



Community-Inspired
2021-2026 Strategic Plan

Developed by the Henry County Board of Education



QUARTERLY REPORT

YEAR 1 | QUARTER 1 | AUGUST 2021

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QUARTERLY REPORT - INDEX

PHASES OF IMPLEMENTATION

RESEARCH

All strategic plan work begins with research to identify best practices and options for how to move the work forward.



DESIGN

After researching possible solutions and options, we use what we have learned to identify preferred solutions and design a model for deployment in Henry County Schools.



INVEST

Projects identified as being in the "Invest" phase are in the process of receiving allocated funding or hiring new staff to support implementation.



IMPLEMENT

Once a project is deployed to the district, we identify its status as "Implement". Implementation may start with a pilot (small group impact study) before moving to full implementation across the district.



COMPLETE

Once a project has moved through the phases of implementation, we identify it as 100% complete and monitor as necessary.

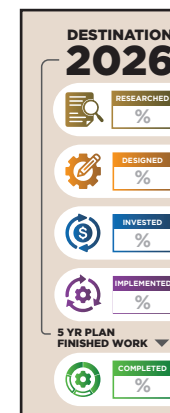


STRATEGIC INITIATIVES

Strategic Actions contains several big initiatives that identify how we will meet our strategic action goal. The work of these initiatives is staggered and will occur across the 5 years of our Strategic Plan.

IMPLEMENTATION HIGHLIGHTS

Each quarter we will share highlights from our most current work and explain the impact we are having on students, families, schools, & our community.



DESTINATION 2026 Cumulative 5-Year Plan Meter

The Destination 2026 Completion Meter tracks the progress of each strategic action through the phases of implementation across all 5 years of the strategic plan. As we complete each phase of implementation the phase box will read 100%.

STRATEGIC ACTION

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HENRY
COUNTY SCHOOLS



QUARTERLY REPORT

1 Advance Learning Opportunities & Experiences for All Students

DESTINATION
2026



RESEARCHED
13%



DESIGNED
0%



INVESTED
0%



IMPLEMENTED
0%

5 YR PLAN
FINISHED WORK ▼



COMPLETED
0%

Q₁
AUGUST
2021

STRATEGIC INITIATIVES

Nurturing strong partnerships with Henry County early learning providers & other community partners

Improving student knowledge and skills around wellness, well-being, and creating real world connections

Expanding opportunities and access for students: Advanced Coursework, Science, Technology, Engineering, Math (STEM), Fine Arts

Creating a community of powerful readers & writers



IMPLEMENTATION HIGHLIGHTS

Reporting on the status of current work phases towards this strategic initiative.



RESEARCH & DESIGN

Phase Highlights

- Digital Literacy Policy is under development
Team is in the research phase of examining measures for writing performance.
- Team is in the research phase of examining measures for writing performance.



INVEST & IMPLEMENT

Phase Highlights

- PSAT 8 will be administered for the first time to middle school students to help screen for potential success in advanced coursework.
- Handwriting resources delivered to schools.
- Elementary schools participated in writing professional development in July 2020.



COMPLETE

Phase Highlights

- Handwriting resources delivered to schools.

STRATEGIC ACTION

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COUNTY SCHOOLS



QUARTERLY REPORT

2 Advance Effective School Leadership & Classroom Instruction

DESTINATION
2026



RESEARCHED
12%



DESIGNED
0%



INVESTED
0%



IMPLEMENTED
0%

5 YR PLAN
FINISHED WORK ▼



COMPLETED
0%

Q¹

**AUGUST
2021**

STRATEGIC INITIATIVES

Aligning frameworks for effectiveness in;
Schools | Classrooms | Leadership | Teaching | Professional Support Roles

Advancing school leadership capacity;
Leading Instruction | Data Teaming | Collaborative planning | School Improvement | Community Engagement

Creating pipelines for recruitment, development, and advancement of personnel;
District Leaders | School Leaders | Certified Teachers | Classified Staff

Expanding vertical articulation within each K-12 cluster feeder pattern;
Academics | Student & Family Experience | Community Engagement | Civic Leadership



IMPLEMENTATION HIGHLIGHTS

Reporting on the status of current work phases towards this strategic initiative.



RESEARCH & DESIGN

Phase Highlights

- Visioning for data team and data systems underway with established new data team.
- Created the framework for leadership behaviors and effective leadership.
- Alignment of aspiring school leaders cohort curriculum to the Board's Core Beliefs, Policy BAB, the Strategic Plan.
- Leadership Behaviors Framework is underway.



INVEST & IMPLEMENT

Phase Highlights

- Leaders have begun training for highly effective leadership focus through partnerships and district-led professional development.



COMPLETE

STRATEGIC ACTION

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COUNTY SCHOOLS



QUARTERLY REPORT

3

Advance Connectivity to Value & Engage all Students, Employees, Families, & Partners in Our Growing Community

DESTINATION
2026



RESEARCHED
23%



DESIGNED
0%



INVESTED
0%



IMPLEMENTED
0%

5 YR PLAN
FINISHED WORK ▼



COMPLETED
0%

Q1
Quarter

**AUGUST
2021**

STRATEGIC INITIATIVES

Expanding "Partners in Education"; Faith-Based | Small Business | Civic Organizations

Establish & Incorporate;
Welcome Center | HCS Foundation (503c-3) | Volunteer/Mentor Programs

Ensure all students, families, and staff are welcome and valued

Elevating systematic language services and community partnerships with
intergovernmental agencies

Building out Adult Education Programming for HCS families



IMPLEMENTATION HIGHLIGHTS

Reporting on the status of current work phases towards this strategic initiative.



