NEWTON COUNTY SCHOOLS
SPIRIT | PRIDE | EXCELLENCE
Achieves



Organizational Priorities

Quarterly Report – Q1

Foundation Building

November 19, 2024

Benjamin Roundtree
Special Assistant to the Superintendent

SPIRIT | PRIDE | EXCELLENCE

NEWTON COUNTY SCHOOLS *Achieves*

ORGANIZATIONAL PRIORITIES

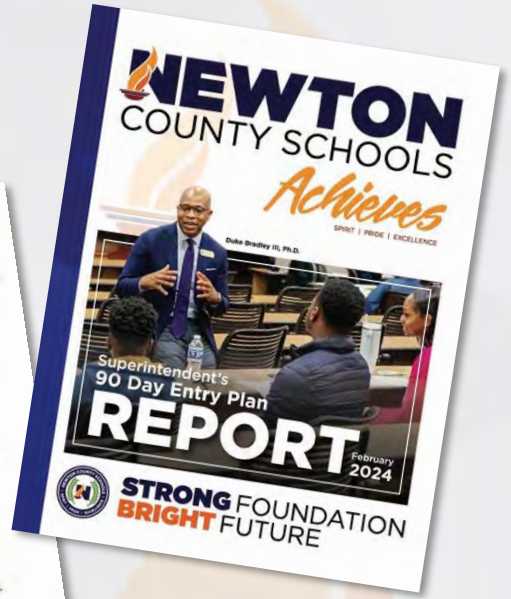
NOV. 2024
Q1 **2024-2025**

QUARTERLY REPORT

ACADEMICS
OPERATIONS
CULTURE &

Quantifiable Goals
Community Metric
Aspirational Goals
Strategies







Q1
2024-2025

NEWTON COUNTY SCHOOLS | SPIRIT | PRIDE | EXCELLENCE

NEWTON COUNTY SCHOOLS | ORGANIZATIONAL PRIORITIES

QUARTERLY REPORT
ACADEMICS



Literacy Strategy - The Science of Reading

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

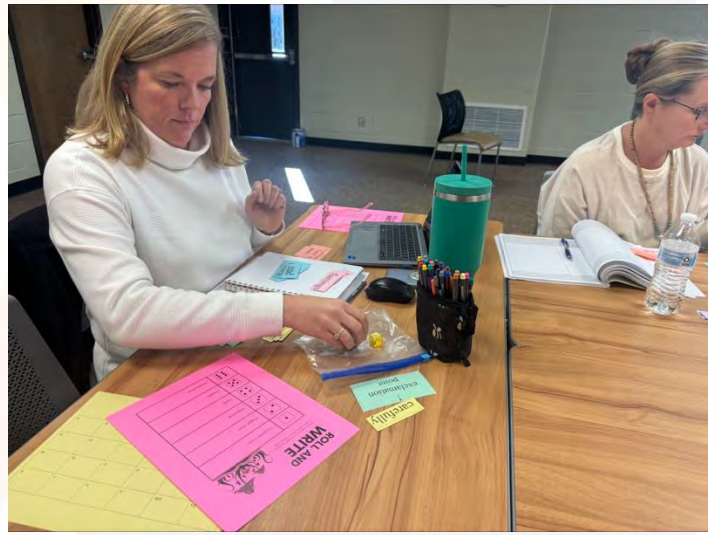


NEWTON COUNTY SCHOOLS | ORGANIZATIONAL PRIORITIES

QUARTERLY REPORT
ACADEMICS







NCS INSTRUCTIONAL FRAMEWORK

A Student Learning Experience Commitment

The NCS Instructional Framework is a clear, compelling, and systematic guidance model for instruction across the district.

NEWTON COUNTY SCHOOLS | ORGANIZATIONAL PRIORITIES

QUARTERLY REPORT
ACADEMICS







ORGANIZATIONAL COLLABORATION







NEWTON COUNTY SCHOOLS | ORGANIZATIONAL PRIORITIES

QUARTERLY REPORT OPERATIONS



Classification and Compensation Study

1) Facilitate a classification and compensation study 2) implement findings in full

- A Position Analysis Questionnaire (PAQ) was distributed to all staff to collect important information about jobs and positions. The PAQ assisted in analyzing and clarifying positions. There were 449 PAQs completed and submitted.
- Job descriptions and PAQs were used to evaluate and classify positions using a Factor Analysis System (FAS). The FAS is a structured, consistent, and objective method to assess and classify positions.
- Multiple desk audits were conducted. The purpose of the desk audits was to gather details about specific jobs directly from the employees.
- A compensation study was conducted, which included salary comparisons to like and nearby school districts.

