



2024-2025 SCHOOL YEAR

State of the State: Virginia

A Year of Growth, Innovation, and Community

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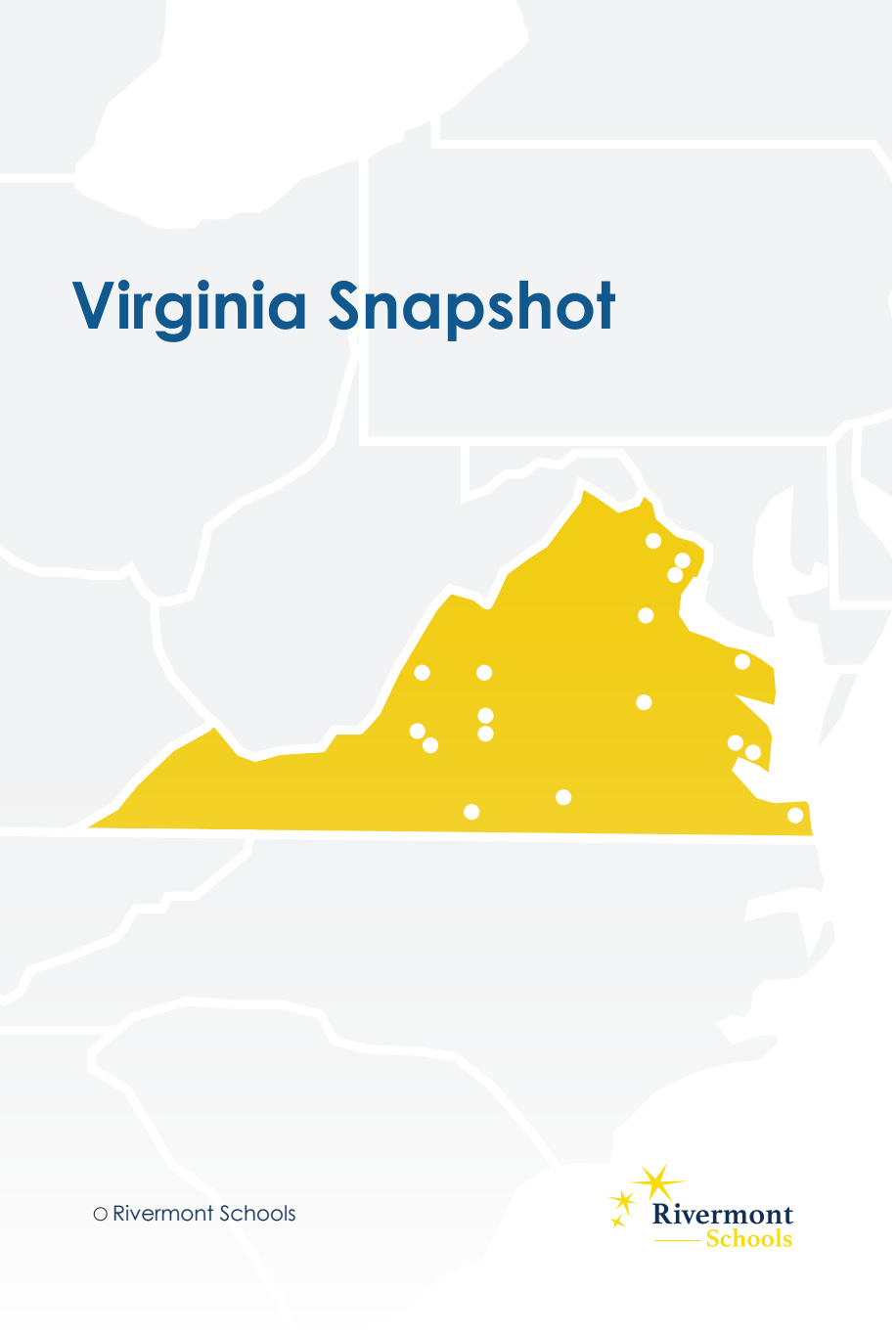
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Virginia Snapshot



A Year in Review

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

WE HELPED STUDENTS ACHIEVE:

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

WE PARTNERED WITH:

92

Districts to Deliver Specialized Services

WE SERVED:

1,031

Students

20

Schools & In-District Programs

WE INVESTED IN:



Our People



Our Programs



Our Facilities

to ensure sustainable growth and excellence!



Rivermont is a data-driven school system, investing in the infrastructure of quality—shared outcome reporting, consistent assessments, and clear baselines—so we can scale what works. Every day, I’m proud of our students’ growth and the staff who make it possible.

– Dr. Beth Ackerman, Senior Vice President, New Story Virginia



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.

