

FISCAL YEAR 2004 *Annual Report to the Community*

HCPSS Pride



HOWARD COUNTY PUBLIC SCHOOL SYSTEM
Excellence in Teaching & Learning

TABLE *of Contents*

A Message to the Community

Goals and Targets

Accelerating Student Achievement

Progress Toward our Targets

Financial Support

Pride in our People

A Message *to the Community*

December 2004

There is much to be proud of in Howard County and outstanding public schools top the list. The Howard County Public School System has established a national, and international, reputation for excellence and continues to be the number one reason families locate in the county.

We are not content to rest on our laurels. The school system has set strategic goals and specific measurable targets for student performance, which provide a focus for instruction today and position us for the future. To reach these targets, the school system has implemented a number of research-based achievement initiatives that are yielding results.

This year, for example, the school system's overall pass rates increased on all four High School Assessment tests. We are especially pleased to report that since 2002, African American students' scores have risen 16 percentage points on the Government Test, 13 points on the Biology Test, 12 points on the English Test, and 11 points on the Algebra Test. That is just one example of the progress we are making in ensuring all students are academically successful.

In 2003-04, the school system also increased parent, family, and community outreach efforts by launching the first Triple A (Accelerating Academic Achievement) Conference to help community organizations better understand our strategic goals and explore ways to partner with the system on behalf of student achievement.

This annual report provides a snapshot of the school system's progress in accelerating student achievement and in making Adequate Yearly Progress as defined by the *No Child Left Behind Act of 2001* and the Maryland State Board of Education. We take pride in these accomplishments!



Courtney Watson
Chairman, Board of Education



Sydney L. Cousin
Superintendent of Schools

Goals *and* Targets

Prior to the *No Child Left Behind Act* and Maryland's *Bridge to Excellence Act*, the Howard County Public School System, in keeping with its rigorous standards and high expectations for all students and staff, made a commitment to accelerating academic achievement for all students. As part of this effort, two strategic initiatives were launched: *The Comprehensive Plan for Accelerated School Improvement*, which detailed strategies for ensuring that all students meet or exceed challenging performance standards and the *Safe Schools Action Plan*, which identified strategies and initiatives for ensuring that students are provided a safe and nurturing learning environment. These two plans form the foundation of the district's *Bridge to Excellence Five-Year Master Plan*. This master plan supports the district's mission of excellence in teaching and learning with two strategic goals:

Goal 1: Each child, regardless of race, ethnicity, gender, disability or socioeconomic status, will meet the rigorous performance standards that have been established. All diploma-bound students will perform on or above grade level in all measured content areas.

Targets

- In 2005, each school will meet Adequate Yearly Progress and have 70 percent of students at proficient or advanced on the reading and mathematics Maryland School Assessment.
- In 2007, each school will meet Adequate Yearly Progress and all student groups will have 70 percent of students at proficient or advanced on the reading and mathematics Maryland School Assessment.

Goal 2: Each school will provide a safe and nurturing school environment that values our diversity and commonality.

Targets and indicators for assessing school environments are being developed during the 2004-05 school year.

Point of Pride

In 2004, 67 of 69 Howard County schools made Adequate Yearly Progress as defined by NCLB and our 6 Title I schools that were in school improvement for 2003, exited in 2004.



Accelerating *Student Achievement*



Point of Pride
52 of Howard County's 69 public schools were recognized by the Maryland State Department of Education for overall achievement.

All work of the Howard County Public School System supports excellence in teaching and learning so that each student will participate responsibly in a diverse and changing world. Six components combine to provide our efforts with strategic focus. While these components can be discussed independently, it is the strength of their collective impact that makes the difference for students.

Continuous Improvement

The Howard County Public School System is committed to continually improving its services from the classroom to the boardroom. Individual schools and the district use an improvement process to ensure goals are being met and students are achieving at high levels. This approach employs a systematic, continuous process of data analysis, planning, implementation and review.

