Roanoke City Public Schools

Take Your Legislator to School Month

November 25, 2025





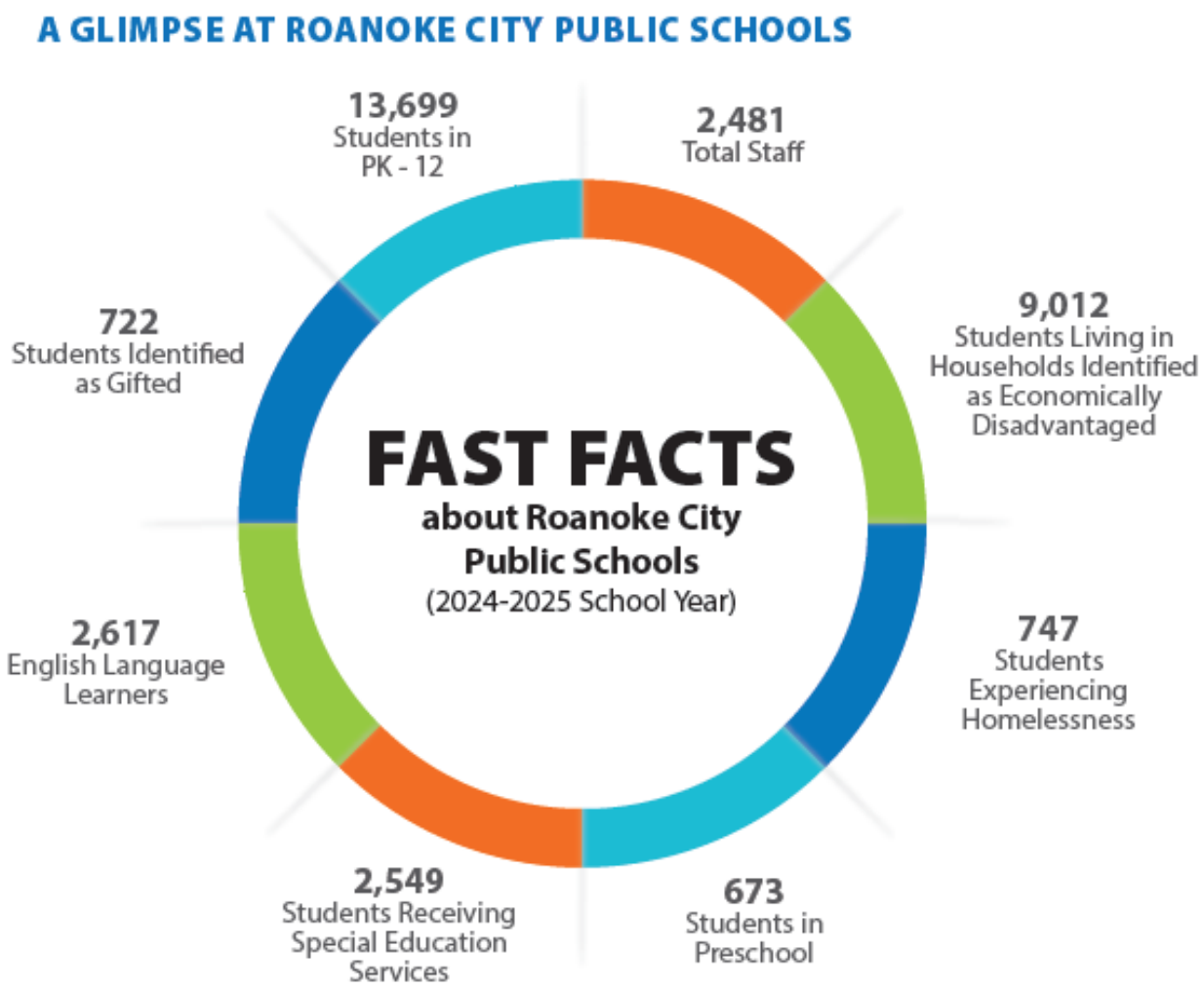

We Are One #RCPSProud

Welcome!

