



2025 • NEW TECH NETWORK

IMPACT REPORT



EMPOWERED EDUCATORS

New Tech Network has **worked with over 20,000 educators** to implement college and career ready outcomes, learner-centered instruction and assessment, and supportive culture.

94% of NTN Educators report improved processes for collaborative learning.

93% of educators engaged with NTN College and Career Access services agree that working with NTN makes a difference for the students it serves.



ENGAGED SCHOOLS

NTN students outperform on state exams across multiple states, subject areas, and grade levels.

NTN students made **statistically significant gains** in critical thinking.

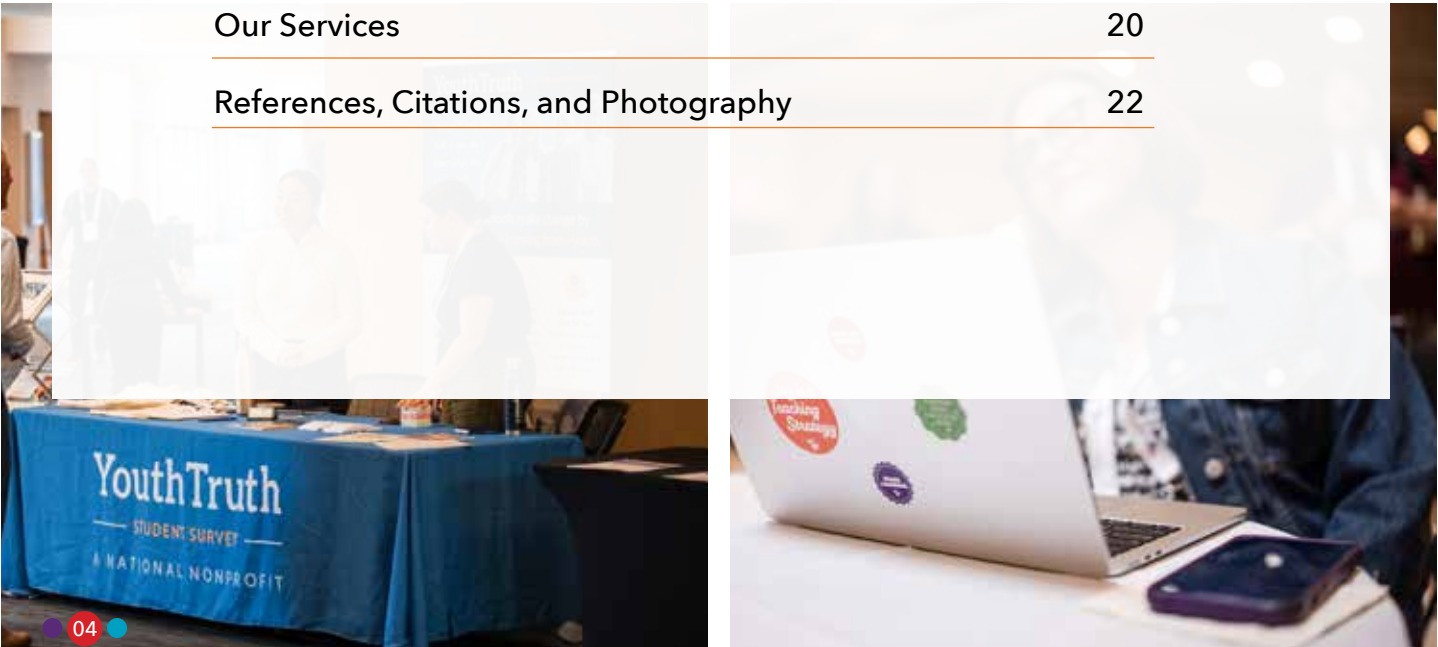
New Tech Network students **persist in college at a rate of 82%** compared to 74% nationally.





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As I read our impact report this year, it prompted me to reflect on both our history and our future in public education.

