



Community-Inspired
2021-2026 Strategic Plan

Developed by the Henry County Board of Education



QUARTERLY REPORT

YEAR 5 | QUARTER 1 | OCTOBER 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.

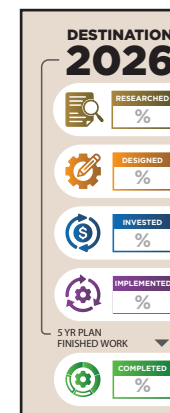


STRATEGIC INITIATIVES

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

Community-Inspired
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HENRY
COUNTY SCHOOLS



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%

Q₁
OCTOBER
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 and writers



IMPLEMENTATION HIGHLIGHTS

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



RESEARCH & DESIGN

Phase Highlights

- **SA 1.1.1a - Evidence Based Strategies** - TeachTown, an evidence-based blended learning curriculum designed for students between the developmental ages of two and 10 and the chronological ages of two and 22, has been implemented districtwide. Through teacher-led and computer-assisted instruction, TeachTown addresses functional skills and foundational academics across six domains: Adaptive Skills, Cognitive Skills, Language Development, English Language Arts (ELA), Mathematics, and Social-Emotional Learning. This curriculum drives personalized instruction and automates data collection aligned to students' Individualized Education Programs (IEPs) and skill levels.



INVEST & IMPLEMENT

Phase Highlights

- **SA 1.2.5a - Advisement Guides** - The 2025-2026 Advisement Guides were updated to reflect Board Policy IHF Graduation Requirements revisions. Cross-divisional collaboration enabled the revision of a parent/guardian flyer to reflect Board Policy IHF updates. The district's professional development sessions prepared schools to communicate and partner with families regarding community service.
- **SA 1.3.1a - Robotics Programming** - Robotics is underway in afterschool programs this quarter with 15 schools participating. An interest survey was distributed to other programs to gauge interest and staff needs for implementation in the second semester.
- **SA 1.3.3a - STEM Activities** - STEM classes are underway in all afterschool programs, three to four times per week. Henry County Schools has partnered with Home Depot to provide additional STEM activities to students.



COMPLETE

Phase Highlights

Highlights of the 2021-2026 Strategic Plan that apply to this phase will be reported, where applicable, when completed. Y5Q2 Highlights reporting: January 2026

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QUARTERLY REPORT

1 Advance Learning Opportunities & Experiences for All Students

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Q₁ quarter

**OCTOBER
2025**

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IMPLEMENTATION HIGHLIGHTS

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



RESEARCH & DESIGN

Phase Highlights - Continued

- **SA 1.3.5b - STEM High School** - Plans for the STEM high school have progressed to active implementation with the completion of several critical tasks:

Curriculum Development: New engineering standards were successfully integrated into the K-12 engineering coherence alignment, replacing older standards and ensuring the curriculum is current and consistent.

Public Outreach: Henry County STEM High School's landing page is now live, providing a public-facing resource for information and engagement:
henry.k12.ga.us/about-hcs/henry-county-stem-high-school

Student Engagement: The Interest Form was activated and its data analyzed to provide stakeholders with insights into student interest in the Biotechnology, Sustainability, and Aerospace Engineering pathways.

Admissions and Communications: The parent letter, which includes preliminary criteria for the admissions lottery, was distributed through Infinite Campus, a significant step in the admissions timeline.



INVEST & IMPLEMENT

Phase Highlights - Continued

- **SA 1.4.3 - MS Orchestra Programming** - Orchestra programs are now in place at every middle school, marking a significant milestone in expanding access to fine arts for all students. Providing orchestra programs at each middle school ensures every student has the opportunity to participate, develop as musicians, and build a strong foundation for high school and beyond.
- **SA 1.4.4 - HS Orchestra Programming** - Three new high school orchestra programs opened this school year, expanding access and opportunities for students to engage in instrumental music. These additions strengthen our district's fine arts offerings and ensure more students can experience the benefits of orchestra education, from performance and musicianship to collaboration and creative expression.



