## LCPS Strategic Plan

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

#### Topic: Competitive Teacher Salaries

<table>
<thead>
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<th>STRATEGIC ACTION</th>
<th>PERFORMANCE MEASURE</th>
<th>DESIRED OUTCOME</th>
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| 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. | Comparative data will be provided by selected Virginia participants from the WABE Guide. Alexandria Arlington Fairfax Loudoun Prince William | FY16 Baseline  
BA – Rank 2 of 5  
MA – Rank 2 of 5  
MA+10 – Rank 4 of 5  
Average – Rank 4 of 5 |
| | | 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 |
| | | 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 |
| | | 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 |