District-Wide Compensation Scale

1) Develop and 2) implement – a comprehensive pay scale for all job families and classifications

- As a result of the classification and compensation study, proposed comprehensive pay scales for all job families and classifications were developed. These pay adjustments will be submitted to the Board of Education for consideration for the FY26 budget.

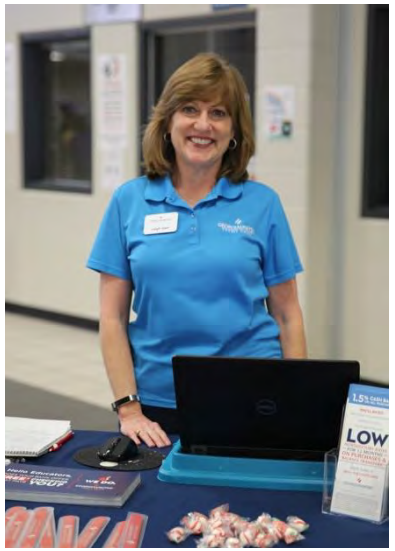


NEWTON COUNTY SCHOOLS | ORGANIZATIONAL PRIORITIES

QUARTERLY REPORT
OPERATIONS

Our Employees Inform Our Improvements

Newton County Schools is improving our compensation and benefits packages based on feedback from our staff.









NEWTON COUNTY SCHOOLS | ORGANIZATIONAL PRIORITIES

QUARTERLY REPORT
OPERATIONS

Board Work Alignment to Community and Stakeholder Transparency

Redesign the Board Meeting Agenda to align with organizational priorities.

Changes to the meeting agenda for the Board of Education were made to ensure that the reports provided to the Board are aligned with organizational priorities. Recurring reports, such as the Finance and Construction and ESPLOST reports, are also included to ensure enhanced transparency.



NEWTON COUNTY SCHOOLS | ORGANIZATIONAL PRIORITIES

QUARTERLY REPORT
OPERATIONS

Enhancing Productivity As An Organization

Aligning, organizing and monitoring the work of our organization to make sure everyone at Newton County Schools is working toward the shared goals on behalf or children for the benefit of our community.



NEWTON COUNTY SCHOOLS | # OMP & KPIs

NEWTON COUNTY SCHOOLS | ORGANIZATIONAL PRIORITIES

QUARTERLY REPORT
CULTURE & ENGAGEMENT



TOTY
TEACHER OF THE YEAR

HERO
HONORING EXCEPTIONAL CLASSIFIED EMPLOYEES

SPORTY
SUPPORT PROFESSIONALS OF THE YEAR

COUNSELOR OF THE YEAR



NEWTON COUNTY SCHOOLS | ORGANIZATIONAL PRIORITIES

QUARTERLY REPORT
CULTURE & ENGAGEMENT







STRONG EXECUTIVE LEADERSHIP







NEWTON COUNTY SCHOOLS | ORGANIZATIONAL PRIORITIES

QUARTERLY REPORT
ASPIRATIONAL GOALS



Strategy Updates

- A review of Advanced Placement course enrollment has begun, which will lead to a plan for recruiting underrepresented groups.
- Efforts are underway to credential select teachers to become adjunct instructors at Georgia Piedmont Technical College so students may complete dual enrollment courses at each base high school.
- Work is in progress to add dual enrollment credit courses in English as well as Technical Certificate of Credit programs at each base high school. Newton College and Career Academy presently offers the English courses and certificate of credit program courses.
- CTAE enrollment and pathway completion data are under review in order to expand and align future course offerings.
- The Virtual Instructional Program is under review.

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**

ORGANIZATIONAL PRIORITIES

NEWTON COUNTY SCHOOLS