HARFORD COUNTY
PUBLIC SCHOOLS

2024-2025
Annual Report

Based on the Superintendent's Priorities
and Performance Targets to Meet
the Board of Education of
Harford County's
Strategic Plan

Inspire · Prepare · Achieve

SCHOOL DIRECTORY

INTERIM SUPERINTENDENT OF SCHOOLS

Dyann R. Mack, Ed. D.

BOARD OF EDUCATION OF HARFORD COUNTY

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Assistant Superintendent for Operations

www.HCPS.org

Elementary

Abingdon Elementary	Forest Lakes Elementary	Norrisville Elementary
Bakerfield Elementary	Fountain Green Elementary	North Bend Elementary
Bel Air Elementary	George D. Lisby Elementary	North Harford Elementary
Church Creek Elementary	Hall's Cross Roads Elementary	Old Post Road Elementary
Churchville Elementary	Havre de Grace Elementary	Prospect Mill Elementary
Darlington Elementary	Hickory Elementary	Red Pump Elementary
Deerfield Elementary	Homestead/Wakefield Elementary	Ring Factory Elementary
Dublin Elementary	Jarrettsville Elementary	Riverside Elementary
Edgewood Elementary	Joppatowne Elementary	Roye-Williams Elementary
Emmorton Elementary	Magnolia Elementary	William S. James Elementary
Forest Hill Elementary	Meadowvale Elementary	Youth's Benefit Elementary

Middle

Aberdeen Middle	Fallston Middle	North Harford Middle
Bel Air Middle	Havre de Grace Middle	Patterson Mill Middle
Edgewood Middle	Magnolia Middle	Southampton Middle

High

Aberdeen High	Fallston High	North Harford High
Bel Air High	Harford Technical High	Patterson Mill High
C. Milton Wright High	Havre de Grace High	
Edgewood High	Joppatowne High	

Multi-Level

Harford Academy	Swan Creek

Accurate as of February 26, 2026

WHO WE ARE
2024-2025

37,771
TOTAL ENROLLMENT

OUR STUDENTS

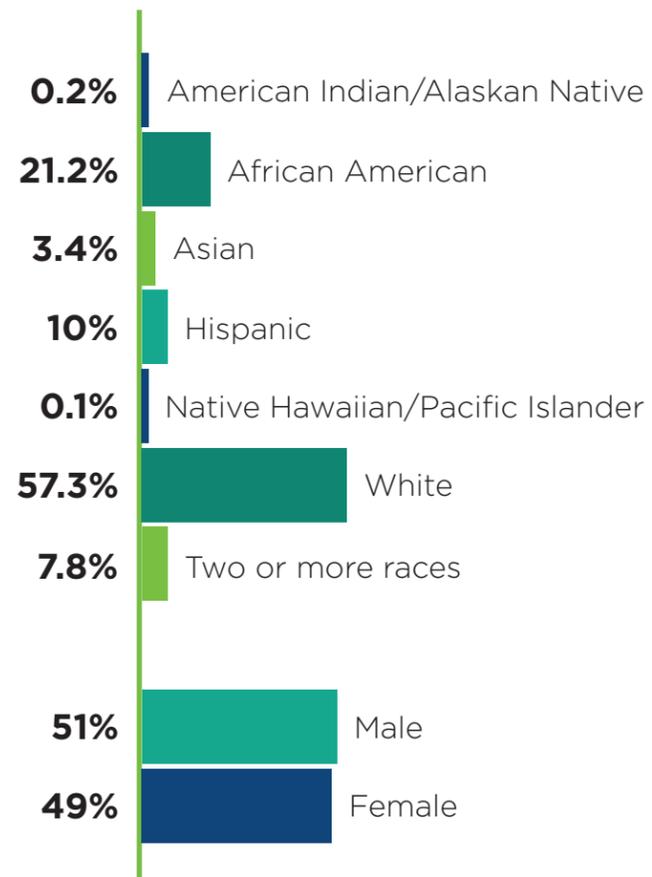- **39%** eligible to receive free/reduced meals
- **6,977** enrolled in AP courses
- **3%** speak English as a second language
- **14.7%** enrolled in special education
- **1,885** enrolled in a magnet program
- **1,116** dual enrolled

Race/Ethnicity
- **0.2%** American Indian/Alaskan Native
- **21.2%** African American
- **3.4%** Asian
- **10%** Hispanic
- **0.1%** Native Hawaiian/Pacific Islander
- **57.3%** White
- **7.8%** Two or more races

Gender
- **51%** Male
- **49%** Female

91.95% GRADUATION RATE
For the Class of 2025

OUR STAFF

- **5,589** employees*
- **5,122** school-based employees*
- **467** non-school-based employees*
- **136** teachers hired in FY2024-2025

- **75.3%** of teachers have a Masters or Doctorate
- **9.1%** of teachers are non-white
- **178** National Board Certified Teachers

- **4,034** school-based instructional staff*
- **1,088** school-based support staff*
- **228** Central Office support staff*

*Full Time Equivalent

FACILITIES

- **55** schools (188 total buildings)
- **2,152** classrooms
- **1,941.07** acres of property
- **309** custodians

TRANSPORTATION

- **526** buses
- **7,433,095** miles traveled
- **33,481** students transported

BUDGET ALLOCATION

- **10.5%**
- **2.8%**
- **86.8%**

- Instruction and Transportation for Students
- Operations and Maintenance
- Administration
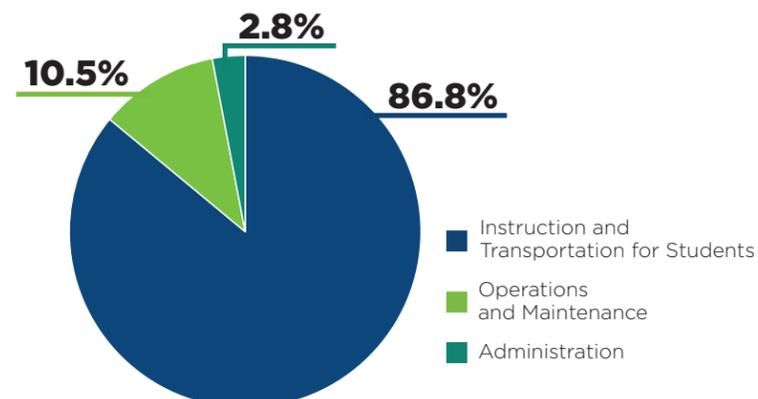
FOOD SERVICES

- **1,371,468** breakfasts served
- **3,397,279** lunches served
- **$3,577,646.55** a la carte sales
- **63,620** summer meals served
- **$23,109,127.17** total sales

Information accurate as of December 2025.

FINANCIAL *Highlights*

The operating budget for Harford County Public Schools is a constantly evolving process. Many members of the Harford County community take part in shaping the budget before it is finalized in June.

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 presenting it to the Harford County Executive prior to March 1.
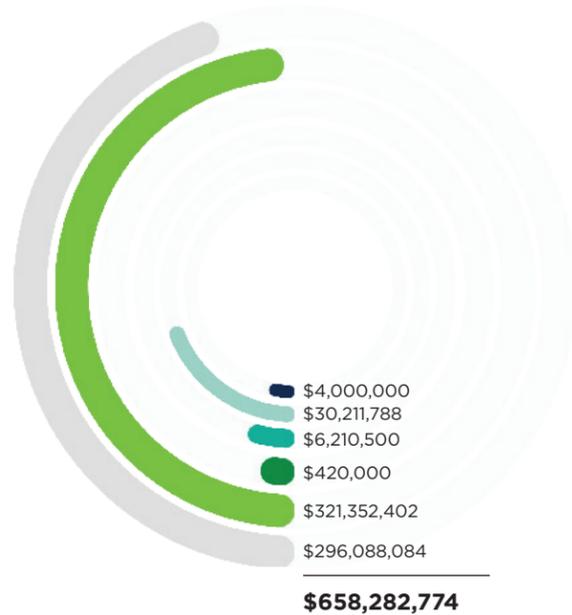
The Harford County Executive typically holds public hearings and engages in dialogue with the community before sending the budget to the Harford County Council.

