



2024-2025 SCHOOL YEAR

State of the State: New Story

A Year of Growth, Innovation, and Community

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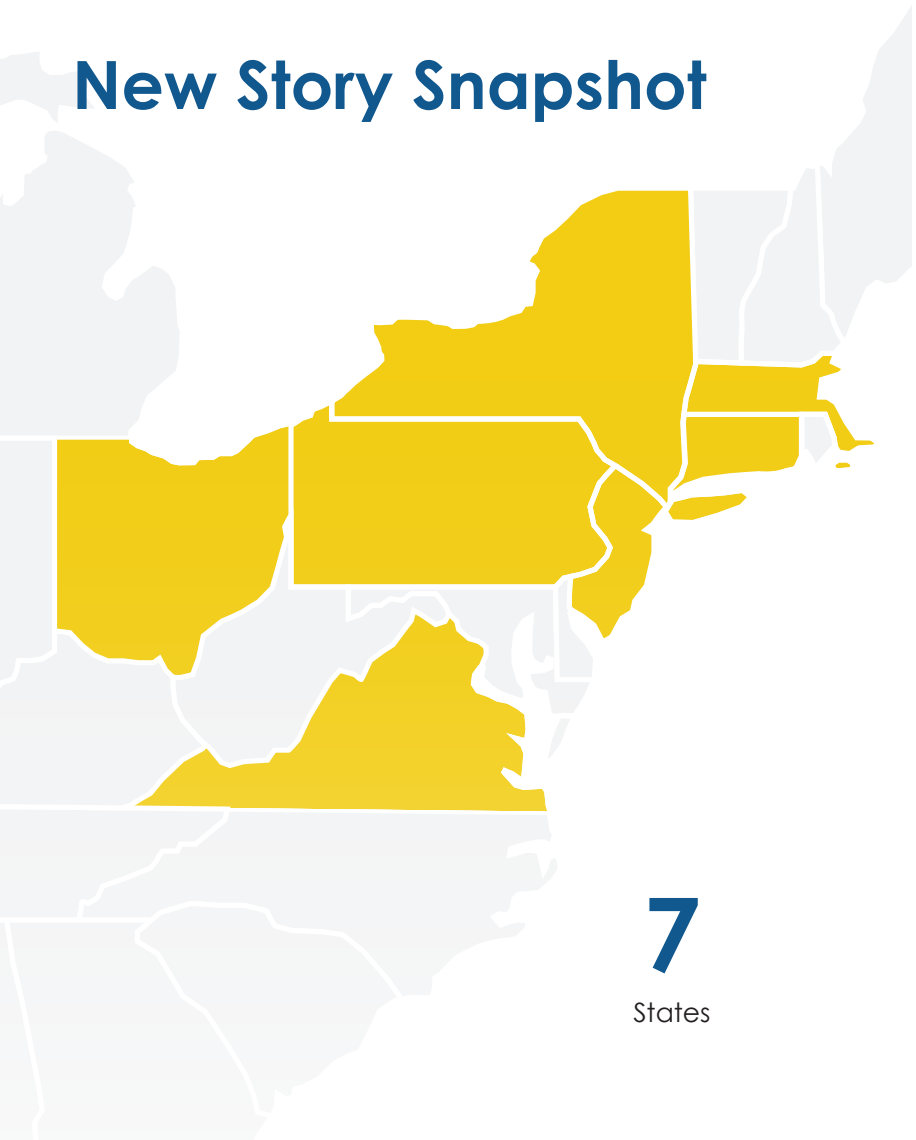
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New Story Snapshot



A Year in Review

In the 2024-2025 school year, New Story continued to deepen our partnerships with districts, families, and communities.

WE HELPED STUDENTS ACHIEVE:

Higher attendance, stronger progress toward **IEP goals**, and more **successful transitions** back to their home schools

WE PARTNERED WITH:

728

Districts to Deliver Specialized Services


WE SERVED:


5,498
Students


81
School Programs

40+
In-District Programs

WE INVESTED IN:

 **Our People**

 **Our Programs**

 **Our Facilities**

to ensure sustainable growth and excellence!



“

As I look back on the 24–25 school year, I’m proud of the impact we’ve made—supporting graduates entering their next chapter, successful transitions back to district, and building safe, supportive learning environments that our districts, families, and colleagues consistently tell us they trust.

– Jon Bicknell, Chief Executive Officer, New Story



We’re a Most Loved Workplace—again!

