

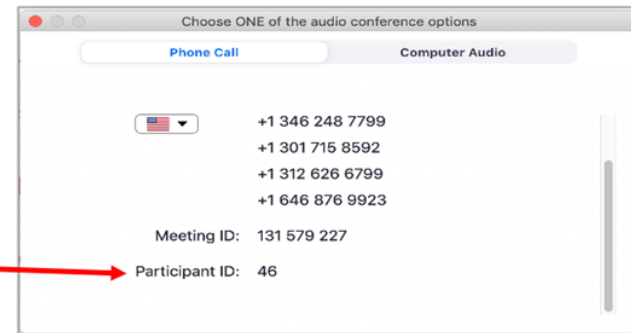
HCPS Balancing Enrollment Process: ATeam Mtg #2

Welcome! Please Test Your Zoom Functions

4. Make sure your name appears in your participant video square.

1. Please connect via computer for audio.

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



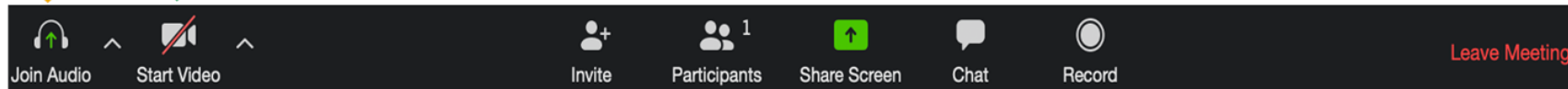
2. Please turn on your video.

3. Please answer in the chat: On a scale of 1 to 5 with 1 being ***not at all*** and 5 being very much, how much do you enjoy snow?

1

2

3



HCPS Balancing Enrollment Process: ATeam Mtg #2

- This session is being recorded for record-keeping purposes. By participating in this session, you are consenting to the recording, retention, and use of this session.
- At any time if you have a question or comment, feel free to place that in the chat, and we will respond to you as soon as possible. If you ask a question or comment verbally, please note that by doing so, you are consenting to the recording, retention, and use of your statements recorded as part of this session.
- Conversations in breakout groups will not be recorded.

Welcome!



**Balancing Enrollment Process
Advisory Team Meeting 2
February 10, 2021**

Our Virtual Meeting Tools

The screenshot shows a Zoom meeting interface. At the top, a control bar contains icons for Join Audio, Stop Video, Security, Participants, Polling, New Share, Pause Share, Annotate, and More. Below this, a green bar indicates "You are screen sharing" with a "Stop Share" button. The main content area features a large "Welcome!" text, a logo for "HARF P U", and a blue banner with the text "Balancing Enrollment Process Advisory Team Meeting 1 January 13, 2021". A video thumbnail of Ingrid Boucher is visible in the top right. A chat window is open in the bottom right, showing messages: "Me to Everyone", "Hello everyone!", and "Welcome to HCPS BEP ATeam #!". A red circle highlights the "Welcome!" text and the blue banner. A purple circle highlights the chat window. A green arrow points to the top control bar, and another green arrow points to the bottom control bar. A blue arrow points to the video thumbnail.

Screen Set Up:

1. Take a moment to adjust your screen for best viewing.
2. Try to adjust your window so you can see **my screen** AND the **chat box** (the presenter's face is optional). These **tiny blue buttons** allow you to have different views of the video gallery.
3. You can move the **control bar** around. Put at the top or bottom of your screen for best viewing.

Switching Screens - Our Virtual Tabletop

To get out of the full-screen Zoom, double-click the screen, hit the escape key, or use the screen-view controls



Zoom window - slide presentation, participant videos

Meeting documents - questionnaires, agenda, personal notes

Advisory Team Session #2 Intentions & Agenda



Intentions

1. Participants review advisory team meeting #1 outputs
2. Facilitators overview the Springboard Proposal, providing insight into starting balancing enrollment options for all HCPS attendance areas
3. Participants consider forecast data and provide input to preliminary balancing enrollment options for the “North” region
4. Participants leave with clear next steps, including an understanding of expectations for upcoming advisory team meetings

Agenda

- Welcome, Overview & Review of AT1 Outputs (30 min)
- Getting into the Work (110 min)
 - Preview Springboard Proposal
 - Discuss Balancing Enrollment Options for the “North” Region
- Reflection & Next Steps (15 min)



Who's in the Virtual Room?

