EMPOWERING TODAY'S STUDENTS TO GRASP TOMORROW'S OPPORTUNITIES









FACT BOOK & ANNUAL REPORT February 2019



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The mission of Rutherford County Schools is to empower today's students to grasp tomorrow's opportunities.

SCHOOL BOARD & DIRECTOR OF SCHOOLS

The Rutherford County Board of Education is made up of seven elected representatives who serve on four-year staggered terms. To determine your school board representative, please contact the Rutherford County Election Commission at 615-898-7743. The School Board meeting schedule is available online at www.rcschools.net and most meetings are televised on Comcast Channel 19 and live-streamed on YouTube.



Front, from left, Chairman Jim Estes, Director of Schools Bill Spurlock, Vice Chairman Coy Young Back, from left, Lisa Moore, Terry Hodge, Tammy Sharp, Jeff Jordan, Tiffany Johnson

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Bill Spurlock, Director of Schools

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DEMOGRAPHICS

General Information			
Schools:	47	SACS % Accredited K-8:	100.0
Grades Served	PK-12	SACS % Accredited 9-12:	100.0
Safe Schools	All Schools Safe		
Director of Schools	Bill Spurlock		

Student Demographics	
	% of students
African American	20.2
Asian / Pacific Islander	4.9
Hispanic	14.1
Native American / Alaskan	0.3
White	60.3
English Language Learners	5.8
Students with Disabilities	9.7
Economically Disadvantaged	22.7
Graduation Rate	95.3
Total students enrolled (2017-2018)	44,707

^{*} Information from 2017-2018 Tennessee Report Card

^{**} Total students enrolled will not match the Average Daily Membership on page 9

Rutherford County Schools has a graduation rate topping 95 percent and an average composite ACT score of 21, which places the school district among the best in Tennessee.

In November 2018, the Tennessee Department of Education released its annual Report Card, which includes performance information for all school districts in the state.

KEY FACT:
Rutherford County
Schools' graduation
rate — 95.3% — is
among the highest
in Tennessee

The report reflects the following key indicators for Rutherford County Schools:

- 15 Rutherford County Schools were named "Reward Schools" for performing among the top 5 percent in the state.
- Rutherford County Schools spends \$9,172 per pupil, which is \$1,168 less per pupil than the state average. Considering Rutherford County Schools has approximately 46,000 students, that is an annual local savings of \$53.7 million compared to the state average.
- Operations funding for Rutherford County Schools is comprised of the following sources: State 53.8%, Local 39.6%, Federal 6.6%.
- The composite graduation rate for all Rutherford County high schools is 95.3%, an increase from the previous year and among the highest in Tennessee.
- Postsecondary enrollment for RCS students is 66.5%
- The average ACT score for Rutherford County Schools is now 21.
- The school district is ranked as a "Level 5" for overall student growth, the highest rating available from the Tennessee Department of Education.

ACT SCORES	
Blackman High School	21.5
Central Magnet School	30.6
Eagleville School	21.6
Holloway High School	17.1
LaVergne High School	18.3
Oakland High School	20.6
Riverdale High School	21.0
Smyrna High School	19.3
Siegel High School	21.3
Stewarts Creek High School	20.6
Rutherford County Schools	21.0

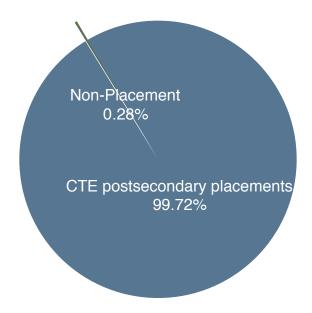
CAREER & TECHNICAL EDUCATION

Rutherford County Schools is a leader in Tennessee for providing Career & Technical Education courses of study for students. The intent of CTE courses is to develop a skilled, sustainable workforce that is well prepared for the high-demand, high-skill and high-paying jobs of today and tomorrow.

CTE courses also capture the attention of students to keep them active and engaged in school by helping them discover the wide range of career options available to them — and chart the most effective and efficient educational pathways through high school and postsecondary education for optimum value and success. By keeping students involved and excited about education, CTE courses have proven to significantly reduce the dropout rate in high school.

