

2025



The Oberle Academy



# ANNUAL REPORT

[TheOberleAcademy.org](http://TheOberleAcademy.org)



**2025  
ANNUAL  
REPORT**



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**[TheOberleAcademy.org](http://TheOberleAcademy.org)**

**"Our family is so grateful for the teachers and staff at Oberle and what they do for the students there every day. Everyone has taken the time to get to know our child, figure out her needs, and help her thrive which I am positive would not have happened anywhere else. The staff has created a safe, kind and supportive environment that has improved her learning, mental health, confidence, and problem solving ability."**

**-Britney, Parent of Current Oberle Student**



Al Fagan, President & CEO

The Oberle Academy with Oberle student,  
Talen, at CTE Center Ribbon Cutting

# MESSAGE FROM OUR PRESIDENT

Dear Friends, Families, and Members of Our Community,

As we reflect on this past year, I am grateful and proud of all our school has accomplished. Our mission—to provide youth with the education and training needed to complete secondary education and transition into post-secondary education or employment so that they become self-sufficient, contributing members of their communities—has remained the foundation of everything we do. We accomplish our mission by supporting students with special needs through individualized learning, unwavering encouragement, and innovative programs.

Two of our most exciting advancements were expanding our Career and Technical Education (CTE) programs through partnerships with Germanna Community College for electrical certifications and Atlantic Builders, Inc. for horticulture studies. By adding these new areas to our curriculum, we opened additional pathways for students to develop practical skills, explore meaningful career options, and experience the pride that comes from hands-on achievement. These opportunities enrich our students' futures and strengthen their independence.

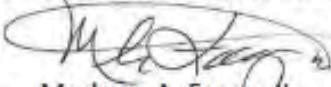
We expanded our specialized services, adding new therapeutic supports, integrating adaptive technologies, and enhancing professional development for our educators and staff. These investments ensure that every student receives the individualized care and expertise they deserve. We also strengthened partnerships with families, recognizing that education is most powerful when home and school work hand in hand.

Behind each of these achievements are dedicated professionals, supportive families, generous stakeholders, and, most importantly, Oberle students. Our students continue to amaze us with their growth, resilience, and talents. Whether mastering new communication tools, achieving academic milestones, building social connections, or discovering creative outlets, each student's progress represents a triumph of dedication, teamwork, and belief in what is possible. These successes are never accomplished alone. They are the result of a community that chooses, every day, to advocate for inclusion, celebrate diversity, and champion opportunity for every learner. Our students' daily progress reminds us why we do this work and why it matters. Our staff's commitment, compassion, and creativity fuel an environment where students feel seen, understood, and empowered. I am honored to lead a team that truly embodies our core values.

This Annual Report highlights many accomplishments, but behind each number and milestone is a child whose world has expanded because someone believed in them. That belief—shared by our families, donors, community partners, and staff—is what makes our school extraordinary.

We are committed to expanding opportunities, advancing specialized programs, and fostering an environment where every student is valued and grows. Thank you for your continued trust and support. Together, we provide a future filled with possibilities for every learner we serve.

With sincere appreciation,



Marbury A. Fagan, II

President & Chief Executive Officer

# STUDENT SNAPSHOTS

**"Every Oberle student is unique, capable, and full of potential"**

**-Elizabeth Mark, Assistant Director, The Oberle Academy**



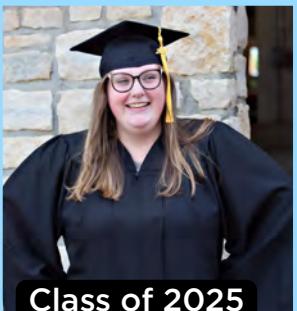
## OVERCOMING OBSTACLES

"After teaching Art, History, and many other subjects for fifteen years before moving into an administrative role, I've learned that every Oberle student is unique, capable, and full of potential.

No matter the challenges they face, they continue to inspire us every day."

