



Community-Inspired
2021-2026 Strategic Plan

Developed by the Henry County Board of Education



QUARTERLY REPORT

YEAR 5 | QUARTER 4 | JULY 2026

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
98%



INVESTED
100%



IMPLEMENTED
96%

5 YR PLAN
FINISHED WORK ▼



COMPLETED
96%

Q4
JULY
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 1.3.5 – STEM Programming Design**
- Some furniture and color palettes have been selected.
- A research company is providing recommended resources for the biotechnology pathway.
- The framework for the pathways was created, proposing curriculum that will lead to industry-recognized certifications and competition opportunities.
- Student drone projects were developed for the aerospace pathway, while LEED building certification, EV car, and phytomining projects were created for the sustainability pathway.

This work will be carried over into the next plan.

- **SA 1.3.5 – STEM Programming Design** - The screening and interviewing process for the STEM High School principal began.

This work will be carried over into the next plan.



INVEST & IMPLEMENT

Phase Highlights

There are no highlights for this phase this quarter.



COMPLETE

Phase Highlights

There are no highlights for this phase this quarter.

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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%

Q4
Quarter
JULY 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 - Retention Strategies

This work will be carried over into the next plan.

- SA 2.3.4 - Para-to-Teacher Pipeline -

Paraprofessional to Teacher grants were awarded. Future Educator Signing Day was celebrated for high school seniors entering the education field.

This work will be carried over into the next plan.



COMPLETE

Phase Highlights

There are no highlights for this phase this quarter.

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QUARTERLY REPORT

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%

Q4
JULY
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

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



COMPLETE

Phase Highlights

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

STRATEGIC ACTION

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QUARTERLY REPORT

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

DESTINATION
2026



RESEARCHED
100%



DESIGNED
100%



INVESTED
100%



IMPLEMENTED
94%

5 YR PLAN
FINISHED WORK ▼



COMPLETED
94%

Q4
Quarter
JULY
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

The work in this phase is complete for Strategic Action 4.



INVEST & IMPLEMENT

Phase Highlights

• SA 4.3.1 - Health and Wellness -

- Increased access to mental health counseling and other resources have been secured.
- Applied for donated backpacks for qualifying students.
- New benefit choice sessions were offered, and more than 25 vendors were confirmed for the Employee Benefits Fair to be held during district orientation in July.
- New financial seminar was made available to all employees.

This work will be carried over into the next plan.



COMPLETE

Phase Highlights

There are no highlights for this phase this quarter.

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QUARTERLY REPORT

5

Advance a High-Performing Operational Culture

DESTINATION
2026



RESEARCHED
100%



DESIGNED
100%



INVESTED
100%



IMPLEMENTED
86%

5 YR PLAN
FINISHED WORK ▼



COMPLETED
91%

Q4
JULY
2026

STRATEGIC INITIATIVES

Implement an enterprise resource management system to integrate finance, human resources, procurement, & document management

Develop a comprehensive data strategy & support structures

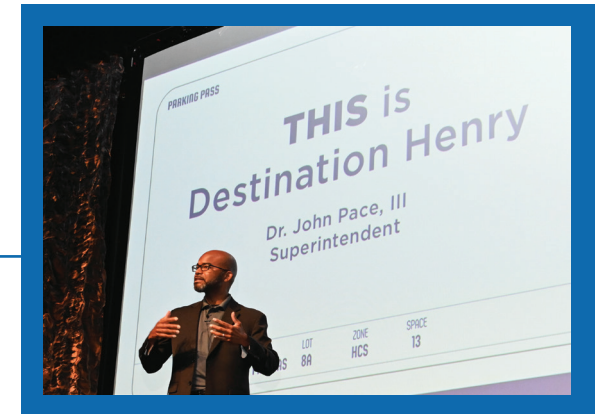
Establish a basic equipment lists for classrooms, school common spaces, & office

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

There are no highlights for this phase this quarter.



INVEST & IMPLEMENT

Phase Highlights

- **SA 5.4.1 – Compensation Guidelines** – Redefined pay guidelines to allow advancement within the organization.
- **SA 5.4.3 – In-Job Career Pathways** – To remain competitive, pay guidelines were redefined based on support staff experience and experience in hourly positions for workers moving into salaried positions within the district.



COMPLETE

Phase Highlights

- **SA 5.1.6 – HR and Payroll Enhancement** – Created standard operating procedures to train employees and external users on the Enterprise Resource Planning system.

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

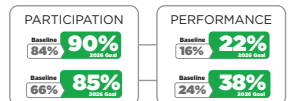


Graduates Completing Industry Certifications or Career Pathways

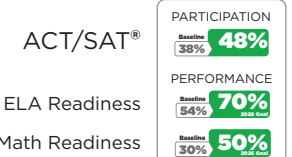


Participation & Performance of Students on National Assessments:

PSAT 8/9™



PSAT 10™



ACT/SAT®

ACT/SAT® ELA Readiness

ACT/SAT® Math Readiness