


**Priority One:**  
Future-Ready Students

**Goal: Henderson County Public Schools (HCPS) will graduate all students ready for their future.**

- Subgoal: HCPS will be one of the top-rated school systems in North Carolina.
  - 100% of all schools will meet or exceed growth.
  - HCPS will be ranked in the top 5 school districts as evidenced by the North Carolina accountability results.
  - HCPS will increase the graduation rate by 2% annually.
- Subgoal: HCPS will expand opportunities for school readiness for all PreK students by increasing collaborative professional development with community partners.
- Subgoal: HCPS will develop a comprehensive framework of aligned resources, programs, and supports to ensure student academic and mental health needs are met.



**Priority Three:**  
Future-Ready Operations

**Goal: Henderson County Public Schools students and employees will have access to facilities that are safe and conducive for working, teaching, and learning.**

- Subgoal: HCPS will develop comprehensive one- and ten-year plans for maintaining and upgrading all facilities and addressing district enrollment trends.
- Subgoal: HCPS will have an overall transportation efficiency rating of 100%.
- Subgoal: HCPS will have secure card access at the main entrance and front office area at all campuses.
- Subgoal: HCPS will resolve facility work orders within a 14-day response time.



**Priority Two:**  
Future-Ready Professionals

**Goal: Henderson County Public Schools will be the leading employer and educational institution in our region. To achieve this, we are committed to enhancing our operational efficiency, bolstering staff retention, and fostering a positive work and learning environment.**

- Subgoal: HCPS will improve the efficiency of hiring processes and ensure early job postings, as evidenced by filling 95% of open positions within 45 days of the job being posted.
- Subgoal: HCPS will have a 90% teacher retention rate each year, as evidenced by the NCDPI teacher turnover report.
- Subgoal: HCPS will show at least a 2% increase in the North Carolina Teacher Working Conditions Survey (NCTWCS) under the section; *"Overall, my school is a good place to work and learn."*
- Subgoal: HCPS will create short- and long-term plans for teacher recruitment and retention.



**Priority Four:**  
Future-Ready Community Relations & Partnerships

**Goal: Henderson County Public Schools will leverage community partnerships to support student success.**

- Subgoal: HCPS will develop marketing and communication strategies to engage the community and position HCPS as a premier school district by increasing website traffic on HCPS "Newsroom" stories and social media sites by 5% each year.
- Subgoal: HCPS will engage families by creating a "Community Spotlight" section on the HCPS website to promote awareness of community opportunities and partnerships that support their child's education, with a goal of 1000 views per month.
- Subgoal: HCPS will strengthen partnerships with employers and institutions of higher education to increase the number of students achieving post-secondary credentials by 2% each year.