The late 1990s and early 2000s was another moment when accelerating technological innovation was driving change and uncertainty. In hindsight, we saw a digital revolution unfold where developments in computer technology and accessibility reshaped jobs, industries, and expectations for young people. Over that period, the U.S. added nearly 28 million jobs, much of it in emerging service and knowledge sectors, and the share of positions requiring post-secondary education climbed sharply¹. It was in this context that economists Frank Levy and Richard Murnane published Teaching the New Basic Skills; and later, The New Division of Labor; arguing that routine work was being automated, and that success in the new economy would depend on what they termed

“expert thinking” and “complex communication.” These categories included problem-solving, collaboration, adaptability, and self-management. What they had in common was that they were skills that computers could not easily replicate.

This emerging economic reality gave rise to the “21st-century skills” movement in education – a sustained effort to redefine what it meant to be well-educated in an economy powered by connectivity, creativity, and complexity. This brought about a call for new and innovative school designs that prioritized cultivating 21st-century skills as opposed to a public education’s traditional focus on acquiring rote knowledge. Organizations like New Tech Network emerged from that moment, reimagining schools where daily student life would be energized with authentic opportunities to think critically, work in teams, and use technology to create and communicate.

Fast-forward to the present and we see a striking parallel with the historical moment that birthed New Tech Network. However, instead of democratization of the internet and computer automation driving disruption and uncertainty, Artificial Intelligence (AI) is the transformative force at work. While the integration of AI into work and education is still emerging, its impacts are already being felt. Amazon recently laid off 14,000 corporate employees, citing AI adoption as a key driver². Interestingly, the largest group of affected employees was not factory workers, but rather middle managers and entry-level white-collar jobs. AI is unwinding many of the knowledge and service sector jobs that were created in the digital revolution of the late 1990s and early 2000s. A recent research brief from the International Labor Organization estimates that one in four jobs worldwide will be “transformed” by AI³. The implication is clear, the knowledge economy that was created in the last revolution will likely change in dramatic fashion during the AI revolution.

AI’s transformative power is not limited to the economy. In a period when civic discourse in the U.S. can quickly give way to political acrimony, AI has the potential to further complicate democracy. In How AI Threatens Democracy, authors Sarah Kreps and Doug Kriner argue that AI has the potential to overwhelm the information landscape with either meaningless information or misinformation, further eroding trust in elected officials and democratic institutions⁴. Our civic imagination and skillset also need to be reimagined in the era of AI.

Just as the digital revolution compelled us to redefine the “new basic skills” a generation ago, we must once again revisit what young people must know and be able to do, and who we hope they will become. What does it mean to be educated, ethical, and civically engaged in an era when algorithms shape information and AI systems mediate human judgment? How do we design schools that equip students with a certainty about their



capacity to thrive as they head off into uncertain futures?

New Tech Network was founded to design schools for a changing world, and that work must begin anew. The dispositions our students most need – curiosity, empathy, ethical reasoning, creative synthesis, technological agency, and the drive to create – are at once those that make us most human and the skills that are most essential in an era increasingly influenced by AI. Designing schools to realize those outcomes for every young person is both the challenge and the opportunity of the coming decade.

As you read this Impact Report, consider it part reflection and part rallying cry. The school spotlights give us glimpses of what it looks like to educate from the present with an eye towards the future. The scope of our network and the incredible work taking place across it remind us that it is possible to mobilize a generation of educators around a new vision for teaching and learning. And the realities of our present moment challenge us to, once again, joyfully take up the work of reimagining teaching and learning.

The technologies may change, but the call endures: to create schools that prepare every young person to shape and share in the futures of our communities, our economy, and our democracy. Because once again, what's old is new – and the work of designing for tomorrow must begin afresh today.

Onward,

Jim May
New Tech Network
President and CEO

1. https://www.ibrc.indiana.edu/ibr/2002/fall02/fall02_art4.html
2. <https://www.reuters.com/sustainability/amazon-lay-off-about-14000-roles-2025-10-28/>
3. <https://www.ilo.org/publications/generative-ai-and-jobs-2025-update>
4. <https://www.journalofdemocracy.org/articles/how-ai-threatens-democracy/#f2>



Reclaim Joyful Teaching and Learning.

