

Community Partner

In Pursuit of *Exceptional*

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SUPERMARKETS

UNION GROVE  CLUSTER

HENRY  
COUNTY SCHOOLS

#YouBelongInHenry

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# Henry County Schools Community Conversations

**UNION GROVE**



**CLUSTER**



*I believe...*



# HENRY COUNTY SCHOOLS

and our COMMUNITY share

## A VISION TO

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

and a singular

## MISSION TO

empower all students with **exceptional opportunities** and **access** that lead to **success**

in a global society.

## Unified Governance

An system for educating, led by the Henry County Board of Education



## A COMPASS FOR THE FUTURE

### CORE BELIEFS | We believe

- Each student can learn at or above grade level and will have an equal opportunity to do so
- Family and community involvement is critical to student success
- All learning environments should be supportive, safe, and secure
- Effective teachers, leaders, and staff, produce excellent results

### STRATEGIC ACTIONS | To advance

- And accelerate learning opportunities and experiences for students
- And support effective school leaders and teachers
- Community and stakeholder engagement so that all students, families and employees feel welcomed and valued
- Student and employee health, wellness, and support structures
- A high-performing operational culture

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

### CORE POLICIES | BAB, IAB, and IB, call for

- An Aligned System of Teaching & Learning
- A System of Accountability
- A Framework for Continuous Improvement
- A Plan to Advance Opportunities, Access, and Outcomes

### PRIORITY OUTCOMES | Every student will be

- Ready for kindergarten
- Ready to read and write at or above grade level each year with a curriculum rich literature and world languages
- Ready for success in advanced coursework at every grade level
- Ready for life with strong soft skills, personal health, and well-being
- Ready for college, career and post-secondary successes with industry certifications, competitive test scores and scholarship awards

