

New Story

2025–2026 SCHOOL YEAR IN REVIEW

New Story Impact Report

Relationships that build trust.
Results that prove it.

A Message From Leadership

At New Story, meaningful impact begins with strong relationships, and is sustained by an unwavering commitment to quality. The trust we build with students, families and districts allows us to understand what each community needs, respond with care, and deliver outcomes that make a lasting difference.

Throughout the 2025–2026 school year, our teams paired deep collaboration with disciplined, evidence informed practice. The progress reflected in this report is more than a collection of results; it is a testament to what becomes possible when people feel known, supported, and united around a shared purpose.

> **The strongest outcomes begin with trust among students, families, districts, and the teams who serve them. When we pair that trust with high standards and consistent practice, we create lasting change.**
>
> – Jon Bicknell, Chief Executive Officer

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Our Reach



5,400
Students Served

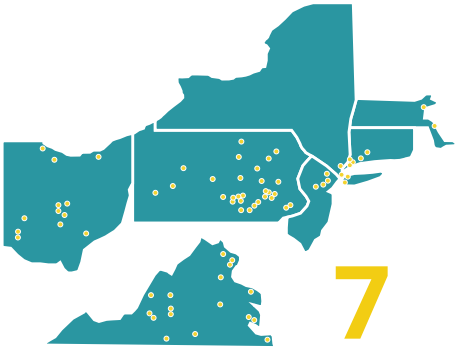
3.7/4
District Satisfaction Rates Reported on Annual Survey

100%
of School-Based Staff Completed Emergency Operations Training

800+
District Partners

82
School Programs

45+
In-District Programs



7
States

3.3/4
Staff Satisfaction Rates Reported on Annual Survey

Courses Mastered **87%**

A YEAR IN NUMBERS

This report brings together the scale of our work, the outcomes we are building toward, the people who make it possible, and the investments helping us meet more students where they are.

OUR PROMISE

Our Shared Purpose

Across our network of schools and in-district programs, New Story empowers students with special education needs, including autism, emotional and behavioral challenges, and mental health needs, to reach their full potential.

A Commitment to Quality and Student Outcomes

We deliver programs rooted in evidence-based practices and continuously analyze student data and district feedback to refine our approach and prove impact, because relationships open the door, and results keep it open.

People are the Heart of our Organization

We are, at our core, a people organization. From teachers and clinicians to support staff and leaders, our teams make the difference every day. When our staff thrive, our students thrive.

Growing our Continuum of Services

We provide a wide range of programs in our out-of-district schools and alongside districts in public school settings, so students can remain in the least restrictive environment while receiving the services they require.

RELATIONSHIPS THAT BUILD TRUST, RESULTS THAT PROVE IT

Relationships create the conditions for progress. Consistent practices and transparent outcomes demonstrate that progress. A connected continuum helps each student receive the right support in the right setting.



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IMPACT STORY

From Pilot to Practice: Scaling Data-Informed Instruction Across 17 Schools

At New Story's Rivermont schools across Virginia, teams have always set a high bar for individualized, responsive instruction, adjusting in real time to meet each student's needs. To match that standard, Rivermont set out to find a data platform that could keep up with its academic and therapeutic teams, not the other way around.

After a rigorous, multi-year evaluation, Rivermont piloted Motivity, a real-time data collection platform purpose-built for special education and ABA programming, before scaling it across all 17 schools. The shift gave teams the ability to adjust student programming daily, sometimes hourly, grounded in up-to-the-minute data.

The results were immediate. Data that once took up to 48 hours to sync now updates in minutes, a 576x improvement in speed that lets teams pivot programming the moment a student needs it, not days later.

> **"What we're hearing from our boots on the ground is, this makes sense.**
>
> – Kathy Tuthill,
> Director of Autism Services

STUDENT OUTCOMES

Student Growth & Development

Across our schools and programs, we measure student growth through interconnected domains that reflect the full range of outcomes we want for every student. Together, these measures help us understand progress in academics, individualized goals, engagement, transition readiness, social-emotional and behavioral development, and the strength of our district partnerships.

Together, these measures give us a comprehensive view of student growth and help ensure our programs, supports, and district partnerships are making a meaningful difference for the students we serve.

ACADEMIC ACHIEVEMENT

87%[1]

Courses Mastered

Students are gaining the academic skills and knowledge they need to reach their next milestone.