At New Tech Network, we empower educators to create more engaged schools – places where teaching feels joyful and learning feels energized. We offer professional learning that fuels creativity, strengthens teams, and sustains progress by combining actionable tools with meaningful support.

Through whole-school transformation, guided pathways for focused change, and high-impact workshops, we’ve helped educators at over 350 schools feel confident, supported, and ready to build thriving school communities.

- Connecting teachers, administrators, and district leaders as part of a supportive, committed, forward-looking network to learn, share knowledge, and work together to create change and solve entrenched challenges.

The NTN Mission

New Tech Network supports change agents at the school and district levels by shifting the way educational change happens.

We support individual schools and district learning communities by:

- Providing NTN’s structured, responsive, research-based services to help educators and their stakeholders transform both individual schools and groups of district schools into equitable, supportive, and meaningful learning environments.
- Sharing field-leading knowledge, research, and resources to drive awareness and uptake of leading approaches to educational change that center on college and career readiness, supportive culture and learner-centered instruction and assessment.

Empowered Educators, Engaged Schools.

For educators committed to meaningful, lasting change, NTN offers professional learning that uplifts strengths, unlocks potential, and energizes the entire learning environment.

District leaders want to create lasting change across schools, but navigating competing priorities and initiative fatigue is exhausting. We partner with district leaders to make transformation sustainable – helping educators feel supported, empowered, and ready to build thriving school communities.

School leaders envision their school as a place where hardworking teachers feel valued, every student stays engaged, and real progress sticks. With NTN, leaders find a collaborator that

believes in that vision – and support, tools, and strategies that bring their school’s goals to life.

Teachers become educators to make a difference – not to be buried under competing initiatives that don’t reflect students’ needs. With NTN, professional learning is active, collaborative, and built for success – so teachers feel confident about leading change in the classroom.

Community leaders know that strong schools make strong communities. We help communities ensure that all students have access to an education that unlocks opportunity. Together, we can build schools that empower students, engage families, and create joyful futures for all.

