VSBA | NOVEMBER 19, 2026

DIPLOMA & RÉSUMÉ:

Preparing Every Student for the AI-Integrated Workforce



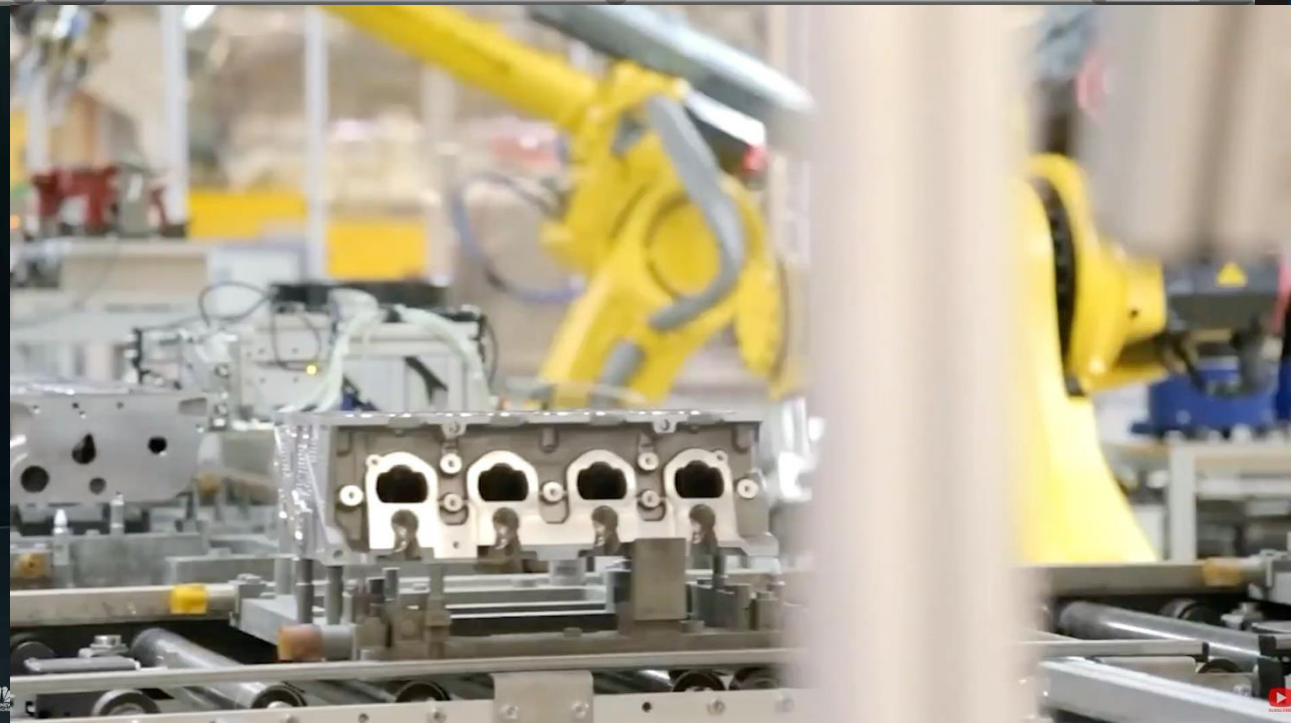
Roanoke City PUBLIC SCHOOLS

Dr. Verletta White • Wesley Williams • Mandy Horsley


AI AND YOUNG PEOPLE
CNN
Kalshi
PREDICTION TRACKER
AS OF MAY 22 9:44 AM ET
THE ODDS: 13% CHANCE AMERICANS RECEIVE A TARIF
NEWS CENTRAL


More Companies Reduce Workforce. Is AI Coming for Your Job?
SUNDAY FOCUS
IS AI COMING FOR YOUR JOB?
NBC NEWS
2:16 / 4:54


AC-1
HOSPITALS USING ARTIFICIAL INTELLIGENCE TO TREAT PATIENTS
NBC NEWS



AI Is Already at Work

Right now, artificial intelligence is:



Writing reports

BUSINESS



Drafting marketing campaigns

MARKETING



Analyzing medical data

HEALTH CARE



Diagnosing mechanical problems

SKILLED TRADES



Designing buildings

ARCHITECTURE



Generating computer code

TECHNOLOGY



Helping make hiring decisions

HUMAN RESOURCES

Our students won't graduate into a world that is deciding whether to use AI. **They will graduate into a world where AI is already woven into nearly every industry.**

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THE QUESTION IS NO LONGER

~~*“Should schools talk about AI?”*~~

THE QUESTION IS

How do we prepare students to work alongside AI while still ensuring they can lead as humans?

Work alongside AI

- Responsibly
- Ethically
- Effectively

Still lead as humans

- Think critically
- Solve problems
- Lead

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OUR NORTH STAR

Every Student Leaves With Two Things:



A Diploma

Durable skills: reading, writing, math, and critical thinking.

+



A Résumé

Real skills, credentials, and hands-on work experience before graduation.

AI is one more tool to help students build both.

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WELCOME

Introductions



Verletta White, Ed.D.

Superintendent

Roanoke City Public Schools



Wesley Williams

Executive Director of Operations

Roanoke City Public Schools



Mandy Horsley

Supervisor of Instructional Technology & Professional Development

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By the end of today, you will:

1. See our AI framework
2. Explore AI in CTE classrooms
3. Take home a ready-to-use toolkit

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Roanoke
City

SETTING THE CONTEXT

About RCPS: 2025-2026 School Year

13,547
students in PK–12

2,718
total staff members

29
schools and programs: 17 elementary, 5 middle, 2 high, 5 specialty

8,067
students from economically disadvantaged households

2,748
students receiving special education services

2,182
English learners



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Collective Understanding

ARTIFICIAL INTELLIGENCE (AI)



AI is the theory and methods to build machines that think and act like humans.