Agenda

- **Opening Remarks:** Tracey Anderson, Principal of William Fleming High School
- **Remarks from School Board:** Franny Apel, Chair
- **Overview of RCPS:** Dr. Verletta White, Superintendent
- **Legislative Priorities:** Dr. Alan Seibert, Constituent Services & Government Relations Officer
- **Budget Updates:** Kathleen Jackson, Chief Financial Officer
- **Community Builders Pilot Program Update:** Director of Community Engagement Corey Allder, Coordinator of Youth Development & Intervention Josh Johnson, and Students
- **Tour of William Fleming** *(Optional)*

About RCPS

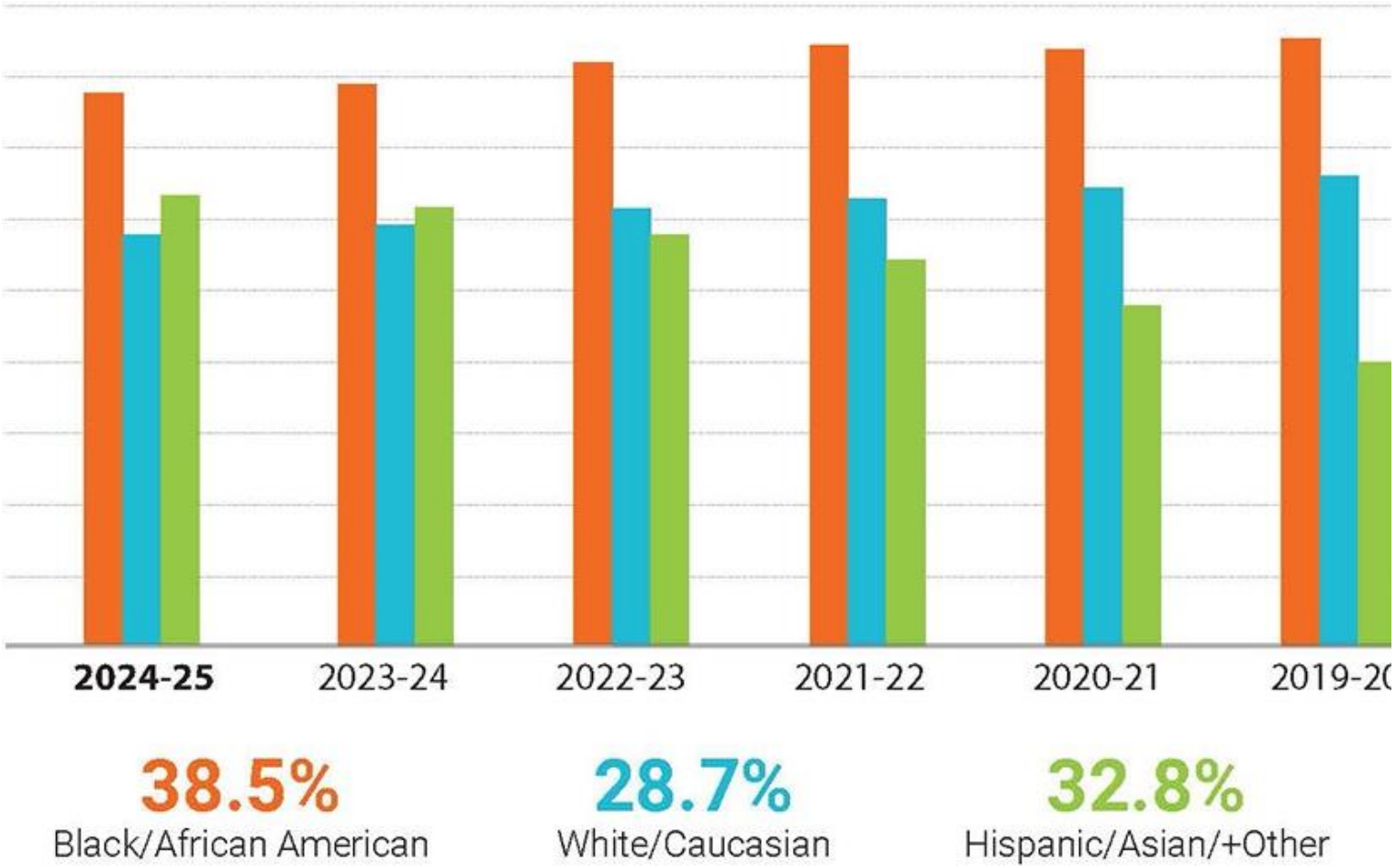




Elementary Schools:	17
Middle Schools:	5
High Schools:	2
Program Locations:	5

- Forest Park Academy
- Governor's School for Science and Technology
- Noel C. Taylor Learning Academy
- Roanoke Technical Education Center (ROTEC)
- Charles Day Center for Career and Technical Education (DAYTEC)

An Overview of RCPS



Roanoke City Public Schools



Our Path Forward

"Graduating students with a diploma and a resume."

