

ROANE COUNTY BOARD OF EDUCATION
ROANE COUNTY BOARD OF EDUCATION WORKSHOP
The Park Vista - Garden View A Conference Room

REGULAR AGENDA

July 16, 2026

- I. **CALL TO ORDER**
- II. **ROLL CALL**
- III. **FIVE-YEAR PLAN REVIEW - GOAL #4, FOCUS ON CREATING STRONG PARENT, COMMUNITY AND BUSINESS PARTNERSHIPS**
 - III.1. PRESENTATION - CINDY LOCKETT
- IV. **FIVE-YEAR PLAN REVIEW - GOAL #1, PROVIDE SAFE AND SECURE FACILITIES**
 - IV.1. PRESENTATION - CASEY LAYMAN
- V. **ADJOURNMENT**



Roane County Schools



Board Planning Session
July 15 - 16, 2026





JULY 15, 2026
DAY 1



1:00PM - 4:00PM



FIVE-YEAR STRATEGIC PLAN

OUR GOALS:

1. Provide Safe and Secure Facilities
2. Provide High Quality Instructional Programs for All Students
3. Secure and Retain the Highest Quality Teachers, Administrators, Support Personnel and related Service Providers
4. Focus on creating Strong Parent, Community and Business Partnerships

Wednesday, July 15, 2026

GOAL #2 & GOAL #3

GOAL #2

Provide High Quality Instructional
Programs for All Students

TESTING DATA
EMBARGOED

2026 TCAP/EOC RESULTS AND COMPARISONS

Overall Proficiency Percentages

	State 2025	RCS 2025	State 2026	RCS 2026
Overall ELA	40.9%	40.5%	42.3%	42.0%
Overall Math	39.1%	40.5%	40.9%	42.3%
Overall SS	47.4%	46.9%	50.0%	52.0%

ELA Proficiency Percentages

	State 2025	RCS 2025	State 2026	RCS 2026
Overall ELA	40.9%	40.5%	42.3%	42.0%
Grade 3 ELA	41.7%	36.1%	44.9%	41.1%
Grade 4 ELA	47.7%	49.4%	47.4%	46.4%
Grade 5 ELA	40.7%	40.7%	42.7%	42.9%
Grade 6 ELA	39.5%	38.7%	39.8%	47.8%
Grade 7 ELA	34.3%	31.3%	35.9%	34.6%
Grade 8 ELA	29.6%	32.2%	32.3%	30.9%
English I	39.2%	36.9%	37.3%	35.5%
English II	54.3%	60.3%	58.1%	59.7%

ELA Proficiency Percentage Increases

	RCS 2025	RCS 2026	Difference
Overall ELA	40.5%	42.0%	+1.5
Grade 3 ELA	36.1%	41.1%	+5.0
Grade 5 ELA	40.7%	42.9%	+2.2
Grade 6 ELA	38.7%	47.8%	+9.1
Grade 7 ELA	31.3%	34.6%	+3.3

ELA Proficiency Percentage Gains Roane County vs Tennessee

	State 2025	State 2026	State Growth	RCS 2025	RCS 2026	RCS Growth
Overall ELA	40.9%	42.3%	+1.4	40.5%	42.0%	+1.5
Grade 3 ELA	41.7%	44.9%	+3.2	36.1%	41.1%	+5.0
Grade 4 ELA	47.7%	47.4%	-0.3	49.4%	46.4%	-3.0
Grade 5 ELA	40.7%	42.7%	+2.0	40.7%	42.9%	+2.2
Grade 6 ELA	39.5%	39.8%	+0.3	38.7%	47.8%	+9.1
Grade 7 ELA	34.3%	35.9%	+1.6	31.3%	34.6%	+3.3
Grade 8 ELA	29.6%	32.3%	+2.7	32.2%	30.9%	-1.3
English I	39.2%	37.3%	-1.9	36.9%	35.5%	-1.4
English II	54.3%	58.1%	+3.8	60.3%	59.7%	-0.6