Virginia 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
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.	✓	

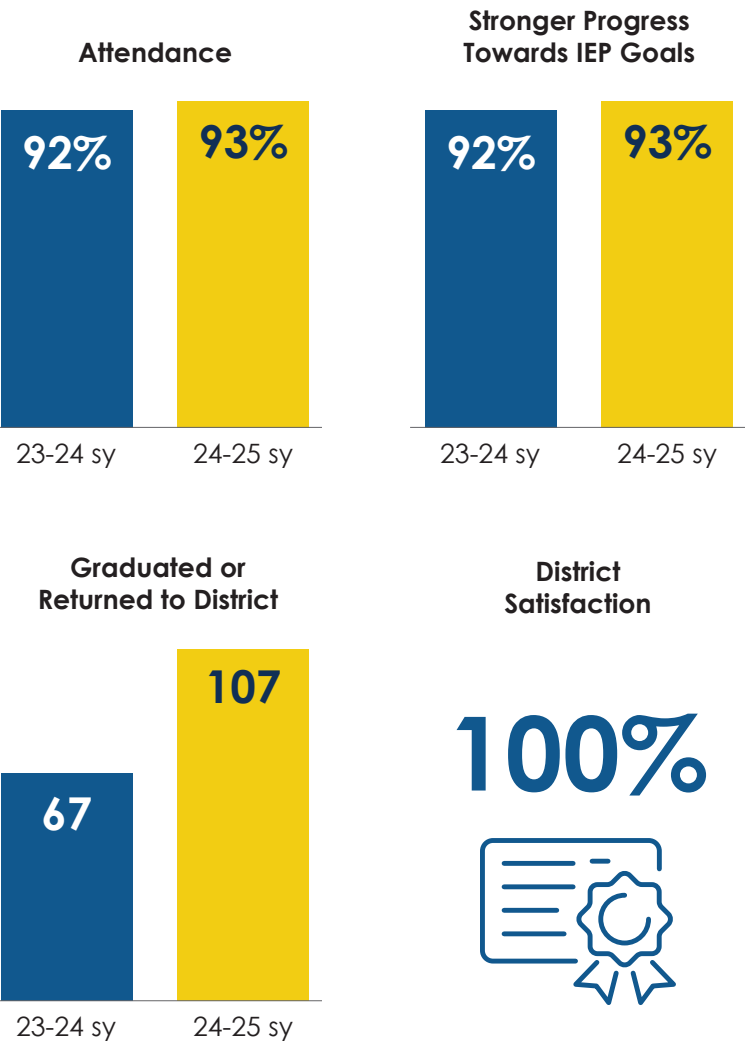


“We truly have each other’s backs, operate in our strengths, and prioritize the safety of both students and staff. It’s clear that we have a strong positive school culture, and this is truly a dream team.”
– Carol O., Teacher

Student Outcomes That Matter

Every student we serve in Virginia represents a unique story of potential. This year, we partnered with 92 districts and supported 1,031 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 Virginia

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



Data-Driven Systems that Personalize Support

Rivermont uses behavioral and academic data as the backbone of daily practice—through RTSS (a Rivermont take on Multi-Tiered Systems of Support), Applied Behavioral Analysis + Positive Behavior Interventions and Supports integration, and campus dashboards—to identify needs, set the right intervention intensity, and iterate on what works. Data informs classroom routines (e.g., transitions, hallway expectations) and turns numbers into action, as seen in improved attendance and targeted staff coaching.



Rivermont “Secret Sauce”: The Three P’s

At Rivermont, the 3 Ps—Proactive, Preventative, and Predictable—serve as the foundation for student success by guiding how adults create environments where students have the best chance for success. Through anticipating challenges, clarifying expectations, teaching skills explicitly, and maintaining consistent routines, staff foster trust, safety, and stability. This structured, data-driven approach reduces escalation, supports positive growth, and ensures every classroom is student-centered and ready for success.



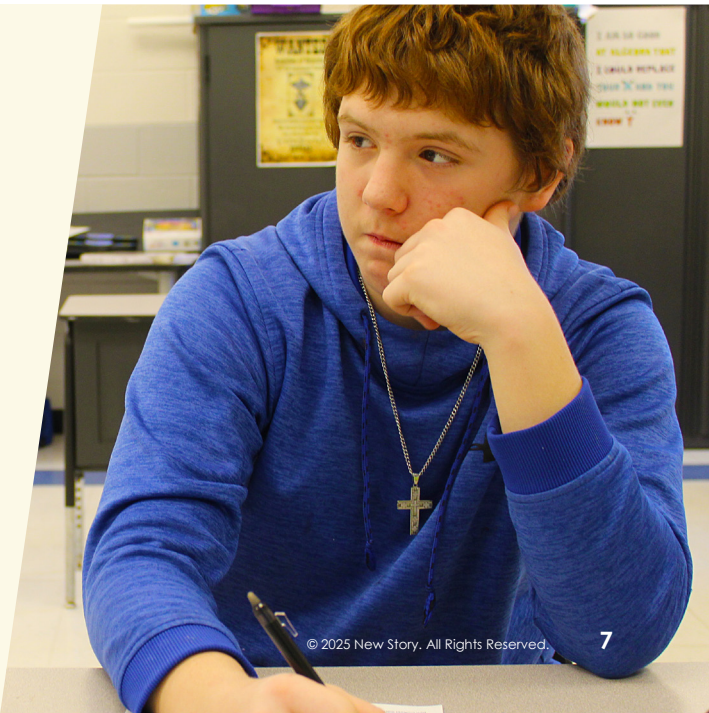
Student Agency & Accountability in Learning