2026 Legislative Priorities & Position Papers

- Local Control
- School Safety & Security
- Commitment to Serving All Students
- Governance and Budget
- Employee Compensation
- Assessment and Accountability Modernization









State Funding Calculations

Virginia uses a Local Composite Index (LCI) to determine what amount of the *state-recognized* costs for K-12 education they will fund versus what they will expect Virginia localities to fund.

The LCI combines data including true value of property (weighted 50%), adjusted gross income (weighted 40%), and taxable retail sales (weighted 10%) for each locality to calculate the LCI. This is updated at the beginning of each biennium based on data that is typically from 2-3 years prior. The LCI for the 2026-2028 biennium was calculated using 2023 data.

Roanoke City's current LCI = 0.3388

Roanoke City's 2026-2028 LCI = 0.3503

COMPOSITE INDEX OF LOCAL ABILITY-TO-PAY FORMULA

Average Daily Membership (ADM) Component =

$$.5\left[\frac{\text{Local True Values / Division ADM}}{\text{State True Values / State ADM}}\right] + .4\left[\frac{\text{Local Adjusted Gross Income / Division ADM}}{\text{State Adjusted Gross Income / State ADM}}\right] + .1\left[\frac{\text{Local Taxable Retail Sales / Division ADM}}{\text{State Taxable Retail Sales / State ADM}}\right]$$

Population Component =

$$.5\left[\frac{\text{Local True Values / Local Population}}{\text{State True Values / State Population}}\right] + .4\left[\frac{\text{Local Adjusted Gross Income / Local Population}}{\text{State Adjusted Gross Income / State Population}}\right] + .1\left[\frac{\text{Local Taxable Retail Sales / Local Population}}{\text{State Taxable Retail Sales / State Population}}\right]$$

