
CCA
TOWN HALL
MEETING
FALL
2026
CHERRY CREEK ACADEMY



# PURPOSE OF TOWN HALL

Fall: In October, we share our Strategic Plan, including overall goals and specific action steps. We also share our CMAS data from the spring.

Spring: In April, we share an overview of the action steps we took throughout the year in accordance to our strategic plan.

# VISION

Building Our Future of Academic Excellence in a Value Rich Community

# MISSION

Cherry Creek Academy is a Core Knowledge charter school with motivated students and responsible parents working together with exemplary teachers to provide excellent education in an environment that upholds the high expectations and values of leadership, responsibility, respect, loyalty, integrity, humility, diligence and compassion.



# CCA

**588** Students

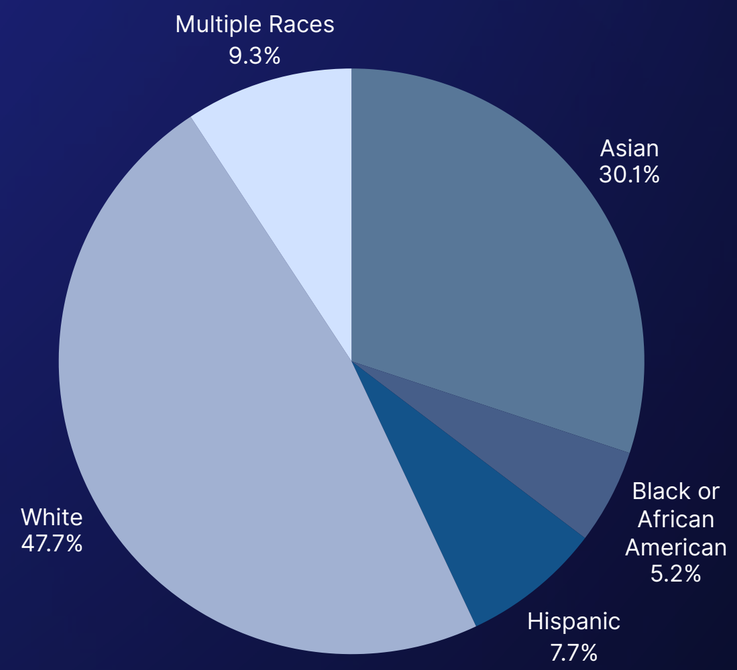
**30+** Clubs/Activities and Athletics

**67** Staff members

**25%** Speak another language at home

**3.5%** Gifted and Talented

**5.2%** Individualized Education Plans









- Student Achievement Excellence
- Workforce Excellence
- Climate & Culture Excellence
- Operational Excellence
- Communication Excellence

# STRATEGIC PLAN

Each year, CCA develops a Strategic Plan to implement the mission and vision of CCA further. This document outlines the goals of the school and proposes ideas that will carry our growth through 1, 3, and 5-year lenses.

# WHAT DO THEY MEAN?

# WHO WORKS TOWARDS THESE GOALS?



**STUDENT ACHIEVEMENT EXCELLENCE**
Students meet/exceed academic expectations & assessments

Full Board and Staff



**WORKFORCE EXCELLENCE**
Recruit, develop, retain and reward a premier workforce

HR Committee & Leadership Team



**CLIMATE & CULTURE EXCELLENCE**
Nurture, grow and sustain a climate and culture that reflects the values of our CCA community and allows all members to thrive

SAC, PTO, Climate & Culture Committee, & Leadership Team



**OPERATIONAL EXCELLENCE**
Display fiscal transparency and responsibility so that our actions support the goals and values of the CCA community

Finance Committee, Governance Committee, CCA Foundation, & Leadership Team

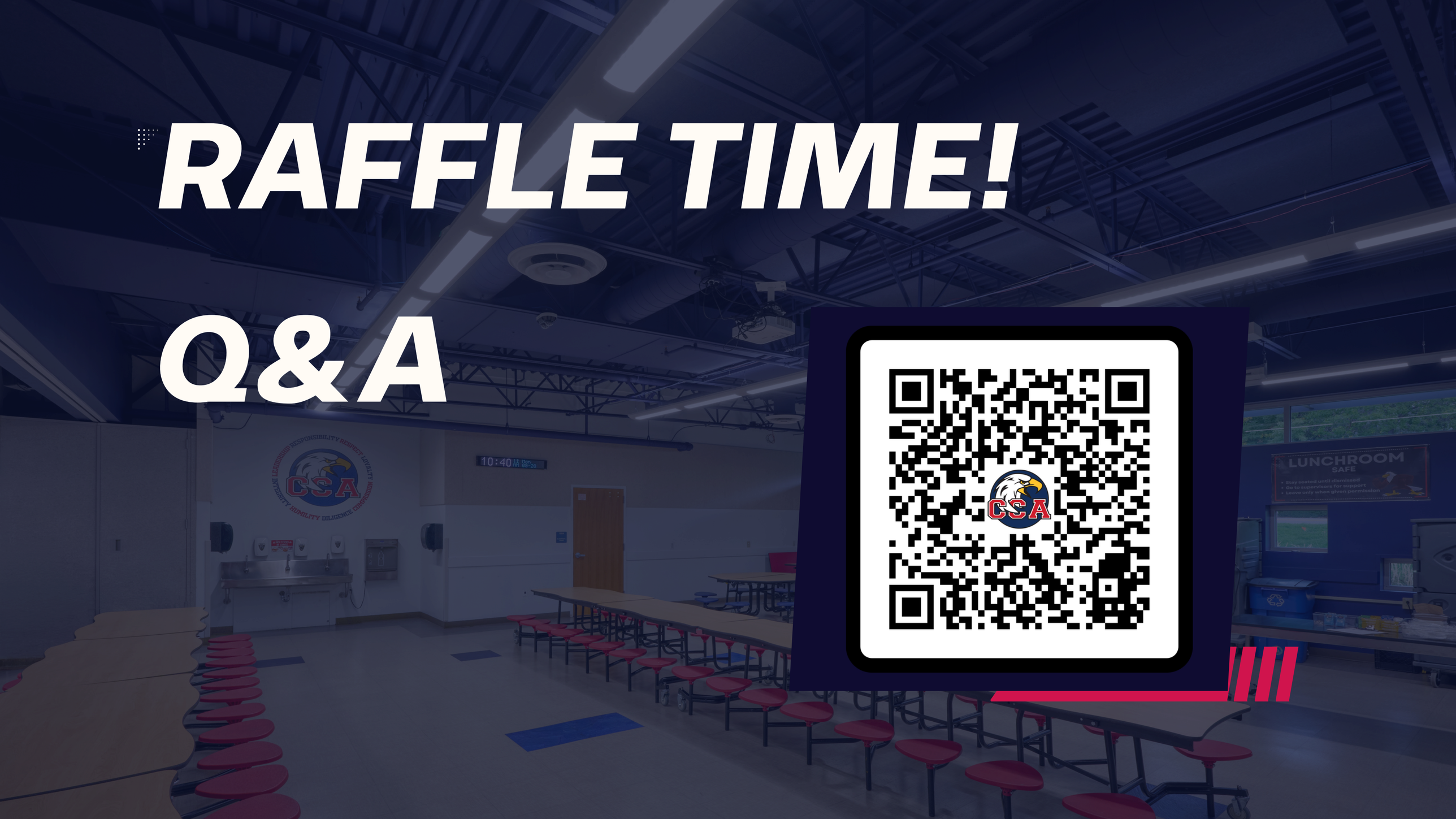


**COMMUNICATION EXCELLENCE**
Communicate effectively and efficiently with the CCA community to inform, educate and encourage active partnership in accomplishing our goals

