

SILVER OAK ACADEMY

Dedicated to improving the lives of youth, families and communities.



2015 ANNUAL REPORT

A Letter from the Director

In 2015, our team of professionals and board members worked with our community partners to support our mission and help our students learn and grow into independent, responsible young men.



Dear Friends:

When our students first arrive on campus, they can see that they have been admitted to an Academy. Students walk freely between campus buildings, and wear crisp uniforms. They are taught to make eye contact and shake hands with the people they meet. In short, we have emphasized the Academic Model's foundation of a Normalized Milieu in which our programming elements are placed. At Silver Oak Academy, students are taught to work toward excellence.

This is achieved through a rigorous academic program filled with rich resources, industry-relevant CTEs, a competitive athletic program and links to community partners which allow our students access to the world of work and actual work experience.

Each year, I become more impressed with our students and what they have accomplished. In 2015 alone, five SOA graduates were offered full scholarships to universities where they will continue the academic and athletic pursuits they cultivated at Silver Oak. In these pages I hope you will find, as I have, that young people can achieve what they put their minds to; they need the opportunity, and the place to learn and cultivate every aspect of themselves. I am proud that Silver Oak Academy provides exactly this.

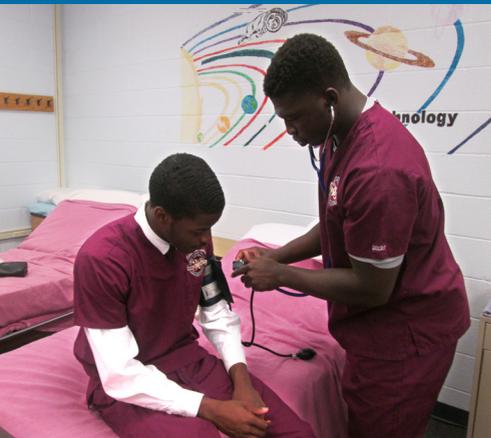
Kevin McLeod, Program Director

Creating Positive Opportunities

Silver Oak Academy's academic program has continued its excellent tradition of offering students the opportunity to apply topics they study and research to unique opportunities through small class sizes and highly qualified academic faculty. The walls of Silver Oak Academy are decorated with academic excellence and announcements which name students who have received scholarships to post secondary institutions.

Twenty-one students have paid internships, and are gaining real, on-the-job experience that will prepare them for success in their chosen professions once they graduate from the program. In 2015, Silver Oak students worked 720 hours on-campus and nearly 10,000 hours off-campus. Students also completed nearly 9,000 hours of community service.

Silver Oak Academy also provides students with opportunities for a brighter future through its Independent Living Program centered in Kahlert Hall for Independent Living. This program has grown tremendously over the past year and was home to 9 students in 2015. These 18-year olds worked in the community, earning \$68,000 gross (cumulative) wages over the course of the year.



Through an accredited CNA certification program, Silver Oak offers students a chance to become employed in Healthcare, one of the most rapidly growing industries nationwide. Students enrolled in the CNA program learn CPR, First Aid and the basic art of caregiving in SOA's on-site, state-of-the-art Workforce Development Building.



Silver Oak Academy RAMS participated in the 2015 RAM Ball Classic, hosted by Hillcrest Academy. The inaugural tournament hosted six teams which, in addition to SOA, included: Dohn Community High School, Mount Auburn International Academy, Hillcrest Academy's Varsity and Junior Varsity teams. Silver Oak Academy won the tournament.



Silver Oak Academy students learned about the power of positive words and convictions in driving social change on the annual Martin Luther King, Jr. Tour. Accompanied by staff and representatives from the Zepp Children's Foundation, the young men traveled to Atlanta, Georgia, to walk in Dr. King's footsteps and learn about his legacy.

ROP's Academic Model™

The Academic Model™ is the research-validated framework for Silver Oak Academy's programming and services. Under the direction of the Academic Model™, SOA's programming begins by establishing safety through pro-social relationships with highly trained staff. After student needs and strengths are determined, evidence-based cognitive behavioral interventions such as Aggression Replacement Training, Thinking for a Change, Seeking Safety, Cognitive Behavior Intervention for Substance Abuse, EPICS and The 7 Habits of a 24/7 Dad™ help students develop skills that prepare them to reunite with their families and home communities. As students complete their treatment plan goals, they set new goals, and the process of positive change is moved forward, creating a new vision and hope for the youth.

Goal Attainment

As students reach the goals of their individualized treatment plan, they set new goals and the process of positive change is moved forward. Students generate plans to re-enter their communities in a productive way.

