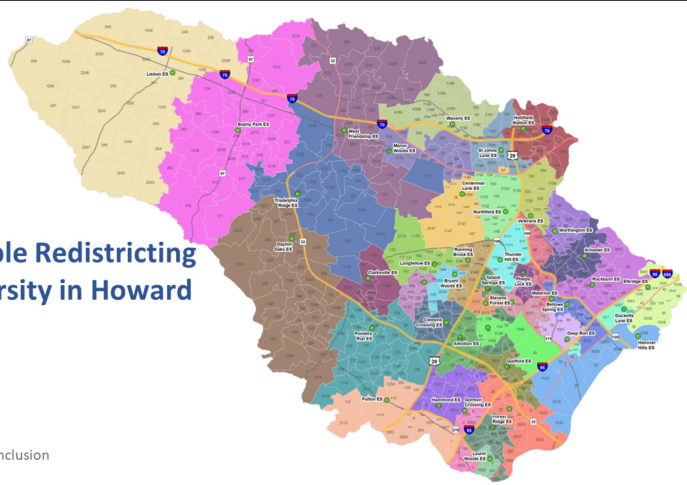


Bold and Equitable Redistricting to Promote Diversity in Howard County

Dr. Michael J. Martirano
Superintendent of Schools
Howard County, MD

Dr. Kevin F. Gilbert
Director of Diversity, Equity, and Inclusion
Howard County MD



Howard County Public School System



- 77 Schools
- Total Enrollment: 57,342
- Demographics:
 - Asian- 23.3%
 - Black/African American- 24.8%
 - Hispanic/Latino- 12.5%
 - White- 32.7%
 - Other- $\leq 5.0\%$
 - Two or More Races- 6.3%
- Students Receiving Special Services:
 - FARMS- 27.5%
 - English Learners- 5.8%
 - Special Education- 9.9%

HCPSS has 77 Schools (42 ES, 20 MS, 12 HS, and 3 EC); our total enrollment currently sits at 57,342 students. We are a majority student of color district with the following breakdown of demographics; Asian 23.3%, Black/African American 24.8%, Hispanic/Latino 12.5%, White 32.7%, Other $\leq 5\%$, and Two or More Races 6.3%. Additionally, our students receiving free and reduced meals is around 27.5% (it was 22% four years ago), our English Learners are 5.8% and those students in special education make up about 9.9% of our students.

Our Vision and Mission

Our Vision: Every student and staff member embraces diversity and possesses the skills, knowledge and confidence to positively influence the larger community.

Our Mission: HCPSS ensures academic success and social-emotional well-being for each student in an inclusive and nurturing environment that closes opportunity gaps.