COMPLETE

STRATEGIC ACTION

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Q₁ Quarter

**OCTOBER
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 - HenryFutures** - Progress and Feedback: Designed and tested a process in Infinite Campus for students to document community service, in collaboration with Information Services. Additional progress:

Integrated 0.5 credit for community service into graduation plans

Established advisor verification protocol for college and career readiness coaches to verify student service hours

Defined three categories of community service: civic, community-based, and school-based

Partnered with Learning & Performance to assign official course titles and course numbers for community service



INVEST & IMPLEMENT

Phase Highlights - Continued

- **SA 1.5.3 - ES/MS World Languages** - In the 2025-2026 school year, Henry County Schools added five new elementary Spanish programs to the 24 programs implemented the previous school year. The World Languages Department provided resources, including textbooks and instructional materials to the new programs over the summer. The World Languages Department also provided professional development for new teachers during the district's Orientation for New Educators program, and a curriculum-based professional learning series to all elementary Spanish teachers during pre-planning and in August.

- **SA 1.5.6 - Alternative Pathway Schedules** - Students in the Tomorrow's Healthcare Today program completed their summer internship at Piedmont Henry. HCS worked with the hospital to design the next internship experience for January. Cohort 1 is taking a full load of dual enrollment courses, and Cohort 2 began their initial dual enrollment courses.



COMPLETE

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Q₁ quarter

**OCTOBER
2025**

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IMPLEMENTATION HIGHLIGHTS

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



RESEARCH & DESIGN



INVEST & IMPLEMENT



COMPLETE

Phase Highlights - Continued

• **SA 1.5.7 - Career Learning Opportunities** - Henry County Schools is spearheading a series of career-connected learning events in collaboration with the Henry County Development Authority, Southern Crescent Technical College, Clayton State University, and other stakeholders. Extensive planning has been underway over the past quarter to bring these initiatives to life. Multiple planning meetings, stakeholder collaborations, ongoing communications, and partner outreach have been driving progress to ensure implementation.

HCS is expanding apprenticeships, internships, and career-learning opportunities through these collaborative efforts and intentional partnerships to prepare students for the workforce of tomorrow while strengthening connections between education, industry, and the community.

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QUARTERLY REPORT

2

Advance Effective School Leadership & Classroom Instruction

DESTINATION
2026



RESEARCHED
100%



DESIGNED
100%



INVESTED
100%



IMPLEMENTED
79%

5 YR PLAN
FINISHED WORK ▼



COMPLETED
79%

Q1
OCTOBER
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

Highlights of the 2021-2026 Strategic Plan that apply to this phase will be reported, where applicable, when completed. Y5Q2 Highlights reporting: January 2026



INVEST & IMPLEMENT

Phase Highlights

- **SA 2.3.3 – Employee Retention** - Over the past two years, Henry County Schools has enhanced its compensation guidelines for classified employees to remain competitive. The district continues to inform employees about its compensation and benefits package through its annual compensation statement via AccessHCS.
- **SA 2.3.4 – Teaching as a Profession** - Henry County Schools continues to partner with universities to place student candidates across the district, placing approximately 85 student candidates to begin the 2025-2026 school year. HCS is once again partnering with Professional Development to host ParaFEST sessions about the district's para-to-teacher pathways. HCS will also host university partners to provide information about programs and financial support/grants available to HCS paraprofessionals who pursue teacher certification. HCS awarded an additional \$30,000+ to teachers who began with the district as paraprofessionals through funding from the Para to Teacher grant.



COMPLETE

Phase Highlights

- **SA 2.3.2 – Employee Recruiting** - The recruitment team continues to attend college/university teacher career fairs as well as all major fairs, promoting all jobs in education, particularly at Henry County Schools. The district also partnered with its high schools for college and career days, encouraging HCS students to pursue a career in education. HCS was invited to present at Staff Trainings and Resources for Innovative Vision in Exceptional Education (STRIVE) again this year, to provide guidance and host question-and-answer sessions for current teacher leaders who wish to advance into administrative/leadership roles.

