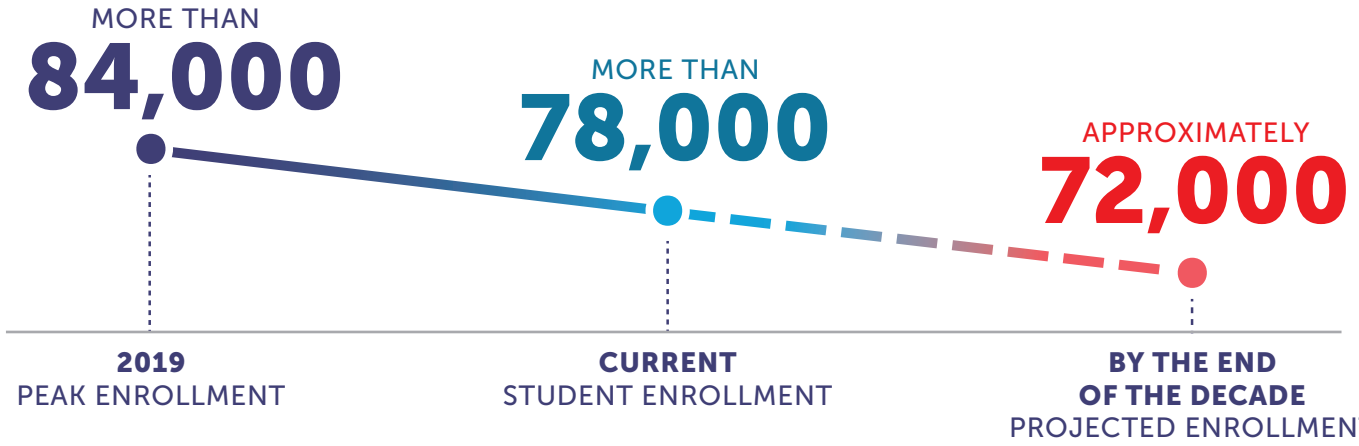
JUST THE FACTS

Student Enrollment and FY28 Planning

Loudoun County Public Schools (LCPS) is forecasting for continued declines in student enrollment. Preliminary projections will help guide decisions about staffing and resources as the division prepares for fiscal year 2028 (FY28). These projections are not decisions about individual employees or school closures. Suggestions that layoffs or school closures are inevitable are both premature and inaccurate.

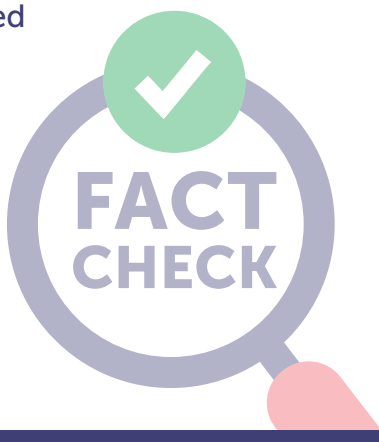
Enrollment at a Glance



Why is enrollment declining?

Several demographic and economic factors are contributing to declining enrollment in Loudoun County and across the region:

- **Aging in place**: Loudoun's median age increased from 34.8 in 2010 to 38.2 in the 2020–24 Census estimate period. As families remain in established neighborhoods and their children grow older, fewer school-age children may be entering those communities.
- **Fewer young children**: The number of births in Loudoun County declined from 5,017 in 2010 to 4,717 in 2022. Smaller incoming classes are contributing to declining elementary enrollment.
- **Housing affordability**: The median home sale price in Loudoun County reached $818,000 in June 2026. High housing costs and borrowing rates can make it more difficult for younger families to move into the county.
- **Other demographic and economic factors**: Changes in family size, employment and migration patterns also influence enrollment.



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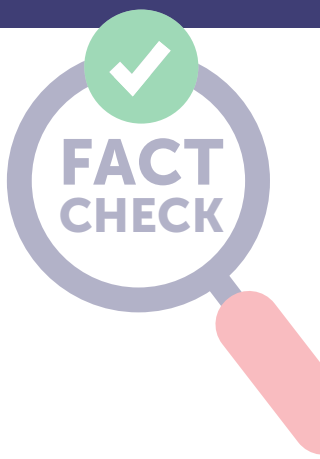
How does declining enrollment affect staffing?

LCPS uses staffing standards to determine the number of teachers and certain other positions needed based on student enrollment.

As enrollment declines, staffing needs may change. The division will review staffing standards, individual school needs, vacancies and normal employee attrition as part of FY28 planning.



What is LCPS doing now?

- Reviewing enrollment projections and staffing needs across schools.
- Evaluating vacancies, retirements and other normal employee attrition.
- Identifying opportunities to manage staffing adjustments while retaining employees.
- Planning early to allow time for careful evaluation and communication.

Questions and Answers

Is LCPS laying off employees?

Discussions about layoffs are premature. No decisions about individual employees have been made based on these preliminary projections. LCPS will first evaluate staffing needs, vacancies and normal attrition before determining what adjustments may be necessary.

Have staffing reductions already been decided?

No. Enrollment projections are being used to guide planning. They are not final staffing decisions. LCPS will evaluate staffing standards and individual school needs before determining necessary adjustments.

Will every school be affected equally?

No. Enrollment trends vary by school and grade level. The greatest declines are currently among younger students entering LCPS.

Is LCPS closing schools?

It is premature to suggest that declining enrollment will result in school closures. Any consideration of school closures would require a much broader review of enrollment, building capacity, facility condition, transportation, staffing and the impact on students and families.

Does a reduction in positions automatically mean layoffs?

No. Reducing positions does not necessarily mean laying off employees. Existing vacancies, retirements and other normal attrition may help LCPS manage staffing changes, although these measures may not address every need.

Why is LCPS beginning this process now?

Planning early gives LCPS more time to evaluate staffing needs, consider available options and communicate with employees and school leaders before decisions are made.

LCPS Priorities

As enrollment changes, LCPS remains committed to:

- Providing high-quality instruction and support for students.
- Retaining talented teachers and staff.
- Managing resources responsibly while meeting student needs.
- Keeping employees, families and the community informed throughout the planning process.

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