



Situation Review: Hispanic Students in the Howard County Public School System

Mission Statements

Conexiones:

To ensure that every Hispanic student in Howard County will complete high school and will continue in productive and satisfying directions.

To develop partnerships with schools, community organizations, businesses, community leaders and parents to provide comprehensive programs to advance the leadership capabilities and educational achievement of Howard County Hispanic youth.

Howard County Public School System:

Our Mission: We cultivate a vibrant learning community that prepares students to thrive in a dynamic world.

Our Vision: Every student is inspired to learn and empowered to excel.

Goal 1 - Every student achieves academic excellence in an inspiring, engaging, and supportive environment.

Goal 2 - Every staff member is engaged, supported, and successful.

Goal 3 - Families and the community are engaged and supported as partners in education.

Goal 4 - Schools are supported by world-class organizational practices.

Primary Discussion Points

- **Hispanic participation in GT Program and Advanced Placement Courses**
- **Appropriate staffing of Hispanic Achievement Liaisons**

Conexiones Objectives in working with HCPSS & BOE

- Meet the MSDE Four Year Cohort Graduation Rate standard
- Attain GT Program participation of Hispanic students in Elementary and Middle Schools reflective of the segment's percent to total student population
- Attain AP course participation of Hispanic students in High School reflective of the segment's percent to total student population
- Ensure adequate staffing of Hispanic Achievement Liaisons across the school system to meet the opportunities and challenges of a growing Hispanic student population

Drop Out Rate - HCPSS should be lauded for their recent success

Dropout Rate: 4-Year Adjusted Cohort | Hispanic/Latino of any race Students Sorted by Subgroup

The 4-Year Adjusted Dropout Rate is calculated by dividing total Dropouts by the 4-Year Adjusted Cohort.

Students who dropout of high school remain in the adjusted cohort—that is, the denominator of the dropout rate calculation.

Class of 2013

(1st time freshmen, Fall '09)

Hispanic/Latino of any race	1 st Year ('09-'10)	2 nd Year ('10-'11)	3 rd Year ('11-'12)	4 th Year ('12-'13)	4-Year Totals
Dropout Rate (%)					8.98
Dropouts	*	12	*	*	29
4-Yr Adjusted Cohort					323

* indicates no students or fewer than 10 students in category, or ** indicates the percentage for the category is either ≤ 3 or ≥ 95 and the corresponding counts have been suppressed.

2011 Dropout Rate % = 15.36%



2013 Dropout Rate % = 8.98%

Graduation Rate - HCPSS should be lauded for their recent success

Graduation Rate: 4-Year Adjusted Cohort | All Students Sorted by Class

The 4-Year Adjusted Graduation Rate is calculated by dividing total Diplomas Earned by the 4-Year Adjusted Cohort. Students who dropout of high school remain in the adjusted cohort—that is, the denominator of the graduation rate calculation.

All Students

▶ Show Cohort Calculation

Class of 2013 1 st time freshmen, Fall '09	1 st Year (‘09-‘10)	2 nd Year (‘10-‘11)	3 rd Year (‘11-‘12)	4 th Year (‘12-‘13)	4-Year Totals
Graduation Rate (%)					93.25
Diplomas Earned	*	*	*	3983	4061
4-Yr Adjusted Cohort					4355

Graduation Rate: 4-Year Adjusted Cohort | Hispanic/Latino of any race Students Sorted by Class

The 4-Year Adjusted Graduation Rate is calculated by dividing total Diplomas Earned by the 4-Year Adjusted Cohort. Students who dropout of high school remain in the adjusted cohort—that is, the denominator of the graduation rate calculation.

Hispanic/Latino of any race

▶ Show Cohort Calculation

Class of 2013 1 st time freshmen, Fall '09	1 st Year (‘09-‘10)	2 nd Year (‘10-‘11)	3 rd Year (‘11-‘12)	4 th Year (‘12-‘13)	4-Year Totals
Graduation Rate (%)					85.76
Diplomas Earned	*	*	*	271	277
4-Yr Adjusted Cohort					323

Segment	2010	Gap	2013	Gap
All Students	89.53%		93.25%	
Hispanic	79.30%	10.3%	85.76%	7.49%

GT Participation Data By Student Group (ES 2 to 5)

Grades 2 to 5	End of Year Enrollment (all Students)	End of Year Enrollment (Hispanic)	Hispanic % to Total Student Enrollment	GT Seminar Enrollment (Hispanic % to Total All Students)	GT Credit Extension Units Enrollment (Hispanic % to Total All Students)
2011	14,897	1,248	8.4%	5.9%	4.7%
2012	15,247	1,328	8.7%	6.7%	5.0%
2013	15,601	1,369	8.8%	6.7%	5.1%
2014	15,831	1,434	9.1%	NA	5.3%