Technology Committee & Leadership Team

# RAFFLE TIME!

# Q&A






# LEADERSHIP GOALS

# STUDENT ACHIEVEMENT

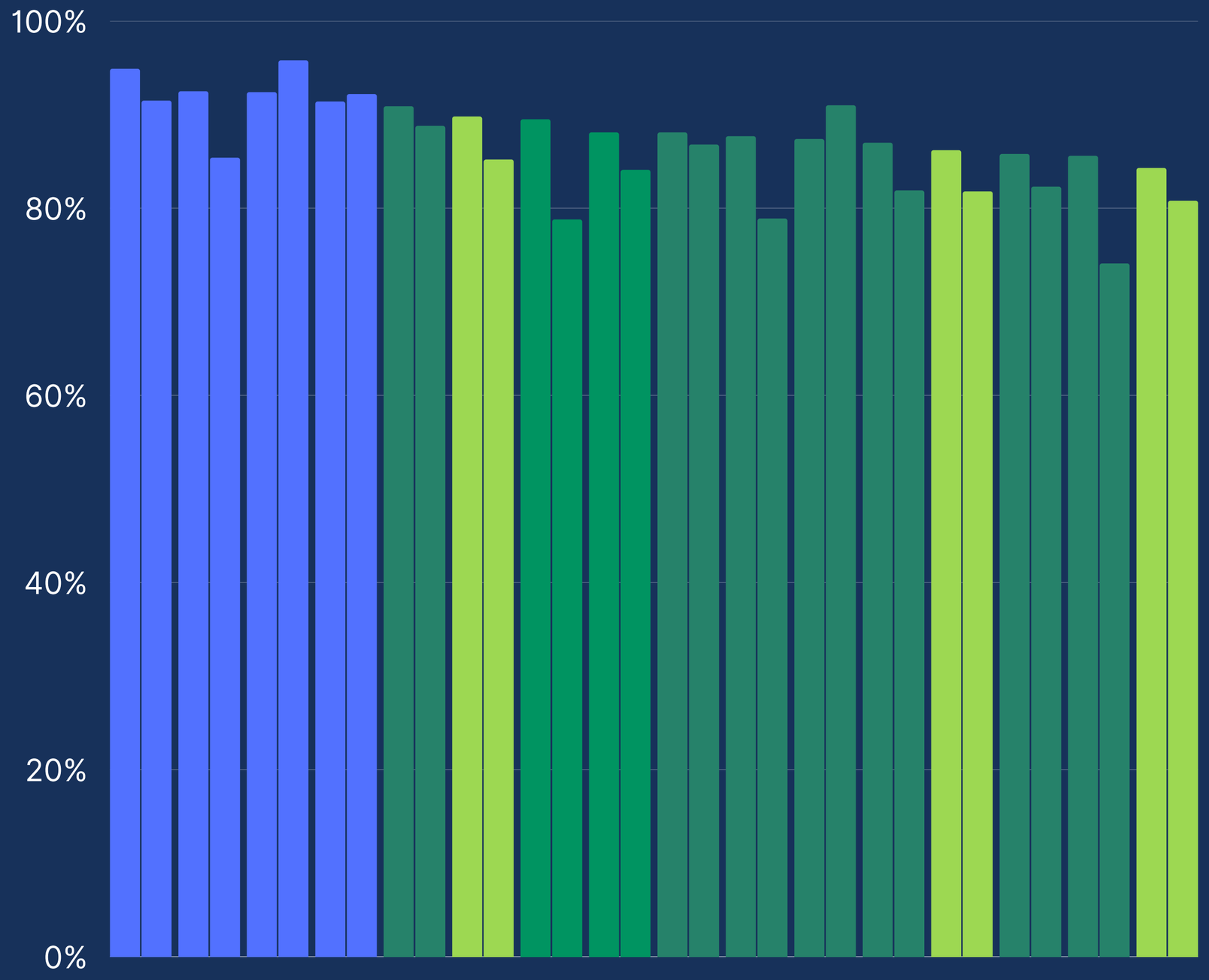
## EXCELLENCE

We will maximize student achievement so that CCA students meet or exceed expectations in CCA core classes and on standardized assessments.

