



High Hopes



Reaching Higher
2030 Strategic Plan



The Future

Dear High Hopes families, friends, and supporters,

It is with great joy and deep gratitude that I step into the role of Executive Director at High Hopes.

For over four decades, this remarkable place has been a beacon of hope for children and families across our region, a place where inclusion is lived out daily, where education and therapy meet with intention, and where every child is seen for their unique gifts and boundless potential. I am honored to be part of this story and humbled to help write the next chapter.

As I look ahead, I could not be more excited about the uplifting direction we're heading. Together, we are launching an ambitious and heartfelt plan that will guide us through 2030; one that builds upon our legacy and boldly reimagines what's possible.

We're **reaching higher** with a new therapeutic preschool model that integrates credentialed teachers, therapists, and individualized learning plans to nurture every aspect of a child's development. We're investing in our extraordinary team, expanding family support, enhancing programming, and creating a model that other communities will look to for inspiration.

But transformation doesn't happen alone. It happens in partnership; with families, volunteers, educators, donors, and neighbors like you. Whether you've been part of the High Hopes family for years or are just learning about us now, I want you to know: there's a place for you here. Your time, your voice, your generosity — they all make this vision possible.

Together, we will deepen our impact, strengthen our mission, and ensure that High Hopes continues to be a place where children not only grow but soar. I can't wait to see what we'll accomplish together.



With hope and gratitude,

Neily Boyd, Executive Director

Reaching Higher: A Vision in Motion for High Hopes

For over 40 years, High Hopes has been a place where children thrive, families find hope, and learning feels like joy. As the world around us changes, we remain steadfast in our mission — and bold in our evolution. Our new strategic plan is more than a roadmap. It's a transformation. One that invites us to **reach higher** — in care, in connection, and in outcomes — for every child and family we serve.

The Opportunity Ahead

Reimagining Programming: The Therapeutic Preschool

The latest research confirms what we've always believed — that therapeutic, integrated learning environments have the greatest long-term impact on young children. Fortunately, unlike most programs in the country, High Hopes is uniquely positioned to embed therapeutic expertise into every aspect of early education because of our in-house therapy team. Now is the time to bring that expertise into our classrooms in deeper, more structured ways.

Our new Therapeutic Preschool model, launching in 2026, will be rooted in:

- *Whole-child support* through integrated therapy and individualized instruction
- *Collaborative teams* of teachers, therapists, and families working in sync
- *Inclusive classrooms* where children with and without disabilities learn and grow together
- *Evidence-based academic practices* embedded into all instruction

Expanding Programming: Building on our Strengths

As Middle Tennessee grows, so too does the need to expand our programming to continue to meet the needs of families. Over the next five years, High Hopes will expand:

- Home and community-based services
- Family and caregiver education
- Opportunities for family connection
- and more...

Why Now

The world looks different than when High Hopes first opened its doors in 1984, and because of this, the needs of children and families have changed. High Hopes must continue to adapt how we serve families in order to best meet this evolving need.





What Will Change — and Why It Matters

Category	Now	Future (2026–2030)
Children Served	977 children served annually	20% increase through thoughtfully expanded programming
Home & Community Services	2057 visits per year	Double the number of home- and community-based therapy sessions
Family Engagement	Individualized and child-specific	The addition of community-wide trainings, a parent advisory board, and stronger caregiver education and resources
Embedded Approach to Education	Preschool and therapy clinic collaborate but therapy is provided on an individual basis	Unified therapeutic preschool where therapists and teachers function as one team for each child's full growth



Initiatives



Investing in Excellence: Our People, Our Programs, Our Promise

#1

Attracting and Retaining Exceptional Talent

Expanding Programming to Support Families

#2

#3

Deepening Family and Community Connections

Building for the Future

Strengthening Partnerships

#4

#5

Financial Strength with a Mission-Driven Focus

Tracking What Matters

#6



#1

Attracting and Retaining Exceptional Talent

To deliver on this plan, we are recruiting with intention and reimagining what it means to work at High Hopes. From salary benchmarking to cost-of-living bonuses and innovative career pathways, we're investing in the people who invest in our children.

Teachers and therapists will benefit from:

- A comprehensive training calendar and access to continuing education opportunities
- Actionable performance goals
- Flexible scheduling options
- Clear pathways for professional advancement

By creating a culture where staff are valued and empowered, we're building a team that stays, grows, and thrives.



#2

Expanding Programming to Support Families

High Hopes is committed to supporting not just the child, but the entire family. We are expanding our services to include parent education sessions and community-building family events. We are also taking our therapeutic resources beyond our walls into surrounding Middle Tennessee communities so more families—regardless of location—have access to the supports their children need to thrive.

In addition, we are committed to ensuring that our therapists' developmental expertise benefits all families we serve. In fall 2026, guided by the latest research on early brain development, we will implement a reimagined preschool model that embeds therapists in every classroom to provide consistent developmental supports throughout the day.

Looking ahead to 2028, we will pursue national accreditation to validate the quality of our model and position High Hopes as a leader in early childhood innovation. We will also explore research partnerships to extend the impact of our proven practices to other early childhood providers.



#3

Deepening Family and Community Connections

We know that community care is one of the most powerful forces in a child's life. That's why we're growing our preschool Family Teacher Organization (FTO), creating a High Hopes Parent Advisory Board, and creating vibrant spaces for connection through family events and volunteer opportunities. We're also developing a steady, engaged volunteer pool to support classroom learning, offer respite to staff, and further root our mission in the hands and hearts of our neighbors.

#4

Strengthening Partnerships

Strategic relationships will be key to our future. From staffing pipelines with universities to collaborations with mission-aligned organizations, we're reaching out, linking arms, and growing stronger together. And through our storytelling tools — including an annual report and impact statements — we'll help more people understand not just what we do, but why it matters so deeply.



Financial Strength with a Mission-Driven Focus

#5

By 2029, we will eliminate building debt and begin building an endowment to carry our work forward for decades to come. We're setting bold revenue goals, launching diversified fundraising efforts, and leaning into online engagement to reach families and donors in new ways. We are committed to building a financial foundation that will sustain our therapeutic model.

Tracking What Matters

#6

Performance indicators across every department will help us stay focused, responsive, and always striving for excellence. Our team will use real-time dashboards to inform decisions, celebrate wins, and adjust course with confidence.



Family Testimonials



"High Hopes has given our son a fighting chance. With the tools to overcome his challenges, he's now able to be present with his siblings. High Hopes is truly a gift to our family."

"High Hopes feels like family. Our son's therapists have earned his trust and helped him grow in ways we never imagined. This is what the future of early childhood education should be."



"High Hopes Preschool has been a safe, welcoming place for our twins, Mia and Jude. Mia has had the opportunity to receive amazing therapy and learn alongside her brother in a nurturing, inclusive preschool community. Because of that support and the peer modeling around her, both of our children are truly thriving."



Join us.

Because when High Hopes soars, our whole community rises with it.

At High Hopes, inclusion isn't a program — it's a promise. When children of all abilities learn together, every child's potential expands, families find true belonging, and our community gains a smarter, more sustainable model of early education. Your investment turns evidence into everyday miracles: stronger skills, kinder classrooms, and a future where every child is ready to soar.

This is a pivotal moment. One that calls for all of us — parents, educators, clinicians, donors, and community champions — to **reach higher**, together.

High Hopes is not only growing. We are blooming.

With every family's journey, every teacher's dedication, every therapist's care, and every community partner's support — we are building something extraordinary.

Join us on the journey. Scan the code or visit our website to learn how you can help hope grow.





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