

Hernando School District

Strategic Plan 2023-2028

2026 Report of Progress

Priority 4 and 5



July 1, 2026



HERNANDO
SCHOOL DISTRICT

Learn it. Love it. Live it.

Strategic Plan 2023-2028

Our Vision

To inspire and support the pursuit of individual greatness.

Our Mission

To collaborate with students, parents and other community stakeholders in effectively preparing all students for a successful transition into a diverse and changing world.



HERNANDO SCHOOL DISTRICT 2023 - 2028 Strategic Plan

To inspire and support the pursuit of individual greatness.



PRIORITY 1

STUDENT SUCCESS

GOAL: Provide standards-based instruction in all classes, in all content areas to ensure all students are college or career ready to be contributing members of society.

STRATEGY 1

Ensure teachers, visited during administrative walk-throughs, deliver grade-level, benchmark-based instruction to engage all learners.

STRATEGY 2

Ensure schools engage in evidence-based strategies and interventions to support subgroups and close achievement gap.

STRATEGY 3

Prepare K-12 students for post-secondary education, employment or military service.



PRIORITY 2

TALENT MANAGEMENT

GOAL: Create a culture that attracts, develops and retains quality employees passionate about supporting student success.

STRATEGY 1

Create opportunities and pipelines for our community to become employees of Hernando County Schools.

STRATEGY 2

Provide opportunities for continued professional growth.

STRATEGY 3

Retain our workforce to reduce turnover of high-quality employees.



PRIORITY 3

SAFE AND HEALTHY LEARNING ENVIRONMENT

GOAL: Enhance and strengthen a safe and healthy learning environment.

STRATEGY 1

Ensure students have access to and receive high quality, nutritious meals provided by the Food & Nutrition Department.

STRATEGY 2

Increase the preparedness of staff and students to respond to critical incidents on campus or at school-sponsored events by providing ongoing training activities.

STRATEGY 3

Improve student resiliency and life skills by providing school-based mental health supports.

STRATEGY 4

Improve the student-to-school connection by monitoring early warning data to determine student needs and provide additional support.

STRATEGY 5

Provide safe, on-time transportation to and from school for all students.



PRIORITY 4

COMMUNITY CONNECTION

GOAL: Create opportunities to engage the greater community for the purpose of fostering trust and advancing student excellence.

STRATEGY 1

Improve student learning opportunities by strengthening community and business partnerships.

STRATEGY 2

Enhance two-way district communication and engagement with families and the community.

STRATEGY 3

Elevate the quality of internal communications and ensure staff receive timely and constructive information.

STRATEGY 4

Develop authentic ways to celebrate the contributions and achievements of all employees.



PRIORITY 5

FISCAL TRANSPARENCY AND CAPITAL PLANNING

GOAL: Ensure public funds are used efficiently to maintain quality educational needs and facilities for our students.

STRATEGY 1

Maximize all district resources to enhance the learning environment and ensure financial sustainability.

STRATEGY 2

Improve and maintain district facilities by utilizing appropriate funding effectively to provide the best quality education and services to our students, staff and community.

STRATEGY 3

Monitor the projected growth of Hernando County over the next several years, and plan accordingly to ensure student growth does not outgrow student stations.

PRIORITY 4: Community Connection

With Measures

Strategy 1

Improve student learning opportunities by strengthening community and business partnerships.

- Increase sponsorship contributions to enhance school and district student learning outcomes.
- Increase family and community engagement event opportunities and participation.

Strategy 2

Enhance two-way district communication and engagement with families and the community.

- Increase the number of respondents and ratings to the feedback structures.
- Improve overall engagement and reach through communication platforms.

Strategy 3

Elevate the quality of internal communications and ensure staff receive timely and constructive information.

- Increase the number of staff responding to feedback structures.
- Improve overall satisfaction ratings from feedback structures.

Strategy 4

Develop authentic ways to celebrate the contributions and achievements of all employees

- Open pathways to partner with other HCSD departments, schools and teams to develop recognition opportunities



PRIORITY 4: Strategy 1

Improve student learning opportunities by strengthening community and business partnerships.

Measure: Increase sponsorship contributions to enhance school and district student learning outcomes.

The Hernando County Education Foundation (HCEF) is the school district's only direct support organization. HCEF continues to build an extensive and generous network of business, non-profit and private partners who contribute toward the school district's ability to reach essential objectives.

In 2025-26 HCEF:

- Awarded \$121,630 in scholarships
- Awarded \$240,743 in grants
- Facilitated 32 community events
- Organized 115 volunteers with 6,872 hvolunteer hours

Schools, HCSD departments, and Key Leaders also continue to implement and support community relations initiatives with local organizations and business partners to enhance student opportunities.



PRIORITY 4: Strategy 1

Improve student learning opportunities by strengthening community and business partnerships.

