| **Proposal** | **As Presented by Staff in April** | **Staff’s Proposed Changes** | **Rationale for Change** |
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| Targeted Compensation Adjustments | * Compensation adjustments of about $12,000 for proficient, experienced teachers to teach in schools with 10% or more first year teachers
* Adjustment remains with teacher as long as teacher remains in qualifying school
* Sets expectation for all school boards to assign instructional staff equitably to avoid concentrations of highly qualified and inexperienced teachers in particular schools
 | * Compensation adjustments of about $12,000 for proficient, experienced teachers to teach in **high poverty schools.**
* Adjustment remains with teacher provided the teacher remains in qualifying school and is rated proficient or above.
* **Estimated range of costs, based on how high poverty schools is defined using percent of economically disadvantaged students:**
* **75% or more - $23.9 million**
* **70% or more - $48.0 million**
* **65% or more - $77.8 million**
* **60% or more - $121.6 million**
 | * + Provides pay adjustment for all experienced teachers teaching in high poverty schools, recognizing all such schools face the same challenges.
	+ Recognizes that concentrations of first-year teachers will vary from year-to-year, while student poverty indicators are more likely to remain stable, meaning the schools qualifying for the adjustments would remain relatively consistent.
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| At-Risk Add-On Programs | * New proposal, could be considered as an alternative to Targeted Compensation Adjustment
 | * Moves the At-Risk Add-On fund into the SOQ and expands funding
* Eliminates non-personnel related uses of the fund. Permissible expenditures would include additional instructional and student support staff and targeted compensation adjustments for teachers to teach in high poverty schools.
* **Estimated cost: $76.2 million**
 | * As an alternative to the Targeted Compensation Adjustment proposal, uses At-Risk Add-On funds to provide either additional staff or targeted compensation adjustments.
* Provides more targeted uses of these funds than the current At-Risk program
* Provides increased accountability to allow continued analysis of the effectiveness of the funds
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| Teacher Leaders and Teacher Mentors | * New leadership role intended to coordinate professional development and mentorship programs and consult, observe and evaluate teachers
* Position may not teach more than half-load
* Provides one position per 25 teachers
* Position may be divided among several teachers to provide flexibility
* Compensation adjustment of about $10,000
* **Estimated cost: $165.6 million/year**
 | * Consolidates Teacher Leader and Teacher Mentor proposals
* Removes expectation for teacher leaders to evaluate other teachers
* Establishes blocks of time for existing teachers to provide leader and mentor functions in lieu of establishing new positions.
	+ For every four first- and second-year teachers, five hours per week
	+ For every 50 teachers with three or more years of experience, fifteen hours per week
* Establishes Board’s authority to issue guidelines for leadership programs.
* Compensation adjustment for these positions would be about $10,000 per FTE
* **Estimated cost: $57.4 million/year**
 | * Provides local flexibility to determine model of leader and mentor programs, subject to Board’ guidelines
* Removes teacher evaluation component for teacher leaders to ensure the position functions as a peer-to-peer leader and to comply with Board’s existing requirements for evaluators
* Reduces fiscal impact by establishing FTE positions
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| Teacher Mentors or Coaches | * Move teacher mentor program requirements into SOQ
* Expands requirement to provide mentor to include second-year teachers as well as first-year
* Assigns mentors up to four mentees, mentors expected to continue serving as teachers
* Provides mentors five hours/week, and mentees one hour/week for mentorship activities
* Compensation adjustment of about $2,500
* **Estimated cost: $16.7 million/year**
 | * Consolidates Teacher Leader and Teacher Mentor proposals (see above).
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| English Learner (EL) Teachers | * Provides differentiated EL staff to EL student ratios based upon English proficiency level, ranging from 1:25 to 1:58.
* Currently, ratio is approx. 1:58 for all EL students
* Maintains local flexibility in deploying positions
* **Estimated cost: $26.7 million/year**
 | * Technical amendment to provide EL staffing at 1:58 for students that were not tested previously
* **Estimated cost: $26.7 million/year**
 | * Without the technical amendment, no staffing would have been provided for these EL students
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| Specialized Student Support Personnel | * Moves school nurse, school social worker, and school psychologist positions from the SOQ support position category to a new staffing category
* Establishes a staffing ratio of four positions per 1,000 students, while maintaining local flexibility in deploying positions
* **Preliminary estimated cost: $100+ million/year**
 | * Provides additional flexibility in credentialing requirements, by permitting “school health and behavioral positions” to be deployed to meet the ratio.
* **Preliminary estimated cost: $100+ million/year**
 | * Some areas of the state, especially rural areas, are unable to recruit registered nurses, licensed school psychologists, or licensed social workers.
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| School Counselors | * Reaffirm the Board of Education’s 2016 recommendation to provide one-full time school counselor for every 250 students.
* **Estimated cost: $88.2 million/year**
 | No changes proposed.  |  |
| Elementary School Principals | * Reaffirm the Board of Education’s 2016 recommendation to provide one-full time principal in every school.
* **Estimated cost: $7.9 million/year**
 | No changes proposed. |  |
| Assistant Principals | * Reaffirm the Board of Education’s 2016 recommendation to provide one full-time assistant principal for each 400 students.
* **Estimated cost: $83.9 million/year**
 | No changes proposed. |  |
| Recession-Era Savings and Flexibility Strategies | * Reaffirm the Board of Education’s 2016 recommendation to eliminate the measures that were implemented during the recession: the “support position cap” and the temporary flexibility language waiving certain staffing requirements.
* **Estimated cost: $371.6 million/year**
 | No changes proposed. |  |
| Improve Available Data about Prevailing Practices | * Enhance VDOE data collections regarding school staffing to provide better information about staffing practices in local school divisions.
 | No changes proposed. |  |