



Tuesday, September 23, 2025
Kingsport City Schools Board of Education Work Session - 6:00 PM

Administrative Support Center, Tennessee Room (3rd Floor)
400 Clinchfield Street
Kingsport, TN 37660 Phone: (423) 378-2102

1. **CALL TO ORDER**
2. **REPORTS**
 - 2.1. Work-Based Learning Report (Dr. Bo Shadden/Jimmy Burleson/Connie Davis/Julie Kumar)
 - 2.2. Draft KCS School Calendar Review for SY 2026-2027 (Dr. Andy True)
 - 2.3. BOE Committee Assignments for FY 2025-2026 (Dr. Brandon Fletcher)
 - 2.4. BOE Committee Reports (Dr. Brandon Fletcher)
 - 2.5. Superintendent Report (Dr. Chris Hampton)
3. **ADJOURNMENT**



Connecting Classrooms to Careers: An Overview of Work-Based Learning (WBL)

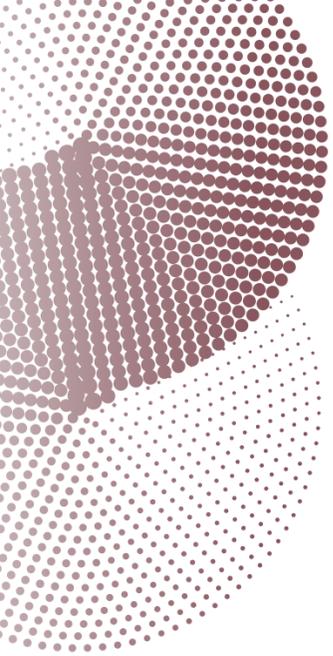


Dr. Bo Shadden
CTE Director

Connie Davis
WBL Coordinator

Julie Kumar
JAG Coordinator

James Burleson
TSW Coordinator



What is Work-Based Learning?

Work-Based Learning (WBL) is a structured experience that connects students' classroom learning with real-world work environments. Through hands-on experiences, students gain valuable skills, explore career pathways, and build professional networks—all while earning academic credit.

- Bridge the gap between education and employment
- Equip students with industry-relevant skills
- Support students' personal, academic, and career growth



 Career and Technical Education
WORK-BASED LEARNING

 **Dobyns-Bennett**
HEALTH & SCIENCE

 **WBL**

 **Dobyns-Bennett**
JAG

 **Transition for**
Advanced Learning

UNDERSTANDING OUR PROGRAMS



WBL

Work-Based Learning

Real-world internships for juniors & seniors in a variety of fields

Paid or unpaid placements with industry partners

Individualized to student's career pathway/interest

JAG

Jobs for America's Graduates

Leadership & career readiness program for students facing barriers

Teaches employability, leadership, and life skills

Includes career exploration and offers paid/unpaid placements.

