



Community-Inspired  
2021-2026 Strategic Plan

Developed by the Henry County Board of Education



# QUARTERLY REPORT

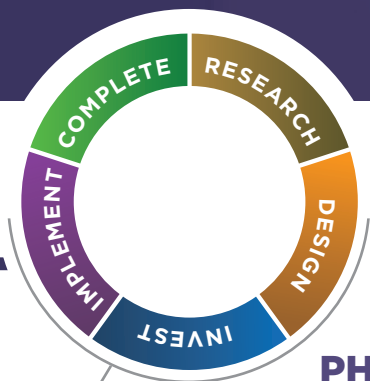
YEAR 4 | QUARTER 3 | APRIL 2025

# Community-Inspired 2021-2026 Strategic Plan

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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.

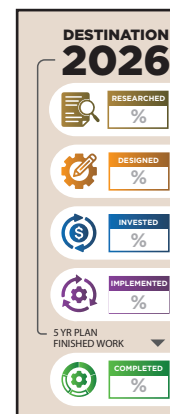


### STRATEGIC INITIATIVES

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  
**100%**

DESIGNED  
**91%**

INVESTED  
**83%**

IMPLEMENTED  
**72%**

5 YR PLAN  
FINISHED WORK

COMPLETED  
**70%**

**Q3** quarter

**APRIL 2025**

### 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

- 1.1.1a - ESE Instructional Support** - The district invested in professional learning for principals, teachers, Student Support Facilitators, and support staff in collaboration with the Leadership Services and Learning and Performance divisions. Topics included specially designed instruction, literacy strategies, high-leverage practices, effective co-teaching practices, and positive behavior strategies.

Continued cross-divisional collaboration to review and analyze achievement data for students with disabilities helped the Exceptional Student Education Department support schools with designing instruction. The ESE Department participates in cross-divisional instructional observations of classrooms and provides coaching and feedback to teachers and Student Support Facilitators. ESE leadership coached teachers to ensure effective implementation of the instructional framework and that students receive appropriate accommodations.

Collaborative planning with schools enables the ESE Department to provide targeted feedback and support to staff through co-teaching entry points, increased rigor of the standard, and effective use of small groups in the general education setting.

### INVEST & IMPLEMENT

#### Phase Highlights

- SA 1.4.5 - Fine Arts** - All high school theatres have been equipped with state-of-the-art lighting, transforming them into fully functional black box theaters.

- SA 1.5.3 - World Languages** - The World Languages Department continues to implement new Spanish programs in elementary schools. The World Languages coordinator and a secondary teacher leader led sessions on Highly Effective K-5 World Languages Classrooms during the district's Professional Development Day in January. A total of 24 elementary school Spanish teachers attended training sessions on instructional strategies, assessment practices, and Rosetta Stone resources.

Middle school Spanish teachers also attended Professional Development Day sessions on Highly Effective Middle School World Languages Classrooms administered by the World Languages Coordinator, World Languages lead teacher, and secondary teacher leaders. The sessions focused on instructional strategies, assessment practices, and Rosetta Stone resources.

### COMPLETE

#### Phase Highlights

- 1.1.2 - ELA Standards** - Coaches, teachers, and leaders have been engrossed in the rollout of the new Georgia K-12 ELA standards this quarter, leading to a focused and integrated approach to developing ongoing, data-driven, job-embedded professional learning to ensure effective implementation of reading and writing instruction.

Additional school literacy leaders and instructional effectiveness coaches have facilitated the adoption of the Train-the-Trainer model to ensure every school has an onsite facilitator to support the rollout of the new English Language Arts standards and curriculum. Teachers have received two of four scheduled professional learning sessions—the first during professional development in January and the second in March.

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INVESTED  
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IMPLEMENTED  
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5 YR PLAN  
FINISHED WORK

COMPLETED  
70%

**Q3** quarter  
**APRIL 2025**

### STRATEGIC INITIATIVES

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### IMPLEMENTATION HIGHLIGHTS

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

### RESEARCH & DESIGN

#### Phase Highlights - Continued

- **SA 1.5.1 - Advisement Guide** - Districtwide collaborations that included Information Services and K-12 Solutions enhanced efforts to develop the counseling module in Infinite Campus. This included recategorizing outdated counselor assignments, developing a custom tab to track classroom lessons and individual advisement sessions, and creating a custom report to monitor counseling data by type and percentage with the potential for Henry Insights integration.

Enhanced reporting features now include advisement session reports, student-specific counselor interaction reports, the ability to track K-8 lessons and sessions, Counseling Contact Log access for counselors, principals, and the district advisement team, and additional options to allow filtering by counseling module interactions.