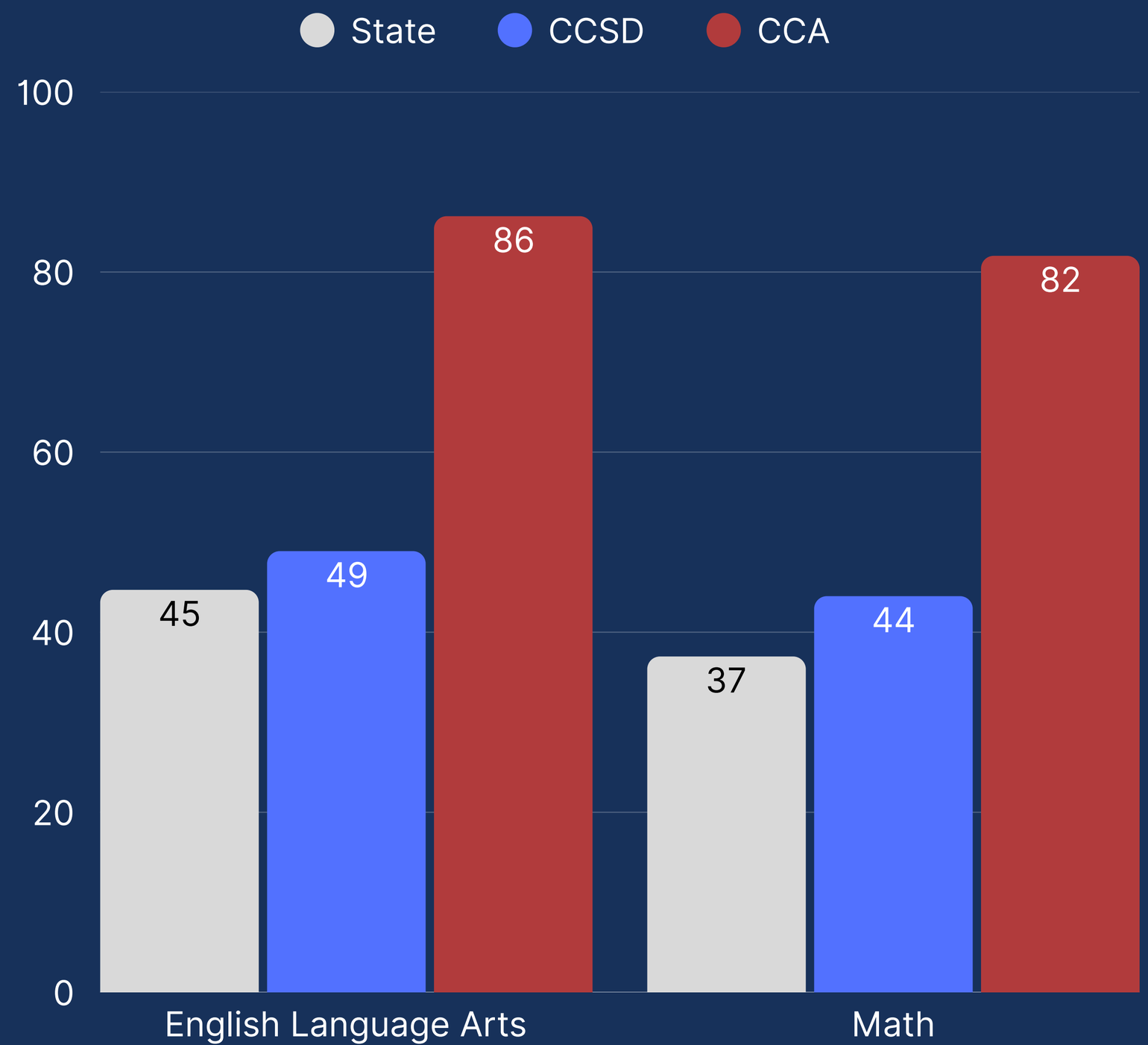



CCA FALL 2026

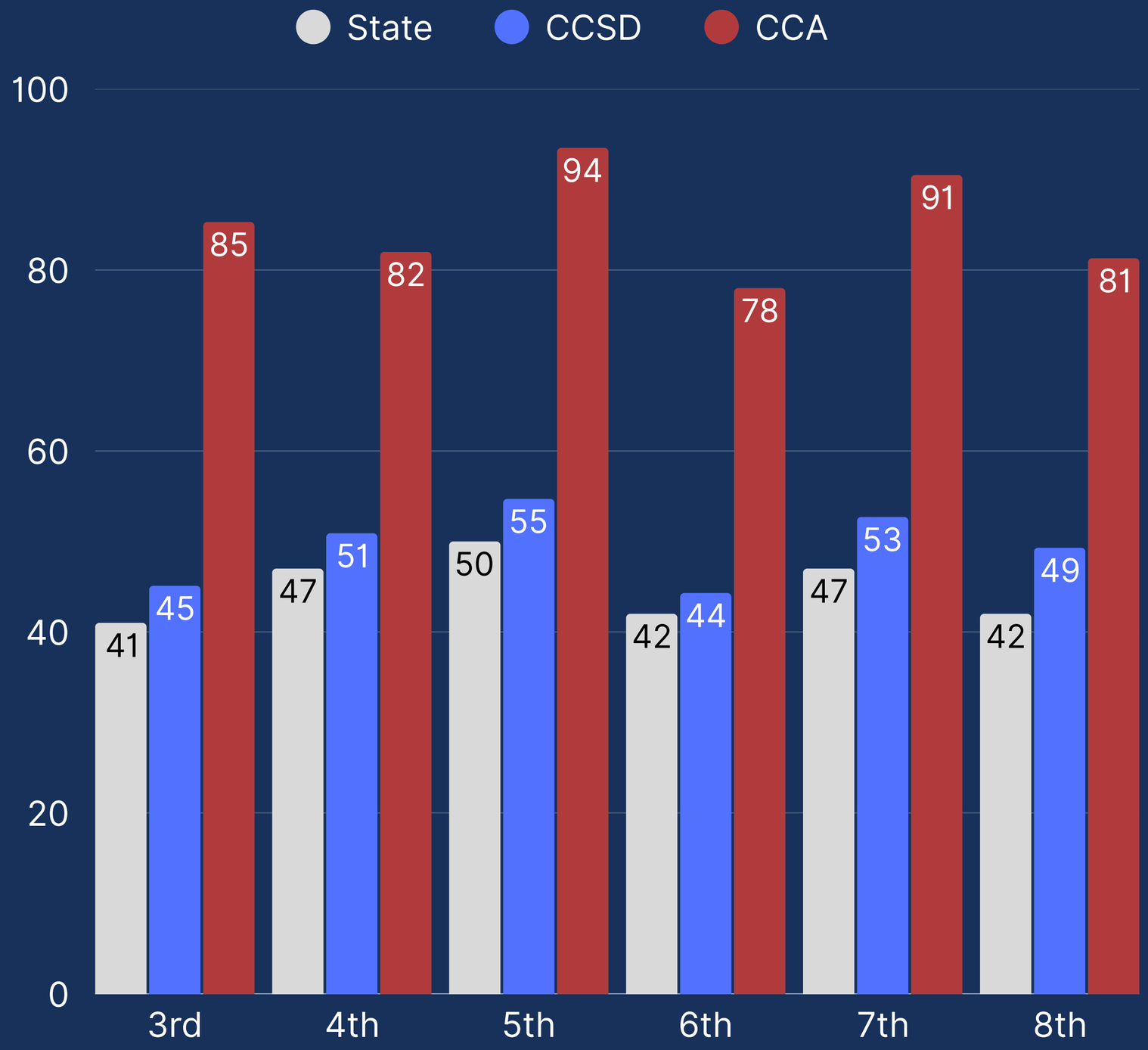
# TOP SCHOOLS IN COLORADO



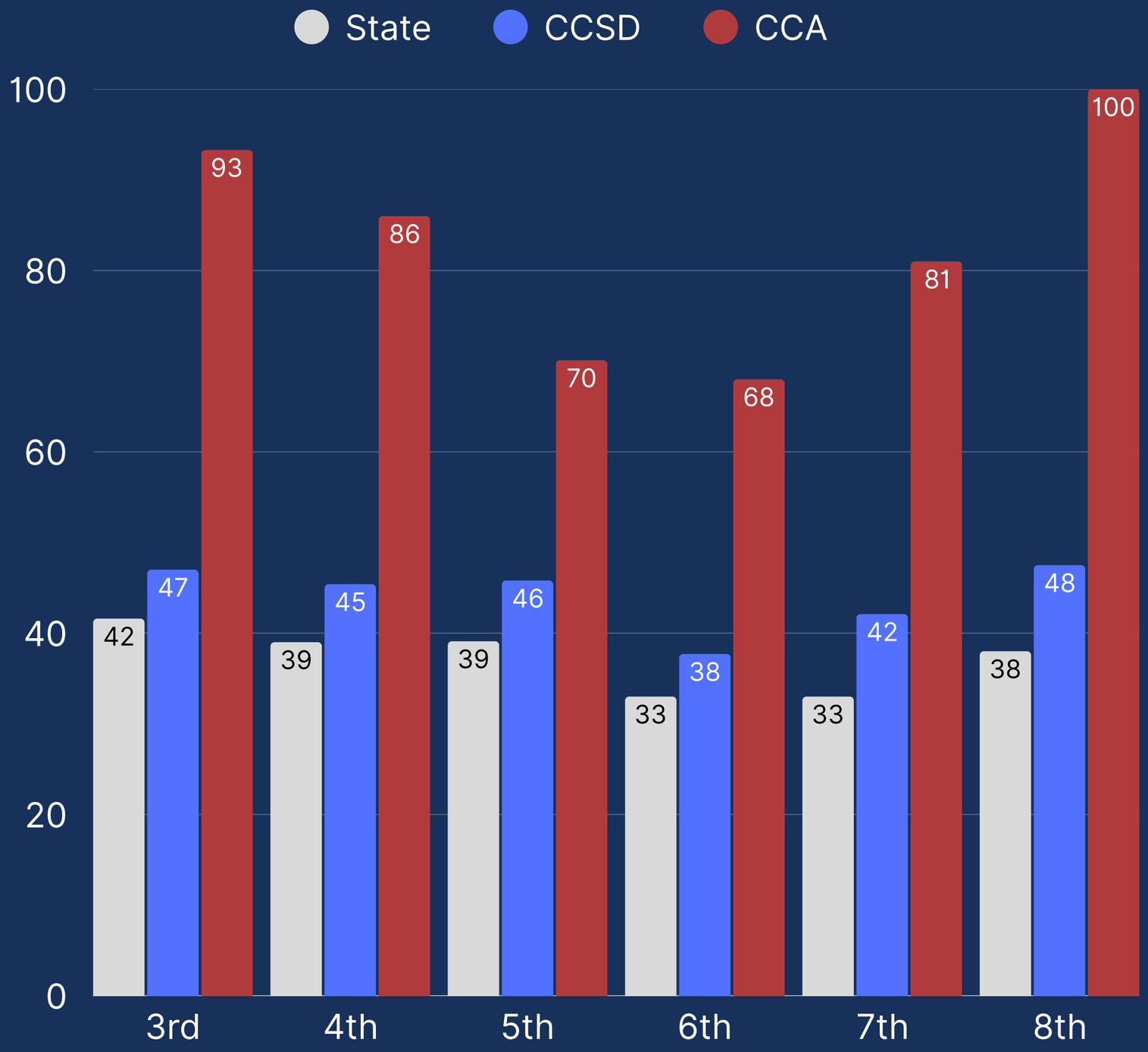
# CMAS 2026


State
CCSD
CCA
100
80
60
40
20
0
45
49
86
37
44
82
English Language Arts
Math

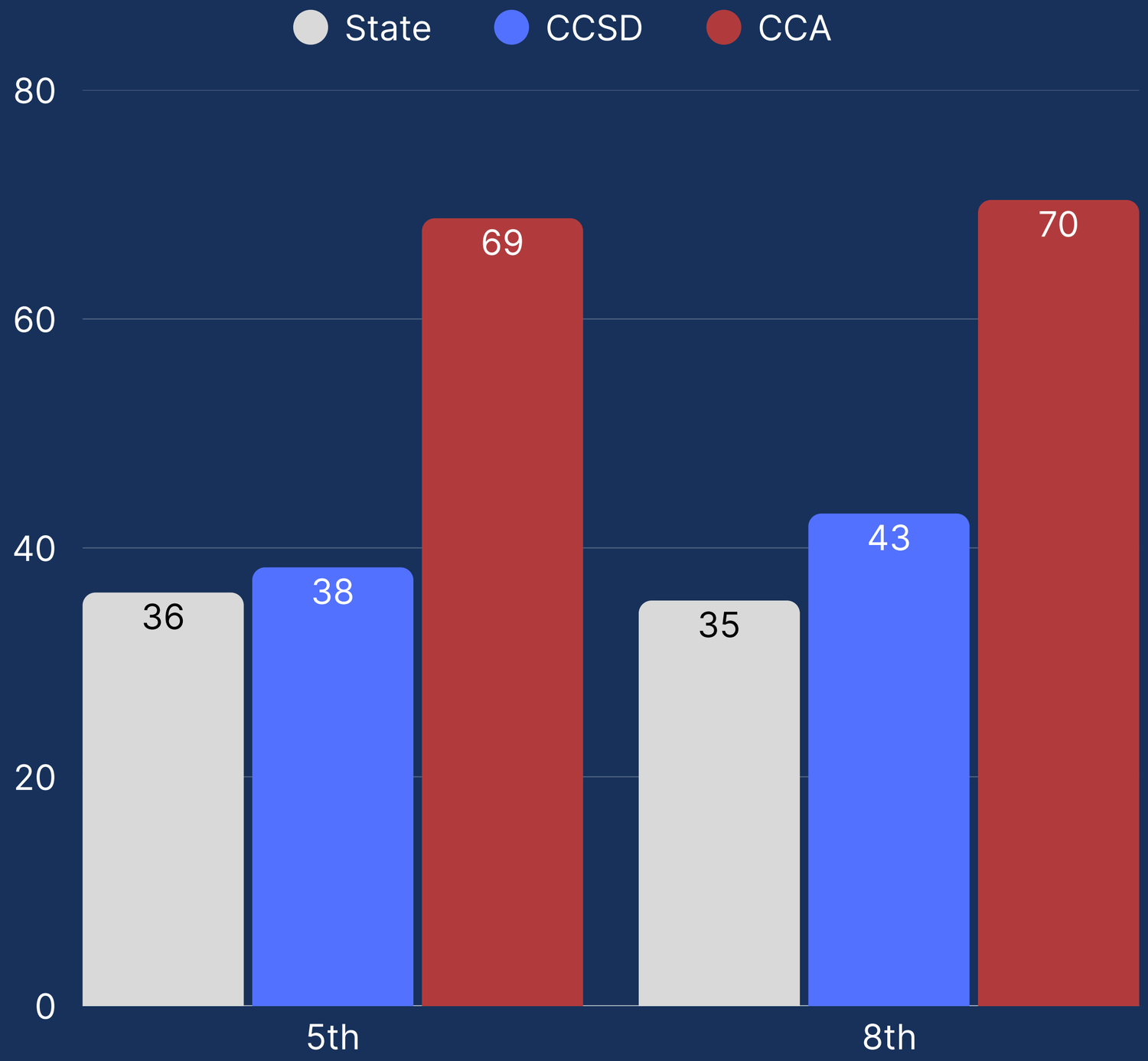
# LANGUAGE ARTS BY GRADE



# MATH BY GRADE



# SCIENCE BY GRADE



# STUDENT ACHIEVEMENT

EXCELLENCE

# LEADERSHIP GOAL

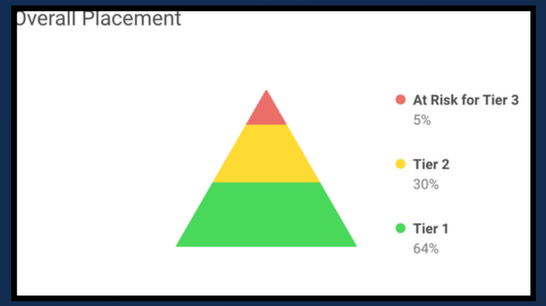
**iReady Growth:**

- By Spring 2027, 80% of students will achieve 100% of their i-Ready Typical Growth target in both reading and math.

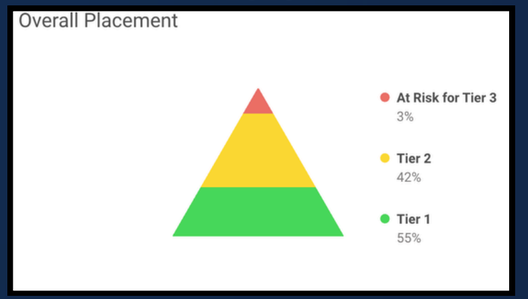
**iReady Achievement:**

- 93% of elementary and middle school students will achieve grade-level proficiency or above in English Language Arts and Math, as measured by the Spring 2027 iReady results

ELA Whole School Fall 2026




Math Whole School Fall 2026



# CLIMATE & CULTURE

EXCELLENCE

## LEADERSHIP GOAL

Once per semester, a dedicated cohort of teachers, representing a variety of grade levels, will develop, administer, and analyze a student experience survey. Based on this data, the cohort will collaboratively generate and implement actionable steps to improve the student school experience, with the goal of increasing student engagement and positive school climate metrics by 15% from the previous year.