TSW

Transition School to Work

Job training & support for students with disabilities and IEPs

Builds independence and workplace confidence

Collaborates with local businesses for placements

HSC

Health Science Clinicals

Hands-on healthcare experience for students in health science pathways

Prepares students for CNA, LPN, or other medical careers

Partners with hospitals, clinics, and nursing homes

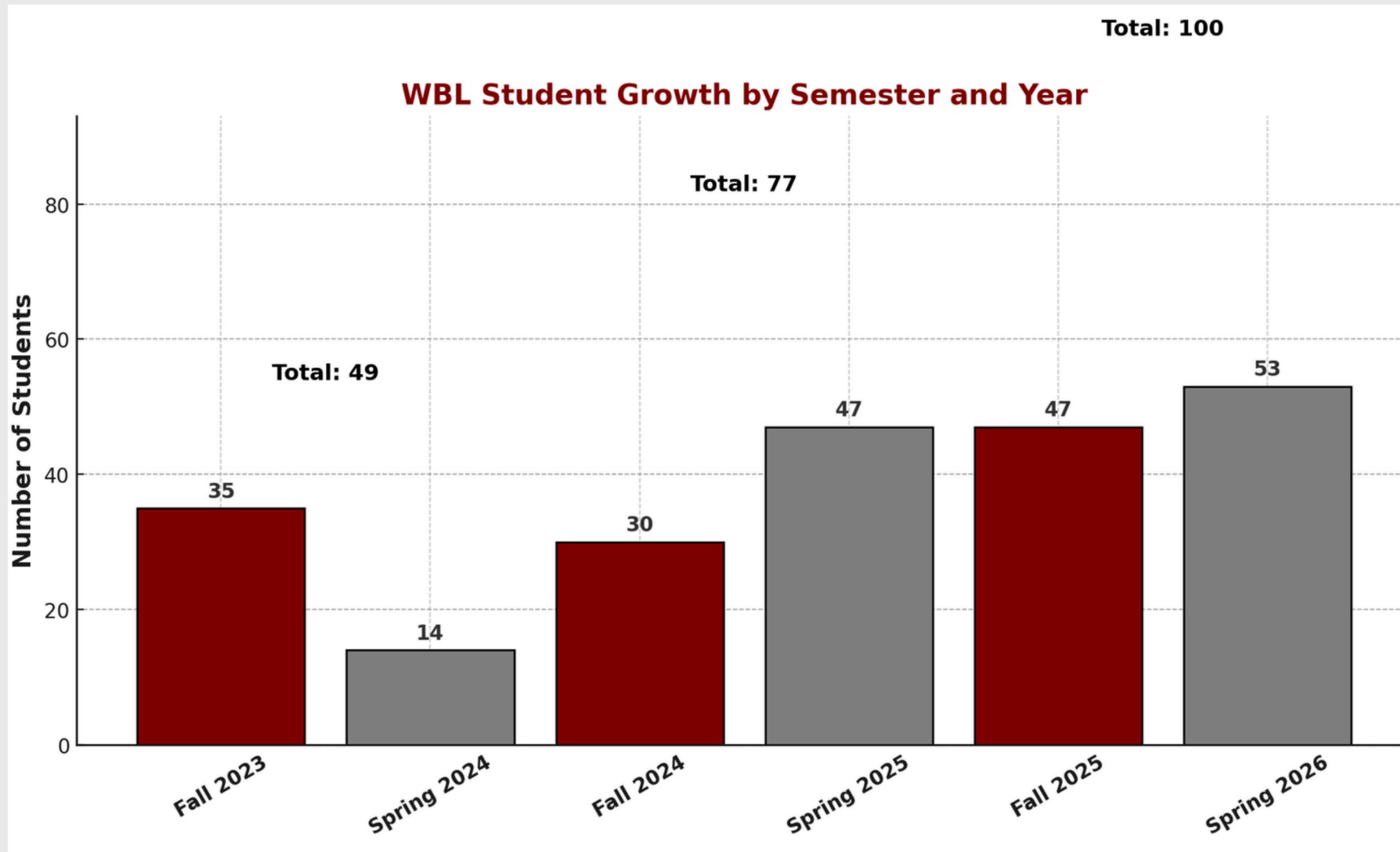
FROM VISION TO GROWTH: STRENGTHENING WBL

2023–24: 49 students total

2024–25: 77 students total → +57% growth from prior year

2025–26: 100 students total → +30% growth from prior year

Overall: 49 → 100 students in two years → **102% growth**



BEYOND THE BELL: REAL WORLD READINESS IN ACTION

INDUSTRY TOURS

INTERVIEWS

LUNCH & LEARNS

RESUME WORKSHOPS



Welcome!
HEALTH SCIENCE WBL INFORMATION SESSION
PLEASE SIGN IN BELOW
DATE: 4/30/2025

NO	NAME	TIME IN	TIME OUT
1			

TAP/Grow Your Own Lunch and Learn Agenda

Date: 4/8/2025

Place: CTE Career Counseling

Discussion

- Welcome/Introduction
 - Connie Davis
 - Overview of what TAP/Grow Your Own
- Grow Your Own Pipeline Document
- DE Opportunities
- Resume
 - Printed Copy in Folder
 - Curva Has Great Templates
 - Resume Template/Items to include
 - Updated sent to me by Monday, 4/1/2025
 - Resumes will be sent to KCS HR on 4/7/2025 @2:30 PM
- First Impressions (when you walk in the room)
 - How to Dress
 - Etiquette
- Tell Us About Yourself Worksheet/Elevator Pitch
- Common Interview Questions
- Interview Stories
- Sign Up for Interview Time Slot
- Permission Form
 - Put the time that you signed up for on your permission form
 - Return by Monday, 4/14/2025 to be coded SBA
 - I will code SBA when we have a date for interviews



EASTMAN

Interview Time	Student Name
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CITY OF KINGSPORT IT

Interview SCHEDULE

Interview Time	Student Name
BLOCK A	



Interview SCHEDULE

FUTURE READY

STUDENT SUCCESS STORY



Olivia Parker

- Health Science Student
- Earned her Certified Nursing Assistant certification while in high school
- Interned at NHC as a CNA through WBL
- Currently working as a CNA at NHC
- Continuing her education to become a nurse

