

Oak Hall Episcopal School

Strategic Plan



2025 – 2029

The Strategic Planning Process and Purpose

As Oak Hall Episcopal School moves towards its fiftieth anniversary, the Board of Trustees considered this the right time to engage in a new strategic planning process.

Starting in October 2023, the Strategic Team, comprised of the Board's Executive Committee and the School's Business Manager, and led by an external facilitator, began the process of reviewing and evaluating the previous plan. Using the work of this Team as a starting point, a set of potential priorities was identified. A number of Focus Groups, comprising Trustees, Faculty & Staff, and Parents, was convened. These Groups were asked to comment on the initial set of goals and also identify and explore other perceived strengths and perceived weaknesses. While a number of themes were identified by the different groups, the Focus Group meetings and the Strategic Team feedback resulted in five reoccurring themes: Academic Excellence; School Growth; Financial Stability & Growth; Staff Retention; and, Community Engagement.

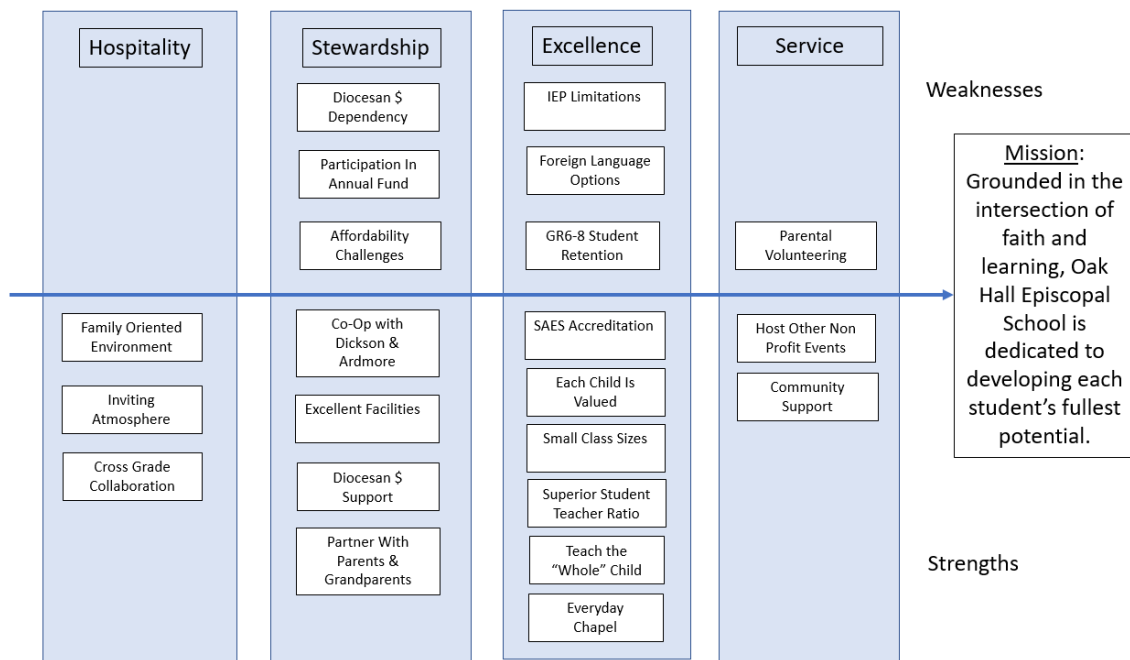
This final product, organized around the five themes, outlines the School's priorities for the next five years, as well as the actions needed to achieve them. As part of the overall Plan, the document includes an articulation of the School's Vision and Values. While the Mission of the School has not changed, the "Mission Statement" has been revised and a new more concise statement is proposed.

Very importantly, this Plan has been designed to lean into, and leverage, the School's strengths, while at the same time addressing areas promoting long-term institutional stability. The strategic initiatives and associated action items are designed for implementation over a five-year period.

The Oak Hall Episcopal School Collect

O Eternal God, bless our school, Oak Hall, our students, our teachers, our parents, our board, and the Diocese of Oklahoma. May our school be a center for sound learning, new discovery, and a place where your love and care abide. Guide us in our teaching, in our learning, and in our lives; through Jesus Christ our Lord. Amen.

The Strengths and Weaknesses of OHES



New Mission Statement

Grounded in the intersection of faith and learning, Oak Hall Episcopal School is dedicated to developing each student's fullest potential.

