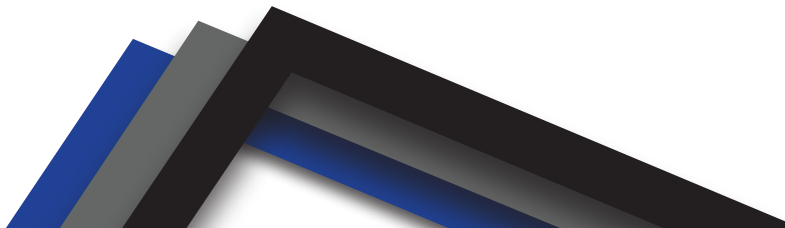
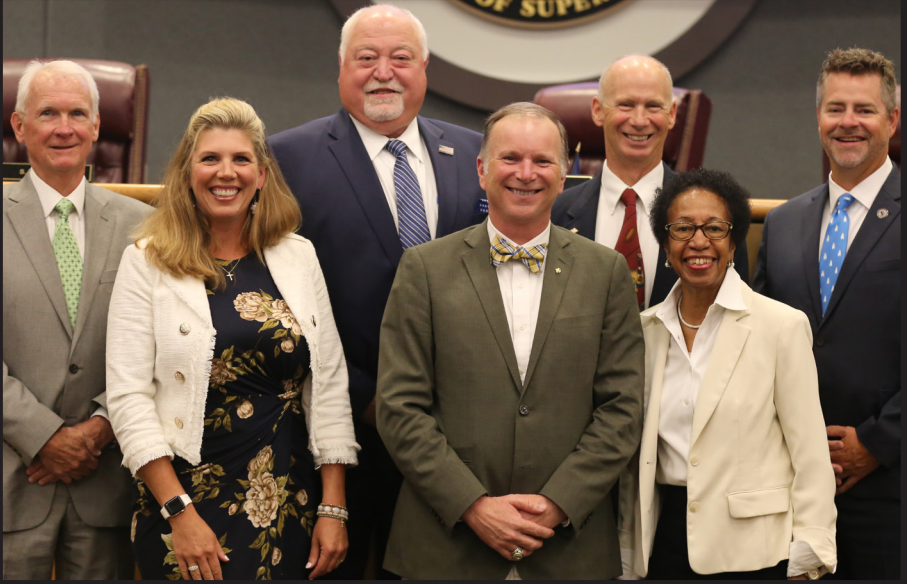




INSPIRE. EMPOWER. LEAD.
COMPREHENSIVE PLAN 2029





Left to Right: John E. Redd, Jr., Mechanicsville District; Whitney Welsh, Henry District; Robert J. (Bob) May, South Anna District; Robert L. Hundley, Jr., Chickahominy District; Steven Ikenberry, Cold Harbor District; Ola J. Hawkins, Ashland District; Greg Coleman, Beaverdam District

Dear HCPS Community,

The School Board and I are excited to share with you our **2023-29 Comprehensive Plan** that will guide the future of education in Hanover County to ensure that students continue to receive a top-tier education. This plan represents the collective and exhaustive work of students, families, staff, and community members who worked extensively together to develop a plan that upholds our Tradition of Excellence.

We purposefully named our Comprehensive Plan “**Inspire. Empower. Lead.**” because that is what we strive to do every day. This plan recognizes that we are a student-centered school community that is committed to excellence in teaching, learning, and leadership. With exceptional, relevant, and engaging teaching from educators who receive robust and relevant professional learning themselves, we believe that our students, while learning in a safe, secure, and nurturing environment, will continue to become confident, productive, life-long learners. This work cannot be done alone. We are committed to strong partnerships with our families and broader community as we recognize that we are a direct reflection of the community we serve, and our community is strong.

The School Board and I express our sincere gratitude to all who took time to contribute to this important process. We recognize that this plan is a ‘living, breathing’ document – active, not static. We look forward to implementing it to fidelity and continuing our longstanding Tradition of Excellence.