Increase family and community engagement event opportunities and participation.

HCSD Federal Programs Department, ESOL and the Parent Academy provides a variety of outreach events:

Family and Community Engagement (FACE) meetings and Virtual Parent Focus Group Meetings

Outreach events - In November of 2025, Parent Academy hosted a Grandparents Raising Grandchildren Event in collaboration with United Way Hernando, multiple virtual Parent Leadership Council Event for ESOL families, one in-person ESOL parents workshop and one ESOL awards ceremony.

The Parent Academy Family Engagement Mobile Unit launched and we've partnered with Home Depot and the Hernando County Sheriff's Office, The Hernando County Education Foundation, Premier Dental, People Helping People, the District's data entry department, Medicaid Liaison and Students and Families in Transition to bring families various resources and tools during the months of May, June and July.



PRIORITY 4: Strategy 2

Enhance two-way district communication and engagement with families and the community.

Measure: Increase the number of respondents to the feedback structures.

- Annual Parent Survey
 - 2025 - 2,222 surveys submitted
 - 2026 - 4,708 surveys submitted

Measure: Improve overall satisfaction ratings from feedback structures.

2025

How effective are district communications in the following areas:

↓	1 Least effective	↓	2	↓	3	↓	4 Highly effec	Total ↓
Sharing information about the district's strategic goals and priorities	9.58% 161		20.30% 341		40.89% 687		29.23% 491	1680
Posting district events, public meetings, committee openings	6.23% 105		16.38% 276		41.19% 694		36.20% 610	1685
Updating when rules or practices have changed	8.14% 137		17.04% 287		40.86% 688		33.97% 572	1684
Notifying parents of a school emergency (Hold In Place, Secure Perimeter)	3.85% 65		7.17% 121		29.10% 491		59.87% 1010	1687
								6736

2026

How effective is the school/district at communicating the following?

Answered: 3,091 Skipped: 1,617

	NOT EFFECTIVE	SLIGHTLY EFFECTIVE	NEUTRAL/ NOT APPLICABLE	EFFECTIVE	HIGHLY EFFECTIVE	TOTAL
▼ School goals and priorities	4.37% 135	8.13% 251	10.21% 315	41.09% 1,268	36.20% 1,117	3,086
▼ Student and family opportunities	4.41% 136	7.50% 231	11.94% 368	40.46% 1,247	35.69% 1,100	3,082
▼ Events and meetings	3.71% 114	7.22% 222	9.60% 295	42.39% 1,303	37.09% 1,140	3,074
▼ School achievements and accomplishments	4.22% 130	6.04% 186	10.61% 327	42.38% 1,306	36.76% 1,133	3,082
▼ Emergency notifications	2.27% 70	5.36% 165	6.23% 192	39.22% 1,208	46.92% 1,445	3,080