Practicing Skills

Our students practice their skills within a normalized high school environment where they have the encouragement and support of faculty, staff and peers. Students engage in meaningful pro-social activities in the school and in the community while learning and practicing pro-social behavior.

Skill Development

Through targeted interventions, individual, group and family therapy, accredited education/vocational training and community/wellness programming, students build skills, accumulate academic credits and develop employment skills and career plans in order to prepare them to reunite with their families and communities.

Understanding of Needs & Strengths

Student strengths and needs are determined through a comprehensive assessment process that results in a prescriptive treatment plan that addresses individual needs and risks. Students receive evidence-based, cognitive-behavioral interventions to overcome aggression, disruptive behavior and trauma and develop skills and strengths.

Establishing Safety & Caring Relationships

The Academic Model™ is a strengths-based framework which begins with a foundation of physical, psychological and emotional safety, realized through caring relationships between staff and students. Only when safety and caring relationships are established, students begin to learn.



Family, Staff & Community Involvement

Silver Oak Academy has a vibrant campus and Student Life where young men can explore meaningful opportunities through campus clubs, and with trained, caring staff to build a foundation for a better future. In 2015, Silver Oak Academy demonstrated its commitment to youth and families through:

6

family contacts
per student per
month

8,806

hours of
community
service

9

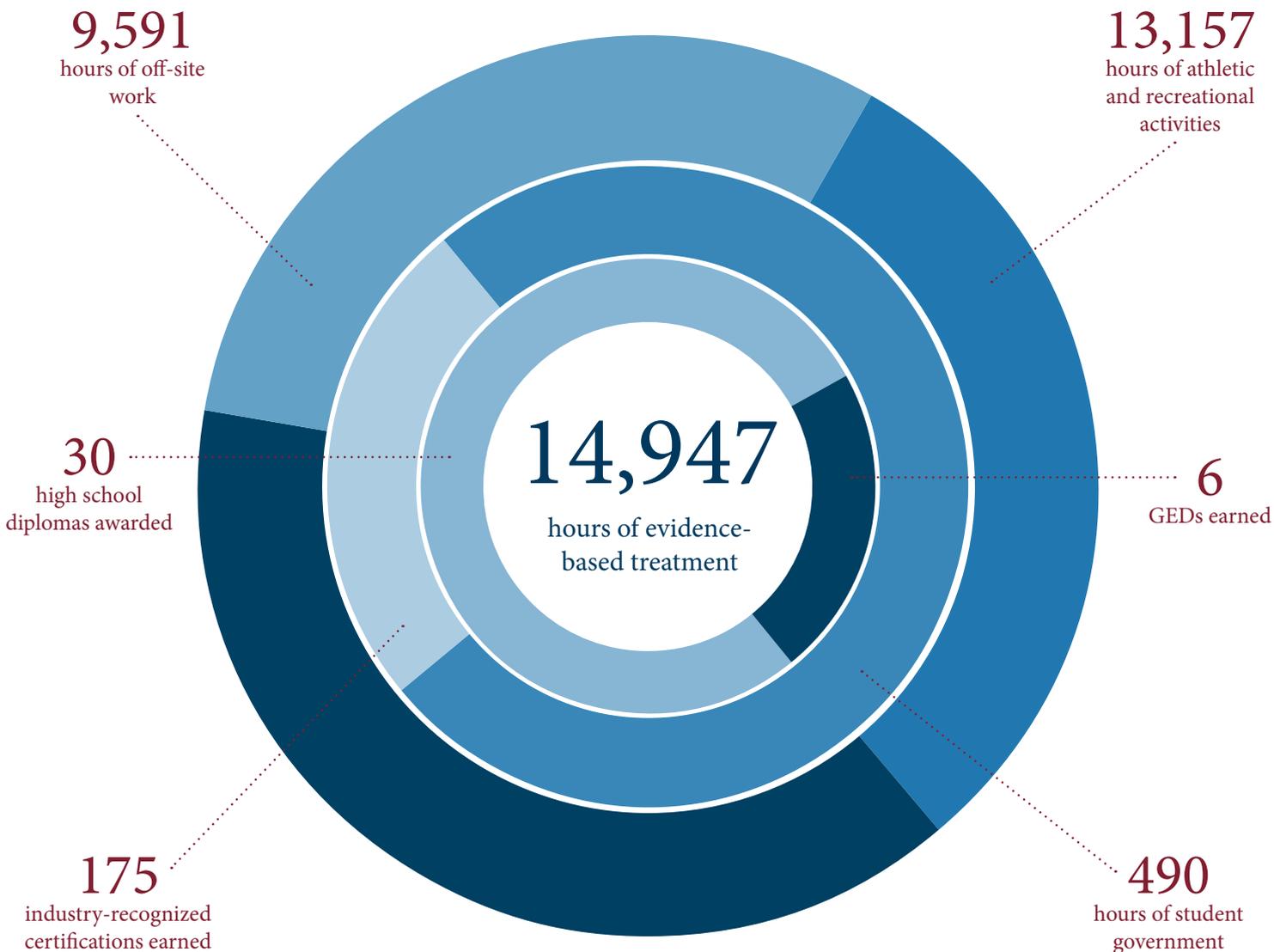
Community
Advisory Board
meetings

2,155

hours of staff
training

Developing & Practicing Skills

Silver Oak Academy offers therapeutic services delivered by a highly qualified and credentialed Clinical Team. This talented team has grown to meet the needs of our students through a diversity of approaches and methodologies which include nine evidence-based practices that address trauma and substance abuse while underscoring the importance of family.



Creating Positive Outcomes

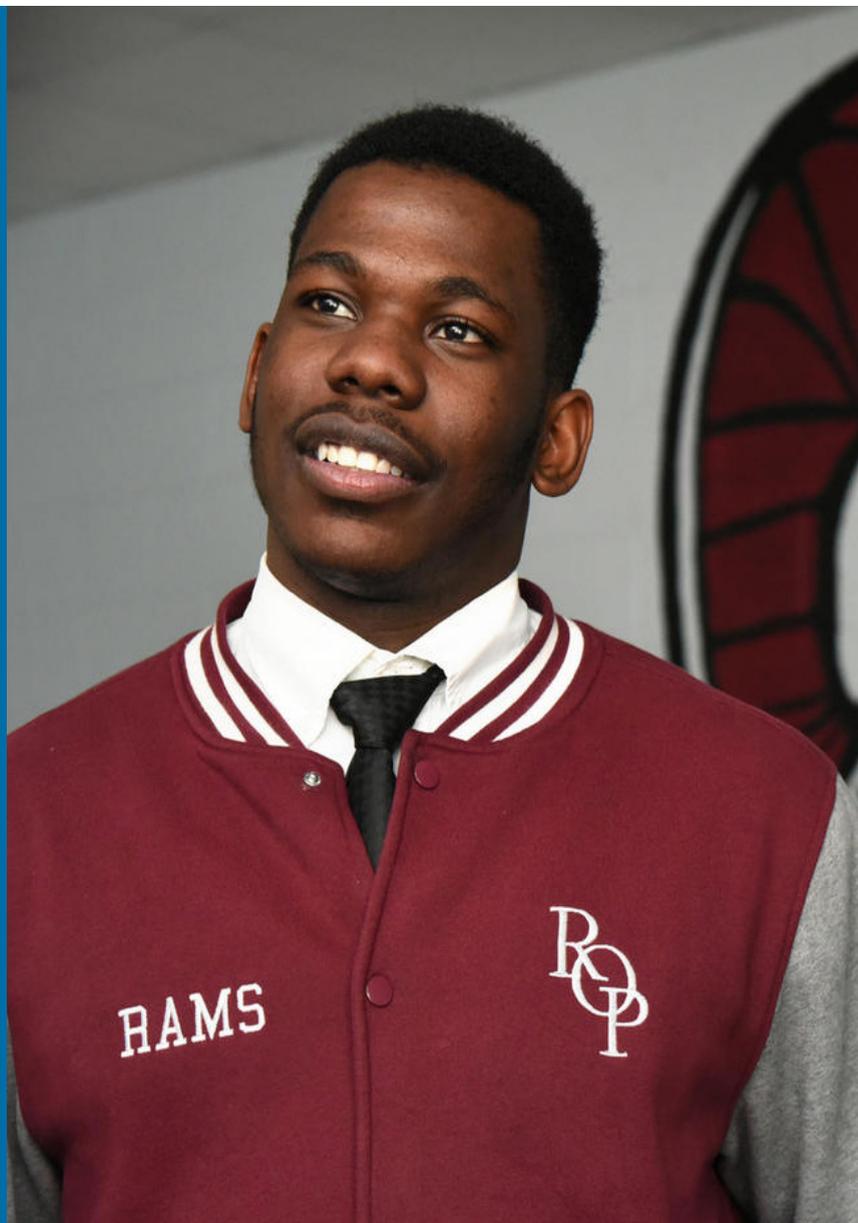
Upon arrival, students are given specific Treatment Plan goals. As they progress in their program, students meet their initial goals and award ceremonies, graduations and rewards celebrate these milestones. When this happens, new goals are established and the process of positive change is moved forward.

