



Community-Inspired
2021-2026 Strategic Plan

Developed by the Henry County Board of Education



QUARTERLY REPORT

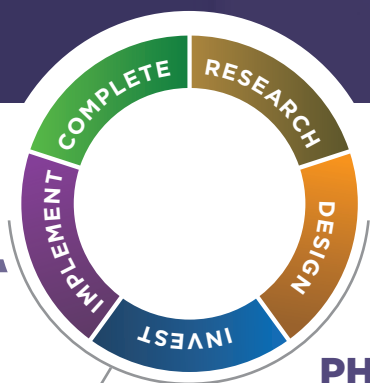
YEAR 5 | QUARTER 2 | JANUARY 2026

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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.

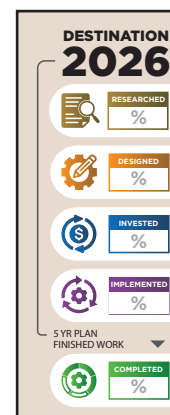


STRATEGIC INITIATIVES

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
93%

INVESTED
91%

IMPLEMENTED
89%

5 YR PLAN
FINISHED WORK

COMPLETED
87%

Q2 quarter

**JANUARY
2026**

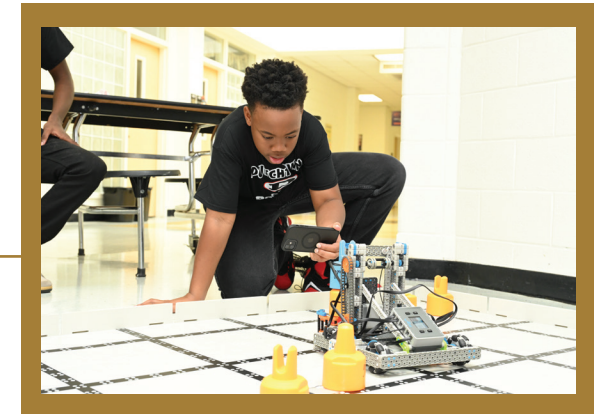
STRATEGIC INITIATIVES

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 1.3.5b – STEM High School Design & Curriculum** – Data from a stakeholder response survey is being analyzed to determine interest in the three academic pathways: Biotechnology and Medical Science, Sustainability and Renewable Energy, and Aerospace. District personnel are collaborating with the architects to discuss interior spaces and colors, with academic programming needs among the factors considered in determining the interior design.
- **SA 1.3.5c – STEM High School Staffing** – Human Resources established the hiring timeline for the STEM principal and other key staff in collaboration with the Learning and Performance team.

INVEST & IMPLEMENT

Phase Highlights

Highlights of the 2021-2026 Strategic Plan that apply to this phase will be reported, where applicable, when completed. Y5Q3 Highlights reporting: April 2026

COMPLETE

Phase Highlights

- **SA 1.1.6 – Social-Emotional Learning Resources** – The district monitored the state grant for Second Step and identified an additional funding source for Social-Emotional Learning resources for Mental Health and Wellness Facilitators - (Title IVA). Henry County Schools also onboarded new MHWs through Second Step for elementary and middle schools and through School Connect for high schools regarding community service.
- **SA 1.3.1a – After-School Robotics Expansion** – Robotics programming is underway in 15 after-school sites based on interest. The district will conduct an assessment of interest annually to evaluate expansion across sites.
- **SA 1.3.3a – BASE Expansion** – The district facilitates STEM clubs/classes four to five times per week for all after school sites and trains staff on STEM activities housed in the BASE dashboard.

STRATEGIC ACTION

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QUARTERLY REPORT

2 Advance Effective School Leadership & Classroom Instruction

DESTINATION
2026

RESEARCHED
100%

DESIGNED
100%

INVESTED
100%

IMPLEMENTED
85%

5 YR PLAN
FINISHED WORK

COMPLETED
85%

Q2
quarter

**JANUARY
2026**

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

The work in this phase is complete for Strategic Action 2.



