NEWTON COUNTY SCHOOLS

ORGANIZATIONAL PRIORITIES

JUN. 2025
Q3 **2024-2025**

ACADEMICS
OPERATIONS
CULTURE & ENGAGEMENT

QUARTERLY REPORT



Q3
2024-2025

QUARTERLY REPORT

From the Superintendent



Dear Friends & Stakeholders,

As we close out the 2024–2025 school year, I'm pleased to share with you our Quarter 3 Quarterly Report - our final report for the year.

You'll recall that we launched this reporting system as a part of our commitment to enhanced transparency and meaningful communication with our stakeholders. This year, and perhaps more than ever, it has been vital that our community remains informed about the work underway across Newton County Schools. These reports have provided a clear and timely view of our progress on board-approved priorities in Academics, Operations, and Culture and Engagement, and we've remained focused on those areas with clear intention and purpose.

This final report captures both the work completed this quarter and reflects, more broadly, the outcomes of a year that we've aptly titled "Building Our Future." Thanks to the steady leadership of our Board of Education, we've done just that. For example, we've strengthened our instructional core and better positioned every student to receive rigorous, high-quality instruction. We've improved general operations and we have increased transparency. We've also implemented new systems and supports that reflect a thoughtful, future-focused organization. Equally important, we've invested deeply in our people by celebrating their contributions, supporting their development, and ensuring that they are recognized and well-compensated for their service.

For all of this work, we thank you for supporting our journey and for maintaining your passion for our students and staff. Your belief in our work continues to move us forward.

Warm regards,

Duke

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Lorem ipsum

QUARTERLY REPORT

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 communications efforts (both internal and external) to achieve 1) organizational clarity and 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.*

How We Are Measuring

Quantifiable Goals

Quantifiable goals are defined by specific numbers or percentages. For example, a goal to improve math performance might be measured by the percentage increase from the previous year using the same evaluation tool. **Discrete goals** are assessed based on whether a particular action has been completed.

Community Metric

This document includes a "community metric" goal. We consider Graduation Rate as a community metric, which is not directly tied to Academics, Operations, or Culture and Engagement. Instead, it reflects a range of factors beyond student achievement and performance.

Aspirational Goals

This document also features aspirational goals for the future. These goals are presented to the Board to highlight specific work needed during the 2024-2025 school year to achieve them. The Board's endorsement and approval of these goals will guide our efforts this year.

Strategies

Each goal is accompanied by corresponding strategies. While these strategies are primarily for internal team use, they offer insight into the actions the team will undertake. Some strategies may also be featured in Board meeting presentations or items requiring the Board's approval.



PROGRESSION DESIGNATIONS

RESEARCH | PLAN

IMPLEMENT | MONITOR

QUARTERLY REPORT

ACADEMICS







Literacy Strategy Development

RESEARCH | PLAN | IMPLEMENT | MONITOR

Design and implement a comprehensive, district-wide ***Literacy Strategy***

- The district's core resource for reading instruction was updated to support structured literacy as the district's method of teaching reading. Structured literacy is in direct alignment to the Science of Reading.
- Prescribed instructional minutes for literacy have been standardized.
- The REAP pilot concluded at East Newton Elementary School and South Salem Elementary School. As a result of the pilot's success, the program will expand to six schools during the 2025-26 school year.

NEWTON COUNTY SCHOOLS LITERACY BLUEPRINT

Note: The district's literacy improvement efforts will continue into the 2025-26 school year with a focus on strengthening students' literacy foundation and implementing research-based literacy instructional practices, interventions, and support systems. The literacy plan will be synthesized into a single, comprehensive guidebook.

Balanced Assessment Development

RESEARCH | PLAN | IMPLEMENT | MONITOR

Design and implement a universally applied ***Balanced Assessment System***

- The blueprints for the fall interim assessments in grades 3 – 12 have been developed. These are periodic assessments that will be administered throughout the year to monitor student progress toward specific learning goals, helping to inform instructional adjustments.

Instructional Framework Development

RESEARCH | PLAN | IMPLEMENT | MONITOR

Design and implement a universally applied ***Instructional Framework***

- A cohort of teachers has been selected to develop and pilot the NCS Excellence in Teaching Instructional Framework. This core group of teachers will be the first to use and refine the district's instructional framework, with a goal to ensure that it is ready for optimal district-wide implementation.

NCS EXCELLENCE IN TEACHING FRAMEWORK

QUARTERLY REPORT OPERATIONS

Enhanced Operational Efficiency - Organizational Clarity and Transparency

How To Do Business with Newton County Schools

Through both policy and strategic investment, the Newton County Board of Education has expressed a commitment to ensure interested vendors – including local, minority-owned, women-owned, and small business enterprises – have clarity on how to pursue business opportunities with Newton County Schools.

- Two seminars were hosted by the Procurement Department to orient vendors to the processes and procedures for doing business with Newton County Schools.

Note: During the seminars, guests were provided with an overview of Newton County Schools' purchasing policy and the structure of its purchasing process. Procurement Department staff also discussed how to pursue business opportunities with the district.