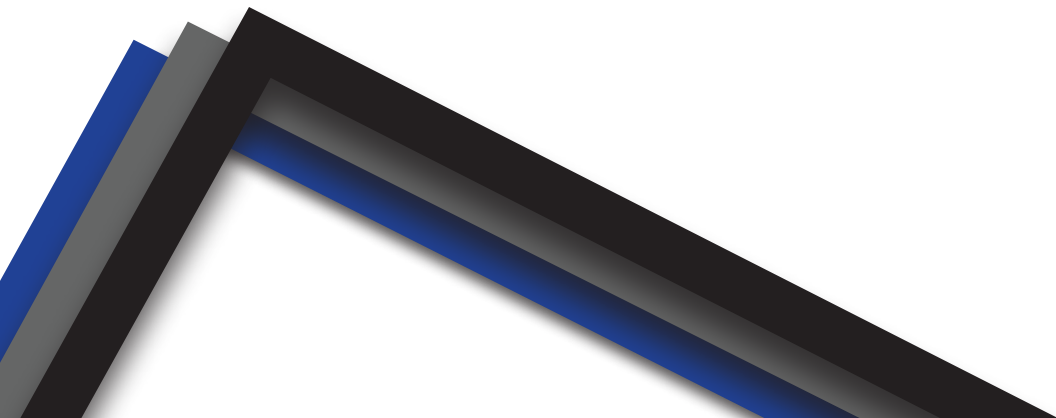
In education,

Michael B. Gill, Ed.D.
Superintendent of Schools



PROCESS

- **May 2022:** HCPS offers annual survey to families and staff to allow stakeholders to provide input on their experience at their respective schools.
- **Summer 2022 through March 2023:** Executive and Steering Committees – composed of division leaders and representatives from schools and departments, parents, and community members, respectively – meet.
- **Fall 2022:** School Board and student advisory committees provide input to be used in the development of the plan.
- **November 2022:** HCPS hosts four community open houses throughout the county to provide stakeholders with the opportunity to provide input on the Comprehensive Plan.
- **February 2023:** The Hanover County School Board receives a draft plan, which is shared with the public for review and further input.
- **March 2023:** The Hanover County School Board receives for review an updated plan.
- **April 2023:** The Hanover County School Board unanimously approves the 2023-29 Comprehensive Plan.



MISSION

We are a student-centered school community committed to excellence in teaching, learning, and leadership.

VISION

Empowering confident, productive, life-long learners.

BELIEFS

- Students thrive in a safe, secure, and nurturing environment.
- Students achieve their goals when offered multiple learning pathways.
- Resource allocation matches the complex needs of students, employees, and schools.
- Relevant and engaging teaching develops critical thinkers and problem solvers.
- Family engagement and community partnerships enhance quality education.
- Robust and relevant professional learning supports success.

HIGH-QUALITY INSTRUCTION

GOAL 1

Provide high-quality and relevant instruction that prepares students to be life-ready, productive individuals.



Objective 1: Enable all students to demonstrate annual, measurable growth in literacy and numeracy through targeted and responsive instruction.

Objective 2: Maximize career preparation opportunities for all students.

Objective 3: Promote varied and rigorous learning experiences driven by student skills and interests.

GOAL 1 STRATEGIES

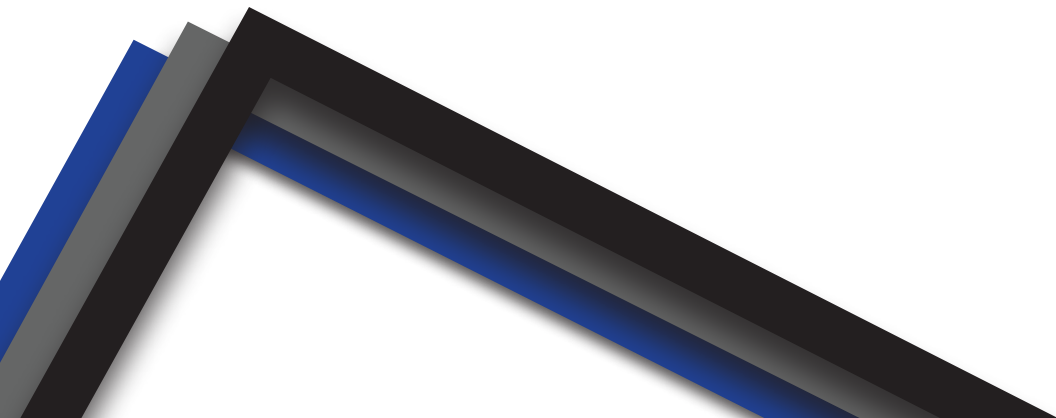
Objective 1: Enable all students to demonstrate annual, measurable growth in literacy and numeracy through targeted and responsive instruction.

Strategy 1: Embed opportunities throughout the curriculum for students to enhance their literacy skills.

Strategy 2: Embed opportunities throughout the curriculum for students to enhance their numeracy skills.

Strategy 3: Engage teachers and administrators in aligned, collaborative professional learning at the division, state, and/or national level.

Strategy 4: Design instruction based on student data to meet each student's needs.





Objective 2: Maximize career preparation opportunities for all students.

Strategy 1: Expand student participation in career awareness and exploration activities.

Strategy 2: Establish opportunities for all students to complete a high-quality, work-based learning experience.

Objective 3: Promote varied and rigorous learning experiences driven by student skills and interests.

Strategy 1: Cultivate opportunities to increase student participation in advanced coursework.

Strategy 2: Monitor course and extra-curricular offerings to provide alignment to student interest.

