



HCS BOARD OF EDUCATION MONTHLY MEETING HIGHLIGHTS

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Vol. 5, No. 2 - September 13, 2021

Better together.

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District Strategic Priorities

Unify

Unify Henry County around excellence in public education.

Strengthen

Strengthen our core business of student learning.

Ensure

Ensure a high performing environment for all students.



Remembrance and Thankfulness

The board meetings for the month of September were both opened by Superintendent Davis with a moment of reflection on the anniversary of 9/11. It was 20 years ago that this one day forever changed the country, and so many educators can vividly recall the impact those events had on their students at the time, and their own lives.



The introduction of the meeting was also used to highlight the incredible work that has been displayed by employees and students all across the district during the first five weeks of the new school year. So much preparation went into making in-person learning possible, and Henry County Schools continues to take all precautions while using all resources possible to ensure that on-campus learning and instruction remains an option for students and their families. We continue to monitor the impact of COVID-19 on our school operations and invite you to visit our dashboard to see the improving trends in our community and schools.

Strategic Plan Moves Forward with Work on College, Career, and Life-Readiness Skills

The work of the board and the district on advancing the strategic actions outlined in the recently adopted, community-inspired strategic plan continue, and Chief Family & Student Support Services Officer Dr. April Madden detailed the latest work in her report on college, career, and life-readiness skills.

As a part of Strategic Action 4, Initiative Statement 1, which says Henry County Schools will advance student and employee health, wellness, and support structures, through the establishment of a comprehensive school-wide counseling, academic and career coaching, and advisement program, Henry County Schools is moving forward to support the critical foundation of college, career, and life-readiness for students and their families.



Through the voices and desires of the community, coupled with the identified gaps and needs outlined by district counselors, Henry County Schools' research led to Naviance, a comprehensive solution for grades 6-12 that helps to bring everyone involved in student readiness and support to help students find the right path for life after high school. As a part of the report, several key advantages regarding Naviance's role in student support were shared:



Strategic Plan Moves Forward with Work on College, Career, and Life-Readiness Skills (continued)

- Meets state standards – The state’s BRIDGE Law (HB400) required that secondary students were made aware of available college and career choices. Naviance provides lessons and access that far surpass the requirements of the state.
- Increases scholarship access – With so many available scholarships post-high school, it is hard to keep track of them all. Naviance provides a single source to access scholarship and post-secondary information more easily.
- Student and family engagement – Both students and parents have accounts on the platform with regular access to helpful materials and resources regarding decisions after graduation.
- Streamline of processes, demonstrated results – With the varied processes and approaches to planning for life after high school, there can be a multitude of paths taken. This tool ensures you follow the path and processes best for you, and it provides you with in-depth information on how well you are meeting your goals and staying on target for success.

This web-based program addresses four key areas and associated questions for students as they progress toward college and career readiness:

- Self-discovery – Who am I?
 - Students find college and career pathways that are right for them. It is great to get into college, but it is even better to find the right fit.
- Career exploration – What do I want to be?
 - Students realize their strengths, goals, skills, knowledge, and interests to help them make better academic decisions.
- Academic planning – How will I get there?
 - Students connect academic achievement with long-term goals.
- College and career preparation – Will I be successful?
 - Students research and compare colleges and universities, explore and apply to scholarship opportunities, and track the status of transcripts and letters of recommendation.

Board members were excited to hear about this latest tool to help students achieve success on their way to life after Henry County Schools.

“I think this is amazing,” said Dist. 1 Board Member Dr. Pam Nutt. “It will allow students to explore other pathways and careers that they may not have known about. I appreciate you all looking into this to help our students and their families.”

District 4 Board Member Sophe Pope shared her appreciation for this tool that the community stands to benefit from in helping students with choices and counselors support and guide students to success beyond school.

“I really feel this will enhance the guidance experience our counselors can offer,” stated Pope.

School Operations Update for Beginning of School Year

With student learning as the center of all operational planning and actions for every school year, the pandemic has presented various challenges that have required agility and quick decisions in order to support varying needs as they arise. Whether it has been budget adjustments, calendar changes, operational modifications for critical services, virtual instruction expansions, or resource acquisitions, the board has supported the identified needs in order to maintain and offer on-campus learning for the state’s 8th largest school district.