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## Union Grove Cluster

**UGHS** Algebra 1 +20

**UGMS** Algebra 1 +19

**UGMS** 8<sup>th</sup> Math +14

**UGMS** 8<sup>th</sup> SS +7

**UGMS** 6<sup>th</sup> ELA (Met)

**UGMS** 6<sup>th</sup> Math +5

**HFE** 5<sup>th</sup> Sci +7

**TRE** 5<sup>th</sup> Sci (Met)

**HFE** 4<sup>th</sup> ELA +1

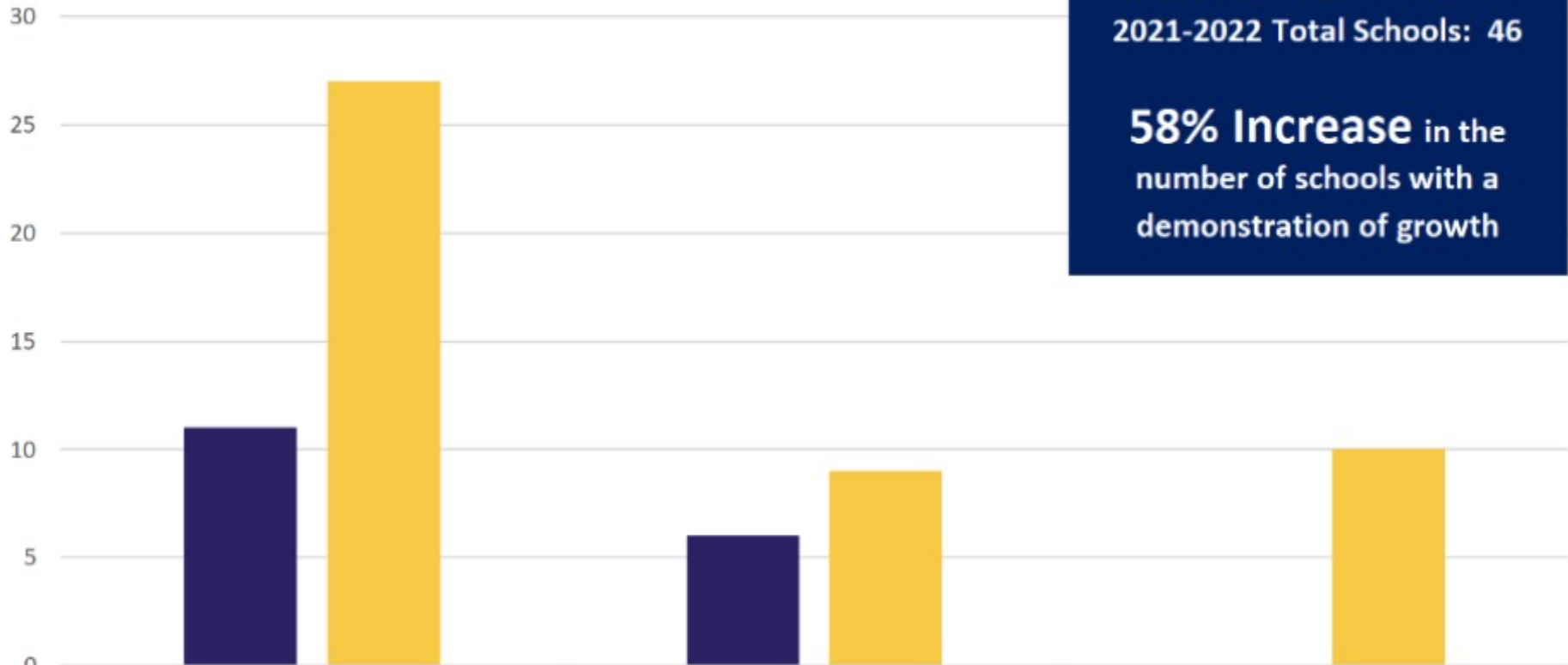
**TRE** 4<sup>th</sup> ELA +3

**UGMS** 6<sup>th</sup> Reading on/above +5

### Large Metro District Systems Algebra I Growth 2019 to 2022



### Number of Schools with a demonstration of Growth in Reading On or Above Grade Level



**2019-2021 Total Schools: 17**  
**2021-2022 Total Schools: 46**

**58% Increase** in the number of schools with a demonstration of growth

	Elementary	Middle	High
■ 2019-2021	11	6	0
■ 2021-2022	27	9	10



# 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;



## Reading growth from Grade to Grade



## Reading and writing at or above grade level

• Reading



• Writing



## Access for every child in diverse grade level content, literature, resources, and world language programs

• Grade level content



• Literature



• Resources



• World Language Programs



# 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;



## Beginning school Kindergarten Ready

• GKIDS Readiness



• Gross Motor Skills



## Participation in advanced coursework



## Students demonstrating personal health & well-being



# College, Career, and Life-Ready

*Exceptional*

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;



## High school graduates meeting competitive acceptance requirements for University System of Georgia colleges and universities; and qualification for Zell Miller Scholarships

• Top 25% SAT/ACT College Entrance Exam Baseline



• Graduates who qualify for Zell Miller scholarship



## High school graduates meeting college & career readiness benchmarks in English Language Arts and Mathematics

• ELA Readiness



• Math Readiness



## HCS Graduate Outcomes



## Students/Graduates completing career inventories, internships/apprenticeships, and industry certifications

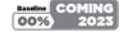
• Internships and Apprenticeships



• CTAE Pathway Completers who are eligible for industry credentials

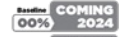


• Career Inventories



## Students demonstrating financial literacy, soft skills, and mastery of IEP transition goals (ESE)

• Financial Literacy



• Soft Skills



• IEP Transition Goals



## Participation & performance of students on PSAT:

PSAT 8



PSAT 10/NMSQT



## Strategic Action 1

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*It's all about  
LEARNING!*

Advance Pre-K-12  
learning opportunities  
and experiences for all  
students.

- STEM programs & STEM-focused high school
- Robotics & coding
- Fine Arts enhancements



### **Year 1 – Accomplishments**

- STEM Labs and Robotics in all Elementary Schools
- Computer Science and Robotics in all Middle Schools
- Investment in Fine Arts in Elementary, Middle, and High Schools
- Investment in Writing Resources and Writing Instruction
- Growth in Gifted Programs, Accelerated 4<sup>th</sup> and 5<sup>th</sup> Grade Math, HS courses in Middle School, and AP courses in High School
- Adoption of first-ever financial literacy standards

### **Years 2 & 3 – Coming Soon!**

- World language in Elementary School
- Theater programs in Elementary, Middle, and High School

## Strategic Action 2

*It's all about  
LEADERSHIP &  
OUTSTANDING  
INSTRUCTORS!*

Advance effective  
school leadership and  
classroom instruction.