EXAMPLES

- Virtual assistants
- Robotics
- Problem solving systems

MACHINE LEARNING



Machine learning is the ability for computers to learn from experience or data without human programming.

EXAMPLES

- Recommendation systems
- Spam filters
- Fraud detection

DEEP LEARNING



Deep learning mimics the human brain using artificial neural networks such as transformers to allow computers to perform complex tasks.

EXAMPLES

- Image recognition
- Language translation
- Advanced problem solving

GENERATIVE AI



Generative AI generates new text, audio, images, video or code based on content it has been pre-trained on.

EXAMPLES

- ChatGPT (text)
- Image generators
- Video creation tools
- Code assistants

Collective Understanding

Why Does AI Matter in K–12 Education?

Students are already using it

54%

of U.S. teens use AI chatbots for schoolwork, up from 13% using ChatGPT in 2023.

Pew Research Center, 2026

Jobs are changing

39%

of workers' core skills are expected to change by 2030. AI and big data are the fastest-growing skills.

World Economic Forum, 2025

Teachers are saving time

6 hrs

saved each week by teachers who use AI weekly. About 6 in 10 teachers used AI in 2024–25.

Gallup and Walton Family Foundation, 2025

Guardrails are behind

19%

of teachers said their school had an AI policy. Most teens say AI cheating is common at their school.

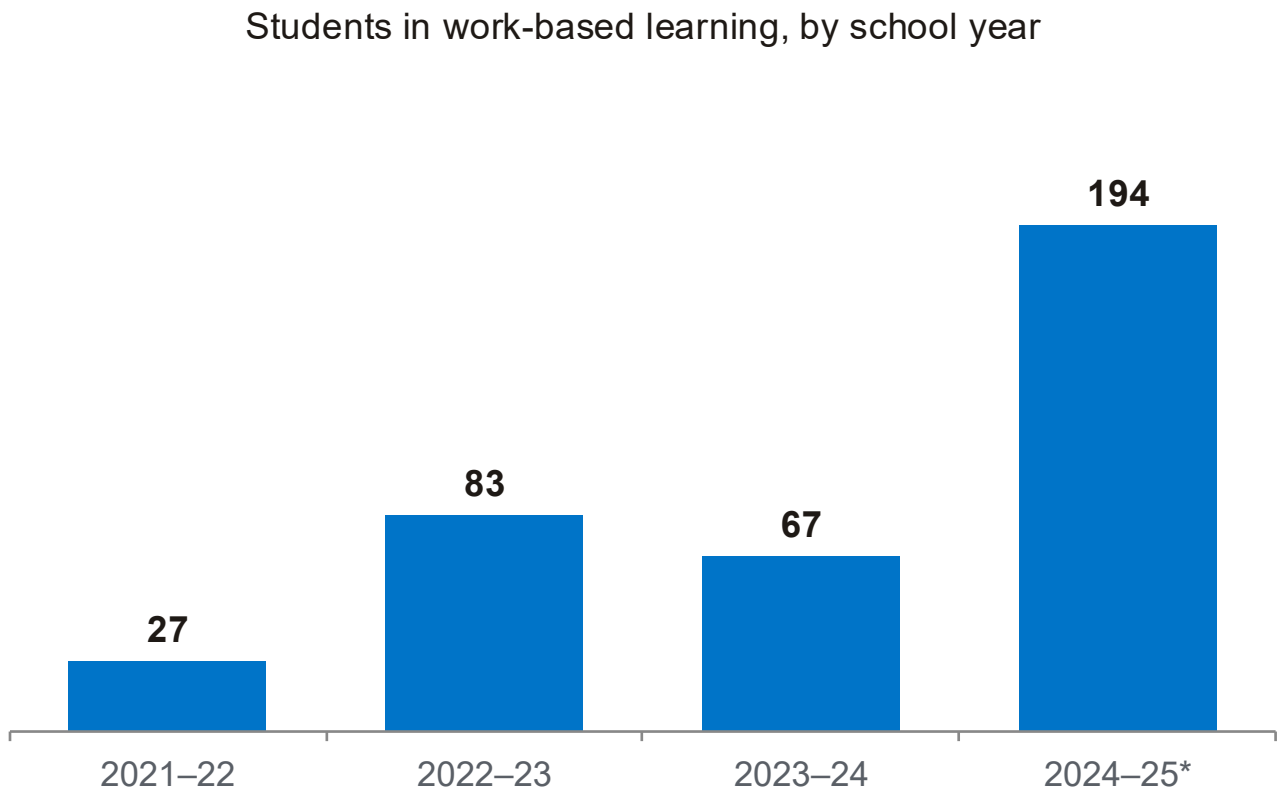
Gallup and Walton, 2025; Pew, 2026

The question isn't whether students will use AI, but how we are teaching them to use it well.

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A PROVEN MODEL TO BUILD ON

Work-Based Learning Is Growing



*2024–25 numbers are early, not yet verified. Source: RCPS Career Z Challenge Phase 3 submission.

85 clinical experiences (CNA, Teachers for Tomorrow)

38 externships, up from 0 in 2021–22

25 internships, including City of Roanoke and Carilion Clinic

70+ employers at RCPS Works 2026, our student job fair

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A CLEAR PATH, GRADE BY GRADE

Work-Based Learning Builds Every Year

9th Grade



- Skills assessments
- Résumé writing
- Guest speakers
- Career Strategies

10th Grade



- Mock interviews
- Field trips
- Externships

11th Grade



- Internships
- Apprenticeships
- Entrepreneurship
- School-based enterprise

12th Grade



- Cooperatives
- Clinicals
- EMT program

WE ASKED LOCAL EMPLOYERS

What Employers Are Telling Us

Exploring or using AI

Coca-Cola Consolidated, Graham-White Manufacturing, AccessU

- Using AI for communication, scheduling, training, and content.
- AccessU requires AI training for every employee.
- Hiring decisions stay people-led.