New Story has been certified as a Most Loved Workplace and is recognized as one of the Top 100 Companies. This certification is awarded to companies where employees feel the most valued, supported, and engaged. It’s based on the Love of Workplace Index™, which measures key aspects of workplace satisfaction, including respect, collaboration, and a sense of belonging. In addition to the primary certification, we are also recognized for our commitment to many specific areas, including awarded badges for Most Loved Workplaces for Women, Parents & Caregivers, Wellness, and Career Advancement, as well as the Most Loved CEO. These distinctions highlight our ongoing efforts to create an environment where every team member can thrive.



Our Mission & Goals

At New Story, we believe every child has the right to learn, grow, and succeed. That belief drives our mission: to provide high-quality, individualized education and therapeutic services that meet students where they are and help them reach their fullest potential.

Our work is built on three commitments:

- 1

Quality and Student Outcomes
We deliver programs rooted in evidence-based practices, focused on the outcomes that matter most—academic progress, social-emotional growth, and successful transitions. By continuously analyzing student data and district feedback, we refine our approach to improve results year after year.
- 2

Our People
We are, at our core, a people organization. From teachers and clinicians to support staff and leaders, our teams make the difference every day. We recruit, train, and retain exceptional educators while creating pathways for professional growth—because when our staff thrive, our students thrive.
- 3

Our Continuum of Care
We provide a wide range of programs in our out-of-district schools and alongside districts in public school settings, so students with higher levels of need can remain in the least restrictive environment while receiving the intensive special education services they require.

New Story Programs

Our schools and In-District services offer a range of programs to meet students' unique needs and abilities.

Category	Student Profile	Served by Our Schools	Served by In-District Services
Alternative Education	<ul style="list-style-type: none">Primarily engagement/attendance concerns (credit loss, truancy, risk of discipline).May have behavioral or emotional challenges that require therapeutic supports.Learning gaps present but not indicative of a specific high-needs disability.	✓	✓
Learning Disabilities	<ul style="list-style-type: none">Specific Learning Disability: dyslexia, dysgraphia, dyscalculia, language-based learning disorder.ADHD challenges impacting attention, organization, and work completion.Average cognitive ability; primary needs in reading, writing, math, or executive functioning.	✓	✓
Mental Health Challenges	<ul style="list-style-type: none">Anxiety disorders, depressive disorders, trauma-related disorders, OCD.School avoidance or functional impairment tied to mental health making it difficult to engage in learning.May include episodic mood symptoms without need for hospital-level care.	✓	✓
Mild Autism, Mild Emotional Disabilities	<ul style="list-style-type: none">Autism Spectrum Disorder (Level 1–2) with average or higher cognition.Social-communication differences, sensory needs, and self-regulation challenges.Emotional Disability with episodic externalizing behaviors impacting classroom participation.	✓	✓
Severe Autism, Severe Mental Disabilities	<ul style="list-style-type: none">Autism Spectrum Disorder (Level 2–3) and/or co-occurring Intellectual Disability.Nonspeaking or uses AAC; significant adaptive-skills needs.High-intensity behaviors (e.g., frequent aggression, self-injury) and substantial daily-living support needs.	✓	

