NEWTON COUNTY SCHOOLS
WORKFORCE DEVELOPMENT
Skills | Community | Industry | Readiness

Workforce Development Update 11.A.1.

February 17, 2026

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NEWTON COUNTY SCHOOLS

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Establishing Continuity & Purpose

- **Workforce Development in NCS is the result of many years of effort. Now it is being articulated in a districtwide strategy**
- **This strategy represents an elevation and refinement of existing work and reflects an expansive and intentional approach**



Prospective Organizational Priorities for the FY'26 School-Year

NEWTON COUNTY SCHOOLS | ORGANIZATIONAL PRIORITIES

STRONG FOUNDATION BRIGHT FUTURE

ACADEMICS | Advancing Academics, School Improvement, and Student Supports

- *Strengthen the district's literacy foundation; clarify and document the district's literacy improvement philosophy, strategy, and resources.*
- *Strengthen the instructional core (implement research-based instructional practices, interventions, and support systems in service of ensuring rigorous, Tier 1 Instruction, district-wide.*

OPERATIONS | Advancing Operational Effectiveness

- *Advance school safety through coordinated improvement strategy.*
- *Ensure the development of a multi-year Strategic Plan.*
- *Identify and implement necessary operational efficiencies to streamline core systems and enhance organizational effectiveness.*
- *Evaluate district-wide facilities to explore opportunities for future use, right sizing, efficiency, upgrades, and modernization.*

CULTURE & ENGAGEMENT | Advancing Culture and Engagement

- *Develop a commonly applied, Tier I behavior support and intervention framework.*
- *Deepen community and stakeholder engagement.*

INNOVATION & ORGANIZATION | Advancing Innovation and Organizational Stability

- *Strengthen pathways and programs for students that support workforce development, aligned with community needs and industry partnerships.*
- *Evaluate and modernize policies to promote coherence and to correspond with the current state of the district.*
- *Invest in the professional growth of current and aspiring leaders to strengthen executive capacity, develop a sustainable leadership pipeline, and ensure high-impact leadership at all levels.*

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"We plan to accomplish this by aligning our education pathways to access high-demand, high-skill, and high-wage careers..."

- **Governor Brian Kemp**, 2025

The Top State for Talent Act



Board & State Alignment

ORGANIZATIONAL PRIORITIES

ADVANCING INNOVATION & ORGANIZATIONAL STABILITY

- *Strengthen pathways and programs for students that support workforce development, aligned with community needs and industry partnerships*
- *Evaluate and modernize policies to promote coherence and to correspond with the current state of the district*
- *Invest in the professional growth of current and aspiring leaders to strengthen executive capacity, develop a sustainable leadership pipeline, and ensure high-impact leadership at all levels*

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Leadership & Statewide Positioning



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NEWTON
CHAMBER OF COMMERCE

District Readiness & Capacity

Georgia® USA

- **NCS is positioned to advance a comprehensive strategy – the elements are already in place…**
  - **First-Class College & Career Academy**
  - **Strong Community Interest**
  - **Engaged Local Businesses**
  - **Post-Secondary Partners**

- **NCS has dedicated personnel in place to…**
  - **Support**
  - **Coordinate**
  - **Reinforce**

GEORGIA Archway Partnership

GEORGIA PIEDMONT TECHNICAL COLLEGE

NEWTON COUNTY SCHOOLS

K-12 WORKFORCE DEVELOPMENT
ACADEMIC CONTINUUM

\+ NCS EXCELLENCE IN TEACHING FRAMEWORK

INSTRUCTIONAL FRAMEWORK

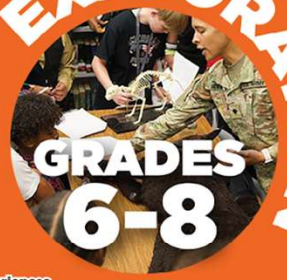
EXCELLENCE IN TEACHING

EXPOSURE



- Integrated Career Awareness in all Subject Areas
- Family Participation in Career-Awareness Events
- Guest Speakers from Local Businesses
- Problem Solving Emphasis
- Teamwork Based
- Workforce Readiness in School Improvement plan

EXPLORATION



- Integrated Career-Awareness in all Subject Areas
- Family Participation in Career Awareness Events
- Student Interest/Aptitude Assessments
- Tentative "MyPath" Career Goals Set
- Job Shadowing Experiences & CTSO Activities
- Professional Skills Curriculum

EXPERIENCE



- Family Participation in Career-Awareness Events
- Industry and Higher-Ed Vertical Alignment
- Tools & Trades Events & HS Career Expo
- "My Path" Career Goals Set
- Job Shadowing, Work-Based Learning, and CTSO Experiences
- Professional Skills Curriculum
- Senior Capstone Project
- Attainment of Age-Appropriate Career Credentials
- Post-Secondary Placement Monitoring
- Workforce Advisory Committee
- Workforce Readiness in School Improvement plan

Framework Development & Core Belief

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Intended Outcomes



By spring 2031
90%
of Seniors have Completed a Pathway

By spring 2029
85% of Graduating Seniors Earning Industry Credentials

100%
of Newton Schools will Participate in Annual Career Events by spring 2029

By spring 2029
50% of 5th & 8th Graders Earn GeorgiaBEST Certification

90% of Students will have Completed a MyPath Plan by spring 2031

5th & 8th Graders Certification Rates increased by **100%** By spring 2031

Partnerships Formed with
25/5 Local Employers & Regional Industry Associations by spring 2029

By spring 2029
90% of Graduates have a Post-Graduation Plan for Enrollment/Employment

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- Demonstrated Employability/Soft-skills at All Levels
- College/Career plans created by students
- Enhanced school-level and district-level career exposure events
- Increased number of students with post-secondary credit/credentials before graduation
- Increased pathway completion among high school students
- Workforce Ready School designations
- Increased number of industry partnerships with clearly defined for connection and engagement points

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