



Community-Inspired 2021-2026 Strategic Plan

Developed by the Henry County Board of Education



QUARTERLY REPORT

YEAR 4 | QUARTER 1 | OCTOBER 2024

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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.

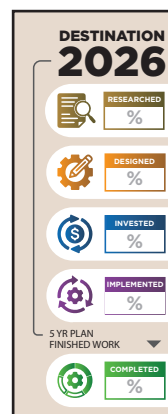


STRATEGIC

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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HENRY
COUNTY SCHOOLS



QUARTERLY REPORT

1 Advance Learning Opportunities & Experiences for All Students

DESTINATION
2026



RESEARCHED
98%



DESIGNED
80%



INVESTED
71%



IMPLEMENTED
50%

5 YR PLAN
FINISHED WORK ▼



COMPLETED
49%

Q¹
Quarter

**OCTOBER
2024**

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



HIGHLIGHTS

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



RESEARCH & DESIGN

Phase Highlights

- **1.2.5a - Advisement Guides** - The 24-25 Advisement Guides for the new Graduation Policy IHF is posted and there has been ongoing professional learning for our leaders, school counselors, college & career readiness coaches, as well as community exposure to the requirements. A Cross Divisional Team has reconvened to facilitate district research regarding advisement practices, advisement guides, and best practices and non-negotiables to ensure consistency of practice in all schools.
- **SA 1.3.5b - Stem High School** - The HCS STEM High School Cross-Divisional Team and STEM High School Stakeholder Advisory convened. The convening including providing updates on the status of the programming, building specs, and thematic content alignment. Both convenings included the team requesting input to collaboratively craft a STEM High School Student Profile.
- **SA 1.4.4 - Orchestra Programs** - New orchestra programs have been launched at Dutchtown and Locust Grove high schools for the 24-25 academic year. This means orchestra programs are now available at 6 of the 10 high schools.



INVEST & IMPLEMENT

Phase Highlights

- **SA 1.1.1b - Literacy Enrichment** - Partnerships continue with the Henry County Public Library and the Henry County Fire Department. Community leaders from the library and fire department read aloud to the students and then discuss how literacy is important in their jobs. Afterschool enrichment sites have access to prepared literacy learning plans to ensure consistency of practice across the county.
- **SA 1.2.2 - Gifted Screening** - In SY 24-25, every elementary and middle school student will be screened for gifted services using the following assessment tools: 1st - 9th grade MAP Growth, 8th grade PSAT, Kindergarten -- locally developed screening measures. MAP Growth will be administered three times during the school year and PSAT will be administered once in October. All assessments are part of the district's current balanced system of assessment and yield multiple data points, in addition to serving as a gifted screening and qualifying measure.

As of quarter 1, all 1st and 9th grade students have been screened on MAP and schools are preparing to administer PSAT.



COMPLETE

Phase Highlights

- **1.1.1 - ELA Standards** - The ELA team provided extensive background and foundational understanding of the upcoming new GA K-12 ELA standards. Workshops were developed for district leaders, administrators, and teachers to get them acclimated to the new formatting and prepare for the groundwork necessary for supporting the implementation of the new standards. Additionally, research based strategy sessions to support close reading, small group instruction, and disciplinary literacy across content areas was created to support the current standards.

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DESTINATION
2026



RESEARCHED
98%



DESIGNED
80%



INVESTED
71%



IMPLEMENTED
50%

5 YR PLAN
FINISHED WORK ▼



COMPLETED
49%

Q¹ quarter

**OCTOBER
2024**

INITIATIVES

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

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HIGHLIGHTS

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



RESEARCH & DESIGN

Phase Highlights - Continued

- **SA 1.5.6 - Dual Enrollment** - Students are currently taking new dual enrollment courses at the Academy through Southern Crescent Technical College. The principal and representatives for Southern Crescent are in discussions to add additional Dual Enrollment course offerings. The Tomorrow's Healthcare Today and Tomorrow's Teachers Today Cohort 1 have started their DE coursework.



INVEST & IMPLEMENT

Phase Highlights - Continued

- **SA 1.3.4 - Engineering Labs** - The 3-D Printers, Laser Cutter, Robotic Arms, and Robotic Kits have been delivered to all middle school engineering labs. Teachers have access to Engineering by Design (EbD) through the Georgia Department of Education to access curricular resources. Middle School Engineering Lessons have been uploaded for all four quarters and grade levels (Grades 6 - 8) in Henry Connects for the FY25 School Year. Teachers have been trained on the VEX Workcell and Ozobot ORA Robotic Arms.
- **SA 1.4.5 - Theater Equipment** - New lighting equipment has been installed in every high school to provide students with technical theatre, industry-standard experiences in the classroom.