Elizabeth Mark  
Assistant Director

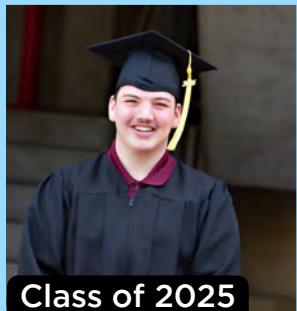
## MADISON



Class of 2025

We are thrilled to share that Madison, Class of 2025, is gaining real-world experience working at a local daycare center where she practices her caregiving skills with compassion and professionalism. Alongside her hands-on work, she is also excelling in her courses at Germanna Community College to further her education and prepare for her future career in nursing. Madison's dedication and heart for helping others shine through everything she does. "Madison's growth throughout her time at Oberle was nothing short of amazing, due largely to her determination to improve and her strong work ethic. Madison's drive to do her best not only powered her ahead, but also led her to help her peers, even when she didn't really want to." (Kelly Scofield, Madison's teacher)

## CHARLIE



Class of 2025

Charlie, Class of 2025, exemplifies what it means to turn hard work into achievement. During his time at The Oberle Academy, he built a strong foundation in Mechanics, Electricity, and Carpentry, while also completing dual-enrollment courses through Germanna Community College. This spring, Charlie proudly graduated from his base school, Oberle, and Germanna—just two weeks after securing a job in his dream field at a dealership in Northern Virginia. His drive, determination, and technical skill set a powerful example for his peers. "Charlie's determination and hard work embody everything we value at Oberle." (Ken Manahan, School Director)

## LAUNCHING THEIR FUTURES

Our teachers and staff are proud to announce that twelve students graduated in Spring 2025. Ninety-one percent of our graduates continued on to college or entered skilled employment. Oberle alumnae are attending programs to include electricity & nursing. Others began working in the trades they trained for during their time at Oberle. These outcomes reflect our mission to educate, empower, and employ students who are prepared to succeed and contribute to their communities.

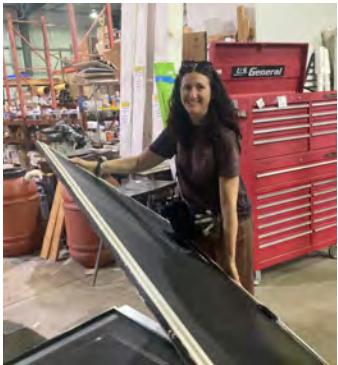
# FACULTY SPOTLIGHTS

**"The staff here at The Oberle Academy is very good at helping us both academically and mentally. They spend a lot more one on one time with students than other places and help us understand difficult concepts."**

**-Davis, Class of 2029**



**Kelly Scofield: Science Teacher &  
2025 Chamber of Commerce  
Outstanding Educator Award recipient**



**Jennifer Bishop**

Jennifer Bishop brings an incredible range of experience and passion to The Oberle Academy, teaching subjects from Education for Employment and Spanish to Government and Personal Finance. With a background in history and years spent living and teaching in Guatemala, she blends cultural insight with practical career and life skills. Her work in adult education and youth workforce development shaped her expertise in guiding students toward college, careers, and independence. A lifelong learner and athlete, Jennifer channels her energy and dedication, whether in the classroom, the gym, or on the volleyball court, into empowering every student she teaches.

**"As a community-rooted and future-focused school, The Oberle Academy ensures student success by providing a wide array of practical, hands-on experiences, including STEM activities, a working greenhouse, photojournalism, cosmetology, and sports."**

**-Dr. Meg Nice, Stafford County Public Schools**

With over 15 years of experience in the beauty industry, both behind the chair and in the classroom, Claudette Brockenbrough shares hands-on expertise, real-world application, and heart-led teaching into every lesson. She is passionate about helping students grow in both technical skills and theory. At The Oberle Academy, she fosters a salon environment where students can create, transform passion into skill, and build confidence through meaningful hands-on experience. Claudette shares, "here at Oberle, every student can find their spark in the beauty industry."



**Claudette Brockenbrough**

# EDUCATE

**"The Oberle Academy provides so many amazing opportunities for students to learn and grow".**

**-Jennifer Bishop, Teacher, The Oberle Academy**



## **BUILDING SKILLS & FOSTERING GROWTH**

At The Oberle Academy, we work with students in grades five through twelve to help them build durable skills that prepare them for life beyond the classroom.

Our course of study follows the Virginia Department of Education Standards of Learning, giving each student a strong academic foundation while developing confidence.

The launch of a full agriscience and gardening program marks an exciting new chapter for middle and high school students. This hands-on program provides opportunities to connect classroom learning with real-world applications, fostering responsibility, problem-solving, and collaboration. Through this program, students not only gain practical skills in growing and maintaining plants but also develop an understanding of sustainability, environmental stewardship, and healthy living. As the program enters its first year of full operation, it serves as a valuable pathway for students to explore career interests, build life skills, and take pride in contributing to a thriving learning environment.