WORKFORCE EXCELLENCE

# LEADERSHIP GOAL

We will expand our recruitment efforts and processes to broaden our search network and utilize additional platforms. This will allow us to expand our candidate pool, identify highly qualified talent, and extend our search parameters beyond Colorado.

# OPERATIONAL EXCELLENCE

## LEADERSHIP GOAL

Utilizing the Colorado Department of Education-approved diagnostic assessment list, we will identify a potential replacement for i-Ready. This process will include analyzing data fidelity, instructional integration, and assessment alignment to ensure a successful transition and full implementation of the selected platform for the 2027-2028 school year. Successful implementation of Educlimber.

# COMMUNICATION EXCELLENCE

## LEADERSHIP GOAL

By the end of the 2026 - 2027, we will increase total logged volunteer hours by 10% on the Track It Forward platform. We will achieve this by sending opportunity announcements in the Eagle and teacher newsletters, reinforcing the 40-hour school expectation during onboarding, and engaging with families that did not log hours last year, and delivering individual quarterly progress updates.

# RAFFLE TIME!

# Q&A



# COMMUNITY LEADERSHIP GOALS

# FOUNDATION

**CCA Foundation is a separate 501(c)(3) organization that supports Cherry Creek Academy, Inc., as it implements its mission statement. The Foundation provides feedback to the CCA Parent Board of Directors in matters relating to fundraising, grant writing, grants and the financial status of the CCA Foundation.**

## GOALS

- **Modernize Standard Operating Procedures**
  - Operating continuity of the Foundation
- **Continue to Support the Classroom**
  - $200/classroom
- **Achieve Record Annual Fundraising (eclipse '25-'26 >$63k)**
  - The Giving Market (launching late October)
  - Annual CCA Fun Run (March 10, 2027)
- **Renovate and Modernize CCA's Library**

# *PARENT TEACHER ORGANIZATION (PTO)*

**The CCA Parent Teacher Organization (PTO) is a group of parents dedicated to enhancing your student's experience and wellbeing by collaborating to embody in our school mission statement.**

## GOALS

- **Review Meeting Structure -**
  - Addition of online meetings
- **Club Grant Funds**
  - Extra curricular CCA teacher & staff run club
- **Budget Carryover- Transportation Costs**
  - Expansion for all charter buses, not just 50%
- **Scholarship Fund For Field Trips**
  - Funds available for students/families should they need assistance in attending trips, including the DC/NY trip

# *SCHOOL ACCOUNTABILITY COMMITTEE (SAC)*

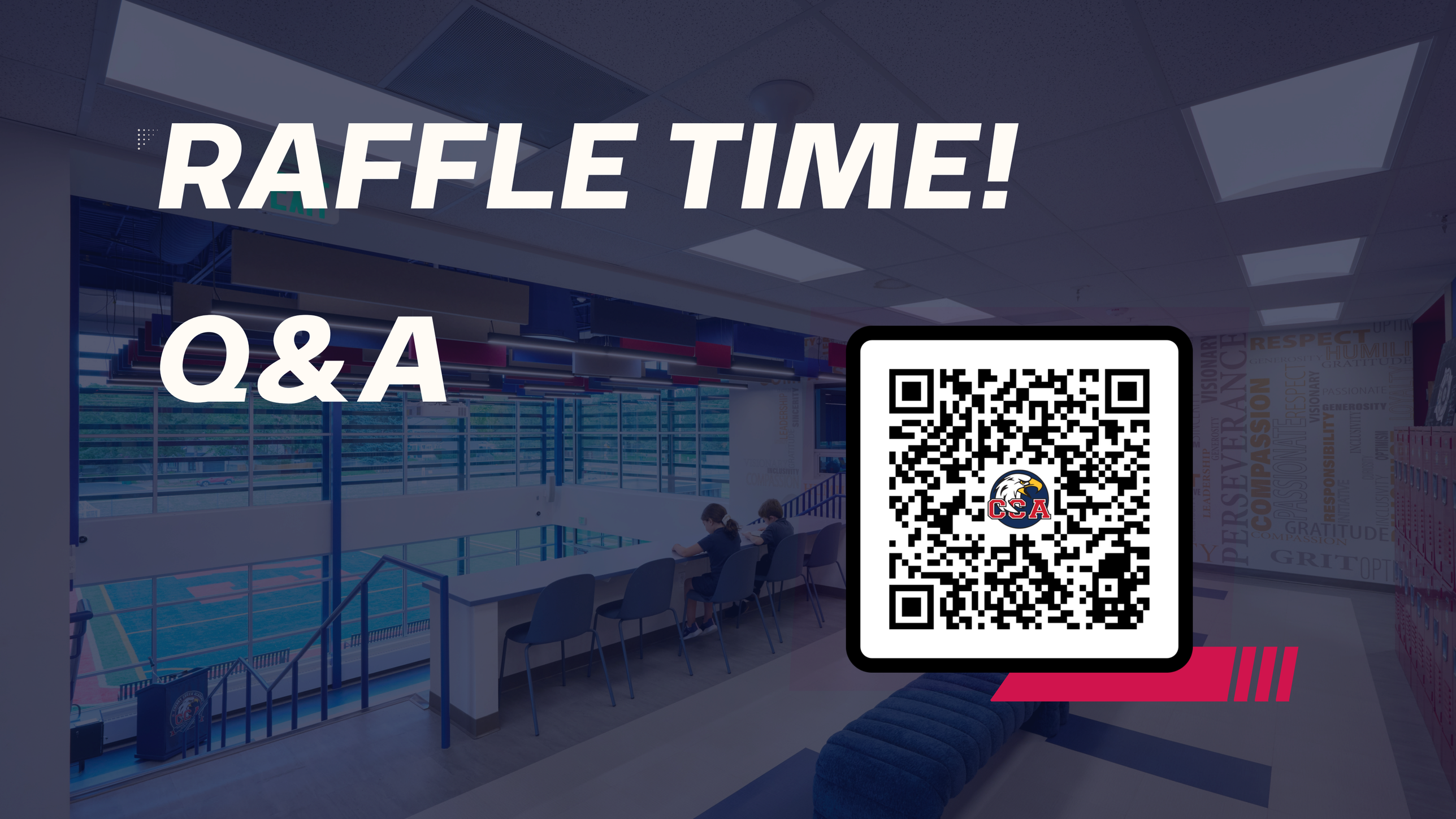
**This Committee implements two annual surveys - the Teacher Feedback Survey and the Climate Survey. CCA Director and administrative staff present the School Unified Improvement Plan and the School Dashboard for committee feedback.**

## GOALS

- **Separate the administration of the SAC Culture and Climate Survey from the SAC Teacher Satisfaction Survey**
- **Review and revise SAC teacher satisfaction survey questions**
- **Increase alignment between SAC survey results and CCA Strategic Plan to make data more actionable**

# RAFFLE TIME!

# Q&A





# BOARD OF DIRECTORS GOALS

# BOARD OF DIRECTORS

The CCA Board of Directors is a dedicated team of parent volunteers providing strategic leadership, financial oversight, and collaborative guidance to champion the school's mission, ensuring academic excellence and the long-term success of our students and community.