Final Composite Index =

((.6667 x ADM Component) + (.3333 x Population Component)) x 0.45

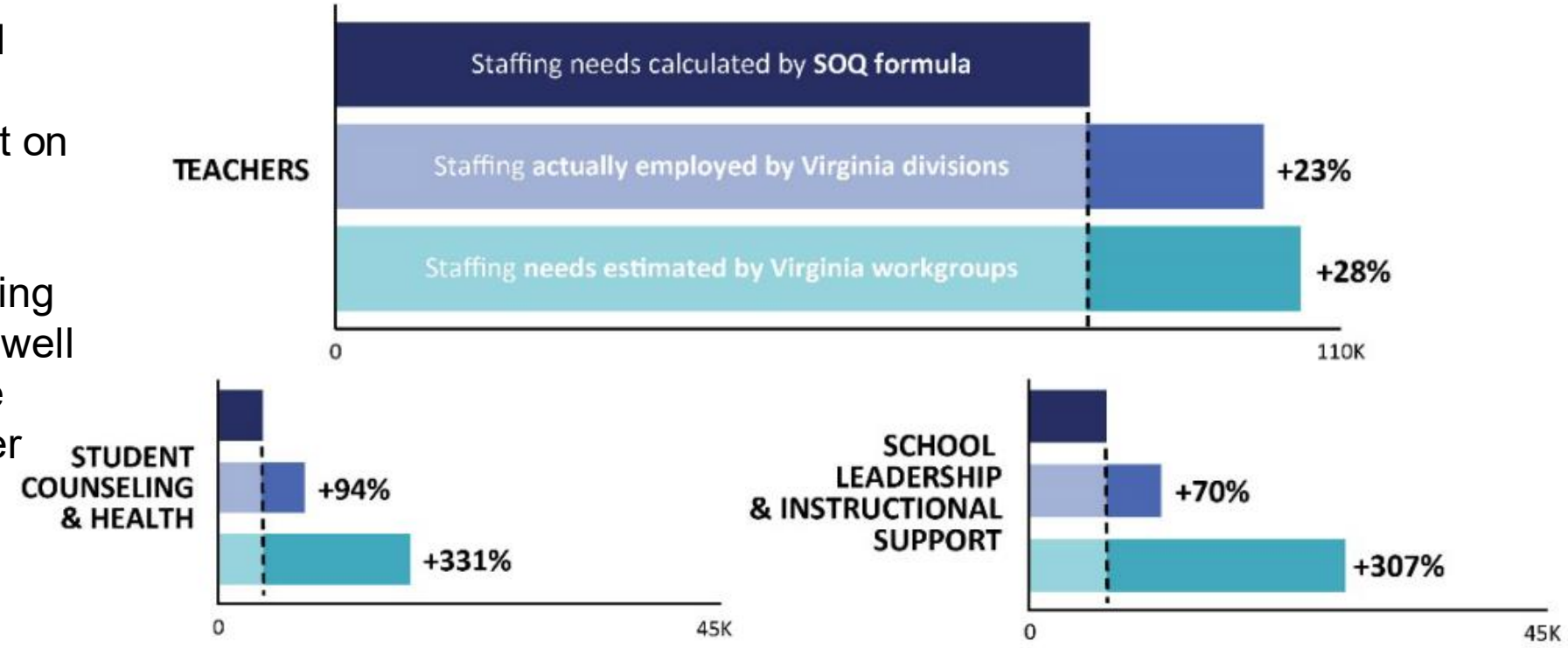
All else being equal, this change would cut current Basic Aid funding levels by almost $1 million.

Source: Composite Index Calculation and Trend Analysis - https://www.doe.virginia.gov/data-policy-funding/school-finance/budget-grants-management/composite-index-of-local-ability-to-pay)

State Funding Calculations

Virginia established the **Standards of Quality (SOQ)** which chiefly are quantified in the form of staffing – how many positions the Virginia Board of Education has determined are needed to achieve "quality" education. Unfortunately, these standards fall far below what is truly needed to provide instruction and support services that meet the needs of today's children.

The Joint Legislative Audit and Review Commission (JLARC) issued a comprehensive report on Virginia's funding of public education in July 2023 that confirmed that the state's funding model for K-12 education falls well below what school division are actually doing, and even further below what an independent workgroup determined was needed.



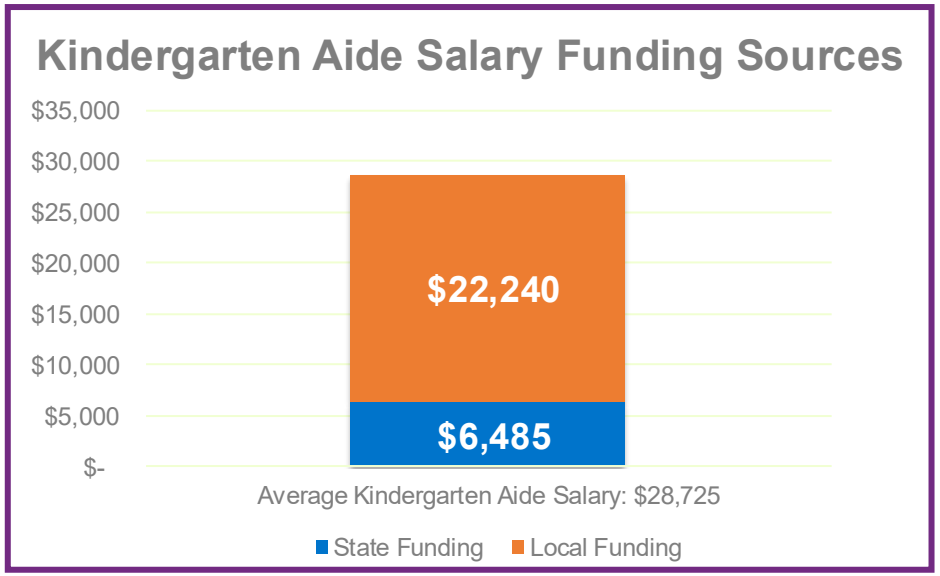
Source: https://jlarc.virginia.gov/pdfs/reports/Rpt575.pdf

State Funding Calculations

Example: For Roanoke City Public Schools the state funds 66.12% of the cost of 11.13 kindergarten aides. RCPS employs 28.