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QUARTERLY REPORT

3

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

DESTINATION
2026



RESEARCHED
96%



DESIGNED
87%



INVESTED
87%



IMPLEMENTED
62%

5 YR PLAN
FINISHED WORK ▼



COMPLETED
62%

Q¹
OCTOBER
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 3.2.2 – Mentoring Opportunities** - Henry County Schools has developed systemic procedures for the recruitment, onboarding, and evaluation of volunteers and mentors. School coordinators are now equipped to document partnerships, invite participants to meetings, and track involvement through Henry Partner Binders. This unified approach strengthens community engagement and supports the district's mission to provide exceptional opportunities and access for every student.



INVEST & IMPLEMENT

Phase Highlights

- **SA 3.5.3 – Scholarships & Investments** - The Henry County Public Schools Foundation successfully hosted a strategic planning retreat to align goals and priorities for the upcoming academic year. Following the retreat, the Foundation launched its fall 2025 Mini Grant Application cycle, providing targeted support for innovative classroom and school-based initiatives, with \$20,000 in funding for this first cycle of mini grants. Additionally, two impactful fundraising and engagement campaigns were executed, strengthening community partnerships and increasing visibility for the Foundation's mission.



COMPLETE

Phase Highlights

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STRATEGIC ACTION

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QUARTERLY REPORT

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DESTINATION
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5 YR PLAN
FINISHED WORK ▼



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Q1
Quarter

**OCTOBER
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 3.2.3 - Promoting Mentoring** - In developing a communication plan to promote mentoring in the community, several essential pieces of work have been accomplished that have laid a strong foundation for engagement and sustainability.

Henry Partners Binder: One of the most impactful tools developed is the Henry Partners Binder. This resource houses all current mentoring partners across schools and ensures that schools have a consistent, centralized reference point for identifying and engaging with approved partners. All schools were trained on how to use the binder, creating alignment and transparency across the district.

District-Level Training Module: To further build consistency and capacity, HCS designed and implemented a district-level training module for mentoring. This training provides a standardized orientation for all mentors, ensuring that they are equipped with the tools, expectations, and knowledge necessary to support students effectively.

District Mentor Team for Literacy: Finally, a highlight of this phase has been the development of a district team of mentors dedicated to supporting literacy initiatives across schools. This team is helping to advance one of our district's key academic priorities while also reinforcing the role of mentoring in improving student outcomes.



INVEST & IMPLEMENT

Phase Highlights - Continued

- **SA 3.6.1 - Language Services** - Henry County Schools has successfully implemented a districtwide strategy to ensure all publicly communicated documents and messages are available in at least the top two languages spoken in the county—English and Spanish. This initiative was completed through a multi-phase approach involving collaboration between Communications, Family and Student Support Services, and school-based bilingual liaisons. HCS conducted a comprehensive language access review to identify key communication touchpoints, including district announcements and school-level outreach. Based on this review, the district developed standardized translation protocols and integrated them into its communication workflow. HCS engaged professional translation services to ensure accuracy and cultural relevance, and established a quality assurance process to review translated materials before publication. Updates to the district's website and parent portals include toggle features for language selection. Staff also received training on inclusive communication practices. As a result, families across Henry County now have equitable access to critical information in Spanish and English, reinforcing HCS's commitment to transparency, inclusion, and community engagement.



COMPLETE

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
96%



DESIGNED
87%



INVESTED
87%



IMPLEMENTED
62%

5 YR PLAN
FINISHED WORK ▼



COMPLETED
62%

Q1 quarter
OCTOBER 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



INVEST & IMPLEMENT

Phase Highlights - Continued

- **SA 3.8.4 - Adult Education & Workforce Preparation** - Henry County Schools has developed targeted soft skills training to prepare adult learners for workforce success through adult education classes. The curriculum emphasizes communication skills, workplace etiquette, and professional readiness through interactive workshops, role-playing exercises, and real-world simulations. Learners also participate in resume-building sessions and mock interviews to enhance their confidence and employability. These efforts align with input from local employers and workforce development partners to ensure relevance and impact. By equipping adults with essential skills, HCS is helping them transition into the workforce with greater competence and confidence.