Removing Barriers to Student Learning and Parent Engagement

There was a culmination of the district's efforts to address barriers to student learning, particularly around student attendance and parent engagement. Some of the programs and initiatives that have been put in place during the 2024-25 school year to encourage and enhance student attendance include:

- The development of attendance committees that regularly review data to identify trends and provide timely support
- Improved and well-defined school-based communications systems to engage families

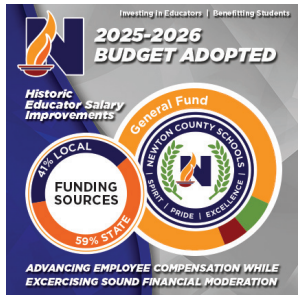
The district's approach to parent engagement is equally complex and is designed to produce a meaningful partnership between families, schools, and the district. To strengthen parent engagement:

- Newton County Schools deployed multiple platforms for consistent communication with parents, including Infinite Campus, the Remind online platform, School Messenger, and social media.
- The district's Parent Connect initiative offered various support channels such as webinars, podcasts, and conferences to engage families in their child's education.
- Schools also offered opportunities for parents to get involved through PTOs, advisory councils, and school-based events.

Classification and Compensation

Salary enhancements implemented for 2025-26 school year.

Goal accomplished!



Enhanced Community Transparency

- Specific to ESPLOST VI, the NCS eSplost Tracker is active on the district's website. The tracker is designed to share real-time progress with the community on each project.

NCS eSPLOST TRACKER

QUARTERLY REPORT
CULTURE & ENGAGEMENT







Culture & Engagement Goals

Recognition Programming

HERO Awards

The HERO Awards Program was held in April to recognize the district's classified professionals who serve students, families, and staff. From bus drivers and nutrition staff to clerks and paraprofessionals, these dedicated employees make everything happen behind the scenes.



Media Specialist of the Year

The Newton County School System hosted its annual Media Specialist of the Year Recognition Reception in April to honor the exceptional contributions of library media professionals across the district. The event celebrated the dedication and innovation of media specialists who foster literacy, support instructional technology, and create welcoming, engaging spaces for student learning.



Investing in Leadership Capacity

Launched the Assistant Principals' Academy as part of the THRIVE Leadership Development Program with an inaugural cohort of twenty participants.

NCS THRIVE APA
ASSISTANT PRINCIPAL ACADEMY
Tenacity | Heart | Resilience | Innovation | Vision | Equity

The THRIVE: Aspiring Assistant Principals' Program is a professional learning opportunity for educators in Newton County Schools who aspire to become assistant principals. Rooted in the core values of Tenacity, Heart, Resilience, Innovation, Vision, and Equity, THRIVE is designed to cultivate the mindset and develop the skills needed to lead with purpose and impact. There is a special emphasis on the critical role school leadership plays in fostering inclusive and high-performing learning environments. THRIVE aims to develop a strong pipeline of future assistant principals who are equipped to support teachers, build meaningful school relationships, and drive student success.

QUARTERLY REPORT ASPIRATIONAL GOALS







Tier 1

Goals that are difficult to generate strategy around. However, we believe that they are organizationally significant and aligned to our mission of achieving excellence for all children.

Subgroup AP Course Enrollment
Increase underrepresented subgroup (Black and Hispanic) participation in AP courses

Subgroup DE/AP/Honors Course Enrollment
Increase Black and/or Hispanic male participation in 1) Dual enrollment 2) AP/Honors courses

Gifted Identification
Increase number of gifted identified students, district-wide

Tier 2

Goals that we are not currently organized to achieve. However, our expectation is to develop a plan during the FY25 school-year to ensure that they are possible in subsequent years.

AP Course Offerings
Increase in the number of Advanced Placement course offerings, district-wide

Dual-Enrollment Participation
Increase overall dual-enrollment participation percentage increase

CTAE Pathway Completers
Increase the overall number of CTAE pathway completers

Aspirational Goal Milestones

CERTIFIED ELEMENTARY WORKFORCE READY | CERTIFIED MIDDLE GRADES WORKFORCE READY | CERTIFIED HIGH SCHOOL WORKFORCE READY

Workforce Development Framework
Newton County Schools is developing a Framework for Workforce Development to respond to the need to position our students to be the workforce of the future. The framework will serve as a strategic blueprint that connects education, industry, and community to build a modern and inclusive workforce. It is being informed by district data, historical context, and insights from business and industry discussions, and partnerships have been formed with the Newton County Chamber of Commerce, the Newton County Industrial Development Authority, and Georgia Piedmont Technical College. The aim is to make workforce readiness accessible to all students.

- Skills development through academic coursework
- Community partnerships
- Industry collaborations
- Clearly defined post-secondary pathways that provide valuable skills, credentials, and meaningful work experience

NEWTON COUNTY SCHOOLS WORKFORCE DEVELOPMENT
Skills | Pathways | Partnerships | Collaborations

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 | SPIRIT | PRIDE | EXCELLENCE |

SPIRIT | PRIDE | EXCELLENCE
NEWTON COUNTY SCHOOLS *Achieves*