Stafford County School Board
FY27 Budget Priorities

Attract and Retain High Quality Staff

Stafford County must have high quality teachers in every classroom and high quality service staff working to support the work of teachers and leaders to maximize high expectations for academic performance and expand opportunities for every student. As the division grows and new schools are opened, it is essential to ensure strong staffing and support structures are in place from the start. To attract and retain high quality teachers and staff we must establish and maintain competitive salaries and benefits, including a multi-year approach to enhance teacher compensation that competes with surrounding school districts; offer regionally competitive compensation for non-teaching positions; and provide comprehensive benefits and opportunities for advancement for all employees. Additionally, addressing the retention and turnover of administrators and school leadership teams is critical. Consistent, effective leadership is essential for sustaining school improvement and building strong school cultures. Our budget must support strategies to retain experienced administrators by ensuring competitive compensation, clear pathways for leadership development, and the organizational support needed to lead schools successfully over time.

Strategic Plan Goal 1. Strategic Plan Goal 2. Strategic Plan Goal 4.

Secure Resources Necessary to Improve Performance

Stafford has made relatively small but consistent improvements with overall academic performance. Efforts to address chronic absenteeism have yielded improvements in many schools. Academic performance gaps and higher chronic absenteeism rates continue for students with disabilities and economically disadvantaged students. To address these challenges, Stafford County must establish and implement staffing standards that allocate educators and support staff based on student needs, including additional psychologists, social workers, counselors, and teachers.

Addressing these challenges requires a commitment to equitable resource allocation tailored to the specific needs of the school community. Differentiated financial resources and professional development should be provided to schools to improve outcomes in literacy, classroom management, and overall student achievement, ensuring meaningful post-secondary outcomes and preparation for life after graduation. School site funding and staffing should be adjusted to reflect the total number of students, as well as the proportion of students with disabilities, those who are economically disadvantaged, and other relevant factors. This targeted investment is essential to ensure meaningful post-secondary outcomes for all students and to prepare them for success in life beyond graduation.

Strategic Plan Goal 1. Strategic Plan Goal 2. Strategic Plan Goal 3.

Maintain Facilities for Safety and Provide Students with Safe and Enriching Classroom Learning Environments

Students learn best when they feel secure, supported and inspired. By embedding safety as the cornerstone of every maintenance decision and coupling it with data informed capacity planning, Stafford Schools should ensure every student enters an environment that not only inspires learning, but also guarantees physical and emotional security. Students need a safe and welcoming learning environment to thrive. Teachers and staff need adequate space to inspire learning. Updated program capacity standards are required to accurately assess facility needs that ensure classroom space aligns to programmatic needs, ensuring high quality learning experiences for all students. These data should inform the Enrollment Accommodation Plan, and drive the determination of needs for additional space and resources. Buildings should be maintained, ensuring cleanliness, safety, security and adequate supplies.

Strategic Plan Goal 3.