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.*

UNRESTRICTED OPERATING BUDGET

EXPENDITURES	FY2025	Percent Change	FY2024	Percent Change	FY2023
Administrative services	$14,430,886	2.54%	$14,073,119	5.37%	$13,355,516
Mid-level administration	34,083,594	3.17%	33,035,060	4.14%	31,723,270
Instructional salaries	234,487,858	6.07%	221,073,950	6.72%	207,152,061
Instructional textbooks and supplies	9,954,861	-0.58%	7,906,421	-1.10%	7,994,009
Other instructional costs	12,961,983	27.01%	10,323,202	18.54%	8,708,827
Special education	82,820,873	12.15%	69,634,778	8.11%	64,408,698
Student personnel services	3,512,762	20.31%	2,919,669	3.28%	2,826,864
Student health services	5,699,279	0.39%	5,649,714	7.70%	5,248,041
Student transportation	45,783,351	6.10%	44,705,346	8.68%	41,136,424
Operation of plant	36,266,700	2.62%	35,414,927	10.71%	31,989,802
Maintenance of plant	17,192,123	2.08%	16,838,387	8.12%	15,574,294
Fixed charges	159,741,393	6.02%	150,664,271	1.76%	148,065,237
Community services	598,502	0.64%	569,835	1.07%	563,828
Capital outlay	748,609	1.64%	736,502	14.15%	645,189
Total expenditures	**$658,282,774**	6.48%	**$613,545,181**	5.89%	**$579,392,060**

REVENUES
FY2025

- $4,000,000
- $30,211,788
- $6,210,500
- $420,000
- $321,352,402
- $296,088,084

$658,282,774
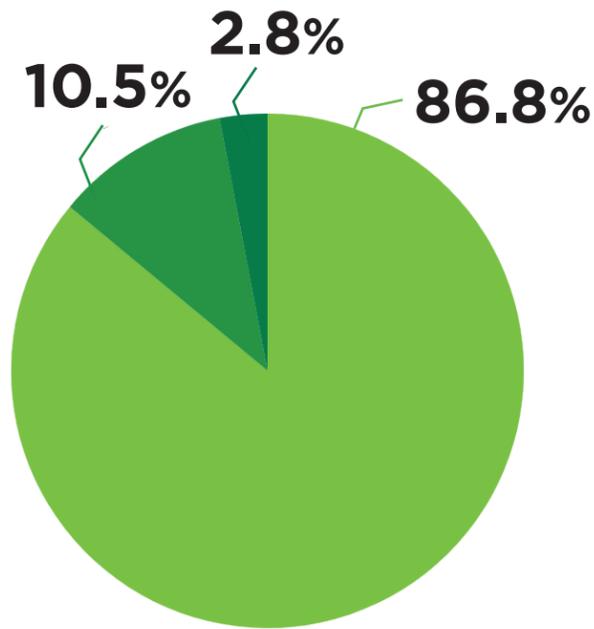
- ■ Earnings on Investments (0.31%)
- ■ Prior Year Fund Balance (4.62%)
- ■ Other Sources (0.49%)
- ■ Federal Government (0.06%)
- ■ Harford County (49.2%)
- ■ State of Maryland (45.32%)

Pie chart

- 86.8%
- 10.5%
- 2.8%

- ■ Administration
- ■ Operations and Maintenance
- ■ Instruction and Transportation for Students

PER PUPIL FUNDING

- $7,839
- $8,508
- $1,081

Total Per Pupil Funding
$17,428

- ■ State Funding
- ■ Local Funding
- ■ Other Funding

Sources: Unrestricted Operating Budget: Statement of Revenues, Expenditures and Changes in Fund Balances - Budget (NON-GAAP BASIS) and Actual - General Fund for the years ended June 30, 2025, June 30, 2024, and June 30, 2023. These statements are published in the annual Harford County Public Schools Annual Comprehensive Financial Reports. Per Pupil Funding is calculated using total enrollment.
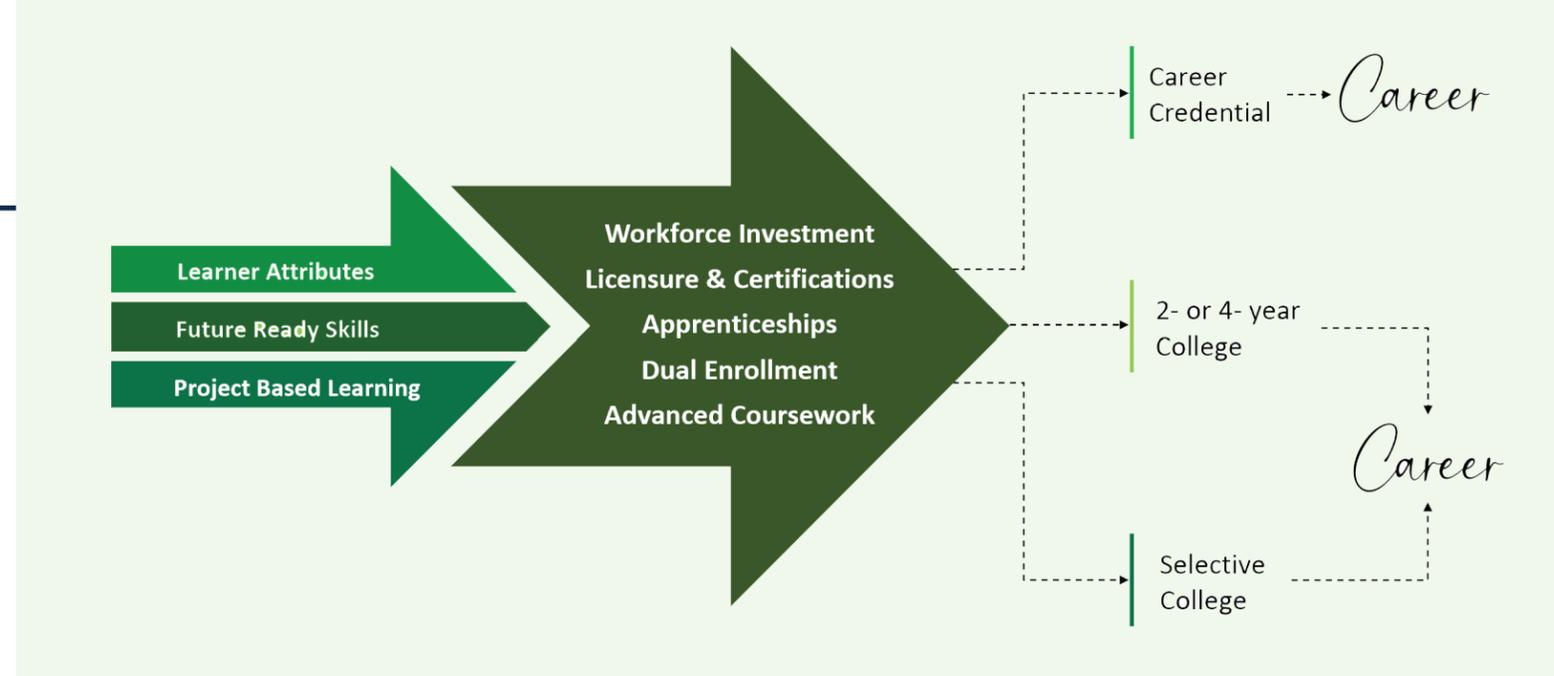
Career Driven

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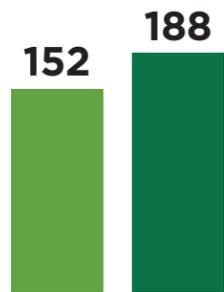
HCPS fosters partnerships with local businesses, industries, and community organizations to provide students with authentic work experiences and exposure to different career paths. Partners offer apprenticeships, internships, guest speakers, site visits, and collaborative projects that bridge the gap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

The Blueprint Career Coaching program helps students explore their interests, strengths, and career aspirations.
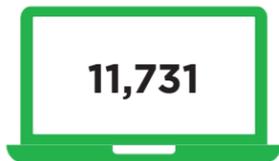
Learner Attributes
Future Ready Skills
Project Based Learning

Workforce Investment
Licensure & Certifications
Apprenticeships
Dual Enrollment
Advanced Coursework

Career Credential ---> *Career*

2- or 4- year College

Selective College

Career

HARFORD YOUTH
WORKFORCE INVESTMENT
NORTH STAR | swn

apprenticeship
MARYLAND
Earn and Learn Opportunities for Youth

Businesses Offering Apprenticeships

152 — 2023-2024
188 — 2024-2025

Unique businesses currently offering apprenticeships to HCPS students.*

■ 2023-2024 ■ 2024-2025

Technology to Support a Future Driven Curriculum

1,257 iPads provided to PreK students.