INVEST & IMPLEMENT

Phase Highlights

- **SA 2.3.3 – Employee Retention** - The district has implemented high-leverage retention strategies that have enhanced efforts to retain classified employees and continues to offer a competitive compensation and benefits package that impacts retention rates for certified and classified employees.
- **SA 2.3.4 – Teacher Recruitment and Professional Development** - The Recruitment Team continues to attend university career fairs, all major career fairs, and college and career days at the district's high schools to guide candidates toward careers in education. The team works cross-divisionally and with university partners to provide resources to help the district's paraprofessionals transition into programs leading to teacher certification, and is organizing a professional development day for paraprofessionals to meet with partner universities to review certification programs. The team visited Grand Canyon University in November and explored opportunities for teacher candidates as well as professional development opportunities for all job families within the district. Henry County Schools continues to champion student teachers and is supporting current students and upcoming spring 2026 placements.



COMPLETE

Phase Highlights

- **SA 2.3.2 – Teacher Recruitment** - The Recruitment Team continues to conduct prescreens and assist principals and hiring managers with identifying qualified candidates to fill vacancies. TAPP (Teacher Academy for Preparation and Pedagogy) teachers are being invited to discuss their experiences with the district to provide insight to enhance support and retention rates. Collaborations with the certification team support current provisionally certified educators in target schools in completing outstanding requirements for certification.

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

DESTINATION
2026

RESEARCHED
100%

DESIGNED
100%

INVESTED
100%

IMPLEMENTED
77%

5 YR PLAN
FINISHED WORK ▼

COMPLETED
77%

Q₂
quarter

**JANUARY
2026**

STRATEGIC INITIATIVES

Expand "Partners in Education": Faith-Based | Business | Civic Organizations

Establish and 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

The work in this phase is complete for Strategic Action 3.

INVEST & IMPLEMENT

Phase Highlights

SA 3.2.3 - Promoting Partnership Opportunities - Through Henry Partners, the district continued to strengthen community engagement by hosting a "How to Partner Seminar," which recognized and honored several community partners for their ongoing support through sponsorship, mentorship, and volunteerism. Leading up to the event, the district shared targeted communications across social media platforms and within the broader community to encourage participation. This approach expanded visibility, deepened relationships, and supported the growth of the district-wide mentoring initiative.

COMPLETE

Phase Highlights

- **SA 3.2.2 - Volunteer and Mentor Onboarding** - The Henry Partners leadership team provided technical assistance for partners and collaborated with Henry County Public Schools Foundation for sponsorship and engagement.
- **SA 3.6.1 - Language Services** - All district-level communications are now accessible in English and Spanish, ensuring inclusive engagement, compliance with equity goals, and streamlined processes for translation requests.
- **SA 3.8.4 - Adult Education** - Family Services partnered with Student Services and Constituent Services to design and implement systemic procedures for volunteer and mentor recruitment, onboarding, and evaluation while simultaneously advancing adult workforce readiness through soft skills training with partners. Areas of instruction include resume and cover letter development, interview techniques (in-person and virtual), effective use of soft skills in the workplace, personal branding strategies, elevator pitch development, and career-building tools to influence family stability, support student success, and empower adult learners to improve employability.

STRATEGIC ACTION

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

DESTINATION 2026

RESEARCHED
100%

DESIGNED
88%

INVESTED
100%

IMPLEMENTED
61%

5 YR PLAN FINISHED WORK

COMPLETED
61%

Q2

JANUARY 2026

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 4.2.7 - Health Council** - Current wellness policies were reviewed for the best practices, and the Henry County Board of Education developed eight components of the Health Council and is in the final stages of completing this initiative.



INVEST & IMPLEMENT

Phase Highlights

- **SA 4.2.6 - Health Council** - HCS developed eight components of the Health Council and is in the final stages of completing this initiative.
- **SA 4.3.1 - Employee Support Opportunities** - Human Resources has partnered with the Henry County Public Schools Foundation to support staff members financially, as needed, connecting more than 100 staff members with community resources. The team referred 60 staff members to a local organization which provided Thanksgiving meals.



COMPLETE

Phase Highlights

- **SA 4.2.4 - Health & Wellness Perception Monitoring** - The fall administration of the HenryCares Check-In tool captured 28,560 student voices from Grades 3-12. The district updated and aligned check-in questions for students and identified students in crisis from check-in results. CARE teams developed support plans and responded. All schools met the district benchmark participation rates.