## GOALS

- Strengthen Board Leadership Capacity and Succession
- Deepen Authentic Family and Community Partnership
- Elevate Operational Discipline and Accountability

# *TECHNOLOGY COMMITTEE*

**The Technology Committee oversees Cherry Creek Academy's technology assets and provides consultation and advice to the school on technology decisions.**

## GOALS

- **Staff AI Readiness**
  - Develop and implement a staff-centric AI Readiness framework focused on equipping teachers with guidance for AI usage – allowed and disallowed – in instruction and assessment in an AI-present classroom while building AI fluency across all staff through professional development (January 2027)
- **Student AI Readiness**
  - Define a student-facing AI Readiness framework that sets age-appropriate AI literacy expectations by grade, guidelines for responsible use in the classroom and for coursework, and guidance for handling situations of perceived unauthorized AI usage by students (January 2027)
- **Operational Readiness**
  - Strengthen operational efficiency by maximizing AI functionality available through existing enterprise tools alongside professional development for staff focused on using these tools to support administrative duties. (January 2027)
- **Policy and Guidance**
  - Establish an AI governance framework – including board-level policy on responsible AI use, data privacy and security requirements, and a standardized process for evaluating and onboarding additional tools where clear operational needs exist – with initial deliverables by January 1, 2027 and regular review thereafter. (Ongoing)
- **Maker's Space**
  - Continue developing the Innovation Lab as a student Maker's Space equipped with technologies such as robotics, 3D printing, laser cutting, drones, and coding platforms – including opportunities to explore AI-driven applications – to support hands-on, project-based learning. (December 2029)

# *CULTURE & CLIMATE COMMITTEE*

**The purpose of the Culture and Climate Committee is to foster a safe and healthy school culture and climate reflective of the CCA Values; by providing clear communication, promoting engagement in the community and advocating for social and academic excellence for all students.**

## GOALS

- **Grow Eagles in Action: Service Learning Project**
  - Establish a standard annual framework for projects, roles, and responsibilities.
  - Engage 100% of grade-level representatives/teams in planning and implementation.
  - Increase student and family community volunteer participation.
- **Celebrate & Strengthen Cultural Diversity**
  - Develop and implement a school-wide cultural calendar.
  - Create at least 3 opportunities annually to recognize and celebrate the diverse cultures represented at CCA.
- **Strengthen Staff–Board Relationships**
  - Create at least 3 opportunities annually for staff and Board members to connect during school hours- in addition to the 2 off campus events.
  - Establish consistent opportunities for staff input and Board engagement.
- **Increase Board Visibility & Community Awareness**
  - Increase awareness of the Board's role, impact, and priorities within the CCA community.
  - Develop a Board Recruitment Playbook to create a consistent, sustainable recruitment process.

# *GOVERNANCE COMMITTEE*

**The Governance Committee helps the CCA Board provide oversight that complies with our Charter, bylaws and contract with Cherry Creek School District by maintaining, updating and initiating policies and procedures related to Cherry Creek Academy and the CCA Board. It also acts as the Board liaison to the School Accountability (SAC) Committee.**

## GOALS

**Annual Goals**

- **Establish AI Use Policy for Students and Staff**
  - Draft and board-approve a formal AI Use Policy covering student and staff use, academic integrity, and data privacy.
- **Complete annual review of bylaws and core board policies**
- **Review and Formalize Board Election Procedures**
  - Document and board-adopt clear procedures for board member appointment/election
- **Waitlist enrollment policy review**
  - Review and update the waitlist enrollment policy for clarity and consistency and publish it for families.

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## GOALS

**Long Term Goals**

- **Review options to expand CCA**
  - Evaluate feasibility, demand, and resources needed to expand CCA's enrollment capacity or campus footprint.
- **Begin preparations for CCA charter renewal.**
  - Build a renewal-readiness plan that closes the specific gaps CCSD identified (board policy manual, board election documentation, consistent board minutes), so CCA enters its next authorizer review with those items resolved.
- **Develop a standalone Board Policy Manual**
  - The CCSD evaluation notes CCA has policies scattered across a parent/student handbook and website but no consolidated Board Policies or staff-related policy manual.

# HUMAN RESOURCES COMMITTEE

The HR Committee sets annual goals and performs an annual review of its only employee, the CCA Executive Director, with input from Board members. While the CCA Executive Director is responsible for managing all CCA staff, the HR Committee is a resource for HR issues including recruitment, hiring, Employee Relationship Statements, pay for performance, termination, corrective action of CCA employees as well as provides consultation on HR policies.

## GOALS

Annual Goals

- Define and Measure ‘Quality hiring practices’
- Establish an annual calendar of tasks
- Create a process & implement Exit Interviews for Staff
  - 80% Participation rate for survey or interview
- Document the Bi-annual Staff Stay Survey process
  - 75% Participation rate for Fall Survey

# *FINANCE COMMITTEE*

**The Finance Committee oversees and monitors CCA's financial affairs, including budgeting, expense approvals, fund balances, and meeting financial requirements of various government agencies and debt issuers.**

## GOALS

**Annual Goals**

- **Develop a long-term capital expenditure plan for the building.**
- **Develop a strategic plan for responsible deployment of current reserves to support educational priorities.**
- **Conduct competitive reviews of long-standing vendors in accordance with the Finance Policy.**

**Long Term Goals**

- **Identify and evaluate potential grant opportunities.**

# RAFFLE TIME!

# Q&A

# LONG TERM PLANNING

# POST-CONSTRUCTION



VIEW FROM THE OTHER END



REAR CORNER / FOUNDATION PLANTING

**PLANT PALETTE (FOUR-SEASON INTEREST)**

| EVERGREEN STRUCTURE | | | FLOWERING SHRUBS & TREES | | | | NATIVE GRASSES | | HARDSCAPE |
|---|---|---|---|---|---|---|---|---|---|
| BLACK HILLS SPRUCE | LIMBER PINE | ROCKY MOUNTAIN JUNIPER | SERVICEBERRY | CHOKECHERRY | NINEBARK | RED-TWIG DOGWOOD | BLUE GRAMA | KARL FOERSTER / FEATHER REED GRASS | COLORADO BOULDERS |

**DESIGN FEATURES**

- Layered evergreen screen for year-round privacy with Black Hills spruce, limber pine, and juniper.
- Native shrubs and small trees for four-season interest, flowers, fall color, and wildlife.
- Ornamental grasses for movement, texture, and seasonal beauty.
- Colorado boulders and mulch beds to reduce maintenance and eliminate turf.
- Drip irrigation system for efficient, reliable watering in Denver's climate.

**IRRIGATION PLAN**



Drip line with emitters at each plant zone and bubblers for trees and larger shrubs.

