

FISCAL YEAR 2005 *Annual Report to the Community*

HCPSS Pride

Howard County Graduates Contribute to Tradition of Excellence



HOWARD COUNTY PUBLIC SCHOOL SYSTEM

Excellence in Teaching & Learning

A Message *to the Community*

December 2005

In June 2005, a total of 3,300 young men and women graduated from the Howard County Public School System. This represents a graduation rate of 93.8 percent. Ninety percent of the Class of 2005 continued their education, with 64 percent attending four-year colleges or universities.

By all measures, the 2004-05 school year was an extremely successful one for Howard County schools.

We have set very rigorous standards in the Howard County Public School System because we believe our students are capable of achieving at high levels and because the future will demand nothing less of them. Assessments continue to show that our expectations are realistic.



Courtney Watson
Chairman
Board of Education
Atholton High Class of 1980

- **All Howard County elementary, middle, and high schools made Adequate Yearly Progress (AYP) for the 2004-05 school year as required by the federal No Child Left Behind Act.**
- **The performance of every racial ethnic student group in the Howard County school system increased between 2003 and 2005 across the grades in both reading and mathematics.**
- **In 2005, 96.6 percent of the 2,004 middle school students who took the High School Assessment in Algebra, passed the test.**
- **The Class of 2005 SAT composite score of 1113, up 16 points from 2004, is the highest in the school system's history and the highest in Maryland.**

Our high standards extend to all operations of the school system. The school system was awarded a Certificate of Achievement for Excellence in Financial Reporting by the Government Finance Officers Association of the United States and Canada (GFOA), and a Certificate of Excellence in Financial Reporting by the Association of School Business Officials International (ASBO) for the high quality of the system's Comprehensive Annual Financial Report for the fiscal year 2004.

In addition to student performance data and financial information, this report highlights 10 individuals who represent this school system's greatest asset—our employees. We're particularly proud of these individuals because they are "homegrown" talent. It speaks volumes about the education delivered in Howard County schools when so many graduates choose to return to the school system as educators and support staff.



Sydney L. Cousin
Superintendent of Schools

A Tradition of Excellence

The Howard County Public School System has a reputation for excellence that is a source of local pride and national recognition. That reputation was built over time through the efforts of the school system's dedicated employees, past and present.

As Howard County's largest employer, the public school system employed over 6,800 persons during the 2004-05 school year. The work of each of those individuals is essential to the system's success – from the custodian and cafeteria worker to the curriculum coordinator and classroom teacher. Each and every person is dedicated to making school a positive experience for all students.

Perhaps that's why so many Howard County graduates choose to come back to the school system to work and teach. When asked about their decision to return, they often say that a former teacher made a lasting impression on them and that they hoped to do the same for their students; or that they always pictured themselves teaching here; or that they liked school and felt connected as a student.

Recruiting Quality Staff

The market for quality educators and educational support staff has never been more competitive. Recruitment and retention of the very best educators is a top priority for the Board of Education and the Superintendent. During a one-year period ending September 30, 2004, the school system hired 389 teachers and 294 support staff. These new hires accommodated growth and filled vacancies created by retirements, promotions, resignations, and leaves of absence.

Educators are often drawn to the Howard County Public School System because of its outstanding reputation. As further enticement, school officials and the Board of Education work to maintain a competitive salary scale and benefits package that compares favorably to those of surrounding jurisdictions.

Signing bonuses have become a popular incentive used by school systems to recruit teachers in critical content areas, such as mathematics, science and special education. Howard County was one of the first systems in Maryland to offer this incentive. School system recruiters award up to 125 signing bonuses annually.

The school system also offers open contracts, which allow the system to obtain an early commitment from highly qualified candidates for positions that will be available at a later date.



Kellie Glatsky
Third Grade Teacher
Hammond Elementary School
River Hill High Class of 2001

"Even though I attended college in North Carolina there was never a doubt in my mind that as soon as I became qualified to teach, I wanted to come 'home' and give children the same love for learning that I was given."



Ed Cosentino
Assistant Principal
Hollifield Station Elementary School
Wilde Lake High Class of 1992

"All of my experiences as a student and a student teacher convinced me there was no other choice but Howard County. I chose Howard County because I wanted to contribute something to an organization that gave so much to me."



Patricia Wyatt
Music Teacher
Cradlerock School
Long Reach High Class of 2001

“One of Howard County’s advantages is the opportunity to interact with people from different backgrounds. I didn’t realize how important this was until I saw how little some of my college classmates knew about people from cultures different from their own. I am extremely fortunate to teach in this county and hope I can make my former teachers proud by giving my students the same quality of education I received.”