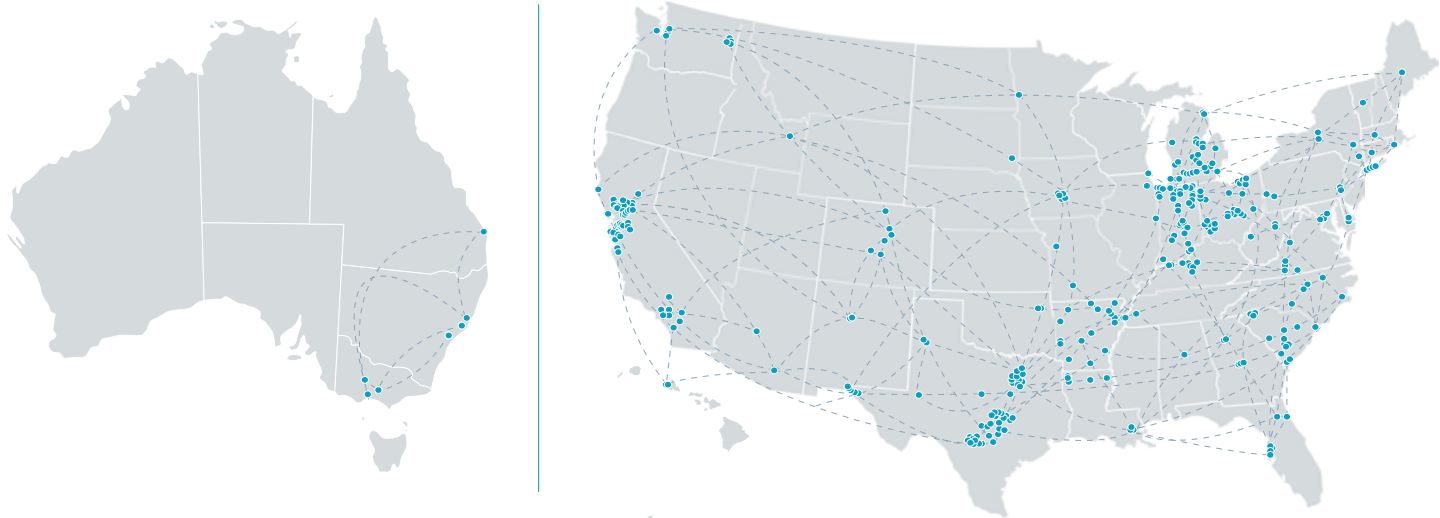


A Diverse Network



NTN Map

NTN works with districts and schools in the United States and Australia, creating a network where collaboration is made easy and encouraged.



Elementary School



Combined Elementary and High Schools



K-12 Schools



Middle School



Combined Middle and High Schools



High School

NTN Model Focus Areas

New Tech Network’s decades of experience partnering with schools to implement transformation is guided by these key Focus Areas. NTN developed the focus areas to align the work of school transformation and to help school communities understand the overarching goals that impact the work through all phases of our school development process.

COLLEGE & CAREER READY OUTCOMES

Helping every student access a future shaped by possibility.

- **Junior Planning:** Help juniors explore the possibilities and craft actionable plans to reach their college and career goals.
- **Application Support:** Guide students as they apply to at least three institutions to maximize their options.
- **Financial Access:** Apply proven strategies that get more students to expand their options by applying for financial aid.
- **Senior Transition:** Coach seniors to confidently pursue and act on their college and career plans.

LEARNER-CENTERED INSTRUCTION & ASSESSMENT

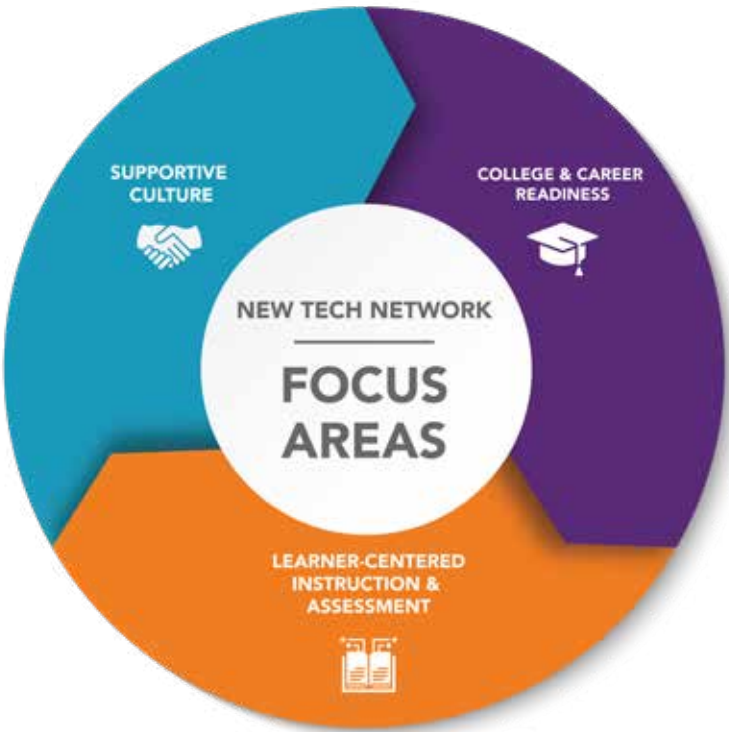
Engaging students in learning that fosters deeper understanding and growth.

- **Student Inquiry & Agency:** Cultivate deeper learning through exploration and critical thinking.
- **Culturally Sustaining Practices:** Empower students to recognize their strengths, develop empathy for diverse experiences, and take informed action.
- **Project-Based Learning (PBL):** Deliver relevant learning that opens doors to insight and discovery.
- **Motivational Feedback:** Create systems where assessment inspires growth and future-readiness.

