



Eagle's Landing High was one of two high schools to receive new marching band uniforms and one of seven to receive new stadium scoreboards this fall as a result of new asset replacement practices.

Community-Inspired 2021-2026 Strategic Plan

Developed by the Henry County Board of Education



QUARTERLY REPORT

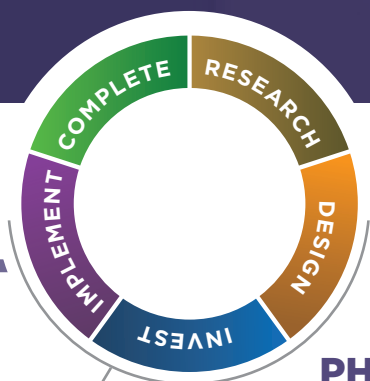
YEAR 3 | QUARTER 1 | OCTOBER 2023

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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.

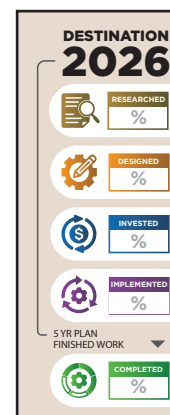


STRATEGIC INITIATIVES

Strategic Actions contain 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 five year duration 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, and 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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QUARTERLY REPORT

1 Advance Learning Opportunities & Experiences for All Students

DESTINATION
2026

RESEARCHED
80%

DESIGNED
57%

INVESTED
50%

IMPLEMENTED
11%

5 YR PLAN
FINISHED WORK

COMPLETED
11%

Q1 Quarter

**OCTOBER
2023**

STRATEGIC INITIATIVES

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

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

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

Create a community of powerful readers & writers



IMPLEMENTATION HIGHLIGHTS

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

RESEARCH & DESIGN

Phase Highlights

- **SA 1.3.4 - Engineering Pathways** - District leadership continues to collaborate with the school administration at Woodland and Stockbridge middle schools as the district moves toward engineering being offered at all middle schools by the 2024-2025 school year.
- **SA 1.6.2 - Early Care Summit** - Preparations are in progress for the Annual Early Care Provider Summit, aimed at fostering greater engagement within the community of early care providers.

INVEST & IMPLEMENT

Phase Highlights

- **SA 1.1.1 - High Impact Reading** - High Impact Reading Instructional Strategies are being implemented during the 2023-2024 school year as a part of the reading model rollout.
- **SA 1.2.5 - High School Courses in Middle School** - HCS reviewed current student enrollments for high school courses offered in every middle school and initiated cross-divisional support for expanding enrollments, revisions to the current recruitment guide, and revisions to the proposal for expanding opportunity and access to CTAE pathways.
- **1.2.6a - Advanced Placement** - HCS reviewed current student enrollment in AP courses and identified potential courses for expansion for the current school year. Additional AP course offerings for rising ninth-grade students in the current school year were proposed and approved.
- **SA 1.3.3 - STEM Program in all Schools** - Teacher guides for Unit 1 (K-5) were created, and instructional frameworks were updated to reflect feedback from teacher leaders through Henry Connects in addition to revised math standards. Professional development was provided to STEM Lab teachers focusing on integration of literacy in the STEM Lab.

COMPLETE

Phase Highlights

- **SA 1.6.5 - Kindergarten Readiness** - The district's first Early Kindergarten program was implemented in June 2023. The program is designed to offer early access to kindergarten readiness skills, helping children become more prepared and confident when they enter kindergarten, while also exposing them to core curriculum areas in ELA and math and engaging them in hands-on learning opportunities.