25,620 Chromebooks provided to students in grades K-8.

11,731 Laptops provided to students in grades 9-12.

Student Apprentices

■ 2023-2024
■ 2024-2025

Students completed an apprenticeship

83 — *106 students participated*
196
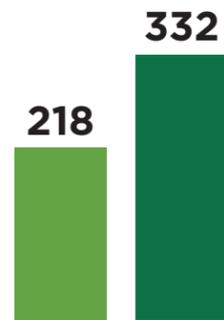
Students placed into an apprenticeship

218 — 2023-2024
332 — 2024-2025

3,050 ↑
students earned Industry Recognized Credentials (IRC)
1,246 met IRC through CCR

1,503 ↑
Graduates earned a Career and Technology Education completer
(1,420 graduates in 2023-2024)

↑ *Positive year over year growth.* | *Data accurate as of June 30, 2025.*

Career Driven. cont.

Middle School Innovation Project

2024-2025 Milestones:

- Implement a traditional/block model for Project Based Learning Opportunities
- World Langauge for credit offered at every middle school.
- CTE offerings- defined Engineering and Computer Science offering for students at each middle school.
- New 7th grade course Career Compass-focus on MSDE-recognized career pathways.
- Every middle school implementing the lessons during advisory to support career exploration and transition to grade 9 with an understanding of options for students as they enter grade 9.
- Students in grade 5, 6, and 7 have the opportunity to rank their unified arts class by student interest.
- Implementation of an Advisory Period once a week at every middle school.
- Move from pilot status of a few schools to all middle schools visiting Harford Community College.
- Design of a Middle School Academic Playbook for parents and students for the 2025-2026 school year.

Students completing AchieveWorks Intelligence Assessments in grades 6-8.

6
84.0% *2,384 students*
75.0% *2,141 students*

7
79.0% *2,279 students*
81.0% *2,175 students* ↑

8
68.0% *2,123 students*
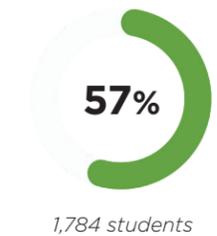77.0% *2,186 students* ↑

850
total number of transfer VR career exploration users in grades 7 and 9

1,630
number of transfer VR careers explored in grades 7 and 9

Students in grade 6 completed Career Cluster Finder Assessments.

68% *1,924 students*
67% *1,913 students*

Students in grade 7 completed Career Key Assessments.

41% *1,176 students*
44% *1,181 students*

Students in grade 8 completed StrengthsExplorer Assessments.

57% *1,784 students*
64% *1,817 students*

Students in grade 6-8 completed Career Matchmaker.

91%
7,625 students
(Data not applicable in 2023-2024)

Students in grade 9 completed Career Matchmaker.

32%
934 students
(Data not applicable in 2023-2024)

2023-2024
2024-2025

↑ *Positive year over year growth.*

Graduate Outcomes

HCPS believes students can best demonstrate their preparation for success after high school by being prepared for career or college.
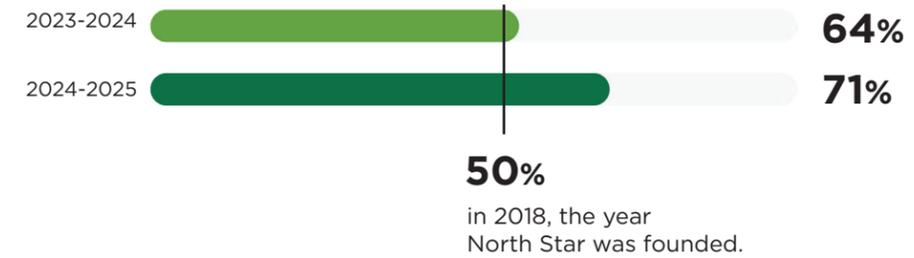
HCPS strives to improve graduate outcomes, measuring:
- met the criteria for potential college credits (AP, IB, CTE Pathway)
- earned college credit through a dual enrollment course
- earned a career licensure, certification, apprenticeship completion, or met the Technical Skills Assessment requirements

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

NORTH STAR

BLUEPRINT
for our students' future

North Star Graduate Outcomes

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

| 2023-2024 | 64% |
| 2024-2025 | 71% |

50%
in 2018, the year North Star was founded.

63.1%
Considered "on track" by end of grade 9

53.0%
CCR ready by end of grade 10
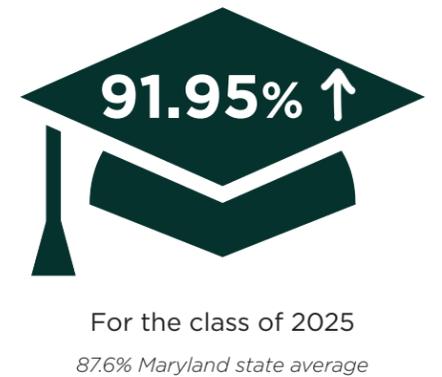
59.9%
CCR ready by end of grade 11

Dual Enrollment Credits Earned

Dual enrollment opportunities have saved families $1.45 million dollars in estimated in-state college tuition costs.

10,360 ↑

For the class of 2025
9,834 for the class of 2024

Graduation Rate

91.95% ↑
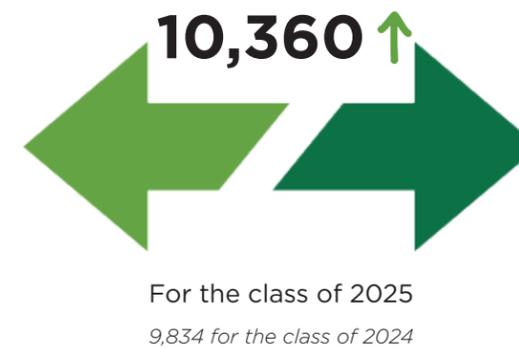
For the class of 2025
87.6% Maryland state average
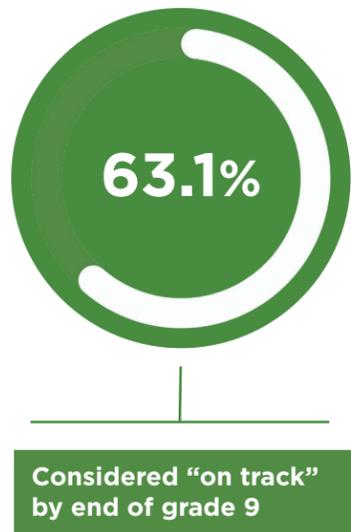
AP and IB Exams Passed and Credits Earned

6,744 ↑
AP credits earned
6,609 in 2023-2024

3,483 ↑
AP exams passed
2,556 in 2023-2024

608 ↑
IB credits earned
494 in 2023-2024

228 ↑
IB exams passed
142 in 2023-2024

↑ *Positive year over year growth.* | *https://marylandpublicschools.org/about/Pages/DCCR/meeting-ccr-standards.aspx* |
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).

Learner Attributes

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 is healthy and employable.
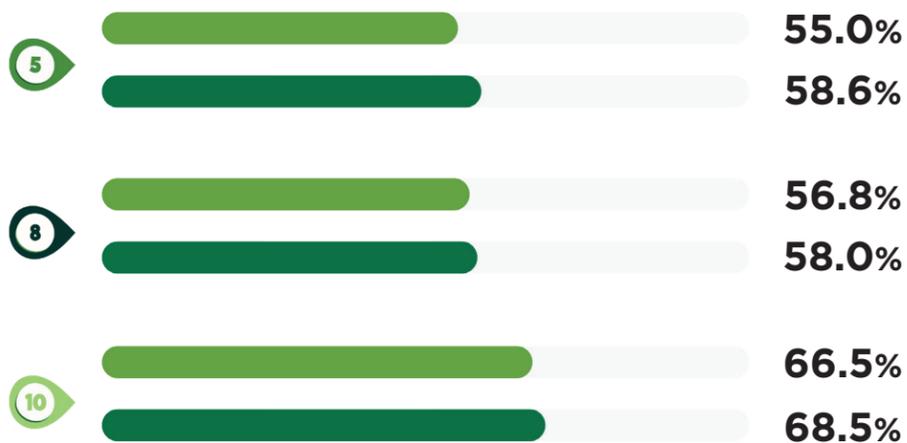
Readers*

☐ 2023-2024
■ 2024-2025

Percentage of students each year who meet or exceed the grade level proficiency on the local reading assessment.

