

Community Partner

In Pursuit of *Exceptional*

publix®

SUPER MARKETS

Locust Grove



CLUSTER

HENRY  
COUNTY SCHOOLS

# Henry County Schools Community Conversations

**Locust Grove**



**CLUSTER**



**LGE**



*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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# Bright Spots!

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## Locust Grove Cluster

**LGHS** American Literature +7

**LGHS** Algebra 1 +12

**LGHS** Biology +11

**LGMS** Algebra 1 +30

**LGMS** 7<sup>th</sup> ELA (Met)

**LGE** 5<sup>th</sup> Math +2

**UGE** 3<sup>rd</sup> ELA +1

**UGE** 3<sup>rd</sup> Math (Met)



# Bright Spots!

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## Dutchtown Cluster

- DHS** American Literature (Met)
- DHS** Algebra 1 +10
- DMS** 8<sup>th</sup> Math +1
- DMS** 7<sup>th</sup> ELA +2
- PCE** 5<sup>th</sup> Math +6
- PCE** 4<sup>th</sup> ELA (Met)
- PCE** 4<sup>th</sup> Math (Met)
- ROE** 4<sup>th</sup> Math (Met)



## Eagle's Landing Cluster

- ELHS** Algebra 1 +6
- ELMS** Algebra +7
- ELMS** 8<sup>th</sup> Math +5
- ELMS** 8<sup>th</sup> Sci +11
- FLE** 4<sup>th</sup> ELA +1
- FLE** 4<sup>th</sup> Math +3
- OKE** 3<sup>rd</sup> ELA (Met)
- ELMS** 6<sup>th</sup> Reading on/above (Met)



## Excel Academy

- 8<sup>th</sup> SS +1
- 7<sup>th</sup> Math +2
- Algebra I (Met)



## Luella Cluster

- LHS** Algebra 1 +6
- LMS** 8<sup>th</sup> Math +3
- BES** 3<sup>rd</sup> ELA +9
- BES** 3<sup>rd</sup> Math +10
- LES** 3<sup>rd</sup> reading on/above +1
- BES** 3<sup>rd</sup> reading on/above +2



## Hampton Cluster

- HHS** American Literature +1
- HHS** Algebra 1 +7
- HMS** Algebra 1 +19
- HMS** 8<sup>th</sup> Math +3
- HMS** 7<sup>th</sup> ELA +5
- MCE** 5<sup>th</sup> ELA +6
- HES** 3<sup>rd</sup> Math (Met)
- RCE** 3<sup>rd</sup> ELA +2
- RCE** 3<sup>rd</sup> Reading on/above +1
- MCE** 5<sup>th</sup> Reading on/above (Met)



## McDonough Cluster

- MHS** Algebra 1 (Met)
- MMS** 7<sup>th</sup> ELA +2
- WLE** 5<sup>th</sup> ELA +4
- WLE** 4<sup>th</sup> ELA +3
- WLE** 3<sup>rd</sup> ELA +6
- WCE** 5<sup>th</sup> Reading on/above (Met)
- WLE** 3<sup>rd</sup> Reading on/above +6
- WLE** 4<sup>th</sup> Reading on/above +1



