



Community-Inspired  
**2021-2026 Strategic Plan**

Developed by the Henry County Board of Education



# QUARTERLY REPORT

YEAR 4 | QUARTER 4 | JULY 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



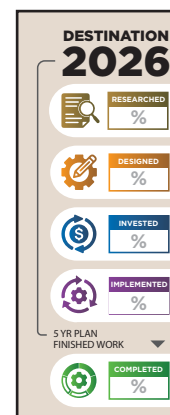
Once a project has moved through the phases of implementation, we identify it as 100% complete and monitor as necessary.

### 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%

Q4  
JULY  
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

- **SA 1.3.5b - STEM High School** - HCS held a groundbreaking at the site of the future Henry County STEM High School in Stockbridge in April. Working teams also met to further develop branding and communication to families in the lead-up to the school's opening in fall 2027.
- **SA 1.5.1 - Community Service** - HCS pursued additional steps to integrate community service into the district's graduation policy, including designing and testing a process in Infinite Campus to document service, assigning official course numbers and titles for service, and defining three categories: civic, community-based, and school-based. Next steps include training data clerks and college and career coaches, and communicating with students and families about updates.



### INVEST & IMPLEMENT

#### Phase Highlights

- **SA 1.3.1a - Before and After School Enrichment (B.A.S.E.)** - The Before and After School Enrichment (B.A.S.E.) program provided engaging weekly coding instruction, ensuring students across all participating schools had consistent access to foundational computer science skills. This work included collaboration with the Henry County Public Library, who visited programs monthly to provide additional coding support and enrichment. Additionally, robotics instruction was launched in 15 schools.



### COMPLETE

#### Phase Highlights

- **SA 1.1.2 - Reading & Writing Instruction** - Professional learning on effective reading and writing instruction continued with alignment to new Georgia K-12 ELA Standards. Throughout the quarter, teachers, coaches, and leaders engaged in the final two sessions of a four-part professional learning series, completing the initial phase of standards-focused training. Sessions have effectively utilized the "train the trainer" model, with school-based literacy leaders and instructional effectiveness coaches serving as on-site facilitators to guide implementation and build capacity within each building.
- **SA 1.2.6b - Dual Enrollment** - The CTAE and Counseling and Advisement teams worked with a partner universities to add a dual enrollment Employability course for Work-Based Learning Students. Eligible rising juniors and seniors can learn employability-related topics, including human relations, job acquisition, retention, advancement, communication, professional image, and problem solving. Overall, HCS saw a 39.5% increase in dual enrollment, with students earning more than 4,800 college credits through this program during the 2024-2025 school year.

# STRATEGIC ACTION

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**HENRY**  
COUNTY SCHOOLS



## 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%

# Q4 JULY 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

- **SA 2.3.2 - Hiring** - The design of the new job candidate experience has increased the number of candidates and led to a more diverse and qualified applicant pool. The number of filled vacancies is well ahead of last year, bolstered by recruitment efforts such as June's Classified/Support Staff Career Fair and continuous support for candidates and hiring managers.



### INVEST & IMPLEMENT

#### Phase Highlights

- **SA 2.3.4 - Recruitment & Retention** - The Human Resource Services team secured additional reimbursement for TAPP candidates and paraprofessionals enrolled in a teacher prep program. The team also identified more than 20 students during the annual HCS Future Educator Signing Day, which celebrates students who are pursuing a career in teaching and have a desire to return to HCS to teach. Additionally, HCS offers ongoing support to staff completing educator prep programs through placement of student candidates for observations, practicums, and student teaching.



### COMPLETE

#### Phase Highlights

Highlights of the 2021-2026 Strategic Plan that apply to this phase will be reported when applicable. Y5Q1.  
Highlights reporting: Fall 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  
**79%**

DESIGNED  
**69%**

INVESTED  
**87%**

IMPLEMENTED  
**57%**

5 YR PLAN  
FINISHED WORK

COMPLETED  
**55%**

**Q4** quarter  
**JULY**  
**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 3.5.2 - Foundation** - Research was conducted into potential grants from various sources, such as government agencies, private foundations, and educational organizations, that align with the mission and goals of the newly established Henry County Public Schools Foundation.

#### INVEST & IMPLEMENT

##### Phase Highlights

- **SA 3.1.4 - Henry Partners** - The Henry Partners webpages launched in March 2025, following development and initial setup in Quarter 3. The pages are now live and serve as a central hub for community engagement and partnership resources.
- **SA 3.7.3 - Planning** - Quarterly collaboration continued with local municipalities to receive updates on zoning and approvals.
- **SA 3.8.4 - Workforce Development** - Georgia Senate Bill 193 establishes an Adult Workforce High School Diploma Program for individuals ages 21-40 who have not earned a high school diploma. In alignment with this bill, HCS partnered with Southern Crescent Technical College and Connecting Henry to deliver targeted soft skills training that complements the academic and credentialing components of the district's adult diploma program.

#### COMPLETE

##### Phase Highlights

Highlights of the 2021-2026 Strategic Plan that apply to this phase will be reported when applicable. Y5Q1. Highlights reporting: Fall 2025

# 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%**

**Q4**  
JULY  
2025

### STRATEGIC INITIATIVES

Establish comprehensive schoolwide 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 Support** - More than 25 vendors confirmed participation in the annual Employee Benefits Fair, with presenters covering topics such as retirement planning, the Employee Assistance Program, and financial literacy. Additionally, the employee relations coordinator conducted 800 staff sessions during the 2024-2025 school year, providing counseling and referrals for financial and emotional support.
- **SA 4.3.2 - Employee Health & Wellness** - The Benefits Department continued to develop 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

- **SA 4.3.3 - Employee Wellness** - The ongoing implementation of employee wellness campaigns included the establishment of a grief counseling group to meet virtually over the summer, continued partnership with the State Health Benefits Plan and Quest Diagnostics to offer biometric screening events, and collaboration with benefits consultants and vendors to review utilization metrics, enhanced program features, and innovative well-being platforms across the district's already robust menu of employee benefits in preparation for open enrollment this fall.