THE WHY: Capacity Utilization

32 of 74 Schools Outside Target Capacity Utilization

Howard High = 136%

Centennial High = 120%

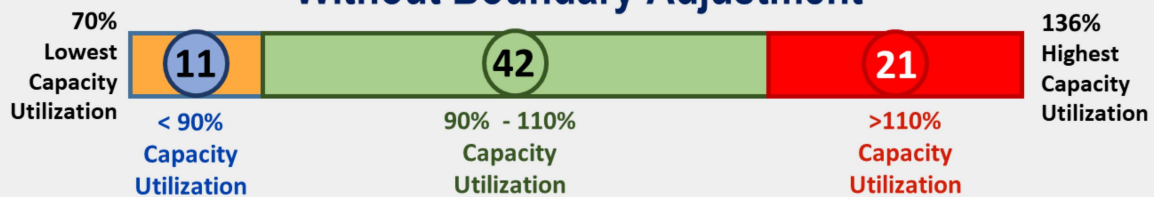
Ellicott Mills Middle = 130%

Patapsco Middle = 121%

Hollifield Station Elementary = 126%

Talbott Springs Elementary = 123%

Without Boundary Adjustment



the why... why did we do what we did...capacity. Socioeconomic - heat map

THE WHY: Segregation of Poverty

22.5% FARMs Average

< 5% - > 68%

Stevens Forest ES = 68%

Phelps Luck ES = 63%

Laurel Woods ES = 61%

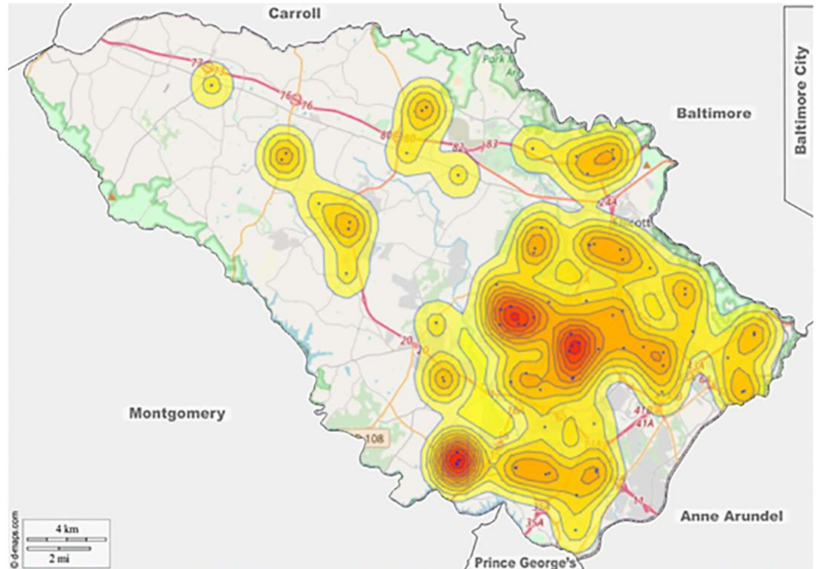
Lake Elkhorn MS = 53%

Harper's Choice MS = 52%

Long Reach HS = 47%

Wilde Lake HS = 46%

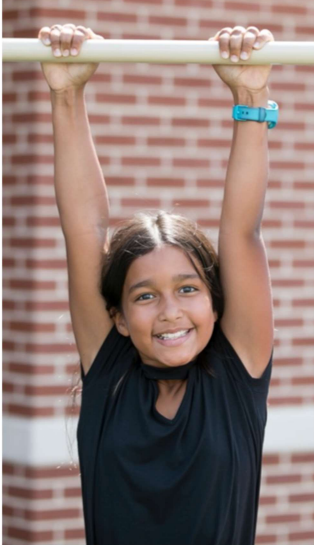
Oakland Mills HS = 45%



the why... why did we do what we did...capacity.

Not only do we have an imbalance in our use of school capacity, we also have a serious imbalance in the proportion of students who face greater challenges. The distribution of FARMs varies considerably across schools, from less than 5% in some schools, to above 60% in others.

REDISTRICTING: Socio-Economic Status



Supreme Court clarified that public schools **cannot use race** for redistricting.

Parents Involved in Community Schools v. Seattle School District No. 1 Et Al. (2007) - No. 05-908

It is **our authority** to consider **poverty** in the redistricting process.

Our SES indicator was the **Free and Reduced Meals Program**

the legal basis: appeals to SBOE

SAFE TO discuss poverty

Not safe to discuss race as a result of Supreme Court decisions

COUNTY RESOLUTION: **Integration**

Councilmembers Mercer Rigby, Jones, and Jung Call on Howard County Public School System to **Develop Integration Plan**

“Howard County Councilmembers...calling on the Howard County Public School System (HCPSS) to develop a county-wide integration plan to desegregate its schools.”



NEWS RELEASE HOWARD COUNTY COUNCIL

FOR IMMEDIATE RELEASE:
Contact: Felix Fatchie, 410-313-2001
fatchie@howardcountymd.gov

Councilmembers Mercer Rigby, Jones, and Jung Call on Howard County Public School System to Develop Integration Plan

Ellicott City, MD (August 12, 2019) – Howard County Councilmembers Christina Mercer Rigby, Dr. Opel Jones, and Deb Jung will introduce a Council resolution in September calling on the Howard County Public School System (HCPSS) to develop a county-wide integration plan to desegregate its schools. Currently, school district boundaries in Howard County are drawn in a manner that concentrate students participating in the Free and Reduced Meals program (FARM) into certain elementary, middle, and high schools.