INDIVIDUALIZED GOAL PROGRESS

87%

Goal Progress

Students are meeting the specific goals set out in their IEPs and/or goal plans, the clearest sign each student is progressing on what matters most for them.

STUDENT ENGAGEMENT

83%[2]

Attendance

Students are showing up consistently, a key outcome tied to long-term academic and life success.

STAKEHOLDER EXPERIENCE

3.7/4

District Satisfaction in Annual Survey

Districts are seeing the outcomes they expect, confirming students are getting what they need to succeed.

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SOCIAL-EMOTIONAL & BEHAVIORAL GROWTH

87%[3]

Targets Mastered

Students are building the self-regulation and social skills that drive success beyond the classroom.

[1] Excludes Rebecca School and select PA and OH programs. This metric refers to percentage of courses mastered.

[2] Represents average daily attendance.

[3] Student therapeutic growth reflects the VA pilot across 17 schools; enterprise-wide expansion is underway

New Story
EDUCATIONAL
ADVISORY BOARD

NATIONAL EDUCATION ADVISORY BOARD LAUNCHED THIS YEAR

Nationally recognized leaders in policy, research, innovation, institutional leadership, and outcomes evaluation help New Story strengthen evidence-based programming and student impact.



Karen Cator
Former CEO, Digital Promise

Former Director, Office of Educational Technology, U.S. Department of Education



Dr. Jim Clements
Former President, Clemson University



Dr. Todd Grindal
President, SRI Education



Dr. Jill Lammert
Associate Vice President & Center Leader, Westat



Valerie Williams
Co-Founder, Apokrisis Consultants, Inc.

Former Director, Office of Special Education Programs, U.S. Department of Education

Our People and the Culture We Build

Our people are the heart of New Story. Teachers, clinicians, therapists, and support staff make a difference in students' lives every day, and the relationships they build are what make meaningful outcomes possible.

How We Supported Our People This Year

Free Virtual Care, Anytime

New this year, all staff enrolled in a New Story medical plan get free, unlimited access to Teladoc, 24/7 access to licensed doctors by phone or video, no copay, no waiting room. Paired with wellness incentives through our Health Advocate partnership, it's part of how we support the whole person, inside and outside of the classroom.

Investing in Career Growth

Our Leadership Development Program gives staff a clear path to grow within New Story, offering two tracks, ASCEND and ACCELERATE, for employees ready to step into greater responsibility. This year, 69 staff members graduated from the program (16 through ASCEND, 53 through ACCELERATE), and every single participant said they'd recommend it to a colleague and reported feeling more effective in their role as a result. That growth extended across the organization with 403 promotions company-wide this past school year.

Growing Our Tuition Partnership Network

Our university tuition partnerships continue to expand, giving our workforce exclusive discounts and flexible pathways to degrees, certifications, and licensure. This year, we welcomed Franklin University, Immaculata University, University of Lynchburg, and University of Phoenix to the network, providing new options for staff pursuing continued learning and career advancement.



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A Strong Safety & Compliance Foundation

For the students and families we serve, many of whom come to us with complex behavioral, emotional, or medical needs, safety isn't just infrastructure, it's the foundation of trust. Every family that places a child in our care, and every district that partners with us, is trusting that we'll provide the safe environment that our students, staff, and visitors expect. This year, we continued investing in the people, processes, and technologies that make good on that trust.

As New Story has grown, we have developed a specialized and experienced safety and security team that develops and oversees the infrastructure and safety operations across all our schools and programs. The team ensures best practices are used in creating and deploying policies, procedures, training, and all aspects of our programs.

Scaling our Safety & Security Infrastructure

This year's centerpiece investment was the network-wide rollout of a cloud-based security system that unifies cameras, door access control, visitor management, and emergency lockdown into a single platform. We chose Verkada, a rapidly growing industry leader, for this capability that now connects over 1,500 security cameras and 450 access points across our schools. Our safety team monitors and supports every location with a remarkable level of visibility and information that helps ensure we respond to needs quickly and effectively.

In addition, in the past year we upgraded our environment, health, and safety (EHS) software solution. We chose Origami Risk, a leader in the field. With this investment, we have unified risk, compliance, and EHS capabilities in a comprehensive platform. Capabilities range from staff incident and injury management to facility emergency and safety management to tracking compliance with state and local laws and regulations. The platform, helps ensure we serve our communities with the most effective tools, data, and information available.