Funded Basic Aid Positions & Salaries			
		Projected FY 2026	
Positions	FY 2026 Funded Salaries	Funded Positions	Total Salary Cost
Kindergarten Aides	$24,673	11.13	$ 274,610

Virginia will fund 66.12% of the above calculated amount, or $181,572. That funding, divided across all actual positions = $6,485 per kindergarten aide in salary support.



Roanoke City Public Schools:

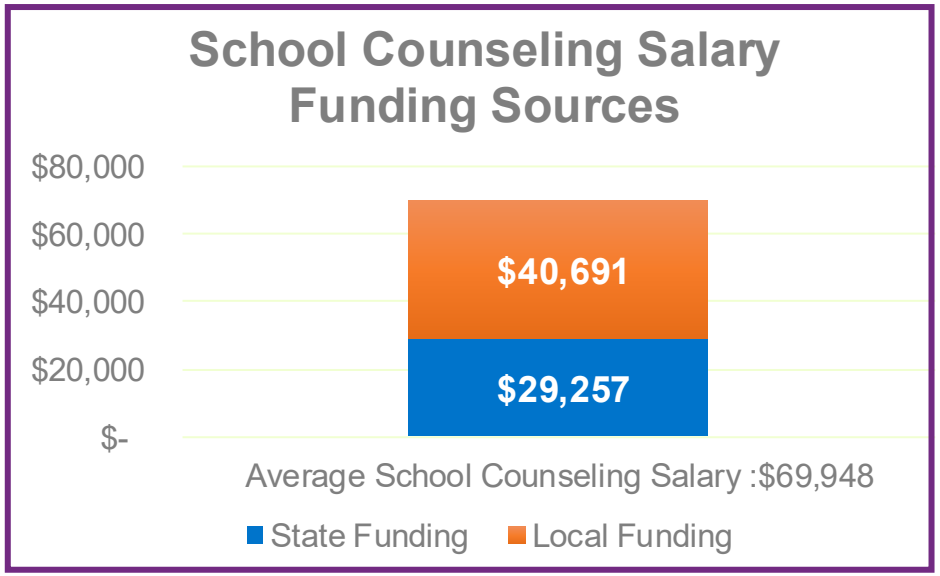
- Current average salary for kindergarten aides = $28,725
- Total number of positions = 28
- Total number of students = 1,042
- Kindergarten class-size requirements mean this staffing level provides approximately 1 aide for every 2 kindergarten classes

SOQ State Support

School Counselors: For Roanoke City Public Schools the state funds 66.12% of the cost of 40.31 school counselors. RCPS employs 58.

State calculated need = $61,514 x 19.35 elementary positions + $65,655 x 20.96 secondary positions = $2,566,425