Students are taught to “own” their progress using interest surveys and data journals that make goals concrete and visible. After academic diagnostic assessments are completed, students record results, set targets, and reflect on strategies, while behavior goals align to the BARKS Matrix—a schoolwide behavior system inspired by our Bulldog mascot—so motivation moves from external tokens to internal purpose. This design fosters self-awareness, engagement, and confidence by supporting diverse learning styles and individual strengths.



They meet the needs of today’s students, teachers, and families. The behavior team uses language that is parent friendly and free of jargon. Consistency is a hallmark of the team. We are grateful for the opportunity to work with the team.

– Brian Maceyak, Director of Special Education
Manassas City Public Schools



Our People

Our people are the heart of New Story in Virginia. Last year, more than 600 staff members—teachers, clinicians, and support staff— made a difference in the lives of students every single day.

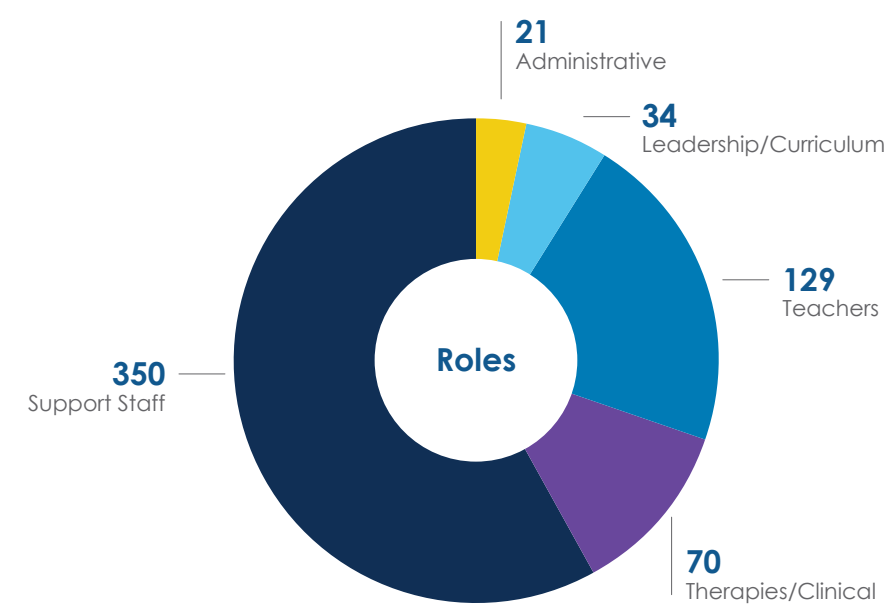


Rivermont saved my life.

– Dominick G., Rivermont Alumni



Our Staff by the Numbers



9 out of 10
Staff Are Satisfied

604
Staff Members

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

Growing our Special Education Teacher Pipeline

The Grow Your Own Teacher program at Rivermont School addresses the critical shortage of licensed special education teachers by providing a pathway for paraprofessionals to become provisionally licensed educators. Through this initiative, Rivermont funds coursework for staff, enabling them to transition into teaching roles while maintaining continuity and reducing reliance on substitutes. Participants bring valuable experience and a deep understanding of Rivermont’s mission, enhancing the quality of education for students with special needs.

Continuous Quality Improvement (CQI)

We have advanced CQI efforts by reviewing processes, collecting data, and applying feedback to strengthen outcomes across our schools and services. Key initiatives are focused on standardizing best practices, reducing inefficiencies, and fostering cross-functional collaboration. These efforts have led to measurable improvements in the quality of education and behavioral services we provide to students, compliance, and overall operational effectiveness, reinforcing our commitment to continuous growth and excellence.

Career Development Opportunities

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. 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 Specialized Support Services, we bring BCBAs and RBTs into the public school setting to support students with autism, their families, and the public school team.



Our Schools

Expanding Our Impact

Our school sites are broadening access to intensive programming—giving students the right support and districts a trusted partner. We prepared to relocate and expanded our schools in Lynchburg and Sterling, to better meet growing student needs.



New Story in Virginia:



Rivermont Schools empowers children and young adults aged 5 to 22 facing behavioral, emotional, and educational challenges. Our commitment is to help each student not only meet but exceed their academic and developmental goals, ensuring that every individual reaches their highest potential.

rivermontschools.com



New Story is a leading provider of special education and therapeutic services in the United States. Through our network of schools and services, we embrace the incredible potential of each child and young adult.

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