

## 2025-2026 Town of Hanover Selectboard Objectives & Key Results

APPROVED 10-6-25

Objectives	Key Results
<b>1. Advance the Hanover Sustainability Master Plan</b>	
a. Create the conditions to implement the Hanover Sustainability Master Plan	<ul style="list-style-type: none"> <li>i. Hire a <b>Sustainability Coordinator</b></li> <li>ii. Create <b>dashboard</b> to track the implementation of the Sustainability Master Plan</li> <li>iii. Support the Planning Board's efforts to comprehensively update Hanover Zoning Ordinance to reflect the goals of the 2024 Hanover Sustainability Master plan. Ensure <b>sufficient resources</b> are allocated for robust <b>community engagement</b> to explain and solicit support for zoning changes. Provide regular zoning information at SB meetings.</li> <li>iv. Develop a <b>Shared Streets plan</b>.</li> <li>v. Complete the construction of <b>Ledyard Park</b></li> <li>vi. Address <b>downtown parking</b> inefficiencies and implement improvements</li> <li>vii. Develop a plan for the <b>Crosby St intersections</b></li> <li>viii. Evaluate funding and design options for <b>Main St repair and improvement</b> project</li> <li>ix. Partner with property owners to design, fund &amp; redevelop <b>W. Wheelock St</b></li> <li>x. Study &amp; potentially <b>expand broadband</b> coverage for rural residents</li> <li>xi. Address 5g <b>cellular coverage/ quality and wifi</b> in the downtown</li> <li>xii. Explore options for <b>additional CT River access</b> for the community</li> </ul>
b. Revive efforts to develop workforce and/or affordable housing in Hanover	<ul style="list-style-type: none"> <li>i. <b>Evaluate potential sites:</b> Mink Brook, Shed 2, Gile, Dresden Fields (School Board governs) &amp; other locations</li> <li>ii. Develop potential paths forward and document a plan</li> <li>iii. Work to <b>develop partnerships</b> with stakeholders</li> <li>iv. Plan in hand, <b>develop</b> any necessary <b>warrant articles</b>.</li> </ul>
c. Harness overlooked assets and invest long term to promote efficiency and equity	<ul style="list-style-type: none"> <li>i. Develop a <b>town facilities needs plan</b></li> <li>ii. Develop a <b>capital plan</b> for improving <b>bike / walk / transit</b></li> </ul>
<b>2. Improve fiscal: transparency, accountability and sustainability</b>	
a. Align spending with strategic priorities, eliminate unnecessary costs and encourage	<ul style="list-style-type: none"> <li>i. Evaluate options for <b>town recycling</b> services</li> <li>ii. Consider a <b>revised MOU for the Howe Library</b> and potential building transition plan</li> </ul>
b. Bring transparency, encourage discussion and decision-making around interim financial information.	<ul style="list-style-type: none"> <li>i. Create <b>dashboard breakdown of tax dollars</b> (where are our tax dollars spent / Cost per mile of extension?)</li> <li>ii. Develop and <b>improve quarterly review of Town financial statements</b> at Selectboard meetings</li> <li>iii. Formulate relevant <b>Key Performance Indicators</b> from financial and operating data</li> </ul>
c. Increase citizen and stakeholder engagement in budget process	<ul style="list-style-type: none"> <li>i. <b>Analyze capital structure alternatives</b> to support CIPC</li> <li>ii. Solicit <b>feedback from engaged community members</b> during the budget process</li> </ul>
<b>3. Strengthen town governance</b>	
a. Formalize structures to create and implement Selectboard goals through better prioritization, clarity and accountability	<ul style="list-style-type: none"> <li>i. Conduct a <b>two-part Selectboard retreat</b> with both goal-setting and delivery, and a review of roles &amp; responsibilities and SB pertinent NH statutory obligations. <b>Continue to model OKR (Objectives &amp; Key Results) process</b> at Selectboard level.</li> </ul>
b. Institutionalize -- without bureaucratizing -- key know how/ skillsets for continuity and	<ul style="list-style-type: none"> <li>i. Develop a plan for sustaining best practices and policies for everyday town operations (e.g. ZBB)</li> </ul>
c. Develop more rigorous Selectboard oversight and compliance processes	<ul style="list-style-type: none"> <li>i. <b>Review</b> existing and universe of possible <b>policies, procedures, and ordinances</b>; triage and develop overall plan to address deficiencies and areas for improvement.</li> </ul>
<b>4. Retain, develop &amp; attract the best people</b>	
a. Build a leadership team for Hanover that enables us to achieve our goals	<ul style="list-style-type: none"> <li>i. Develop <b>succession plans</b> for department leadership and move to implement</li> <li>ii. Conduct <b>comp &amp; benefits study</b> in preparation of FY27 negotiation</li> <li>ii. Sustain TOH <b>Community power leadership</b> (staffing)</li> </ul>
b. Support Town boards and committees through technology that makes their work easier and more accessible.	<ul style="list-style-type: none"> <li>i. Encourage rollout and training around use of <b>Diligent Community</b> software. Consider implementing <b>additional committees (Parking, Transportation)</b> to address concerns and long term plans in both areas.</li> </ul>
c. Optimize town expertise around critical issues.	<ul style="list-style-type: none"> <li>i. Consider additional committees (Parking, Transportation) to address concerns and long term plans in both areas.</li> </ul>