Gracie Egan

- Health Science Student
- Earned her Physical Therapy Tech Certification while in high school
- Interned at Watauga Orthopedics through WBL
- Continuing her education at ETSU to become an Orthopedic Physician Assistant



FUTURE READY

STUDENT SUCCESS STORY



Dylan Lawrence

- Business Student
- Interned with Century 21
- Passed the Tennessee Broker real estate exam while in high school
- Currently completing the New Affiliate Real estate course
- Plans to be join Century 21 as a realtor in October

Caylee McMurray

- Interested in Marketing/Interior Design as career pathway
- Interned at Melissa Golden Interiors through WBL
- Continuing her education at the University of Tennessee, Knoxville in Marketing



FUTURE READY

STUDENT SUCCESS STORY



Christian Flores

- Dual Enrollment Aviation Technologies student through Northeast State
- Interned with Hawkins County/Finley Aviation through WBL
- Currently continuing his Aviation Technologies coursework at NE State
- Plans to get his pilot's license in the future

Rome Pruitt

- Was a Health Science Student
- Passionate about flying and earned his private pilot's license while in high school
- Interned at Hawkins County Airport/Finley Aviation through WBL
- Continuing his education at Northeast State in the Aviation Technologies Program
- Seeking IFR (instrument flight rules) rating for his pilot's license

FUTURE READY

STUDENT SUCCESS STORY



Jacob Lane

- DE Welding student through Northeast State
- Interned with CAM
- Currently continuing his education
- Studying with the Boilermaker Union
- Will go to work for them when he graduates from NE in December

Tyler Singler

- DE welding student through Northeast State
- Interned with CAM through WBL
- Transitioned from the shop to the field after WBL
- Works full time for Turner Industries



FUTURE READY

STUDENT SUCCESS STORY

Luke Cox

- Off Road Diesel Student
- Interviewed and earned internship at Eastman Chemical for the fall
- Had to have knee surgery so could not fulfil obligation at Eastman
- Eastman deferred his placement to the spring
- Luke decided he wanted to be a police officer
- He was the first to intern with the Kingsport City Police Department
- Begins his career with Kingsport City Police next month.



FUTURE READY STUDENT SUCCESS STORY



TAP (Teaching as a Profession/Grow Your Own)

- New partnership with KCS in spring of 2025 formed
- 7 Students enrolled in education dual enrollment courses in the spring of 2025
- 100% of WBL/TAP Students earned their para certifications
- 4 of the first cohort of TAP/WBL students are continuing their education to become educators
- 3 of the first cohort are in their 2nd year of WBL /TAP
- 12 students are scheduled in WBL/TAP
- Beginning in the fall of 2025, WBL/TAP students are paid instructional assistants for KCS



Enrollment Increase

- Enrollment has grown from 56 to 71 students (a 27% increase) from last year to this year.

Follow-up Data from Class of 2024

- 84% of our students are working or pursuing further education or both—this meets the national JAG standard and exceeds the state average for JAG Tennessee (which is about 80%).



Improving Young Lives Forever

BUILDING SKILLS THROUGH SERVICE AND EXPLORATION

Service Learning Projects Career Readiness and Life Skills Workshops Exploring Colleges & Building Connections



Cadence Thomas

IT'S TIME FOR A REALITY CHECK

Life is full of big decisions, and Regions Bank is here to help you learn how to create a monthly budget. Being smart about your money choices has never been easier—or more fun—than it is with Next Step Reality Check.

INSTRUCTIONS: Listed below is your persona for the game. While considering the amount you have available to spend each month, make smart budget choices. Use the checking account register to deduct your expenses (debit) or add your deposits (credits) as you go. When you're done go to **THE BANK** for a reality check.

WHO AM I?
Age: 30
Occupation: Chef
Annual Salary: \$39,900
Taxes Withheld Monthly: \$1,573
Monthly Salary: \$3,325
Education Level: 2-year Associates Degree
Monthly College Loan Payment: \$0

FAMILY SCENARIO
Marital Status: Married
Spouse's Annual Salary: \$23,020
Spouse's Monthly Salary: \$1,918
Gross annual income, including any income from your spouse: \$62,920
Gross monthly income, including any income from your spouse: \$5,243
Children: 4
Apt/In: In school, Toddler
Childcare or After-school Care Costs: \$1,000