Cautious about AI in hiring

Rescue Mission of Roanoke, Integer, RVRA, Clean Valley Council

- Want a human to review every candidate.
- Worry AI could add bias against applicants.
- Note that AI is already built into many HR tools.



Employers meet students at RCPS Works, our student job fair.

The big picture: cautious, but curious.

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WHAT IT MEANS FOR STUDENTS

The New Skill: Knowing What to Ask

> **“Knowing what to ask and how to ask it will become a skillset of the future.”**
>
> — RCPS Work-Based Learning team, after talking with employers

Humans stay in charge

Employers want people who check AI’s work, not people who copy it.

AI is already in the tools

Many workplace programs have AI built in, even when no one turns it on.

AI literacy is a job skill

Students need to know what AI is, how to talk to it, and where it goes wrong.

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THE RCPS APPROACH

AI With Purpose, Not AI Without Boundaries

Our goal is readiness for an AI-integrated future, anchored in student success.
AI should serve students, not the other way around.



Personalize learning

Meet students where they are.



Support educators

Give teachers time back for students.



Streamline operations

Work smarter behind the scenes.

INTENTIONAL & CAREFUL

Fairness
Ethics
Transparency

Grounded in academic integrity and media literacy

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TURN & TALK 1 • 3 MINUTES

Turn to a neighbor and discuss

Where are students in your division building AI skills today?

1. What are employers in your community saying about AI?
2. Where is AI showing up in your CTE or work-based learning programs — or where could it?

HOW WE BUILT IT

From Cohort to Committee

2024–25

VASS AI Cohort, Region 6

Trained alongside other Region 6 divisions and built our division AI plan.

DEC. 2024

Phase 1: Foundation

Set procedures, started training, and formed a software review committee.

SPRING 2025

Phase 2: Expand

Launched an AI resource page and updated our Acceptable Use Policy.

AUG. 2025

Phase 3: Full rollout

Trained staff on the why, what, how, and when of AI. Full toolkit online.

ONGOING

Cross-departmental AI committee

Reviews tools, policy, and practice together — and keeps improving.

Board policies updated: Technology Use (IIBEA/GAB-BR) • Standards of Staff Conduct (GAAE-BR) • 2025–26 Student Code of Conduct

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GUARDRAILS + GOVERNANCE

A Layered System for Responsible AI Use

The framework connects expectations, people, tools, and review.

1

Guardrails

Guiding principles, policies, and non-negotiables

2

Guidance

AI toolkit, SMART acronym, and approved software

3

People

Cross-departmental AI committee, AI Ambassadors, and training

4

Review

Ongoing updates as tools and needs change

K–12 AI GOVERNANCE & IMPLEMENTATION FRAMEWORK

A repeatable path: principle → approval → learning → improvement

SAFE

ETHICAL

USEFUL

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OUR GUARDRAILS

Six Non-Negotiables for AI Use

Data privacy

No student or staff personal information goes into AI.

Equity and access

AI may not be used to create bias or unequal access.

Human review

AI output is advice. A person reviews and approves it.

Professional Learning

All staff have opportunities to participate in and learn about effective AI usage.

School business only

AI is used for instruction and school operations.

Approved tools only

Vetted by Technology to meet FERPA, COPPA, CIPA, and more.

THE BOTTOM LINE

AI must supplement, not replace, teachers and staff.

Emotional, social, and behavioral support for students stays human-led.

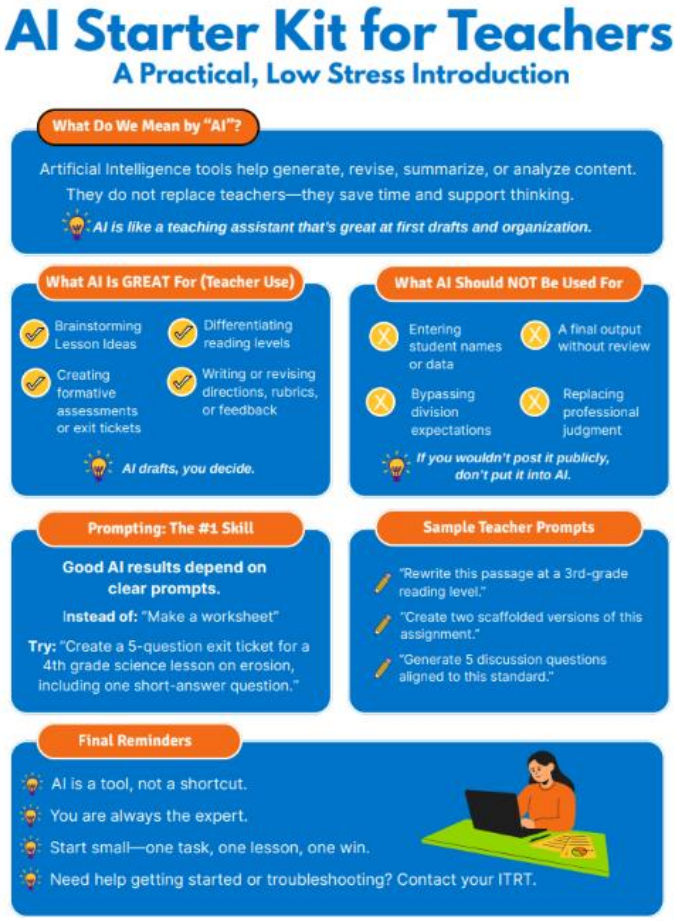
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CLEAR EXPECTATIONS FOR EVERYONE

RCPS AI Expectations

- AI tools can be a valuable resource for exploring ideas.
- AI does not replace the learning process or the personal effort needed to master material.
- AI outputs are advisory, not authoritative.
- AI outputs must involve human review and approval.
- AI use should be transparent.