SUPPORTIVE CULTURE

Building daily practices that foster courage through connection.

- **Belonging & Well-Being:** Create inclusive, relationship-rich environments where students feel safe and supported to take risks.
- **Student Voice & Leadership:** Empower students to actively shape their learning experience and school community, building confidence and ownership.
- **Asset-Based Mindsets:** Recognize and celebrate students’ unique strengths, experiences, and potential to drive meaningful learning and success.
- **Collaborative School Culture:** Build trust and shared responsibility among students, educators, and leaders to create a dynamic, supportive learning environment.



Demographic Composition

All data in percentage. Demographic categories are aligned with National Center for Education Statistics (NCES) reporting to enable comparisons.

Demographics	Total NTN Students	Elementary Schools	Elementary & Middle Schools	K-12	Middle Schools	Middle and High Schools	High School	NTN School Range
African American/Black	21	21	11	25	20	9	21	0-98
American Indian/Alaska	1	1	1	1	1	1	<1	0-9
Asian	6	8	10	2	2	3	4	0-72
Hawaiian/Pacific Islander	1	1	2	1	1	1	1	0-7
Hispanic/Latino/a/e/x	31	36	46	38	22	51	23	0-99
Two or More	5	6	7	6	5	5	4	0-24
White	35	29	23	28	48	33	48	0-98
Female	48	48	51	49	50	59	47	15-100
Male	52	52	49	51	50	41	53	0-85
English Learner Students	11	23	27	25	2	11	9	0-60
Special Education	12	12	9	6	15	11	11	0-37

Real Results: How NTN's Project-Based Learning Transforms Schools

A new longitudinal study by Dr. Anahid S. Modrek, in partnership with New Tech Network, offers compelling evidence that NTN's approach to Project-Based Learning (PBL) leads to lasting academic and behavioral gains for high school students – especially in under-resourced communities.

Spanning six years of data (2018-2024) from a Dallas-based NTN school, the research tracks student performance before and after full-school PBL implementation and compares outcomes with the surrounding district. The findings are clear: PBL, when implemented with depth and fidelity, works.

Key Outcomes

Stronger Academic Performance: By 2024, the NTN school outpaced its district in both English and math test scores—flipping math performance from below average to well above it.

Higher Graduation, Lower Dropout:

Graduation rates soared past 99%, while dropout rates dropped below 1%.

Fewer Suspensions & Referrals:

Disciplinary actions declined significantly, with especially notable drops in school-related arrests among African American female students.

Better Attendance:

Chronic absenteeism fell steadily, with the NTN school maintaining attendance rates above the district average.

Why It Matters

This research shows that NTN's project-based learning model does more than boost short-term scores – it builds the mindset and skills students need to succeed over time. In schools serving mostly economically disadvantaged students, these gains are especially powerful.

"When students experience PBL, they are forced to struggle productively. Too often we prepare students for a calculated school experience, asking them to memorize information and regurgitate it on an assessment. Teaching students to persevere and ask questions prepares them for success."

Diana Pochmara
Richfield Public School Academy (PSA)
Teacher



SPOTLIGHT SCHOOL

New Tech Institute

NTN SERVICE: NTN360

SPOTLIGHT SCHOOL FOCUS AREAS: LEARNER-CENTERED INSTRUCTION, SUPPORTIVE CULTURE AND COLLEGE AND CAREER READINESS

.....
Public HS

.....
Evansville, IN

.....
Grades 9 - 12

.....
270 Students

The Goal

Learner-Centered Instruction:

NTI's Vision for PBL (VPBL) Framework defines shared instructional practices that engage all students in authentic, real-world projects that leverage the assets of students and families promoting deep understanding and equity.

NTI's Makerspace offers hands-on opportunities for students to collaborate on designing and building final PBL products.

Supportive Culture:

NTI fosters an inclusive asset-based environment designed to make all students feel valued.

Students participate in the Teen Series covering suicide prevention, building healthy relationships, substance use, mental health, and family dynamics.