BUDGET GUIDELINES			
CATEGORY	% OF INCOME	HOW MUCH SHOULD I SPEND? Monthly Net Income, %	DEFINITION
Savings	10%	\$629.20	Always pay yourself first. Emergency savings, retirement, other goals.
Housing	35%	\$1,835.09	Rent, mortgage payments, property taxes, home insurance
Utilities	5%	\$261.15	Water, electricity, heat
Food	15%	\$786.45	Includes both grocery and restaurant expenses
Child Care	6%	\$314.68	Includes child care for all children younger than teens
Transportation	15%	\$786.45	All automobile expenses, or any other modes of transportation including taxi, bus, train, ride shares and car loan payment, gas, auto insurance, auto repair, etc.
Loan Payments	10%	\$529.20	Credit cards, student loans, etc.
Entertainment/Subscription/Clothing	2%	\$104.86	Entertainment, cable TV, music/movie streaming, clothes, hobbies, vacations
Cell phone	2%	\$104.86	Although cell phones are very common, they are typically not a necessity.

\$2,670 is my NET MONTHLY INCOME (spendable income) after paying taxes, childcare and college loans. In reality check, this is the amount I'll use to build my budget.

MEMBER FDIC



FUTURE READY STUDENT SUCCESS STORY

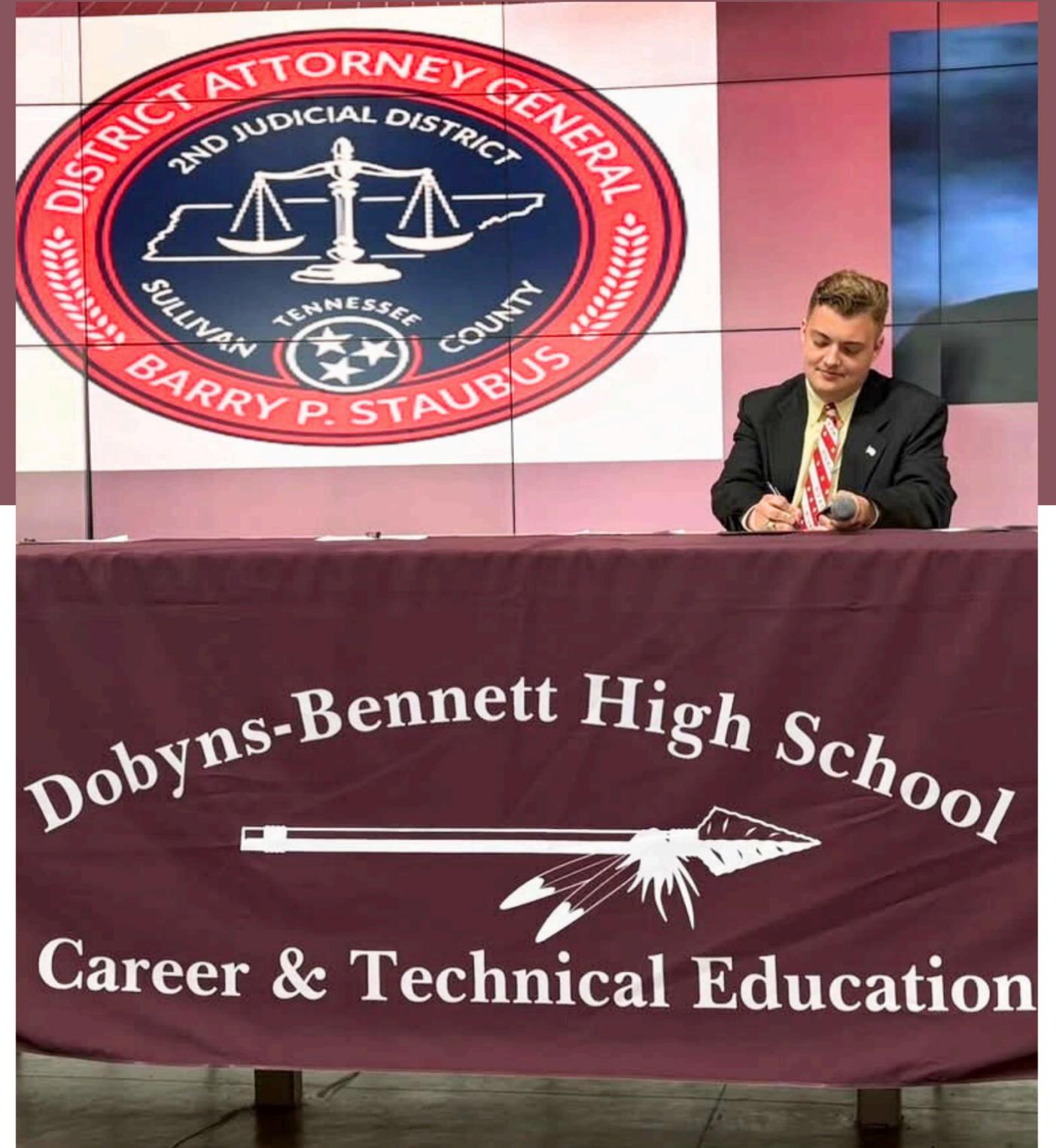
Success Story: Angelique “Indigo” Lurcook
When Indigo joined JAG, she wasn’t sure what career to pursue—she just knew she loved art, nature, and environmental science. Through JAG, she became the first paid intern at Bays Mountain, where she helped create exhibits and shadowed rangers. That experience gave her confidence and direction. Today, she’s attending Northeast State, working part-time, and pursuing her ultimate goal of becoming a park ranger at Bays Mountain.