The current "Technical Skills Attainment" for CTE students is 99.72%. In addition, the graduation rate of CTE students in Rutherford County Schools is 99.13%. There are 12,000 RCS high school students enrolled in CTE courses out of approximately 16,000.

Percentage of postsecondary placements for Rutherford County Schools' CTE students



For 2019-2020, Rutherford County Schools will offer 15 CTE career clusters:

- Agriculture, Food and Natural Resources
- · Architecture & Construction
- Arts, Audio/Visual Technology & Communications
- Business Management & Administration
- · Education & Training
- Finance
- Human Services
- · Marketing, Distribution and Logistics
- · Health Science
- · Hospitality and Tourism
- Information Technology
- · Law, Public Safety, Corrections and Security
- Transportation
- · Manufacturing and Mechatronics
- STEM (Science, Technology, Engineering and Mathematics)

KEY FACT: The graduation rate of RCS students in CTE pathways is 99.13%

WIN-WIN OPPORTUNITY

Five industry councils create workforce pipelines to fill positions, while local students reap the benefits in the short- and long-term

Key industries in Rutherford County are facing challenges.

The solutions to these challenges are resulting in incredible opportunities for students in Rutherford County — both short- and long-term.

To understand what's happening, you first must look at the big economic picture affecting Rutherford County.

The Rutherford County Chamber of Commerce has done so and has identified five key industries within the county that are experiencing rapid growth and have multiple jobs available.

Those industries are manufacturing, construction, health care, information technology and supply chain management, and they have been nicknamed the "High Five" of Rutherford County because they have a large presence and multiple employment opportunities in need of filling.

These are high-wage, career positions with loads of long-term growth potential — but it's becoming more difficult to find qualified individuals to fill these roles, especially considering the county's low unemployment rate.

To help address these needs, the Chamber has facilitated the creation of five industry councils made up of company representatives, business advocates and education leaders. The councils typically meet monthly, and at each meeting, they work to create opportunities that will attract students to their fields, provide training and certifications for those students while in high school, and put them on a pathway to long-term success.



Smyrna High junior Braxton Folds works with Ingram trainer Kay Schultz as part of a pilot program.

It's a win-win situation for everyone.

Students learn and take part in various career options, and businesses are creating a workforce pipeline to sustain their operations.

Beyond the direct benefits to students, the five industry councils also serve the purpose of bringing both education leaders and industry experts to the table and to align their mutual efforts.

"What we are doing here, by and large, is providing more opportunity for the students and providing more long-term career growth for the students," said Paul Lawson, a senior project manager for Turner Construction Company and chair of the Construction Council.

Rutherford County Schools plans to continue developing opportunities for students to connect with business leaders and chart pathways to industry certifications and post-secondary education, whether that be at technical schools, community colleges or universities.

History

Year	Average Daily Membership (Third Month)	New students	% Change
2007-2008	35,915	1,074	3.08%
2008-2009	36,738	823	2.29%
2009-2010	37,512	774	2.11%
2010-2011	38,364	852	2.27%
2011-2012	38,883	519	1.35%
2012-2013	39,895	1,012	2.60%
2013-2014	41,035	1,140	2.86%
2014-2015	*41,394	*359	*0.87%
2015-2016	42,626	1,232	2.98%
2016-2017	43,683	1,057	2.48%
2017-2018	44,883	1,200	2.75%
2018-2019	45,912	1,029	2.29%
* New school of	ppened by Murfreesboro City Schools		

Projections

Year	Average Daily Membership (Third Month)	% Change
2019-2020	47,289	3.00%
2020-2021	48,708	3.00%
2021-2022	50,291	3.25%
2022-2023	51,925	3.25%
2023-2024	53,613	3.25%

GENERAL PURPOSE SCHOOL BUDGET

History

Year	Budget Total
2005-2006	\$184,999,854
2006-2007	\$204,627,000
2007-2008	\$223,709,200
2008-2009	\$235,848,896
2009-2010	\$242,757,755
2010-2011	\$256,801,110
2011-2012	\$266,900,044
2012-2013	\$279,670,771
2013-2014	\$300,005,565
2014-2015	\$306,688,721
2015-2016	\$326,144,038
2016-2017	\$340,660,179
2017-2018	\$364,221,644
2018-2019	\$388,098,875