College and Career Readiness:

Earn College Credit: Students may also earn college credits through participation in the Southern Indiana Career and Technical Center (SICTC) programs during junior and senior years.

Internships: Juniors and seniors can choose to participate in NTI's Entrepreneurial Academy with connections to local businesses through internships as well as a partnership with the local Chamber of Commerce.

The Work

Integration of NTN Learning Outcomes:

Learning outcomes are modeled and assessed within scaffolding, feedback, and revision. Echo, NTI's Learning Management System, aligns with PBL and supports grading in Agency, Communication, Collaboration, and Thinking.

NTN Culture Surveys for Data:

Staff and students use NTN's Culture Survey to shape next year's goals and support systems.

NTN Practices Cards:

New Tech Network Practices Cards help sustain NTI's whole-school transformation and are key tools in ongoing professional learning.



Physics students calculate speed and velocity in a real-world and inquiry environment.

“I’m glad that I attended New Tech Institute and I got to experience people from all over our area to be able to help me understand things that I wouldn’t have normally understood. Some people have different and unique things that they know and they understand really well and we all collaborate and all end up learning the same things.”

Korbin Johnson
Senior



New Tech freshmen shared STEM activities at the 2024 WNIN Kids Fest in downtown Evansville.

New Tech Institute has built a school where students and adults alike have shared ownership and voice in the school’s culture and ultimate success.

EMPOWERED EDUCATORS

- 100%** 100% of NTI educators feel supported in their continued growth as professional educators.
- 100%** 100% of NTI educators feel they have effective processes for learning together.
- 99%** 99% of NTI educators routinely develop specific strategies for each student based on data they have analyzed.

ENGAGED STUDENTS

98.1% Graduation Rate (2025)

- Attending 4-Year College: **62%**
- Attending 2-Year College: **10%**
- Entering Military: **6%**
- Earning Technical Honors Diploma: **54%**
- Indiana Governor’s Work Ethic Certificate: **45%**

SPOTLIGHT SCHOOL

St. Charles Satellite Center High School

SPOTLIGHT FOCUS AREAS: SUPPORTIVE CULTURE, COLLEGE AND CAREER OUTCOMES

Public School, Career and Professional Training School
Luling, LA
Grades: 9-12
904 Students

The Goal

- Project-Based Learning**
Rigorous academic experiences with hands-on, real-world applications through projects that include an authentic community partner. Learning outcome rubrics guide student progress toward a culminating presentation to an authentic audience – parents, industry professionals, and peers. Learners engage in service-learning projects, applying their skills to meaningful community challenges while developing their agency and leadership skills.
- A Culture of Authenticity**
Partnering closely with business and industry leaders, Satellite Center ensures students gain real-world exposure in their chosen fields.
- College and Career Readiness:**
The Louisiana Department of Education’s Fast Forward initiative offers nearly 40 pathways for students to earn associate degrees or gain work experience through high school apprenticeships. For schools like Satellite Center, this creates opportunities to expand dual enrollment and apprenticeship programs, boosting student engagement and postsecondary enrollment. Aligning with these state efforts helps students navigate their education and career goals more effectively.

The Work

- Building on a Strong Foundation:**
Since its start in 2005, St. Charles Satellite Center has used NTN’s PBL coaching and resources to shape its teaching approach and model. With many founding teachers coming from industry roles, NTN helped translate real-world expertise into meaningful classroom learning.
- NTN Learner-Centered Assessment Practices:**
More recently, NTN’s Learner-Centered Assessment Practices Accelerator and classroom implementation provided educators with a new instructional and assessment tool while strengthening staff collaboration through shared professional learning.

EMPOWERED EDUCATORS

- 100%** 100% of educators surveyed agreed that the work environment at their school supports teachers’ ongoing professional growth.
- 92%** 92% of educators agreed that administrators at their school view teachers as experts.