FUTURE READY STUDENT SUCCESS STORY

Success Story: Zaiden Page

When Zaiden joined JAG, he wasn't sure what his future held or what steps to take next. His internship with the Sullivan County District Attorney's office confirmed his desire to become an attorney and gave him a clear plan forward. He now works part-time at the Sullivan County Corrections while attending Northeast State to study criminal justice. His ultimate goal is to become a prosecuting attorney.



FUTURE READY

STUDENT SUCCESS STORY

Success Story: Shae Biddle

When Shae joined JAG, she wasn't sure about college or her future career—and she didn't even have transportation. Through JAG, she was placed with Jess Williams at Bellafina, where she gained experience in marketing and built a lasting mentorship. She was also transported to her internship. Shae still volunteers with Bellafina, attends Northeast State, works part-time, and has saved enough to buy her own car.



FUTURE READY

STUDENT SUCCESS STORY

Success Story: Emmaly Perez

When Emmaly joined JAG, she felt conflicted about her future. She wasn't sure about teaching, thought she might just stay in her current job, and didn't think she could afford college. Through JAG, she gained experience as a classroom aide at The Palmer Center and had a wonderful experience. The internship planted a seed, but also showed her she wanted a different path—teaching older students or pursuing a trade. With support, she realized college was possible and she completed a certificate in HVAC from Northeast State.



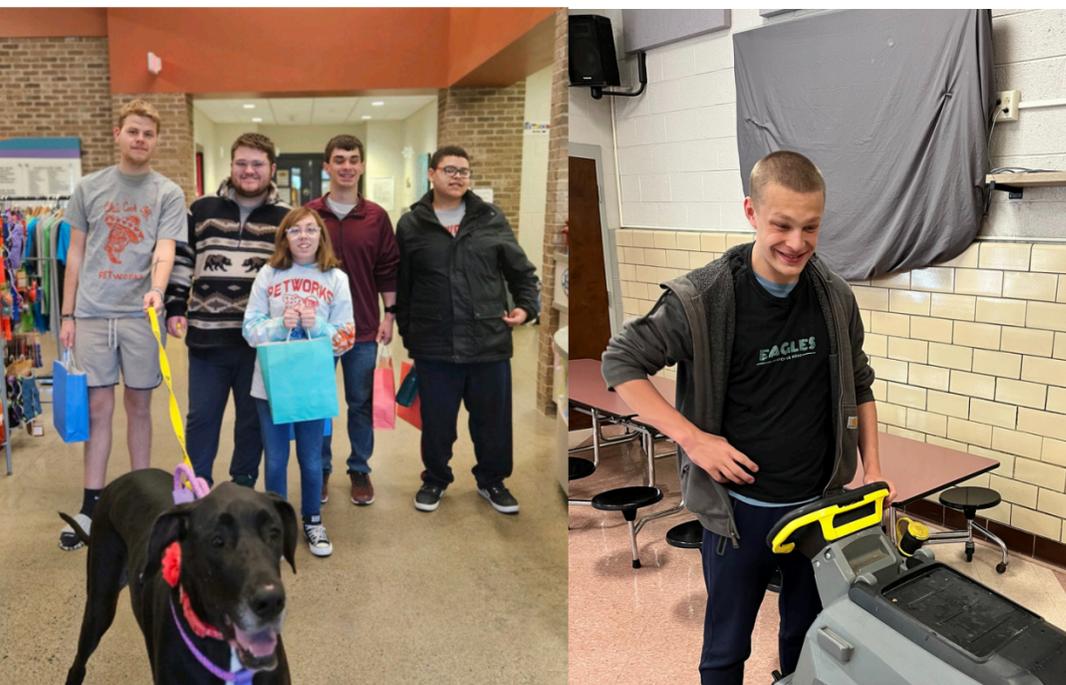
EDUCATE ✦ EMPLOY ✦ EMPOWER



What is TSW?