# Bright Spots!

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## Ola Cluster

**OHS** Algebra 1 +9

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

**NHE** 4<sup>th</sup> ELA (Met)

**NHE** 5<sup>th</sup> Reading on/above +2

## 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

## Stockbridge Cluster

**SHS** Algebra 1 +9

**SHS** Biology +4

**SHS** US History +8

**ARM** Algebra 1 +47

**ARM** 8<sup>th</sup> Math +20

**ARM** 8<sup>th</sup> Sci +6

**SMS** 8<sup>th</sup> Math +2

**ARM** 7<sup>th</sup> ELA +5

**SMS** 7<sup>th</sup> ELA +1

**ARE** 4<sup>th</sup> Math +8

**ARE** 4<sup>th</sup> ELA +2

**ARM** 8<sup>th</sup> Reading on/above +1

**SMS** 6<sup>th</sup> Reading on/above (Met)



## Woodland Cluster

**WHS** Algebra 1 +8

**WMS** Algebra 1 +29

**WMS** 8<sup>th</sup> Math +4

**WMS** 8<sup>th</sup> SS +3

**PGE** 4<sup>th</sup> Math +6

**WES** 3<sup>rd</sup> Math +3

**PGE** 4<sup>th</sup> Reading on/above +8

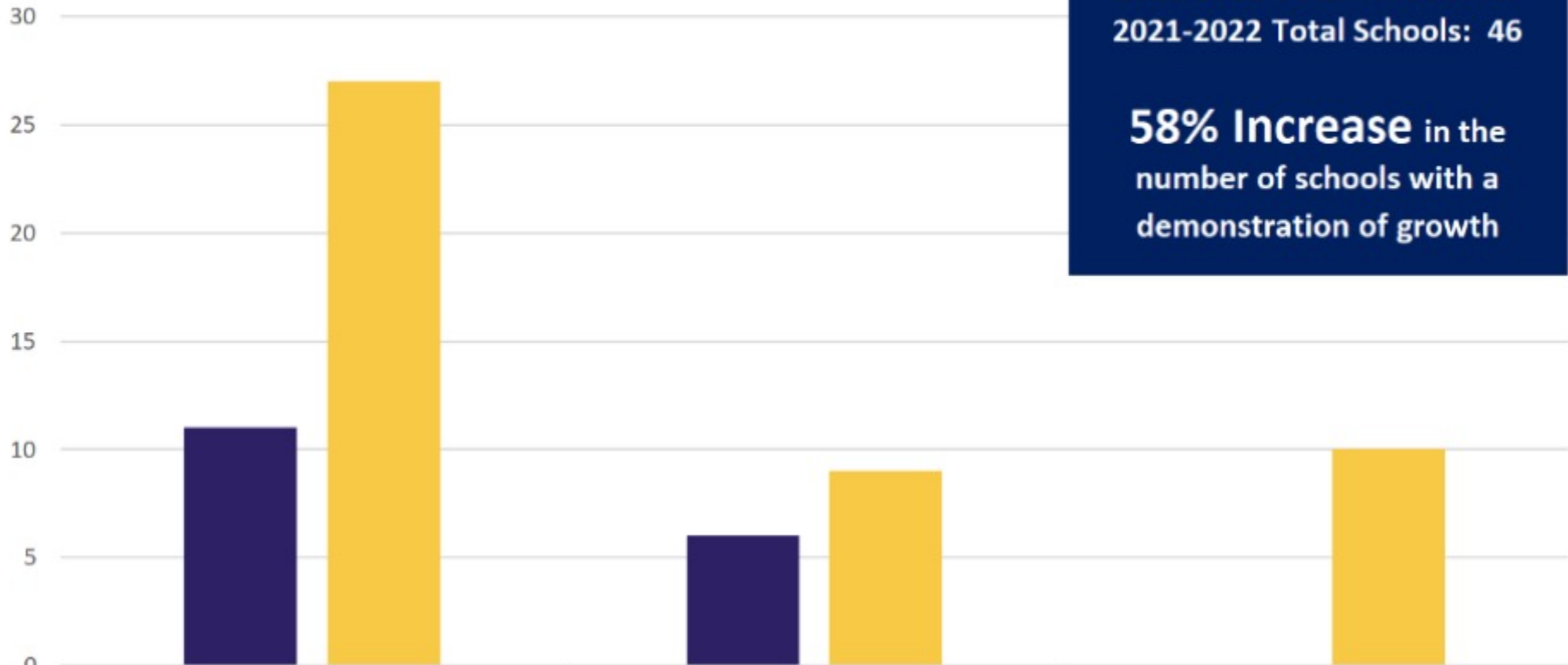




### Large Metro District Systems Algebra I Growth 2019 to 2022



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



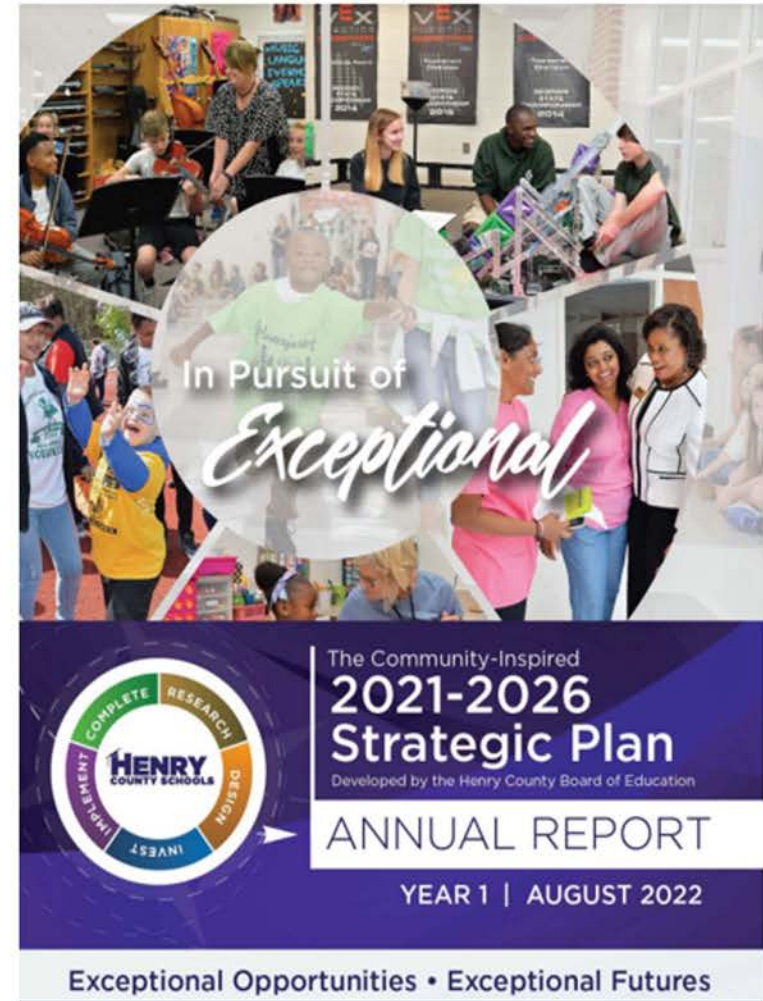
**2019-2021 Total Schools: 17**  
**2021-2022 Total Schools: 46**

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

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

# 5-Year Community Inspired Strategic Plan

- Priority Student Outcome
  - 3 Priorities
  - 12 Goals
  - 24 Metrics - 9 identified so far
- Strategic Actions
  - #1 Advance PreK-12 Learning Opportunities and experiences for all students
  - #2 Advance effective school leadership and classroom instruction
  - #3 Advance connectivity to value and engage all student, employees, families and partners in our growing community
  - #4 Advance student and employee health, wellness and support structures
  - #5 Advance a high-performing organizational culture



# 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;

- Reading growth from Grade to Grade**  
 Baseline **51%** **65%** 2026 Goal
- Reading and writing at or above grade level**
  - Reading Baseline **56%** **69%** 2026 Goal
  - Writing Baseline **COMING** 2023