Data-Driven Decision-Making

Student performance is the foundation from which the system and school improvement processes build. The use of local and state assessment data is critical in determining system directions and identifying those strategies that need improvement and those that have replication potential. The school system's highly developed local assessment program is closely aligned with the curriculum and the state assessment program, and provides educators with immediate feedback on student performance. Appropriate interventions and strategies can then be implemented to support student acceleration and academic success.

Targeted Professional Development

Data inform us not only about strengths and weaknesses in student performance, but they also alert us to areas where additional support for adults—teachers, central office staff, school-based administrators, and support staff— is needed. Efforts have begun to provide professional development to school system employees that will assist them in knowing our learners and understanding the impact that culture has on teaching and learning. Ensuring that students perform at proficient or advanced levels requires that educators become proficient in knowing how to effectively reach and teach each child.

PreK-12 Approach to Instruction

Embedded in the design and delivery of school system practices and strategies is a prekindergarten-through-Grade12 approach that aligns the instructional program. Grade level instruction is not considered in isolation, but rather as building from one grade to another. The prekindergarten-12 approach requires more than vertical alignment. It calls for educators to know what skills and knowledge students bring to school, and what skills and knowledge they must have when they leave. It requires an understanding of what works and how to replicate what works from grade level to grade level in different content areas and in different contexts.

Point of Pride
84% of HCPSS elementary schools met the county standard on the Grade 2 Comprehensive Test of Basic Skills.



Fiscal Alignment

The *Maryland Bridge to Excellence in Public Schools Act* requires that each Maryland school district develop a five-year comprehensive master plan and tie budget requests directly to local goals and strategies to promote academic excellence for all students. To enable school officials to more easily manage and track system operations and finances, the Howard County Public School System is currently implementing an integrated Financial Management that will allow for the automation and integration of business processes. When fully implemented, the system will allow the offices of human resources, payroll, finance and budget to share common data and access information in real time. This integrated reporting capability will allow the school system to monitor progress in meeting requirements of the federal *No Child Left Behind Act* related to the qualifications of teachers and paraprofessionals.



Point of Pride
The county's combined average score of 1097 on the 2004 SAT was the highest total ever for the HCPSS and 71 points above the state average.

Monitoring Progress

At the district level, the Superintendent's Cabinet—which consists of top school system administrators from key areas of operation—monitors the implementation of the school system's *Five-Year Bridge to Excellence Master Plan*. The District Planning Team also monitors the school system's progress toward meeting its goals and provides advice to the Superintendent regarding strategic and budget priorities. The team draws its membership from community groups, community-based agencies, higher education and the Superintendent's Cabinet.

Each school has a School Improvement Team (SIT) that monitors student achievement at the school level. The SIT is charged with developing a school improvement plan that serves as a tool for reviewing school progress, appropriately adjusting instruction, and delineating responsibility for implementation.

A parallel improvement process takes place at the Howard County Department of Education. Instructional leaders in Curriculum, Instruction and Administration use student performance data to identify areas of concern, inform decision making, and develop improvement plans. Using this process, district staff target needs and develop strategies for improvement.

Progress *Toward Our Targets*

Point of Pride

Nearly 90% of Howard County graduates continued their education beyond high school, with 25% attending two-year colleges and 63% attending four-year colleges or universities.

Percentage of Students Achieving Proficiency or Advanced on State Tests

* First administration in 2004

MSA READING	2003	2004	Change
Grade 3	79%	88%	+9
Grade 4*	--	91%	--
Grade 5	84%	87%	+3
Grade 6*	--	86%	--
Grade 7*	--	86%	--
Grade 8	81%	82%	+1
Grade 10	82%	83%	+1

Percentage of Students Achieving Proficiency or Advanced on State Tests

* First administration in 2004

MSA Mathematics	2003	2004	Change
Grade 3	83%	88%	+5
Grade 4*	--	91%	--
Grade 5	84%	87%	+3
Grade 6*	--	87%	--
Grade 7*	--	86%	--
Grade 8	81%	82%	+1
Grade 10	82%	83%	+1

Percentage of Students Passing State High School Assessments

State High School Assessments	2002	2003	2004	Change
English	66%	62%	74%	+8
Biology	72%	73%	79%	+7
Government	72%	79%	83%	+11
Algebra	67%	69%	74%	+7

Financial *Support*

Howard County takes pride in its outstanding public school system. Maintaining the quality of education has always been a high priority for the county's residents, students, educators, and elected officials.