Math Proficiency Percentages

	State 2025	RCS 2025	State 2026	RCS 2026
Overall Math	39.1%	40.5%	40.9%	42.3%
Grade 3 Math	43.3%	43.5%	42.6%	43.2%
Grade 4 Math	45.8%	46.1%	49.4%	50.6%
Grade 5 Math	47.1%	55.6%	47.4%	51.5%
Grade 6 Math	41.3%	40.7%	40.1%	54.0%
Grade 7 Math	38.7%	40.2%	39.2%	41.2%
Grade 8 Math	36.2%	44.9%	38.3%	42.2%
Algebra I	29.4%	22.6%	32.3%	26.2%
Geometry	36.8%	39.7%	42.3%	37.1%
Algebra II	34.6%	30.5%	37.3%	35.3%

Math Proficiency Percentage Increases

	RCS 2025	RCS 2026	Difference
Overall Math	40.5%	42.3%	+1.8
Grade 4 Math	46.1%	50.6%	+4.5
Grade 6 Math	40.7%	54.0%	+13.3
Grade 7 Math	40.2%	41.2%	+1.0
Algebra I	22.6%	26.2%	+3.6
Algebra II	30.5%	35.3%	+4.8

Math Proficiency Percentage Gains Roane County vs Tennessee

	State 2025	State 2026	State Growth	RCS 2025	RCS 2026	RCS Growth
Overall Math	39.1%	40.9%	+1.8	40.5%	42.3%	+1.8
Grade 3 Math	43.3%	42.6%	-0.7	43.5%	43.2%	-0.3
Grade 4 Math	45.8%	49.4%	+3.6	46.1%	50.6%	+4.5
Grade 5 Math	47.1%	47.4%	+0.3	55.6%	51.5%	-4.1
Grade 6 Math	41.3%	40.1%	-1.2	40.7%	54.0%	+13.3
Grade 7 Math	38.7%	39.2%	+0.5	40.2%	41.2%	+1.0
Grade 8 Math	36.2%	38.3%	+2.1	44.9%	42.2%	-2.7
Algebra I	29.4%	32.3%	+2.9	22.6%	26.2%	+3.6
Geometry	36.8%	42.3%	+5.5	39.7%	37.1%	-2.6
Algebra II	34.6%	37.3%	+2.7	30.5%	35.3%	+4.8

Social Studies Proficiency Percentages

	State 2025	RCS 2025	State 2026	RCS 2026
Overall SS	47.4%	46.9%	50.0%	52.0%
Grade 6 SS	47.3%	45.0%	50.7%	57.8%
Grade 7 SS	53.0%	53.4%	56.0%	55.7%
Grade 8 SS	46.6%	54.0%	47.6%	51.5%
US History	38.6%	34.6%	42.4%	40.7%

Social Studies Proficiency Percentage Increases

	RCS 2025	RCS 2026	Difference
Overall SS	46.9%	52.0%	+5.1
Grade 6 SS	45.0%	57.8%	+12.8
Grade 7 SS	53.4%	55.7%	+2.3
US History	34.6%	40.7%	+6.1

Social Studies Proficiency Percentage Gains

Roane County vs Tennessee

	State 2025	State 2026	State Growth	RCS 2025	RCS 2026	RCS Growth
Overall SS	47.4%	50.0%	+2.6	46.9%	52.0%	+5.1
Grade 6 SS	47.3%	50.7%	+3.4	45.0%	57.8%	+12.8
Grade 7 SS	53.0%	56.0%	+3.0	53.4%	55.7%	+2.3
Grade 8 SS	46.6%	47.6%	+1.0	54.0%	51.5%	-2.5
US History	38.6%	42.4%	+3.8	34.6%	40.7%	+6.1

SUMMARY

Roane County increased proficiency percentages from 2025 to 2026 in 15 areas:

- **ELA = 5 out of 9 areas**
- **Math = 6 out of 10 areas**
- **SS = 4 out of 5 areas**

This means that more students are performing at or above expectations.