**BUDGET ESTIMATE (DENVER, CO)**

| ITEM | ESTIMATED COST |
|---|---|
| Large Evergreen Trees (6–8' specimens) | $3,200 |
| Pine & Juniper (4–6' specimens) | $1,600 |
| Flowering Trees & Shrubs | $2,200 |
| Ornamental Grasses | $800 |
| Boulders (delivered & placed) | $900 |
| Mulch (installed) | $700 |
| Drip Irrigation System (installed) | $900 |
| Labor (planting & installation) | $700 |
| **TOTAL ESTIMATED BUDGET** | **$9,900** |

(Approximate Range: $9,000 – $10,500)

INVESTMENT IN PRIVACY, BEAUTY & LOW-MAINTENANCE FOR YEARS TO COME.







# PARTNERING FOR AN EXCELLENT FUTURE

*Who We Are*

## OUR MISSION

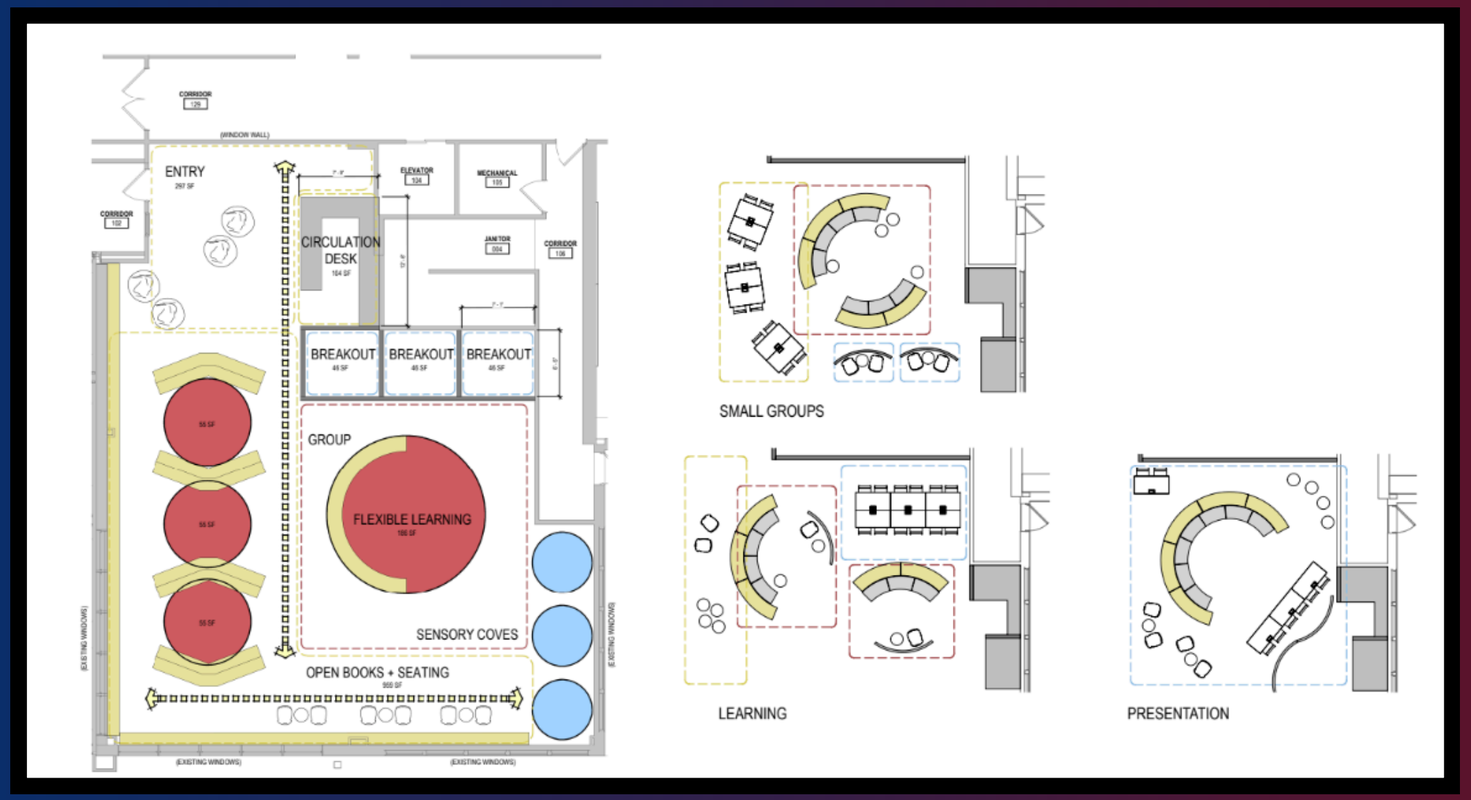
Our mission is to advance education by empowering educators and building capacity to implement and support student-centered learning.

## OUR VISION

iLearn Collaborative envisions an education system where every learner experiences meaningful, personalized learning—made possible by empowered educators, visionary leadership, and sustainable innovation. We support this vision by equipping education professionals with the tools, training, and strategies they need to lead, inspire, and transform student-centered learning environments.

The impact of our unique approach to professional development has earned us substantial recognition, and our success is built on the strength, passion, and commitment of our member organizations. We aim to build on this momentum with you, amplifying talent, knowledge, and innovation in education to advance the practice of student-centered learning.

# LIBRARY RENOVATION





ENTRY


HUDDLE


FOLDING WALL


FLEX


CEILING


SENSORY

# PROJECT TIMELINE

**GIVING MARKET**
(OCT 20, 2026 - NOV 3, 2026)

**2027 FUN RUN**
(MARCH 10, 2027)

Aug 2026 | Sept | Oct | Nov | Dec | Jan 2027 | Feb | Mar | Apr | May | Aug | Sept

## DESIGN & PLANNING
(AUG '26 - DEC '26)

- 5 Weeks
  - Schematic Design
  - Kickoff
  - Layout Reviews
  - Renderings
  - SD Page Turn

## DOCUMENTS & PRICING/BIDDING
(JAN '27 - MAR '27)

- 3 Weeks
  - Construction Documents
- (2-week Pricing/Bidding Track)
  - Cost Estimator Pricing
  - Bidding/Pricing
  - Final Design Review