District Executive Leadership Team



Eric Davis
Cornell Brown
Missy Valentino
Chris Morton

Guidance and
Resource

Board Representative Observer

Rachel Gauthier

FLO Analytics



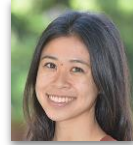
Kate Doiron



McKay Larrabee



Rachel Roberts



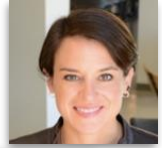
Data, Analysis,
Presenting

For more on FLO: flo-analytics.com

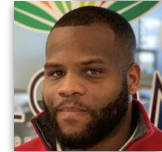
Bloom Planning



Ingrid Boucher



Zaire Martin



Jessica Gillespie



Facilitation
and Logistics

For more on Bloom: bloomplanning.com

Advisory Team Session Norms & Mindsets



Norms & Mindsets:	Looks like...
1. Keep the needs of students at the center of this work.	<ul style="list-style-type: none">● Asking what's best for children● Helping refocus conversations around students and their future
2. Be fully present.	<ul style="list-style-type: none">● Monotasking with your focus on this session● Minimizing technology distractions● Engaging by computer with video for full participation
3. Respect one another, our time frames, our shared airspace, and our process.	<ul style="list-style-type: none">● Monitoring your own talk time● Speaking your truth and speaking for yourself● Being succinct and listening to learn and understand● Assuming colleagues' positive intent and equal effort
4. Stay in a solution mindset and remember that we are all in this together.	<ul style="list-style-type: none">● Engaging with generosity of spirit● Asking "what if" and considering new ways of doing things
5. Remember! This is a PROCESS.	<ul style="list-style-type: none">● Being with the discomfort of not having all the answers.● Sometimes there will be more questions than answers

Virtual Norms...

Own your virtual engagement:

1. Turn your video **on** and mute yourself when you're not speaking.
2. Make sure your name is visible in your video box.
3. Use the chat for technical difficulties and accessing links.
4. Don't be afraid to say "Sorry, I missed that..." or "Could someone clarify what we're doing..."
5. Use the chat to announce if you need to step away from the meeting.
6. Allow for humanity (family, roommates, furry co-workers)

Advisory Team Session Roles



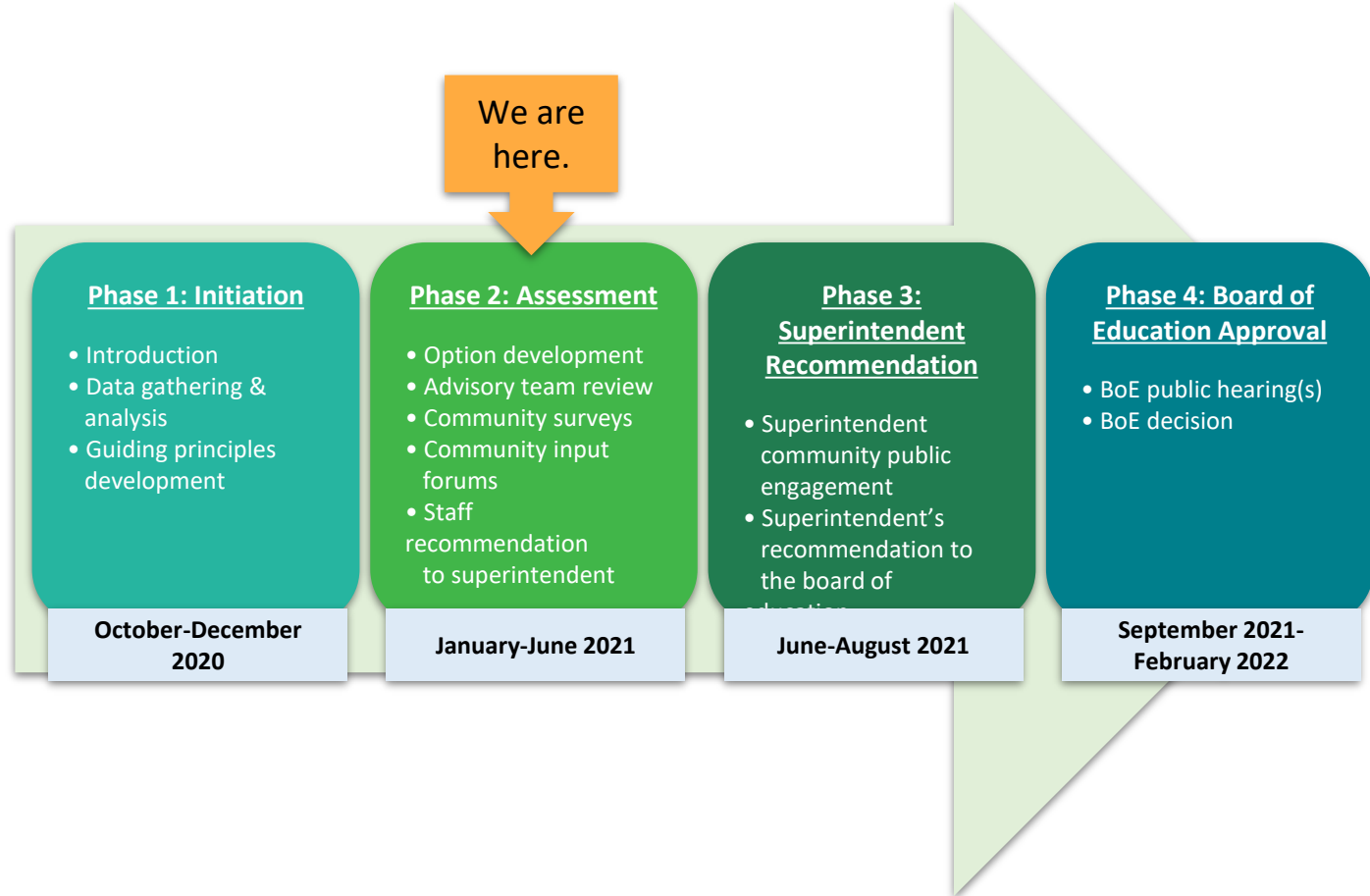
Purpose of the BEP (Why?)