This socioeconomic and racial segregation in the school system is contributing to increasing achievement gaps and decreasing graduation rates for low-income students and students of color. History systems have created these achievement gaps and it is incumbent on the County to introduce new systems that foster necessary change.

"I'm extremely proud of this resolution because it recognizes the past and promotes a fair and balanced future for our Howard County Public School System students," said Dr. Jones. "We are working together to resolve the problematic and systematic inconsistencies that lower income students face every day. This resolution helps to enhance, promote, and encourage a unified and socioeconomic blended education system for all."

"While we often claim to prioritize diversity and inclusion in Howard County, our school districts do not reflect the values of integration and community that we have built our County on," said Councilmember Mercer Rigby. "For decades, Howard County public schools have become increasingly segregated by race and socioeconomic status. Redlining is a civil rights issue here in Howard County, and it's time to take meaningful strides toward integration in our education system."

In the last three years alone, graduation rates for students participating in the FARM program have dropped from 63% to 75%, which is 15% lower than the graduation rates for non-FARM students. During the same time frame, FARM program students have become increasingly concentrated in the same elementary, middle, and high schools in Howard County. These disparities in student outcomes can be found in the Howard County Public School System's 2017 [enrollment](#), 2018, and 2019 [enrollment](#) reports presented to the Board of Education.

"As Chair of the Howard County Board of Education, capable of casting only one vote, I support this resolution that focuses on the socioeconomic and racial desegregation of Howard County Public Schools," said Maria Ellis. "Many have called for equity, and it's the Board of Education's hard decisions that will make equity happen for all students in Howard County."

"There is a strength in diversity that benefits our community. Legislation and resolutions alone cannot solve socioeconomic challenges or promote true social integration; however, they can provide platforms that allow us to correct past errors," said Councilor Dorian-Deed, founder of the African American Community Foundation of Howard County and education advocate. "I applaud Councilmembers Mercer Rigby and Councilmember Jung."

County council resolution prior to redistricting beginning....add scanned copy to a slide

STATE DELEGATION: **Proposed Bills**

- Board of Education – Redetermination of **Geographic Attendance Areas** (Ho. Co. 1-20)
- Residential Property and New Home Construction **Advertisements – School District Information** (Ho. Co. 2-20)
- School **District Boundary Changes** and Sales of Residential Real Property – **Notices** (Ho. Co. 4-20)
- Board of Education – **Reporting on Demographics** and Reduction of Academic Disparities (Ho. Co. 6-20)

Legislation that is being proposed by state delegation

COMMUNICATION Plan

COMMUNICATE - COMMUNICATE - COMMUNICATE!!

Robust Web-Based Platform

- Website Updated Daily
- Principal's Email Library
- MPIA's Posted Publicly
- All Data Posted
- Emails, Texts, Translations
- National & Local Media

Attendance Area Adjustment

Redistricting Exemptions

The Board of Education voted to exempt several student groups from the redistricting decision, allowing them the option of attending the new school or remaining at their current school. Approximately 2,100 students have been identified as eligible for exemption. Parents of students who are eligible for an exemption **must make their decision by December 13, 2019**. [Read more and begin the exemption process.](#)

On January 24, 2019, the Board of Education directed that HCPSS initiate a systemwide school boundary review, due to population growth that resulted in overcrowding at many schools, while others are underutilized.

The boundary review process continued with the release of the annual HCPSS Feasibility Study on June 13, 2019, and a feedback period extending from that time through August 1. Community input sessions were held in July for families in all regions.

The Attendance Area Committee met in June and July to review options presented in the Feasibility Study and made recommendations to the Superintendent to help inform his proposal, which was presented on August 22, 2019. The Superintendent's Proposed Recommendation aimed to balance school capacity utilization, provide relief to schools most impacted by crowding, and address inequities in the distribution of students affected by poverty.