- State-funded grant through Vocational Rehabilitation.
- Serves students with disabilities (IEPs/504s)
- Consists of an elective class (C.R.E.W.S.) & Work-Based Learning experiences.
- **Primary Goal:** Provide a seamless transition for SWD from high school to post-secondary.

Transition School-to-Work



PRE-EMPLOYMENT TRANSITION SERVICES (PRE-ETS)

JOB EXPLORATION COUNSELING

CAREER AWARENESS - CAREER SPEAKERS -
CAREER STUDENT ORGANIZATIONS

POSTSECONDARY COUNSELING

CAREER CLUSTERS - STRATEGIES FOR TRANSITION TO POST-SECONDARY -
INFORMATION & GUIDANCE ON POST-SCHOOL TRAINING OPTIONS

WORKPLACE READINESS TRAINING

SOCIAL & INTERPERSONAL SKILLS - INDEPENDENT LIVING SKILLS -
FINANCIAL LITERACY - SOFT "ESSENTIAL" SKILLS

SELF-ADVOCACY

SELF-AWARENESS - DISABILITY DISCLOSURE & ADVOCACY -
DECISION MAKING - SELF-DETERMINATION

WORK-BASED LEARNING (WBL)

JOB SHADOWING - PAID INTERNSHIPS - NON-PAID WORK
EXPERIENCE - SERVICE LEARNING - VOLUNTEERING



Transition School-to-Work

FUTURE READY STUDENT SUCCESS STORY

Success Story: **Keith Horton**
Indian Path Community Hospital



FUTURE READY STUDENT SUCCESS STORY

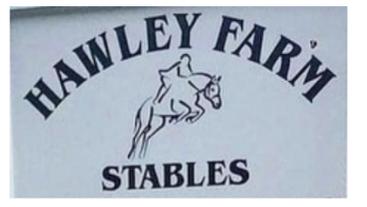
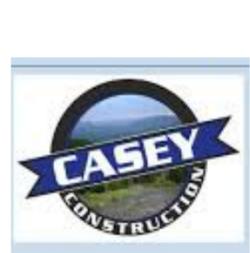
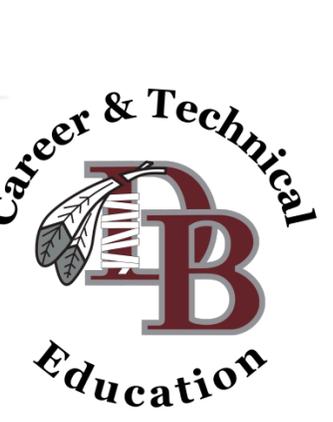
Success Story: **Michael Salyer**
Kingsport City Schools Maintenance



FUTURE READY STUDENT SUCCESS STORY

Success Story: **Vanessa Mina Ortiz**
Holston Valley & The Blake





WHAT IS THE TSW PROGRAM?

TSW is a state funded grant channeled through Vocational Rehabilitation. In a joint effort with Dobyms-Bennett High School, this grant pays for “Work Readiness Specialists” to work with students with disabilities in a one-on-one or small group setting at job sites in Kingsport. These work experiences can be paid or unpaid and are provided by the area business. The goal is to assist students in acclimating to the tenets of employment through a work readiness class and work-based learning at various job sites. These opportunities also create a smooth and seamless transition from high school to post-secondary employment.



“What we’re doing is making sure students with disabilities have equal access to employment and community-based living. The programs you’re seeing here at Dobyms-Bennett are exceptional programs that have been developed all across the state. But they’re doing really well across Northeast Tennessee.”

Brad Turner
TN DIDD Commissioner
Nov. 16, 2022

JOIN US TODAY!

CONTACT:

Jimmy Burleson

Transition School-to-Work Coordinator
Dobyms-Bennett High School
1 Tribe Way
Kingsport, TN 37664

Office: 423-378-8400 ext. 8490
Cell: 423-398-1385
Email: jfburleson@k12k.com



TRANSITION SCHOOL-TO-WORK

WORK-BASED LEARNING

WHAT ARE THE BENEFITS?

- Students are given the opportunity to develop and gauge interests and skill sets within job fields.
- Provides smooth transition from school to post-secondary employment.
- Commonly leads to future employment at training job sites, and/or strong references.
- Offers unique learning experiences that promote work-related skills, responsibilities, habits, etc.
- Provides employers with trained and skilled workers ready to step into paid positions.
- Allows businesses to strengthen ties to the community.