To ensure HCPS schools and programs maintain capacity utilization levels that are beneficial to all students, while also ensuring the sustainable allocation of district resources








What is the BEP?

A multi-month, highly structured approach to data analysis & stakeholder engagement that will result in informed, relevant plans for Harford County Public Schools



Timeline of Key Meetings & Events

January	February	March	April	May	June
Executive Leadership Team Meeting 1 WHAT: Prepare for A-Team meetings 	Executive Leadership Team Meeting 2 WHAT: Debrief A-Team meeting; Spring board proposal 	Executive Leadership Team Meeting 4 WHAT: Prep for CIF1, options implications	Advisory Team Meeting 5 (4/14/21) WHAT: CIF1 input review, options redevelopment	Community Input Forum 2 (5/12/21) WHAT: Final options review & feedback	
Process Orientation WHAT: Asynchronous process overview 	Advisory Team Meeting 2 (2/10/21) WHAT: Springboard proposal, options development 	Advisory Team Meeting 4 (3/10/21) WHAT: Options redevelopment, prep for CIF1	Executive Leadership Team Meeting 6 WHAT: Process check, options check, prep for CIF2	Advisory Team Meeting 7 (6/2/21) WHAT: Refine final options	Executive Leadership/ Advisory Team Presentation Meeting (6/2/21) WHAT: Advisory team members present final options to superintendent
Advisory Team Meeting 1 (1/13/21) WHAT: Meet & greet, process overview, data 101 	Executive Leadership Team Meeting 3 WHAT: Debrief AT2, continue opts devt	Community Input Forum 1 (3/24/21) WHAT: 1 st round options presentation & input	Advisory Team Meeting 6 (4/28/21) WHAT: Options development, prep for CIF2		
	Advisory Team Meeting 3 (2/24/21) WHAT: Options development	Executive Leadership Team Meeting 5 WHAT: CIF1 review, options implications			

The Process (How?): Guiding Principles


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

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

1. Implement a **transparent and inclusive boundary review process** that fosters the widespread and ongoing engagement of Harford County's families and community members.
2. Take a **district-wide perspective** by considering the full scope of individual school capacities and student population projections to **balance enrollment**.
3. Operate in the best interest of students by prioritizing **equitable access to safe, high-quality educational environments** for all.
4. Consider the **accessibility of regional programs and signature academic programs & the long-term needs of special populations** (e.g., students with special needs, early learners, etc.) with each decision.
5. Maintain neighborhood schools that **optimize proximity to home, prioritize safe, walkable passages** to and from school, and take into account the boundaries of **existing & planned community developments**.
6. Consider **transportation impacts** and work towards limiting the amount of time required on a bus to 45 minutes or less each way.
7. Optimize **operational efficiency** and ensure the **sustainable allocation of district resources** with each decision.

Who: A Multi-faceted, Team-based Approach


Executive Leadership Team



- ✓ Convenes in advance of each advisory team meeting & community education forum
- ✓ Approves agendas, process, guiding principles & options prior to advisory team mtgs
- ✓ Brings final recommendations for the superintendent
- ✓ Has the authority to advance the project with a direct line to the superintendent


Chief of Administration, Asst Supt Operations, Facilities Planner, Supervisor of Facilities Management

Board of Education



- ✓ Informed of process & parent surveys
- ✓ Springboard proposal review
- ✓ Approves guiding principles
- ✓ Updated on community input forums

Advisory Team



- ✓ Abides by guiding principles and advisory team charge
- ✓ Reviews options developed by FLO through a series of working meetings
- ✓ Arrives at consensus on the best option
- ✓ Presents final recommendations to the executive leadership team

Content Specialists

- Operations
- Transportation x 3
- STRIVE
- Facilities
- Food & Nutrition
- Safety & Security
- CTE, Magnet & NorthStar programs
- Equity & Cultural Proficiency
- Chief, Long-Term Planning, Harford County


Provides support and guidance to the options development team. Content specialists will participate in all advisory team meetings and provide critical information about their area of expertise as needed in the options development process. Enables oversight to ensure options chosen will meet the needs and desired outcomes of the district.

Options Development Team

Facilitation: Bloom, FLO, HCPS Facilities Staff, BOE Observer

- Chief of Admin, Superintendent's Office
- Human Resources
- Student Services
- Early Education
- Special Education
- Executive Director Secondary
- Executive Director Elementary
- Middle School Principal x 2
- High School Principal
- Elementary School Principal x 4
- Parent Representatives from: North Harford, Fallston, Bel Air, Aberdeen, Joppatowne, C. Milton Wright, Patterson Mill, Edgewood, Havre de Grace
- SECAC Parent Representative

Community Members



- ✓ Community phone surveys
- ✓ Community input forums provide feedback on options

- Parents/Students
- Principals
- Staff
- Community Members

Reviews boundaries and program configuration options through a series of working meetings. Attends every advisory team meeting and arrives at a consensus on the best option.