## AGRISCIENCE



Oberle Student  
Class of 2031

## THEATER ARTS



Cecilia Oakley, Teacher

The Oberle Academy's Theater Arts classes invite students to step into creativity and collaboration through set and prop design, script writing, and acting. In addition to building confidence in public speaking and developing conflict resolution skills, students strengthen teamwork, empathy, imagination, and self-expression. Through character study and performance, they learn to understand diverse perspectives, manage emotions, and communicate effectively. Theater also fosters critical thinking, time management, and problem-solving as students bring stories to life. Theater teacher, Cecilia shares, "Theater is a creative process that has a place for everyone...creating a performance involves an entire team and fosters individual growth."

# EMPOWER & EMPLOY

**"I know firsthand how much heart and hard work the faculty and staff at The Oberle Academy pour into their students. They go above and beyond to help each young person prepare for what's next, whether that's starting a career, continuing their education, or joining the service."**

**- Carly Swaim Walker, Community Partner**



**James Perrow, Culinary Arts  
& Oberle Student**

## EXPLORING CAREERS & IGNITING PASSIONS

At The Oberle Academy, we help students discover their strengths through hands-on learning that connects knowledge to real-world experiences. With our small 1:4 staff-to-student ratio, we're able to truly know each learner and provide the personalized support they need to grow.

We explore courses together in Agriscience, Carpentry, Cosmetology, and Culinary Arts, earning course credit, industry credentials, and valuable career skills along the way. At Oberle, we don't just educate; we empower students to build confidence, explore their passions, and gain the tools to be successfully employed and independent beyond graduation.

**"At Oberle, we believe learning should go beyond the classroom. Our Education for Employment program helps students build real-world skills like communication, teamwork, and problem-solving while discovering their strengths. Seeing them grow into confident young professionals ready for their futures is incredibly rewarding."**

**- Ken Manahan, School Director, The Oberle Academy**

## **PRACTICING SKILLS GROWING CONFIDENCE**

This year in our Education for Employment (EFE) program, we've watched our students grow through real-world experiences that connect learning to life. They've worked alongside community partners such as the SPCA, Habitat for Humanity, Merriman's Auto Repair, Hair Revival, and Always Flavored, gaining valuable skills and confidence along the way.

Our students serve our community by volunteering at the Food Bank and the Salvation Army, learning the value of hard work, empathy, and giving back to their community while preparing for their future careers.



**Oberle Student Class of 2029  
Volunteers at the SPCA**

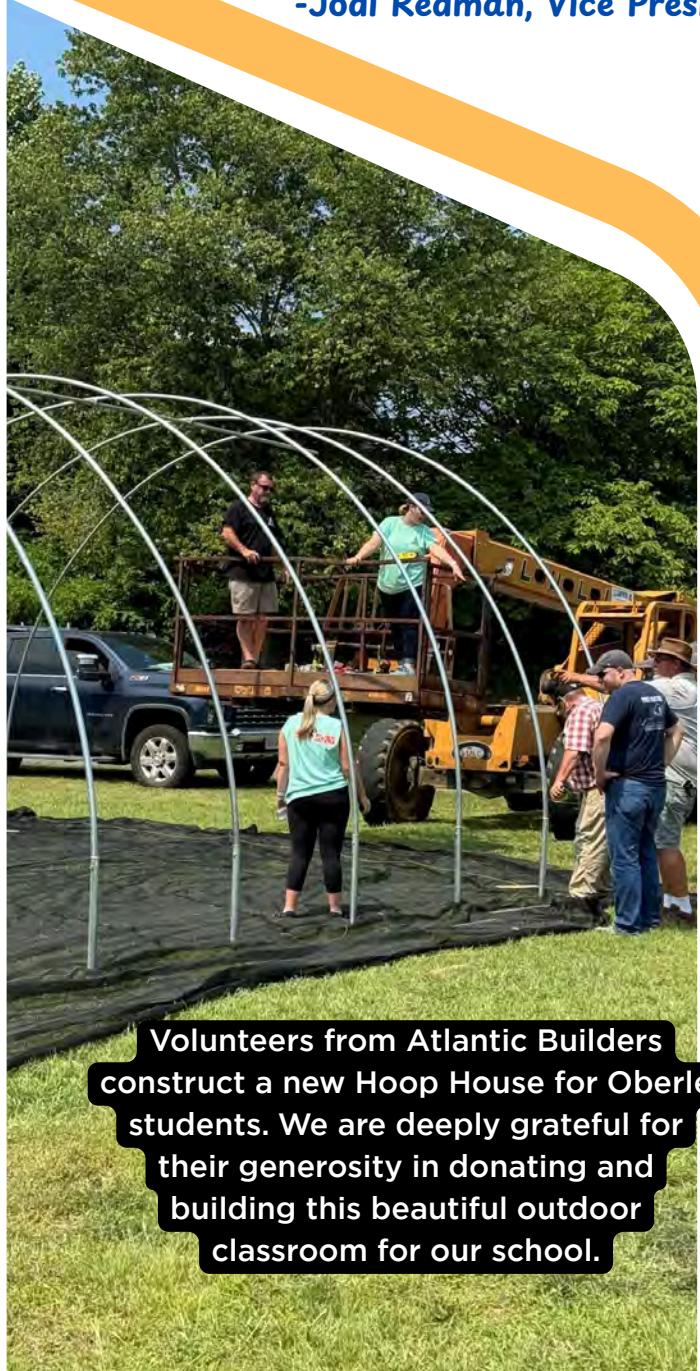
**Oberle Student Class of 2027  
Volunteers at the Habitat for  
Humanity ReStore**