STRATEGIC ACTION

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QUARTERLY REPORT

2 Advance Effective School Leadership & Classroom Instruction

DESTINATION
2026

RESEARCHED
52%

DESIGNED
22%

INVESTED
29%

IMPLEMENTED
0%

5 YR PLAN
FINISHED WORK

COMPLETED
0%

Q1
OCTOBER
2023

STRATEGIC INITIATIVES

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

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

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

Expand 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

- **2.2.5a - Parent Engagement** - HCS collaborated with district and school teams to provide families with rich monthly sessions designed to equip them with the necessary tools to assist students with literacy needs. Hybrid learning opportunities include support to and for English Language Learner families, assistance navigating HCS resources, and an emphasis on the importance of early intervention in promoting literacy.
- **2.3.2 - Recruiting Expansion** - Human Resources continues to expand recruitment efforts, including partnerships to utilize virtual teachers with classroom facilitators in high-need and advanced courses, recruit international teachers, and improve substitute teacher fill rates, which also serves as a pipeline for new paraprofessionals and teachers.
- **SA 2.4.3 - Engaging Community Partners** - Through an audit of current processes and procedures and study of benchmark districts, essential components of an effective school district volunteering program were identified to inform the design of the HCS volunteer program.

INVEST & IMPLEMENT

Phase Highlights

- **SA 2.1.4a - Accountability Systems** - In June, the Board of Education reviewed baseline data and established 2026 goals for three more Priority Student Outcome (PSO) metrics. Additionally, the school profile template was updated to improve alignment with our local accountability system. School profiles now include school progress on PSO metrics and Key Performance Indicators (KPIs).

COMPLETE

Phase Highlights

Highlights of the 2021-2026 Strategic Plan that apply to this phase will be reported, where applicable, when completed. Y2Q2 Highlights reporting: January 2024

STRATEGIC ACTION

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QUARTERLY REPORT

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

DESTINATION
2026

RESEARCHED
69%

DESIGNED
54%

INVESTED
56%

IMPLEMENTED
26%

5 YR PLAN
FINISHED WORK

COMPLETED
25%

Q1
OCTOBER
2023

STRATEGIC INITIATIVES

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

Establish & Incorporate;
Welcome Center | HCS Foundation - 501(c)(3) | Volunteer/Mentor Programs

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

Elevate systematic language services and community partnerships with intergovernmental agencies

Build 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

- **SA 3.1.1a - Henry Partners** - The working team continues to update the resource list and distinguish faith-based resources and the services they provide to students and families.
- **SA 3.2.2 - Engaging Community Partners** - Through an audit of current processes and procedures and study of benchmark districts, essential components of an effective school district volunteering program were identified to inform the design of the HCS volunteer program.
- **SA 3.6.1 - Translated Communications** - HCS is currently researching mass communication tools that will create more efficient communication for our international families when paired with our current student information system.

INVEST & IMPLEMENT

Phase Highlights

- **SA 3.3.4 - Family Connections** - Based on feedback from the 2022-2023 Family Thought Exchange, HCS designed new Family Connections on-demand opportunities that offer multiple opportunities throughout the year for busy families to access helpful information and resources at times that are most convenient to them. These monthly sessions will involve topics that assist families in supporting their scholars throughout the year.
- **SA 3.8.5 - Henry Connects Family View** - A pilot of the final phase of Henry Connects Family View is underway at Impact Academy. This final phase allows teachers, students, and families to communicate and receive timely notifications via HenryConnects about lessons and resources.

COMPLETE

Phase Highlights

- **SA 3.3.3 - Language Services** - The Welcome Center served nearly 4,000 families from July 10, 2023, through the first full week of September. In that time, HCS served 170 multi-language families, and the Language Services team also completed 319 interpretations along with 87 translations throughout July and August.
- **SA 3.8.1 - Equivalency Diplomas from Higher Education Partners** - HCS continues to partner with Southern Crescent Technical College and is working toward the development of a new dual-enrollment site in the Stockbridge area.

STRATEGIC ACTION

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QUARTERLY REPORT

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

DESTINATION 2026



5 YR PLAN
FINISHED WORK



Q1
Quarter
**OCTOBER
2023**

STRATEGIC INITIATIVES

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

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

Establish employee wellness framework & commitment

Establish 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

Highlights of the 2021-2026 Strategic Plan that apply to this phase will be reported, where applicable, when completed. Y2Q2 Highlights reporting: January 2024



INVEST & IMPLEMENT

Phase Highlights

- **SA 4.1.1 - Counseling Framework** - School counselors and administrators received professional development on comprehensive school counseling programs and the role of the school counselor. The HCS Comprehensive School Counseling Model is being delivered through ongoing professional development with intentional focus on engaging families through webinars on the role and responsibilities of school counselors and how families can partner with school counselors to impact student achievement, student wellness, and college and career readiness.
- **SA 4.2.5 - Telehealth Program** - In partnership with Southside Medical Center, HCS Telehealth Program planning has been completed. This program represents a step toward advancing the health needs of our students and staff members. Telehealth also underscores our Board's commitment to invest in the well-being of students and staff, offering a seamless blend of health supports through cutting edge technology.