### COMPLETE

#### Phase Highlights

- **SA 4.2.4 - Student Support** - The district completed development of a system for monitoring and measuring student and staff wellness, along with protocols to provide support based on health and wellness needs. School-based CARE teams use this data to improve school culture, climate, and student support. Recent survey data indicate that 81% of students across the district feel they have a caring adult in their building.
- **SA 4.3.4 - HenryCares Check-ins** - HenryCares Check-ins continue to capture staff voice, with 4,252 staff participating in the recent spring check-ins, resulting in a 94% participation rate among all schools. This information helps Mental Health and Wellness Facilitators develop goals and action steps to support employee wellness.
- **SA 4.4.2 - Trauma informed Care** - HCS has made meaningful progress in advancing Trauma-Informed Care (TIC) by establishing consistent supports that prioritize the emotional well-being of students. Mental Health and Wellness Facilitators play a central role by partnering with local mental health providers and using resources like the Trauma-Informed Care Manual and Toolkit to guide and support schools in embedding trauma-sensitive practices.

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## QUARTERLY REPORT

# 5

## Advance a High-Performing Operational Culture

### DESTINATION 2026

RESEARCHED  
100%

DESIGNED  
94%

INVESTED  
91%

IMPLEMENTED  
73%

5 YR PLAN  
FINISHED WORK

COMPLETED  
73%

# Q4 JULY 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 list for classrooms, school common spaces, & offices

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 5.4.2 - Competitive Compensation** - Human Resource Services continues to conduct market analyses and study market trends to ensure competitive compensation and prepare for the district's next compensation and classification study in 2027.

### INVEST & IMPLEMENT

#### Phase Highlights

- **SA 5.1.6 - Enterprise Resource Planning** - HCS continues to review and document processes in the recently launched AccessHCS platform, with a current focus on streamlining timekeeping. A recent system upgrade prompted updates to newly documented procedures.
- **SA 5.3.2 - Equipment Placement** - A draft of Board Policy FDB: Long-Range Needs Determination was presented to the Board of Education in June and placed out for public review.
- **SA 5.4.1 - Employee Compensation** - Compensation guidelines were adjusted for a number of job families, primarily classified, in order to ensure previous/current work experience is taken into consideration for promotional opportunities.

### COMPLETE

#### Phase Highlights

Highlights of the 2021-2026 Strategic Plan that apply to this phase will be reported when applicable. Y5Q1 Highlights reporting: Fall 2025

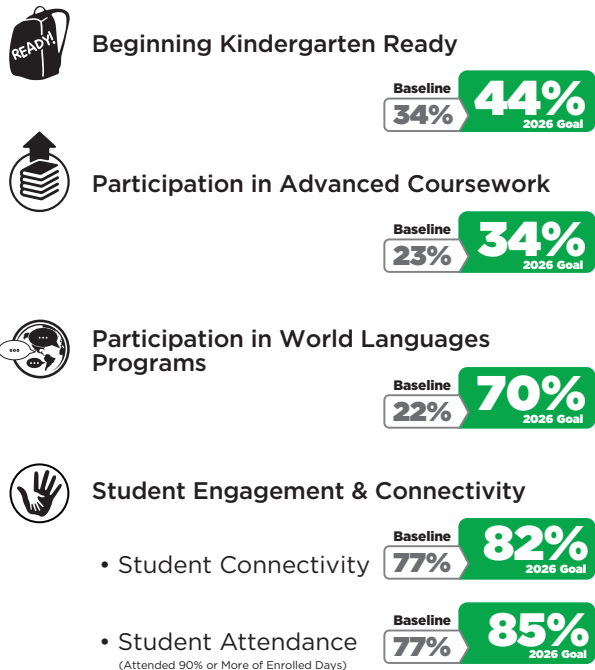
# Priority Student Outcomes

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.

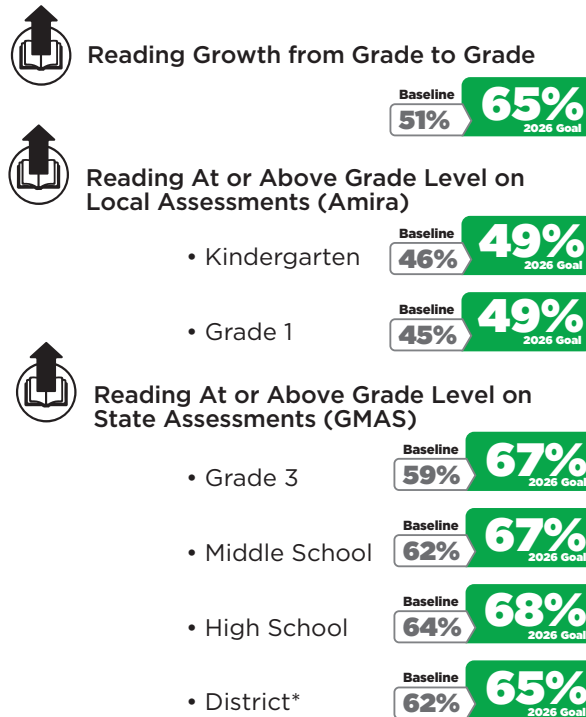


Advancing opportunities, access, and outcomes for every student in:

## Readiness to Learn and Access to Learning



## Literacy Proficiency



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

## College, Career, and Life-Ready

