 2021-2022

487 responses received in 2022-2023

**Favorable Rating on Annual Parent/ Caregiver Perception Survey**

![Favorable Rating on Annual Parent/ Caregiver Perception Survey](image)

48%

“Swan Creek’s alternative format and caring staff changed my child from a school avoider to a student who was counting down until school started this fall!”

“My requests for assistance were met with enthusiasm and completed in a timely manner and professional manner. My experience was positive, and the interaction was wonderful!”

“Great Service, I was provided with the exact information I needed in a timely manner.”

“I was satisfied with the services, and help that I received from Human Resources, They were very helpful and understanding. I appreciated so much their guidance, kind words and caring attitude. Thank you so much!”

“All of the staff I work with at HCPS are truly great and their response time is wonderful.”

Board Goal Two: Engage families and the community to be partners in the education of our students.
Collaborative Governance

HCPS makes every effort to include staff, families, and the larger community in its decision making to better provide a well-rounded education for all students in all grade levels.

“The committees established around Innovation ensure that there is representation from many stakeholders.”

- An employee in response to a 2022-2023 Blueprint Implementation Survey.

<table>
<thead>
<tr>
<th>Committee</th>
<th>Number of Members</th>
<th>Percentage of Community Members*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Blueprint Early Childhood Committee</td>
<td>32</td>
<td>47%</td>
</tr>
<tr>
<td>Blueprint Elevating Educators Committee</td>
<td>33</td>
<td>30%</td>
</tr>
<tr>
<td>Blueprint North Star Committee</td>
<td>30</td>
<td>40%</td>
</tr>
<tr>
<td>Blueprint Steering Committee</td>
<td>29</td>
<td>45%</td>
</tr>
<tr>
<td>Blueprint Student Supports Committee</td>
<td>31</td>
<td>42%</td>
</tr>
<tr>
<td>Business Advisory Committee</td>
<td>27</td>
<td>81.5%</td>
</tr>
<tr>
<td>Calendar Committee</td>
<td>35</td>
<td>40%</td>
</tr>
<tr>
<td>Career/Technology Education Citizen Advisory Committee</td>
<td>26</td>
<td>53%</td>
</tr>
<tr>
<td>Customer Service Task Force</td>
<td>34</td>
<td>32%</td>
</tr>
<tr>
<td>Early Childhood Advisory Committee</td>
<td>90</td>
<td>51%</td>
</tr>
<tr>
<td>Family Life Education Citizen Advisory Committee</td>
<td>8</td>
<td>25%</td>
</tr>
<tr>
<td>Judy Center Steering Committee</td>
<td>90</td>
<td>51%</td>
</tr>
<tr>
<td>Parent Advisory, Advocacy, and Action Council</td>
<td>37</td>
<td>100%</td>
</tr>
<tr>
<td>School Health Advisory Council</td>
<td>25</td>
<td>52%</td>
</tr>
<tr>
<td>Special Education Citizen Advisory Committee</td>
<td>35</td>
<td>75%</td>
</tr>
<tr>
<td>Superintendent’s Task Force on Equity</td>
<td>32</td>
<td>22%</td>
</tr>
</tbody>
</table>

HCPS is committed to recruiting and retaining effective and diverse educators and staff to build a climate of student success.

The Blueprint Career Ladder, employee benefits package, effective and diverse recruitment and retention, educational equity, professional development, and union negotiation are all tools used by HCPS to recruit, elevate, and retain educators and staff.

**Retirement Rates**

- 92.1% Retention rate of certificated staff (HCEA)
- 85.1% Retention rate of all other administrative and support staff
- 89.2% Retention rate of all staff

**Percentage of Teachers of Color**

- 8.7% of teachers self-identified as a person of color.
- 24.1% of newly hired staff self-identified as a person of color.

627 staff members were hired between October 2022 and October 2023.

**Sources**: Increase Percentage of Teachers of Color is based on categories reported to the Equal Employment Opportunity Commission (EEOC).