- Investments in teacher recruitment & retention
- School leadership development



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### **Year 1 – Accomplishments**

- Teacher Leader Academy
- Highly Effective Classroom Components
- Comprehensive Compensation and Classification Improvements

### **Years 2 & 3 – Coming Soon!**

- Highly Effective Leader Components
- Enhanced Leadership Development Programs
- Enhancing Teaching as a Profession Pathway (HS) and Re-designing teacher preparation programs

## Strategic Action 3

*It's all about a sense  
of BELONGING &  
being WELCOMED  
and LOVED in our  
district!*

Advance connectivity to  
value and engage all  
students, employees,  
families and partners in  
our growing community.

- Welcome Center
- 501(c)(3) Foundation
- Expanding Partners in Ed



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### Year 1 – Accomplishments

- Welcome Center
- Online Back-to-School Paperwork
- Improved Translation Services
- Henry Connects Family View

### Years 2 & 3 – Coming Soon!

- Henry County Schools (501c-3) Foundation
- Expanded Partners in Education Program
- Expanded Mentoring and Volunteer Program



## Strategic Action 4

*It's all about the WELL-BEING of everyone in our school community!*

Advance student and employee health, wellness, and support structures.

- Comprehensive school-wide counseling program
- Physical, emotional, academic, & mental health supports through partnerships
- Employee wellness investment



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### Year 1 – Accomplishments

- Comprehensive Counseling Program
- Henry's Future Graduation and Post-Secondary Planning Tool
- Mental Health and Wellness Facilitator
- School-based Health and Wellness Plans
- Screen-time Balance in classroom instruction

### Years 2 & 3 – Coming Soon!

- Enhanced Academic Counseling and Graduation Planning Guidance

## Strategic Action 5

*It's all about our district OPERATING like a well-oiled system!*

Advance a high-performing operational culture.

- Acquire an Enterprise Resource Management system
- Data infrastructure
- Growth & replacement for furniture, equipment, & supplies



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### Year 1 – Accomplishments

- Design of Asset Management Manual and Framework for:
  - Elementary School classroom equipment and furniture (11/22)
- Business Practice Analysis and Solicitation for Enterprise Resource Management System (ERP)

### Years 2 & 3 – Coming Soon!

- Pilot 3 Elementary Schools for Growth and Replacement according to Asset Management Manual
- Design of Asset Management Framework for:
  - Middle School classroom equipment and furniture
  - High School classroom furniture and equipment
  - Athletic Facilities and Sports Team equipment
  - Orchestra, Band, Theater, Visual Arts, Chorus, and Marching Band equipment and supplies
- Acquisition and Transition of ERP



# E-SPLOST VI Status Update

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- HVAC Elementary School Gyms (29 systems) (ESSER funds)
- Transportation Improvement Planning
  - 125 New Buses
  - Second Facility Planned
- School Safety Buzzer System Installation
- 43,000 student devices distributed in 7 days
- Advanced Placement Instructional Materials Acquired
- Facility Growth Projects in Progress:
  - Birch Creek ES (relieves Oakland ES and Wesley Lakes ES)
  - DHS and DMS Additions
  - LGHS Addition
  - OHS and OMS Additions
  - UGMS Addition
  - Wolfe Creek ES (relieves Unity Grove ES and Locust Grove ES)
  - STEM High School





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# SAFE HENRY

Working Together Everyday to Ensure a Safe and Secure Henry County Schools



# BOE's Prior Commitments, Enhancement & Investments

## No-Cost Commitments

- All exterior doors will remain locked at all times during business hours (except one front door)
- All interior doors will remain locked at all schools during business hours (i.e. classroom doors)
- Review of Emergency Ready Reference Manual w/ all principals and asst. principals
- Intruder training (lockdown) conducted 2x per year in all schools
- All school and district office personnel will prominently display their ID badges at the school and district office buildings
- All school and staff personnel will address any visitor who does not display a Henry County Schools' ID badge or visitor's badge

## No-Cost Enhancements

- All schools will practice standardized check-in procedures (CheckMate System)
- Update to functionality of CheckMate System to include:
  1. Ability to take a photograph of visitors and add a photo to the adhesive badge
  2. Ability to scan the back of the visitor's driver's license to automatically populate the personal information fields