Enhancing our Governance and Oversight

Our safety and security programs incorporate effective governance including the following:

- **Company-wide and school-level safety policies** and procedures maintained and trained on regularly
- **Monthly safety committee meetings** to ensure appropriate monitoring and management of safety-related matters and improvement opportunities
- **Annual Emergency Operations Plan training** compliance for 100% of our school-based staff
- **In 2025, we appointed a General Counsel & Chief Compliance Officer**, adding dedicated senior legal and compliance leadership

Empowering Staff through Training

Mandatory onboarding and annual training includes policy compliance, role-specific crisis prevention, CPR, first aid, de-escalation, and state-required certifications. All are supported by ongoing professional development to keep certifications current.

MOST LOVED WORKPLACE

New Story has again been certified as a Most Loved Workplace reflecting a culture grounded in respect, collaboration, and employee experience.



GROWTH & INVESTMENT

Growing Our Impact

Expanding In-District Programs

This year, New Story expanded its in-district footprint with new classroom-based programs and programming partnerships across Pennsylvania, Ohio, and New Jersey. Every new program reflects our core IDS goal: build capacity within the public school system so districts can support more students in the least restrictive environment, reserving out-of-district placement for the students who need it most.

13 New Classrooms

- Ferndale, PA
- Groveport, OH
- Harrisburg, PA
- Indiana, PA

4 New Specialized Support Services Partnerships

- Hillsdale, NJ
- Millburn Township, NJ
- Pennsbury, NJ
- Shepherd Christian, OH

IMPACT STORY

A Regional Model Takes Shape in Groveport, Ohio

In January 2026, New Story opened new autism support classrooms inside a Groveport Madison Schools-owned facility serving Groveport Madison students and six neighboring districts.

It's a model of what in-district growth is designed to do: help more students receive specialized support while remaining in the least restrictive environment possible and staying connected to their local public school community. For many students, the right support does not require an out-of-district placement. Without specialized programming, they may remain in general education settings without the support they need to fully access learning. New Story's in-district services bring specialized expertise, staffing, and programming directly into the public school environment.

For families, that means shorter rides. Students who previously traveling to a New Story site near Dublin are now served much closer to home. For Groveport Madison, it meant building a regional partnership to best serve students with special needs.

WELCOMING PLAN BEE ACADEMY

Plan Bee Academy

This summer, Plan Bee Academy in Virginia officially joined the New Story network. Plan Bee provides highly individualized educational programming for students who benefit from small, supportive learning environments and targeted academic and social-emotional support.

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Meeting Communities Where Demand Is Growing

Students are entering school with more complex clinical, behavioral, and developmental needs, and being identified earlier than ever. Autism diagnoses among 8-year-olds now stand at 1 in 31, up from 1 in 36 just two years ago, according to the CDC. At the same time, only 48% of public schools feel equipped to meet students' mental health needs, a nearly 10-point drop in the same period, per the U.S. Department of Education. At the same time, 9.1 million students are projected to qualify for IDEA services by 2030, while districts face significant workforce and capacity constraints that make it increasingly difficult to meet student needs.

52%

of public schools aren't able to meet all students' mental health needs.

Student Needs Are Expanding and So Are Our Programs

Our schools evolved their programming this year to meet that shift head-on:

- **Emotional and behavioral support** classrooms were added in New Story Schools Ohio
- **Behavior support** programming & staff were added to Sage Alliance Schools New York City campus
- **Intensive clinical support** and additional therapies were added to The Spire School in Greenwich, Connecticut and Sage Alliance Schools in northern New Jersey.
- **Early grades** were offered at select River Rock Academy campuses in Pennsylvania to support younger students with special education and behavior support needs.

Building Capacity Where It's Needed Most

In addition to new programs, we've also expanded our footprint through relocations, new school development, and targeted expansions within existing schools.

New Schools

New Story Schools Ohio
- Berea & Toledo

Rivermont Schools
- Midlothian

River Rock Academy
- Indiana

Sage Alliance Schools
- New York City

Relocations

Applied Behavioral Services
- Cincinnati

Rivermont Schools
- Danville, Leesville, & Sterling

Expansions

New Story Schools Ohio
- Sandusky, Circleville, & Athens

New Story Schools Pennsylvania
- Carlisle

River Rock Academy
- Amity, Lancaster, Newville, & Spring Grove



Relationships that build trust.
Results that prove it.

New Story

LEADING THE WAY IN SPECIAL EDUCATION

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