

HENRY COUNTY SCHOOLS

5 Year Strategic Plan

1. Teaching and Learning

Goal – Ensure that the curriculum provides equitable and challenging learning experiences that guarantee all students have sufficient opportunities.

Objective 1: Ensure that course content and course offerings, are aligned with the state's curriculum to enable student success during and after preK-12 education for college and career bound students.

Objective 2: Ensure that programs of instruction, co-curricular and extracurricular activities, enrichment activities, fine arts programs and remediation programs are engaging, equitable, and accessible to all students.

Objective 3: Examine opportunities to add or enhance programs to improve student achievement (expanded fine arts courses, additional and updated Career Technical Education programs, early identification and intervention for At-Risk students)

Timeline:

Objective 1: Master schedule final approval from curriculum directors, principals, and superintendent (Yearly by July 31st).

Objective 2: Monthly walkthroughs by curriculum directors and superintendent, Weekly walkthroughs by principals.

Objective 3: Superintendent, CSFO, career tech director, federal programs director, curriculum directors, and principals to discuss programs and unit #s (Yearly by April 30th).

Goal – Ensure the system and all schools meet the unique learning needs of all students.

Objective 1: Engage teachers, support staff and administrators in strategic, collaborative, shared instructional planning of lessons that are challenging, appropriately paced and address current Alabama College and Career Ready Standards.

Objective 2: Ensure that instruction is designed and delivered to be engaging, inclusive, and success-oriented, to address the education of the whole child.

Objective 3: Ensure that learning needs assessments are completed by each school on a yearly basis. Instructional decisions will be based off of the assessment.

Timeline:

Objective 1: Monthly walkthroughs by curriculum directors and superintendent, Weekly walkthroughs by principals.

Objective 2: Monthly walkthroughs by curriculum directors and superintendent, Weekly walkthroughs by principals.

Objective 3: Needs assessment completed and turned in (Yearly by the end May).

2. Governance and Leadership

Goal – Ensure the governing body provides leadership the autonomy to meet goals for achievement and instruction and to manage the day-to-day operations of the system.

Objective 1: Recruit, employ, develop, and retain highly skilled, effective, innovative system and school administrators.

Objective 2: Review, revise, and maintain effective Board of Education policies on which to base sound decision making, effective procedures, and fair consistent implementation of laws, rules, and guidelines.

Objective 3: Ensure policies are in place that allow school/system administrators to make decisions based on the needs of their school.

Timeline:

Objective 1: Actively post job openings through Teach Alabama website and local newspapers (Ongoing). Partner with local colleges in helping to develop and recruit preservice teachers and paraprofessionals (Ongoing).

Objective 2: Superintendent and board will internally review and revise policies as needed (Ongoing).

Objective 3: Superintendent and board will internally review and revise policies as needed (Ongoing).

Goal – Provide opportunities and programs to involve all system stakeholders or agencies in collaborative efforts to improve school system governance.

Objective 1: Establish and/or maintain advisory groups, councils, cooperative associations, booster clubs, and school support groups to include representatives from all system stakeholders to provide input, feedback and ideas for improving school and system governance.

Objective 2: Collect and analyze public comments, suggestions, ideas and concerns about school system governance through surveys, correspondence, meetings, and forums.

Timeline:

Objective 1: Stakeholder survey (Yearly by the end of May).

2: Stakeholder survey (Yearly by the end of May).

3. Finance

Goal – Ensure that all monies are appropriated according to the strategic plan.

Objective 1: Ensure that money is appropriated to schools based on state and federal guidelines.

Objective 2: Establish transparency among all schools as to how monies are appropriated.

Timeline:

Objective 1: Superintendent, board, CSFO, and supervisors (Ongoing).

Objective 2: Report given to board and principals by down to spending per student (Yearly by the end of April).

4. Safety and Discipline

Goal- Provide and maintain safe and secure learning environment throughout the school system.

Objective 1: Implement effective programs and procedures to reduce school discipline incidents, suspensions, and expulsions.