COMPLETE

STRATEGIC ACTION

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QUARTERLY REPORT

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

DESTINATION 2026



RESEARCHED
100%



DESIGNED
89%



INVESTED
100%



IMPLEMENTED
58%

5 YR PLAN
FINISHED WORK ▼



COMPLETED
58%

Q¹
OCTOBER
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

Highlights of the 2021-2026 Strategic Plan that apply to this phase will be reported, where applicable, when completed. Y5Q2 Highlights reporting: January 2026.



INVEST & IMPLEMENT

Phase Highlights

- **SA 4.1.1 - School Counseling** - Ongoing professional development for school counselors regarding the national model aligned with the Strategic Plan and Priority Student Outcomes. American School Counselor Association model camps are underway to ensure alignment with the School Counseling Framework and ensure understanding of revisions to the national model.
- **SA 4.1.2 - Advisement Planning Communications** - Ongoing communication with schools ensures websites remain up to date for families. Family and Student Support Services shares Family Engagement Scope and Sequence through multiple modalities, reinforced by schools through supplemental sessions. In alignment with Family Services' communication processes, schools use at least three methods to provide information related to academics, postsecondary pathways, and career planning.



COMPLETE

Phase Highlights

- **SA 4.2.4 - Monitoring Health & Wellness** - Updated check-in questions for students to align with Georgia School Climate Surveys. Completed four-year data analysis for the district and schools. Fall Check-in window opened in September. Mental Health and Wellness Facilitators training in September focused on data analysis and monitoring student perceptions. The CARES team at each school develop plans of support based on student responses—schoolwide and individualized.

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QUARTERLY REPORT

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5 YR PLAN
FINISHED WORK ▼



COMPLETED
58%

Q¹
Quarter
**OCTOBER
2025**

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IMPLEMENTATION HIGHLIGHTS

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RESEARCH & DESIGN



INVEST & IMPLEMENT



COMPLETE

Phase Highlights - Continued

- **SA 4.3.1 - Employee Wellness** - Benefits collaborated with Learning and Performance to deliver the Employee Benefits Fair during the 2025-2026 school year Orientation for New Educators program, which hosted over 500 new certified and classified staff, providing engagement opportunities with 25+ benefit providers and vendors. New vendor, AAA, delivered approximately 100 complimentary Classic Memberships to district employees. HCS presented Choice Sessions, covering retirement planning, benefits, and financial literacy to classified new hires in partnership with Delta Community Credit Union (DCCU). DCCU announced that four HCS high school seniors were part of their largest high school apprentice class of 25 students from Metro Atlanta.

STRATEGIC ACTION

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QUARTERLY REPORT

5

Advance a High-Performing Operational Culture

DESTINATION 2026



RESEARCHED
100%



DESIGNED
100%



INVESTED
100%



IMPLEMENTED
77%

5 YR PLAN
FINISHED WORK ▼



COMPLETED
77%

Q¹

quarter

OCTOBER 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 - Career Pathways** - Enhancing the district's compensation guidelines has allowed for more progressive in-job pathway movement. The next phase will be a formal compensation study to understand organizational needs.



INVEST & IMPLEMENT

Phase Highlights

- **SA 5.1.6 - ERP System** - HCS is actively reviewing and documenting processes within the new Enterprise Resource Platform, with a current focus on redesigning the Time and Labor interface.
- **SA 5.4.1 - Advancement & Retention** - Over the past two years, HCS has enhanced its compensation guidelines to manage internal job changes with clarity, equity, and alignment to established pay structures.



COMPLETE

Phase Highlights

- **SA 5.3.2 - Equipment Replacement Policy** - Board approved Policy FDB - Long Range Needs Determination. Adopted July 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



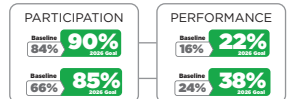
Graduates Completing Industry Certifications or Career Pathways



Participation & Performance of Students on National Assessments:

PSAT 8/9™

PSAT 10™



ACT/SAT®

ACT/SAT® ELA Readiness

ACT/SAT® Math Readiness