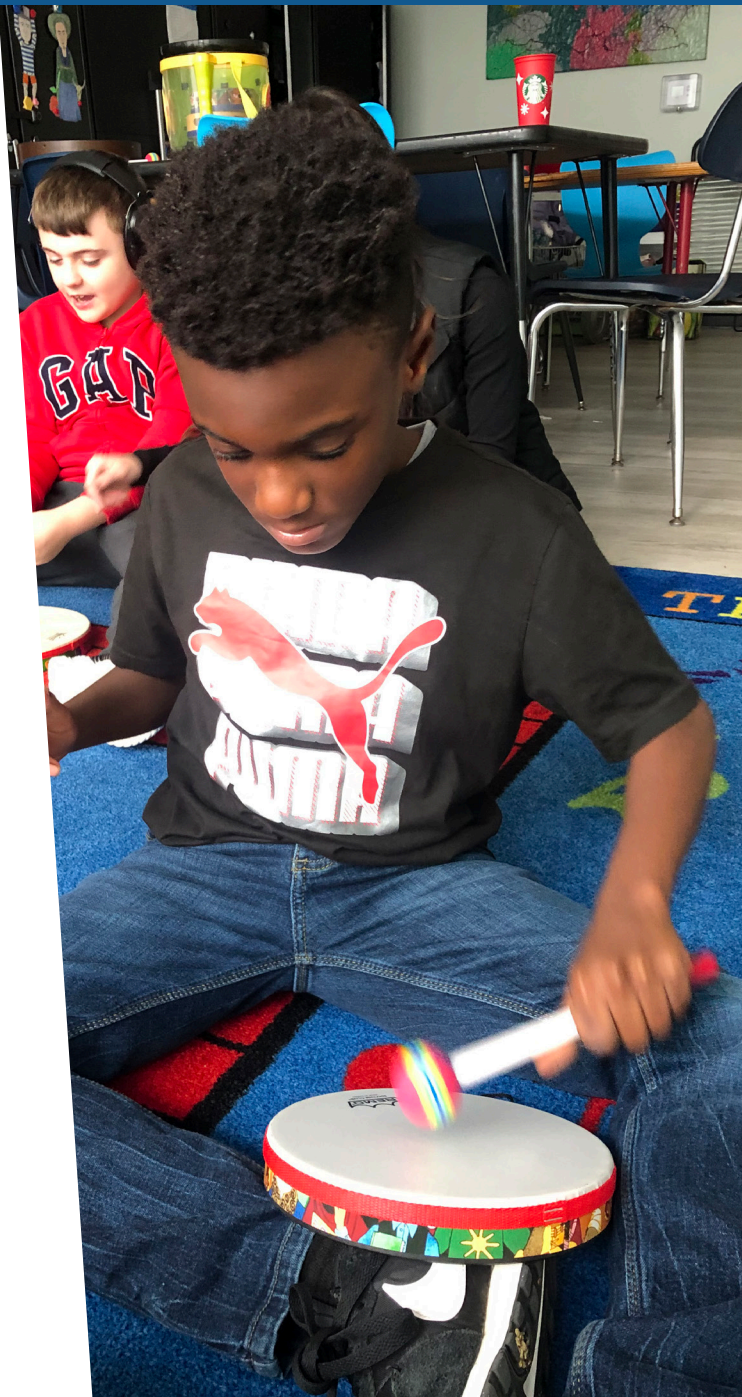
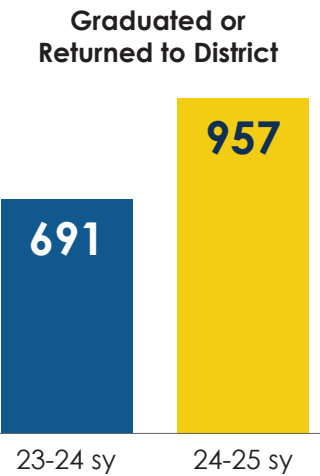
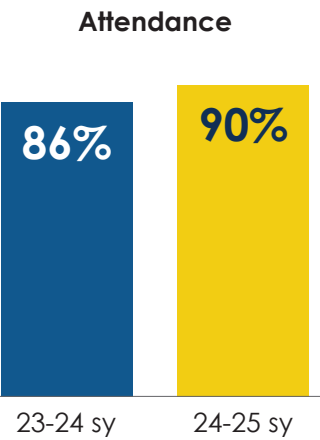


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New Story staff show genuine compassion and commitment, always focused on meeting students' needs.
– **Mr. Paul G. Swope**, Regional Principal, Grandview & Lurgan Elementary Schools

Student Outcomes That Matter

Every student we serve represents a unique story of potential. This year, we partnered with 728 districts and supported 5,498 students across our schools and In-District Services. Our focus is the same everywhere: meeting students where they are and helping them grow.

Behind every statistic is a student achieving more than they thought possible.



Driving Quality Across New Story

We believe quality doesn't happen by accident—it's built through continuous improvement.



Data as a Foundation for Continuous Improvement

This year, we implemented baseline data collection across all schools, reinforcing our commitment to a data-driven approach and continuous improvement. By establishing consistent measures in key areas—including attendance, graduation, return to district, progress toward goals, postsecondary readiness, and incident tracking—we have created a comprehensive foundation for evaluating student outcomes. These benchmarks enable us to assess performance with greater precision, inform strategic decision-making, and ensure accountability in advancing student success.



Building Capacity to Support Excellence

We strengthened our leadership and quality infrastructure this year, with more than 200 dedicated team members supporting our organization-wide commitment to excellence. These leaders, along with our curriculum, instructional, and clinical experts, provide critical guidance to over 3,000 staff members—including 790 teachers and 676 clinical and therapeutic professionals. Their expertise in state and local standards, coupled with a deep understanding of best practices in special education, ensures that our schools are equipped to deliver consistent, high-quality supports. By bolstering these teams, we are investing in the knowledge and leadership capacity that drive meaningful outcomes for students.



I would just say it's such a great feeling to know that your kid found a place. We found a place. It's a team environment. The teachers and professionals here have all been incredible...They just know that your kid can achieve this, and they'll find a way to move that needle forward altogether.

