

# HCS 2021-2026 Strategic Plan At-a-Glance

## Mission and Vision Statement



### VISION

Ensure a high-quality, world-class education for every student.

### MISSION

Empower all students with exceptional opportunities and access that lead to success in a global society.

## Core Beliefs

### The Board of Education believes...

1. All children can learn at or above grade level and will have an equal opportunity to do so.
2. Family and community involvement is critical to student success.
3. All learning environments will be supportive safe and secure.
4. Effective teachers, leaders, and employees produce excellent results.

## Common Understandings

**Understanding 1:** We will preserve and promote an aligned system of teaching and learning that includes clearly articulated standards, common pacing, aligned resources, and internal formative assessments to validate learning.

**Understanding 2:** We will hold ourselves accountable to metrics determined by the State of Georgia including on-grade level and above performance by content area for all student groups.

**Understanding 3:** We will embrace a culture of continuous improvement that involves stakeholders in the process of getting better as a system of schools, as an employer of choice, and as a lever for strength in the community.

## Priority Student Outcomes

### PRIORITY OUTCOME 1: We will advance opportunities, access, and outcomes for every student group in Literacy Proficiency at every grade

1. Reading growth from grade to grade.
2. Reading and writing "on or above" grade level.
3. Access for every child to diverse grade level content, literature, resources, and world language programs.

### PRIORITY OUTCOME 2: We will advance opportunities, access, and outcomes for every student group in Readiness to Learn at every level

1. Students prepared and ready to begin kindergarten.
2. Student participation in advance coursework at every level.
3. Students demonstrating social and emotional health and readiness.

### PRIORITY OUTCOME 3: We will advance opportunities, access, and outcomes for every student group in College, Career, and Life Ready skills – post graduation

1. High school graduates meeting competitive acceptance requirements for University System of Georgia colleges and universities, and qualification for Zell Miller Scholarships.
2. High school graduates meeting college readiness benchmarks in English Language Arts and Mathematics.
3. High school graduates successfully completing industry certification, persisting through post-secondary degree programs, and/or eligible for high-skilled workforce options.
4. Students completing career inventories, internships/apprenticeships, and industry certifications.
5. Students demonstrating competency in financial literacy, soft skills, and transition goals (ESE).
6. Participation and performance of students on nationally comparative metrics.

## Strategic Actions & Initiatives

### STRATEGIC ACTION 1: Advance PreK-12 Learning opportunities and experiences for all students

1. Create a community of powerful readers and writers.
2. Increase exploration of, access to, and participation in advanced content coursework and experiences.
3. Expand Science, Technology, Engineering, & Mathematics (STEM) opportunities at every school and across the district.
4. Expand Fine Arts at every school and across the district.
5. Expand student knowledge and skills around wellness, well-being, and real-world connections along with access to the Academy for Advanced Studies, other academic academies and world language programs.
6. Establish firm partnerships with Henry County early childcare providers and other community partners.

### STRATEGIC ACTION 2: Advance effective school leadership and classroom instruction

1. Establish aligned frameworks for highly effective schools, classrooms, leaders, teachers, and support professionals with a focus on positive culture and climate.
2. Advance school leadership capacity to lead instruction, data teaming, collaborative planning, school improvement, and community engagement.
3. Create a pipeline that is for district leaders, school leaders, certified teachers, and classified job families.
4. Build out school feeder-pattern K-12 clusters for the purpose of vertical articulation of academics, student and family experience, community engagement, and shared civic leadership.

### STRATEGIC ACTION 3: Advance connectivity to value and engage all students, employees, families, and partners in our growing community

1. Expand the Partners in Education Program ensuring that every school has (at least) a faith-based partner, a small business partner, and a civic organization partner.
2. Establish a comprehensive volunteer and mentoring program.
3. Establish a Henry County Schools "Welcome Center" for students and families new to HCS.
4. Ensure all students, families, and staff are welcomed and valued.
5. Create and incorporate a 501c-3 approved Henry County Schools Foundation.
6. Elevate systematic language services.
7. Elevate community partnerships with local and state inter-governmental agencies.
8. Build out adult education programming for HCS families to provide learning and skill development opportunities.

### STRATEGIC ACTION 4: Advance student and employee health, wellness, and support structures

1. Establish a comprehensive school-wide counseling, academic and career coaching, and advisement program.
2. Establish a community health and wellness collaborative to invest in physical, emotional, academic, and mental health services, care, and resources for students.
3. Establish an employee wellness framework and wellness commitment.
4. Develop a continuum of services to ensure that every student is learning in a safe and healthy environment.

### STRATEGIC ACTION 5: Advance a High-Performing Operational Culture

1. Acquire and implement an enterprise resource management system with the capability to integrate the processes of finance, human resources, procurement, and document management.
2. Develop and implement a comprehensive data strategy and support structures.
3. Establish a basic equipment list and growth and replacement plan of basic equipment for every classroom, school common space, and office space.
4. Evaluate and update compensation and classification infrastructure and address position control, internal accountability processes, and new with-in job family career ladders.
5. Expand energy management plan across school district.