Content Specialists & Options Development: Role Clarity

Content Specialists

Purpose:

- To provide support and guidance to the Options Development Team through the sharing of critical information about their area of expertise as needed during the options development process.
- This type of oversight and contribution helps ensure options chosen will meet the needs and desired outcomes of the district.

Looks Like:

- Review and respond to boundary change ideas presented by the Options Development Team, with a consistent use of the Guiding Principles as lenses of consideration
- Can reject a change for reasons of infeasibility, e.g., transportation, equity, safety/security issues, etc.

Content Specialists

- Operations
- Transportation x 3
- STRIVE
- Facilities
- Food & Nutrition
- Safety & Security
- CTE, Magnet & NorthStar programs
- Equity & Cultural Proficiency
- Chief, Long-Term Planning, Harford County

Provides support and guidance to the options development team. Content specialists will participate in all advisory team meetings and provide critical information about their area of expertise as needed in the options development process. Enables oversight to ensure options chosen will meet the needs and desired outcomes of the district.

Options Development Team

Purpose:

- To review boundary options through a series of working (Advisory Team) meetings
- To arrive at consensus on the best balancing enrollment option for each region considered
- This consensus forms the basis of the recommendations presented to the superintendent.

Looks Like:

- With the Guiding Principles in mind, review springboard proposal options for each region and approve or suggest further changes
- Take Content Specialist feedback into account for subsequent changes for each region
- Come to a consensus for the preferred boundary option for each region
- Present preferred options at the Community Input Forums and refine based on community feedback
- Present final options to the superintendent

Options Development Team

- Chief of Admin, Superintendent's Office
- Human Resources
- Student Services
- Early Education
- Special Education
- Executive Director Secondary
- Executive Director Elementary
- Middle School Principal x 2
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Reviews boundaries and program configuration options through a series of working meetings. Attends every advisory team meeting and arrives at a consensus on the best option.

Breakout Conversation: Icebreaker



SET UP

Participants in four heterogeneous groups

Please be sure your camera is on

We will do a quick share out after so listen carefully to your group mates.

LOGISTICS

Take 1 min to reflect on the questions - ***silent and solo*** - before sending you to your small groups.

In your groups, go around round-robin style and share your answers.

10 min total
(reminders at 5 and 2 min left)

QUESTIONS

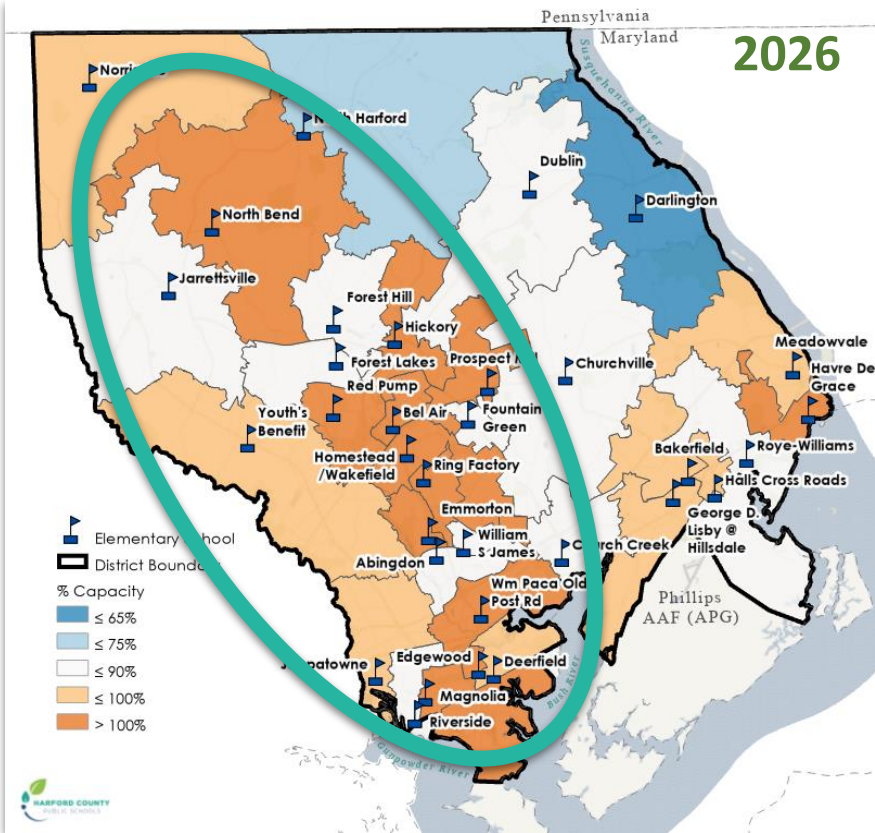
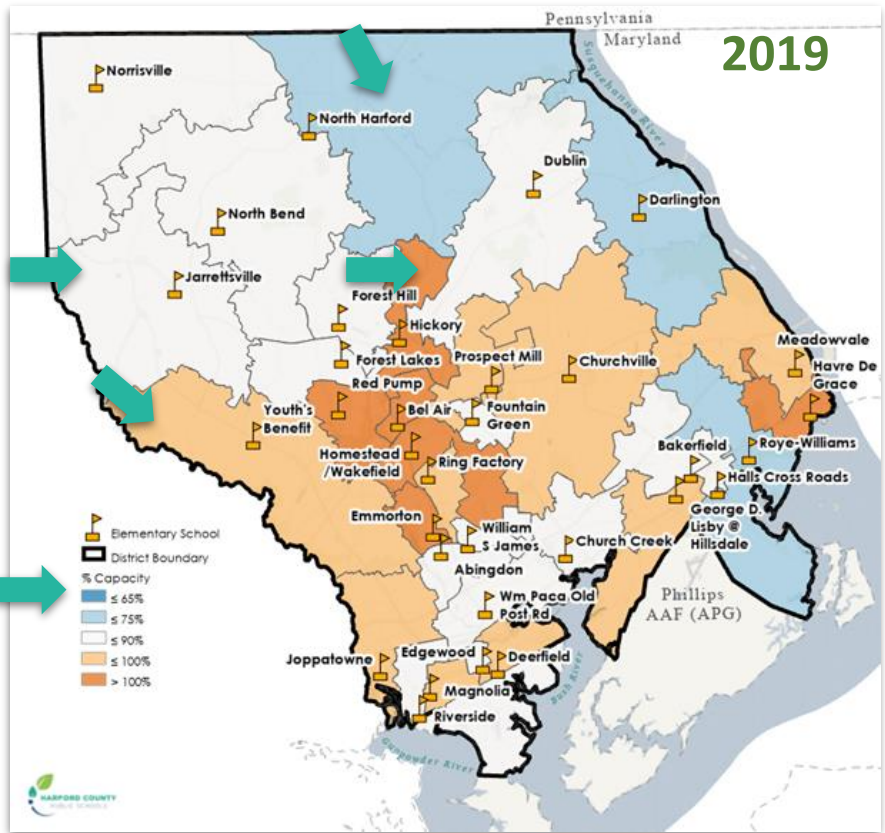
1. What is your name and your role in the HCPS school community
2. How long have you been affiliated with HCPS?
3. What skill or expertise are you excited to bring to this work?
4. Is there anything you would like the group to be aware of that may impact your engagement during today's meeting?