Brandon Honza
GT Resource Teacher
Fulton Elementary School
Hammond High Class of 1996

“I have a sense of ownership in this county...As a Howard County teacher, I have the opportunity to have an impact on the community I grew up in.”

Retaining the Best

Once the school system recruits and hires good employees, the challenge is to retain them. Retention initiatives begin immediately. The school system welcomes new teachers with

- A 4-day new teacher orientation
- Instructional and curriculum support by colleagues and administrators in their schools and professional development sessions conducted by content specialists
- Assistance from teacher mentors in their schools.

The nationally recognized professional development program of the Howard County Public School System has supported the professional growth of educators and educational support staff since 1982. Training programs help staff

- Enhance job-related skills
- Stay professionally up-to-date
- Gain cultural proficiency.

To ensure a direct link between training and student achievement, professional development provides school administrators and teachers with the most current, research-based best practice on how students learn, what students need to know, and how to effectively teach it.

Recognition is key to letting employees know that they are valued and their contributions appreciated. The school system has a number of awards programs that recognize excellence, including but not limited to:

- The Washington Post Agnes Meyer Outstanding Teacher Award
- The Excellence Award for Custodial and Grounds Services
- The Maryland Teacher of the Year Program
- First Year Educator Award
- Distinguished Assistant Award Honoring Support Staff
- Office Professional Recognition Award
- Shirley Mullinix Award of Excellence for Home-Hospital Teachers
- The Washington Post Distinguished Educational Leadership Award

School system employees also have access to full-day childcare through the Employee Child Development Program, tuition reimbursement, and an Employee Incentive Program, through which local businesses show their appreciation to school system employees with discounts and special programs.

Today's Students, Tomorrow's Teachers

Tomorrow’s educators are in our classrooms today. To nurture early interest in teaching, the school system sponsors a Howard County Chapter of Future Educators of America for high school students considering careers in education. With encouragement, perhaps these students will return to Howard County classrooms as teachers.

Progress *Toward Our Targets*

The Howard County Public School System continues to lead the state in student performance. In addition, all Howard County elementary, middle and high schools met Adequate Yearly Progress as required by the federal *No Child Left Behind Act*.

Data show that efforts must intensify with all student groups, especially with African American males, Hispanic students, and students receiving special education services or services for English language learners.

MSA READING PERFORMANCE

Percentage of Students Achieving At or Above the Proficient Level on Maryland School Assessment

| MSA READING | 2003 | 2004 | 2005 | Change |
|-------------|------|------|------|--------|
| Grade 3 | 79% | 88% | 88% | +9 |
| Grade 4* | -- | 91% | 92% | +1 |
| Grade 5 | 84% | 87% | 88% | +4 |
| Grade 6* | -- | 86% | 88% | +2 |
| Grade 7* | -- | 86% | 87% | +1 |
| Grade 8 | 81% | 82% | 85% | +4 |

MSA MATHEMATICS PERFORMANCE

Percentage of Students Achieving At or Above the Proficient Level on Maryland School Assessment

| MSA MATH | 2003 | 2004 | 2005 | Change |
|----------|------|------|------|--------|
| Grade 3 | 83% | 88% | 86% | +3 |
| Grade 4* | -- | 91% | 88% | -3 |
| Grade 5 | 84% | 87% | 85% | +1 |
| Grade 6* | -- | 86% | 80% | -6 |
| Grade 7* | -- | 86% | 78% | -8 |
| Grade 8 | 81% | 82% | 72% | -9 |

HSA PERFORMANCE

Percentage of Students Passing the Maryland High School Assessments

| HSAs | 2002 | 2003 | 2004 | 2005 | Change |
|------------|------|------|------|------|--------|
| English II | -- | -- | -- | 77% | -- |
| Biology | 72% | 73% | 79% | 77% | +5 |
| Government | 72% | 79% | 83% | 82% | +10 |
| Algebra | 67% | 69% | 74% | 74% | +7 |

*Assessment not administered in 2003



Gail Phillips
Second Grade Teacher
Lisbon Elementary School
Mt. Hebron High Class of 1972

"I came to the Howard County Public School System as a second grader, and 45 years later, I'm still in second grade, only now I'm the teacher. As I finish my thirtieth year of teaching...I still can't imagine doing anything else, anywhere else."



Kristin Schonemann
English Teacher
River Hill High School
Glenelg High Class of 1992

"I decided to stay in Howard County because of the supportive staff and administration, and because of my students, who continually amaze me with their academic and extracurricular achievements."

Funding Education

The school system's final Approved Operating Budget for fiscal year 2005 totaled \$461.1 million. This was an increase of \$39.8 million or 7.8 percent over the fiscal year 2004 budget. The county funded \$334 million, or 72.6 percent, of the education budget. State funding totaled \$121.5 million. Federal funding and other sources accounted for the remaining \$5 million.