Objective 2: Provide safe, secure, inviting and appropriate environments for a wide variety of extra-curricular and co-curricular activities (fine arts, athletic, career tech education, assemblies, regional/system wide competitions, and community programs).

Objective 3: Review, update, and revise a system-wide code of student conduct and school safety plans on an annual basis.

Timeline:

Objective 1: Implement positive behavior programs at each school (Ongoing).

Objective 2: Monthly walkthroughs by curriculum directors and superintendent, Weekly walkthroughs by principals.

Objective 3: Stakeholder committee to meet and revise code of conduct (Yearly by end of March). Board approve changes (Yearly by end of April).

5. Stakeholder Engagement and Communication

Goal- Provide students with meaningful learning activities that require the use of technology and innovative tools in conjunction with professional learning opportunities for educators, administrators, and staff for effective and impactful technology integration to prepare students for future jobs and careers.

Objective 1: Develop and implement district wide AI policies for both staff and students

Objective 2: Provide students with foundational knowledge in STEM (science and technology) and digital literacy standards across all grade levels

Objective 3: Provide PD and online training for educators to learn how to effectively blend technology, AI, teaching methods and subject matter for a more diverse learning experience

Objective 2: Ongoing communication and monitored through yearly stakeholder surveys (Yearly by end of May).

Objective 3: Ongoing communication and monitored through yearly stakeholder surveys (Yearly by end of May).

Goal – Effectively monitor, evaluate, and report on the school system strategic plan.

Objective 1: Analyze, monitor, and evaluate the implementation of the strategic plan and all school/system continuous improvement plans at least annually and according to benchmarks identified in the plans.

Objective 2: Publish progress toward and accomplishment of school system goals, objectives, and continuous improvement plans.

Timeline:

Objective 1: Publish progress on website and various media formats (Yearly by end of June).

Objective 2: Publish progress on website and various media formats (Yearly by end of June).

6. Facilities and Resources

Goal – Provide resources to the student population being served

Objective 1: Develop and maintain a long term facilities plan.

Objective 2: Make the best use of current facilities and plan future facilities based on school need and as according to the facilities plan.

Timeline:

Objective 1: Board and superintendent to revisit and update facilities plan (yearly by end of September).

Objective 2: Board and superintendent to revisit and update facilities plan (yearly by end of September).

7. Human Resources/Quality Staff and Professional Development

Goal – Ensure that the system hires highly qualified staff and provide the opportunities for quality professional development.

Objective 1: Recruit, employ, develop, and retain highly qualified, effective teachers and instructional support personnel.

Objective 2: Ensure effective employee evaluation systems that result in improved performance, on-going professional development, and high quality employee training programs.

Timeline:

Objective 1: Actively post job openings through Teach Alabama website and local newspapers (Ongoing). Partner with local colleges in helping to develop and recruit preservice teachers and paraprofessionals (Ongoing).

Objective 2: Employ new educator effectiveness evaluation system (Beginning in 18-19 School Year). Professional development surveys completed (Yearly by the end of May).

8. Technology

Goal- Provide students with meaningful learning activities that require the use of technology and innovative tools in conjunction with professional learning opportunities for educators, administrators, and staff for effective and impactful technology integration to prepare students for future jobs and careers.

Objective 1: Develop and implement district side AI policies for both staff and students

Objective 2: Provide students with foundational knowledge in STEM (science and technology) and digital literacy standards across all grade levels

Objective 3: Provide PD and online training for educators to learn how to effectively blend technology, AI, teaching methods and subject matter for a more diverse learning experience

Objective 4: Staggard 4-year refresh Cycle: Implement a rotating replacement schedule where 25% of student devices are replaced annually.

Objective 5: Infrastructure upgrade: Upgrade all wireless access points and management switches within a 4 year time period.

Timeline:

Objective 1: Weekly walk through by technology director, technology specialists, and principals (Ongoing).

Objective 2: Technology plan completed with stakeholders (Yearly by Mid November).