Advisory Team #1 -

Recap



Elementary School Utilization – 2019 vs. 2026

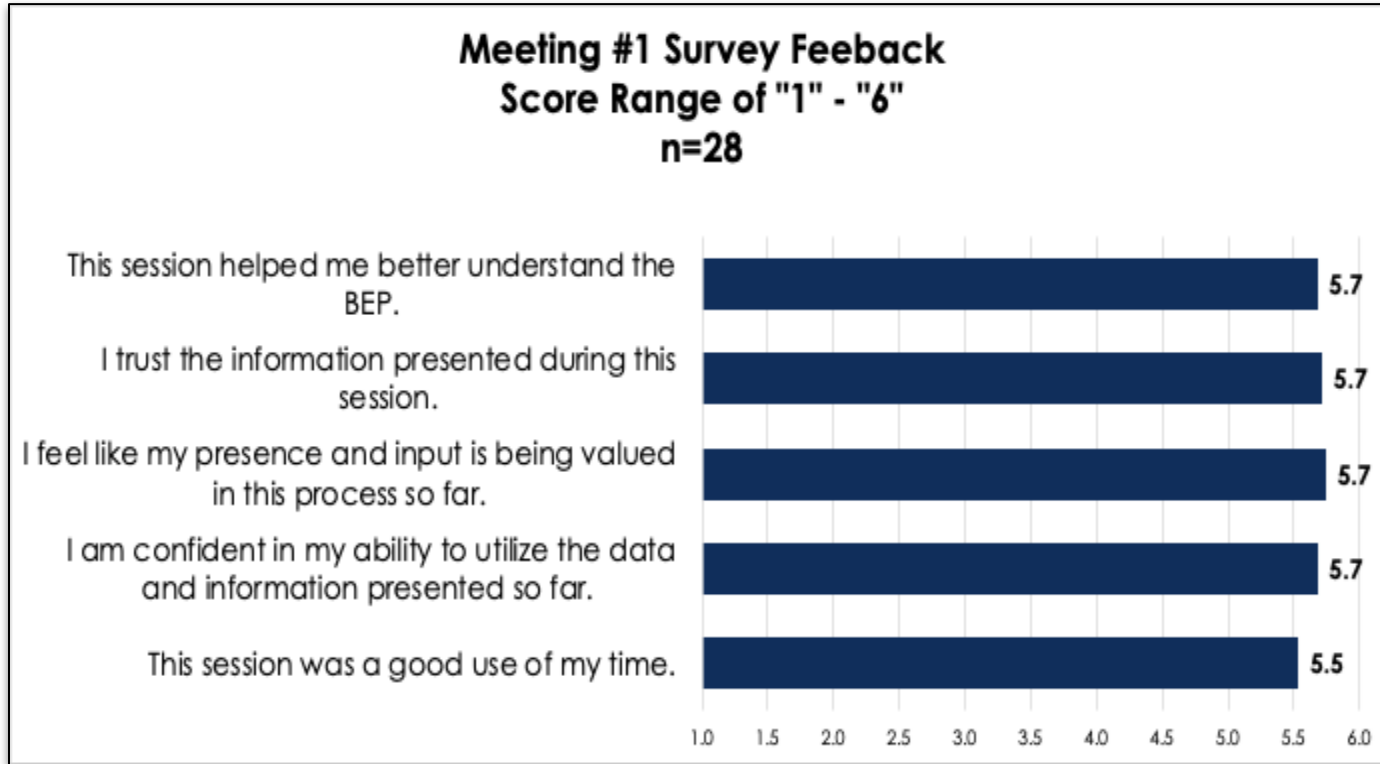


AT #1 Feedback & Outputs: Exit Survey Pulse Check

What is one word or phrase that describes how you are feeling about the BEP process right now?



AT #1 Feedback & Outputs: Process Experience



Strong agreement on issues related to trust, confidence, and feeling heard is essential to building a foundation for buy-in to the work and understanding that the process isn't going to make everyone 100% happy.

AT #1 Feedback & Outputs: Constructive Feedback

Overall, feedback and mindsets seemed upbeat and optimistic...

AND we asked “From a district-wide perspective, what are you concerned about? What advice do you have for leadership of this process about proceeding with this concern in mind?”

We received constructive feedback across four themes:

Trust, transparency

Data accuracy

Community reactions

Inclusivity, equity

Implication of decisions

AT #1 Feedback & Outputs: Constructive Feedback

Implications of decisions

Students being divided within their community, students passing other schools on their bus ride in the name of equity. Concerned about students being moved to places that do not best meet their needs.

Breaking up community pride with moves.

Data Accuracy

I am concerned about the residential development and that the forecasted enrollment expected from the development is widely inaccurate.

The data being used does not reflect actual bodies in the building. Number of staff and space for staff is not being considered. Capacity of classrooms is not realistic. Talk with principals, listen to concerns and walk through buildings (when it is safe).

Mostly concerned about schools that will be expecting an influx of students. Will they be given funds to prepare for this influx ?