SOURCE: Data received from HCPSS, 3/27/14

GT Participation Data By Student Group (ES 4 & 5)

Year	Grade	Content	N of Students as of September 30 Enrollment	N of GT Participants	% of GT Participant	N of Hispanic Students as of September 30 Enrollment	N of Hispanic GT Participants	% of Hispanic GT Participant	% of Hispanic GT Participant to Total GT Participant Pool
2014	4	Math	4020	1154	28.7	355	52	14.6%	4.5%
2014	5	Math	4015	1430	35.6	351	67	19.1%	4.7%

Grades 4 & 5	End of Year Enrollment (all Students)	End of Year Enrollment (Hispanic)	Hispanic % to Total Student Enrollment	GT Math Enrollment (Hispanic % to Total All Students)
2011	7,433	603	8.1%	3.8%
2012	7,596	660	8.7%	4.2%
2013	7,878	667	8.5%	4.3%
2014	8,035	706	8.8%	4.6%

While Math GT enrollment has steadily gone up , on a percent basis it lags the overall Hispanic student representation to total enrollment.

GT Participation Data By Student Group (MS)

Middle School (Grades 6, 7, 8)	End of Year Enrollment (all Students)	End of Year Enrollment (Hispanic)	Hispanic % to Total Student Enrollment	GT Math Enrollment (Hispanic % to Total All Students)	GT English Enrollment (Hispanic % to Total All Students)	GT Social Studies Enrollment (Hispanic % to Total All Students)	GT Science Enrollment (Hispanic % to Total All Students)	GT Seminar Enrollment (Hispanic % to Total All Students)
2011	11,499	870	7.6%	3.7%	4.2%	3.9%	4.1%	3.7%
2012	11,614	913	7.9%	3.5%	3.9%	4.0%	4.1%	5.9%
2013	11,548	951	8.2%	3.9%	4.4%	4.5%	4.6%	6.2%
2014	11,909	1,017	8.5%	3.6%	4.4%	4.3%	4.4%	N/A

SOURCE: Data received from HCPSS, 3/27/14

Population and AP Participation By Hispanic Student Group

Student Group	End of Year Enrollment				Number Enrolled in AP Course				
	2011	2012	2013	2014*	2011	2012	2013	2014*	% Diff v. 2013
All Students	16,488	16,528	16,623	16,426	4,376	4,734	5,324	5,537	4%
Hispanic/Latino	1,205	1,274	1,339	1,387	211	252	266	286	8%
Hispanic/Latino % To Total	7.3%	7.7%	8.1%	8.4%	4.8%	5.3%	5.0%	5.2%	

- While there was an increase in AP participation from 2013 to 2014, the Hispanic AP participation still lags its overall student representation.
 - We know that getting our students to be college ready is greatly influenced by their participation in AP courses.

Most Popular AP Taken by Hispanic Segment (2011 – 2014)