AI should be used to help you brainstorm and create.



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STUDENT-FRIENDLY GUARDRAILS

Be SMART When Using AI

S

Seek approval

Always get permission from your teacher.

M

Mark your sources

Cite AI tools and other sources clearly.

A

Analyze and verify

Don’t rely on AI alone for accuracy.

R

Reflect and demonstrate

Your work must show your own ideas and effort.

T

Think before you submit

Ask: Am I showing what I have learned?

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FROM PLANNING TO PRACTICE

Learn. Apply. Listen. Improve.

We treat AI as a cycle that keeps going — not a one-time launch.

LEARN
Professional learning

›

APPLY
Toolkit + approved tools

›

LISTEN
Staff feedback

›

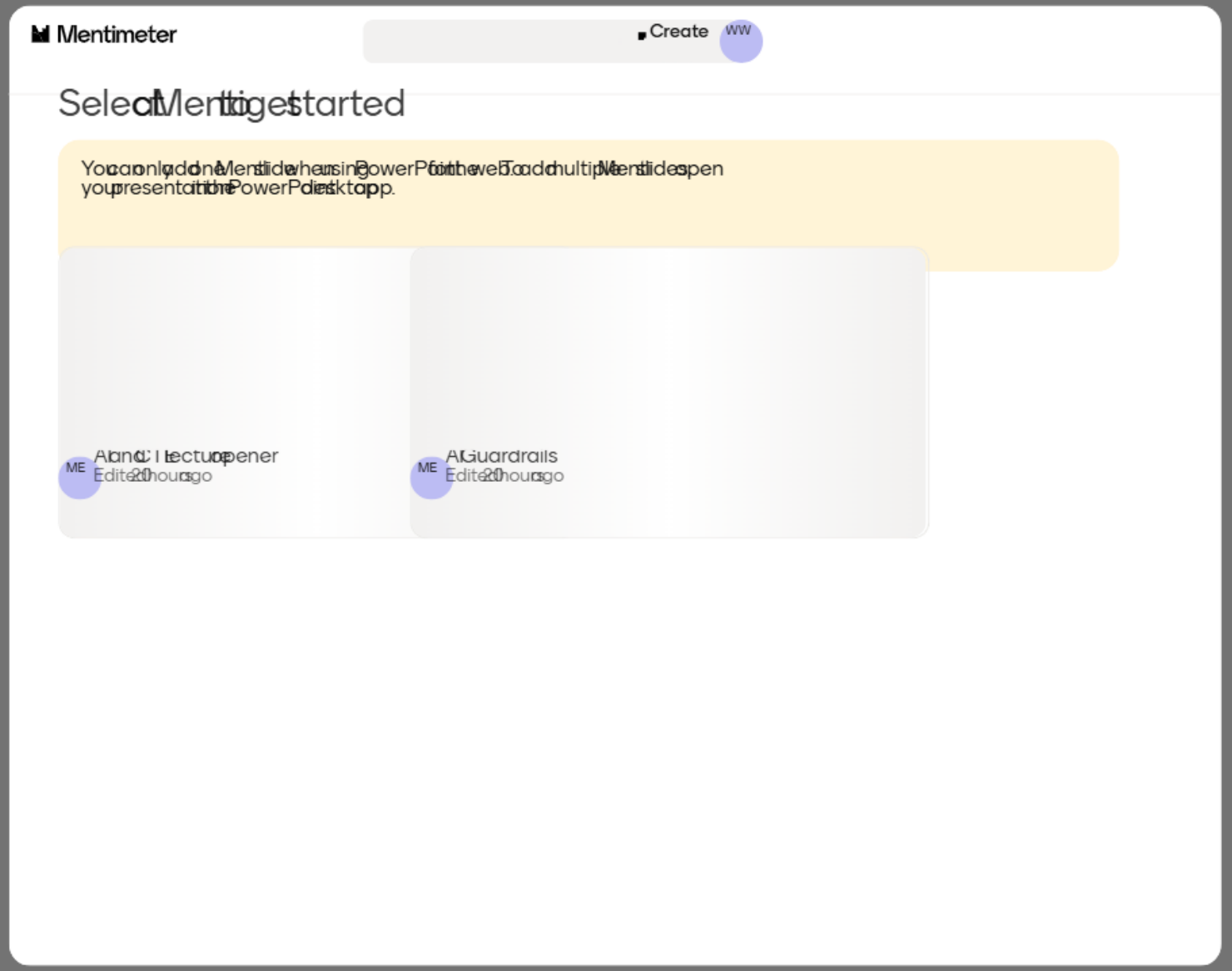
IMPROVE
Refine + update



WHAT STAFF TOLD US

- More professional learning
- Clearer misuse expectations
- Examples of ethical, effective use
- Better tools and subject-specific ideas
- Short, visual, regularly updated guidance

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Mentimeter
Create
WW
Select a Mentiment to get started
You can only add one Mentimeter slide when using PowerPoint for the web. To add multiple Mentimeter slides open your presentation in the PowerPoint desktop app.
ME
AI and Classroom Discussion
Edited 20 hours ago
ME
AI Guardrails
Edited 20 hours ago

TEACHER VOICE

Prepare for Today's Jobsite and Tomorrow's

"AI is becoming another workplace tool in estimating, planning, scheduling, documentation, and problem-solving.

