



Stafford County School Board FY20 Budget Priorities and Goals

Student Achievement

- Direct resources to support staffing and training to assist students in meeting basic Virginia standards and requirements.
- Provide needed resources to support the smooth opening of the two Early Childhood Special Education and Head Start Centers
- Fund diagnostician staffing for all elementary schools.
- Continue implementation of the School Board's approved Staffing Plan particularly as it relates to optimal class sizes to increase student learning.

Attract, Develop, and Retain Exceptional Professionals

- Salary and compensation
 - Award an across the board increase to employees
 - Maintain or exceed median market teacher salaries in the currently adopted comparative school division market, recognizing the SB may consider adoption of a new comparison market
 - Explore SCPS teachers' salaries within our regional market
 - Award targeted service scale enhancements to non-instructional staff to continue moving the salary scale towards the median of the current comparative divisions' market
 - Develop salary scale based on market comparison for all remaining employee groups
 - Maintain current healthcare compensation package and explore how it compares with Stafford's comparison divisions' healthcare benefits
 - Examine teacher stipends
- Continue targeting professional development and compensation for critical need areas.
- Fund the *Teaching and Learning Summit* and other professional development programs (including tuition reimbursements) for SCPS staff to enhance skills.

Community and Family Engagement

- Re-examine social services delivery model in our schools and fund recommendations in this area
- Develop strategies to build stronger relationships with local businesses

School Safety

- Re-examine social services delivery model in our schools and fund recommendations in this area
- Explore meeting recommendations from School Security Task Force

Equity, Diversity, and Opportunity

- Work to close student achievement gaps
- Differentiate distribution of resources based on the unique needs and size of student bodies

Organizational Efficiency and Effectiveness

- Determine and insure that central office staffing is able to support
 - Recruitment and training of qualified teachers
 - Proper financial management of school funds

Funding

- Develop a funding agreement with the Board of Supervisors that provides the School Board with a predictable level of funding.
- Establish predictable cash baseline for funding infrastructure projects
- Identify savings to be reinvested into the budget