

**Goal 2: Cultivate a high-performing team of professionals focused on our mission and goals.**

## Topic: Competitive Teacher Salaries

STRATEGIC ACTION	PERFORMANCE MEASURE	DESIRED OUTCOME
<p>By 2020, the competitiveness of the LCPS teacher salary schedule will be ranked one of five (1 of 5) by comparing BA step 1 and MA step 1 and three of five (3 of 5) by comparing MA with 10 years of experience and average salary.</p>	<p>Comparative data will be provided by selected Virginia participants from the WABE Guide.</p>	<p>FY16 Baseline                      BA – Rank 2 of 5                      MA – Rank 2 of 5                      MA+10 – Rank 4 of 5                      Average – Rank 4 of 5</p>
	<p>Alexandria                      Arlington                      Fairfax                      Loudoun                      Prince William</p>	<p>FY17                      BA – Maintain rank 2 of 5 or better                      MA – Maintain rank 2 of 5 or better                      MA+10 – Maintain rank 4 of 5 or better                      Average – Maintain rank 4 of 5</p>
		<p>FY18                      BA – Maintain rank 2 of 5 or better                      MA – Maintain rank 2 of 5 or better                      MA+10 – Rank 3 of 5                      Average – Maintain rank 4 of 5</p>

STRATEGIC ACTION	PERFORMANCE MEASURE	DESIRED OUTCOME
		FY19 BA – Maintain rank 2 of 5 or better MA – Maintain rank 2 of 5 or better MA+10 – Maintain rank 3 of 5 Average – Rank 3 of 5 FY20 BA – Rank 1 of 5 MA – Rank 1 of 5 MA+10 – Maintain rank 3 of 5 Average – Maintain rank 3 of 5