State Comparisons:

- **Roane County outperformed the state of Tennessee in 13 out of 24 areas**
- **Roane County outgrew the state in 13 out of 24 areas**

Roane County Schools

College and Career Readiness- Class of 2025

	HHS	MHS	OSHS	RCHS	RHS
Level	5	5	5	5	5
CCR %	68.4	92	>95	90.4	73
ACT 21+	28.4	52	34.9	47.8	38.1
Postsecondary Attainment	54.7	76	81	81.5	50.8
Industry Certs	13.7	46	65.1	21	<5
ASVAB	58.9	60	44.4	63.7	49.2

State Graduation Rate 2026- Graduates

	African American	Asian	Pacific Islander	Hispanic	Native American	White	Male	Female	ECON	SPED	Homeless	All Students
Roane County Schools District	97.50	100.00	100.00	90.00	100.00	97.14	95.38	98.60	96.45	89.61	90.00	96.90%
Harriman High School	100.00	0.00	100.00	100.00	100.00	96.88	94.87	100.00	97.50	100.00	85.71	97.50%
Midtown Educational Center	50.00	0.00	0.00	0.00	0.00	88.89	76.92	87.50	76.47	80.00	66.67	80.95%
Midway High School	0.00	100.00	0.00	100.00	0.00	93.88	92.59	96.00	94.44	75.00	100.00	94.23%
Oliver Springs High School	100.00	0.00	0.00	100.00	0.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00%
Roane County High School	100.00	100.00	0.00	80.00	100.00	96.55	94.81	98.44	100.00	83.33	100.00	96.45%
Roane County Virtual Academy	0.00	0.00	0.00	0.00	0.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00%
Rockwood High School	100.00	0.00	0.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00%

Previous Graduation Rates:

2025- 96.2%

2024- 95.7%

2023- 91.7%

2022- 91.9%

2021- 90.3%

GOAL #3

Secure and Retain the Highest Quality
Teachers, Administrators, Support
Personnel and related Service Providers

EVALUATING OUR PROGRESS...

1. Salary Improvements
2. Teacher Surveys
3. HR Initiatives
4. Employee Trainings

SALARY IMPROVEMENTS

1. Addition of 401K Option, with 403-B Option
2. Salary Increases:
 - a. 2023-2024: 7% + \$1,000 Step Increase
 - b. 2024-2025: 3% + \$1,000 Step Increase
 - c. 2025-2026: 3% + \$1,000 Step Increase
 - d. 2026-2027: 3% + \$1,000 Step Increase
3. Starting Teacher Salary \$53,686 for 2026-2027; 2026-2027 SY was the Year Required for \$50,000 Teacher Salary

TEACHER SURVEYS

1. We had 96% Response Rate for the Statewide Teacher Survey
2. Special Education Teachers, extra Sub Days to Complete Paperwork for Students
3. Expanded Recognitions to Include Bus Drivers, Bookkeepers & Food Service
4. Principal/Teacher of the Year Luncheon Funded by The Education Foundation
5. Principal/Teacher of the Year Awarded an Additional Personnel Day
6. Addition of Behavioral Support Personnel at each Elementary School
7. Created a Behavioral Classroom for 4th & 5th Graders at MEC

HR INITIATIVES

1. New Teacher Induction Program
2. Participate in College Career Fairs, ETSU, TTU, UTK and UTC
3. Created and Adopted a Background Check Screening Tool
4. My Benefits On-Boarding
5. My Smart Hire Electronic Record Management
6. Expansion of College Educator Prep Partnerships
7. Apprentice Program - Grow Your Own
8. Teaching as a Profession Classes @ HHS & RCHS

EMPLOYEE TRAININGS

1. Professional Development is Targeted Based upon Curriculum Needs and Data Results
2. New Teacher Induction Program
3. Professional Development Portal, Allowing Teachers to Select Trainings Based on their Needs
4. Schools utilize Professional Development Funding to allow Teachers to attend State and National Training Conferences

THE PATH FORWARD...