2
- 59.6%
- 65.6%

5
- 68.5%
- 55.7%

8
- 60.9%
- 45.7%
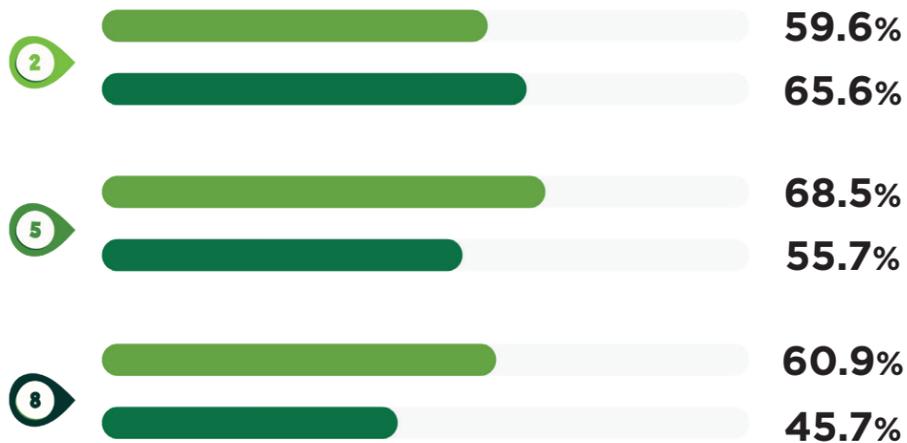
Percentage of students each year who meet or exceed the reading proficiency cut score on MCAP English/Language Arts Literacy.

5
- 55.0%
- 58.6%

8
- 56.8%
- 58.0%

10
- 66.5%
- 68.5%

Writers*

☐ 2023-2024
■ 2024-2025

Percentage of students each year who meet or exceed the writing proficiency cut score on MCAP English/Language Arts Literacy.

5
- 61.0%
- 63.8%

8
- 51.1%
- 51.1%

10
- 58.3%
- 61.6%
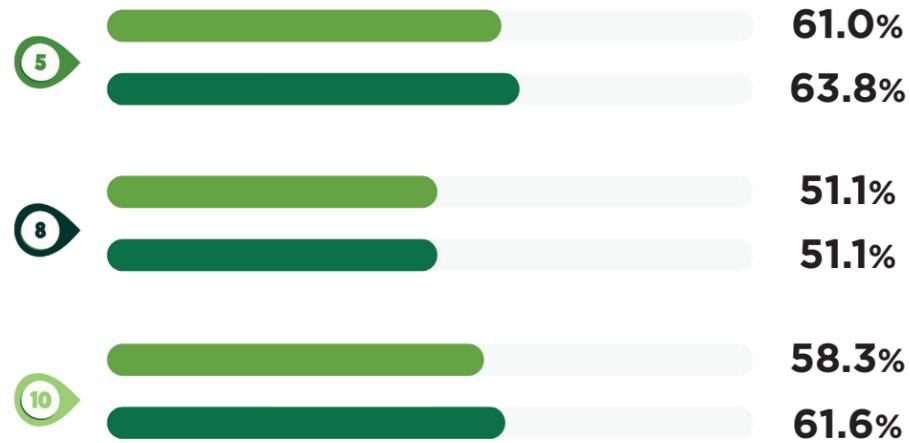
State Rankings

☐ 2023-2024
■ 2024-2025

6th
in the state for English/Language Arts ↑

12th
in the state for Mathematics ↑

*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.*
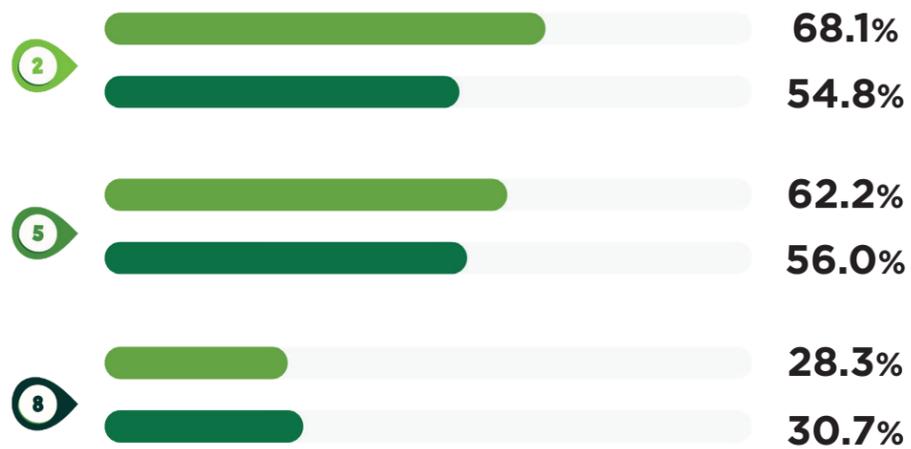
Learner Attributes, cont.

Problem-Solvers

Legend: 2023-2024, 2024-2025

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

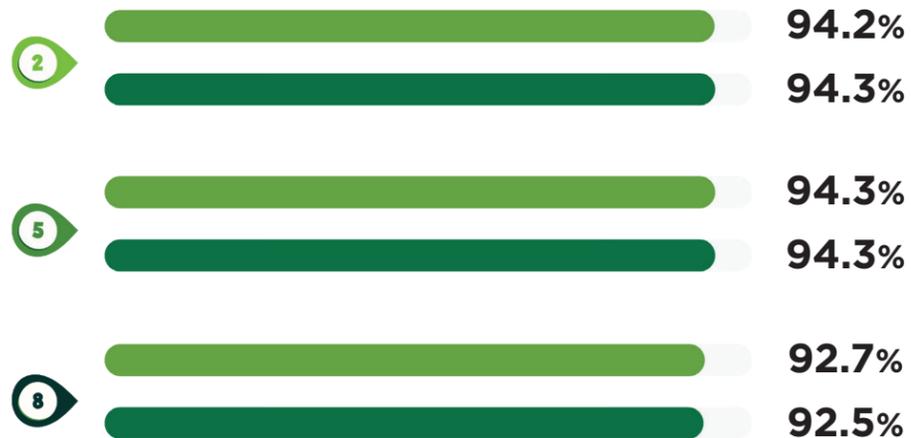**2**
- 68.1% (2023-2024)
- 54.8% (2024-2025)

5
- 62.2% (2023-2024)
- 56.0% (2024-2025)

8
- 28.3% (2023-2024)
- 30.7% (2024-2025)

Employable

Legend: 2023-2024, 2024-2025

End of year student attendance rates.

2
- 94.2% (2023-2024)
- 94.3% (2024-2025)

5
- 94.3% (2023-2024)
- 94.3% (2024-2025)

8
- 92.7% (2023-2024)
- 92.5% (2024-2025)
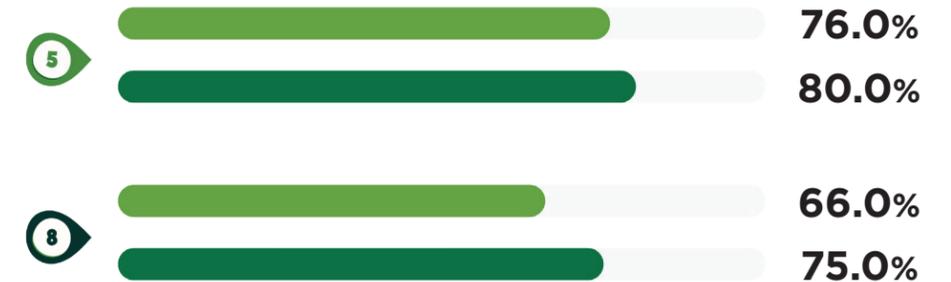
Healthy**

Legend: 2023-2024, 2024-2025

Percentage of students with positive childhood experience -
"I enjoy participating in community traditions, volunteering, family traditions, or attending school events."