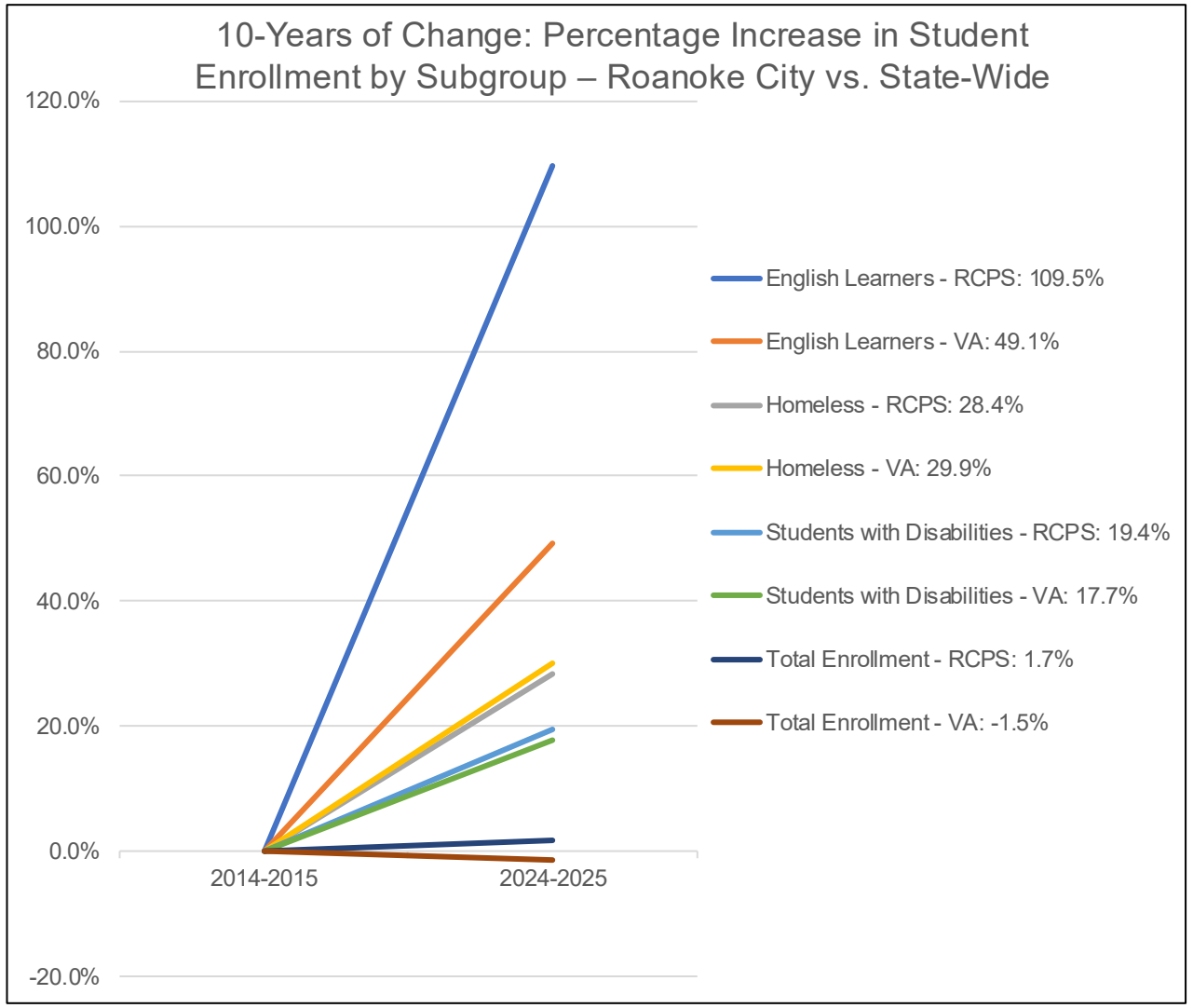
Virginia will fund 66.12% of the above calculated amount, or $1,696,920. That funding, divided across all actual positions = $29,257 or 42% per counseling position in salary support.