- Access for every child in diverse grade level content, literature, and resources, and world language programs**
  - Grade level content Baseline **COMING** 2025
  - Literature Baseline **COMING** 2025
  - Resources Baseline **COMING** 2025
  - World Language Programs Baseline **22%** **70%** 2026 Goal

## 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 Baseline **34%** **44%** 2026 Goal
  - Gross Motor Skills Baseline **COMING** 2023
- Participation in advanced coursework**  
 Baseline **23%** **34%** 2026 Goal
- Students demonstrating personal health & well-being**  
 Baseline **COMING** 2023

## 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;

- 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 Baseline **COMING** 2023
  - Graduates who qualify for Zell Miller scholarship Baseline **4%** **7%** 2026 Goal
- High school graduates meeting college & career readiness benchmarks in English Language Arts and Mathematics**
  - ELA Readiness Baseline **54%** **70%** 2026 Goal
  - Math Readiness Baseline **30%** **50%** 2026 Goal
- HCS Graduate Outcomes**  
 Baseline **COMING** 2023
- Students/Graduates completing career inventories, internships/apprenticeships, and industry certifications**
  - Internships and Apprenticeships Baseline **COMING** 2022
  - CTAE Pathway Completers who are eligible for industry credentials Baseline **COMING** 2022
  - Career Inventories Baseline **COMING** 2023
- Students demonstrating financial literacy, soft skills, and mastery of IEP transition goals (ESE)**
  - Financial Literacy Baseline **COMING** 2024
  - Soft Skills Baseline **COMING** 2024
  - IEP Transition Goals Baseline **COMING** 2024
- Participation & performance of students on PSAT:**

|               |               |  |             |               |  |
|---------------|---------------|--|-------------|---------------|--|
| PARTICIPATION | PSAT 8        | Baseline <b>COMING</b> 2022              | PERFORMANCE | PSAT 8        | Baseline <b>COMING</b> 2022              |
|               | PSAT 10/NMSQT | Baseline <b>86%</b> <b>85%</b> 2026 Goal |             | PSAT 10/NMSQT | Baseline <b>24%</b> <b>38%</b> 2026 Goal |