– Ginny L., Parent



Our People

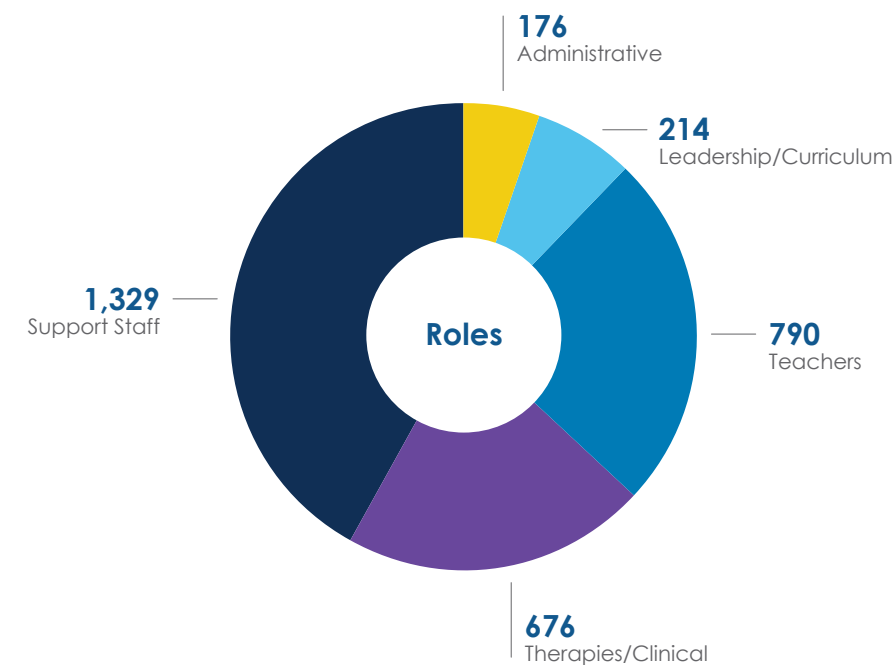
Our people are the heart of New Story. Last year, more than 3,180 staff members—teachers, clinicians, therapists, and support staff—made a difference in the lives of students every single day.

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The love our staff have for each other and our kiddos makes the hardest days better. Without each other we would not be able to help so many families.

– Michelle S., Clinical Director



Our Staff by the Numbers



9 out of 10
Staff Are Satisfied

3,185
Staff Members

We Invest in Our Staff so They Can Invest in Our Students:

Total Wellbeing

We’re committed to fostering an environment where our staff feel safe seeking help and support. We provide access to a range of resources designed to empower our teams to take control of their health and well-being, including workshops, self-guided pathways, gym discounts, and more. By focusing on the holistic well-being of our teams – encompassing physical, mental, and emotional health – we create a more positive a supportive workplace.

A Safe School Community for All

We recognize that a safe school is the foundation for student success. That’s why we invest in comprehensive training for staff, ensuring they are prepared to respond confidently and consistently in any situation. By fostering a culture of preparedness, we not only protect our students and staff but also build trust with families and the broader community. Our commitment to safety ensures learning stays the focus while everyone feels supported and protected.

Career Development Opportunite

Through a company-wide leadership in development program, tuition reimbursement, mentorship, and university partnerships, our staff have multiple ways to grow their careers at our schools. We believe in promoting from within and empowering our staff to shape their own career journey. Clear pathways and professional development opportunities ensure that with dedication and initiative, our team members can grow into new roles and leadership positions across the organization.

Growth & Investment

Every student's path is different. That's why New Story provides a continuum of care—a range of programs designed to meet students where they are and help them succeed.



Our Continuum of Care

Our continuum reflects our commitment to serving students in the environment that works best for them and their family.

Bringing our out-of-district school programs into districts brings high-quality, specialized education closer to home. Through our In-District Services, we partnered with public schools to provide critical services to students most in need. Our School-Based Programming supported students in Pennsylvania with autism and alternative education needs. Through our Specialized Support Services, we provided mental health clinicians in New Jersey, and BCBAs in Virginia. In Ohio, we partnered with private schools and families to deliver autism support programming.



New Story leverages its expertise from leading Special Education schools to bring customized programming to districts.

Our New Schools

Expanding Our Impact

Our new school sites are broadening access to intensive programming—giving students the right support and districts a trusted partner. We opened new schools in Mount Vernon, NY, Kutztown, PA, and Williamsport, PA and relocated or expanded schools in New York City, NY and Cressona, PA. We also laid the groundwork to open new schools in New York, Ohio, and Pennsylvania for the 2025-2026 school year.





At New Story, we believe in the incredible potential of each child and young adult. Our schools and In-District Services provide integrated academic and therapeutic programs tailored to individual needs, supporting achievement, growth, and development.

We offer a comprehensive spectrum of support for children and young adults with special needs, drawing from the diverse histories, legacies, expertise, and methodologies of our network of companies. Together, we empower children and young adults to reach their highest potential.