



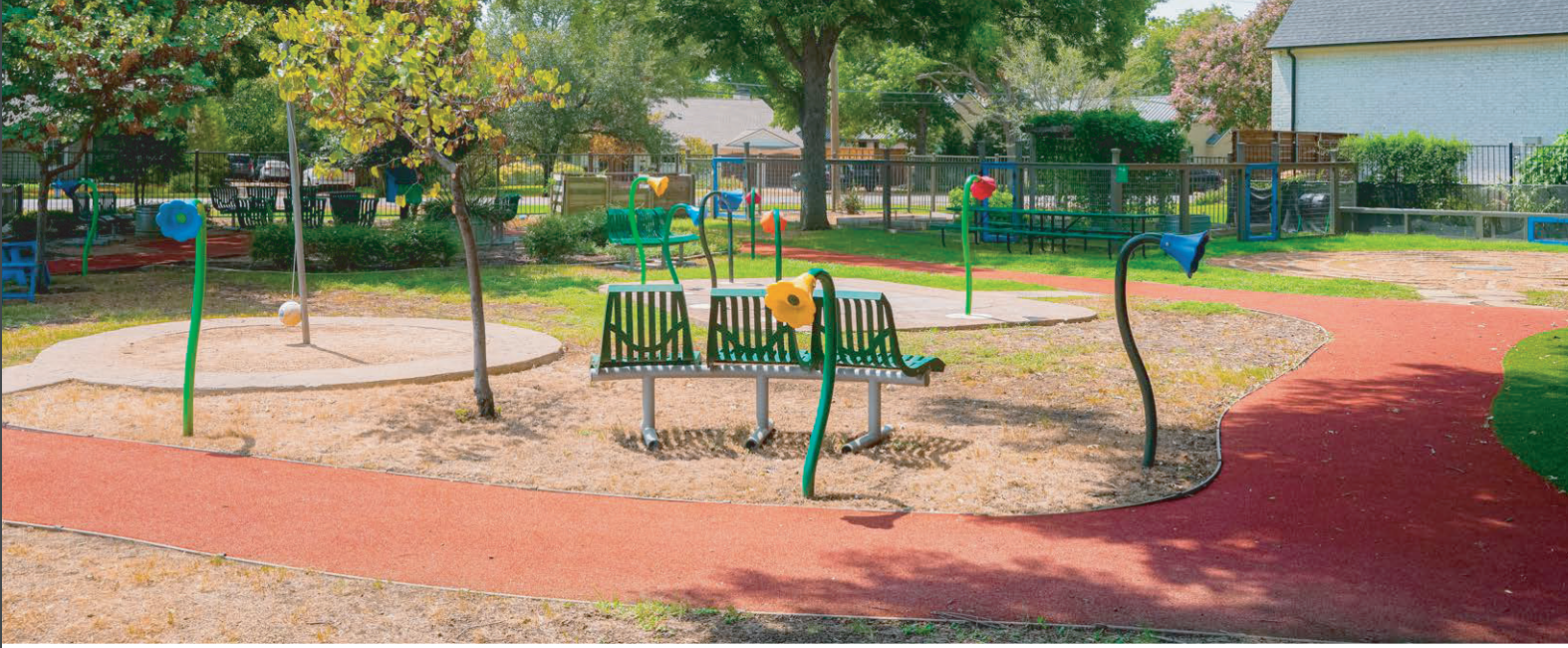
OAK HILL  
ACADEMY



# OAK HILL ACADEMY STRATEGIC PLAN

*August 1, 2023 – July 31, 2028*





## *THE PROCESS*

Oak Hill Academy contracted with Two Roads Consulting in the summer of 2022 to embark on a strategic planning process to determine Oak Hill's goals and objectives for the next five years. The year-long strategic planning process included stakeholder surveys, facilitated group discussions, regular meetings with senior leadership and members of the board of directors, and a board retreat. The result is a refined mission and vision statement and a dynamic document that outlines Oak Hill Academy's strategic initiatives and the prioritized roadmap to inform our continued success.



# OAK HILL ACADEMY STRATEGIC PLANNING COMMITTEE

*Special thanks to the following members of Oak Hill Academy's Strategic Planning Committee for their time and commitment to the future of the school:*

Mike Arbour

Jennifer Bridie

Chris Capriotti

Jeff Drummond

Carole Hill

Megan Horter

Lucy Huang

Patty and David Miller

Pam Quarterman

Gretchen Williams

Lauren Woods

Seth Plunk, *consultant*

*(Two Roads Consulting)*

Michael Szymanski, *consultant*

*(Two Roads Consulting)*

Sarah Cotton Nelson, *board facilitator*

Nicole DeVoss, *assistant director*

Brit Smart, *executive director*





## *MISSION*

Providing **complex, neurodiverse students** with a tailored, whole child learning experience to empower our **students** and their **families** to reach their **full potential**.

