



Community-Inspired  
**2021-2026 Strategic Plan**

Developed by the Henry County Board of Education



# QUARTERLY REPORT

**YEAR 1 | QUARTER 2 | JANUARY 2022**

# Community-Inspired 2021-2026 Strategic Plan

Developed by the Henry County Board of Education



## 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.

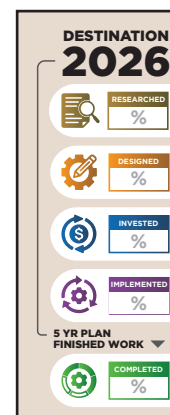


### STRATEGIC INITIATIVES

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 years 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, & 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 five years of the strategic plan. As we complete each phase of implementation the phase box will read 100%.

# STRATEGIC ACTION

Community-Inspired  
2021-2026 Strategic Plan  
Developed by the Henry County Board of Education

**HENRY**  
COUNTY SCHOOLS



## QUARTERLY REPORT

# 1 Advance Learning Opportunities & Experiences for All Students

DESTINATION  
**2026**



RESEARCHED  
**24%**



DESIGNED  
**8%**



INVESTED  
**7%**



IMPLEMENTED  
**0%**

5 YR PLAN  
FINISHED WORK ▼



COMPLETED  
**0%**

**Q**2  
quarter

**JANUARY**  
**2022**

## STRATEGIC INITIATIVES

Nurturing strong partnerships with Henry County early learning providers & other community partners

Improving student knowledge and skills around wellness, well-being, and creating real world connections

Expanding opportunities and access for students: Advanced Coursework, Science, Technology, Engineering, Math (STEM), Fine Arts

Creating a community of powerful readers & writers



## IMPLEMENTATION HIGHLIGHTS

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



### RESEARCH & DESIGN

#### Phase Highlights

- Survey of class spaces for orchestra at the middle school level in conjunction with the Facilities and Maintenance department. SA 1.4.3
- Literacy teaching and learning resources for reading and writing under consideration were on display for all stakeholders, and feedback was solicited during the 20-day review period. Currently in the process of formal solicitation of resources/materials from select vendor(s). SA 1.1.4
- Designing Early Care Provider Spring Summit in 2022 to foster relationships and build partnerships with local providers. SA 1.6.2



### INVEST & IMPLEMENT

#### Phase Highlights

- All 28 afterschool programs have embedded STEM Day activities each month. The projects and activities are monitored through student surveys to help design future activities. SA 1.3.3a
- Professional learning was provided to Middle School administrators on the logistics and benefits of using PSAT 8/9 data for advanced coursework recruitment. All eighth-grade students completed the PSAT 8/9 in October. SA 1.2.7
- ELA content experts continued to provide targeted professional learning for both leaders and teachers in the areas of reading and writing instruction. SA 1.1.2



### COMPLETE

#### Phase Highlights

Highlights of the 2021-2026 Strategic Plan that apply to this phase will be reported, where applicable, when completed. Q3 Highlights reporting: April 2022.

# STRATEGIC ACTION

Community-Inspired  
2021-2026 Strategic Plan  
Developed by the Henry County Board of Education



## QUARTERLY REPORT

# 2 Advance Effective School Leadership & Classroom Instruction

DESTINATION  
**2026**

RESEARCHED  
**22%**

DESIGNED  
**4%**

INVESTED  
**0%**

IMPLEMENTED  
**0%**

5 YR PLAN  
FINISHED WORK

COMPLETED  
**0%**

**Q2** quarter

**JANUARY  
2022**

### STRATEGIC INITIATIVES

Aligning frameworks for effectiveness in:  
Schools | Classrooms | Leadership | Teaching | Professional Support Roles

Advancing school leadership capacity:  
Leading Instruction | Data Teaming | Collaborative planning | School Improvement | Community Engagement

Creating pipelines for recruitment, development, and advancement of personnel:  
District Leaders | School Leaders | Certified Teachers | Classified Staff