Chief School Leadership Officer Kirk Shrum reported on the many successful strategies and actions that have kept on-campus learning going strong for over 90 percent of the students and schools in our district. Starting first with our district COVID-19 Playbook and Continuum of



School Operations Update for Beginning of School Year (continued)

Multi-Layered Mitigation Strategies, the guidance was developed to help us adjust as necessary to changing conditions in our community. When certain classes, grades, or schools have needed closing due to COVID-19-related constraints, we have been able to meet these short-term needs for long-term on-campus learning.

Connectivity to students has remained high through dedicated staff members in every school and at the district office routinely checking on the mental health and wellness of our students and one another as we learn and teach through these challenging times together.

The district has remained committed to its assurances of proactively monitoring and accelerating reading proficiency, addressing essential standards and silks gaps in ELA and math, and support students in high school to recover course credits needed to graduate.

There are currently right at 43,000 students enrolled in the district with approximately 10 percent of those students enrolled in the expanded virtual option known as Impact Academy. Our athletics and extracurricular participation rates continue to remain strong, with 99 percent of all activities being able to be completed without interruption. And when students are out of school due to COVID-19 and/or quarantine requirements, we have a Bridge Program in place to keep the learning going.

When it comes to staffing and operations, the board's allocation of budgetary dollars to provide investment in teachers and staff, bus drivers, school nutrition employees, and substitutes has been vital. With these monetary investments, teachers are able to remain healthy in the classroom, more bus drivers are on routes which increases on-time delivery, over 700,000 meals have been served thanks to an increase in the number of school nutrition employees, and when employees are out, our sub rate is increasing thanks to a higher daily rate of pay.

These actions are all a part of the temporary emergency management plans enacted by the district to support on-campus learning opportunities. These actions, along with district support in schools to fill in critical staffing roles, and the organization adjustment to support critical objectives of keeping schools open, kids and staff safe and learning on campus, and ensuring a strong response to COVID-19 cases, have ensured that Henry County Schools remains a solid example for other districts to look to when examining how keeping schools open in a pandemic is possible.

Board members were grateful to hear the steps that have been taken and resulted in positive outcomes.

"It's so amazing the progress you all have been able to make since the beginning of school, and I'm so encouraged by that," said Board Chair Holly Cobb (Dist. 3). "I want to thank every single employee in this district, as it has been all hands on deck to keep the single focus on the learning and safety of our students."

Accountability Shared in Three-Prong Report

Chief Learning & Performance Officer Melissa Morse detailed in her report before the board a three-prong update on accountability measures for the district. As laid out in the district's newly adopted Strategic Plan, accountability is a central component as it relates to state metrics, but also the expectations that accountability exists through continuous improvement as a school district, as well as locally developed accountability measures that can go above and beyond what is expected through state and national norms.



In Pursuit of *Exceptional*

Henry County Students

Serving Students	Status Update
2021-22 Student Enrollment	42,892 enrolled
Impact Academy Enrollment	4,301 enrolled
Average Daily Attendance Data	91.1%
Uninterrupted Learning	91.0%
Bridge Program	4,000 students (K-12) served
Athletic Participation and Involvement	Over 3,000 students participating in MS and HS with 400 games and 99% operating as scheduled
School Meals Served	716,000 breakfasts and lunches served
ASEP Enrollment	2,500 students participating