COMPLETE

Phase Highlights - Continued

- **1.1.2 - Professional Learning** - The ELA team collaborated with the Professional Learning team to host over 300 teachers for the Summer Literacy Summit where over 20 uniquely developed literacy centered sessions were available for K-12 teachers over two days across all content areas. Additionally, summer professional learning opportunities were made available to district leaders, administrators, coaches, and teachers around Highly Effective Classroom instruction with a specific focus on the science of reading evidence-based phonics instruction, vocabulary development, and close reading strategies.

STRATEGIC ACTION

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QUARTERLY REPORT

2

Advance Effective School Leadership & Classroom Instruction

DESTINATION
2026



RESEARCHED
93%



DESIGNED
71%



INVESTED
67%



IMPLEMENTED
57%

5 YR PLAN
FINISHED WORK ▼



COMPLETED
57%

Q1 quarter
OCTOBER 2024

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



HIGHLIGHTS

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

RESEARCH & DESIGN

Phase Highlights

- **2.3.2 - Recruiting Opportunities** - We are continuing to prescreen and add to the superpool spreadsheet in support of school and district-level recruitment. We hosted the first "Career Chat" and provided information on school system career opportunities to interested candidates. We are exploring partnerships with several additional international agencies. We also hosted a Para to Teacher information session for interested paras, and had over 50 attend. The classified/support staff job fair will be held next week and we are continuing to recruit on Indeed and social media, and sourcing candidates internationally. There are no additional updates for this quarter.

INVEST & IMPLEMENT

Phase Highlights

- **SA 2.1.2b - Highly Effective Classroom** - We have successfully implemented the framework for the Highly Effective Classroom Teacher through the Highly Effective Classroom Rubric. This rubric serves as a comprehensive tool for evaluating and providing targeted feedback to teachers, ensuring the consistent application of highly effective instructional strategies. By utilizing this method, we aim to foster continuous improvement and excellence in teaching practices across our classrooms.

COMPLETE

Phase Highlights

Highlights of the 2021-2026 Strategic Plan that apply to this phase will be reported, where applicable, when completed. Y4Q2 Highlights reporting: January 2025

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
76%



DESIGNED
54%



INVESTED
75%



IMPLEMENTED
43%

5 YR PLAN
FINISHED WORK ▼



COMPLETED
41%

Q1 quarter
OCTOBER 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 3.2.3 - Mentoring Opportunities** - In collaboration with Henry Partners, we hosted our first 'How to Partner in Henry' event to promote the district's mentoring initiative. Additionally, we have developed a district-wide Henry Partners Binder, which will organize all information related to mentoring, volunteers, and sponsors for the district.
- **SA 3.8.1 - SCTC Partnership** - Thorough collaboration with the president of Southern Crescent Technical College (SCTC) and the Vice president of Adult Education at SCTC additional courses in Early Childcare will be provided to adult learners. Initial conversation is in the early phase to discuss collaborating with Student Services and their Tele-Health program.



INVEST & IMPLEMENT

Phase Highlights

- **SA 3.1.1 - Partners in Education** - A district-based Henry Partners Leadership Team was established and redesigned the process for databasing school and district partners, shifting from static survey-based compilation to dynamic real-time updates. The shift from static to dynamic compilation of school and district partners allows for real-time collaboration between the District-Based Henry Partners Leadership Team and School-Based Henry Partners Leadership Teams in order to fulfill the partnership needs of schools seamlessly and in an equitable manner. Each school-based Henry Partners Liaison serves as the district point of contact for school leadership teams and has been provided access to and training for the digital binders to be used to maintain the comprehensive list of partners moving forward.



COMPLETE

Phase Highlights

- **SA 3.3.2 - Registration Support** - Information Services and Family Services partnered to develop and implement a cluster-based model to support registration during the summer months. Staff members were training to process online registrations and enroll students throughout the summer. These staff members were headquartered at the HCS Welcome Center, which allowed families easy access to affidavits of residency and OLR kiosks as well as the opportunity to speak with staff members as needed. Information Services continues to offer Brunch N Learn sessions for professional development of the District's Enrollment Staff.

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QUARTERLY REPORT

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

DESTINATION
2026



RESEARCHED

95%



DESIGNED

67%



INVESTED

67%



IMPLEMENTED

37%

5 YR PLAN
FINISHED WORK ▼



COMPLETED

37%

Q¹
OCTOBER
2024

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 – Wellness Partnerships** – Benefits team visited McDonough fitness center, Burn Boot Camp to tour facility, demonstrate fitness offerings and receive overview of childcare services & discounted membership fees that would be offered to Henry County employees should we partner. Partnered with Bennett Trucking, Momentum Church, McDonough First Baptist, Shiloh Church, Connecting Henry, St. Vincent De Paul, and other community partners to help staff who may be struggling financially. Community partners assist with food, rental assistance, clothing assistance, and other financial needs.



