



Community-Inspired 2021-2026 Strategic Plan

Developed by the Henry County Board of Education



QUARTERLY REPORT

YEAR 5 | QUARTER 3 | APRIL 2026

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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.

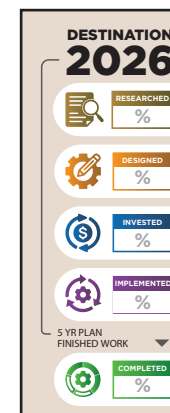


STRATEGIC INITIATIVES

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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HENRY
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QUARTERLY REPORT

1 Advance Learning Opportunities & Experiences for All Students

DESTINATION 2026



RESEARCHED
100%



DESIGNED
98%



INVESTED
100%



IMPLEMENTED
96%

5 YR PLAN
FINISHED WORK ▼



COMPLETED
93%

Q3 quarter
APRIL
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 Programming Design** - Learning and Performance and Communications collaborated to develop a Henry County STEM High School informational video, hosted four in-person and virtual Parent Information Meetings, is developing the curriculum for the School of Sustainability, researching E-sports, and evaluating classroom resources for the School of Biotechnology and university guidance and expertise about the School of Aerospace Engineering.
- **SA 1.3.5c - STEM High School Staffing** - The proposed hiring timeline for Phase 1 for the STEM high school was developed.



INVEST & IMPLEMENT

Phase Highlights

Highlights of the 2021-2026 Strategic Plan that apply to this phase will be reported, where applicable, when completed.
Y5Q4 Highlights reporting: June 2026



COMPLETE

Phase Highlights

Highlights of the 2021-2026 Strategic Plan that apply to this phase will be reported, where applicable, when completed.
Y5Q4 Highlights reporting: June 2026

STRATEGIC ACTION

2

Advance Effective School Leadership & Classroom Instruction

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QUARTERLY REPORT

DESTINATION
2026



RESEARCHED
100%



DESIGNED
100%



INVESTED
100%



IMPLEMENTED
85%

5 YR PLAN
FINISHED WORK ▼



COMPLETED
85%

Q3 quarter
APRIL
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 2.3.4 - Para-to-Teacher Pipeline** - Henry County Schools continues to partner with colleges and universities to further the Para-to-Teacher pipeline. The district invited 600 paraprofessionals to a virtual presentation with Gordon State University in March, which covered projected timeframes and costs associated with pursuing further education toward a teacher certification program. HCS shared this information with ESS for substitute teachers and paraprofessionals hired through their agency. Future Educator Signing Day plans are progressing, with FESD celebrations scheduled for May 2026.



COMPLETE

Phase Highlights

Highlights of the 2021-2026 Strategic Plan that apply to this phase will be reported, where applicable, when completed. Y5Q4 Highlights reporting: June 2026

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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

100%

5 YR PLAN
FINISHED WORK ▼



COMPLETED

100%

Q3

Quarter

APRIL 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

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



INVEST & IMPLEMENT

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



COMPLETE

Phase Highlights

- **SA 3.2.3 - Mentoring Communication Plan** - Mentors are actively serving in schools throughout the district, supporting students through meaningful relationships that promote academic success, social-emotional growth, and overall well-being.
Additionally, HCS recently hosted a mentor training session to onboard new mentors and align them with district expectations, student needs, and support structures, ensuring consistency, accountability, and quality across all mentoring programs.
To expand the mentor pipeline, HCS is utilizing "How to Partner" seminars as a strategic recruitment vehicle. These seminars allow the district to engage businesses, faith-based organizations, and community members while outlining pathways to mentorship and long-term partnerships with schools.
- **SA 3.5.2 - Grants and Fundraising** - This quarter's focus included actively seeking federal, state, corporate, and foundation funding that aligns with district priorities and community needs:
 - Assessing new grant opportunities that support student wellness, instructional innovation, and community engagement initiatives
 - Preparing prospect lists and timelines for upcoming cycles to strengthen readiness for high-impact submissions
 - Conducting preliminary outreach to potential grant-making partners to position the Henry County Public Schools Foundation for competitive applications in the next quarter.
- **SA 3.5.3 - Scholarships and Funding** -
Continued investment in the Superintendent's Bright Futures Fund addresses emerging student needs and ensures timely access to resources that support academic achievement and well-being.
Georgia Peach Tax Credit Program - HCS launched a targeted marketing and outreach campaign for the Georgia Peach Education Tax Credit Program this quarter.
The district also submitted a proposal seeking philanthropic investment to support innovation initiatives and expand future scholarship opportunities.



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

DESTINATION
2026



RESEARCHED
100%



DESIGNED
93%



INVESTED
100%



IMPLEMENTED
94%

5 YR PLAN
FINISHED WORK ▼



COMPLETED
94%

Q3 quarter
APRIL
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

Highlights of the 2021-2026 Strategic Plan that apply to this phase will be reported, where applicable, when completed.
Y5Q4 Highlights reporting: June 2026



INVEST & IMPLEMENT

Phase Highlights

• **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.



COMPLETE

Phase Highlights

Highlights of the 2021-2026 Strategic Plan that apply to this phase will be reported, where applicable, when completed.
Y5Q4 Highlights reporting: June 2026

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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%

Q3

quarter

APRIL 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 5.4.1 - Compensation Guidelines** - The district redesigned compensation guidelines for support staff positions to promote career advancement and retention.
- **SA 5.4.3 - In-Job Career Pathways** - Revised compensation guidelines will support in-job career pathways for some non-exempt job families. Henry County Schools has also created a pathway for non-exempt employees who advance to an exempt job family.



COMPLETE

Phase Highlights

Highlights of the 2021-2026 Strategic Plan that apply to this phase will be reported, where applicable, when completed. Y5Q4 Highlights reporting: June 2026

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



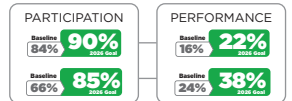
Graduates Completing Industry Certifications or Career Pathways



Participation & Performance of Students on National Assessments:

PSAT 8/9™

PSAT 10™



ACT/SAT®

ACT/SAT® ELA Readiness

ACT/SAT® Math Readiness