Expanding 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

- Completed extensive research on highly effective leader professional development through UVA Partnership for Leaders in Education and AASA National Principal Supervisor Academy. This resulted in the design of the HCS Leadership Matrix, which will be used to identify key leader behaviors and design a scope and sequence of leader professional development. SA 2.1.3c
- Gathered exemplary Parent & Family Engagement Plans and engagement practices from Parent Involvement Professionals. Developed a Parent Engagement Steering Committee consisting of District Leaders, Parents, Parent Involvement Professionals, School Leaders, and School Staff. SA 2.2.5



#### INVEST & IMPLEMENT

##### Phase Highlights

- The HCS Leadership Matrix has been shared with leaders. Assistant Superintendents use leader behaviors to drive leader coaching and professional learning. SA 2.1.1



#### COMPLETE

##### Phase Highlights

Highlights of the 2021-2026 Strategic Plan that apply to this phase will be reported, where applicable, when completed. Q3 Highlights reporting: April 2022.

# STRATEGIC ACTION

Community-Inspired  
2021-2026 Strategic Plan  
Developed by the Henry County Board of Education



## QUARTERLY REPORT

# 3

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

### DESTINATION 2026



RESEARCHED  
31%



DESIGNED  
15%



INVESTED  
0%



IMPLEMENTED  
0%

5 YR PLAN  
FINISHED WORK



COMPLETED  
0%

# Q<sub>2</sub> quarter

# JANUARY 2022

### STRATEGIC INITIATIVES

Expanding "Partners in Education" including: Faith-Based | Small Business | Civic Organizations

Establish & Incorporate:  
Welcome Center | HCS Foundation (503c-3) | Volunteer/Mentor Programs

Ensure all students, families, and staff are welcome and valued

Elevating systematic language services and community partnerships with intergovernmental agencies

Building 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

- Currently identifying faith-based partners/ resources and updating this information weekly. A new social worker hub has been created. SA 3.1.1a
- "Henry County Public Schools Foundation, Inc." corporation application filed with Georgia Secretary of State. SA 3.5.1
- Met with potential multi-language vendors and experts/consultants to understand options for providing language enhancement tools and resources for families. SA 3.6.3
- A cross-divisional team met to enhance services for non-native English speakers. Community input regarding these services is now being collected. SA 3.8.3



#### INVEST & IMPLEMENT

##### Phase Highlights

- The HCS Welcome Center facility opened in July 2021 for families requiring in-person assistance with enrollment and registration. SA 3.3.1
- Phased rollout of Online Registration began as the first step in making enrollment and registration materials easily accessible to parents. SA 3.3.2



#### COMPLETE

##### Phase Highlights

Highlights of the 2021-2026 Strategic Plan that apply to this phase will be reported, where applicable, when completed. Q3 Highlights reporting: April 2022.

# STRATEGIC ACTION

Community-Inspired  
2021-2026 Strategic Plan  
Developed by the Henry County Board of Education

**HENRY**  
COUNTY SCHOOLS



## QUARTERLY REPORT

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

### DESTINATION 2026



RESEARCHED  
48%



DESIGNED  
15%



INVESTED  
17%



IMPLEMENTED  
0%

5 YR PLAN  
FINISHED WORK



COMPLETED  
0%

# Q2

## JANUARY 2022

### STRATEGIC INITIATIVES

Establishing comprehensive school-wide counseling, academic & career coaching, & advisement systems

Establishing community health & wellness collaborative for students:  
Physical | Emotional | Academic | Mental

Establishing employee wellness framework & commitment

Establishing a continuum of services ensuring safe & healthy learning environments



### IMPLEMENTATION HIGHLIGHTS

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



### RESEARCH & DESIGN

#### Phase Highlights

- Researching ways to increase play-based movement programming in schools; specifically investigating options for after school programming, piloting a lacrosse program at PGE, and introducing hand-eye coordination game opportunities. SA 4.2.1
- Mental Health and Wellness professionals are designing a comprehensive toolkit for all employees. SA 4.3.2
- Drafted a regulation in concert with Conduct, Prevention and Student Services to ensure teams are in place to provide plans for success for students returning to the traditional school environment. SA 4.4.1



### INVEST & IMPLEMENT

#### Phase Highlights

- The second phase of training has been implemented with school counselors and graduation coaches through the new college access management systems. Students are being introduced to the platform to complete Bridge Bill career and college readiness assessments. SA 4.1.4
- District conducted student wellness Check-Ins, and trained principals on wellness tools available for monitoring students' perceptions. Schools are setting goals and identifying action steps to support student wellness. SA 4.2.4



### COMPLETE

#### Phase Highlights

Highlights of the 2021-2026 Strategic Plan that apply to this phase will be reported, where applicable, when completed. Q3 Highlights reporting: April 2022.