INVEST & IMPLEMENT

Phase Highlights

- **SA 4.1.1 – School Counseling** – All schools submitted a Comprehensive School Counseling Program Action Plan and unlike any other district, our school counselors have presented their results and implications of their 2024 goals. The CSCP goals are aligned to the district strategic plan, KPIs, PSOs, and the CSIP. This alignment will make a tremendous impact on student achievement, post-secondary readiness outcomes, and improved wellness of our students.
- **SA 4.1.3 - Counseling Toolkit** - The Advisement and Counseling Toolkit was revised to reflect new legislative priorities, policy alignment, PL dates, PSO/KPI/Strategic Plan/CSIP alignment resources. Ongoing revisions will be facilitated as needed and as opportunities to impact student achievement grows (Henry Insights PL, Vaping, Crisis intervention, wellness intervention, attendance interventions, on track graduation, etc.).



COMPLETE

Phase Highlights

- **SA 4.2.1 – Extended Play-Based Movement Options** – Pickleball continues this year with expansion to 7 additional school sites and more to come. The BASE team continues to support CTAE work-based learning opportunities for HCS students and many students are facilitating play-based movement activities.

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QUARTERLY REPORT

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

DESTINATION 2026



RESEARCHED
95%



DESIGNED
67%



INVESTED
67%



IMPLEMENTED
37%

5 YR PLAN
FINISHED WORK ▼



COMPLETED
37%

Q1
Quarter
**OCTOBER
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



RESEARCH & DESIGN

Phase Highlights - Continued

- **SA 4.4.1 - Student Conduct** - Student Conduct collaborated with Student Service to provide professional development to all Mental Health & Wellness Facilitators on conducting Success Plan (Re-Entry) meeting for students returning from ISS, OSS, SOS, long-term suspension, and expulsion.



INVEST & IMPLEMENT

Phase Highlights - Continued

- **SA 4.3.3 - Employee Wellness** - Scheduling Influenza vaccination clinics with local partner, Sam's Club Rx. Coordinating efforts with MHWF's to increase offerings across all school levels in each cluster by 10%. Increase event announcements via MHWF newsletter and PTA/PTO's. Presented at 20 school during pre-planning and August: Skills That Work When You are Having A Horrible Day. The presentation is geared at increasing coping skills for staff to improve wellness and decrease ineffective behaviors at work.



COMPLETE

Phase Highlights

More highlights of the 2021-2026 Strategic Plan that apply to this phase will be reported, where applicable, when completed. Y4Q2 Highlights reporting: January 2025

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QUARTERLY REPORT

5

Advance a High-Performing Operational Culture

DESTINATION 2026



RESEARCHED

95%



DESIGNED

88%



INVESTED

91%



IMPLEMENTED

65%

5 YR PLAN
FINISHED WORK ▼



COMPLETED

73%

Q₁

Quarter

OCTOBER 2024

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, where applicable, when completed. Y4Q2 Highlights reporting: January 2025



INVEST & IMPLEMENT

Phase Highlights

- SA 5.1.6 - Advancing Phase 2 Design and Implementation - AccessHCS HCM/Payroll CRP 3.5 recently concluded and preparation for user acceptance testing (UAT) is underway - to finalize sign-off on system design. Third party integrations supporting time capture and payroll reporting have also launched. Finance and HR teams continue to partner with the implementation provider to develop the reporting suite and end-state document management solutions.



COMPLETE

Phase Highlights

Highlights of the 2021-2026 Strategic Plan that apply to this phase will be reported, where applicable, when completed. Y4Q2 Highlights reporting: January 2025

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



Beginning Kindergarten Ready



Participation in Advanced Coursework



Participation in World Languages Programs



Student Engagement & Connectivity



Literacy Proficiency



Reading Growth from Grade to Grade



Reading At or Above Grade Level on Local Assessments (Amira)



Reading At or Above Grade Level on State Assessments (GMAS)



*Combined Grade Levels 3, 6, 8, and American Literature (HS)

College, Career, and Life-Ready



Graduates Meeting Course Requirements for College Admission



Graduates Completing Industry Certifications or Career Pathways



Participation & Performance of Students on National Assessments:

PSAT 8®



PSAT 10®



ACT/SAT®



ACT/SAT® ELA Readiness



ACT/SAT® Math Readiness