Professional development for counselors from January through March preceded a soft rollout of the updates in March.

The credit-bearing weight for the capstone was adjusted in the graduation policy in response to stakeholder feedback.

Next steps include continued customization and finalization of the counseling module tab modifications, further exploration of custom report solutions, continued professional learning for counseling teams, principals, and the district advisement team, revision of draft regulation IHF(6), and finalization of the community service tracking tool.

### INVEST & IMPLEMENT

#### Phase Highlights - Continued

### COMPLETE

#### Phase Highlights - Continued

- **1.2.6a - Dual Enrollment** - Dual enrollment remains an exceptional opportunity for students and families, and increased participation indicates heightened awareness about opportunities through the program. More than 2,200 families and students registered for the Dual Enrollment Family Engagement Night in January. Additionally, more than 1,250 students are enrolled in over 3,220 dual enrollment courses, which means we are poised to exceed the total number of credits earned from the previous 23-24 school year.

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## QUARTERLY REPORT

# 2 Advance Effective School Leadership & Classroom Instruction

DESTINATION  
**2026**

RESEARCHED  
**100%**

DESIGNED  
**86%**

INVESTED  
**67%**

IMPLEMENTED  
**71%**

5 YR PLAN  
FINISHED WORK

COMPLETED  
**71%**

**Q3** quarter  
**APRIL 2025**

### 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

- **2.3.3 – Recruitment & Retention** – Access HCS went live in January 2025. Human Resources is identifying opportunities to leverage the new system to streamline candidates for vacancies and ensure the application is focused on the candidate and hiring manager experience. Human Resources is planning for spring career fairs, more Career Chats, and open office hours.



#### INVEST & IMPLEMENT

##### Phase Highlights

Highlights of the 2021-2026 Strategic Plan that apply to this phase will be reported when applicable. Y4Q4  
Highlights reporting: Summer 2025



#### COMPLETE

##### Phase Highlights

Highlights of the 2021-2026 Strategic Plan that apply to this phase will be reported when applicable. Y4Q4  
Highlights reporting: Summer 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  
**83%**

DESIGNED  
**65%**

INVESTED  
**75%**

IMPLEMENTED  
**57%**

5 YR PLAN  
FINISHED WORK

COMPLETED  
**55%**

**Q3** quarter  
**APRIL 2025**

### 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 3.1.4 - Henry Partners** - Communications and Henry Partners reviewed the Henry Partners webpages to ensure conformity with the district's new website design and make content updates.
- **SA 3.5.1 - Foundation** - Henry County Public Schools Foundation Board of Trustees created and affirmed its mission, vision, and operating procedures on February 7, 2025.
- **SA 3.5.3 - Scholarships** - The Foundation is working to establish a Scholarship Partners consortium to remove financial barriers to higher education and increase access for HCS students. The scholarship partnership consortium will target University System of Georgia (USG) schools, and other stakeholders to create and fund scholarships.

### INVEST & IMPLEMENT

#### Phase Highlights

- **SA 3.6.1 - Translation Services** - The new district website allows users to translate content into Spanish, which follows English as the second most prevalent language in the district.

### COMPLETE

#### Phase Highlights

- **SA 3.3.5 - Wraparound Services** - The redesign and enhancement of the community closet have created a more organized and welcoming space to provide a dignified shopping experience and enable families to have easier access to clothing and other essentials.
- Beyond clothing, Henry County Schools seeks to address various barriers impacting student success by providing comprehensive wraparound services, including food assistance, mental health resources, and connections to vital community services. Removing obstacles to stability and well-being, the district is empowering families, ensuring they receive the holistic support they need, and helping students stay focused and engaged in their education.

# STRATEGIC ACTION

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QUARTERLY REPORT

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

DESTINATION  
**2026**

RESEARCHED  
**100%**

DESIGNED  
**83%**

INVESTED  
**100%**

IMPLEMENTED  
**58%**

5 YR PLAN  
FINISHED WORK

COMPLETED  
**58%**

**Q3** quarter  
**APRIL 2025**

### 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 – Employee Wellness Partnerships** – The district established a donation account after receiving \$1,000 from For the Kid to provide financial assistance to employees. The district continues to pursue various initiatives to address employees' overall wellness needs.

Human Resources hosted Skills That Help You Be Your Best and other sessions to help staff meet emotional needs. The significance of these forums is reflected in the more than 20 referrals stemming from presentations this school year. The district provided over 50 workbooks covering strategies for managing emotion regulation and grief.

The employee response coordinator had 560 staff interactions this school year (60% for emotional support and 40% for referrals due to financial struggles).