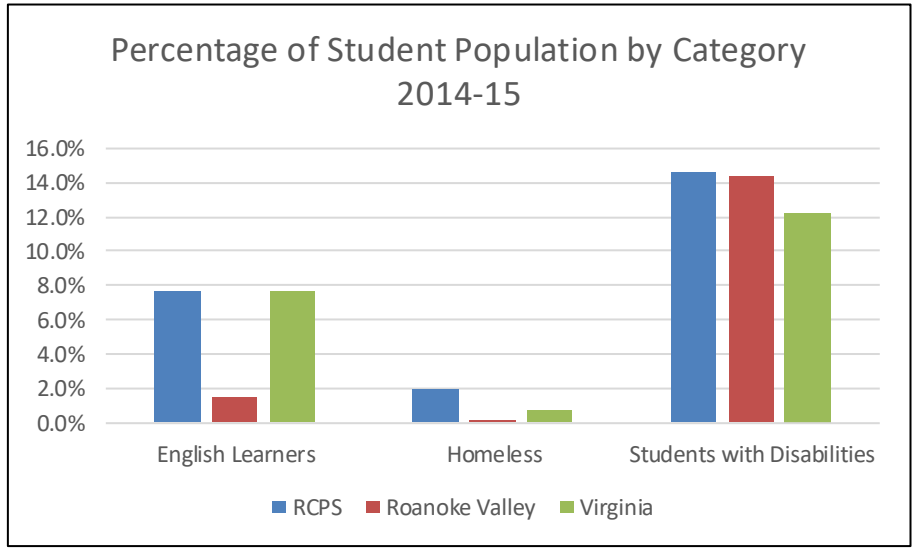


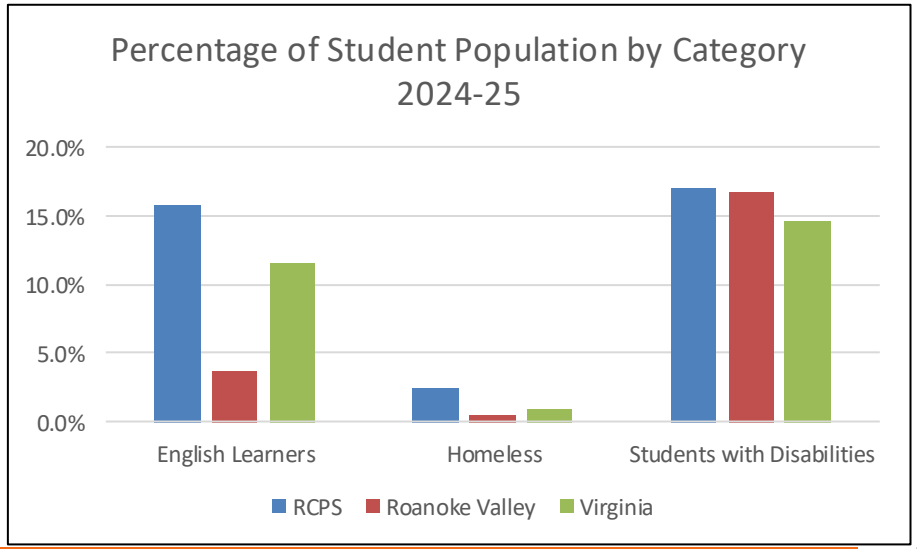
Roanoke City Public Schools:

- Current average salary for school counselors and counseling coordinators = $69,948
- Total number of positions = 58
- Total number of students = 13,609
- RCPS student-to-counselor ratio = 235:1

Student Needs



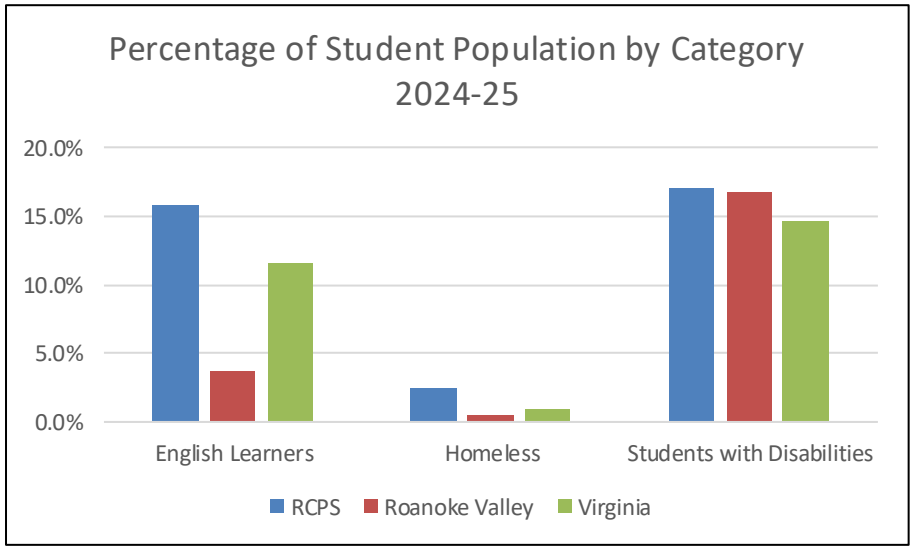




Note: Roanoke Valley comparison group includes Roanoke County, Botetourt County, Franklin County and the City of Salem.

Student Needs

2024-25 September 30 Fall Membership Data submitted annually by School Divisions to the Virginia Department of Education.