The operating budget is closely aligned with the school system's *Bridge to Excellence Five-Year Master Plan*, which outlines the system's commitment to educating its entire student population, one child at a time. The annual budget targets funding to ensure that goals outlined in the master plan are achieved.

The fiscal year 2005 operating budget funded salary agreements covering teachers and other school system employees, and several new initiatives including full-day kindergarten in seven schools, an in-school alternative education program at Reservoir High, and the first year of a multi-year effort to modernize critical financial and human resources systems.

| FY 2005 Distribution of Operating Funds | | |
|---|---------------|--------|
| Total Instructional Costs | \$344,458,100 | 74.7% |
| School Support Services | \$109,182,460 | 23.7% |
| Systemwide Support | \$7,463,590 | 1.6% |
| Total | \$461,104,150 | 100.0% |

| FY 2005 Funding Sources | | |
|-------------------------|---------|--------|
| County | \$334.6 | 73.0% |
| State | \$121.5 | 25.9% |
| Other | \$5.0 | 1.1% |
| Total | \$461.1 | 100.0% |



Jessica Viti Jones
Guidance Counselor
Rockburn Elementary School
Oakland Mills High Class of 1992

"I think it's great that a lot of my colleagues were my teachers at one time. I ran into a former social studies teacher who is now a middle school principal... he remembered me and told me how proud he was that I work for the school system."



Ginny Shehan Stickles
Principal's Secretary
Bellows Spring Elementary School
Howard High Class of 1970

"I have really enjoyed working with the people in the school system. Working in the Howard County Public School System is more like being with your family than just a place of employment."

Facilities Planning and Funding

The school system's annual capital budget, the five-year capital improvement program, and the 10-year long range master facilities plan identify school capacity needs and the funding required to meet those needs. New facilities or additions to existing schools are proposed when projected enrollments cannot reasonably be accommodated within available capacity. Relocatable classrooms are used to provide temporary capacity to a school. During the 2004-05 school year, the school system used 165 relocatable classrooms to ease over-capacity situations.

During the 2004-05 school year, the capital budget development and the redistricting processes were combined. This resulted in a more strategic use of school capacity in all areas of the county and ensured that as few students as possible were moved through attendance area adjustments.

FISCAL YEAR 2005 CAPITAL BUDGET*

| Project | Additional Capacity | Completion | Funding Request |
|---|---------------------|-----------------------------|---------------------|
| Marriotts Ridge High School | 1332 | August 2005 | \$37,589,000 |
| Cedar Lane Replacement School | 120/39 | August 2005 | \$10,132,000 |
| Glenelg HS Addition/Renovation | 401 | Aug. 2005/07 | \$3,711,000 |
| Bushy Park Elementary School Replacement/Renovation | 678 | August 2007 | \$1,445,000 |
| New Western Elementary School | 678 | August 2006 | \$17,040,000 |
| Howard HS Addition/Renovation | 169 | August 2006/ December 07 | \$3,000,000 |
| Full Day Kindergarten | | | \$4,420,000 |
| Systemic Renovations | | | 8,060,000 |
| Relocatable/Modular Classrooms | | | 1,980,000 |
| Playground Equipment | | | 200,000 |
| Site Acquisition/Construction Reserve | | | 5,000,000 |
| Roofing Projects | | | 1,000,000 |
| Barrier Free Projects | | | 100,000 |
| Technology Equalization | | | 2,000,000 |
| Total | | | \$95,677,000 |

*Projects, capacities, completion dates, and funding requests may have changed in subsequent capital budgets.



Billy Blackwell
Audio Visual Assistant
Media Technical Services
Atholton High Class of 1973

"I became a part of Media Technical Services while I was in high school and became a full time employee when I graduated. I continue to work for the school system because of all the friends I have made over the years. It's like one big family."



Laura Moroney Dvornicky
Mathematics Teacher
Folly Quarter Middle School
Centennial High Class of 1986

"As a first-year teacher, I have felt a strong sense of belonging and support in the Howard County public schools. The fact that I teach at a school where the principal was my former teacher at Centennial is just further evidence of what a special place we have here in Howard County!"

2004-05 Board of Education of Howard County



Patricia Gordon



Joshua Kaufman



Diane Mikulis



Mary Kay Sigaty



Courtney Watson

The Howard County Public School System does not discriminate on the basis of race, color, creed, gender, age, national origin, religion, sexual orientation, or disability in matters affecting employment or in providing access to programs. For more information, contact the Equity Assurance Office of the Howard County Public School System at 10910 Route 108, Ellicott City, MD 21042, or call 410.313.6654.

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