Projections*

Year	Budget total
2019-2020	\$423,000,000
2020-2021	\$450,000,000
2021-2022	\$480,000,000
2022-2023	\$510,000,000
2023-2024	\$540,000,000

^{*}Based on estimated student growth

STUDENT EXPENDITURES

(General Purpose School Budget Only)

History

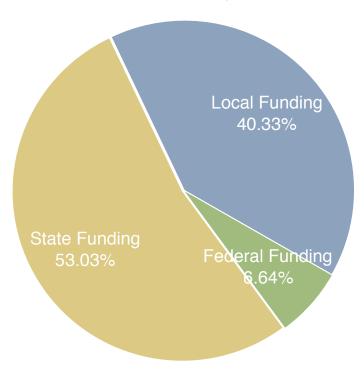
Year	Expenditure/student
	Not adjusted for inflation
2006-2007	\$5,873
2007-2008	* \$6,229
2008-2009	\$6,420
2009-2010	\$6,471
2010-2011	\$6,694
2011-2012	\$6,864
2012-2013	\$7,010
2013-2014	\$7,311
2014-2015	\$7,409
2015-2016	\$7,651
2016-2017	\$7,798
2017-2018	\$8,115
2018-2019	\$8,453

* BEP 2.0 funds added by state ** Based on estimated student population growth

Projections

Year	Expenditure per student**
2019-2020	\$8,945
2020-2021	\$9,239
2021-2022	\$9,544
2022-2023	\$9,822
2023-2024	\$10,072

2017-2018 Funding Source Percentages for Rutherford County Schools



History of Funding Sources

Year	Per Pupil Expenditure (Rutherford)	Per Pupil Expenditure (State Avg)	Local Funding	Federal Funding	State Funding
2012-2013	\$8,011	\$9,293	39.04%	5.79%	55.17%
2013-2014	\$8,366	\$9,346	38.24%	7.80%	53.95%
2014-2015	\$8,237	\$9,375	39.65%	7.22%	53.12%
2015-2016	\$8,495	\$9,499	41.66%	7.02%	51.32%
2016-2017	\$8,643	\$9,958	40.33%	6.64%	53.03%
2017-2018	\$9,172	\$10,340	39.60%	6.60%	53.80%

Per Pupil Expenditure - Total current operating expenditures on a per pupil basis including federal, state and local funds. Some examples of use are for instructional materials, maintenance and transportation.

(SOURCE: Tennessee Report Card)



Bringing attention to the new "Officer on Duty" signs at each county school are, from left, Sheriff Mike Fitzhugh, Director of Schools Bill Spurlock, sign creator Shane Read, Commissioner Pettus Read, who bought the signs, Rockvale Middle School Principal Fred Barlow, Assistant Principals Kelly Newberry and April Sneed and School Resource Officer Barry Jones.

More than \$1 million invested in school safety enhancements

Through a program initiated by former Tennessee Gov. Bill Haslam, all schools in Tennessee completed an assessment developed by the Tennessee Department of Homeland Security. Based on the results of those assessments, districts could then request funding for security improvement projects through funds designated by the state.

In one-time funds, Rutherford County Schools received \$1,097,740. In recurring funds, the district received an increase of approximately \$230,000 through a state safe schools grant.

In August 2018, the School Board approved the use of this funding for various security enhancements, including

electronic access control and security bollards, and other improvements.

In addition, former longtime School Resource Officer David Crim has joined the school district as the first full-time safe schools coordinator and will work closely with the sheriff's office and its SRO program to ensure safe schools.

SROs are assigned to every Rutherford school at the elementary, middle and high school levels. The large high schools have two officers each.

The school district also has a comprehensive security plan that is practiced, reviewed and revised throughout the school year.