My goal is not to teach students to depend on AI, but to teach them how to use technology responsibly while developing strong technical, workplace, and problem-solving skills."

— Mr. John Johnson, Carpentry Teacher, Charles W. Day Technical Center



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What It Looks Like in Our Classrooms



Carpentry

Students use AI to compare material estimates, then check them against blueprints, measurements, and building codes.

What It Looks Like in Our Classrooms

Health & Medical Sciences

Students research and evaluate health information with AI, checking accuracy and building clinical judgment.



What It Looks Like in Our Classrooms



Automotive

After students diagnose a problem themselves, they use AI to double-check and explore other fixes — then verify.

What It Looks Like in Our Classrooms

Seek Approval

Mark Your Sources

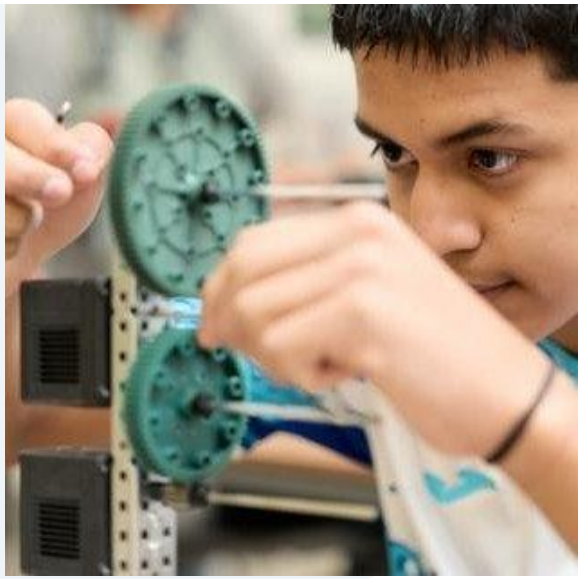
Analyze and Verify

Reflect and Demonstrate

Think Before You Submit

Engineering

Students learn to be SMART when using AI at the beginning of the school year.



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Students Learn to Question AI

Spot the “AI slop”

Engineering students make posters in Copilot, revise them at least three times, then do a gallery walk to critique the facts and the images.

Can YOU Spot the AI Slop?



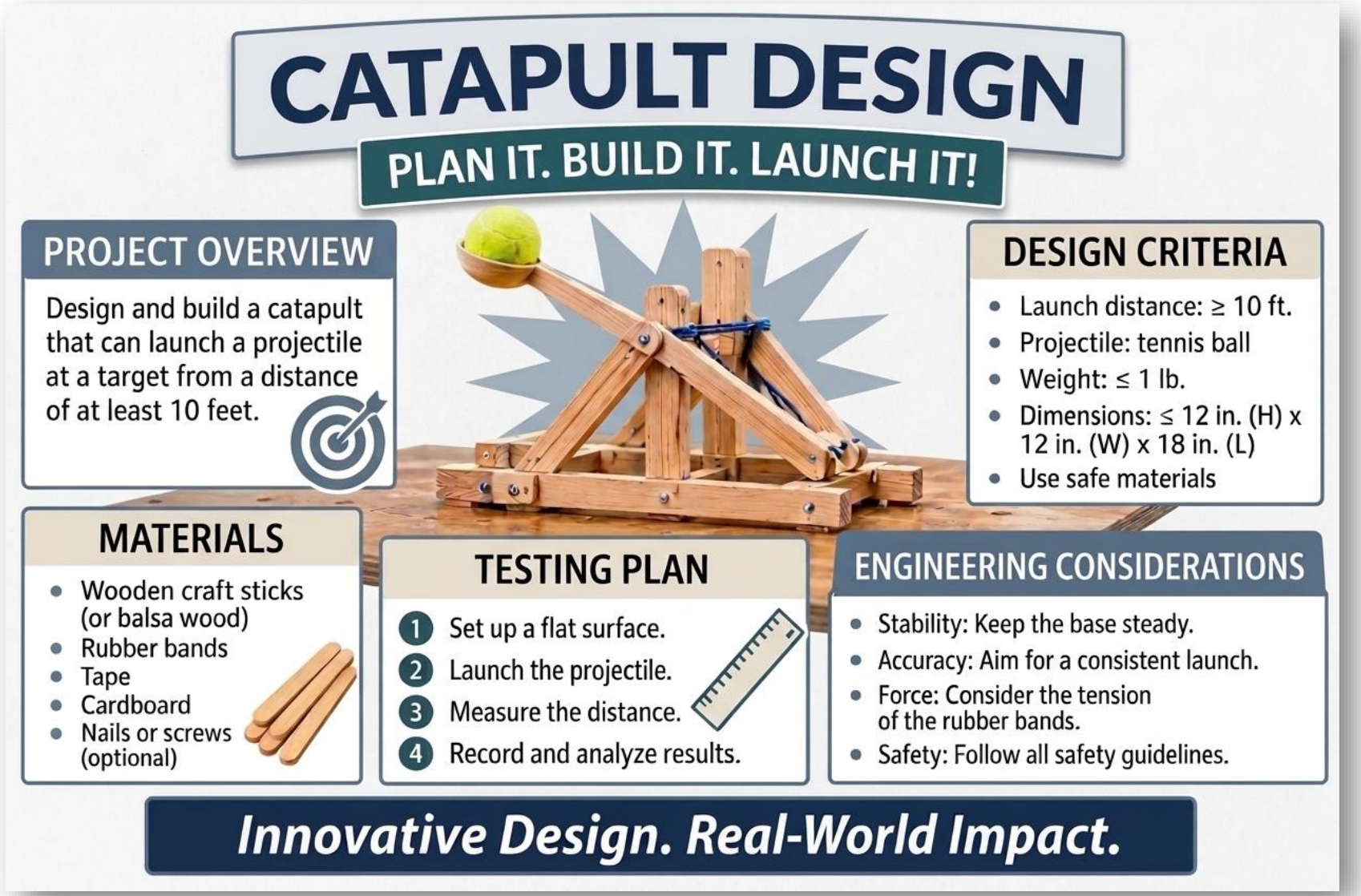
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Image 1