Immediately following the Superintendent's proposal, the Board of Education began accepting written testimony from any member of the public. That feedback period was open through November 13, 2019. During that time, the Board also held seven public hearings and nine work sessions.

—Learn more about the entire boundary review process and view related documents, videos and links.

At its meeting November 21, 2019, the Board voted to revise HCPSS school attendance areas for the 2020-2021 school year.

Board of Education Decision

[Approval of the Attendance Area Adjustment Plan on BoardDocs →](#)

- [Summary of Polygon Reassignments](#)
- [View 2020-2021 School Assignments](#)

[Press Release: Board Takes Action on School Boundary Adjustments for 2020-2021 School Year →](#)

Updates and Information

[Message from the Superintendent On Attendance Area Adjustments →](#)

[Attendance Area Adjustment Frequently Asked Questions →](#)

Language Support

For language supports, contact [International Student and Family Services](#).

Supporting Students

Transitions can be difficult for children and some struggle more than others. HCPSS welcomes nearly 1,000 new students to our schools annually, and school administrators and staff in every

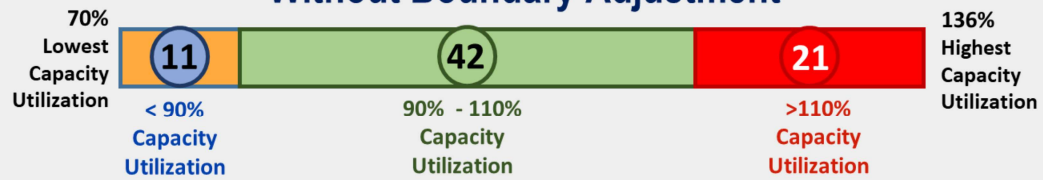
OUR COMMUNICATION PLAN

INEQUITY: Socio-Economic & Capacity

FREE AND REDUCED MEALS (FARM) DISTRIBUTION

	Elementary	Middle	High
Without Boundary Adjustments	12 schools at or above 50% FARM, including 4 above 60%	2 schools above 50% FARM	4 schools above 40% FARM, & 3 above 45%

Without Boundary Adjustment

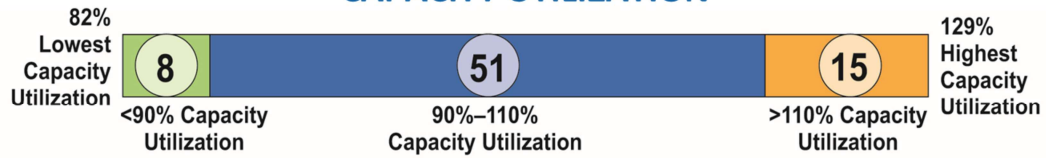


BOARD PLAN: Advancing Equity

FREE AND REDUCED MEALS (FARMs) DISTRIBUTION

- **33 schools** above county average see an **overall decrease**
- Highest school's rate decrease from 68% to 56%
- 4 schools **below county average increase** by at least **8%**

CAPACITY UTILIZATION



AFTER ACTION Recommendations

- Fully define the “why”
- Anticipate differences of opinion
- Establish a robust communication plan
- Communications with elected officials
- Communications with media
- Fully prepare your board for what they are about to do



recommendation to other districts considering this: fully prepare your board for what they are about to do. Use a consultant. Define proper and legal use of farms data per guidelines of dept of agriculture, communications with elected officials, communications with media, etc

AFTER ACTION Recommendations

- Define proper and legal use of farms data
- Use a consultant
- Be prepared for the work following a decision to support students and families
- Leverage school Principals as community leaders to amplify messages and engage their communities
- Stay firm and steadfast in your beliefs

recommendation to other districts considering this: fully prepare your board for what they are about to do. Use a consultant. Define proper and legal use of farms data per guidelines of dept of agriculture, communications with elected officials, communications with media, etc