

Mission and Core Values

HCPA's mission is to provide an integrated, challenging, and well-rounded K–12 education. Its core values—Warrior Way, Relationships and Connections, Commitment to Excellence, College and Career Readiness, and Global Perspective—guide the school's work to produce graduates who are confident, curious, and college-ready.

Strategic Overview

The plan outlines six Strategic Dimensions—Community, Physical Environment, Operations, Finances, Curriculum & Instruction, and Faculty & Staff—each with 5-year and annual SMART goals. The Board of Directors sets long-term strategy, while Administration develops 1–2 year action plans aligned with the mission and vision. This living document evolves annually as progress is evaluated.

KEY STRATEGIC DIMENSIONS & GOALS

COMMUNITY

Goal: Increase student, parent, and staff participation in extracurricular activities by 50% by FY27–28.

Focus: Build connections, develop service learning for all seniors, and strengthen relationships through shared experiences.

PHYSICAL ENVIRONMENT

Goal: Improve staff perception that facilities support instruction by 20% by FY27–28.

Focus: Conduct facility audits, prioritize technology and furniture needs, and align improvements with learning goals.

OPERATIONS

Goal: Reduce instructional time lost to operations and supervision demands by 50%.

Focus: Audit schedules, streamline systems, and optimize staff deployment to maximize learning time.

FINANCES

Goal: Maintain a 25–50% fund balance while updating pay scales to remain competitive.

Focus: Financial sustainability, staff compensation alignment, and responsible budgeting tied to strategic goals.

CURRICULUM & INSTRUCTION

Goal: Implement student-centered, data-driven instruction that raises MCA proficiency over 2022–23 levels.

Focus: Engagement through NIET's Motivating Students rubric, culturally responsive teaching, and MTSS Tier 1 system alignment.

FACULTY & STAFF

Goal: Achieve 90% staff retention and increase "Promoter" responses to 35% on annual surveys by FY27–28.

Focus: Strengthen onboarding, enhance professional development through coaching, and formalize recruitment and retention strategies.

Moving Forward

The 2023–2028 plan reaffirms HCPA's commitment to continuous improvement through data-driven leadership, equity, and community partnership. It provides a roadmap for aligning instruction, culture, and operations to ensure every HCPA Warrior is equipped for success in college, career, and life beyond graduation.