



EDUCATION

Provide an environment for life-long learning

Hanover County Public Schools is a student-centered, community driven school division committed to providing all students with exceptional learning experiences in order to prepare them to be confident, ethical, productive citizens.

The award-winning district serves approximately 17,500 students in Pre-K–12 across 26 schools. These include 15 elementary, four middle, and four high schools, as well as one trade and technology, one K-12 online school, and one alternative education school. With 10 schools that have earned the coveted Blue Ribbon School of Excellence designation, Hanover’s schools provide a top-tier educational experience.

The school division is a direct reflection of the diverse community in which it serves and takes very seriously its responsibility to educate students and create graduates who will be responsible and productive citizens, caring neighbors, effective co-workers, and future business and civic leaders. Hanover’s dedicated faculty and staff make this a reality by creating a safe, inclusive, and enriching school environment. With exceptional instruction that inspires, engages, and empowers, Hanover County Public Schools prepares students to live and work in a world where critical thinking, collaboration, communication, creativity, and technological literacy are essential skills. The division is routinely named a “Best Community for Music Education” and provides robust career and technical education offerings, including classes at The Hanover Center for Trades and Technology and The Specialty Center at Hanover High School. None of this work is possible without the support of the broader Hanover community, the partnership with whom is essential to ensuring our community values of tradition, excellence, and high expectations for all students.

In the coming years, Hanover County Public Schools will build on its Tradition of Excellence to remain an educational destination for families. The school division is committed to taking deliberate action to match all students with the resources, tools, and supports they need to maximize their potential. HCPS recognizes that each child is unique and has different needs – academically, socially, emotionally, and physically – and those complex, individual needs must be met for them to be as successful as possible.



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Summary of Strategic Priority Area Strategies and Objectives

Strategies

- Ensure access to resources that promote mental and physical health.
- Create and sustain relevant learning experiences that promote continuous personal growth.
- Afford students opportunities to develop life-ready skills.
- Create learning environments that promote student voice and choice.
- Recognize students and staff who engage in innovative methods, ideas, and practices.
- Demonstrate the value of Hanover County Public Schools by consistently and actively communicating our vision, mission, and strengths.
- Evaluate factors that impact the safety and well-being of students to provide supports that facilitate a healthy and welcoming learning environment
- Ensure fiscal responsibility and the efficient use of resources
- Develop and retain a highly engaged, inclusive, and trained workforce

Objectives

- Provide social, cultural, emotional, and educational equity to maximize student potential
- Provide varied learning experiences that address students' interests, needs, and goals
- Embrace innovation in all aspects of education by developing new ideas, exploring opportunities and implementing strategies
- Strengthen and expand community engagement
- Provide a safe, inclusive, learning environment that engages all students
- Ensure compliance with County financial policies and align capital planning with available resources in coordination with the County.
- Support recruitment, retention, and training efforts to ensure a high quality and trained workforce



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Key Initiatives

Timeline – Next 6 Months

6.1. School Division's Development of a Seven-Year Plan 2023 - 2029

Timeline – Next 12 Months

1.2. Annual Evaluation of (Select Positions) of School Compensation Plan

Timeline – Next 12 – 18 Months

1.3. Development of a 25-Year Capital Improvement Outlook

Hanover County Public Schools is currently in the process of completing its seven (7) year strategic plan. Additional updates on HCPS' priorities, goals, and new initiatives will be part of this update and will be incorporated as a reference in the County's strategic plan upon completion. Additionally, the completion of the Schools' strategic plan may result in the modification of the strategies and objectives within the Education strategic priority area. Any resulting modifications will be reviewed and incorporated as future updates to the County's strategic plan.

6.1 SCHOOL DIVISION'S DEVELOPMENT OF A SEVEN-YEAR PLAN 2023 - 2029

Hanover County Public Schools will embark upon the process of completing its organizational 7-year strategic plan. This plan will seek to represent the path forward and serve as a living document to better serve our students and staff. Beginning with the 2023 – 2029 plan, the school division will incorporate technology plans. This will allow the integration of acquisition and distribution to join with the integration of technology into the classroom to best support teaching, learning and leadership.