Trust, transparency

I believe that transparency will be key, as will be confidence that all decisions were made in the best interest of all students with opportunities for input from all stakeholders.

The inevitable disappointment for some who may be moved

Community reaction

Specifically, the families of the students at Patterson Mill and Bel Air that will be redistricted to Edgewood. This will anger many of those parents, in many cases due to their racial bias. It occurred and still is an issue for some who were impacted when PMHS was built.

Inclusivity & Equity


There are some long standing issues with stereotypes and inequities within this county that may make for some challenging roadblocks but may also lead to some growth and understanding as long as we remain transparent.

Making sure we are including as many perspectives and stakeholders as possible.
Transparency

AT #1 Feedback & Outputs: Q&A

Questions	
1. The first two meetings are on dates that conflict with my current PTA meetings where I hold a board role. PTA meetings are at 6:30-7:30, can we find a time that would work better to accommodate both?	Bloom
2. Will there be actual attempts at the school commutes (i.e., trial commutes during actual school time, not weekends or holidays)?	HCPS
3. What is the threshold that HCPS will step in and propose a new school building?	HCPS
4. Wondering about the students that would have started in HS before the shift. Will be allowed to stay. Elementary and middle schools are understandable but high school students may object to moving, which could affect enrollment.	HCPS

Intentions

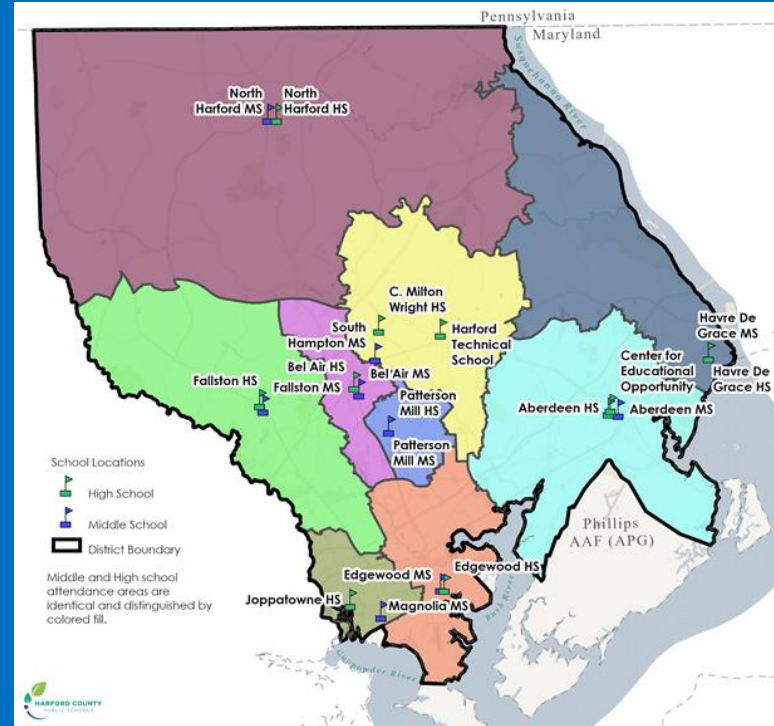
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Agenda