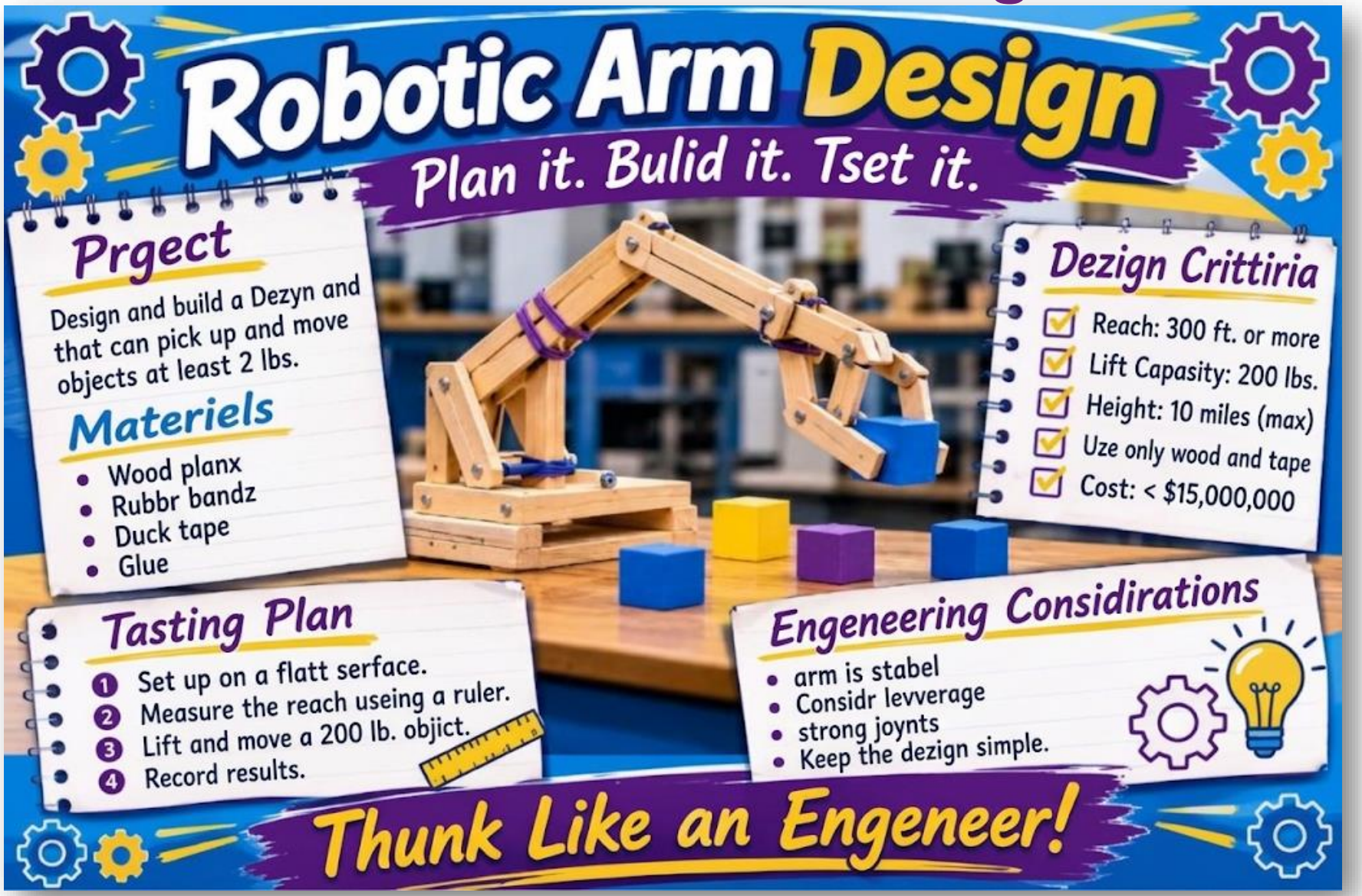
This image was created using ChatGPT.

Image 2



This image was created using Gemini.

Image 3



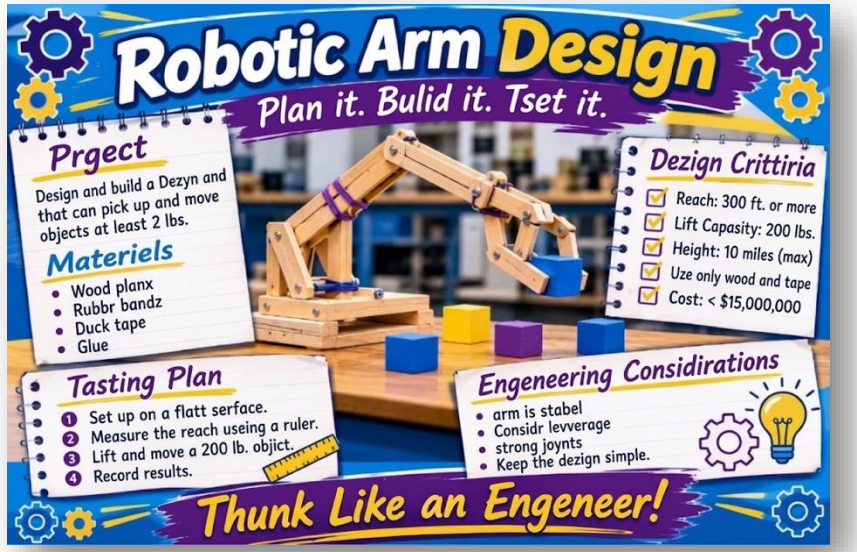
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Identify AI Slop