## 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





**HENRY**  
COUNTY SCHOOLS



**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<br>(Hard Lock Down)<br>(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

- LGES - 5th Grade Math +2
- LGES - Outperformed the State on the 2022 Georgia Student Health Survey, Connectivity Questions
- UGES - 3rd Grade ELA +1
- UGES - Increase in 3rd Grade Math
- UGES - Exceeding 85% on the 2022 Georgia Student Health Survey, Connectivity Questions
- UGES - Awarded Operational Level for PBIS



**LGHS** American Literature +7  
**LGHS** Algebra 1 +12  
**LGHS** Biology +11  
**LGMS** Algebra 1 +30  
**LGMS** 7<sup>th</sup> ELA (Met)  
**LGE** 5<sup>th</sup> Math +2  
**UGE** 3<sup>rd</sup> ELA +1  
**UGE** 3<sup>rd</sup> Math (Met)

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## **Locust Grove Middle School**

- Increased performance in 7th Grade ELA
- Algebra 1 +30
- Significant Increase in Access to Advanced Coursework
- Outperforming the State on the 2022 Georgia Student Health Survey, Connectivity Questions
- Increasing opportunities for co-curricular activities
- Active BETA Club and NJHS
- Water Tower Competition (STEM)
- Spelling Bee Finalist
- Literacy Days Finalist (Writing)



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**Locust Grove High School**

- Algebra 1 +12
- American Literature +7
- Biology +11
- Significant Increase in Access to Advanced Coursework
- Outperformed the state on the 2022 Georgia Student Health Survey, Connectivity Questions
- Increased SAT participation from 2021
- Individual State Wrestling Champion

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## Cluster Improvement Work/Goals

- The Locust Grove Cluster Improvement Plan focuses specifically on the area of communication to include academic articulation and culture by clearly defining our core values through strategic direction and focus.



# 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
  - Collaboration with HS CTAE Programs
  - Enhanced HTLS for Financial Literacy approved by BOE





# Strategic Plan Implementation Highlights

- Middle
  - HS Advanced Coursework (6 offerings)
  - PSAT: all 8th graders
  - Computer Science course offered in 8th grade
  - Increased World Languages opportunities
  - Development of an Orchestra program to be offered in 23-24
  - Increasing Connectivity with Community Involvement through Core Values work and PTO



# Strategic Plan Implementation Highlights

- High
  - Opportunities to advanced coursework: AP classes and pathway completion
  - Capstone work for college and career readiness
  - Cluster support and service
  - Advisories and councils
  - Unification and partnerships in the community
  - World Languages program and service for cluster
  - SAT offering at the high school

## True BLUE Student Voices

- Skyla Gilbert
- Jack Pringle
- Tina Tutuwan
- Loren Upchurch



# We believe in a student-centered learning environment

## **Skyla Gilbert**

### **District Priority Student Outcomes:**

- Participation in advanced coursework
- Demonstrating personal health and well being
- CTAE Pathway Completers
- Soft Skills



# We lead through service

**Jack Pringle**

**District Priority Student Outcomes:**

- Participation in advanced coursework
- CTAE Pathway Completers
- Soft Skills
- Internships/Apprenticeships
- STEM programs
- Connectivity to community
- Literacy growth





# We unify our community

**Tina Tutuwan**

## **District Priority Student Outcomes:**

- Participation in advanced coursework
- Soft Skills
- Internships/Apprenticeships
- Access to World Language programs
- Connectivity to community



# We excel in all that we do

## Loren Upchurch

### District Priority Student Outcomes:

- Participation in advanced coursework
- Soft Skills
- Competitive acceptance requirements for colleges and universities
- Zell Miller Scholarship qualification
- Access, outcomes, and opportunities within SAT



# Safety and Security

- Safety and Security Measures
- Increased SRO presence
- Hall Monitor positions
- Clear Bag Policy
- Increased cameras in school
- Buzzer system
- Centegix
- Daily Security Checks
- MS/HS-Campus Safety Monitors

**Locust Grove**



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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

In Pursuit of *Exceptional*

# Henry County Schools Community Conversations

**Locust Grove**



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