

2025-2026 Town of Hanover Selectboard Objectives & Key Results

APPROVED 10-6-25

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