Vision Statement

Oak Hall Episcopal School will preserve and expand its Episcopal identity focused on:

- Being an excellent educational choice in the Ardmore area for early childhood, elementary, and middle school education;
- Having its students recognized for their exceptional academic achievement and strong sense of service to the greater community;
- Offering a broad enrichment experience to develop the student's mind, body, and soul;
- Providing a safe school environment; and,
- Continuing to remain financially sustainable through sound governance.

Oak Hall Episcopal School Values

Preamble – The Episcopal Tradition

Our Episcopal tradition emphasizes the inherent worth and dignity of every individual. We encourage critical engagement with beliefs and values, and believe diverse religious perspectives contribute to a shared understanding of spirituality and human values.

1) Hospitality

Hospitality goes beyond courtesy at Oak Hall Episcopal School. We are committed to fostering connections among faculty, staff, students, parents, and the community. It is important that these connections live within and beyond our school and expands each student’s educational experience by instilling values of tolerance, acceptance, and engagement with the broader world.

2) Stewardship

Stewardship at Oak Hall Episcopal School is a commitment to the responsible use of all our individual and shared resources. We want students to develop a spirit of generosity and gratitude for all God’s creation and to use their gifts and talents with integrity, empathy, and purpose for the betterment of the world.

3) Excellence in All Things

We are committed to creating an environment that fosters continuous improvement and achievement in all aspects of our students’ lives. This commitment drives us to deliver exceptional programs and services, face challenges with creativity and confidence, and encourage everyone to be their best selves.

4) Service to Others/Citizenship/Compassion

The supportive and caring environment at Oak Hall empowers students to connect with the broader community in age-appropriate ways through volunteerism, contributions of food and

clothing, and acts of kindness and service. In this way, our students deepen their understanding of societal issues, develop leadership skills, demonstrate compassion, and are inspired to positively impact the world.

Oak Hall Long Term Strategic Priorities

1. Academic Excellence

Objective: Students will individually demonstrate year on year improvement in their academic development.

- Key Tactical Goals:
 - Implement Professional Development initiatives targeting “Differentiated Learning”, and “trauma informed teaching”;
 - Continue to conduct annual curriculum audits and use them to guide the implementation of improvements to best meet the needs of Oak Hall’s diverse student body;
 - Add an alternative language option; and,
 - Expand the extracurricular value of OWL University with options that may include classes on critical thinking and financial literacy.

- Key Results Measures:
 - NWEA Test Scores;
 - Student-Faculty ratio of 9:1;
 - Professional Development Achievements; and,
 - Extracurricular Activity Participation Rates.

2. School Growth

Objective: Expand enrollment to full complements of students in every grade level at the School by 2029.

- Key Tactical Goals:
 - Improve overall classroom social and academic balance by directed enrollment strategies appropriate for each classroom;
 - Develop and implement marketing and communication plans to effectively tell the OHES story to the Ardmore community; and,
 - Initiate a review of the feasibility of expanding beyond the Eighth Grade.

- Key Results Measures:
 - Increase enrollment to 176 (with a maximum of 194 students annually); and,
 - Improved year to year student retention rates.

3. Financial Stability and Growth

Objective: Implement initiatives to enhance the endowment by \$4 million by 2029, and increase parental support for the Annual Fund to at least 50% in the same period.

- Key Tactical Goals:
 - Actively shepherd and secure new endowment bequests through strategic relationships; and,
 - Increase parental volunteerism and giving to the Annual Fund through effective education of current and prospective parents, and the possible implementation of incentives.

- Key Results Measures:
 - Year on Year Endowment Growth; and,
 - Annual Fund Parental Participation Rate.

4. Staff Retention

Objective: Continue to develop and implement resources and programs to attract educators and staff as measured by retention rates of 100% (excluding retirements and out of area relocations).

- Key Tactical Goals:
 - Achieve an “at par” status with Oklahoma public education for total compensation, including benefits;
 - Implement additional staff professional development processes; and,
 - Actively nurture the culture of Oak Hall Episcopal School where every faculty and staff member is valued.

- Key Result Measures:
 - Staff retention rates.
 - Professional Development participation rates

5. Community Engagement

Objective: Improve the participation of Oak Hall Episcopal School students in meaningful engagements that impact Ardmore community's overall quality of life metrics.

- Key Tactical Goals:
 - Increase parental engagement beginning with the orientation of incoming new students;
 - Develop additional ways to increase levels of community participation of OHES students and families;
 - Evaluate extra-curricular cooperative engagements in the community (i.e. athletics, fine arts) for effectiveness to be strengthened as service and learning opportunities; and,
 - Establish a middle school student council.