## PROCUREMENT & FURNISHING
(APR '27 - MAY '27)

- 4 Weeks
  - Select & Procure Furniture

## CONSTRUCTION
(JUN '27 - AUG '27)

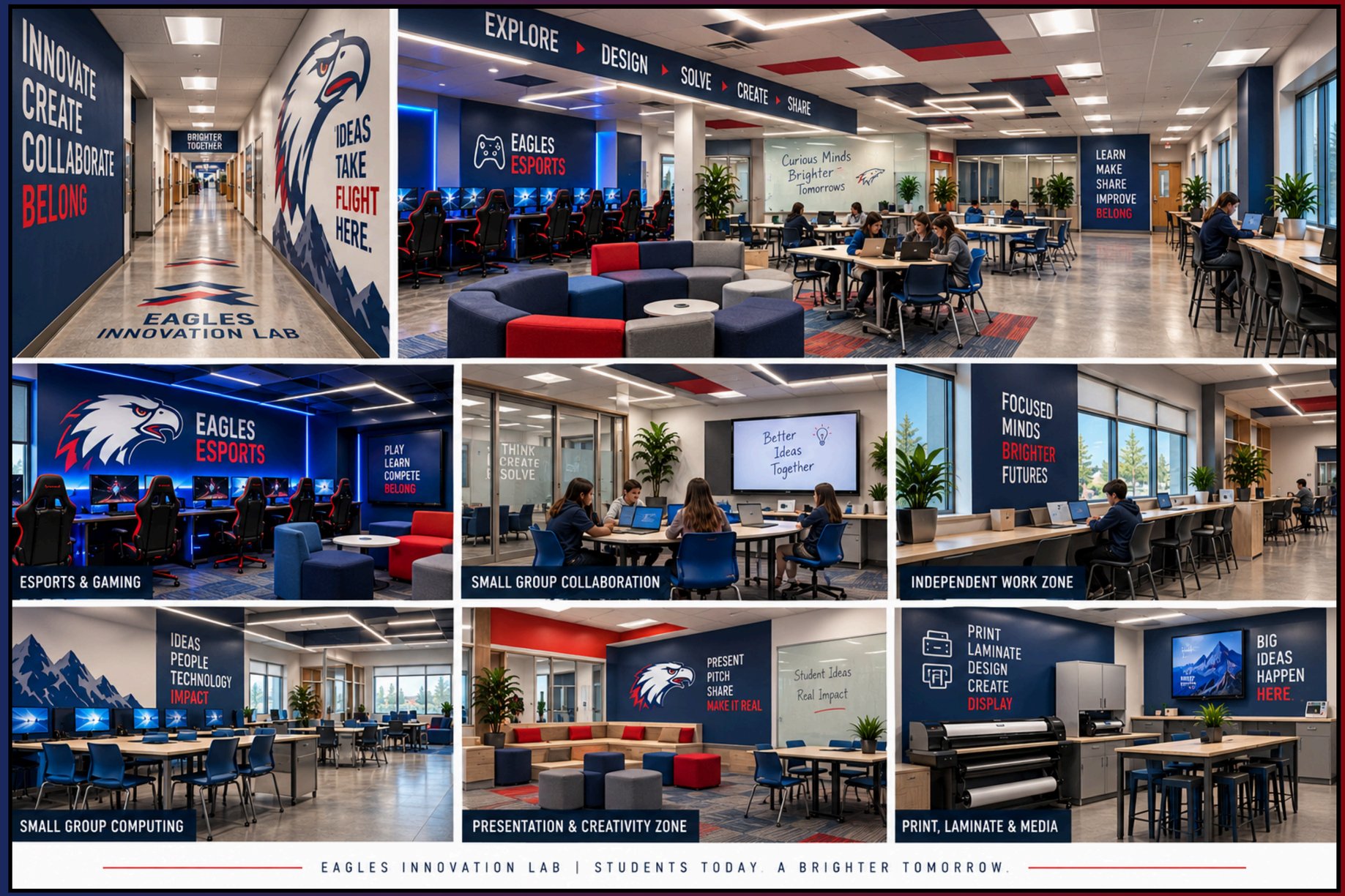
- 6-8 Weeks
  - Full Build-out & Installation

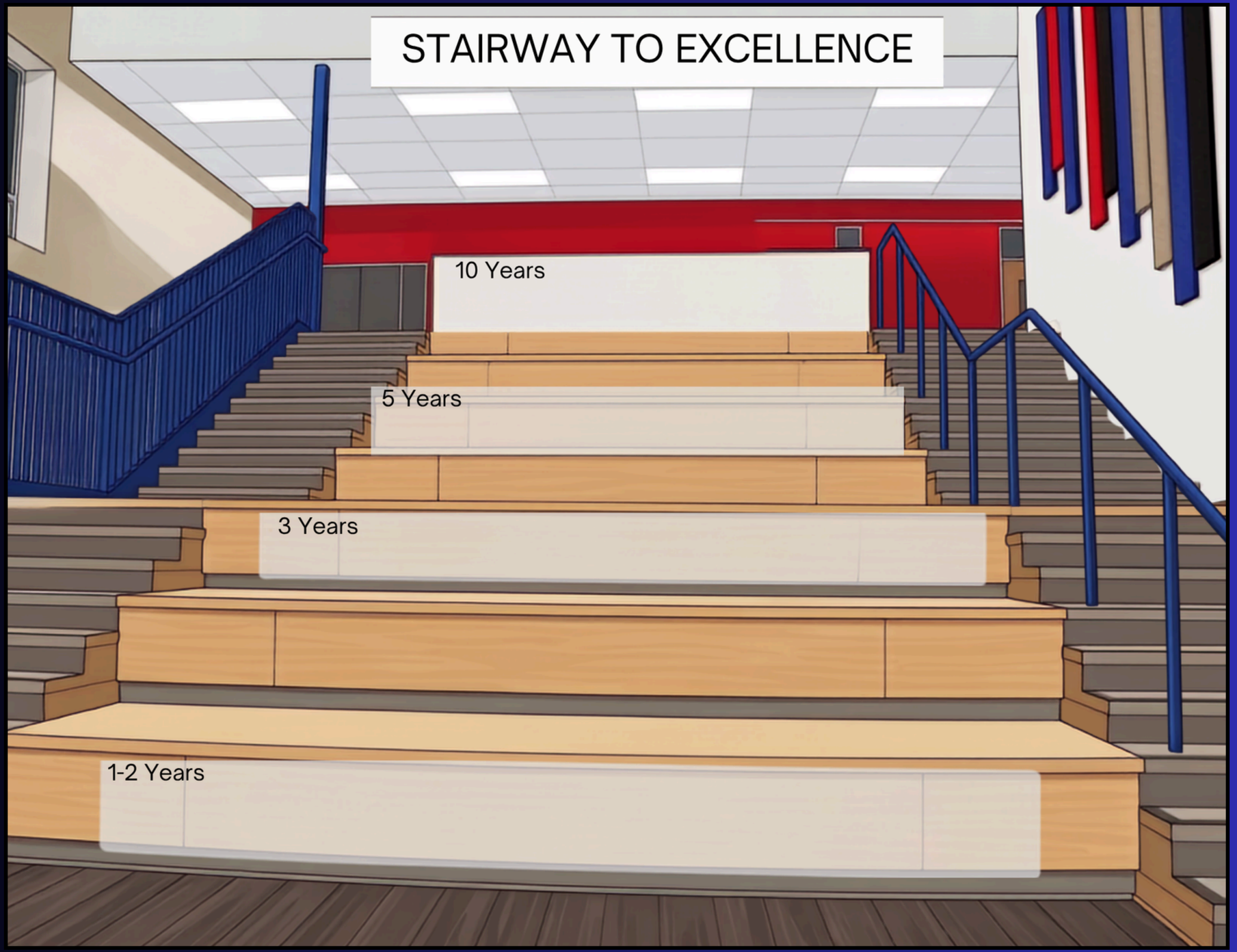
## CLOSEOUT & COMPLETION

- 2 Weeks
  - Closeout
  - Final Inspections
  - Move-in
  - Project Completion

Architecture Tracks (suggested & from RFP)
Owner/Pricing Track
Permitting & Municipal Tracks
Construction Track

# INNOVATION SPACE




STAIRWAY TO EXCELLENCE
10 Years
5 Years
3 Years
1-2 Years

# CHERRY CREEK ACADEMY

CherryCreekAcademy.org