- **SA 4.3.2 – Employee Health & Wellness** – The Benefits Department continued developing the new AccessHCS platform to build connectivity structures that support employee health and wellness and ensure seamless access to benefits information.



#### INVEST & IMPLEMENT

##### Phase Highlights

Highlights of the 2021-2026 Strategic Plan that apply to this phase will be reported when applicable. Y4Q4 Highlights reporting: Summer 2025



#### COMPLETE

##### Phase Highlights

- **SA 4.1.4 – College & Career Readiness** – Integration of the Common App is underway. Ongoing professional learning and expanded office hours enhance implementation and ensure students receive relevant counseling to navigate the college application process.

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## QUARTERLY REPORT

# 5

## Advance a High-Performing Operational Culture

### DESTINATION 2026

RESEARCHED  
95%

DESIGNED  
88%

INVESTED  
91%

IMPLEMENTED  
73%

5 YR PLAN  
FINISHED WORK

COMPLETED  
73%

# Q<sub>3</sub>uarter

## APRIL 2025

### 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 5.4.3 - Compensation Study** - Henry County Schools drafted compensation guidelines to include a compensation philosophy and program methodology. The district will continue to analyze the market and make necessary adjustments to design and formalize in-job career pathways.

### INVEST & IMPLEMENT

#### Phase Highlights

- **SA 5.4.1 - Career Pathways** - Henry County Schools continues to research and implement strategies to create career pathways that increase retention rates.

### COMPLETE

#### Phase Highlights

Highlights of the 2021-2026 Strategic Plan that apply to this phase will be reported when applicable. Y4Q4 Highlights reporting: Summer 2025

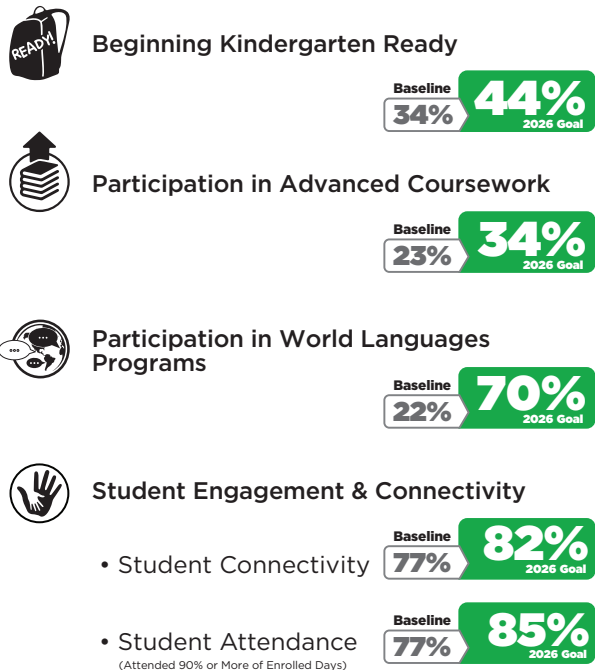
# Priority Student Outcomes

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.

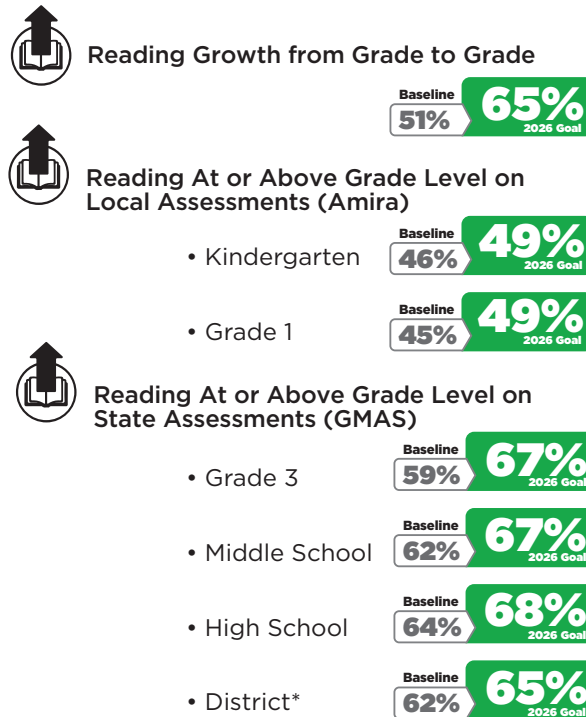


Advancing opportunities, access, and outcomes for every student in:

## Readiness to Learn and Access to Learning



## Literacy Proficiency



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

## College, Career, and Life-Ready