Student Success Stories

In December of 2015, thirteen of Silver Oak Academy's student-athletes were awarded high school diplomas. Of them, five have been awarded academic and athletic scholarships at Anne Arundel Community College, Allegany College of Maryland and Bowie University where each will pursue their athletic and academic dreams.

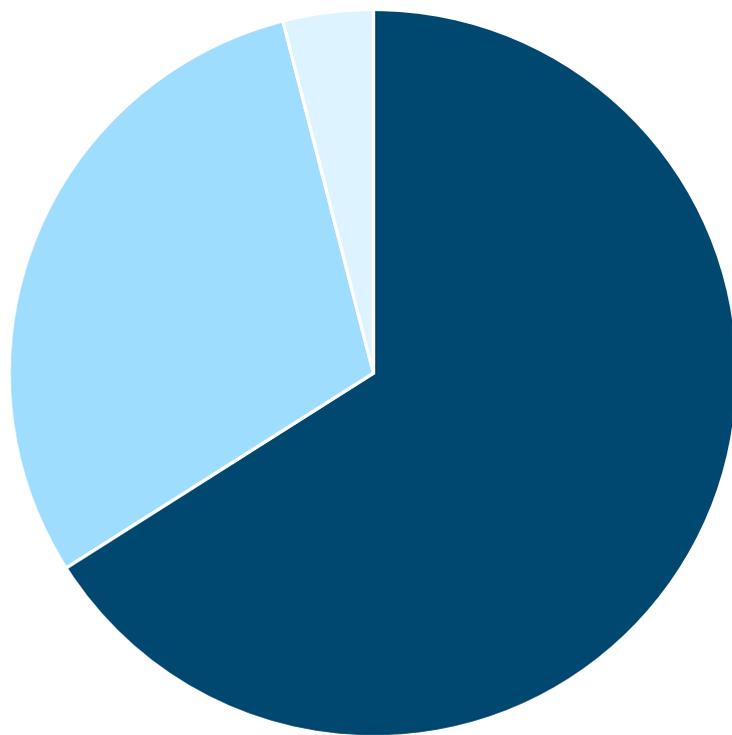
As a young boy, Student-Athlete Tyree H. dreamed about playing college football one day. His dream came true after this year after a successful football season at Silver Oak Academy. His performance caught the eye of college recruiters who took note of Tyree's skill on the field, and led to him being signed to attend Bowie State University, a Division II playoff football program. Tyree now is majoring in Nursing while attending Bowie State. While at SOA, he maintained a 3.1 GPA and earned his scholarship after only one year of playing for the Rams.

Student-Athlete Rykeen R. who also played for the Silver Oak Rams, was awarded a scholarship based on his strengths in academics and on the football field. Now attending Morgan State University, Rykeen majors in Nursing while playing for their Division I AA football program. While a student at SOA, Rykeen was the President of the Student Government Association, President of the RAM's Club, earned a 3.6 GPA and was voted to the All-Star Football team.



Financials & Community Engagement

Rite of Passage provides the best value in juvenile justice and residential care. This value is due, in part, to our company's investment in our mission to improve the lives of youth. We are a cause-based organization that answers to our customers and invests in outcomes and quality services.



■ Personnel ■ Direct Student Services ■ Operating Expenses

SILVER OAK ACADEMY

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Social Responsibility

As a Socially Responsible company, ROP promotes the well-being of youth, families and communities. Last year, ROP students completed over 50,000 hours of community service across the United States.

Social Responsibility is the cornerstone of what we do, and we incorporate this initiative into every aspect of our business.

School Advisory Board

Delmas Wood

Elizabeth T. Baker

Virginia Harrison

Larnell C. Simpson Jr.

Catherine Gammage

Kevin McLeod

Dr. Roxanne Harlow

Jackie C. Matias

Dr. Charles Colyer

Pastor Daryl Foster

Community Partners

Carroll County Chamber of Commerce

Carroll Vista Community

Carroll County Youth Services Bureau

Catoctin Furnace Historical Society

City of Taneytown

Community Media Center

Union Bridge Business Association

Kennie's Marketplace

Carroll County Public Schools

Glade Valley Senior Center

Taneytown Lions Club

Terra Rubra Lions Club

The Zepp Center

Torch

Kahlert Hall Foundation

Carroll Community Foundation