



Community-Inspired
2021-2026 Strategic Plan

Developed by the Henry County Board of Education

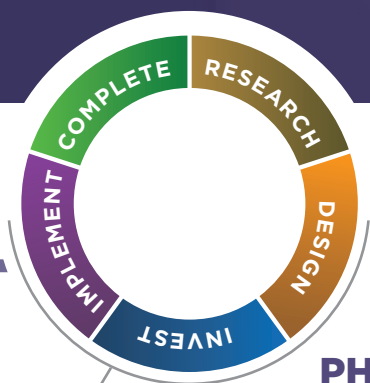


QUARTERLY REPORT

YEAR 3 | QUARTER 3 | APRIL 2024

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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



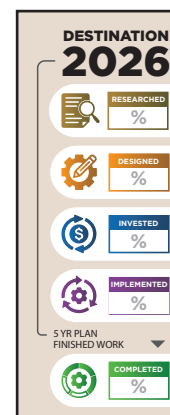
Once a project has moved through the phases of implementation, we identify it as 100% complete and monitor as necessary.

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
96%

DESIGNED
80%

INVESTED
75%

IMPLEMENTED
45%

5 YR PLAN
FINISHED WORK ▼

COMPLETED
44%

Q3
APRIL
2024

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.



BASE Program students coding at Locust Grove Elementary.



RESEARCH & DESIGN

Phase Highlights

Highlights of the 2021-2026 Strategic Plan that apply to this phase will be reported when applicable.



INVEST & IMPLEMENT

Phase Highlights

- **SA 1.2.6a - Advanced Placement** - District and school leaders partnered on increasing access to Advanced Placement by using multiple points of data to identify and recruit students in collaboration with the Director of Counseling and Advisement and Leadership Services. District and school leaders are utilizing data to increase opportunities by identifying new AP courses to offer for the 2024-25 school year, resulting in an increase of new AP courses requested by schools.
- **SA 1.3.1 - Robotics & Coding** - The Henry County Public Library has partnered with the district's Before and After School Enrichment (BASE) program to offer coding classes to students. The library engagement specialist for the Henry County Public Library visits programs and offers the students instruction in how to code using a program called "Scratch."
- **SA 1.3.5a - STEM School** - Design of the district's first STEM high school is progressing toward completion in May, which will be followed this summer by bid advertisement, pre-bid meeting, and bid date leading up to board approval.

Continued next page...



COMPLETE

Phase Highlights

- **SA 1.2.7 - Advanced Coursework** - Henry County Schools have successfully implemented a universal screening initiative to identify middle school students with the potential for success in advanced coursework. Schools are enriching the academic experiences of identified students. As a result, schools are witnessing a more dynamic and engaged learning environment, laying the foundation for a future generation of well-rounded, high-achieving individuals.
- **SA 1.1.2 - Effective Reading & Writing Instruction** - The district provided professional learning for teachers and leaders to identify explicit instruction and demonstration of high-impact reading instructional strategies to all teachers, instructional coaches, and district leaders. Training focused on implementation with intentional connections to the science of reading.
- **SA 1.4.1 - Chorus** - The annual HCS Middle School Honor Chorus took place in the fall, and the annual HCS Elementary School Honor Chorus was held in March. More than 100 middle school students, and more than 130 elementary students participated in these events.

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DESTINATION 2026

RESEARCHED
96%

DESIGNED
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INVESTED
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IMPLEMENTED
45%

5 YR PLAN
FINISHED WORK

COMPLETED
44%

Q3

APRIL
2024

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RESEARCH & DESIGN

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INVEST & IMPLEMENT

Phase Highlights

- **SA 1.5.3 - World Languages** - Elementary and middle school Spanish teachers participated in a training session on effective assessments at the district's professional learning day in January. They also collaborated on reviewing and updating elementary and middle school assessments aligned to standards. The World Languages Department is working on identifying additional instructional resources for Spanish K-5 and Spanish Connections for 2024-2025.
- **SA 1.5.7 - Career Learning Opportunities** - The Before and After School Enrichment (BASE) program is employing 36 work-based students from district high schools who are equipped with comprehensive training prior to working in elementary afterschool programs. The high school students receive workplace experience and relevant skills while teaching BASE program students in areas such as coding and play-based movement.
- **SA 1.6.4 - Birth-5 Resources** - Investments are being made to acquire resources directed to enhance access for families seeking to support and nurture their children's development. The working team is actively preparing to share these resources with our community of stakeholders.



