



## elevate<sup>28</sup>

BEYOND EXCELLENCE

### Key Priority



#### Academic Achievement, College and Career Readiness & Educational Equity

Transform teaching and learning to prepare students for success in post-secondary education and careers.

### Supporting Priorities



#### Safety & Security

Ensure a fully integrated approach to safety and security that encompasses both the physical environment and the social/emotional needs of students.



#### Communications & Engagement

Cultivate a culture of open and effective communication to inform and engage all stakeholders.



#### Human Capital & Positive Culture

Recruit and retain the division's exemplary workforce by creating an environment where transparency and trust are the norm.



#### Organizational Efficiency & Effectiveness

Optimize division effectiveness and efficiency by establishing and strengthening processes and systems.

11,379

K-12 Enrollment

363

Pre-K Enrollment

16

Number of Schools

### Student Demographics

3,914

Economically Disadvantaged

1,054

English Learners

1,833

Special Education

1,772

Gifted Education

### Student Ethnicity

Percent of student population by race.

52.3%

White

18.2%

Black

16.8%

Hispanic

2.7%

Asian

0.2%

American Indian or Alaska Native

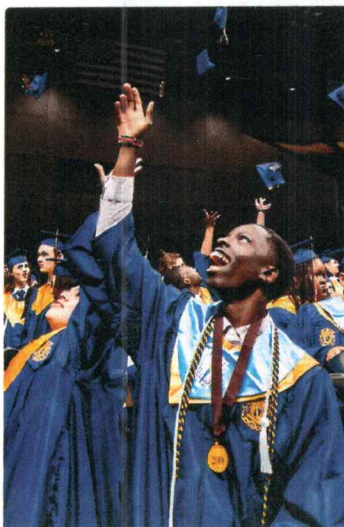
9.5%

Two or more



Source: VDOE Student Record Collection

### 2024 Portrait of a Graduate



95.3%

On-Time Graduation

1.7%

Drop-Out Rate

51.7%

Advanced Studies

1,821\*

Career & Tech. Education Credential

\*Preliminary data from VDOE.

### Advanced Programs

109

Dual Enrollment

1,238

AP Course Enrollment

Scan the QR Code to learn more about each priority area and view the goals and Key Performance Indicators (KPIs)







## Employee Data

**1,024**

Total Number of Teachers

**36%**

Bachelor's  
Degree

**63%**

Master's  
Degree

**1,970**

Total Number of Employees

**1%**

Doctoral  
Degree

**50**

National Board  
Certified

**\$65,472**

Average Teacher Salary

**\$54,000**

Starting Teaching Salary with a  
Bachelor's Degree

## Target Student/Teacher Ratios

**19:1**

James River (K-5)

**20:1 23:1**

Grades K-2\* Grade 3\*

**25:1**

Grades 4-5\*

\*Except James River

**25/25.5:1**

Grades 6-8

**25/26:1**

Grades 9-12



## Financial Data



**\$180,780,000**

Total FY25 Operating Budget

**\$16,901**

FY25 Per Pupil Expenditure

Where does the money come from?

Amount from each funding source.

**\$107,753,650**

Local [59.6%]

**\$72,035,350**

State [39.8%]

**\$991,000**

Other [0.5%]

Where does the money go?

Percent showing the division's annual budget.

**73.3% 8.7%**

Instruction

Operations & Maintenance

**6.4%**

Pupil Transportation

**5.8% 3.6%**

Technology

Student Attendance & Health

**2.3%**

Administration

**\$74,833,225**

Five-Year Capital Improvement Plan (FY25-29)

## Division Leadership



Sarah Ortego  
Jamestown District  
Chair



Andrea Donnor  
City of Williamsburg  
Vice Chair



Kimberley Hundley  
Powhatan District  
Parliamentarian



Daniel R. Cavazos, M.D.  
Roberts District



Amy Chen, M.A.T.  
City of Williamsburg



Michael T. Hosang, J.D.  
Stonehouse District



Randy J. Riffle  
Berkeley District



Daniel Keever, Ph.D.  
Superintendent