5
- 79.0% (2023-2024)
- 85.0% (2024-2025)

8
- 73.0% (2023-2024)
- 73.0% (2024-2025)

Percentage of students with positive childhood experience -
"I feel a sense of belonging in school."

5
- 71.0% (2023-2024)
- 63.0% (2024-2025)

8
- 71.0% (2023-2024)
- 56.0% (2024-2025)
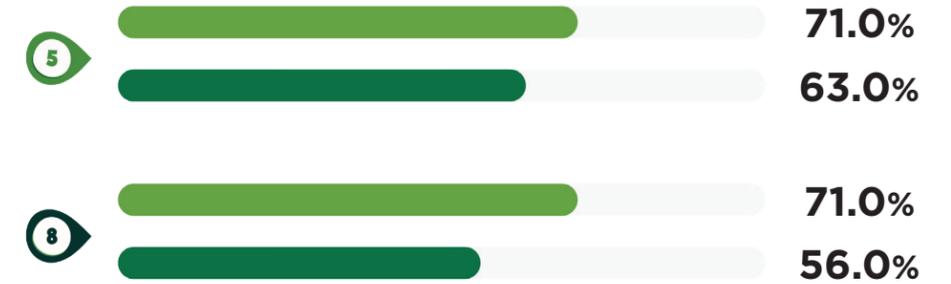
Percentage of students with positive childhood experience -
"I have at least two non-parent adults who show they care about me."

5
- 76.0% (2023-2024)
- 80.0% (2024-2025)

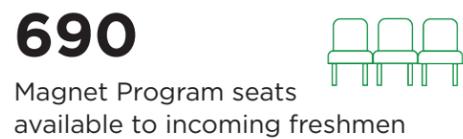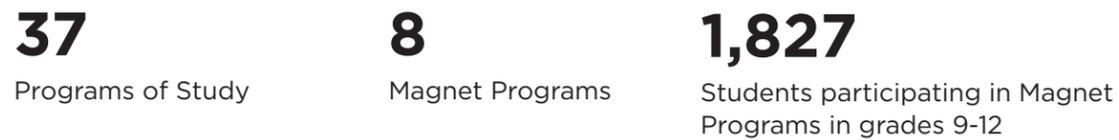**8**
- 66.0% (2023-2024)
- 75.0% (2024-2025)

*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.*

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

Personalization for Academic Needs

Innovative School Programs

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

37
Programs of Study

8
Magnet Programs

1,827
Students participating in Magnet Programs in grades 9-12

690
Magnet Program seats available to incoming freshmen

1,503 ↑
graduates earned a Career and Technology Education Completer

467 ↑
Magnet Program graduates in the class of 2024

Public and Private PreK Programs

Number of students enrolled in public and private PreK programs.

■ Public PreK Programs
■ Private PreK Programs

788 ↑

38

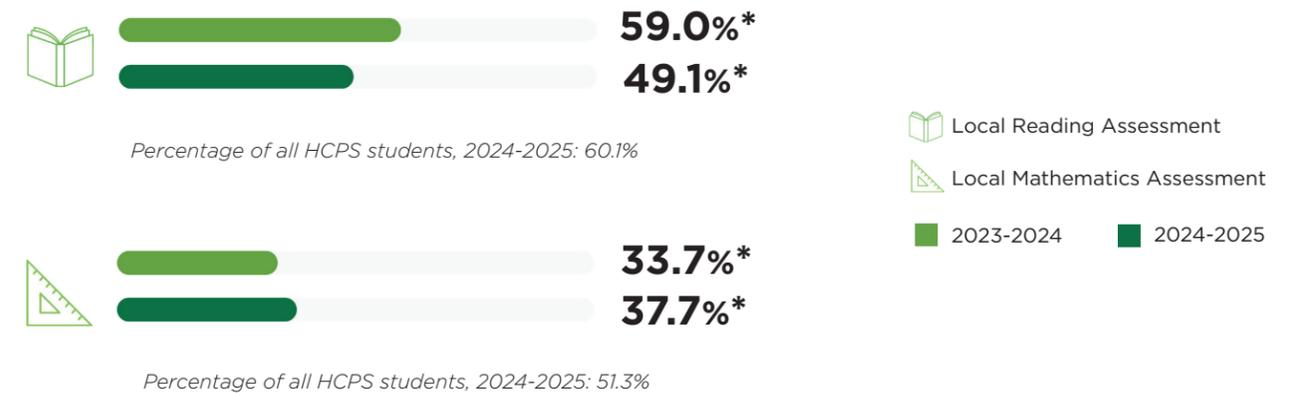*In 2023-2024: 700 public; 16 private*

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.

2023-2024   **85%**
2024-2025   **85%**

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

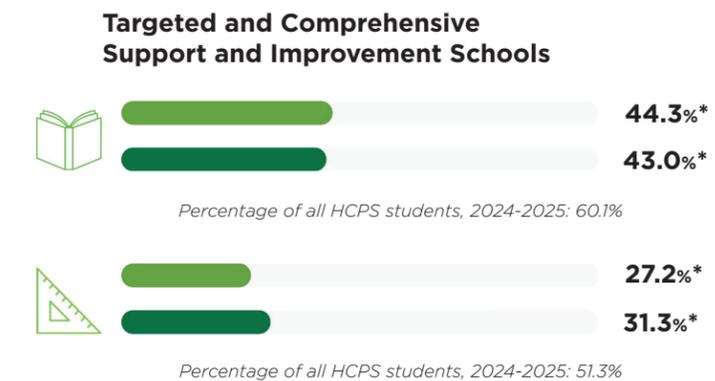**59.0%***
49.1%*

Percentage of all HCPS students, 2024-2025: 60.1%

📖 Local Reading Assessment
📐 Local Mathematics Assessment
■ 2023-2024   ■ 2024-2025

33.7%*
37.7%*

Percentage of all HCPS students, 2024-2025: 51.3%

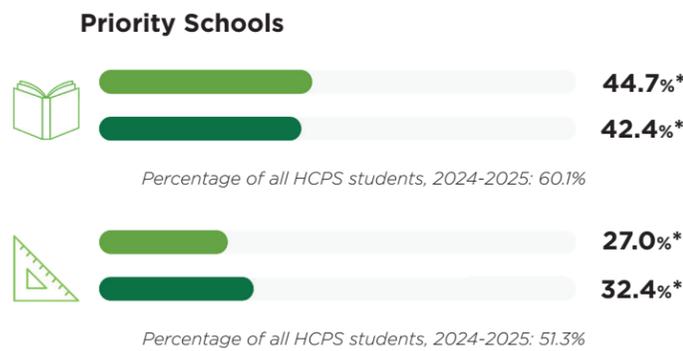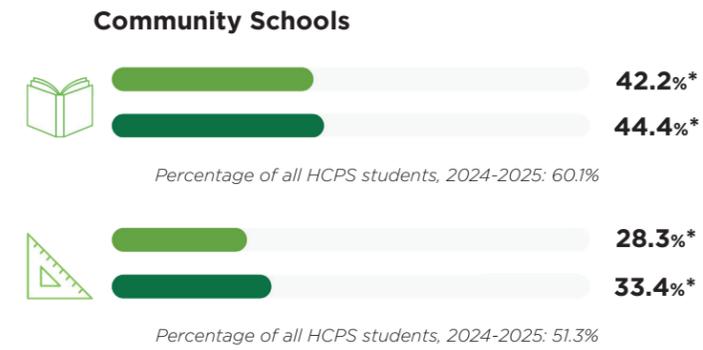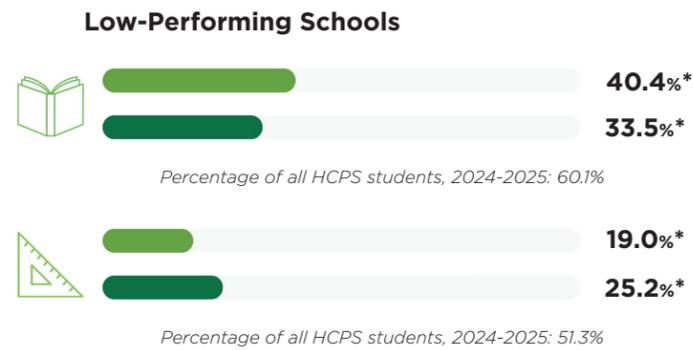↑ *Positive year over year growth.* | *CCR Ready percentages are based on data from MSDE. All other data collected and reported by the HCPS Office of Accountability.*

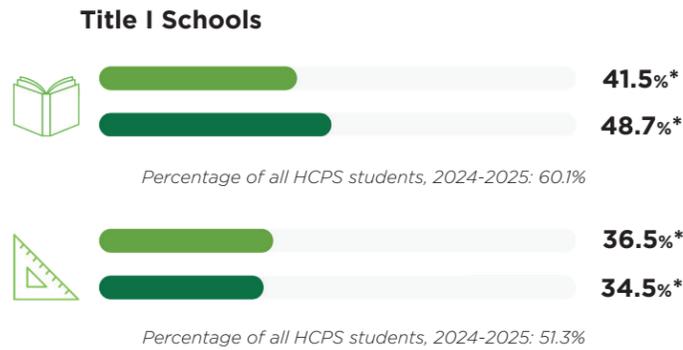# Personalization for Academic Needs, cont.