- Key Result Measures:
 - New Student Parent Orientation Attendance; and,
 - Annual Community Projects.

Participants in the Strategic Planning Process

Strategic Team

John Harper
Facilitator
MS Grandparent

Kyle Craighead
Board of Trustees President
Alumni

Ken Willy
Headmaster
MS Parent
Alumni Parent

JaHannah Jamelarin
Board of Trustees Vice President
MS Parent
Alumni Parent

Lori Youderian
Business Manager
Alumni Parent

Jill Daugherty
Board of Trustees Treasurer
Alumni Parent

The Reverend Mike Stephenson
Bishop's Representative

Gina Hernandez-Roberts
Board of Trustees Secretary
Alumni
LS Parent

2023-2024 Board of Trustees

The Right Reverend Poulson Reed (E)
Diocesan Bishop, ex-officio
represented by

The Reverend Mike Stephenson (E)
ex-officio

Gina Hernandez-Roberts '24
Secretary
Alumni
LS Parent

Kyle Craighead '24* (E)
President
Alumni

Amy Coffey '26 (E)
MS Parent

JaHannah Jamelarin '26*
Vice President
MS Parent
Alumni Parent

William Lytkowski '25 (E)
LS & MS Parent

Mitesh Patel '26
LS Parent

Jill Daugherty '25* (E)
Treasurer
Alumni Parent

Mark Riesen '24 (E)
Alumni Parent

Daniel Vernon '26 (E)

Tanner Watkins '24*
Alumni
LS Parent
Alumni Parent

Ken Willy (E)
Headmaster, ex-officio
MS Parent
Alumni Parent

Chelsie Benham
PA President, ex-officio
Alumni
LS Parent

* Second term
(E) Episcopal member

2023-2024 Faculty & Staff

Julie Anastasio
Middle School Humanities
LS Parent

Jennifer Crosby
Director of Development
& Enrollment Management
LS Parent

Cathy Bartgis
Second Grade

Jenna Elmer
Music, MS Electives

Kim Beard
Third Grade

Amy Flanagan
Science

Cynthia Bell
Early Childhood 4
Alumni Parent

Deanne Grant
Administrative Assistant
EC & LS Grandparent

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Learning Support Specialist

Natalie Griffin
First Grade

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Technology, MS Electives,
Upper School Extended Day
Alumni
Alumni Parent

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Early Childhood 4

Chris Harris
Food Services Assistant

Hayley Bone
Early Childhood 3
Alumni
LS Parent

Jacque Hobson
Librarian, MS Creative Writing, MS Electives
Alumni Parent

Lisa Caldwell
Food Services Manager
LS Grandparent

Tammy Landgraf
Early Childhood 3
EC Grandparent

Julie Lollman

First/Second Grade Assistant
(Part time)
Alumni Parent

Mike McCullers

Information Technology Director
(Part time)

Cathy Nogueira

Physical Education/Motor
Development, Cross Country,
Dickson Co-Op Coordinator
Alumni Parent

Martha Riesen

Fourth Grade
Alumni Parent

Evangelia Roberts

Lower School Extended Day
(Part time)
Alumni Parent
LS Grandparent

Scott Saner

Middle School Math (Part time)

The Rev. Mike Stephenson

Chaplain, Chapel, MS Christian Education

Sherri Twyford

Kindergarten Assistant

Jimmie Wallis

Kindergarten
Alumni Parent

Melanie Williams

Fifth Grade, Owl University
& Summer Camp Coordinator

Ken Willy

Headmaster
MS Parent
Alumni Parent

Lauren Youderian

Lower School Extended Day Assistant (Part time)
Alumni

Lori Youderian

Business Manager
Alumni Parent

Parent Focus Groups

Laura Akers

EC Parent

Courtney Bancroft

LS Parent

John Coffey

Alumni
MS Parent

Tim Faltyn

LS Parent

Sheena Fields

Alumni
LS & MS Parent

Hailey Guadarrama

Alumni
LS Parent

Robyn Howard

LS Parent

Sarah McNeill

EC & LS Parent

Nellie Musser
LS Parent

Jessica Plowman
EC & LS Parent

Michael Smith
EC & LS Parent

Lauren Storts
EC & LS Parent

Amanda Jackson Willy
MS Parent
Alumni Parent