COMPLETE

Phase Highlights

STRATEGIC ACTION

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QUARTERLY REPORT

2 Advance Effective School Leadership & Classroom Instruction

DESTINATION
2026

RESEARCHED
100%

DESIGNED
64%

INVESTED
67%

IMPLEMENTED
36%

5 YR PLAN
FINISHED WORK

COMPLETED
36%

Q3 quarter

APRIL 2024

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

- **SA 2.3.1 - Leadership Development** - Henry County Schools' Leadership Academy, encompassing two cohorts for aspiring leaders and two cohorts of newly appointed leaders, established an identified purpose, program goals, and leadership competencies. A scope and sequence was created that is aligned to the District's Core Beliefs, policies, and the Highly Effective Leader Framework. Research is being conducted into how districts throughout the state and nation utilize high-leverage leadership practices.
- **SA 2.3.2 - Expanded Recruitment** - The district continues to expand recruitment efforts, with a partnership in place to utilize virtual teachers in high-need and advanced courses in need of teachers with the addition of a facilitator in class. The district continues to partner with international agencies and utilize outside recruitment efforts. A partnership started earlier this year has improved substitute teacher fill rates, in some cases doubling them, which also serves as a pipeline for new paraprofessionals and teachers. Henry County Schools' Certified Educator Job Fair was held March 9 at Dutchtown High School.



INVEST & IMPLEMENT

Phase Highlights

- **SA 2.1.4b - Data Solutions** - HenryInsights, the district's new data analytic platform continues to progress toward implementation, which will allow all educators to have access to quickly discover actionable insights through data visualizations and reports in order to improve student outcomes.



COMPLETE

Phase Highlights

- **SA 2.1.3c - Highly Effective Leaders** - The district has launched its updated Highly Effective Leader Framework, including a scope and sequence of professional development around four priority leadership behaviors for the 2023-2024 school year. Principals have developed a professional growth goal based on one of the four priorities.

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

DESTINATION
2026

RESEARCHED
76%

DESIGNED
54%

INVESTED
75%

IMPLEMENTED
36%

5 YR PLAN
FINISHED WORK

COMPLETED
34%

Q3
quarter
APRIL
2024

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 3.8.1 - Community Partnerships** - Work to partner with colleges and community agencies to provide high school equivalency diplomas has expanded to include overaged-under-credited students. Research has begun on the top 25 schools, and committee members are being selected.

INVEST & IMPLEMENT

Phase Highlights

- **SA 3.1.1 - Partners in Education** - Each school has compiled a comprehensive list of its school-based partners that will be automatically eligible for participation in the Henry Partners framework for official "Partners in Education" status. These school-based comprehensive lists will be updated and reviewed annually as the district makes final preparations for the systemwide unveiling of its Henry Partners design.
- **SA 3.3.4 - Family Connections** - Henry County Schools' Family Connections Resource Library continues to be updated with videos from the Department of Federal Programs and Learning and Performance Division. Additionally, the district's Family Engagement Toolkit has been shared cross-divisionally for feedback.
- **SA 3.8.3 - Expanding English Proficiency** - The district's English proficiency course for non-English speaking families has grown to include families of more than 30 students.

COMPLETE

Phase Highlights

- **SA 3.3.1 - Streamline Student Processes** - The immunization status for 90.7% of students has been entered into the district's student information system. Family and Student Support Services will continue communication with families and provide Health Check opportunities through a partnership with Southside Medical Center. To date, HCS has served 769 families through onsite health care provider service at the Learning and Support Center and telehealth.
- **SA 3.8.5 - Henry Connects** - The district successfully completed a soft launch of the Assignment Center tool that includes engaging interactive learner tools, two-way communications capabilities between teachers, students, and families, a language translation tool, and a seamless integration with the Georgia Department of Education. These features will be made available to all users in the coming school year.

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

DESTINATION
2026

RESEARCHED
95%

DESIGNED
61%

INVESTED
67%

IMPLEMENTED
37%

5 YR PLAN
FINISHED WORK ▼

COMPLETED
37%

Q3 quarter
APRIL 2024

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

- **SA 4.3.1 - Health & Wellness Partnerships** – HCS hosted a 3D mobile mammography van during Women's History Month open to qualified employees and community members with any major medical plan covering 3D breast cancer screenings. Additionally, a Financial Preparedness Webinar highlighting identity theft protection and monthly budgeting was presented to all HCS employees in February, and a Teachers Retirement System (TRS) pre-retirement event was held in March targeting healthy retirement preparation for employees within two to five years of retiring.



INVEST & IMPLEMENT

Phase Highlights

- **SA 4.2.2 - Recess & Exercise** – Professional development was implemented and schools were identified for a pilot program on quick exercise patterns and brain break activities to take place once per day during unstructured break time. The pilot will run through late-April.
- **SA 4.3.3 - Employee Wellness** – Human Resources is planning to launch its third annual "Walk for Wellness" this spring building off of a successful four-week walking challenge was piloted in May 2022 with more than 50 enthusiastic employees and consistent participation each of the past two years. The challenge marked the beginning of many employees adopting a healthier lifestyle and a renewed awareness of the physical and emotional benefits of moving during the routine workday.