As of June 2024, HCPS had 9 Title I Schools, 9 Priority Schools, 16 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

41.5%*
48.7%*

Percentage of all HCPS students, 2024-2025: 60.1%

36.5%*
34.5%*

Percentage of all HCPS students, 2024-2025: 51.3%

Priority Schools

44.7%*
42.4%*

Percentage of all HCPS students, 2024-2025: 60.1%

27.0%*
32.4%*

Percentage of all HCPS students, 2024-2025: 51.3%

Low-Performing Schools

40.4%*
33.5%*

Percentage of all HCPS students, 2024-2025: 60.1%

19.0%*
25.2%*

Percentage of all HCPS students, 2024-2025: 51.3%

Community Schools

42.2%*
44.4%*

Percentage of all HCPS students, 2024-2025: 60.1%

28.3%*
33.4%*

Percentage of all HCPS students, 2024-2025: 51.3%

Targeted and Comprehensive Support and Improvement Schools

44.3%*
43.0%*

Percentage of all HCPS students, 2024-2025: 60.1%

27.2%*
31.3%*

Percentage of all HCPS students, 2024-2025: 51.3%

Local Reading Assessment   Local Mathematics Assessment

2023-2024   2024-2025

*Students in grades 5 and 8 are not required to participate in the spring administration. Sources: The "On Track" percentage can be found in the Maryland School Report Card dashboard.

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.

Mental/Behavioral Support

1,058

students provided with school based mental health services.

211

Behavior Support Staff serving schools.*

100%

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

care solace

Calming the Chaos of Mental Health Care

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

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.

Student Group	Risk Ratio*	
	2023-2024	2024-2025
Students Receiving Free and Reduced Meals (FaRMs)	3.54	0.86
African American	3.20	3.04
Students with Disabilities	2.11	2.36
Hawaiian/ Pacific Islander	1.10	0
Two or More Races	1.32	1.20
Hispanic	0.86	0.86
Native American	1.66	0.23
White	0.38	0.42
Asian	0.21	0.23

*Risk Ratio is based on September 30, 2025 enrollment data.

Participation in Wellness Needs Assessment
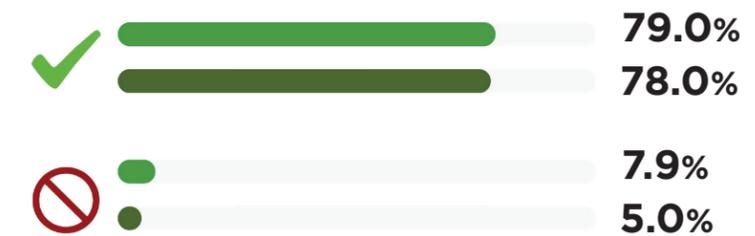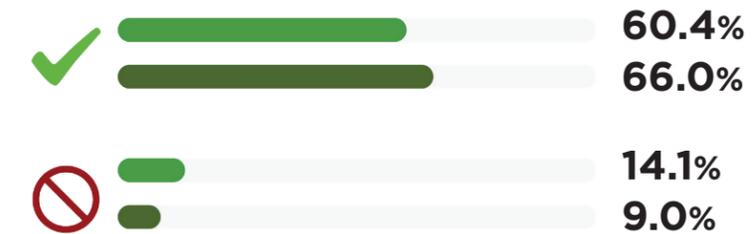
■ 2023-2024
■ 2024-2025

74.3%   **80%**
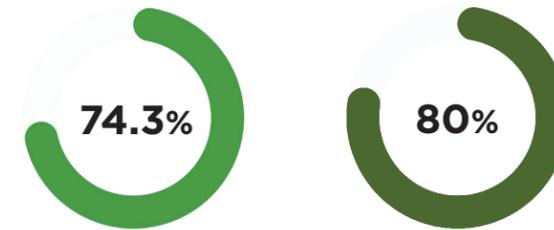
of students in grades 3-12 participated in the Wellness Needs Assessment.

59.7%   **74.3%**

of students reported connections to school through the Wellness Needs Assessment.*

79.0%
78.0%

7.9%
5.0%

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

60.4%
66.0%

14.1%
9.0%

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

✓ Always   🚫 Never

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

100%

of website content is reviewed for WCAG 2.1 Level AA standards.

Canvas Access for Parents/Guardians

In the 2022-2023 school year, parents/guardians gained access to their student's Canvas courses through a Canvas parent app or through an internet browser.

Parents/Guardians are 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
- to be included in conversations between the teacher and student

12,688 ↑

parents/guardians accessed Canvas.

4,547 in 2023-2024

Canvas Parent
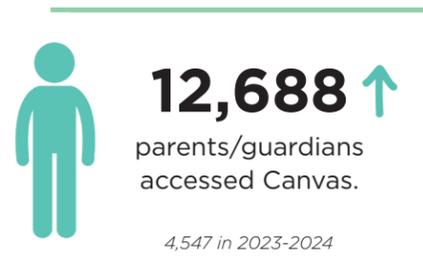
Data Dashboards on hcps.org

- **State of the District Data Dashboard**
  Weekly systemwide updates on academics and operations aligned with Board goals.

- **Wellness Needs Assessment**
  Annual insights from Grades 3-12 to guide wellness initiatives.

- **Research and Program Evaluation Reports**
  HCPS Office of Research and Program Evaluation provides information, analysis, reports, and survey results that support continuous academic and operational improvement.

- **Blueprint Data Dashboard**
  Posted data dashboards identify progress to Blueprint outcomes in priority areas, many of which are aligned metrics established by the AIB and Maryland State Board of Education.

- **Sixth Grade Snapshot**
  Early warning indicators for Grade 6 students across the district.

- **Ninth Grade Snapshot**
  Early warning indicators for Grade 9 students across the district.

- **Internships and Apprenticeships**
  Live updates of internships and apprenticeships across Harford County.

Sources: Online accessibility work is in partnership with the Office of Civil Rights (OCR).

Customer Service

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.

Excellent Reviews

85.8% ↑

percentage of excellent reviews received.

Customer Service Inquiries

1,373

inquiries received

Systemwide Communications

85

systemwide communications sent

MPIA Requests

95

MPIA requests received

Resolutions to Customer Service Inquiries

91.4% ↑

customers felt their needs were met during their staff interaction.

Customer Support Calls

12,830

Technology calls received

26,497

Transportation calls received

Customer Service Survey Participation

★★★★★

385 responses received in 2023-2024

★★★★⯪

338 responses received in 2024-2025

Favorable Rating on Annual Parent/ Caregiver Perception Survey

52%

"I think your customer e-service is excellent. You answered my question within minutes of my post. It is good to know someone is actively monitoring your suggestion box."

"Very helpful with a bus situation with my son. Empathetic to my son's bus situation and stayed in contact with me for the entire situation. I called the transportation office frustrated and hung up feeling supported after a long conversation."

"The World Language office is highly collaborative and responsive to supporting student needs!"

"RPES staff continue to excel in providing support dedication and commitment in assuring safety and emotional well-being, along with educational soundness!"

"HCPS has done a wonderful job of being accessible to the needs of its employees."

↑ *Positive year over year growth.*

26

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

27

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.