# COMMUNITY

**"At The Oberle Academy, we see firsthand how community partnerships transform opportunities for our students. Every sponsorship, collaboration, and shared investment helps us expand hands-on learning, enhance our programs, and prepare our students for meaningful careers. We're especially grateful to our 2025 Golf Tournament Title Sponsor, Atlantic Builders, and all of our generous sponsors for their invaluable support of this year's event.**

**Your commitment strengthens not only our school, but the futures of every student we serve."**

**-Jodi Redman, Vice President & CFO, The Oberle Academy**



**Volunteers from Atlantic Builders construct a new Hoop House for Oberle students. We are deeply grateful for their generosity in donating and building this beautiful outdoor classroom for our school.**

## SHOWING UP INSPIRING OTHERS

The Oberle Academy truly lives out the “all hands-on deck” mindset, making sure every student has the support, guidance, and opportunities they need to succeed. They’ve also been incredible partners in our Workforce NOW efforts at the Fredericksburg Regional Chamber, always showing up for Mock Interview Day, the Intern Expo, and our targeted career workshops.

I’m such a big fan of how they do things, how deeply they care about their students, how ingrained they are in the community, and how they always show up and collaborate. Seeing their work both inside the school and out in the community is so inspiring. The Oberle Academy is truly leading by example when it comes to workforce development and career exploration, and I couldn’t be more grateful for their partnership, their energy, and their heart for helping students thrive.

Carley Swaim Walker, MPA, IOM  
Executive Vice President,  
Workforce & Community Development  
Fredericksburg Regional Chamber



**Dr. Janet Gullickson and Al Fagan cut the CTE Center ribbon with Oberle Students Class of 2025 and 2027**

## **EXPANDING ACCESS TO CAREER & TECHNICAL EDUCATION**

We are thrilled to announce our expanded partnership with Germanna Community College, which brings specialized faculty to our campus and opens new career and technical education pathways for our students. Through this collaboration, our learners will receive training in trades such as electrical, HVAC, welding, solar energy, and forklift operations on our campus in Downtown Fredericksburg. Six Oberle students received their Electricity I certification this spring. Another group of students is currently enrolled in Welding I.

This partnership not only strengthens our ability to prepare students for high-demand careers, it also provides evening and weekend skilled-trade courses for adult learners in our community. We're proud to expand access to meaningful education and workforce readiness for both our students and the broader region.