- Welcome, Overview & Review of AT1 Outputs (30 min)
- Getting into the Work (110 min)
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 - Discuss Balancing Enrollment Options for the “North” Region
- Reflection & Next Steps (15 min)



Balancing Enrollment: Getting into the Work





Silent & Solo (3 minutes)

- Consider processing questions
- Explore Springboard maps in the pre-work packet

Small Group Work (22 minutes)

- Discuss ideas with group members
- Refine ideas to identify 3-5 top solutions (*Options Team only*)

Whole Group Discussion (25 minutes)

- Presentation of ideas by Options Development Team
- Cross-consideration of ideas and input from Content Specialists
- Evolution of Springboard Proposal

Breakout Conversation: Options Development



Groups 1 & 2 (Options Development Team)

Silent & Solo: Take 3 min to reflect on the questions at the start of the breakout.

Group Lead: Nominate a spokesperson for whole group share out

Small Group Discussion: Aggregate individual responses to identify small group's top 3-5 ideas

FLO & Bloom team members will support the discussions.

Group 3 (Content Specialists)

Silent & Solo: Take 3 min to reflect on the questions at the start of the breakout.

Small Group Discussion: Share ideas with small group members; anticipate areas of question or concern that may surface from the Options Development conversations.

Prepare: Be prepared to listen closely to and extend or refine Options Development Team recommendations.

Processing Questions

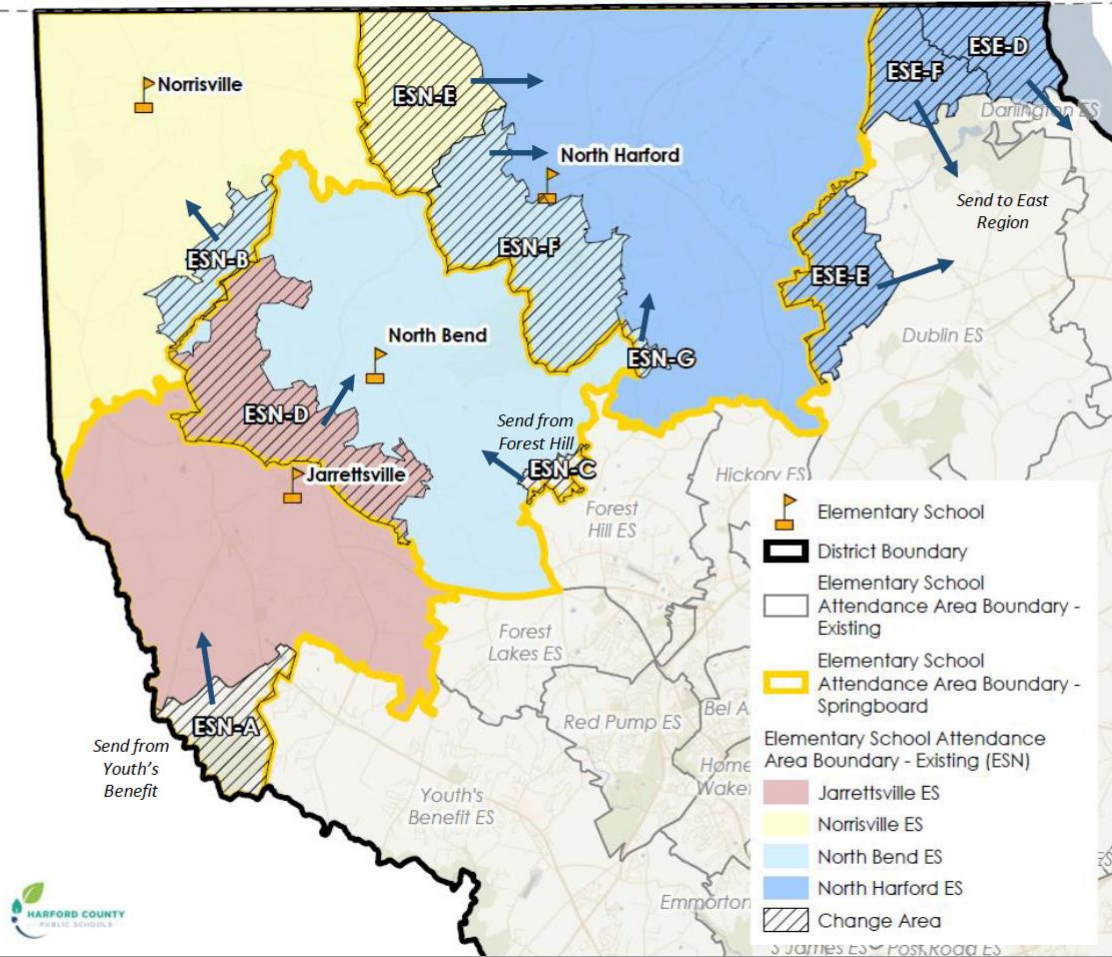
1. What concerns do you have regarding the “North Region” Springboard Proposal?
2. What is the basis of this concern?
3. What boundary adjustments would you suggest to address this concern? (*Options Development Only*)

**25 min
total**

Welcome
back!