2024-25 Fall Membership	Roanoke City		Roanoke Valley (excluding Roanoke City)		Virginia	
Total Enrollment	13,883	100%	28,253	100%	1,261,387	100%
English Learners	2,196	15.8%	1,058	3.7%	145,929	11.6%
Students with Disabilities	2,373	17.1%	4,744	16.8%	185,091	14.7%
Students Experiencing Homelessness	335	2.4%	121	0.4%	11,206	0.9%

Staff Needs

20% of currently filled classroom teaching positions are filled by teachers who are new to the profession.

This includes either licensed teachers in their first year of teaching, or those provisionally/alternatively licensed (career switchers).

Specifically, 196 of the 1,160 classroom teachers are provisionally or alternatively licensed, meaning they have not had teacher training or experience prior to being hired to teach by RCPS.

Building Success in Community Builders

School Year Programming

Schools build programming for local needs and collaborate with other schools to provide Builders with experiences with students from across the district.

Targeted Programming

Students who have individual needs that are identified by their navigators/site leaders can be provide individualized supports.



Summer Programming

Each cohort of rising 8th grade students who are recruited by school staff or through recruitment efforts for all rising 8th graders. These students work together to build community and be exposed to opportunities and experiences we can build on throughout the school year.

Mentorship

Community Builders summer staff from our high schools will work to connect these students to academic, psychological, and extracurricular supports as they transition into high school.

Roanoke City PUBLIC SCHOOLS

Created by RCPS Community Builders Site Leader
Morgan Hill

Roanoke City PUBLIC SCHOOLS

1

District Level Leadership

Support for programming, planning, staffing, data reporting, funding.

2

Staffing

Summer Navigators represent a variety of personnel from the district, and offer a leadership opportunity for those working towards leadership endorsements and roles.

3

Summer Programming

Students from all 5 middles schools come together with a variety of staff to kick off each cohort's CB experiences as rising 8th graders.



4

School Year

Each middle school has a site leader who recruits Builders and runs programming for their school and collaborates with other schools during the year.

5

Community Partners

Central office staff and summer site leaders coordinate with a variety of community partners to provide programming in the summer and build relationships to carry through the year at the school level.

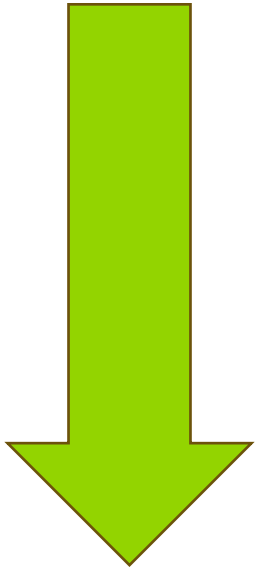
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Continuity of Programming

For students, Community Builders seeks to grow mentors from cohort to cohort, and continue supports for our Builders as they enter high school.

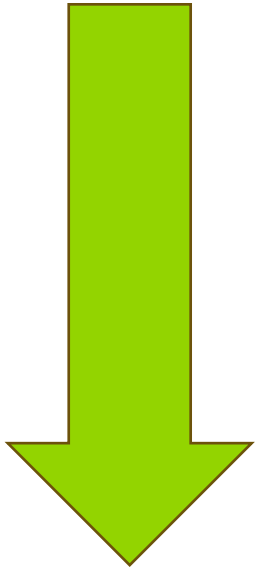
Current Data: Academics

Chronic Absenteeism



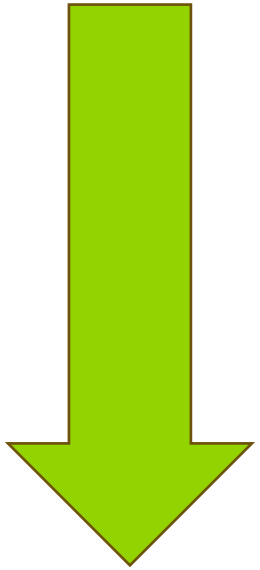
12% Decline

Marking Period Failures



26% Decline

Number of OSS Days



67% Decline

Our Partners

Students participate in a variety of experiences with support from local and regional community partners.



Roanoke City PUBLIC SCHOOLS

Thank You!
Questions?