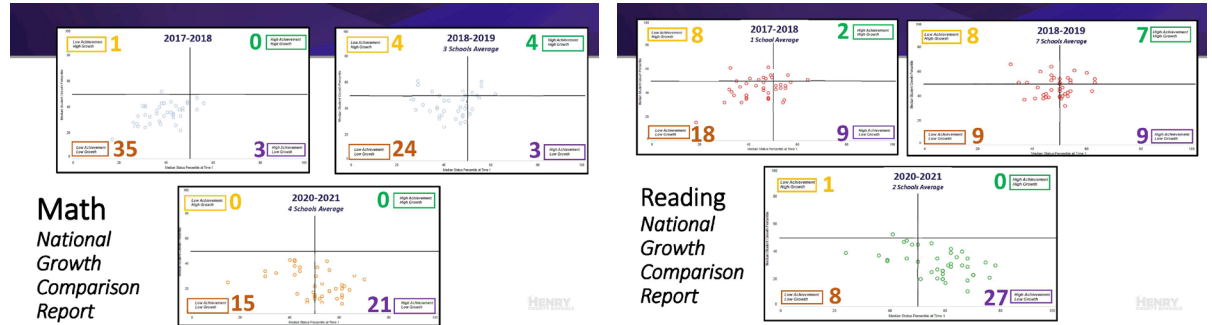
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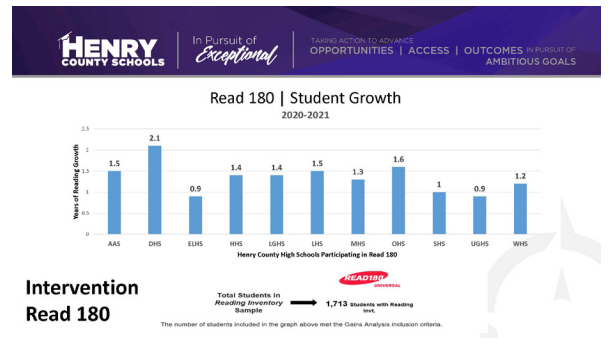
Accountability Shared in Three-Prong Report (continued)

- Local Accountability Measures – Mrs. Morse started her report by focusing on three assessments covered locally – Measuring Academic Progress (MAP) Assessments, Read-180, and Early Literacy Model. Overall, the district did not see the catastrophic declines that were suggested in national conversations. Targeted support has been identified and has been or is being implemented for those students who need additional support to be successful.

To further support the discussion on the MAP assessments, reports and charts were shared providing comparable performance numbers between our students and students across the country. Both reading and math performance compared to national performance levels were shared with the board and reflect the growth in student performance locally over the past three testing years – 2017-18, 2018-19, and 2020-21.



A feature was also given to Read-180, a tool used to help accelerate reading proficiency for students who are behind. Of note was that all of our schools and dedicated teachers helped students in this program achieve at least a year’s growth in their reading proficiency levels with some achieving a year and a half to two years of growth.



And the last piece of local accountability centered on the Early Literacy Model, a focus the board took on back in 2018 that now has three years of data to prove its effectiveness in ensuring a strong reading foundation for our young learners. The group of students who started with this instruction in Kindergarten now show an 83 percent performance on prerequisite skills for their grade level. Even in the midst of learning interruptions, progress continued for these critical learning years for our young learners.

Board Vice-Chair Annette Edwards (Dist. 5) was particularly excited about the work and results that some of our local accountability measures are producing, as well as the work advanced on the strategic plan.

“The literacy program that we have put in place is phenomenal,” said Edwards. “It has done a wonderful job. And I’m proud of the work of this board. We have put a lot of work and hours into the strategic plan. I want the parents to know that we are making sure that our scholars are getting the best. We are setting the tone here in Henry County. Bring your children to this county, and they will be successful.”



Accountability Shared in Three-Prong Report (continued)

- State Assessments – Georgia Milestones
Mrs. Morse provided updates on the recently received Georgia Milestones assessment results. There were declines in performance levels that also coincided with declines in test participation. These noted declines in both areas were witnessed in districts across the state, but due to this reduction in the number of test-takers, extreme caution was urged from state education officials for people examining this year’s results. With that in mind, it was not advised to show a comparison between this year’s performance and the most recent year of Georgia Milestones previously administered.