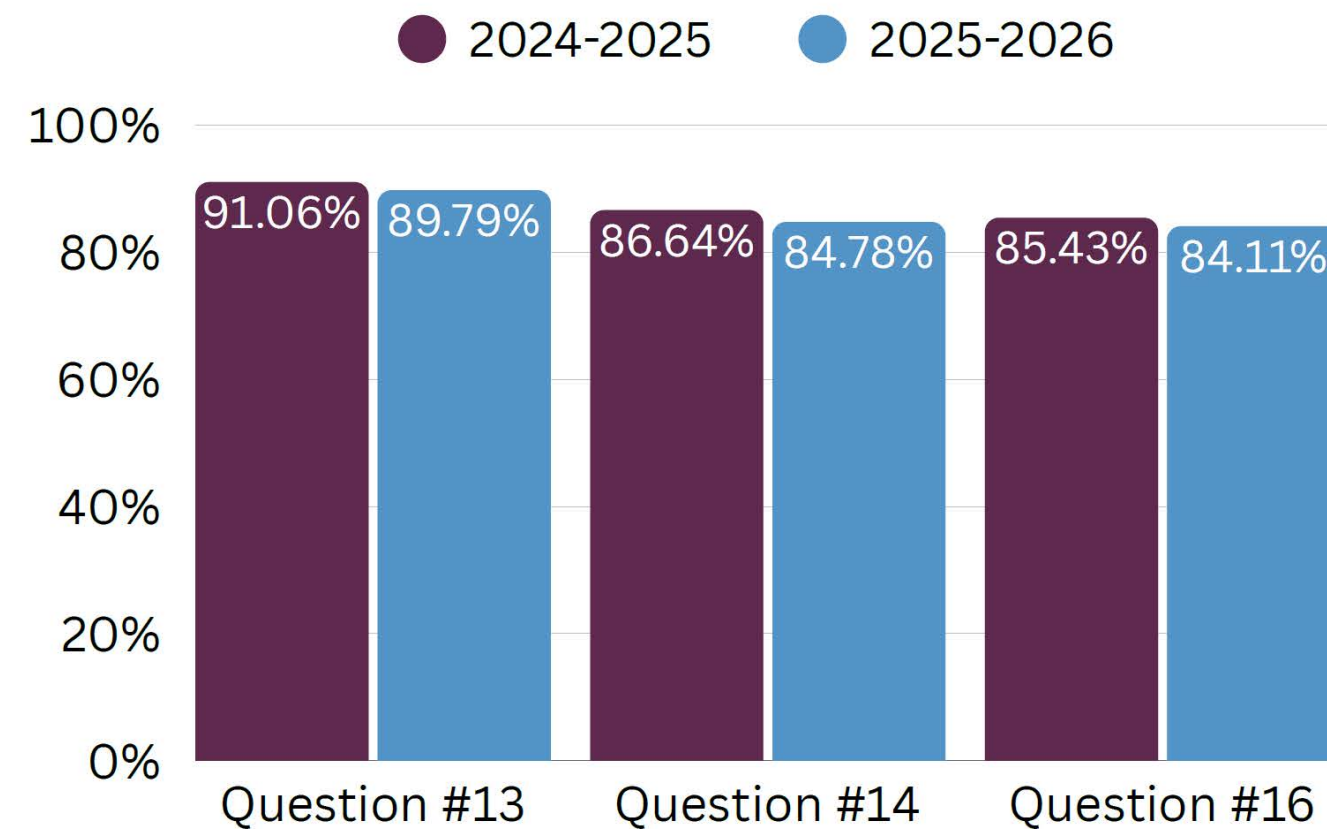
PRIORITY 4: Strategy 3

Elevate the quality of internal communications and ensure staff receive timely and constructive information.

Measure: Increase the number of staff responding to feedback structures.

- 2025 - 2,531 staff surveys
- 2026 - 2,626 staff surveys

Measure: Improve overall satisfaction ratings from feedback structures.



• Question #13:

The HCSD vision and mission are reflected in daily operations.

• Question #14:

I would be comfortable to refer a friend to work in HCSD.

• Question #16:

Satisfaction with district internal communications.



Additional Efforts:

Continue to increase cross departmental collaboration to ensure all stakeholders receive pertinent information in a timely and effective manner across preferred platforms.

PRIORITY 4: Strategy 4

Develop authentic ways to celebrate the contributions and achievements of all employees

Measure: Open pathways to partner with other HCSD departments, schools and teams to develop recognition opportunities.

- HCSD Veteran of the Month
- Staff Spotlights

Coworkers and administrators may nominate a fellow employee to be recognized as a Staff Spotlight. When selected, we visit the employee's school or site to celebrate them in person. The celebration is then shared on TEAMS and on social media for district-wide recognition.

- High Five Fridays

Students and parents can submit a "High Five" to recognize any staff member across the district. All nominees receive a shout-out, which is featured every Friday on HR social media.

- 30+ Years with the District

Employees who have served in the district for 30 or more years are recognized by Mr. Pinder during Board meetings.

- HR Staff Recognition

Employee of the Month is announced at monthly staff meetings, awarded a certificate, and highlighted on HR social media.

Perfect Attendance recipients receive a Pub Sub lunch each month.

- Transportation Department also hosts several staff recognition activities, including perfect attendance and extra route celebrations

- Student -Athlete and Coach of the Month program

- Raise the Game Award - for assistant coaches

- Recognition at board meetings and nominations for statewide award.

- Promotion of achievements and accomplishments through media platforms.

- Retention and Recruitment Committee initiatives



"I would like to nominate Shannon Liebler for Staff Spotlight of the Month. Shannon is truly one of the hardest working members of our Suncoast family and consistently goes above and beyond in everything she does. She wears many hats throughout our school and manages each role with dedication, organization, and a positive attitude. As our assessment coordinator, she keeps everything running smoothly and ensures that we are always prepared. She is also a constant support when it comes to ELA—offering guidance, sharing ideas, and even helping with copies whenever needed. No matter what is asked of her, Shannon never says no. She always finds a way to make sure everyone has what they need to be successful. Beyond her many professional contributions, Shannon is also a wonderful friend to so many of us. Her kindness, reliability, and willingness to help make a lasting impact on our entire school community."

- Chrissy Demaris

PRIORITY 5: Financial Transparency and Capital Planning

Goal: Ensure public funds are used efficiently to maintain quality educational needs and facilities for our students.

- **Strategy 1** Maximize all district resources to enhance the learning environment and ensure financial sustainability.
- **Strategy 2** Improve and maintain district facilities by utilizing appropriate funding effectively to provide the best quality education and services to our students, staff and community.
- **Strategy 3** Monitor the projected growth of Hernando County over the next several years, and plan accordingly to ensure student growth does not outgrow student stations.