Related Strategy: Demonstrate the value of Hanover County Public Schools by consistently and actively communicating our vision, mission, and strengths

Related Objective: Embrace innovation in all aspects of education by developing new ideas, exploring opportunities and implementing strategies

Initiative Timeline: Next 6 Months

	ACTIONS
FY2023	<ul style="list-style-type: none"> • Conduct an external review to seek unbiased feedback regarding the division and school instructional practices, climate and leadership through the lens of the current HCPS Long-Range Plan and individual school improvement plans • Solicit stakeholder input from staff, parents, students, school board, and community members • Create a draft long-range plan based on feedback and input received • Present Long-Range Plan 2023-2029 for School Board first read and seek public comment • Present Long-Range Plan 2023 – 2029 with any necessary revisions based on public comment • School Board to adopt Long Range Plan 2023-2029 in Spring 2023 for July 1, 2023 implementation • Distribution of Long-Range Plan documents across the division upon adoption

KEY PERFORMANCE MEASURE	TARGET
Final plan approved by School Board	Spring 2023

6.2 ANNUAL EVALUATION OF (SELECT POSITIONS) OF SCHOOL COMPENSATION PLAN

Human Resources currently reviews compensation data on an annual basis for benchmarking purposes only. This initiative will expand the compensation review to be more comprehensive to include market evaluation and associated adjustments and compression analysis of specific job families. This evaluation will be performed to ensure current staff are paid appropriately and talent is retained.

Related Strategy: Develop and retain a highly engaged, inclusive, and trained workforce

Related Objective: Support recruitment, retention, and training efforts to ensure a high quality and trained workforce

Initiative Timeline: Next 12 Months (Annually)

	ACTIONS
FY2023	<ul style="list-style-type: none"> Review approximately one-fourth of School positions

KEY PERFORMANCE MEASURE	TARGET
Existing compensation plan and comparative analysis based on market conditions	Completion of review and analysis of compensation plans – Annually (completion of each annual study)
Analysis and recommendation presented to School Board as part of the budget development process	Presentation given to Board in January following completion of analysis (annually) as part of the Superintendent’s Proposed Budget

6.3 DEVELOPMENT OF A 25-YEAR CAPITAL IMPROVEMENT OUTLOOK

Hanover County Public Schools, in partnership with Hanover County, currently produces a five-year Capital Improvement Program (CIP) within the defined financial resources towards school replacement and renovation projects, infrastructure, technology resources, and equipment. Schools will continue to work collaboratively with County staff to outline the anticipated needs over the course of the next 25-years. This plan and outlook will correspond to the County’s projected availability of funds coupled with the anticipated savings that can be generated through the school division's annual fiscal plan.

Related Strategy: Ensure fiscal responsibility and the efficient use of resources

Related Objective: Ensure compliance with County financial policies and align capital planning with available resources in coordination with the County

Initiative Timeline: Next 12 – 18 Months

	ACTIONS
FY2023	<ul style="list-style-type: none"> Review of existing and new organizational plans to begin drafting a listing of capital projects (not currently included in existing CIP) Alignment of projects with County organizational plans (master plans, comprehensive plans, etc.) Develop listing of projects that will extend beyond the existing 5 years of the CIP (FY2023 – FY2027) Preparation of FY24 – FY28 Capital Improvement Program budget process to include instructions on obtaining data for additional 20 years

KEY PERFORMANCE MEASURE	TARGET
Draft 25-Year Capital Improvement Outlook developed	Draft CIP developed and presented to School Superintendent
Draft 25-Year Capital Improvement Outlook coordinated and shared with County Administration	Draft CIP developed and presented to County Administrator

25-Year Capital Improvement Outlook reviewed and approved by School Board

School Board approval in February 2023 as part of the FY24 budget

Appendix A: Key Performance Measures

The following key performance measures are currently used to track and measure the success in achieving the goal within each of the strategic priority areas. These performance measures track the actual performance of each metric over time using quantitative data and will be reviewed regularly against applicable target levels to check the County's progress.



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KEY PERFORMANCE MEASURE	TARGET
On time graduation rates	Above 95%
Dropout rate	Below 2.5%
Teacher turnover rates	12% or less per year
School district accreditation rate	100% of schools fully accredited
Percent of dollars spent on instruction and instructional technology	Above 65%
Year-end turn back for capital projects	% of agreed upon amount in the 5-year CIP
CTE (Career and Technical Education): Student completers	% of completers every year > 50%

*The above measures have been reviewed and approved by the Administration of Hanover County Public Schools (HCPS).