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## *VISION*

**Collaboratively** work to prepare our students with the skills necessary to be successful in their **next stage of life**.



## VALUES

### *Creation and Design*

Our classrooms are hands-on, project-based learning centers that enliven the student experience and encourage trial and error and problem-solving.

### *Social and Emotional Well-Being*

Preparing our students for life means reinforcing in them the importance of self-care, emotional processing and the healthy maintenance of supportive relationships. Research shows these soft skills are critical to success in personal and work life.

### *Curiosity and Wonder*

We strive to create lifelong learners by nurturing curiosity and wonder and reinforcing in our students that every day is a day to discover.

### *Personal Expression*

We teach our students the importance of effective communications, help them to find their own voice and guide them in employing effective skills through writing, speech and body language.

### *Cultural Literacy*

We strive to help students thrive in a fast-paced culture and use their literacy to enrich their learning and lives through absorption of the arts, popular entertainment, stories, dialect, humor, and more.

### *Cooperation*

We encourage a team-based approach that not only builds a sense of support and community within our classrooms but also emphasizes the impact of collaboration and innovation.

### *Character*

Our core values are compassion, generosity, perseverance, and humility. We work hard to model and support these values every day on our campus.

### *Information Intelligence*

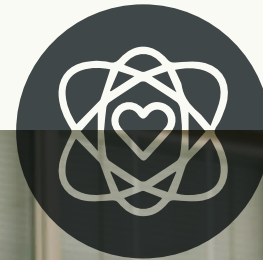
In a world of information overload, less is more. We support our students in learning to access and process the information they need to be successful day-to-day, and we teach them to disregard what they may not need.

### *Numbers and Logic*

We strive to develop strong skills in number sense, patterns, probability, and financial learning so our students are better prepared for a modern world that is becoming more technologically focused.

### *Independence*

Our primary goal is to partner with parents in nurturing students who will become happy, productive and successful adults only limited by the size of their dreams.



## WHOLE CHILD APPROACH



## FIVE PILLARS OF STRATEGIC PLAN

*These five strategic priorities were chosen based on the following criteria:*

- Necessity
- Organizational readiness
- Multidisciplinary value
- Future enabler





# FIVE PILLARS OF STRATEGIC PLAN



## I IMPROVE COLLABORATION AMONG STAFF AND FAMILIES

*Objectives: Provide a more seamless transition between academic and therapeutic activities, solidify the faculty and administrative partnership, create strategies for family engagement to extend continued learning in the home, and develop more consistent teaching practices throughout the organization.*

*Current and Future Initiatives:*

- Expand mentor/mentee program.
- Evaluate and expand school family calendar for more engagement and support.
- Create informational sessions for parents regarding therapeutic support services.
- Create a bridge between therapeutic services offered at school and implementation at home.

## II UPLIFT STAFF CAPACITY

*Objectives: Align faculty and staff ratios with OHA vision, ensure faculty, support and therapeutic staff have the necessary skills for whole child development, use staff assessment insights to improve student development, and put succession plans in place to reduce turnover risk.*

*Current and Future Initiatives:*

- Create and roll out a 360 degree staff evaluation process geared towards personal goals and growth.
- Continue training staff in whole child development approach.

III

### **REFINE CHILD DEVELOPMENT PLANS (USING INDUSTRY BEST PRACTICES)**



*Objectives: Clarify development plan standards across the school, use analysis-based development plan updates and provide staff training on whole child development.*

*Current and Future Initiatives:*

- Continue refining scope and sequence for curriculum.
- Develop standard methodology for assessment in higher grades.

IV

### **VALIDATE STUDENT POPULATION AND DEMOGRAPHIC WE WANT TO SERVE**

*Objective: Determine a clear definition of student population size and demographics we can serve.*

*Current and Future Initiatives:*

- Consider classroom ratio sizes for optimal learning.
- Use clear classroom assessments to determine academic levels.

V

### **TRANSFORM FACILITIES TO REALIZE OHA'S VISION**

*Objectives: Maximize efficient use of existing OHA facilities to meet priorities, validate a facility plan to address school needs and determine the potential to grow student enrollment in clearly defined populations.*

*Current and Future Initiatives:*

- Address immediate needs in facility usage.
- Determine objectives for campus expansion.
- Evaluate financial feasibility for campus expansion.





[www.oakhillacademy.org](http://www.oakhillacademy.org)  
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