

**Who are we?**

Our Mission	Our Vision	Our Beliefs
<p>Committed to Ensuring Educational Success for Each Student</p>	<p><i>from GOOD ...</i> Ensuring Each Student Meets or Exceeds Grade-Level Performance Standards  <i>to GREAT ...</i> Ensuring Each Student Graduates High School Prepared for Further Learning</p>	<p>Henry County Schools is committed to the belief that all students will learn at high levels.</p> <p>We value our stakeholders - students, employees, and parent and community partners - and believe that student success occurs when all stakeholders consistently support high expectations for student, school, and district performance.</p>

**Where are we now?**

Financial Data	Stakeholder Input	Performance Data
<p>The district's Annual Budget Report may be accessed via the Henry County Schools <i>eBOARD</i> website: <a href="https://eBOARD.eBOARDsolutions.com/index.aspx?s=4088">https://eBOARD.eBOARDsolutions.com/index.aspx?s=4088</a></p> <p>From the <i>eBOARD</i> website, please select the "DOCUMENTS" tab in the main menu bar.</p>	<p>Annual perception surveys provide opportunities for anonymous stakeholder input regarding the district and schools. Survey results are provided to the Henry County Board of Education, as well as to school and department leaders. Such reports inform the development of continuous improvement plans.</p> <p>The following stakeholder groups are identified for participation:</p> <ul style="list-style-type: none"> <li>• all students in grades 4, 7, and 11 (and 2<sup>nd</sup> grade at Stockbridge ES)</li> <li>• all graduating seniors</li> <li>• all parents from grades 4, 7, and 11 (and 2<sup>nd</sup> grade at Stockbridge ES)</li> <li>• all school system employees</li> <li>• the Henry County business community</li> </ul> <p>These reports may be accessed via the Henry County Schools <i>eBOARD</i> website: <a href="https://eBOARD.eBOARDsolutions.com/index.aspx?s=4088">https://eBOARD.eBOARDsolutions.com/index.aspx?s=4088</a></p> <p>From the <i>eBOARD</i> website, please select the "DOCUMENTS" tab in the main menu bar.</p>	<p>The following are key information sources for monitoring district and school performance:</p> <ul style="list-style-type: none"> <li>• Balanced Scorecard (Henry County Schools)</li> <li>• Georgia Education Scoreboard (Governor's Office of Student Achievement)</li> <li>• Adequate Yearly Progress Report (Georgia Department of Education)</li> </ul> <p>These reports may be accessed via the Henry County Schools <i>eBOARD</i> website: <a href="https://eBOARD.eBOARDsolutions.com/index.aspx?s=4088">https://eBOARD.eBOARDsolutions.com/index.aspx?s=4088</a></p> <p>From the <i>eBOARD</i> website, please select the "PERFORMANCE" tab in the main menu bar.</p>

Where do we want to go?	How will we know when we have arrived?	How do we plan to get there?	
Focus Areas & Strategic Goals	Measures and Targets	Strategies	Initiatives
<p><b>Focus Area 1</b> <b>Student Achievement</b></p> <p><b>Strategic Goal 1:</b> Increase the high school graduation rate and improve achievement on indicators of college and career readiness.</p> <p><b>Strategic Goal 2:</b> Ensure student mastery of Georgia Performance Standards and increase achievement at advanced levels of proficiency.</p>	<p>Performance measures and targets to be determined by <i>Student Achievement</i> focus team.</p> <p>Measures and targets for 2011 – 2016 will be tracked via the HCS balanced scorecard.</p>	<p><b>Strategy 1 - Curriculum:</b> A standards-based curriculum will be organized, implemented, and monitored to maximize student learning.</p> <p><b>Strategy 2 - Assessment:</b> A variety of effective assessment strategies will be used to identify patterns of achievement and to design instruction.</p> <p><b>Strategy 3 - Instruction:</b> Classroom instruction will consistently incorporate research-based strategies that support student learning.</p>	<ul style="list-style-type: none"> <li>• Implementing Common Core GPS</li> <li>• Supporting use of balanced assessment processes</li> <li>• Development of standards-based classrooms and RTI processes</li> <li>• Instructional improvement in content areas, with math emphasis</li> <li>• Supporting effective inclusive practices</li> <li>• Development of Academy for Advanced Studies</li> </ul>
<p><b>Focus Area 2</b> <b>Culture, Climate and Community</b></p> <p><b>Strategic Goal 1:</b> Create a safe, orderly and supportive environment for learning and teaching.</p> <p><b>Strategic Goal 2:</b> Strengthen communication and collaboration with employees, students, parents and the community.</p>	<p>Performance measures and targets to be determined by <i>SOS Environment and Communications</i> focus teams.</p> <p>Measures and targets for 2011 – 2016 will be tracked via the HCS balanced scorecard.</p>	<p><b>Strategy 1 - School Culture:</b> The district and all schools will establish a culture that sustains positive and productive relationships and a sense of belonging.</p> <p><b>Strategy 2 - Student/Family/Community:</b> The school and district will engage students, parents, and community stakeholders to help achieve school improvement goals.</p>	<ul style="list-style-type: none"> <li>• Improving internal and external communications</li> <li>• Supporting use of research-based positive behavior interventions</li> <li>• Supporting parent involvement and mentoring initiatives</li> <li>• Supporting early learning and school readiness initiatives</li> </ul>
<p><b>Focus Area 3</b> <b>Quality Assurance</b></p> <p><b>Strategic Goal 1:</b> Build the capacity of teachers, leaders and support personnel to produce continuous improvement in student, school and district performance.</p> <p><b>Strategic Goal 2:</b> Maximize the impact of district resources upon student achievement and ensure responsible and transparent stewardship.</p>	<p>Performance measures and targets to be determined by <i>Teacher/Leader Effectiveness and Resource Management</i> focus teams.</p> <p>Measures and targets for 2011 – 2016 will be tracked via the HCS balanced scorecard.</p>	<p><b>Strategy 1 - Leadership:</b> Leadership personnel will serve as lead learners who promote sustained and continuous improvement in student learning.</p> <p><b>Strategy 2 - Professional Learning:</b> Job-embedded professional learning will target high-priority district and school improvement goals.</p> <p><b>Strategy 3 - Planning &amp; Organization:</b> The school and district will implement policies, procedures, and processes that support learning and teaching.</p>	<ul style="list-style-type: none"> <li>• Implementing CLASS Keys teacher evaluation system</li> <li>• Implementing LEADER Keys leader evaluation system</li> <li>• Developing school and department continuous improvement plans</li> </ul>