RESEARCH & DESIGN

Phase Highlights

- Meetings with the county and four cities have begun, along with review of quarterly residential zoning and permits.
- Outgoing messages have been converted to multiple languages to share with community; Back-to-School communications were some of the first to include the translations.



INVEST & IMPLEMENT

Phase Highlights



COMPLETE

Phase Highlights

- Acquisition of software to facilitate enrollment forecasting is complete.
- Outgoing messages have been converted to multiple languages to share with community; Back-to-School communications were some of the first to include the translations.
- Welcome Center established/opened to the community with more than 2,000 families being served in the first few weeks.

STRATEGIC ACTION

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QUARTERLY REPORT

4 Advance Student & Employee Health, Wellness, & Support Structures

DESTINATION
2026



RESEARCHED
52%



DESIGNED
0%



INVESTED
0%



IMPLEMENTED
0%

5 YR PLAN
FINISHED WORK ▼



COMPLETED
0%

Q¹
AUGUST
2021

STRATEGIC INITIATIVES

Establishing comprehensive school-wide counseling, academic & career coaching, & advisement systems

Establishing community health & wellness collaborative for students;
Physical | Emotional | Academic | Mental

Establishing employee wellness framework & commitment

Establishing a continuum of services ensuring safe & healthy learning environment



IMPLEMENTATION HIGHLIGHTS

Reporting on the status of current work phases towards this strategic initiative.



RESEARCH & DESIGN

Phase Highlights

- On-site field survey of existing hardware and doors completed this summer for all facilities to receive the single-point of entry buzzer system - Design work is ongoing
- On-site field survey of existing elementary school gyms completed this summer for all facilities to receive elementary school gym HVAC - Design work is ongoing



INVEST & IMPLEMENT

Phase Highlights

- A Mental Health & Welfare Facilitator position has been added to every school in staffing contingent in the district
- A Wellness Plan has been developed and implemented in every school



COMPLETE

STRATEGIC ACTION

5

Advance a High Performing Culture

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HENRY
COUNTY SCHOOLS



QUARTERLY REPORT

DESTINATION
2026



RESEARCHED

28%



DESIGNED

6%



INVESTED

0%



IMPLEMENTED

0%

5 YR PLAN
FINISHED WORK ▼



COMPLETED

0%

Q¹
Quarter

**AUGUST
2021**

STRATEGIC INITIATIVES

Implementing an enterprise resource management system to integrate finance, human resources, procurement, & document management

Developing a comprehensive data strategy & support structures

Establishing basic equipment lists for classrooms, school common spaces, & office

Updating compensation & classification infrastructure

Expanding energy management across the school district



IMPLEMENTATION HIGHLIGHTS

Reporting on the status of current work phases towards this strategic initiative.



RESEARCH & DESIGN

Phase Highlights

- The team is currently working on studying strategies for ERP design and solicitation
- The benchmarking of high performing school districts has begun; to include review of growth and replacement practices
- Benchmarking of current utility usage has begun as of July 1st
- Designing RFP for compensation & classification study
- Board accountability practices in development



INVEST & IMPLEMENT



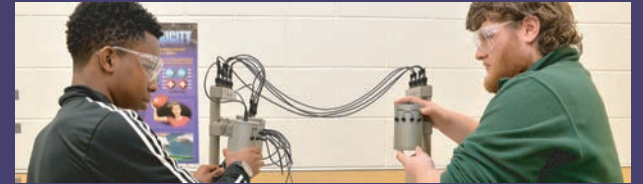
COMPLETE

Phase Highlights

- Data Team staffing established

Priority Student Outcomes

To advance the district's ambitious pursuit to become a high-performing school district and community, we must strive to additionally hold ourselves accountable for advancing opportunities, access, and outcomes for every student group by the following three Priority Student Outcomes.



Advancing opportunities, access, and outcomes for every student group in:

Literacy Proficiency

Note: Unless otherwise noted, the Board of Education is in the process of reviewing baseline data and will set a 5 year goal for each metric;



Reading growth from Grade to Grade



Reading and writing at or above grade level

• Reading



• Writing



Access for every child in diverse grade level content, literature, resources, and world language programs

• Grade level content



• Literature



• Resources



• World Language Programs



Readiness to Learn

Note: Unless otherwise noted, the Board of Education is in the process of reviewing baseline data and will set a 5 year goal for each metric;



Beginning school Kindergarten Ready

• GKIDS Readiness



• Gross Motor Skills



Participation in advanced coursework



Students demonstrating social and emotional health and readiness



College, Career, and Life Ready

Note: Unless otherwise noted, the Board of Education is in the process of reviewing baseline data and will set a 5 year goal for each metric;



High school graduates meeting competitive acceptance requirements for University System of Georgia colleges and universities; and qualification for Zell Miller Scholarships

- Top 25% SAT/ACT College Entrance Exam Baseline
- Graduates who qualify for Zell Miller scholarship



High school graduates meeting college readiness benchmarks in English Language Arts and Mathematics

- SAT College Readiness
- ACT College Readiness
- PSAT



HCS Graduate Outcomes



Students/Graduates completing career inventories, internships/apprenticeships, and industry certifications

- Internships and Apprenticeships
- CTAE Pathway Completers who are eligible for industry credentials
- Career Inventories



Students demonstrating financial literacy, soft skills, and mastery of IEP transition goals (ESE)

- Financial Literacy
- Soft Skills
- IEP Transition Goals



Participation & performance of students on PSAT 8 & PSAT 10/NMSQT

- PSAT 8
- PSAT 10/NMSQT