Strategy 3: Facilitate opportunities for students to take ownership of their learning.

PRIORITIZING RESOURCES

GOAL 2

Prioritize and allocate operational and fiscal resources to meet the unique and complex needs of students, employees, families, and schools.



Objective 1: Support learning and operational efficiency through effective use of resources and improvement of non-instructional support functions.

Objective 2: Maintain fiscal stability to maximize the division's operational efficiency by aligning resources to support dynamic teaching and learning.

GOAL 2 STRATEGIES

Objective 1: Support learning and operational efficiency through effective use of resources and improvement of non-instructional support functions.

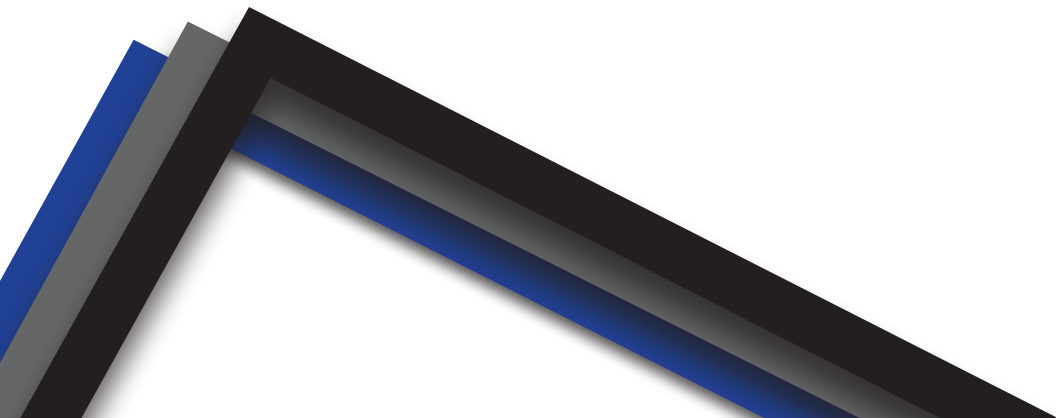
Strategy 1: Evaluate facilities to ensure they can support current and future educational needs.

Strategy 2: Ensure a safe and secure learning environment.

Strategy 3: Maximize transportation services to support current and future educational program needs.

Strategy 4: Enhance technology infrastructure.

Strategy 5: Increase participation in school nutrition services.





Objective 2: Maintain fiscal stability to maximize the division's operational efficiency by aligning resources to support dynamic teaching and learning.

Strategy 1: Prioritize support for initiatives and programs in every annual budget to enhance quality instruction and plan for future needs.

Strategy 2: Evaluate initiative and program efficiency.

STUDENT-FOCUSED WORKFORCE

GOAL 3

**Attract, develop,
and retain a quality,
student-focused
workforce through
mutual trust, open
communication, and
support.**



Objective 1: Prioritize innovative recruitment efforts to attract optimal talent.

Objective 2: Provide each employee with engaging, high-quality professional learning to build capacity and promote professionalism.

Objective 3: Retain qualified employees.

GOAL 3 STRATEGIES

Objective 1: Prioritize innovative recruitment efforts to attract optimal talent.

Strategy 1: Provide competitive compensation to all employees.

Strategy 2: Promote the unique benefits of working in HCPS.

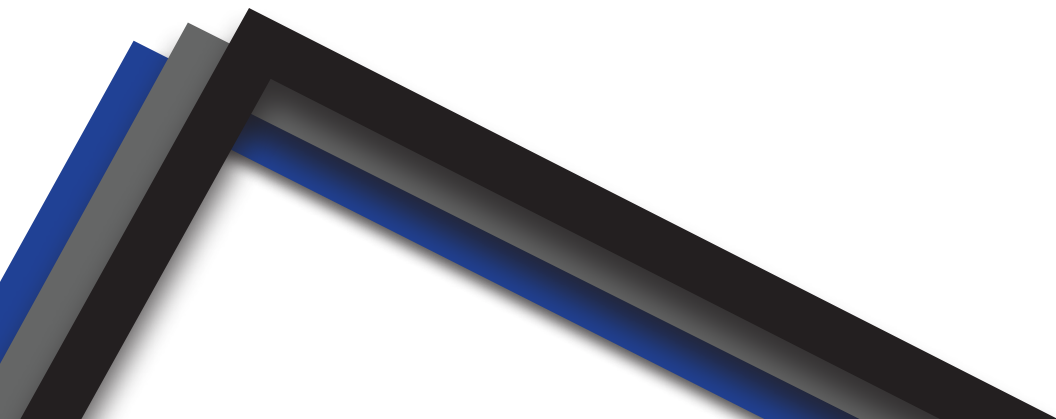
Strategy 3: Cultivate student interest in the teaching profession.