HCS 2020-2021 Milestones

% Proficient & Distinguished

Performance: HCS 2021 % Proficient & Distinguished

ELA	3rd	4th	5th	6th	7th	8th	Am Lit
'20 - '21	29	29	30	39	34	39	21
Math	3rd	4th	5th	6th	7th	8th	Alg I *
'20 - '21	26	31	20	23	26	25	24
Science	5th	8th	Biology				
'20 - '21	27	21	34				
Social Studies	8th	US History					
'20 - '21	28	25					

*Algebra 1 performance includes MS and HS students who took Algebra 1 course

Performance: HCS 2021 % Reading On or Above Grade Level

Lexile	3rd	4th	5th	6th	7th	8th	Am Lit
'20 - '21	57	54	63	58	66	71	49



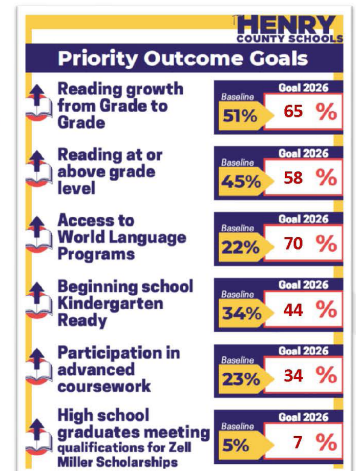
- Strategic Plan Priority Outcomes Goal Setting
Lastly, Mrs. Morse shared an update on the board’s latest efforts to set the five-year goals for at least six of the 25 metrics being used to measure the success of the initiatives laid out in the strategic plan. Accordingly, the goals set by the members of the board of education were determined based on if they were achievable, ambitious, and acceptable to meet the expectations the community set forth in order for Henry County Schools to reach the heights desired by thousands of stakeholders.

Each of the goals set is set to be achieved incrementally over the five years of the strategic plan.



As a Result of the Initiatives in the Strategic Plan, Over the Next 5 Years HCS Will:

- Increase the percent of kids showing reading growth from grade to grade by nearly 15%
- Increase the percent of kids reading at or above grade level by nearly 15%
- Provide world language program to at least 70% of all students, including 100% in Elementary School
- Improve the percent of 5 year olds who start Kindergarten ready by 10%
- Improve access to advanced course work; and
- Increase the number of graduates Zell Miller Scholarship eligible





Accountability Shared in Three-Prong Report (continued)

Board members were excited to see the goals decided upon for the first set of measurable metrics and the progress toward helping our students achieve at the highest levels.

“Know that we are going to partner with you, listen to your voices, listen to your feedback, and we are going to do everything possible to give you every single resource that you need to position our scholars to be the leaders of tomorrow,” said District 2 Board Member Makenzie McDaniel.



Other Agenda Items

The following business items were also unanimously approved, as a part of the consent agenda for the evening meeting:

- **Contract for Career and College Readiness Software Solution, Services and Support** – The board unanimously approved the purchase of the Naviance program as previewed and reported on by Dr. Madden during the Study Session. ARPA funds will be used for this acquisition.
- **Facility License Extension Agreement for 2022 Graduation at Atlanta Motor Speedway** – The board unanimously renewing our contract with AMS to host our 2022 graduation ceremonies from May 17 – May 29th. The contract includes the use of the facility, parking, traffic direction, medical services, and radios for communication.
- **HCBOE Policy IFB - Henry's Plan for Digital Learning** – The board unanimously approved the adoption of HCBOE Policy IFB - Henry's Plan for Digital Learning after it was placed out for public review and comment since the August Board Meeting.
- **GDOT Right of Way Acquisition (EXCEL Academy)** – The board unanimously approved and agreement with the Georgia Dept. of Transportation which will require the school system to relocate chain link fencing in an area near GA Hwy 20 and McGarity Road and Lawrenceville Street. This right-of-way acquisition will not impact operations concerning EXCEL Academy..
- **Board 2022 Meeting Dates and Times** – The board placed the proposed meeting dates and times for 2022 out for public review and comment.



Leadership on the Move

Name	New Position/Location	Former Position/Location
Dr. Joycelyn Jackson	Senior Director School Leadership	Principal Woodland Middle School
Sheryl Matthews	Coordinator Family Services	Parent Engagement Spec. Title I
Shirley Tarver	Assistant Principal Hampton High School	Professional School Counselor Hampton High School
Michelle Banks Wilkerson	Principal Woodland Middle School	Assistant Principal Woodland Middle School

Awards and Recognition

Congratulations to all of the September 2021 Awards & Recognitions winners! We are proud of your accomplishments and support of Henry County Schools.

To view and download copies of the photos taken during the Awards & Recognitions section of the September 2021 HCS Board of Education Meeting, [click here](#) or on the screenshot to the right.