The overall cost of maintaining that quality continues to increase. The school system is challenged to meet the costs associated with increased student enrollments, changing demographics, rising health insurance and utility bills, upgrades to technology and maintenance of aging facilities.

Recruiting and retaining quality teachers is also a priority of the school system. To attract the best and brightest educators and educational support staff, salaries and compensation packages must remain competitive. Howard County ranked seventh among the state's 24 school districts with a beginning teacher salary of \$34,487 for the 2003-04 school year. For the 2004-05 school year, the Board of Education increased the beginning salary to \$35,556.

FY 2004 Distribution of Operating Funds		
Total Instructional Costs	324,574,464	77.0%
School Support Services	90,240,192	21.5%
Systemwide Support	\$ 6,455,574	1.5%
Total	\$421,270,230	100.0%

FY 2004 Funding Sources		
County	\$310.6	73.7%
State	\$106.0	25.2%
Other	\$4.7	1.1%
Total	\$421.3	100.0%

The Howard County Public School System has realized an increase of nearly 14,000 students over the past decade. Projections show that enrollments will continue to increase, although at decreasing rate, over the next 10 years. To provide for that growth, the school system has built 26 new facilities —13 elementary schools, 9 middle schools, and 4 high schools, since 1994.

Point of Pride
Over 3,700 HCPSS
students
participated in
state and local art
exhibits and over
10,700 students
participated as
members of 126
music ensembles
in countywide
adjudications
and festivals.



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 school 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 2003-04 school year, the school system used 107 relocatable classrooms to ease over-capacity situations.

The Fiscal Year 2004 Capital Budget

Point of Pride
HCPSS has the
highest Gifted
and Talented
participation in
the state of
Maryland.

Project	Capacity	Completion	Funding Request
Oakland Mills High Addition/Renov.	275	August 2004	\$1,500,000
Manor Woods Elementary Addition	100	August 2004	\$2,319,000
Rockburn Elementary Addition	100	August 2004	\$1,922,000
Clarksville Middle Addition	200	August 2004	\$2,312,000
Marriotts Ridge High School	1332	August 2005	\$10,700,000
Cedar Lane School Replacement	120	August 2005	\$8,453,000
Gorman Crossing Elementary Addition	200	August 2005*	\$354,000
Glenelg High Addition/Renovation	401	August 2005*	\$8,651,000
Howard High Addition/Renovation	169	August 2006	\$3,800,000
New Western Elementary School	678	August 2006	\$1,922,000
New Northeastern Elementary School	678	August 2006	\$1,922,000
Systemic Renovations			\$11,357,000
Relocatable Classrooms			\$1,500,000
Playground Equipment			\$200,000
Site Acquisition/Construction Reserve			\$2,114,000
Roofing Projects			\$1,000,000
Technology Equalization			\$2,000,000
Mt. Hebron High Athletic Field			\$250,000
Total			\$62,076,000

**In approving the FY 2005 Capital Budget, the Board moved the completion date for the Gorman Crossing Elementary addition to 2007 and the Glenelg High Addition/Renovation to 2006.*

PRIDE *in Our People*

Administrators

- **Arlene Mindus**, Clemens Crossing ES, Washington Post Distinguished Educational Leadership Award Recipient
- **Florence Hu**, St. John's Lane ES, Maryland Association of Elementary School Principals' Assistant Principal of the Year
- **Patrick Sauderson**, Lime Kiln MS, Maryland Student Service Alliance & MSDE Service Learning Principal Leader