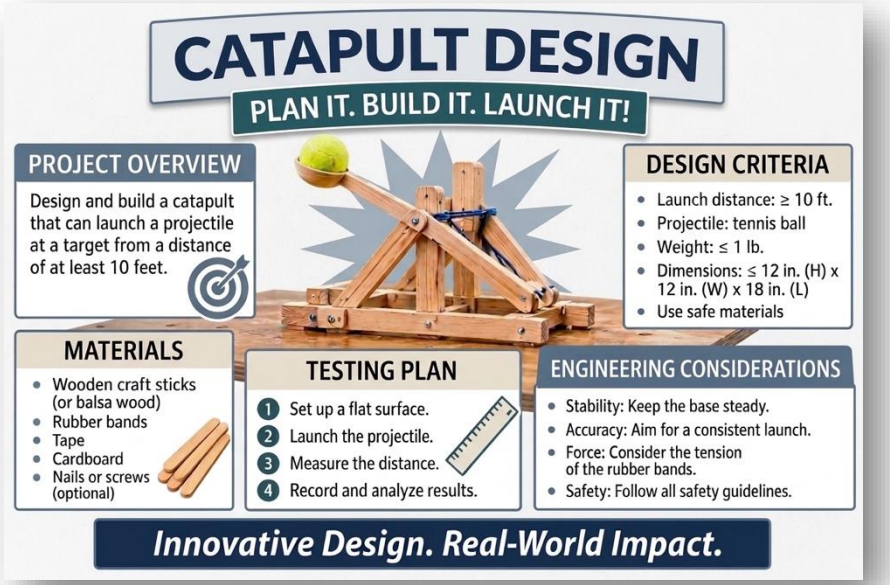
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3



2



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CLASSROOM SPOTLIGHT: ROTEC ENGINEERING

Students Learn to Question AI

Interview History

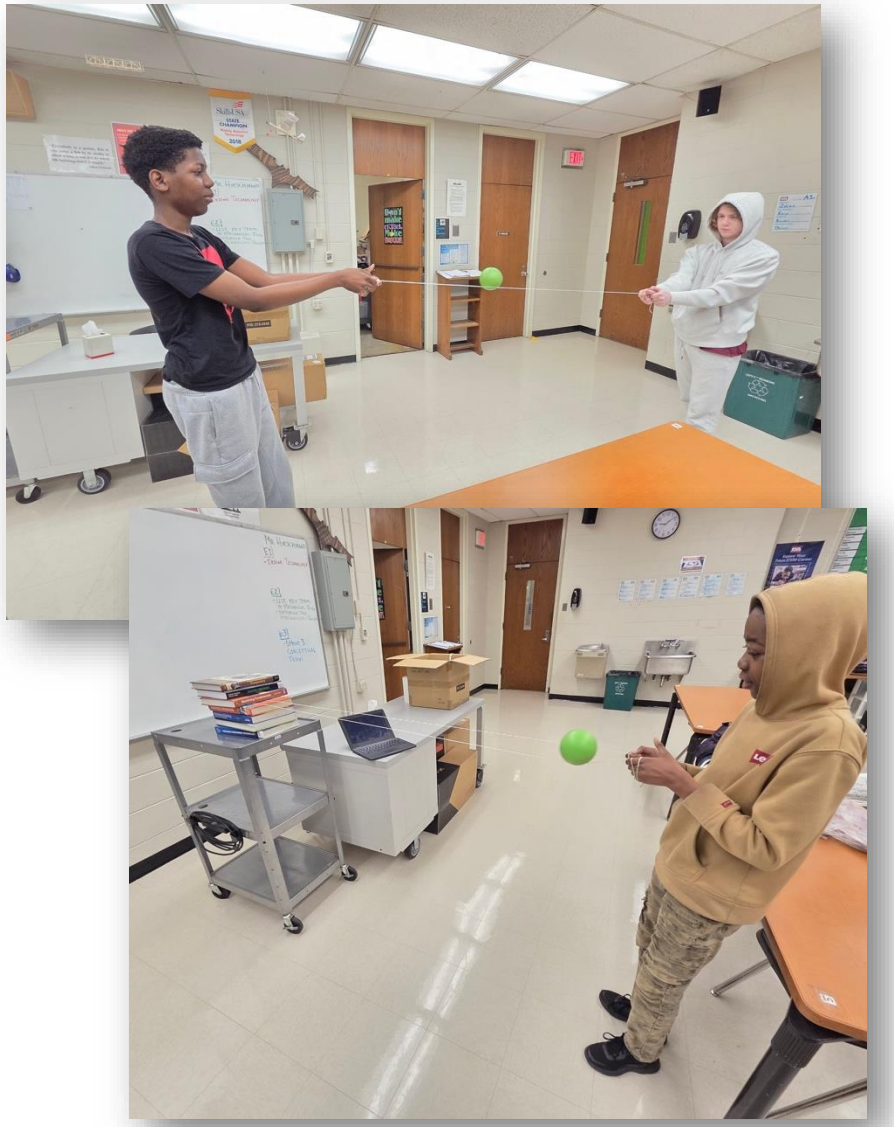
Students prompt Copilot to act as a historic engineer, interview it, and then write their own reflection.