🎯 Has Published Mission   📣 Includes Student Voice

	Number of Members	Percentage of Community Members*		
Blueprint Elevating Educators Committee	30	26.7%	🎯	📣
Blueprint North Star Committee	37	27.0%	🎯	📣
Blueprint Steering Committee	33	48.5%	🎯	📣
Business Advisory Committee	23	82.1%	🎯	
Calendar Committee	37	43.0%	🎯	📣
Career/Technology Education Citizen Advisory Committee	26	50.0%	🎯	📣
Customer Service Task Force	33	24.2%	🎯	

	Number of Members	Percentage of Community Members*		
Early Childhood Advisory Committee	108	57.0%	🎯	
Family Life Education Citizen Advisory Committee	68	85.0%	🎯	
Gifted Education Citizen Advisory Committee	17	53.0%	🎯	📣
Judy Center Steering Committee	108	57.0%	🎯	
Parent Advisory, Advocacy, and Action Council	19	100.0%	🎯	
School Health Advisory Council	38	16.0%	🎯	
Special Education Citizen Advisory Committee	26**	70.0%**	🎯	📣
Superintendent's Task Force on Equity	29	24.0%	🎯	📣

*Represents non-HCPS employees: Parents/Guardians, Business and Non-Profit Partners, County Government, Students, Unions, and Community Members. **Average participation. These are open committees.

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

Elevating Educators

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.

Retention Rates
- 2023-2024
- 2024-2025

Certificated Staff (HCEA)
- 92.3%
- 92.8%

All Other Administrative and Support Staff
- 88.4%
- 87.4%

All Staff
- 90.7%
- 90.6%

Percentage of New Teachers of Color
- 2023-2024
- 2024-2025

Newly Hired Teachers Self-Identified as a Person of Color
- 17.1%
- 16.2%
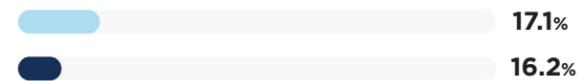
Newly Hired Staff Self-Identified as a Person of Color
- 21.2%
- 21.9%
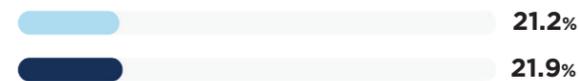
Applicants for Supervisory Positions
- 2023-2024
- 2024-2025

Elementary AP Applicants
43
40

Secondary AP Applicants
42
41

Elementary Principal Applicants
15
13

Secondary Principal Applicants
13
11

Pupil Personnel Applicants
14
23

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

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

Elevating Educators, cont.

National Board Certified Teachers Eligible for Blueprint Career Ladder

Under the Blueprint for Maryland's Future legislation, the Career Ladder provides incentives for teachers with National Board Certification (NBC) and districts are required to support and grow our NBC teachers.

161
121
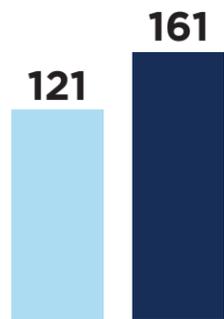
■ 2023-2024   ■ 2024-2025

Conditionally Certified Teachers Earning Professional Certificates

■ 2023-2024
■ 2024-2025

Continued Teaching with a Conditional Certificate

67.8%
71.2%

Achieved Full Teacher Certification

14.2%
16.4%

224 conditional teachers

Left Their HCPS Teaching Position

17.4%
12.4%

219 conditional teachers

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

Culture of Gratitude

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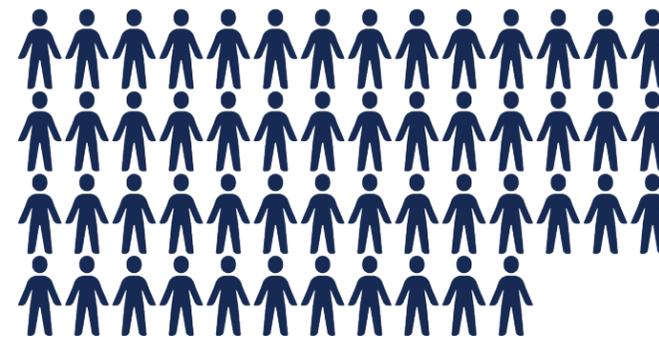
Administrators and supervisors are encouraged to nominate their staff each quarter for one of many recognition programs, and subsequently nominees are encouraged to nominate their peers.

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

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.

Total Awards Given for Each Program

664 total awards given

118 Bowtie Breakfast awards

206 Standout Student awards

340 Limelight awards

4 Most Valuable Parent awards

Inclusive of Nominees at All Schools and Offices

48 unique positions

28 Central Office awards *(Bowtie Breakfast)*

20 School-Based awards *(Limelight and Standout Student)*

■ Bowtie Breakfast ■ Limelight ■ Standout Student ■ Most Valuable Parent

Employees Nominating Their Colleagues

53 employees nominating their peers for Bowtie Breakfast.

Schools Nominating Their Staff, Students, and Families

21 schools nominating staff for Limelight.

15 schools nominating students for Standout Student.

28 schools nominating parents for Most Valuable Parent.

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

Talent Pathways

The HCPS Talent Pathways Project has rebranded to TeacHCPS. TeacHCPS 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.
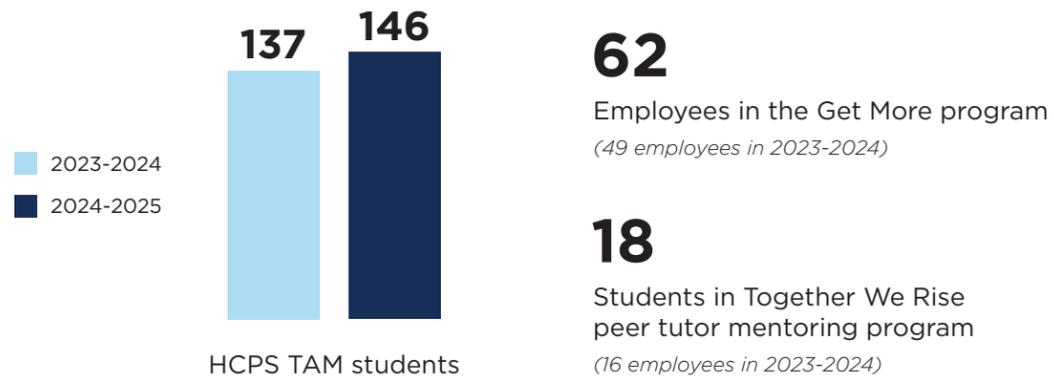
TeacHCPS

Grow. Teach. Lead.

2024-2025 Milestones:

- Launched a comprehensive dashboard system to track and evaluate more than 1,500 mentoring and tutoring engagements across HCPS.
- Secured $100,000 in grant funding to support the recruitment of conditional teachers pursuing master's degrees.
- The inaugural cohort of the Para Pathways Program successfully completed their first semester of coursework at TUNE.
- Secured grant funding for 10 high schools to launch Educators Rising programs.

HCPS Grow Your Own Program

Talent Pathways Strategies for HCPS Grow Your Own:

137 2023-2024
146 2024-2025

HCPS TAM students

62
Employees in the Get More program
(49 employees in 2023-2024)

18
Students in Together We Rise peer tutor mentoring program
(16 employees in 2023-2024)

Employees in Future Teaching Programs

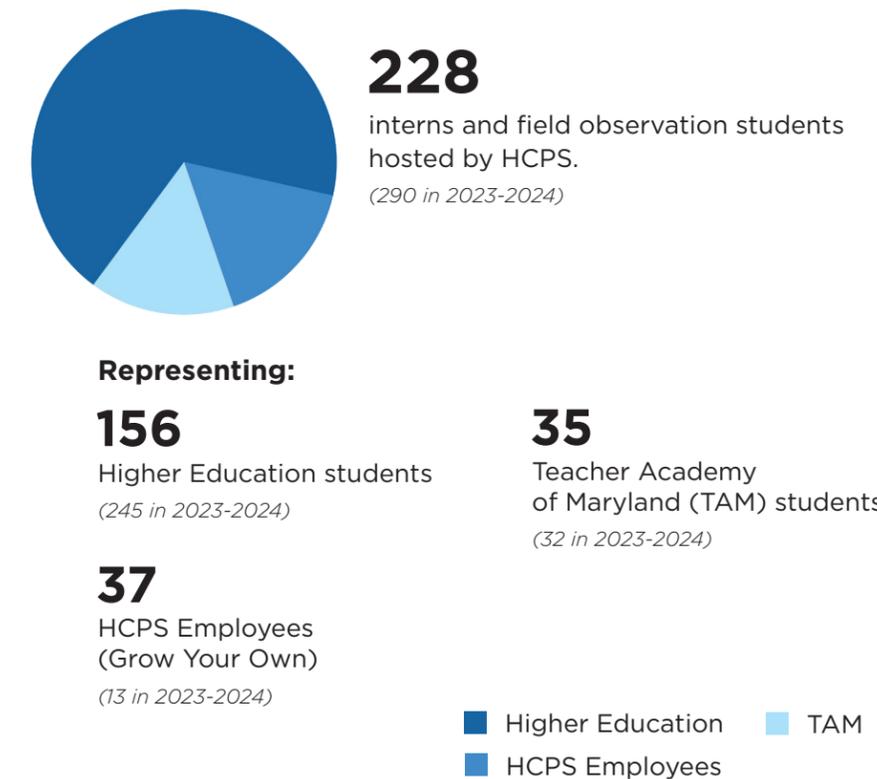HCPS employees not currently in a teaching position working towards teacher certification.