Discussion:

What Key Strategic Goals should be
Prioritized Moving Forward?



JULY 16, 2026
DAY 2



9:00AM - 4:00PM



FIVE-YEAR STRATEGIC PLAN

OUR GOALS:

1. Provide Safe and Secure Facilities
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4. Focus on creating Strong Parent, Community and Business Partnerships

Thursday, July 16, 2026

GOAL #4 & GOAL #1

GOAL #4

Focus on creating Strong Parent,
Community and Business Partnerships

EVALUATING OUR PROGRESS...

1. Communication
2. Social Media
3. School Nutrition
4. Partnerships

COMMUNICATION

1. Thrillshare - Mass Parent Notification System
2. District and School Websites Upgrades
3. Parent-Teacher Conferences
4. Positive ProActive Outreach - STEM Nights, Family Involvement Nights
5. District Calendar of Events on Website
6. BOEConnect Platform for Board Communications to the Public

SOCIAL MEDIA

1. Facebook, X (Twitter) & Website Marketing - Targeted Positive Highlights
2. “RCS Spotlight” of recent Alumni Students Success
3. Positive Marketing Initiatives posted by Schools Individually
4. Recognizing Sports & Academic Accomplishments of Students
5. Monthly Slide-Show Presentations of County-Wide Activities

SCHOOL NUTRITION PROGRAM

Summer Feeding Program



SUN MEALS

Boost your Energy With SUMMER Meals To Go!

Breakfast and lunches will be available to pick up for all Children 18 and younger.

Every attempt will be made to accommodate all families on a first-come, first-served basis.

PICK UP LOCATIONS

- BOWERS ELEMENTARY
- DYLLIS SPRINGS ELEMENTARY
- KINGSTON ELEMENTARY
- MIDTOWN ELEMENTARY
- MIDWAY ELEMENTARY
- ROCKWOOD HIGH

DISTRIBUTION DATES ON WEDNESDAYS

MAY 27
JUNE 3, 10, 17, 24
JULY 1, 8, 15, 22
11 AM-1 PM



PARTNERSHIPS

1. TCAT & RSCC
2. Roane Alliance - Jennifer Brown
3. Roane County Anti-Drug Coalition
4. ORAU
5. C.A.L.M.
6. Roane County Education Foundation
7. U.T. Extension - Courtney Gardner

CTE Partnerships

Roane County Board of Education Meeting

JULY 16, 2026

Goal #4

1. Expand efforts to engage parents in the teaching/learning process.
2. Enhance marketing through various social media platforms.
3. Increase post-secondary offerings for high school students through TCAT and RSCC.
4. Expand career awareness campaigns to all grade spans.
5. Develop and enhance apprenticeship programs with business and industry partners.

Grade Level Pipeline

Elementary

STEM nights
Career Guidance
Junior Achievement
expanding career events

Middle

Paxton Patterson
STEM nights
career exploration
high school 101
post secondary tours
high school CTE tours
career assessments
Camp Build It

High

Career Assessments
one on one counseling
CTE offerings
industry credentials
work based learning
dual enrollment
Industry tours
guest speakers
career fairs
college fairs
ACE Bootcamp

Partners



1

Roane Alliance

2

C.A.L.M.

3

Knoxville TVA Credit Union

4

UTK/THEC

5

TCAT/RSCC

Roane Alliance

Coordinate student career experiences:

Nuclear career fair, Traveling Science Fair,

Roadshow event, Signing Day

Data Driven Decisions

Collaborate with education to career pipeline

Connect with new and upcoming business to
fill workforce needs



C.A.L.M.