You can also view and download photos from all the other listed HCS Photo albums.

The screenshot shows the Henry County Schools website interface. At the top, there are navigation links for DISTRICT HOME, SCHOOLS, USER OPTIONS, and TRANSLATE. Below this is the Henry County Schools logo and a search bar. A secondary navigation bar includes links for Parents, Students, Community, and Employees. The main navigation menu includes HOME, LEARNING IN HENRY, ABOUT HENRY, REGISTRATION, CAREERS, CONTACT US, and ESSER. The 'Communications' section is expanded, showing a list of links such as Overview, E-SPLOST 6, Partners-in-Education (PIE), Headlines, Press Releases, Messages to Families, Teachers Of The Year (TOTYs), HCS | At Our Best!, Standout Students, Exceptional Educators, HCS Photo Albums, HCS Facebook, HCS Twitter, HCS YouTube, Community Share, District Story Highlights, Leading By Example, Community Voice, Proclamations, Educational Support Personnel of the Year (ESPys), Quarterly Connections, Calendars, and HCS Branding. The 'PHOTO ALBUMS' section is highlighted with a red circle, showing two photo album thumbnails. The first thumbnail is for 'HCS September 2021 Awards and Recognitions Photos 9-13-2021' and the second is for 'HCS July 2021 Awards and Recognitions Photos 7-12-2021'.

EXPECT *Exceptional*



Board Member Remarks



Dr. Pam Nutt
District 1

Dr. Nutt started by thanking the bus drivers for the job they perform each day. She also featured the outcome and sportsmanship of the McDonough vs. Luella high school football game. She thanked ALPLA, Inc. for providing \$10,000 STEM grants to McDonough, Locust Grove & Stockbridge High Schools, the Academy for Advanced Studies, and Henry County Schools for STEM program purposes. Praise was also given by Dr. Nutt toward members of the Unity Grove Elementary faculty and staff for their support of custodians at the school.



Makenzie McDaniel
District 2

Mr. McDaniel congratulated Craig Coleman, Head Football Coach at Luella High School for being named the Atlanta Falcons Coach of the Week. He thanked all employees for their hard work during this season of instruction and learning. Congratulations was shared with Dutchtown High School for their win over Ola High School and Luella High School for their win over McDonough High School. Luella High School student-athlete J'Marius Johnson was recognized for leading the region in football receiving yards. Dutchtown High School senior student Leila Braggs was recognized for being named the National Leadership Representative during the Beta National Conference held this summer in Orlando, Florida. Dutchtown High School students Simone Walker and Palash Patel were featured for being named to the Youth Leadership Henry Class of 2022.



Holly Cobb
Board Chair
District 3

Mrs. Cobb congratulated Ania Hill, Ola High School cheerleader and gymnast, for being named to the Georgia High School Association's Student Advisory Council and serving as the female representative for 5A schools. There was also appreciation shared for all employees in Henry County Schools and the work they are performing during this school year. She closed out her remarks by wishing everyone a safe, restful, and peaceful Fall Break next week.



Sophie Pope
District 4

Mrs. Pope congratulated the Union Grove High School football team for being named the Fox5 Team of the week. Hickory Flat Elementary was congratulated for being awarded a grant from Heritage Bank in the amount of \$1,500 to support academic innovation initiatives. She shared her condolences with the families of the employees and community members who recently passed away. And remembrance was shared for the anniversary of 9/11. A huge thank you was shared with teachers and staff, as well as district leaders for the work performed to support students day in and day out. She wished everyone a great Fall Break.



Annette Edwards
Board Vice-Chair
District 5

Mrs. Edwards congratulated Woodland Middle School counselor Erin Bundrige for being named the Henry County Schools Counselor of the Year. She also congratulated Stockbridge High School Principal Eric Watson for being named one of Piedmont Henry Hospital's Real Men Wear Pink representatives for this year.



Mary Elizabeth Davis
Superintendent

Supt. Davis first recognized the employees in Henry County Schools with sincere appreciation for their incredible dedication to their craft, skills, talent, and community. She wished everyone a safe and enjoyable Fall Break.