

System Accreditation Review 2021

conducted by Cognia

March 2021



HENRY COUNTY SCHOOLS | CORE BELIEFS & COMMITMENTS

1	Core Belief	We believe each student can learn at or above grade level and will have an equal opportunity to do so.
	Commitment	Each student will learn at or above grade level and have an equal opportunity to do so.
2	Core Belief	We believe family and community involvement is critical to student success.
	Commitment	We will foster connections for families and community to support student learning.
3	Core Belief	We believe all learning environments should be supportive, safe, and secure.
	Commitment	All school environments will be supportive, safe, and secure.
4	Core Belief	We believe effective teachers and leaders produce excellent results.
	Commitment	We will recruit, support, retain, and recognize results-driven teachers and leaders.

HENRY COUNTY SCHOOLS | PLAN OF ACTION

Henry’s Plan of Action is built on the premise that HCS’s core purpose and responsibility is student learning and is accountable for improving student achievement for each student and every school. Henry’s Plan of Action includes an aligned system of teaching and learning, a system of accountability, and a framework for continuous school improvement, intended to balance consistency of practice throughout the district with local school pride. It is designed to encourage idea generation and community conversation around the **Core Business of Henry County Schools: Student Learning**, and serves as the Board of Education’s commitment to ensuring every student has access to a high-quality education.

HENRY COUNTY SCHOOLS | 2021-2026 STRATEGIC PLAN

Core Beliefs + Understandings

► Priority Outcomes & Strategic Actions

Understandings

1. We will preserve and promote an aligned system of teaching and learning
2. We will hold ourselves accountable to metrics determined by the State of Georgia
3. We will embrace a culture of continuous improvement that involves stakeholders in the process of getting better

Priority Student Outcomes

HCS will advance opportunities, access, and outcomes...

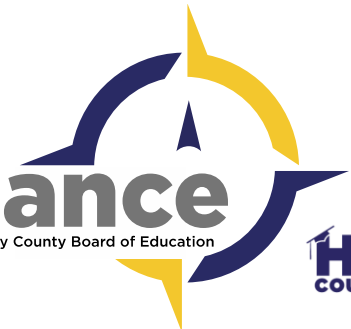
1. ...for every student group in literacy proficiency at every grade
2. ...for every student group in readiness to learn at every level
3. ...for every student group in college, career, and life ready skills post-graduation

Strategic Actions

1. Advance PreK-12 learning opportunities and experiences for all students
2. Advance effective school leadership and classroom instruction
3. Advance connectivity to value and engage all students, employees, families, and partners in our growing community
4. Advance student and employee health, wellness, and support structures
5. Advance a high-performing operational culture

Unified Governance

An system for educating, led by the Henry County Board of Education



What is Accreditation?

An international protocol for institutions committed to systematic and sustainable improvement:

- Builds capacity of your institution to improve and sustain services
- Stimulates and improves effectiveness and efficiency throughout your institution
- Five-year recurring process



Performance measures: (3) domains (31) standards

- **Domain 1: Leadership Capacity (11 standards)** The fidelity and commitment to its purpose and direction, the effectiveness of governance and leadership and to engage and involve stakeholders.
- **Domain 2: Learning Capacity (12 standards)** Establishment of a learning culture built on high expectations for learning, along with quality programs, services, and analysis of results.
- **Domain 3: Resource Capacity (8 standards)** Ensure that resources are aligned with its stated purpose and direction and distributed equitably so that the needs of the system are adequately and effectively address.

The Role of the Engagement Review Team

- Comprised of Eight (8) educators from five states: Georgia, Alabama, Virginia, South Carolina, and Indiana.
- Review evidence and information to evaluate our system's performance
 - **147** different samples of evidence (documents, forms, procedures, policies, etc.) across the 31 standards.
- Conduct stakeholder interviews
 - **131** individuals interviewed including board members, district office leaders, building leaders, parents, teachers and student.
- Student Engagement Survey responses (**Grades 3-12**)
 - **11,427** student responses
- Provide feedback on the continuous improvement journey through consensus.

Engagement Review Team's General Findings

- Highly Successful School District
- Board Governance
- Professional/Motivated Staff
- Excited Students
- Parent/Community Support
- Support for Special Needs Students
- Curriculum structures
- Planning & Resource Management
- Family Atmosphere

Cognia-Final Report Highlights

Strengths

- A high-performing district that is grounded in policies and a clear focus on teaching and learning.
- Values the capacity of teachers and leaders by creating structures of tiered support to improve student performance and organizational effectiveness.
- Ensures high-learning expectations with an aligned curriculum and clear outcomes.

Opportunities for practice

- Expand course options and program availability/access across high schools.
- Addition of resources and training for teachers to ensure the learning culture promotes student innovation, creativity, and problem-solving.
- Create/Implement an annual post graduation survey.

Cognia-Final Report Highlights

Color	Our Score (31 standards)	Description
Red	0	Insufficient -Identifies areas with insufficient evidence or evidence or no activity leading toward improvement
Yellow	0	Initiating -Represents areas to enhance and extend current improvement efforts
Green	7	Improving -Pinpoints quality practices that are improving and meet the Standards
Blue	24	Impacting -Demonstrates noteworthy practices producing clear results that positively impact the institution

HCS IEQ Score: 339.52

Difference between HCS score and Cognia average range = **+59 points**

In pursuit of *Exceptional*

- Cognia's Engagement Review Team's recommendation: **Continued Accreditation.**
- Cognia's Global Commission Board review-June 2021.
- Leverage identified strengths and enhanced opportunities for practice.
- Remain focused on our HCS core business: **Student Learning.**
- Remain steadfast on our *ambitious pursuit of becoming the fastest improving and highest achieving school district in the metro-Atlanta region while prioritizing and being known for student connectivity and belief in student capability.*

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Thank you!