TSW Partners:

Texas Roadhouse
Ballad Health
Holston Valley Medical Ctr.
Morrison Healthcare
Food City
Golden Corral
Goodwill Industries
Pal's
The Blake

Bays Mountain Park
Indian Path CH
First Broad Street UMC
Braeden's BBQ
TNT Sportsplex
The YMCA
Kingsport City Schools
PetWorks
Small Miracles
Morgan Auto Service +

WHY CHOOSE US?

Companies can **save time and money** by investing in local talent and identifying and **recruiting** future employees. Companies benefit from **increased brand awareness** and their status as locally **preferred employers** thanks to the **relationships** they develop with students, families, and the community.

- ✓ Inclusion
- ✓ Hands-On Learning
- ✓ An Investment in our Community

LIABILITY

As schools and businesses continue to form collaborative partnerships to enhance student preparation for entrance into the workforce, concerns emerge regarding liability for students in community work sites.

Every student who participates in a community work experience must have parent permission and medical insurance. Workers Compensation does not apply to the unpaid work-based learning student and therefore the student's medical insurance along with a school purchased liability insurance policy on each WBL student, will cover any accidents or injuries occurred on the job site.

All Tennessee Dept. of Education work-based learning documents will be signed by both parties and filed at the school and work-site. These documents will have the medical insurance, job-site safety training, and liability release information listed.

FOLLOW US ON TWITTER!



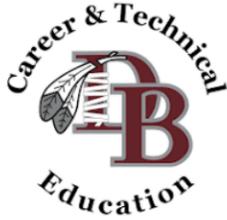
@DBHS_TSW



“THE TSW PROGRAM IS A WIN... THEY GET THE EXPERIENCE, THEY GET THE CUSTOMER SERVICE, AND IT MAKES THEM BETTER AND PREPARES THEM FOR THE REAL WORLD.”

**MARK HUBBARD
DISTRICT MANAGER
FOOD CITY**





Work-Based Learning (WBL)

KINGSPORT CITY SCHOOLS

Frequently Asked Questions

<p><i>What is Work-Based Learning?</i></p>	<p>Work-Based Learning (WBL) is a structured career technical program that integrates classroom instruction with real-world work experience. Work-Based Learning gives students the opportunity to explore career interests, develop technical and employability skills, and connect with local industry partners.</p>
<p><i>Who is eligible to participate in WBL?</i></p>	<p>Students in grades 11 and 12 who are at least 16 years old and meet eligibility requirements including academic standing, attendance, and behavior.</p>
<p><i>How are WBL students scheduled for work and school?</i></p>	<p>WBL is built into the student's class schedule during the school day. School and employers agree on a mutually beneficial schedule for students to report to work/placement. Students who are paid may be scheduled to work before/after school and during holidays/breaks.</p>
<p><i>How does WBL benefit students?</i></p>	<ul style="list-style-type: none"> • Gain hands on experience • Explore career pathways before graduation • Build professional network • Earn high school credit and career readiness
<p><i>Are students paid during their WBL placement?</i></p>	<p>Some WBL experiences are paid while others are unpaid. The industry partner makes this decision.</p>
<p><i>What are the benefits to industry partners?</i></p>	<ul style="list-style-type: none"> • Gain access to a pool of motivated and skilled students • Foster relationships with schools and the community • Contribute to the development of talent
<p><i>How do employers get involved with WBL?</i></p>	<p>Industry partners can participate in WBL by offering work-based learning placements (jobs/internships), guest speaking, industry tours, serving on advisory committees.</p>
<p><i>What is required of students during WBL?</i></p>	<ul style="list-style-type: none"> • Be enrolled in WBL • Submit a completed application and receive approval from the WBL coordinator • Complete and submit required documentation • Attend orientation and or pre-placement training • Participate in mock interviews/interviews and resume building workshops as needed • Report to the worksite as scheduled and on time • Notify the employer and WBL Coordinator in advance of any absences • Maintain professionalism, dress appropriately, and follow workplace rules • Meet performance expectations set by the employer and school • Maintain regular communication with the WBL Coordinator and worksite supervisor • Seek feedback and demonstrate a willingness to learn and grow • Maintain passing grades in academic courses • Exhibit appropriate behavior both at school and on the job • Serve as a positive representative of the school and program
<p><i>Who can I contact for more information about Work-Based Learning in the Kingsport City School System?</i></p>	<p>Connie Davis, WBL Coordinator cwdavis@k12k.com / (423) 378-8469</p>