## Investments

- Pilot a Campus Emergency Response System (High Schools)
- Pilot a Buzzer/Key Card System at the newly constructed McDonough High School and McDonough Middle School
- Five additional School Resource Officers (SRO); providing a 1:1 ratio in middle and high schools
- High school single-point entry doors like the middle and elementary schools

## Additional Investments

- Full implementation of Campus Response System/Crisis Alert System
- Mental Health & Wellness Facilitator in Every School
- Additional Social Workers & Psychologists
- Code of Conduct modifications

# 2022-2023 Enhancements

- Increased Ratio of School Resource Officers
- Campus Safety Monitors (MS & HS)
- School Safety Team Daily Protocols & Monitoring
- Enhanced Anonymous Tip Line to include text option -  
“See Something, Say Something”
- Clear Bags at Athletic Events and Performing Arts Center Events

# Daily Monitoring of Safety Practices

- All exterior doors are closed and locked with single-point entry.
- All interior doors are closed and locked.
- All visitors enter through the front office and sign in using the CheckMate system to receive a visitor badge that must be worn.
- All employees wear ID and a campus alert/crisis response badge.
- Appropriate supervision is in place during arrival, transitions, breakfast/lunch, and dismissal.

# Monitoring of Safety Drills

Drill	Frequency
Fire/Evacuation Drill	Beginning of school year and monthly
Bus Evacuation Drill	Beginning of school year
Lockdown Drills (Hard Lock Down) (Soft Lock Down)	Twice per year
Severe Weather Drill	Twice per year



Working Together Everyday to Ensure a Safe and Secure Henry County Schools

HENRY COUNTY SCHOOLS


## SAFETY ROUTINES

### District-Wide Drill Participation


**Henry County Families:**  
As part of the HCS process to ensure a safe and secure learning environment, all schools participate in required monthly safety drills. These required drills include:



**Fire Drill/Evacuation Drill**  
This drill is used when a situation requires an evacuation from the building such as a fire alarm. All school staff, students, and visitors, will evacuate the building.



**Severe Weather Drill**  
This drill is used for weather related warnings such as a tornado watch or severe thunderstorm. During this drill all school staff, students, and visitors, will assume a safe position within the school building.



**Lockdown Drill**  
This drill is used for a more significant event in the school environment. During a lockdown drill all school staff, students, and visitors, will assume a safe position within the school building.

School leaders determine specific dates and times for the drills in accordance with state codes and individual school needs. Teachers and administrators have specific talking points to use before and after safety drills and additional supports for our primary students. If you, or your child, have any concerns or questions about our safety routines please contact your school.

Thank you for the support and confidence you place in Henry County Schools daily to ensure that we provide a safe and secure learning environment for all students.

[www.henry.k12.ga.us](http://www.henry.k12.ga.us)

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Henry County Schools | Board of Education | 33 N. Zack Hinton Pkwy | McDonough, GA, 30253 | 770.957.6601



# Continuous Improvement

## Future Commitments/ Enhancements/ and Investments

- Increase number of security cameras throughout the district
- Integration of cameras with the Real Time Crime Center
- Explore the most advanced technologies for detection and prevention efforts
- Ongoing growth of safety protocols

*I believe...*

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## Bright Spots

### Elementary Schools

- **TRE:** Media Specialist of the Year for District and RESA, leading the county in % of students reading on or above grade level, highest accelerated coursework offering among elem., outpacing state RIT averages in all areas
- **ELE:** Teacher of the Year for District, leading county in reading growth from year to year, outpacing national RIT averages in all grades and all subjects, outpacing district RIT averages in all grades and all subjects
- **HFE:** Within top 5 schools leading county in reading growth from year to year, Title I Reward School
- **Milestones:** ELE and TRE performed in top 3 in all content areas on 2022 GA Milestones and outperformed State avg.
- **Connectivity** (HFE, TRE, ELE): Fun Run, Movie Nights, Parent Picnics, STOM, Talent Show, Festivals, Spirit Nights, STEM night, Parent Academy for Henry Connects, Weekly Call-outs
- **GA Student Health Survey:** 85% or Higher Meeting or Exceeding in Achieving a Culture of Connectivity
- **PBIS:** 4 out of 5 schools within our cluster are recognized at the state level for PBIS
- **Student Leadership:** Active Jr. Beta Club and Student Ambassador Program
- **Building Leadership Capacity:** LEAD program for APs, ASPIRE for IPLLs