BUILDING PROGRAM

Proposed building plan

840/96 corridor middle school	2020
Rock Springs Elementary addition	2020
Rockvale Elementary addition	2020
Elementary school, South Murfreesboro	2020
Middle school, 231 North side Murfreesboro	2021
La Vergne Middle addition	2021
Roy Waldron addition	2021
840/96 Corridor elementary school	2022
Middle school – south Murfreesboro	2022
Elementary school, location TBD	2023
840/96 corridor or Buchanan high school	2024
Building program history	
Rockvale High School	2019
6	2019
Rocky Fork Elementary School Smyrra Middle School addition / renewation	2019
Smyrna Middle School addition / renovation Siegel High School addition	2019
Oakland Middle School annex	2019
David Youree Elementary addition / renovation	2018
•	2017
Rocky Fork Middle School John Colemon Elementary (new school, January)	2017
Roy Waldron Elementary addition	2017
Eagleville addition 2	2016
Blackman Middle annex	2013
	2014
Smyrna Primary addition Stewarts Creek High School	2014
LHS / SHS bleachers ADA modifications	2013
Eagleville addition 1	2013
Whitworth-Buchanan Middle	2012
	2010
Oakland Middle Central Magnet repoyetion	2010
Central Magnet renovation Brown's Chapel Elementary	2010
Christiana Elementary addition	2009
Oakland High addition	2008
Riverdale High addition	2008
Rockvale Middle	2008
Blackman High addition	2008
LaVergne Lake Elementary	2007
Smyrna Elementary addition	2007
	2007
Stewarts Creek Elementary	2000

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C	2006
Stewarts Creek Middle	2006
LaVergne High addition	2005
Smyrna High addition	2005
LaVergne Middle	2004
Siegel High	2003
Christiana Middle	2003
Blackman Middle	2002
Rock Springs Middle	2002
Blackman Elementary	2001
Siegel Middle	2001
Wilson Elementary	2001
Blackman High	2000
Barfield Elementary	1998
Rock Springs Elementary	1998
Cedar Grove Elementary	1997
David Youree Elementary addition	1996
Smyrna High addition	1996
Smyrna Primary addition	1996
Buchanan Elementary addition	1995
LaVergne High addition	1995
Rockvale Elementary addition	1995
Thurman Francis addition	1995
Lascassas Elementary addition	1994
Kittrell Elementary	1993
Kittrell gym	1993
Lascassas Elementary	1993
Rockvale Elementary	1993
LaVergne Primary addition	1992
Stewartsboro Elementary	1992
Walter Hill Elementary addition	1990
LaVergne High	1988
Smyrna High	1988
Oakland High addition	1988
Riverdale High addition	1988
Christiana Elementary addition	1987
LaVergne Primary addition	1986
Smyrna Primary addition	1986
Walter Hill Elementary addition	1986
Smyrna Elementary	1982

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Ribbon-cutting for Smyrna Middle School addition, August 2018

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Proposed Capital Improvements 2019-2020

Roof Replacement / Repairs	
Cedar Grove Elementary School	\$920,000
Rock Springs Elementary School	\$920,000
Total	\$1,840,000

HVAC Renovation	
Oakland High School	\$500,000
Holloway High School	\$65,000
Eagleville School Old Gymnasium Classroom	\$55,000
Blackman High School Cooling Tower	\$75,000
Total	\$695,000

Chiller Replacement	
Central Magnet School	\$500,000
Total	\$500,000

Gymnasium Floor / Stage	
Smyrna High School Main	\$130,000
Total	\$130,000

Safety Access Controls	
All schools	\$1,000,000
Total	\$1,000,000

Elevator Upgrade & Repairs	
McFadden School of Excellence	\$65,000
Total	\$65,000

Proposed Capital Improvements 2019-2020

Paving, Seal Coating, Striping	
Blackman High School	\$50,000
Riverdale High School	\$60,000
Total	\$110,000

High School Track Maintenance / Repair	
Riverdale High School	\$400,000
Total	\$400,000

Elementary School Playground Replacement	
Cedar Grove Elementary School	\$250,000
David Youree Elementary School	\$250,000
Eagleville School Playground Surface	\$80,000
Total	\$580,000

Total All Projects	\$5,320,000



Pictured are the 2017-2018 District Level Teachers of the Year. From left, Eldridge Lawrence Sprolden (high school), Melina Gonzalez (elementary) and Lauren Lane (middle).