PRIORITY 5: Financial Transparency and Capital Planning

Strategy 1

Maximize all district resources to enhance the learning environment and ensure financial sustainability.

- Increase purchasing card participation & annual rebates.
- Strive to increase revenue from local revenue sources.
- Increase interest earning strategy by expanding investment portfolio.
- Maintain an assigned and unassigned fund balance of 5%
- Maintain the current bond rating as reported by designated agencies.

Strategy 2

Improve and maintain district facilities by utilizing appropriate funding effectively to provide the best quality education and services to our students, staff and community.

- Improve existing district facilities by utilizing planned life cycle replacement.
- Decrease the average age of the bus fleet.
- Increase the number of sites with upgraded bandwidth.

Strategy 3

Monitor the projected growth of Hernando County over the next several years, and plan accordingly to ensure student growth does not outgrow student stations.

- Study and analyze growth population in county.
- Plan for new construction for additional student stations so Florida Inventory of School Houses capacity meets or exceeds student enrollment.



PRIORITY 5: Strategy 1

Maximize all district resources to enhance the learning environment and ensure financial sustainability.

Measure: Increase purchasing card participation & annual rebates

2024-2025

Integration with our ERP Skyward System

- Purchasing card transaction is integrated with our Skyward system allowing P-card transactions and Purchase Orders to be maintained on the same platform.
- Purchase Order invoices can be paid using a P-card and linking the Purchase Order to the payment.
- Following purchasing policies and procedures, this will allow for more Purchasing Card participation and an increase in rebates to the District.

Rebates

- The district's rebate for the **2024-2025** fiscal year was **\$79,874** which represents an increase of **37%** from the previous fiscal year.



PRIORITY 5: Strategy 1

Maximize all district resources to enhance the learning environment and ensure financial sustainability.

Measure: Strive to increase revenue from local revenue sources.

- 2023-24 \$9,200,000 earned in revenue after taxes
- 2024-25 \$6,500,000 earned in revenue after taxes
 - **Earned revenue decreased by \$2,700,000**

Measure: Increase interest earning strategy by expanding investment portfolio.

- 2023-24 - \$7,174,000
- 2024-25 - \$6,871,000
 - **Interest earning investments decreased by \$303,000**

Measure: Maintain an assigned and unassigned fund balance of 5%



2023-24

Carry Forward - \$12,795,899 - 5.52%
Assigned Fund Balance - \$12,406,083 - 5.35%
Unassigned Fund Balance - \$6,231,513 - 7.00%
Total Assigned & Unassigned Fund Balance - \$28,637,596 - 12.34%

2024-25

Carry Forward - \$1,402,467 - 0.60%
Assigned Fund Balance - \$8,500,619 - 3.61%
Unassigned Fund Balance - \$13,453,936 - 5.71%
Total Assigned & Unassigned Fund Balance - \$21,954,555 - 9.32%

Measure Maintain the current bond rating as reported by designated agencies.

FITCH Rating (2023-24) A+ (2024-25) A+

*HCSD has maintained an A+ rating for 25 years

PRIORITY 5: Strategy 2

Improve existing District facilities by utilizing planned life cycle replacement

Measure: Improve existing district facilities by utilizing planned life cycle replacement.

Progress to date:

The Facilities & Construction department has recently substantially completed planned campus wide replacement of HVAC systems at Brooksville Elementary School, Fox Chapel Middle School, Central High School and Springstead High School. Design is also underway for an HVAC replacement project at Powell Middle School.

The Facilities & Construction department has also recently completed roofing replacement projects on various buildings at Eastside Elementary, Springstead High, Spring Hill Elementary, J.D. Floyd Elementary, Explorer K-8 and Nature Coast Technical High. The department also has a roofing project in the construction phase at D.S. Parrott Middle School.

Springstead High School HVAC

Chiller Plant Before



Chiller Plant After



Explorer K-8 & D.S. Parrott Middle Roofing

Explorer New Roof



Parrot Phase 1 New Roof



PRIORITY 5: Strategy 3

Monitor the projected growth of Hernando County over the next several years, and plan accordingly to assure student growth does not outgrow student stations.

Measure: Study and analyze growth population in county.

Progress to date:

The Facilities and Construction Department has reviewed demographic & growth trends with the Planning & Growth Management Committee. A three-phase plan was presented to the Board in January of 2024 and Phase 1 received Board consensus to proceed. Expansions at Eastside Elementary and Winding Waters K8/Weeki Wachee High are currently in construction phases. The Board postponed Phase 2 after enrollment data declined from the predicted levels.

Eastside Elementary Cafeteria Building



- **Eastside Elementary 20 Classroom Building**



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- **Winding Waters K-8/Weeki-Wachee High School 30 Classroom Building**