Humans vs. AI

In team challenges, one student works on the problem with AI. Human teams usually win…mostly because of weak prompting. That sparks a great discussion.

Robotics Project Planning

Time Saver: Creating a robotics project plan, tasks, and Gantt chart used to take many class periods, now only takes 30- 45 minutes



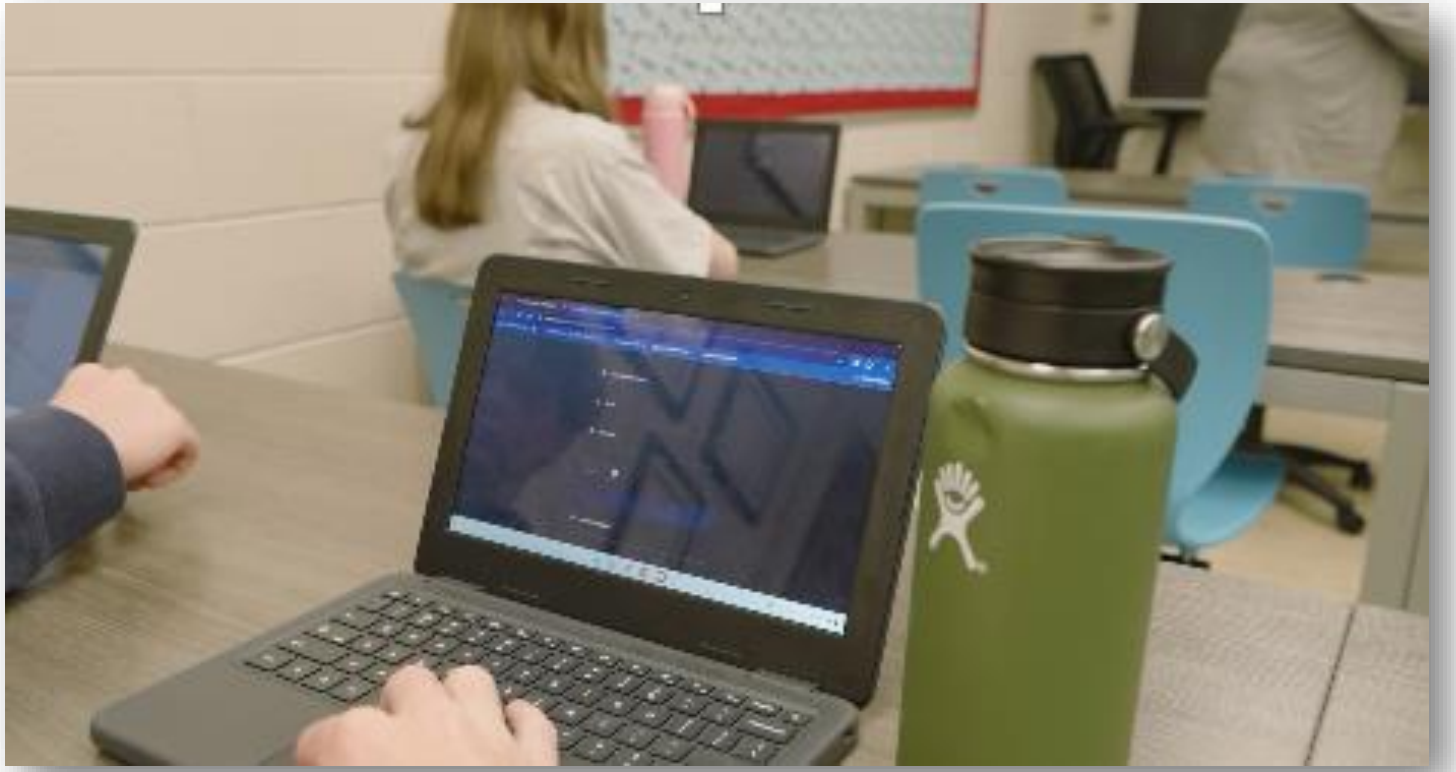
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AI ACROSS CTE

More Programs, Same Habits

Cybersecurity, Business & Web Design

AI is a starting point for research and a way to “glow up” finished work. Hidden instructions in assignments catch copy-and-paste shortcuts.



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More Programs, Same Habits

AP Business

The teacher models working without AI. Students may use it for ideas, feedback, and presentation visuals — and must cite it.



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More Programs, Same Habits

Teachers for Tomorrow

Future teachers use AI to level texts, brainstorm lessons, and revise résumés, while checking for accuracy, bias, and privacy.



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AI & CTE in Action



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Helping Students Build the Résumé

Résumé building

Draft, revise, and tailor résumés.

Mock interviews

Practice with AI and get instant feedback.

Career paths

Better career assessments and clearer next steps.

Simulations

AI-powered simulators, like the flight sims in JROTC.

WHAT EVERY STUDENT NEEDS TO KNOW

- What AI is
- How to word questions and commands
- Its limits and “hallucinations”
- How it can improve tools and processes

TURN & TALK 3 • 3 MINUTES

Turn to a neighbor and discuss

What is one word that stands out about AI in CTE Courses?

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LOOKING AHEAD: THE NEXT 3–5 YEARS

Where Work-Based Learning Is Heading

- AI-powered employer challenge projects
- Project-based work-based learning
- Virtual mentorship programs
- Student AI literacy and responsible use
- Competency-based portfolios
- AI-assisted internship matching

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TAKE IT HOME

Access Your Toolkit

Thank You!

Scan to download our toolkit

rcps.info/cte



Verletta White, Ed.D.

Superintendent

vwhite@rcps.info



Wesley Williams

Executive Director of Operations

wwilliams@rcps.info



Mandy Horsley

Supervisor of Instructional Technology & Professional Development

mhorsley@rcps.info

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