2023-2024 — **49**
2024-2025 — **62**

HCPS Alumni Hired in All Positions

- 2023-2024
- 2024-2025

Staff Members Hired
(between October 2024 and October 2025)

34%
188 of 548 total alumni

35.5%
148 of 417 total alumni

Interns and Field Observation Students

228
interns and field observation students hosted by HCPS.
(290 in 2023-2024)

Representing:

156
Higher Education students
(245 in 2023-2024)

35
Teacher Academy of Maryland (TAM) students
(32 in 2023-2024)

37
HCPS Employees (Grow Your Own)
(13 in 2023-2024)
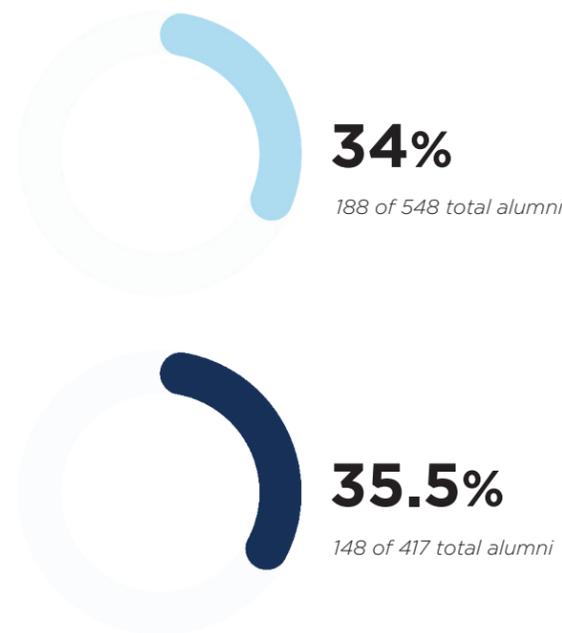
- Higher Education
- TAM
- HCPS Employees

Interns have been recruited from:

Bowie State University
Community College of Baltimore County
Cecil College
Delaware State University
Fordham University
Grand Canyon University
George Mason University
Goucher College
Liberty University
Loyola University

Marshall University
Maryville University
McDaniel College
Millersville University
Misericordia University
Notre Dame of Maryland University
University of Phoenix
Universidad Interamerican de Puerto Rico
Salisbury University
Shenandoah University

University of St. Augustine, Health Services
Stevenson University
Towson University
University of MD Social Work
Walden University
Western Governors University
College of William & Mary
Wilmington University

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 & SECURITY

ACRT
ACTIVE ASSAILANT CRITICAL RESPONSE TRAINING

Enhancing Safety Measures

34
School Safety Liaisons (SSLs)

270
New and upgraded radios for schools

3
Regional Security Coordinators

55
Video intercom doorbell cameras at all schools

25
Schools received security camera upgrades

350
Stop arm cameras installed on school buses to increase the safety of students and reduce the number of violators

4
Schools and offices installed encrypted prox card readers

5,893
Stop arm camera citations issued

Safety Training and Critical Incident Drills

571
Emergency preparedness drills
10 minimum drills per school

55
All schools participated in ACRT refresher trainings

Opportunities to Engage Families about Safety and Security

1
Parent engagement sessions hosted through Parent Academy Real Talks and Town Halls

✔ Raptor visitor management system in place to maintain accurate accountability of visitors.

SSL Climate Response Team created to support schools that experience a significant event to support the climate and culture

38

39

Board Goal Four: Provide safe, secure, and healthy learning environments that are conducive to effective teaching and learning, creativity and innovation.

Resource Stewardship

## 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.

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.

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 has implemented new software and processes through Oracle Enterprise resource planning to provide comprehensive detail on how state funding follows the student.

BLUEPRINT
for our students' future
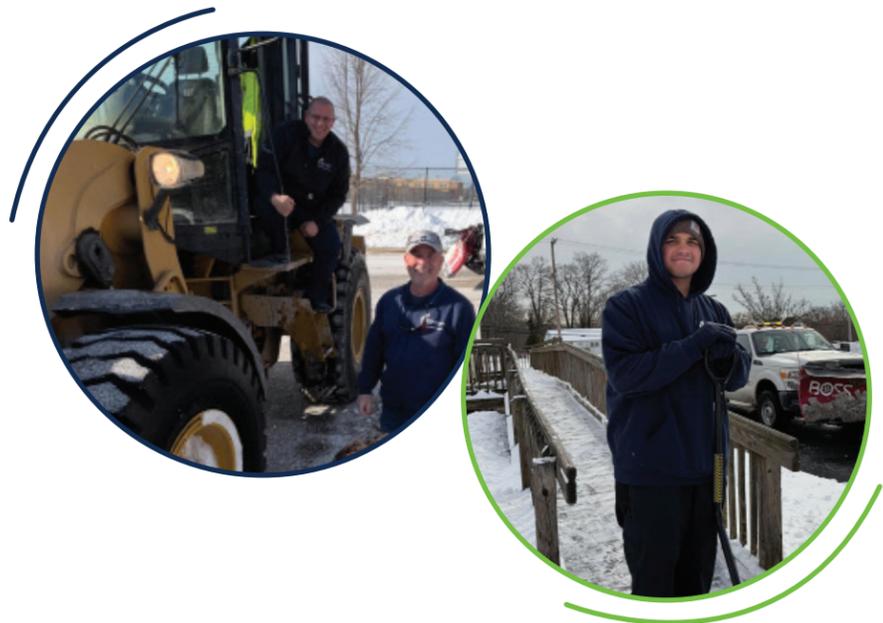
Operational Efficiency

Share Resources with Partners

Highlight for 2024-2025:

- HCPS partnered with local government and the MS4 grant program to continue providing designated spaces that support expanded greenspace, stream restoration, and environmental enhancements aimed at improving the Chesapeake Bay watershed. The Fallston High school stream restoration project was successfully completed in 2025.

Energy Management Program

Highlight for 2024-2025:

- HCPS launched an initiative to partner with schools on energy use and conservation, including education on limiting nonessential "plug-in" items such as refrigerators and microwaves.

- NHES students participated in a pilot lesson that used their school's own energy data to increase awareness and promote responsible energy stewardship.

- Energy use data and dashboards were developed to track consumption by school. This information was shared with each school's administration to raise awareness of individual usage and was analyzed alongside the number of outside user groups. The data showed that schools with a higher volume of external use incurred increased energy costs, providing support for an increase in Use of Facility fees.

Implement Industry Best Practices

Highlight for 2024-2025:

- HCPS collaborated with local and state partners to enhance its Comprehensive Maintenance Plan. The plan incorporates industry-standard data on staffing levels and replacement cycles for HCPS buildings and equipment, providing the necessary information to demonstrate the need for additional capital projects and operating funds to support maintenance and repair needs.

Phishing Attacks Prevented

300,087 phishing attacks prevented

Technology Work Orders

14,880 technology work orders processed

Facilities Work Orders

16,158 facilities work orders processed

Use of Facilities Applications Processed

1,157 use of facilities applications processed

6,495,088 sq. ft. approximate square feet HCPS facilities occupy

40

Board Goal Four: Provide safe, secure, and healthy learning environments that are conducive to effective teaching and learning, creativity and innovation.

41

February 2026

AskHCPS@hcps.org | (410) 809-6193