# STRATEGIC ACTION

Community-Inspired  
2021-2026 Strategic Plan  
Developed by the Henry County Board of Education



## QUARTERLY REPORT

# 5

## Advance a High-Performing Culture

### DESTINATION 2026



5 YR PLAN  
FINISHED WORK ▼



**Q2**  
quarter  
**JANUARY  
2022**

### STRATEGIC INITIATIVES

- Implementing an enterprise resource management system to integrate finance, human resources, procurement, & document management
- Developing a comprehensive data strategy & support structures
- Establishing basic equipment lists for classrooms, school common spaces, & office spaces
- Updating compensation & classification infrastructure
- Expanding energy management across the school district



### IMPLEMENTATION HIGHLIGHTS

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

### RESEARCH & DESIGN

#### Phase Highlights

- Identified a pre-RFP strategy partner to support business process and case analysis that will support soliciting ERP partners. SA 5.1.4
- Began design of Elementary School growth & replacement model for Henry County Schools. SA 5.3.3
- Identification of schools to receive energy management software/hardware upgrades has been completed with implementation to begin in Spring of 2022. SA 5.5.1

### INVEST & IMPLEMENT

#### Phase Highlights

- Hired new Data Director and Data Coordinator. Established cross-divisional Core-4 team to lead HCS Data Team work. SA 5.2.2

### COMPLETE

#### Phase Highlights

Highlights of the 2021-2026 Strategic Plan that apply to this phase will be reported, where applicable, when completed. Q3 Highlights reporting: April 2022.

# Priority Student Outcomes

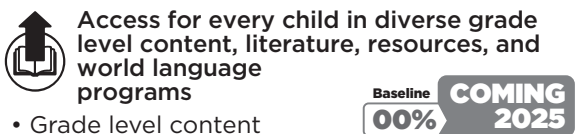
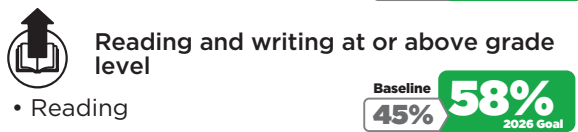
To advance the district's ambitious pursuit to become a high-performing school district and community, we must strive to additionally hold ourselves accountable for advancing opportunities, access, and outcomes for every student by the following three Priority Student Outcomes.



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

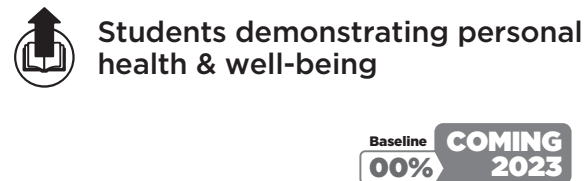
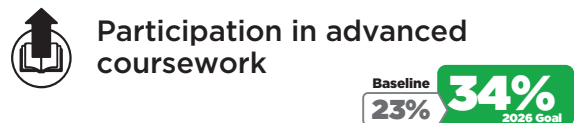
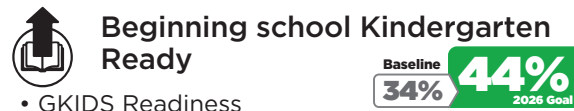
## Literacy Proficiency

**Note:** Unless otherwise noted, the Board of Education is in the process of reviewing baseline data and will set a 5 year goal for each metric;



## Readiness to Learn

**Note:** Unless otherwise noted, the Board of Education is in the process of reviewing baseline data and will set a 5 year goal for each metric;



## College, Career, and Life-Ready

**Note:** Unless otherwise noted, the Board of Education is in the process of reviewing baseline data and will set a 5 year goal for each metric;

