NEWTON COUNTY SCHOOLS
SPIRIT | PRIDE | EXCELLENCE
Achieves

2024 - 2025 Goals

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NCS 2024 - 2025 Priorities

ACADEMICS

- Develop a clear and comprehensive literacy strategy, prepared for launch in 2025 – coupled by the identification of essential, research-based supportive resources
- Strengthen the district's instructional core by clarifying common expectations for curriculum usage, instructional planning and delivery, academic intervention, and assessment
- Implement clear and consistent systems of support, coaching and development, and supervision for teaching and learning personnel; invest in the development of key instructional support personnel

OPERATIONS

- Strengthen staff recruitment and retention efforts
- Develop programming aimed at removing barriers to student learning , with a focus on mental health, behavioral support and intervention, and student attendance
- Develop infrastructure to support increased parent engagement and connection; streamline access to essential services and resources
- Enhance district communication efforts (both internal and external) to achieve 1)organizational transparency 2) elevated branding and marketing

CULTURE & ENGAGEMENT

- Increase opportunities for formal employee recognition across multiple divisions and at every level within the organization
- Deepen and initiate expansive professional development opportunities for NCS personnel
- Develop a more robust reporting structure for BOE meetings to ensure greater community transparency regarding organizational objectives, status, and plans.

NEWTON COUNTY SCHOOLS

ACADEMICS

Quantifiable Goals

- Increase the percentage of students in grades 3-12 reading on grade level as measured by the Lexile score on the Georgia Milestones Assessment (GMAS).
- Increase overall percentage of Proficient and Above Learners in ELA in grades 3, 5, and 8 on GMAS.
- Increase overall percentage of Proficient and Above Learners in Math for 4th, 7th, and Algebra Concepts and Connections on GMAS.

ACADEMICS

Executable Goals

- Design and implement a comprehensive, districtwide literacy strategy aligned to the Science of Reading.

- Design and implement 1) a universally applied instructional framework 2) a universally applied balanced assessment system.

ACADEMICS

Strategy Highlights

- Training for all K – 5 teachers in Science of Reading pedagogy.
- Identify best practices for reading instruction and professional learning through a literacy pilot program.
- Develop and implement a clear MTSS intervention structure; Tier 2, Tier 3, and Tier 4 evidence-based interventions.
- Professional Learning focus on instructional planning using GADOE Instructional Frameworks.
- Development of districtwide balanced assessment system.

OPERATIONS

Goals

- Improve staff compensation.
- Improve core business functions related to the timely acquisition of essential resources.
- Increase Board and community transparency.
- Improve organizational effectiveness and productivity through the development of aligned systems for identifying and completing work.

OPERATIONS

Strategy Highlights

- 1) Facilitate a classification and compensation study 2) implement findings in full.
- 1) Develop and 2) implement a comprehensive pay scale for all job families and classifications.
- Redesign and implement a new purchase order process and train essential personnel.
- Redesign the Board Meeting Agenda to align with Organizational Priorities.

OPERATIONS
Strategy Highlights

- Develop a Quarterly Report reporting structure to communicate progress on the pursuit of Organizational Priorities and / or goals.
- Develop Operational Management Plans (OMP's) and Key Performance Indicators (KPI's) across divisions.
- Develop and implement a comprehensive Board Meeting summary process to enhance public transparency.

CULTURE & ENGAGEMENT

Goals

- Curate a modern, elevated, and more recognizable school district brand.
- Expand district and staff recognitions.
- Improve overall staff satisfaction.
- Increase staff retention.

CULTURE & ENGAGEMENT

Strategy Highlights

• Engage the professional services of a graphic designer.
• Plan and launch new programming to highlight district and staff achievements.
• Implement feedback mechanisms to monitor staff satisfaction and engagement.
• Develop professional development and support programs.
• Enhance communication and collaboration across the district.

COMMUNITY METRIC
GRADUATION RATE



ASPIRATIONAL GOALS

• Increasing underrepresented Subgroup (Black and Hispanic) participation in AP Courses.
• Increasing Black and/or Hispanic Male participation in Dual Enrollment and AP/Honors courses.
• Increasing the number of Gifted Identified students.
• Increasing the number of Advanced Placement course offerings districtwide.
• Increasing overall Dual Enrollment participation percentage.
• Increasing the overall number of CTAE Pathway completers.

We are on a relentless pursuit to become the

FASTEST IMPROVING

school district in the state of Georgia – organized and led by a

HIGHLY SKILLED TEACHER & LEADER WORKFORCE

working tirelessly

on behalf of children for the benefit of our community

and **PRODUCING BREAKTHROUGH RESULTS**

NEWTON COUNTY SCHOOLS