TOTAL EMPLOYEES

(Stated as Full-Time Equivalents)

	2017-2018	2018-2019
Principals and Assistant Principals	124.50	131.5
10-month certified teachers	3,222	3,338
Other certified supervisors or personnel	67	68
10-12 month classified staff	1810	1,828.5
Total number of employees	5,223.5	5,366



Rutherford buses travel 19,156 miles daily, 3.5 million miles each year

Rutherford County Schools dispatches 273 buses that transport more than 25,000 students to and from school twice a day.

With a population of approximately 46,000 students, that means more than half of the district's students utilize the transportation system daily.

Those buses travel 19,156 miles every day or 3.5 million miles annually.

As Rutherford County continues to be among the fastest growing counties in the country, those numbers continue to increase.

That entire undertaking is orchestrated by a sevenperson staff — including transportation supervisor Jason Everett, five clerks and a technician — working from a central dispatch room at the district's Central Office from as early as 6 a.m. until 5 p.m. and sometimes later.

The department uses live GPS capabilities on every bus. The system was added a couple of years ago and has proven valuable for tracking buses and surveying bus stop activity.

The GPS signal is transmitted by cell towers from each bus back to the transportation department where they are mapped on a large monitor.

In addition to live tracking, which indicates whether the bus is on time or behind schedule — it provides the transportation department with data including

everything from bus speed and how long a bus stopped to whether its emergency flashers were turned on and the stop arm engaged.

For example, if a bus has been involved in an accident, is experiencing mechanical failure or has a passenger with a medical emergency, the transportation staff can communicate information to authorities, even if they have no contact with the driver.

The district has also purchased computer software that is used to examine historical data.

They can look at any one bus, one particular stop, or compare data from the past 30 days or an entire school year.

ACHIEVEMENTS & RECOGNITIONS



Fifth-graders Madeline Heaton (Walter Hill Elementary School) and Veronica Babbit (Kittrell Elementary School) were the two winners of the first Rutherford County Amazing Shake and were invited to compete at a national competition.

Rutherford fifth-graders win first countywide 'Amazing Shake'

Competition focuses on developing interpersonal skills, work ethic

Veronica Babbitt and Madeline Heaton have become close friends after being named the top two winners in the 2019 Rutherford County Amazing Shake Competition.

The two fifth-graders — Heaton attends Walter Hill Elementary, while Babbitt is enrolled at Kittrell — had never met until a tour of the Nissan plant in Smyrna.

"Now we're like this," said Heaton, crossing her fingers to illustrate the tight bond.

As the top two finalists, Heaton and Babbitt will represent Rutherford County at the Amazing Shake National Competition hosted by the Ron Clark Academy in Atlanta.

The countywide winners were chosen after two days of competition utilizing the soft skills that are increasingly becoming the hard skills of today's workforce.

The Amazing Shake is a competition that places an emphasis of teaching students

manners, discipline, respect and professional conduct, according to RCS elementary coordinator Ann Haley, who said it's part of a districtwide initiative to develop interpersonal and relationship-building skills.

Students learn the nuances of professional human interaction as they are taught how to give a proper handshake, how to work a room, how to participate in a successful interview and how to maintain their composure under pressure.

Rutherford County Schools partnered with the Rutherford County Chamber of Commerce to jointly serve as organizers, sponsors and hosts of the countywide competition.

Area businesses involved included the Nissan Training Center and Tennessee College of Applied Technology at Smyrna, Schwan Cosmetics along with the headquarters for Middle Tennessee Electric Membership Corporation.

ACHIEVEMENTS & RECOGNITIONS

Rutherford County Schools is known for its innovation and accomplishments. During the past year, multiple schools, employees and students have earned recognition from various organizations and groups.

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Two Rutherford County school administrators, **Dr. Theowauna Hatchett and Dr. Mark Gonyea**, were selected for the prestigious Governor's Academy for School Leadership program. The program prepares and develops educators through mentorships and classroom exercises to become effective principals.