Strategy 4: Broaden the reach of recruiting efforts.

Objective 2: Provide each employee with engaging, high-quality professional learning to build capacity and promote professionalism.

Strategy 1: Promote high-quality professional learning experiences.

Strategy 2: Foster an environment in which employees embrace a culture of professional growth.





Objective 3: Retain qualified employees.

Strategy 1: Maximize opportunities to recognize employee excellence.

Strategy 2: Collect employee feedback and analyze trends for continuous improvement.

Strategy 3: Maintain competitive benefits, including health and wellness.

CLIMATE & COMMUNITY

GOAL 4

Identify, design, and implement systems that support a positive educational climate and community.



Objective 1: Support student and employee wellness.

Objective 2: Implement a proactive approach to student behavior and school discipline.

Objective 3: Strengthen family engagement.

Objective 4: Cultivate mutually beneficial partnerships linking community resources that support students, employees, and school needs.

GOAL 4 STRATEGIES

Objective 1: Support student and employee wellness.

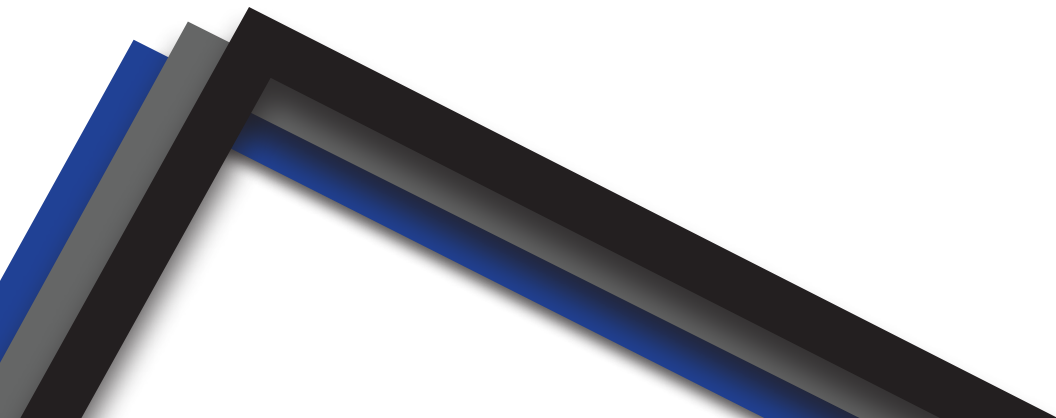
Strategy 1: Conduct life skills and wellness needs assessment.

Strategy 2: Implement policies and practices that prioritize student and employee wellness.

Objective 2: Implement a proactive approach to student behavior and school discipline.

Strategy 1: Promote a positive working and learning environment.

Strategy 2: Equip employees and students with strategies that support a culture of positive student behaviors.





Objective 3: Strengthen family engagement.

Strategy 1: Connect with families by using consistent and widely accessible communication.

Strategy 2: Generate regular opportunities for family involvement.

Objective 4: Cultivate mutually beneficial partnerships linking community resources that support students, employees, and school needs.

Strategy 1: Expand mutually beneficial partnerships linking community resources to support students, employees, and school needs.

Strategy 2: Broaden community engagement opportunities to support instructional and extracurricular goals.

PLANNING TEAM

Executive Committee

Michael B. Gill, Ed.D., Superintendent
Mandy Baker
Christina Berta
Nancy Disharoon

Cheri Beth Fisher
Jennifer Greif
Terri Hechler

Meredith Parker
Brook Thomas
Chris Whitley

Steering Committee

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Carrie Cicuto
Brad Davis
Dianna Dickerson
Travis Dodds

Shannon Edwards
Shemeka Hilliard
Robert L. Hundley, School Board
Brandi Hulsey
Robert J. May, School Board

Amanda McDaniel
Justin Roerink
Chris Smith
Carmen Waterford
Lisa Winn

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Chris Biagiarelli
Monique Bigby-Johnson
Sarah Billups
Ashley Blizzard
Diane Brown
Steve Castle
Jessica Collette
Jan Collins
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Leigh Finch

Adrian Frierson
Tracy Graves
Aliya Headley
Andrea Herndon
Katrina Hester
Alyssa Higgins
Margaret Hill
Emily Kennedy
Candra Kenyon
Erik Leise
Brian Maltby
Anthony Martinez
Jackie McCaleb
Patrick McCarty
Stephanie Merrick

Ryan Molloy
Michael Mudd
Casey Nugent
JP Patterson
Stephen Salvato
Aimee Sergent
Anthony Sgro
Ian Shenk
Allison Silva
Frank Smalara
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Bob Staley
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Elizabeth Verlander
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Kerri Wright

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Betsy Overkamp-Smith
BetsyOS PR LLC







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