Teachers/Educators

- **Pamela Benya**, Lisbon ES, National Board Certification
- **John Berta**, Hammond HS
Laurel Post American Legion Teacher of the Year
- **Barbara Bien**, Longfellow ES
Washington Post "Grants in Education" Award
- **Beverly Brooks**, Bollman Bridge ES
Washington Post "Grants in Education" Award
- **Thomas Brzezinski**, Clemens Crossing ES
Cable Telecommunications Association Educator of the Year
- **Daniel Desmond**, Centennial HS
National Board Certification
- **Ariston DeLeon**, Clarksville MS, Technology Education Association of Maryland New Teacher Award
- **Rebecca Dinicola**, River Hill HS
First Year Educator Award
- **Cynthia Evarts**, Fulton ES, National Board Certification
- **Edward Garner**, Technology Education Association of Maryland Distinguished MS Tech Ed Program
- **Glenn Heisey**, Hollifield Station ES, Maryland Music Educators Association School Administrator of the Year
- **Dale Huting**, Centennial HS, Technology Education Association of Maryland Distinguished HS Program Award
- **Roxanne Lohmeyer**, Ilchester ES, National Board Certification
- **Allen Leung**, Patuxent Valley MS /Hammond HS
Special Education Citizen Advisory Committee Award
- **Bonnie Luepkes**, Atholton HS
Maryland PTA Secondary Educator of the Year
- **Robert Mitchell**, Pointers Run ES
Washington Agnes Meyer Outstanding Teacher
- **Kim Morgan**, Home-Hospital Teacher
Shirley R. Mullinex Award for Excellence
- **Kevin Mulroe**, Clemens Crossing ES
Howard County Teacher of the Year
- **Matt Noon**, Pointers Run ES, First Year Educator Award
- **Marla Phillips**, Stevens Forest ES, Howard County School Psychologists' Association Exemplary Delivery of Service Award
- **Lois Pommer**, Cedar Lane School
Howard County School Psychologists' Association Innovative Program Development Award
- **Peggy Sheer**, Clemens Crossing ES
Maryland PTA Elementary Educator of the Year
- **Dennis Soboleski**, Technology Education Resource Teacher, Technology Education Association of Maryland Technology Leadership Award



- **Anna Spring**, Manor Woods ES, National Board Certification
- **Trish Spruill**, Atholton HS, Maryland Association for Health Physical Education, Recreation, and Dance – Maryland Dance Teacher of the Year
- **Jeff Swab**, Atholton HS, Technology Education Association of Maryland Distinguished Technology Educator Award
- **Valerie Watson**, Centennial HS
Wal-Mart Howard County Teacher of the Year
- **LaDeana Wilson**, Howard HS
Post 60 American Legion 2004 Teacher of the Year
- **Kevin Wiedel**, Ilchester ES, Howard County Parents for School Music – Music Educator of the Year.
- **Christopher Winters**, Hammond HS, Ravens Radio/Infinity Broadcasting Outstanding Teacher for March 2004
- **Kenneth Zachmann**, Hammond HS, Positive Promotions' "I Make a Difference" Teacher Awards
- **Amy Zavadil**, Harper's Choice MS, Maryland School Psychologists' Association Maryland School Psychologist of the Year

Support Staff

- **Bette Kennard**, Guilford ES, Distinguished Assistant Award
- **Paula Pietryka**, Atholton HS, Distinguished Assistant Award
- **Janet Laycock**, Lisbon ES
Office Professional Recognition Award Recipient
- **Melvin Hackett, Jr.**, Glenelg HS
Excellence Award for Custodial and Grounds Services
- **Derrick Nelson**, Bellows Spring ES
Excellence Award for Custodial and Grounds Services
- **Jeff Wall**, Grounds Services
Excellence Award for Custodial and Grounds Services

Schools

- **Centennial Lane Elementary**
National Blue Ribbon School of Excellence.

Howard County Public School System

10910 Route 108
Ellicott City, Maryland 21042
410.313.6600
www.hcpss.org

2003-04 Board of Education of Howard County



Sandra French



Patricia Gordon



Joshua Kaufman



James O'Donnell



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.