COMPLETE

Phase Highlights

- **SA 4.2.4 - Health & Wellness Perceptions** – Three-year data analysis has been completed for all schools, along with development of fall/spring implementation and monitoring systems.

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5

Advance a High-Performing Operational Culture

DESTINATION 2026

RESEARCHED
95%

DESIGNED
88%

INVESTED
91%

IMPLEMENTED
53%

5 YR PLAN
FINISHED WORK

COMPLETED
64%

Q3 APRIL 2024

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

Highlights of the 2021-2026 Strategic Plan that apply to this phase will be reported when applicable.

INVEST & IMPLEMENT

Phase Highlights

- **SA - 5.1.6 - ERP System Implementation** - The Finance module of the new ERP system, AccessHCS, went live on February 5, 2024. Within the new ERP system HCS has seen success in financial transactions and monthly financial reporting to the board. HCS Finance team and our implementation partner are still working through open issues and the transition to Extended Cloud Service support.
- **SA - 5.2.3 - Data Reporting** - The Data Council and district data teams worked to create a priority matrix with key variables to assist in determining reporting priority. This functionality will be implemented into the district's HenryInsights data reporting solution.
- **SA - 5.2.4 - Data Owners** - As part of the Data Operating Model, data teams used the results from data discover interviews and surveys to identify key data owners for priority systems of record. The Data Operating Model is now complete, and continuous training and maintenance of the district's data landscape, with data owners, will be ongoing.

COMPLETE

Phase Highlights

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Priority Student Outcomes

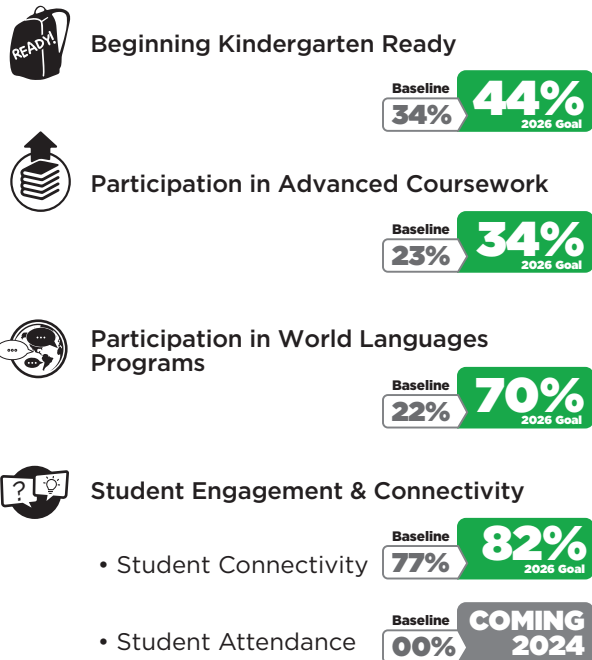
To advance the district's ambitious pursuit to become a high-performing school district and community, we must strive to additionally hold ourselves accountable for advancing opportunities, access, and outcomes for every student by the following three Priority Student Outcomes.



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

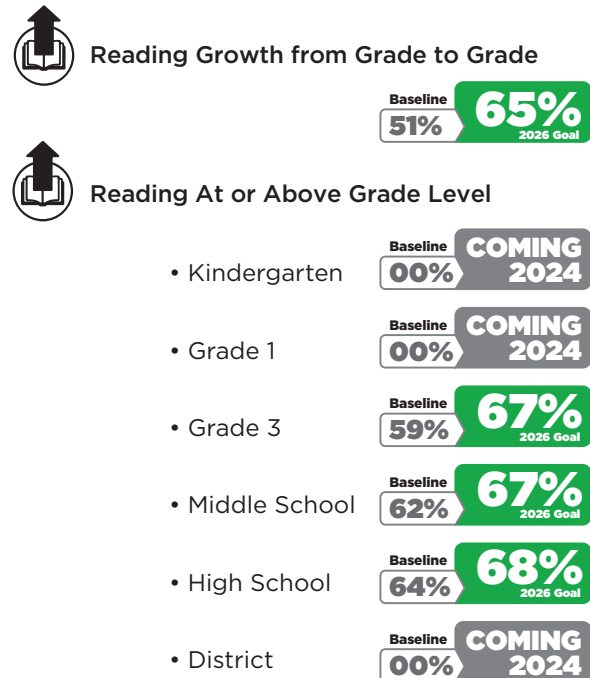
Readiness to Learn and Access to Learning

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.



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.



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.