Pre Apprenticeship Program
Guest Speakers
Career Fair, STEM Nights
Advisory Council Member
Graduated **33** students in this year
directly into workforce
Pathways to Trades Summit

- 2022: 3 graduates reported to go into apprenticeship/union work
- 2023: 5 graduates reported to go into apprenticeship/union work
- 2024: 15 graduates reported to go into apprenticeship/union work
- 2025: 21 graduates reported to go into apprenticeship/union work
- 2026: 33 students graduated from ETARP
- 2027: projecting 40+ for ETARP Roane County program





Knoxville TVA Credit Union

Grant Recipient: \$3,500/high school towards CTE

Co Teach Personal Finance

Guest Speaker for personal finance and business courses

Advisory Council

Starting to advise on business programs

Expand banking guest speaking to School Based Enterprises

Work Based Learning

Roane Medical Center

Patient Support Care Assistant Program

This program is designed to bridge the gap between classroom learning and real-world medical careers, giving students a competitive advantage as they pursue higher education or enter the workforce directly after graduation—all while earning a paycheck and gaining meaningful experience.

Shadow medical professionals across various departments, gaining first hand insight into the day-to-day operations of a hospital.

Participate in hands-on learning experiences, including patient care procedures, lab work, and administrative tasks under the guidance of trained professionals.

New for 2026-27: Expanding WBL, clinical experiences, classroom guest speakers



THEC Rural Health Grant

The HEALTH Pathways Program (HEALTH) proposes a statewide, replicable model to address Tennessee's rural healthcare workforce shortage by creating a seamless educational and career pipeline from high school through medical school.

Led by the University of Tennessee, Knoxville (CECS) in collaboration with UT Health Science Center—College of Medicine Knoxville (UTHSC-COMK), Roane State and Walters State Community Colleges, and Roane and Claiborne County Schools. This will lead to increased dual enrollment course work, associates and bachelor level enrollment, meaningful work based learning, and medical school admissions. Roane County is receiving \$377,164.80 over 4 years.





TCAT and Roane State

Increased Dual Enrollment

Increased matriculation to post secondary

Welding Bootcamp

ACE Bootcamp

Grant partnerships

Post Secondary Experiences



GOAL #3

Provide Safe and Secure Facilities

EVALUATING OUR PROGRESS...

1. HR Initiatives
2. School Resource Officers
3. Safety Grant Improvements
4. Facility Improvements

HR INITIATIVES

1. Created and Implemented a Background Check Screening Tool for the Hiring Process
2. RAP Back System - Continued Monitoring of Current Employees

SCHOOL RESOURCE OFFICERS

1. SROs in All Schools
2. SROs attend Roane County Sheriff's Office Training and TN SRO Association State Conference, along with Specialized Trainings
3. RCS Funds \$50,000 Towards Trainings

SAFETY GRANT IMPROVEMENTS

1. Window Film Coverings
2. New Fencing - BES, RVES, MMS
3. AED Equipment
4. Radios - All Teachers
5. Flock Camera Subscription (3 Cameras)
6. K9 Contract
7. Navigate 360 Emergency Platform
8. Required Signage & Numbering System for Classroom Windows



26-27 Board Presentation

Safe & Secure Facilities



Ridgeview Fence

Harriman Track Fence





Cherokee Middle School Fence

Widow Film District Wide



Summer Paint Projects



HHS Football

Wall falling



Wind Damaged



HHS Football Field Repair



Roof Replacements

From 2022 to date, RCS has replaced 10 Roofs.

- MES-2022
- HHS-2022
- KES-2022
- RMS-2022
- BES-2023
- OSA-2023
- RHS-2024
- CMS-2025
- MHS-2025
- MEC-2026



HMS Challenges





Ridgeview Water Damage. Sewer Leaks.

Only a small percentage of what we are dealing with.

RCHS Issues





Roof leaks around the Café.

RCHS Electrical Overload



THE PATH FORWARD...

Discussion:

What Key Strategic Goals should be
Prioritized Moving Forward?