

Henderson County Schools Strategic Plan



Our mission is to provide extraordinary educational opportunities for every student.



Message from the Superintendent

At Henderson County Schools, it is our vision to excel as a national innovative leader in education. To achieve this vision, we created a five year plan that will provide direction for project development, decision-making, and resource allocation.

This plan is our District’s commitment to every student, ensuring we deliver a standard of excellence. We know that every student has unique strengths, hopes, challenges, and dreams. It is our responsibility to determine-*and deliver*- what each student needs to be successful. A high performing district is defined by effective leadership, effective organizational systems, and an engaged community.



We asked students, parents, community members, and school staff to be a part of our strategic planning and visioning process. We listened and created a plan that requires great expectations from everyone. We must understand our students will graduate from our high school and enter a world that is digitally competitive. Our graduates must be college and/or career ready, but also life ready.

Marganna Stanley
Superintendent of Schools

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What We Heard: From Students

District administrators visited 28 PLT classrooms and talked with approximately 500 students from the high school.

When asked, “What is critical to your success after high school?” They responded:

- ❖ Have the ability to communicate, collaborate, and work productively with others
- ❖ Have mastery of reading and math
- ❖ Have the ability to solve problems creatively and critically
- ❖ Have the ability to set and carry out personal learning goals



When students were asked, “What things in your school help you achieve excellence, explore opportunities, and realize your potential?” They responded:

- ❖ Supportive, knowledgeable, and good teachers/staff
- ❖ Job skills that equip students for a technological economy
- ❖ Transition help from high school to college or career
- ❖ Extra-curricular activities (athletics, clubs, band, choir)
- ❖ Test Prep
- ❖ Staying mentally and physically healthy

What We Heard: From Parents and Community Members

Eight community forums were held during the months of December and January. Fifty-one Henderson County School staff members participated, 19 parents, and 38 community members. The purpose of the forums was to listen to the vision of our stakeholders for HCS looking 5 years forward. In addition a survey was open for 7 days in December and 7 days in January to which 200 people responded.

Four questions were asked at each forum and responses were recorded and categorized. The four questions were:

1. What do we want HCS to look like in 2020?
2. What reputation would it have?
3. What contribution(s) would it make to our students and community?
4. It is 2020...we have achieved our vision. In what ways do we look different?

With our District's current status as Distinguished and all school proficient or distinguished along with the information and comments collected at the community forums, a new vision statement was created.

Henderson County Schools will excel as a national innovative leader in education.

Our Board of Education created a mission statement for us. Our mission answers the questions, "Why do we exist?" and "What is the business of our business?" The mission of Henderson County Schools is

to provide extraordinary educational opportunities for every student.



We believe throughout all levels in the organization it is vital to have Districtwide commitment to our core values. Our core values are our behaviors and attitudes that will drive us to empower students to be successful. Our core values are:

Authentic Service to All
Excellence in All we Do
Inspire Human Greatness
Genuine Relationships are the Foundation of Everything We do
Cultivate a Community where Character Matters
Own the Outreach
Be the Change Agent

Our vision is big and bold: big goals, big mind shift, big success opportunities and deeper transparency than ever before. A strategic plan has been developed in effort to work towards the vision statement. It will be the driving force behind improvement along with the District Improvement Plan (DIP), change, and innovation in Henderson County Schools. It establishes a focus for all departments which work in unity to achieve our vision. With this strategic plan, we are taking action by accelerating a shift in funding, priorities, and programs system wide to improve outcomes for our students. Our focus is in 5 areas. Each area is driven by one of the Board of Education goals.



Outline of Strategic Plan

1. Henderson County Schools will prepare all students to be post-secondary ready.

- ❖ Growth toward 100% proficiency for all students in all content areas by 2020-2021 resulting in becoming a district of distinction with all distinguished schools
- ❖ All students graduate post-secondary and life ready

2. Henderson County Schools will create future-ready leaders defining Henderson County as a community with the highest level of integrity and innovation.

- ❖ Develop Next Generation Learning skills in all students
- ❖ Implement one to one (1:1) opportunity of electronic devices in grades 3-12 for student learning

3. Henderson County Schools will ensure a strong financial structure that guarantees excellence through creativity and innovation.

- ❖ Reduce the amount of unmet facility needs in the district by 50 million dollars
- ❖ Implement energy efficiency projects
- ❖ All schools will have secured entrances, security cameras, access control, and best practice emergency procedures
- ❖ Expand contingency fund to 10%
- ❖ Increase student attendance by 1% with a goal of 96% by 2020-2021

4. Henderson County Schools will seamlessly partner with families and community organizations through targeted outreach and engagement.

- ❖ Expand transparent communication that promotes district and school information to inform citizens resulting in positive community relationships
- ❖ Create a district culture that is embraced and promoted by the citizens of Henderson County
- ❖ Promote a wellness plan and health initiatives

5. Henderson County Schools will sustain an exemplary staff by creating a dynamic and compassionate culture.

- ❖ Create an employee Code of Excellence
- ❖ Develop Human Resource guidelines for hiring, retaining, and engaging employees

Our Strategic Plan has been created and reviewed by the following:

Brandy Haley	Jo Swanson	Julie Wischer	Susan Vickers
Deborah Harman	Kim White	Jinger Carter	Dee Dee Sellars
Julie Schneider	Billy Austill	Steve Steiner	Jamie Newton
Crissy Sandefur	Donnie Thacker	Cindy Cloutier	Adrienne Cruse
Beth Watson	Jeff Coursey	Angela Marksberry	Lisa Cox
Rob Carroll	Brian Bailey	Nicole Newland	Michelle Chappell
Paige O’Nan	Kris Gordon	Zack Hamby	Carla Haynes
Aleisha Sheridan	Charlotte Baumgartner	Dana Guess-Chumbler	Amanda Littlepage
Anthony Black	Bonnie Gelke	Greg Pirtle	Shelley Gardner
Ryan Reusch	Cindy Williams	Shawna Evans	Allyson Williams
Rebecca Johnson	Nancy Gibson	Joanna Craig	Katie Kirkwood
Chad Thompson	Marganna Stanley	Kristin Gardner	Ms. Meunsterman

This we know: every child has potential. Our strategic plan builds on and strengthens our existing foundation so that all children have opportunities to unlock that potential. The plan also lays a path for innovation in every classroom and school so that improvement comes not from complex initiatives but from active engagement in rigor and real life learning experiences.



Monitoring of Strategic Plan

The District's commitment to monitoring progress as we move forward with the implementation of the Strategic Plan is a high priority for our School Board, staff, families, community members, and students. We have built targets and milestones for continuous improvement. The plan reflects the responsibility of the entire school system and all of its stakeholders. The strategic coordination within and between central office departments and schools and the realignment of resources is built into the strategies and activities. This plan is a fluid plan, meaning it will be reviewed twice year, progress will be reported and milestones will be adjusted as needed.

Strategic Plan