AP Courses	2011 - 2014 Total Enrollment	2011 - 2014 Total AP Participation	2011 - 2014 Hispanic Enrollment	2011 - 2014 Hispanic AP Participants	Hispanic % to Total	Hispanic % to Hispanic Segment
English 12 - AP	32,494	4,336	2,362	185	4.3%	7.8%
English 11 - AP	32,919	4,116	2,440	169	4.1%	6.9%
Psychology - AP	53,644	5,135	4,077	238	4.6%	5.8%
Spanish V - AP Spanish Language	49,325	1,179	3,691	192	16.3%	5.2%
World History - AP	49,325	3,593	3,691	181	5.0%	4.9%
Government & Politics - AP	53,644	3,346	4,077	158	4.7%	3.9%
Calculus AB - AP	66,432	4,354	5,224	144	3.3%	2.8%
Statistics - AP	57,852	2,711	4,498	109	4.0%	2.4%
Microeconomics - AP	40,760	1,049	3,030	46	4.4%	1.5%
Physics C:Mechanics - AP	49,325	1,572	3,691	56	3.6%	1.5%
Biology - AP	53,595	1,945	4,056	52	2.7%	1.3%
Calculus C/Multivariate Calculus - AP	53,633	1,913	4,146	43	2.2%	1.0%
Microeconomics/Macroeconomics - AP	12,208	375	970	10	2.7%	1.0%
Spanish V - AP Spanish Literature	32,657		2,387	22		0.9%
Computer Science III - AP	53,644	1,020	4,077	31	3.0%	0.8%
French V - AP French Lang & Culture	44,945	502	3,376	24	4.8%	0.7%
Photography II: Portfolio Dev- AP	28,487	342	2,056	10	2.9%	0.5%
Environmental Science - AP	45,155	1,160	3,360	16	1.4%	0.5%
Human Geography - AP	40,775	514	3,045	12	2.3%	0.4%
Art IV: Personal Dir in Art Studio - AP	69,465	322	5,215	10	3.1%	0.2%
Art History - AP	32,494	136	2,362	0	0.0%	0.0%
Art III: Portfolio Development - AP	98,902	441	7,496	0	0.0%	0.0%
Chemistry - AP	57,905	1,289	4,417	0	0.0%	0.0%
Chinese IV - AP Chinese Lang & Culture	28,592		2,207	0		0.0%
Comparative Government & Politics - AP	36,679	340	2,708	0	0.0%	0.0%
European History - AP	49,325	767	3,691	0	0.0%	0.0%
German IV - AP German Lang & Culture	37,037	131	2,702	0	0.0%	0.0%
Humanities II/Gov & Pol - AP (Soc Studies)	16,831	119	1,329	0	0.0%	0.0%
Humanities III - AP (English)	16,088	113	1,200	0	0.0%	0.0%
Humanities III - AP (Social Studies)	16,088	113	1,200	0	0.0%	0.0%
Humanities IV - AP (English)	16,406	107	1,162	0	0.0%	0.0%
Italian IV - AP Italian Lang & Culture	12,359		897	0		0.0%
Latin IV - AP	24,521		1,814	0		0.0%
Macroeconomics - AP	8,023	130	624	0	0.0%	0.0%
Music Theory II - AP	53,533	182	4,112	0	0.0%	0.0%
Photo III:Personal Dir in Photo-AP	36,602		2,591	0		0.0%
Photography II: Portfolio Dev - AP	32,411	167	2,339	0	0.0%	0.0%
Photography III:Personal Dir in Photo - AP	8,353		612	0		0.0%
Physics C: Electricity and Magnetism - AP	20,490	175	1,585	0	0.0%	0.0%
United States History - AP	57,882	322	4,578	0	0.0%	0.0%

• Drastic fall-off from most “popular” AP classes to STEM related – trend for 4 years is ongoing.

SOURCE: Data received from HCPSS, 3/27/14

STEM Participation – “Career Readiness”

While all fulfilling careers are important – we know that most of tomorrow’s opportunities will come from STEM related fields of study. The same rigor and demands in high school will influence college and career readiness.

Year	AP Courses	Total Enrollment Number	Hispanic Enrollment Number	Total AP Participants Number	Hispanic AP Participants Number	Hispanic % to Total	Hispanic % to Hispanic Enrollment	YOY % (Hispanic Participation)
2014	Biology - AP	12,208	970	572	24	4.2%	2.5%	
2014	Calculus AB - AP	16,416	1,391	1,270	46	3.6%	3.3%	
2014	Calculus C/Multivariate Calculus - AP	16,416	1,391	565	10	1.8%	0.7%	
2014	Chemistry - AP	12,208	970	374	*			
2014	Computer Science III - AP	12,208	970	285	10	3.5%	1.0%	
2014	Environmental Science - AP	12,208	970	337	*			
2014	Physics C: Electricity and Magnetism - AP	12,208	970	79	*			
2014	Physics C:Mechanics - AP	12,208	970	474	14	3.0%	1.4%	
2014	Psychology - AP	12,208	970	1,391	70	5.0%	7.2%	
2014	Statistics - AP	16,416	1,391	758	34	4.5%	2.4%	
	Total	134,704	10,963	5,394	208	3.9%	1.9%	7.8%

- While there was a 7.8% increase in STEM AP participation by Hispanic segment the following still poses challenges/concerns:
 - In 2014, only 1.9% of the total Hispanic student enrollment in AP courses, took a STEM related AP class.
 - Of the total STEM AP enrollment in STEM (5,394) only 3.9% of those are from Hispanic student enrollment.

SOURCE: Data received from HCPSS, 3/27/14

Appropriate Staffing

1. The Hispanic Achievement Liaisons continue to assist the HCPSS with goals one, two, and three through their work with students, staff, families, and community.
 - How does the HCPSS ensure there is appropriate staffing as the Hispanic student population continues to grow?
 - How does the HCPSS ensure that liaisons are in place, at the schools in need; not by requests from the community or advocates but by a more disciplined approach reflected by the school demographics?

Our Ask

1. Continue your focus on potential drop outs (they disengage early) and continued success with increasing the graduation rate.
2. What specific and intentional strategies are being implemented to address Hispanic segment representation across GT Programs and Advanced Placement enrollment relative to the previously cited concerns?
3. Can we be assured that the Hispanic Achievement Liaison position, included and approved in the Howard County budget, will be confirmed by the BOE and HCPSS?
 - We need to get to a point where staffing is dictated by a disciplined approach and not by “ad hoc” requests.

Open Discussion / Next Steps