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5

Advance a High-Performing Operational Culture

DESTINATION 2026

RESEARCHED
100%

DESIGNED
100%

INVESTED
100%

IMPLEMENTED
82%

5 YR PLAN
FINISHED WORK

COMPLETED
82%

Q₂

Quarter

JANUARY 2026

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

The work in this phase is complete for Strategic Action 5.

INVEST & IMPLEMENT

Phase Highlights

- **SA 5.1.6 - Enterprise Resource Platform** - The district successfully implemented the redesigned Time and Labor interface and instituted defined payroll auditing processes, enhancing accuracy, efficiency, and overall alignment within the new Enterprise Resource Platform.
- **SA 5.4.1 - Compensation Guidelines** - Over the past two years, Henry County Schools has enhanced its compensation guidelines to manage internal job changes with clarity, equity, and alignment to established pay structures.
- **SA 5.4.3 - Promotional Opportunities** - Refining compensation guidelines has enabled Henry County Schools to expand promotional opportunities.

COMPLETE

Phase Highlights

- **SA 5.4.2 - Compensation Study** - Human Resources conducted a compensation and classification study, and implemented recommendations. Each year the division conducts a market analysis of all job families to ensure the district remains competitive.

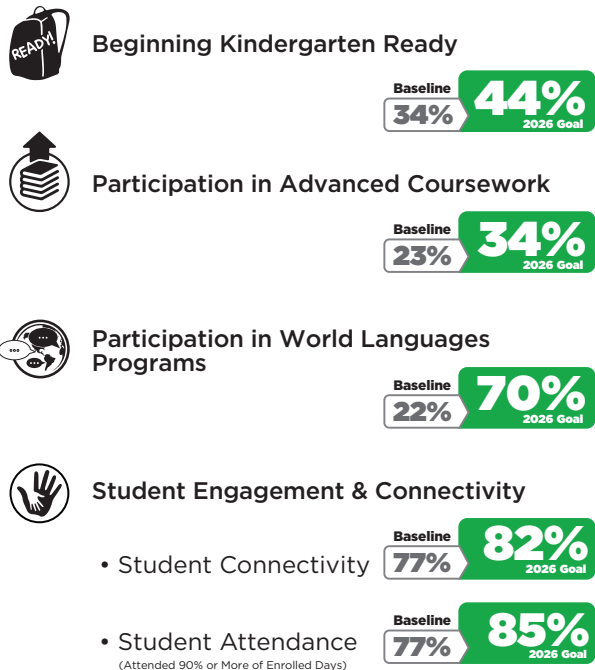
Priority Student Outcomes

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.

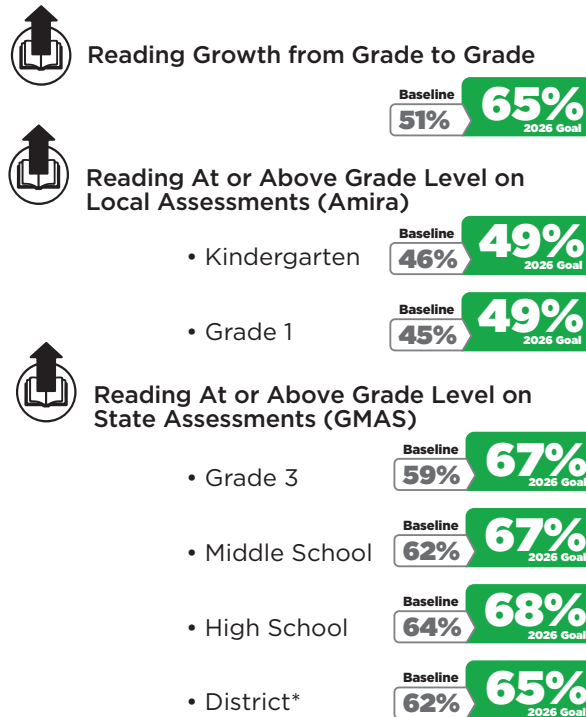


Advancing opportunities, access, and outcomes for every student in:

Readiness to Learn and Access to Learning



Literacy Proficiency



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

College, Career, and Life-Ready