2026-2027 School Calendar

10 In-Service Days (Includes Convocation)
 5 Administrative Days
 (Includes 2 Parent/Teacher Conference Days)

Teacher Work Days (no student attendance)

New Teacher Orientation	TBD
Convocation/ In-Service Days	July 27-29
Administrative Days	July 30-31
*In-Service Day	Sept. 8
Parent/Teacher Conference Day	Oct. 9
In-Service Day	Oct. 19
*In-Service Day	Nov. 3
In-Service Day	Jan. 4
Parent/Teacher Conference Day	Feb. 5
*In-Service Day	Feb. 8
In-Service Day	Mar. 12
Administrative Day	May 20
In-Service Day	May 21
*All employees report	

School Dismissal Days (no student or teacher attendance)

Labor Day	Sept. 7
Fall Break	Oct. 12-16
Thanksgiving Break	Nov. 25-27
Winter Break	Dec. 21- Jan. 1
MLK Day	Jan. 18
Spring Break	Mar. 22-26

Start of School (for students)

1st Semester	Aug. 3, 2026
2nd Semester	Jan. 5, 2027

End of Nine Weeks

1st Nine Weeks	Oct. 2, 2026
2nd Nine Weeks	Dec. 18, 2026
3rd Nine Weeks	March 11, 2027
4th Nine Weeks	May 19, 2027

July 2026	August 2026	September 2026
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October 2026	November 2026	December 2026
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January 2027	February 2027	March 2027
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April 2027	May 2027	June 2027
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Admin. Day	In-Service Day	In-Service Day (All employees report)	No School	1st Day of School	Early Dismissal	Parent/Teacher Conference Day
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Report Card Distribution						
Sept. 10 Progress Report	Oct. 8 Report Card	Nov. 12 Progress Report	Jan. 7 Report Card	Feb. 4 Progress Report	March 18 Report Card	April 15 Progress Report
						May 19 Report Card

MEMORANDUM

TO: All Principals, Administrators, and ASC Staff

FROM: Andy True

DATE: September 23, 2025

RE: PROPOSED 2026-27 Designated Holiday Schedule

In October 2025, it is expected that the BOE will approve the KCS student/academic calendar for the 2026-27 school year. Many of our employees base their work schedule on the academic calendar, and holidays for such employees are incorporated into that academic calendar.

All twelve-month employees receive twelve (12) paid holidays per year, per BOE Policy. Please share this proposed Designated Holiday schedule with all twelve-month employees under your supervision. The final 2026-27 Designated Holiday schedule is expected to be approved by the BOE in October 2025.

2026-27 Designated Holidays – PROPOSED (9/23/25)

Independence Day	Friday, July 3, 2026	(1 day)
Labor Day	Monday, September 7, 2026	(1 day)
Thanksgiving	Wednesday-Friday, November 25-27, 2026	(3 days)
Christmas Eve	Thursday, December 24, 2026	(1 day)
Christmas Day	Friday, December 25, 2026	(1 day)
New Year's Eve	Thursday, December 31, 2026	(1 day)
New Year's Day	Friday, January 1, 2027	(1 day)
Martin Luther King Jr. Day	Monday, January 18, 2027	(1 day)
Memorial Day	Monday, May 31, 2027	(1 day)
Floating Holiday*	TBD	(1 day)

*The Floating Holiday may be designated with supervisor approval, may not be used to generate overtime, and will be forfeited if not utilized prior to July 1, 2027.

KCS Board of Education
 Committee Assignments
 2025-2026

Committee Name	Frequency	2025-26 Rep
Activities	Quarterly	Brandon Fletcher
Budget	Budget Season, 3-4	All BOE Members
Community Partners	Monthly	Brandon Fletcher Melissa Woods
Emergency Response Plan	1-2/year	Jamie Jackson Brandon Fletcher
Employee Benefits	Twice Annually	Jamie Jackson
Executive Committee	As Needed	Brandon Fletcher
Healthy Kingsport	Quarterly	Todd Golden
Insurance Task Force	As Needed	Phillip Marshall
Visit Kingsport	Monthly	Brandon Fletcher
Leadership Team	Monthly	Brandon Fletcher
Policy	As Needed	Todd Golden
School Health Advisory	2-3/year	Phillip Marshall
Superintendent Evaluation	Yearly	Brandon Fletcher Melissa Woods
Teacher/Classified Sick Leave	As Needed	Todd Golden
TN Legislative Network	Weekly, January-April Legislative & Legal Institute, February	Melissa Woods