**Applicants for Supervisory Positions**

2021-2022: 126 applicants

2022-2023: 113 applicants

- Elementary and Secondary APs
- Elementary and Secondary Principals
- Pupil Personnel Workers

**Conditionally Certified Teachers Earning Professional Certificates**

<table>
<thead>
<tr>
<th>Year</th>
<th>Conditionally Certified Teachers</th>
<th>Provisional Teachers</th>
<th>Continued teaching with a conditional or provisional certification</th>
<th>Achieved full teacher certification</th>
<th>Left their HCPS teaching position</th>
</tr>
</thead>
<tbody>
<tr>
<td>2021-2022</td>
<td>120</td>
<td>61.7%</td>
<td>70%</td>
<td>13%</td>
<td>17%</td>
</tr>
<tr>
<td>2022-2023</td>
<td>175</td>
<td>21.7%</td>
<td>16.7%</td>
<td>17%</td>
<td>17%</td>
</tr>
</tbody>
</table>

**Board Goal Three**: Hire and Support highly effective staff who are committed to building their own professional capacity in order to increase student achievement.
HCPS has established several employee recognition programs for staff and students at all levels. Together with local business partners, a variety of employees are recognized for the customer service they provide to their peers, students, families, and the larger community.

Administrators and supervisors are encouraged to nominate their staff each month for one of many recognition programs, and subsequently nominees are encouraged to nominate their peers.

At HCPS, we believe peer-to-peer recognition is an integral aspect of building and fostering a culture of gratitude where employees enjoy coming to work and perform at high levels.

During the 2022-2023 school year, a new program was introduced to recognize students for their efforts to demonstrate kindness, positive character traits, and service to others in their schools.

For more information on our recognition programs, visit www.hcps.org.

“Thank you so much for making us feel special and valued by creating this program! It is such a beautiful way for staff/admin to recognize one another.”

“Super appreciated. Love this as it also encourages positivity and makes one feel like they are making a difference!”

“Thank you for managing this. Our system has so much to be proud of and it is nice to take time to highlight our most precious resource, our employees!”

“Being recognized and valued for the work we do. It is this kind of thing that makes people want to work hard day in and day out.”

“I was so honored and humbled to be recognized in such a way.”

**Total Awards Given for Each Program**

- **Bowtie Breakfast awards**: 171
- **Limelight awards**: 319
- **Standout Student awards**: 251

**Inclusive of Nominees at All Schools and Offices**

- **Total awards given**: 741
- **Unique positions**: 39

**Employees Nominating Their Colleagues**

- **Central Office Awards**: 25
- **School-Based Awards**: 14

**Schools Nominating Their Staff & Students**

- **Bowtie Breakfast**: 17
- **Limelight**: 13
- **Standout Student (program launched in 2022-2023)**

251 total awards given
The HCPS Talent Pathways Project is an innovative employee development campaign and recruitment strategy to aggressively build strong talent pathways for all positions within the organization for future hiring needs. This includes defining, creating, and implementing people programs that focus on talent acquisition and talent development from a variety of sources externally and internally. Our focus is on Grow Your Own (GYO).

**HCPS Grow Your Own Program**

**Talent Pathways Strategies for HCPS Grow Your Own:**

- **128** HCPS TAM students
- **16** Students in Together We Rise peer tutor mentoring program
- **16** Employees in the Get More program
- **27** HCPS employees not currently in a teaching position working towards teacher certification.

**Interns and Field Observation Students**

- **310** interns and field observation students hosted by HCPS.

**HCPS Alumni Hired in All Positions**

- **53.6%**

**Hosted from:**

- **272** Institutes of Higher Education (includes Harford Community College)
- **9** HCPS Employees (Grow Your Own)

**Interns have been recruited from:**

- Bowie State University
- PeurnWest California
- Colorado Christian University
- Community College of Baltimore County
- Cecil College
- Delaware State University
- George Mason University
- Grand Canyon Education
- Grand Canyon University
- Goucher College
- Liberty University
- Loyola University Maryland
- Maryville University
- McDaniel College
- Messiah University
- University of North Florida
- Notre Dame of Maryland University
- University of Phoenix
- Radford University
- Shenandoah University
- Stevenson University
- Towson University
- University of MD, Global Campus
- University of MD, School of Social Work
- Walden University
- Western Governors University
- Widener University
- University of North Dakota
- Wilmington University
- Harford Community College
- Teacher Academy of Maryland
- HCPS Get More

**The Talent Pathways taskforce focuses on three pathways to the profession of teaching (or education) from four distinct groups:**

- current high school students
- college students
- conditionally certified teachers
- current HCPS employees.

**Board Goal Three:** Hire and Support highly effective staff who are committed to building their own professional capacity in order to increase student achievement.
Safety and Security

The HCPS Office of Safety and Security (OSS) manages and coordinates the district’s safety programs across all 55 schools. School Safety Liaisons (SSL) are assigned to school buildings and work closely with students, staff, and the community. Regional Safety Coordinators supervise and oversee the SSLs, make regular school visits, and work with school administrators to ensure safety protocols are followed. The OSS also works closely with local law enforcement partners who provide School Resource Officers to all secondary schools.