# YEAR AT A GLANCE

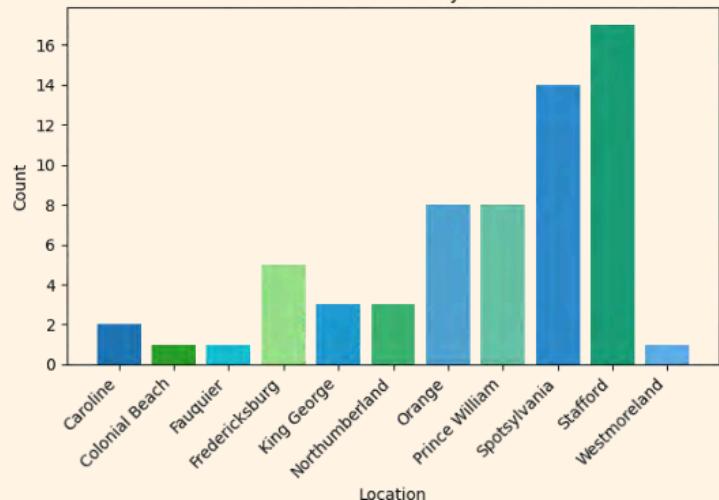
**"We extend our heartfelt thanks to our school division partners: Caroline, Colonial Beach, Culpeper, Fauquier, Fredericksburg, Hanover, King George, Orange, Prince William, Richmond, Spotsylvania, Stafford, and Westmoreland—for their continued partnership and trust. Your collaboration and commitment make it possible for us to empower students through meaningful learning experiences and shared success across our region."**

**- Dr. Kim Doucette, Vice President  
Admissions & Advancement The Oberle Academy**



**Oberle Student  
shows his detailed artwork**

### Students Served: Distribution by County



### Education Support

**11**

number of school divisions with TOA attendees in 2024-2025

**2**

dual enrollment courses with Germanna offered

**28**

elective courses offered

### Skills Training

**149,400**

student volunteer minutes

**29**

student certifications awarded

### Class of 2025

**11**

seniors graduated

**64%**

went on to attend 2 or 4 year college

**82%**

gained employment

### Community Engagement

**5,457**

social media interactions

**74%**

growth in social media connections



**100%**

growth in social media following

# BOARD OF DIRECTORS

The Oberle Academy Board is comprised of community and professional leaders.

The Board of Directors provides financial oversight and strategic guidance, supports fundraising and development goals, builds awareness in the community, and fosters partnerships with other organizations and individuals.

## **Board Members:**

Al Fagan, CPA, President & CEO

Nicci Dowd, PhD

Ray Slaughter, Esquire, Chair

Matt King, Secretary

Dale Lachniet, CPA

Tom Cosse, PhD

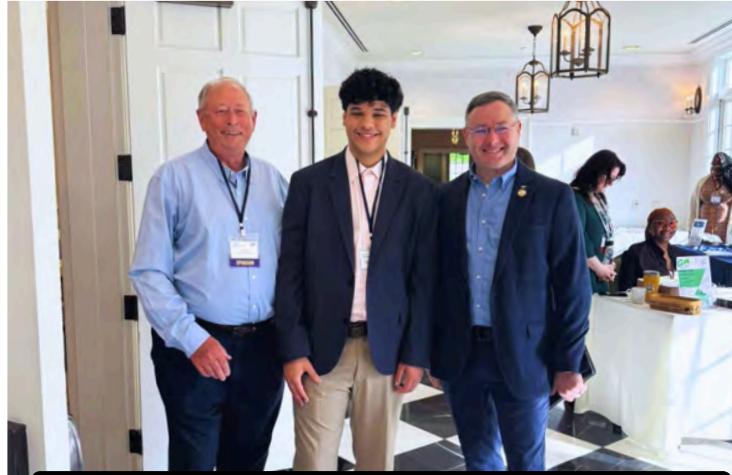
Suzanne Sumner, PhD

Ley Watson, CPA

Bill McAvinney

George Snead, Esquire

# THANK YOU



Hayden had the opportunity to speak about our school and to introduce Congressman Vindman for his welcome address at the GO Virginia Region 6 Economic Development Summit in April

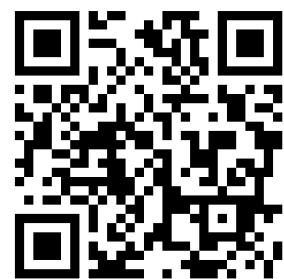
On behalf of The Oberle Academy, I would like to give a warm thank you to our amazing school division partners and community for your continued help and support. Thank you for everything you do in our community. Your constant care and compassion truly go a long way and impact so many.

Your partnership strengthens our classrooms and school events, making our goals feel more realistic and possible. Because of you, our student body is better prepared for success in the future.

From donating books to our library to supporting food drives for families facing daily hardships your generosity ensures we are supported through every challenge. You stand by our side, and we are so grateful. Each act of kindness inspires us to grow stronger and teaches us the importance of helping others in our community and beyond. Thank you again for your dedication, support, and service.

-Hayden, SCA President  
Class of 2027

**LEAVE YOUR MARK  
SUPPORT OUR STUDENTS**



**GIVE TODAY**