



## Charlottesville City Schools 2021-22 (FY22) School Board Budget Request Form

**Title of Request: Lead Teacher Stipends: Grade Levels K - 6**

**School/Dept./Program Area: Human Resources**  
**School Principal/ Budget Holder: Dr. Keith P. Hubbard**

**Nature of Request:**

- Maintain Existing Program/Activity**

**Strategic Plan Reference** (if applicable):

AE 3 - Equitable Learning, OS 7 - Recruit & Retain Excellent Employees, OS 8 - Support and Develop Excellent Employees, SS 4 - Promote Social & Emotional Well-Being

**Description and Justification:**

Professional Learning Communities are a research based initiative that has shown positive impacts on student achievement and teacher development. The individuals who assume these roles analyze data, provide content specific guidance on instructional best practices, lead content and grade level planning sessions, and serve as an intrical part of the school leadership team and the school improvement planning process. The goal is to add a stipend to these positions as they require teachers to complete additional duties to ensure the teaching for learning is aligned with the goals the school has set toward continual improvement.

**Progress Measurement**

Progress monitoring will be accomplished through the improved performance of students in literacy and math, the professional development sessions delivered to school staff in high yield strategies to improve student engagement and achievement, consistent reporting of progress in alignment with the School Improvement Plans Goals and Action Steps toward the achievement of end of year improvement goals.

**Cost Information:**

	Initial Costs	Recurring (Annual) Cost
<b>Personnel</b>		<b>\$57,000</b>
<b>Contract Services</b>		
<b>Supplies and All Other</b>		
<b>Total</b>	<b>0</b>	<b>\$57,000</b>

<b>Request Total:</b>
<b>\$57,000</b>

**Description of Costs**

<b>Kindergarten</b>	<b>1,500 x 6</b>	<b>9,000</b>
<b>1st Grade</b>	<b>1,500 x 6</b>	<b>9,000</b>
<b>2nd Grade</b>	<b>1,500 x 6</b>	<b>9,000</b>
<b>3rd Grade</b>	<b>1,500 x 6</b>	<b>9,000</b>
<b>4th Grade</b>	<b>1,500 x 6</b>	<b>9,000</b>
<b>5th Grade</b>	<b>1,500 x 4</b>	<b>6,000</b>
<b>6th Grade</b>	<b>1,500 x 4</b>	<b>6,000</b>
<b>Total</b>	<b>38 x 1,500</b>	<b>57,000</b>

Personnel Costs: Each elementary school would have a grade level lead teacher for grades k-4, Walker Upper Elementary would have 4 lead teachers at 5th and 6th grades.

**Additional Information (Related Resources/Revenue Resources, etc. - if applicable):**

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