Safety Training and Critical Incident Drills

575
Emergency preparedness drills
10 minimum drills per school

55
all schools participated in ACRT refresher trainings

Updated Quick Guide for Critical Incidents for all locations

New in 2022-2023

Enhancing Safety Measures

23
School Safety Liaisons (SSLs) hired

3
Regional Security Coordinators hired

2
New MOUs for reunification sites

12
Schools were upgraded to Access Control

15
Schools received security camera upgrades

• Installed encrypted prox card readers at all schools and offices.
• SSL Climate Response Team created to support to schools that experience a significant event to support the climate and culture.

Opportunities to Engage Families about Safety and Security

4
Parent engagement sessions hosted through Parent Academy Real Talks and Town Halls.

Implemented the Raptor visitor management system to improve our visitor check in experience while also maintaining accurate accountability of visitors.

Board Goal Four: Provide safe, secure, and healthy learning environments that are conducive to effective teaching and learning, creativity and innovation.
Achieved an unqualified audit opinion from an independent firm - CliftonLarsonAllen

HCPS allocates resources based on data-supported needs of students, staff, and schools through a program-based budgeting approach. The program-based budget facilitates policy decisions at the program level, based on current outcomes and identified goals, including but not limited to student achievement, indicators of poverty, the Board of Education Strategic Plan, the Blueprint Implementation Plan, and input from Harford County citizens.

To meet the Blueprint state requirements, Md. Education Article, §5-234, for allocation of resources directly to schools by 2024-2025 HCPS is implementing new software and processes through Oracle Enterprise resource planning to provide comprehensive detail on how state funding follows the student.

Share Resources with Partners

Highlight for 2022-2023:
- Harford Metropolitan Area Fiber Optic network was a collaboration between HCPS and Harford County Government (HCG) to build and maintain a private fiber network which interconnects all of our school and administrative sites.

Energy Management Program

Highlight for 2022-2023:
- HCPS has three (3) replacement school projects, which have achieved LEED Silver and our Central Administration Building achieved LEED Gold
- HCPS has ten (10) rooftop PV solar electric sites

Operational Efficiency

Highlight for 2022-2023:
- Use of GPS system for comparative analysis of bus routing.
- According to the recent legislative audit, the development of our design manual for construction projects to standardize various parts and construction materials used throughout the school system was deemed a Facilities Best Practice.

Prioritize Capital Projects

Highlight for 2022-2023:
- After reviews and updates the Board of Education approved our 2022-2023 Public-School Construction Program our Educational Facilities Master Plan (EFMP) and our Comprehensive Maintenance Plan.

Allocate Resources Based on Data-Supported Needs

HCPS allocates resources based on data-supported needs of students, staff, and schools through a program-based budgeting approach.

Meet Blueprint State Requirements for Allocation of Resources

To meet the Blueprint state requirements, Md. Education Article, §5-234, for allocation of resources directly to schools by 2024-2025 HCPS is implementing new software and processes through Oracle Enterprise resource planning to provide comprehensive detail on how state funding follows the student.
The Board of Education of Harford County does not discriminate on the basis of age, ancestry/national origin, color, disability, pregnancy, gender identity/expression, marital status, race, religion, sex or sexual orientation in matters affecting employment or in providing access to programs and activities and provides equal access to the Boy Scouts and other designated youth groups.

In accordance with the requirements of Title IX of the Education Amendments of 1972 (20 U.S.C. §1681, et seq.), Harford County Public Schools does not discriminate on the basis of sex in any of its programs or activities or with regard to employment. Inquiries about the application of Title IX, and its implementing regulations to Harford County Public Schools: Involving students, refer to: Ken Miller, 102 South Hickory Avenue, Bel Air, MD 21014 at (410) 375-0408 or Kenneth.Miller@hcps.org; Involving all other members of the school community, refer to: Renee McGlothlin, 102 South Hickory Avenue, Bel Air, MD 21014 at (410) 809-6087 or Renee.McGlothlin@hcps.org. Discrimination complaints may also be filed with other agencies, such as the Office of Civil Rights in the United States Department of Education. Assistant Secretary for the Office of Civil Rights: 400 Maryland Avenue, SW, Washington, D.C. 20202, 1-800-421-3481. For updated information on the Board of Education, visit www.hcps.org.