# Strategic Plan Implementation Highlights

## Elementary

- Implementation of K-5 HMH and other District Aligned Resources and Assessments
- Advanced Math (4th and 5th grade)
- STEM Labs and Robotics Program
- Choral Programs
- Art Club/Art Exhibit participation
- Prioritize Kindergarten Readiness
- Enhanced HTLS for Financial Literacy approved by BOE

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## **Union Grove Middle School**

### **Bright Spots**

- Middle School TOTY Semi-Finalist
- Demonstrated highest number per school of post-pandemic improvements in key identified areas, including the following areas – Algebra I, Students Reading On or Above Grade Level, 8th Grade Math, 8th Grade Social Studies, 6th Grade ELA, 6th Grade Math, and Increasing Advanced Coursework Enrollment
- Hosting seasonal Rising 6th Grade Pep Rallies, in fall, winter, and spring aligned with onboarding of new students with focus on Connectedness and "Wolverines for 13"
- Entering into Year 2 of PBIS Work – Be Present, Be Purposeful, Be Powerful defining the Wolverine Way
- Increase in Student Positive Feelings per Henry CARES data from Fall 2022

# Strategic Plan Implementation Highlights

## Union Grove Middle School

- HS Advanced Coursework – 3 full segments of HS Algebra I, 1 Geometry, 4 segments of Honors Physical Science, 1 Comp Art, 1 Honors Spanish
- PSAT: all 8th graders (92% participation rate)
- Computer Science course actively offered in 8th grade
- Currently have an active and successful Orchestra program with increasing enrollment in 6th grade numbers; also currently active Choral programs and Theater Arts (Frozen Junior Production)
- Increasing Connectivity with Community Involvement through Core Values work and PTO
- Active BETA Club and NJHS



# Strategic Plan Implementation Highlights

## Union Grove Middle School

- Exceeded State, County, and RESA in all 2022 Milestones EOG and EOC data outcomes outside of HS Physical Science
- 100% of Algebra I students Proficient or Better, highest number of students participating in Algebra I in middle school across HCS (nearly 50% distinguished)
- Highest percentage of students reading at or above grade level (73, 78, and 79% across grade levels)
- 50% or more students performing at proficient levels or higher in 6th Grade ELA, 8th Social Studies, and HS Physical Science

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## Union Grove High School Highlights

### Bright Spots

- Graduation Rate 92.8%
- SAT and ACT Scores above state and national averages
- Milestone Scores above state average in all four subjects
- PBIS Operational Status- "The Wolverine Way"
- 21 semi-finalists for the Georgia Governor's Honors Program
- Skills USA National Champion for Architectural Drafting
- Skills USA National Officer

# Strategic Plan Implementation Highlights

## Union Grove High School

- **Literacy Proficiency**
  - Reading at or above grade level- 68%
- **Readiness to Learn**
  - Participation in Advanced Coursework- 54%
- **College, Career, Life Ready**
  - Zell Miller Scholarship Qualification- 12%
  - Participation in PSAT- 94%
  - Enrollment in World Languages- 50%

# UNION GROVE CLUSTER

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## Cluster Improvement Work/Goals

The Union Grove Cluster improvement goal is focused on **alignment** among our schools, namely in the areas of **academic articulation, communication, and transparency.**

**Evidence:** Henry Connects Parent View, Vertical Collaboration and Planning, The *Wolverine Way*, Course Offerings (opportunity and access, on ramp v. off ramps), Investing in our Youngest Learners

## Safety and Security

- Safety and Security Measures
- SRO presence
- Clear Bag Policy
- Increased Cameras in School
- Controlled Access Buzzer System (December, 2022)
- Centegix – Campus Alert System
- Daily Security Checks
- MS/HS-Campus Safety Monitors

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# Community Conversation

Seeking your insights, feedback and recommendations as we continue to improve the following areas:

**Academics**

**Safety and Security**

**Strategic Plan**

**Wellness**

**Move to the facilitated sessions in the four corners of the cafeteria for small group feedback groups.**



#YouBelongInHenry

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# Henry County Schools Community Conversations

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