ENGAGED STUDENTS

- 83%** 83% of students earned an Industry Based Certification.
- 256** 256 graduates earned college credits.
- 41** 41 graduates earned a Certificate of Technical Studies.
- 90%** 90% of students self-assessed high levels of collaboration skills.

“I like how all the teachers and staff are welcoming and are willing to help us with what we need.”

Iyana Johnson
11th Grade
Patient Care



“I like the environment of the Satellite Center. We are truly allowed to take accountability and learn from our mistakes, which allows us to grow more as individuals. The Satellite Center allows us to grow to prepare us even better for our futures than high school ever would.”

Shyah Moran
12th Grade • St. Charles Satellite Center High School

Our Services

From the district to the classroom, caring educators cycle through new demands without the tools and time to reflect on or protect lasting progress. That’s why New Tech Network offers evidence-based services that invigorate educators by uplifting their strengths, simplifying their systems, and equipping them to engage all students.

What You’ll Do

- Receive Care.**
Get clear, actionable solutions from a team that believes in you – and knows that making the biggest impact shouldn’t come at the cost of your well-being.
- Enjoy Learning.**
Experience professional learning that fuels your creativity and ambition through engaging experiences that improve day-to-day work.
- Grow Together.**
Work in spaces where you collaborate, lead, and build strong teams, so success is a shared journey that moves everyone forward.
- Sustain Impact.**
Implement changes that are aligned, adaptable, and designed for long-term success, so your work continues making a difference year after year.

NTN360

3 years

- Holistic support that helps educators feel empowered, not exhausted, by change.
- Whole-school transformation integrating College & Career Readiness, Learner-Centered Instruction & Assessment, and Supportive Culture rooted in high-quality, relevant project-based learning
 - Comprehensive support from dedicated coaches

Pathways

1 year

- Targeted guidance that strengthens your team—without stretching them too thin.
- Expedited improvement in a priority focus area
 - Structured coaching and tools that equip educators to sustain new practices

Accelerators

1-3 days

- High-impact learning educators can apply right away.
- More than a slide deck—actionable, classroom-ready practices educators can implement the next day
 - Focused sessions tailored to your most urgent needs, from instruction to culture

“Giving tangible, go-to instructional strategies helps teachers reflect on what the kids engage with and adjust from there. Seeing, and then implementing, these practices, and being able to reflect on the differences has been very beneficial for our teachers.”

Latasha Turner
Summit Road Elementary Principal

You Have Big Dreams for Your School. Let’s Chase Them.

Learn how collaborating with New Tech Network improves outcomes for every student through school transformation and high-quality project-based learning. Visit newtechnetwork.org/services for more information.



SCHOOL SUCCESS STORIES

Learn about schools implementing the New Tech Network Model to further students’ access to meaningful learning environments.



RESOURCES AND TOOLS

Access resources and tools designed specifically for district and school leaders and teachers to support school transformation.



DISTRICT SPOTLIGHTS

Learn how districts partnering with New Tech Network are creating scalable and sustainable school transformation for every student.



JOIN US FOR NTN EVENTS

Attendees experience shared learning on evidence-based best practices and innovative developments in the field.

CITATIONS

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PHOTOGRAPHY

St. Charles Satellite Center High School and New Tech Institute



The first New Tech Network (NTN) school was founded in 1996, in Napa, California, as a collaboration between local entrepreneurs, teachers, and district leadership.

The seed of the NTN idea grew from a shared desire among Napa community members to evolve and improve high school education so that students would develop the modern skills and

experience necessary to pursue and achieve success after graduation.

Napa New Technology High School (NNTHS) was founded with a reimagined school experience that was the genesis of a new school model: an attention to student and adult culture, and college and career readiness through the pervasive use of project-based learning.

This innovative approach to teaching and learning attracted national philanthropic support resulting in the organization today. New Tech Network is a nonprofit organization dedicated to systemic and equitable change in education. We center NTN schools – now more than 350 strong – as the units of change, and teachers and school leaders as the agents of that change. Working closely with leadership teams and classroom educators makes change scalable and sustainable.



New Tech Network