



Maryland Leads LEA Summary

LEA: Harford County Public Schools

Selected Strategies: Grow Your Own Staff, Staff Support and Retention, Reimagining the Use of Time, Innovative School Models, Transforming Neighborhoods through Excellent Community Schools

Summary of Proposed Activities and Goals:

GROW YOUR OWN STAFF (\$2,169,748) - Launch initiatives to grow the pipelines of teachers and other professional support staff. Specific activities include:

- Increase support for students and staff accessing higher education for teacher talent pathways;
- Launch a talent pathways initiative to identify internal candidates for hard to fill vacancies. This includes developing career plans with individuals and building relationships with stakeholders to leverage local resources; and
- Develop a lab school model designed to leverage opportunities for internships, work-based learning, public and private partnerships, and talent pathways for future teachers.

Expected Impact

- Increase the number of students and staff gaining access to higher education for teacher talent pathways by 20%;
- Increase the number of high-school and college-students accessing professional learning experiences by 100% through the Lab School opening in 2026; and
- Increase the number of career changers placed into an HCPS hard-to-fill position by 20%.

STAFF SUPPORT AND RETENTION (\$1,104,925) - Design initiatives focused on supporting and retaining staff. Specific activities include:

- Collaborate with partners to provide coaching support to cohorts of teachers seeking National Board Certification;
- Provide targeted training for existing teachers who will co-teach with conditionally certified teachers to provide them with a gradual release model of teaching; and
- Provide stipends to high school department chairs to provide content specific support both pre-school and during the school year for early career teachers.

Expected Impact

- Increase the percentage of National Board-Certified teachers from 3% to 10% by 2024;
- Increase retention rates of conditionally certified teachers to rates equal or higher than rates of overall teacher retention each year beginning in SY 2022-2023; and
- 100% of high school teachers participate in content specific, school-based professional development under the guidance of their department chair.

REIMAGINING THE USE OF TIME (\$787,967) - Reimagining the use of time to create opportunities that support students and their learning. Specific activities include:

- Increase opportunities for students to explore individual interests and passions through evidence-based models for career exploration;
- Develop and implement a strategic plan to redesign schedules, provide differentiated instruction through flexible groupings, and provide more time for support for students; and



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- Design a new experience for students that will ensure 8th graders transition from middle school to high school fully prepared to reach graduate outcomes.

Expected Impact

- By June 2024, 100% of middle school and high school students access career information;
- By June 2024, 80% of middle school teachers indicated they had more time to plan and collaborate with one another because of the redesigned daily schedule; and
- By June 2024, 75% of middle school parents stated they felt more confident in their ability to help their children with schoolwork at home and prepare them for high school.

INNOVATIVE SCHOOL MODELS (\$1,375,742) - Increase the number of high-quality schools by launching innovative schools that are accessible to all students with no selective admissions requirements. Specific activities include:

- Using a framework like Colorado's *CareerWise* initiative and in coordination with HCPS' North Star initiative, HCPS will work with a partner who will assist HCPS with the development and implementation of a strategic plan to launch school models related to Career and Technical Education (CTE);
- Expand apprenticeship opportunities for students by working with an intermediary to provide students with career awareness, exploration, and work-based learning; and
- Enable students from lower-income schools with high populations of students who qualify for free and reduced lunch to have access to career readiness programming while still in high school.

Expected Impact

- 25% of HCPS students earned industry licensure/certifications, an increase of 14% compared to the baseline 2020 (11%); and
- 80% of employers favorably assessed 80% of the students who apprentice with them each year of the grant.

TRANSFORMING NEIGHBORHOODS (\$1,934,258) - Launch a robust and high-quality community schools initiative that serves a designated community and/or neighborhood and utilizes an asset-based approach to strengthen school-to-home relationships as well as the school's relationship to the community. Specific activities include:

- Implement a Transforming Neighborhood Cohort at Magnolia MS and Joppatowne HS to serve as a center for comprehensive academic, social, and health services for students, students' family members, and community members with a strong focus on college and career readiness and post high school readiness.

Expected Impact

- By 2024, parent engagement will increase by 5% and student attendance yearly average will increase by 10% and target schools will host 1-2 college/career exploration event or field trip per school year.