Time for a
whole
group
share...

Springboard
Option
North
Region



Intentions

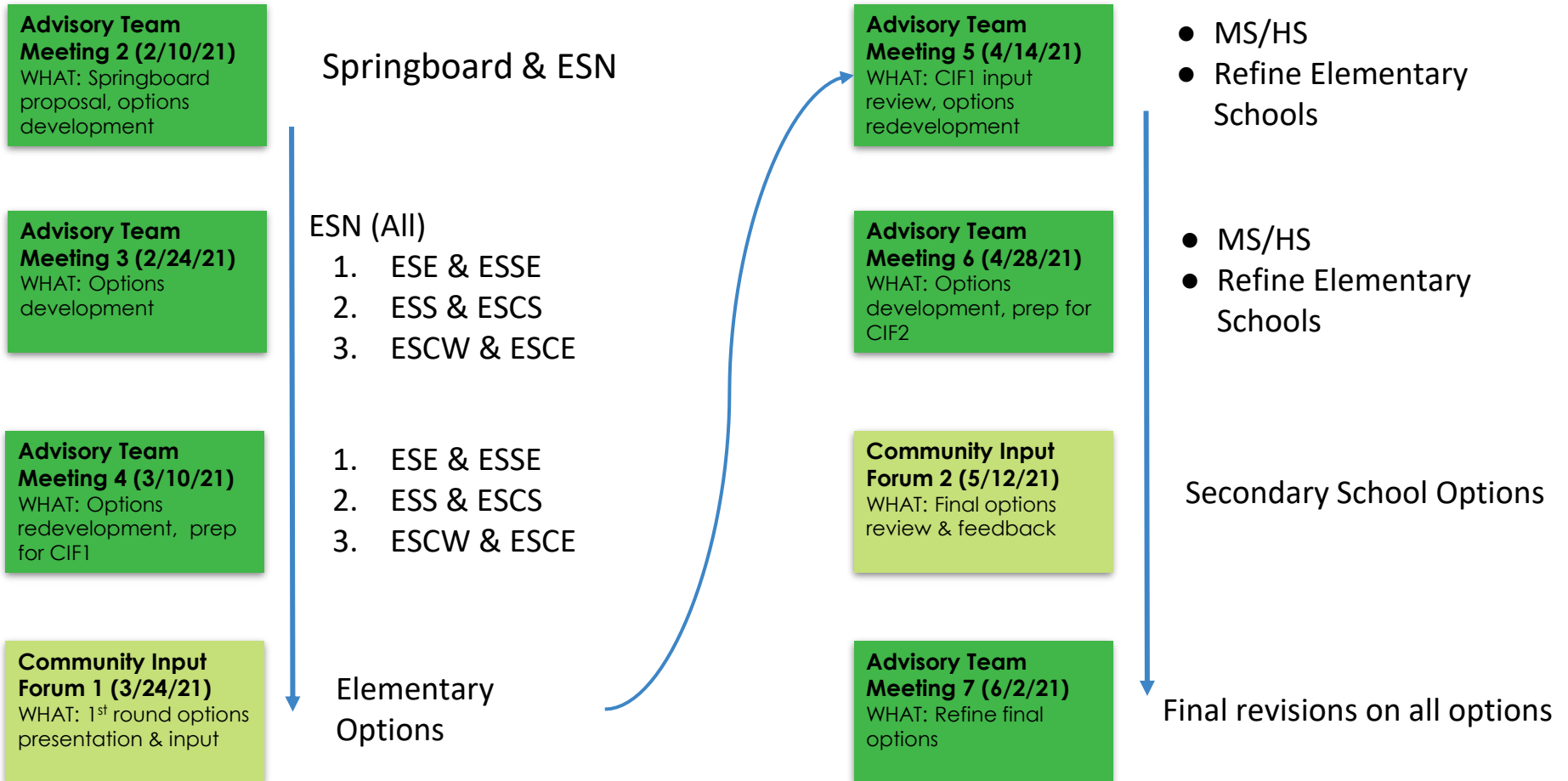
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Advisory Team Meetings - Boundary Review



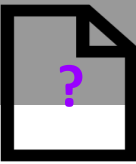
Advisory Team Meeting 3 Preview

Meeting Intentions & Outcomes

1. Review and consider FLO's Springboard Proposal for additional regions
2. Preview upcoming Community Input Forum

Facilitation Details

- Wednesday, February 24th, 5-7:30PM
- Virtual via Zoom
- Expecting ~40 participants + FLO/ Bloom staff
- Activities will include a variety of whole group and breakout sections with some didactic, some interactive, some discussion
- During and post-session opportunities for reaction and feedback



Please take ~5 minutes to complete survey tomorrow. We will be asking specific questions about the options revisions considered this evening.

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

This survey will be accepting responses until 9:00AM on Monday (2/15).

Thank you!

**Survey link
tomorrow!**

... via email

**Don't forget
the survey!**

Thank You!



See you again on February 24.