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A third of Rutherford County schools — 15 to be exact — were named "Reward Schools" by the Tennessee Department of Education for performing within the top 5 percent of the state. Those schools are: Barfield Elementary School, Blackman Elementary School, Blackman Middle School, Brown's Chapel Elementary School, Cedar Grove Elementary School, Central Magnet School, Eagleville School, John Colemon Elementary School, Lascassas Elementary School, McFadden School of Excellence, Rockvale Middle School, Smyrna Elementary School, Stewarts Creek Elementary School, Stewarts Creek Middle School and Thurman Francis Arts Academy.

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Oakland High School won the state championship for football and Siegel High School won its second consecutive state championship for cross country.

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Central Magnet School was again named the best high school in Tennessee by U.S. News & World Report.

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Three teams of students — SC Robotics, Smyrna Robotics and BoroBotics — from Rutherford County took top honors at the BEST Robotics competition held at David Lipscomb University.

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44 **Holloway High School students** earned ACT WorkKeys certification as part of Rutherford County's launch of its Work Ready Community initiative.

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Three Stewarts Creek High School students – **Xayvion Davidson**, **Xavion Patterson and Mario Shaw** – were selected for the 2018–2019 class of the Nashville Symphony Accelerando Initiative.

They joined Central Magnet senior Aalia Hanif, who is a member of Accelerando's first graduating class.

The Accelerando Initiative is designed to prepare gifted young students of diverse ethnic backgrounds to pursue music at the collegiate level and beyond.





2019-2020 Academic Calendar

AUGUST 2019

Thursday, August 1: Administrative day – (No school for students)

Friday, August 2: In-service day 1 (No school for students)

Monday, August 5: In-service day 2 (No school for students)

Tuesday, August 6: First day for students (Abbreviated, two hours)

Wednesday, August 7: Teacher work day (No school for students)

Thursday, August 8: First Full Day for students

SEPTEMBER 2019

Monday, September 2: Labor Day (Schools closed)

Tuesday, September 3 - Thursday, September 5: Progress Reports

Thursday, September 12: Early Dismissal (3-hour, 15-minutes day for students)

OCTOBER 2019

Friday, October 4: End of 1st nine weeks

Monday, October 7 - Friday, October 11: Fall Break (Schools closed)

Thursday, October 17: 1st nine weeks report card

Tuesday, October 22: Parent / Teacher conferences (grades 6-12)

Thursday, October 24: Parent / Teacher conferences (grades K-5)

NOVEMBER 2019

Tuesday, November 5 - Thursday, November 7: Progress reports

Thursday, November 7: Early Dismissal (3-hour, 15-minutes day for students)

Wednesday, November 27 - Friday, November 29: Thanksgiving Break (Schools closed)

DECEMBER 2019

Friday, December 20: Abbreviated day for students and teachers (2 hours); End 2nd nine weeks

Monday, December 23 - Friday, January 3: Winter Break (Schools closed)

JANUARY 2020

Monday, January 6: In-service day 3 (No school for students)

Tuesday, January 7: Students return from Winter Break

Thursday, January 9: 2nd nine weeks report card

Monday, January 20: MLK Holiday (Schools closed)

Thursday, January 30: Early Dismissal (3-hour, 15-minutes day for students)

FEBRUARY 2020

Tuesday, February 4 – Thursday, February 6: Progress reports

Monday, February 17: President's Day (Schools closed)

MARCH 2020

Tuesday, March 3: Election Day (Schools closed)

Friday, March 6: End of 3rd nine weeks

Thursday, March 12: Early Dismissal (3-hour, 15-minutes day for students)

Thursday, March 12: 3rd nine weeks report cards

Tuesday, March 17: Parent / Teacher Conferences (grades 6-12)

Thursday, March 19: Parent / Teacher Conferences (grades K-5)

Monday, March 30 - Friday, April 3: Spring Break (Schools closed)

APRIL 2020

Tuesday, April 7 – Thursday, April 9: Progress reports

Friday, April 10 – Good Friday (Schools closed)

MAY 2020

Monday, May 25: Memorial Day (Schools closed)

Tuesday, May 26: Teacher work day (No school for students)

Wednesday, May 27: End 4th nine weeks; 4th nine weeks report cards

Last day for students: two-hour day



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