COMPLETE

Phase Highlights

- **SA 4.2.4 - Wellness Monitoring** - A system of monitoring and support for the implementation of measuring student wellness is being utilized.
- **SA 4.4.4 - Single Entry Buzzer System** - Single-point entry buzzer systems have been installed at all schools.
- **SA 4.4.5 - ES Gym HVAC Systems** - HVAC systems have been installed in all elementary school gymnasiums.

STRATEGIC ACTION

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QUARTERLY REPORT

5

Advance a High-Performing Operational Culture

DESTINATION
2026

RESEARCHED
74%

DESIGNED
67%

INVESTED
58%

IMPLEMENTED
28%

5 YR PLAN
FINISHED WORK ▼

COMPLETED
39%

Q1 quarter
OCTOBER 2023

STRATEGIC INITIATIVES

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

Develop a comprehensive data strategy & support structures

Establish a basic equipment lists for classrooms, school common spaces, & office

Update compensation & classification infrastructure

Expand energy management across the school district



IMPLEMENTATION HIGHLIGHTS

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

RESEARCH & DESIGN

Phase Highlights

- SA 5.3.1 - Property Management - The working team has benchmarked property management practices of high-performing school districts, including growth and replacement practices to define HCS standards.

INVEST & IMPLEMENT

Phase Highlights

- SA 5.1.5 - ERP System Implementation - HCS and our implementation partner have identified project managers and established project teams. Finance and HR Teams are actively engaged in the design and configuration of the acquired ERP. See also; SA 5.1.1 and SA 5.1.4 under the completed section.
- SA 5.3.3 - Basic Equipment Standardization - Development of manuals outlining basic equipment for all middle and high schools is underway during the current school year.

COMPLETE

Phase Highlights

- SA 5.1.1 - Maintenance & Workflow ERP - Maintenance and document/workflow management has been established as part of the implementation of a new Enterprise Resource Planning (ERP) system.
- SA 5.1.4 - ERP System Acquired - HCS has acquired a cloud-based ERP system and selected an implementation partner following a Request for Proposal (RFP). Finance and HR teams have established the scope and timelines with this partner.
- SA 5.3.1 - Enterprise Resource Planning - ERP maintenance and document workflow management is complete.
- SA 5.3.4 - Growth and Replacement - Growth and replacement work has been completed for athletic equipment related to basketball, baseball, and soccer.

Priority Student Outcomes

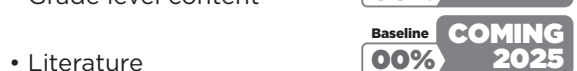
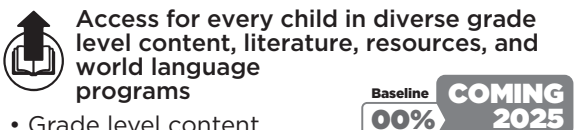
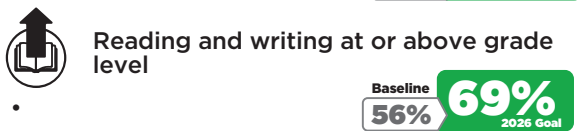
To advance the district's ambitious pursuit to become a high-performing school district and community, we must strive to additionally hold ourselves accountable for advancing opportunities, access, and outcomes for every student by the following three Priority Student Outcomes.



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

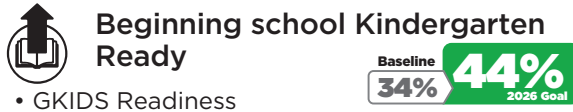
Literacy Proficiency

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;



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;



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;

