

**Executive Director Search  
Stakeholder Feedback Summary Report**

***Cherry Creek  
Academy  
Centennial, Colorado***

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## EXECUTIVE RECRUITMENT & DEVELOPMENT

### Cherry Creek Academy Executive Director Search Stakeholder Feedback Report

This report summarizes stakeholder feedback in the Cherry Creek Academy Executive Director Search from 86 online survey submissions gathered between May 13 and May 23, 2024.

Stakeholders were presented with the opportunity to respond to a combination of multiple choice, rating scale, and constructed response questions. The cumulative results (all respondent groups combined) of answers to these questions are included in this summary.

1. When asked to identify the one group that most closely identified the respondent's connection to the school district, the largest group, as expected, of respondents self-identified as parents (77%). The balance of survey responses was made up of staff members (23%).
2. Respondents were then asked, "What one word best describes how you feel about Cherry Creek Academy?" Presented here is a word cloud that visually represents the most frequently submitted responses.



Of the responses to this question (82 total responses), 73% indicated a favorable perception (good, proud, optimistic, community, hopeful, etc.) of the academy while 27% responded with negative or disappointed descriptors.

3. Respondents were then asked via constructed response to answer the question, “What are three strengths of the school that executive director candidates should know?” The most common themes emerging from these responses included:

- **Community and Involvement:** Emphasized numerous times as a strong aspect, highlighting the close-knit and supportive environment among students, parents, and staff.
- **Academic Excellence:** High academic standards and rigorous curriculum are consistently praised.
- **Diversity and Inclusivity:** The diversity within the school community is frequently noted as a strength.
- **Quality of Teachers and Staff:** Talented, experienced, and dedicated teachers and staff are mentioned repeatedly.
- **Values and Character Development:** Integrity, respect, and core values are highlighted as significant strengths.
- **Support and Collaboration:** Strong support systems and collaboration among teachers, parents, and students are frequently mentioned.
- **Positive Environment:** A safe, nurturing, and caring atmosphere is consistently recognized.

These recurring themes underscore the strengths of Cherry Creek Academy in fostering a robust, diverse, and academically rigorous environment supported by a strong community and dedicated staff.

4. The next question asked for perceptions (4.0 rating scale) about several operational facets of Cherry Creek Academy. These included (a) Student Achievement, (b) Communications, (c) Preparing Students for High School, (d) Relationships with Families, (e) Transparency, (f) Relationships with Staff Members, and (g) Financial Management. Below are the rank-order collective ratings of each item:

Student Achievement	3.58
Preparing Students for High School	3.17
Relationships with Staff Members	3.12
Relationships with Families	3.07
Communications	3.06
Financial Management	2.32
Transparency	2.00

5. Respondents were asked to select the three most critical issues from a list of 13 frequently identified issues in public education. The ranking of these critical issues (from most important to least important) indicated:

Teacher Quality	51.16%
Academic Outcomes	47.67%
Staff Recruitment and Retention	44.19%
Family and Community Relations	29.07%
School Safety and Security	26.74%
Communication	24.42%
Social Emotional Learning	15.12%
Diversity and Engagement	13.95%
Financial Management	13.95%
Special Education Services	12.79%
College and Career Readiness	9.30%
Mental Health Services	9.30%
Facilities and Grounds	1.16%

6. As a follow-up question, respondents were asked to identify any additional critical issues the next executive director should make a priority. Only two frequent themes emerged as additional critical issues. They were:

- **Bullying and Discipline:** Addressing issues of bullying and having a consistent and fair discipline policy is a priority.
- **Board and Leadership Issues:** Effective leadership and accountability of board members, as well as integrity of leadership, are highlighted.

7. Respondents were asked to select the five most important characteristics the next executive director should have from a list of 23 leadership characteristics. The ranking of these characteristics (from most important to least important) were:

- Demonstrates high integrity and ethics and leads by example 56.98%
- Communicates effectively 37.21%
- Places the needs of students above anything else 29.07%
- Takes responsibility and is accountable for their actions 27.91%
- Builds strong community relationships 27.91%
- Values educating the whole child 26.74%
- Uses data to make informed and transparent decisions 23.26%
- Resolves conflicts with dignity and grace 22.09%
- Engages and listens to stakeholders 20.93%
- Promotes safety and security across the district 20.93%
- Delivers improved student outcomes 19.77%

- Promotes student participation in the arts, athletics, and extracurricular activities 19.77%
- Thinks and acts strategically 18.60%
- Previous experience as executive director 17.44%
- Possesses a background in public education 16.28%
- Fosters creativity, risk-taking, and innovation 13.95%
- Maintains a vision focused on the future 12.79%
- Adapts effectively to changing circumstances 12.79%
- Values school autonomy 12.79%
- Builds strong and diverse teams 11.63%
- Is committed to equitable access to learning for all students 11.63%
- Spends time in classrooms 10.47%
- Stands firm behind decisions that may not be popular 8.14%

8. Respondents were then asked via constructed response to identify any additional characteristics the next executive director should have. Two frequent themes emerged from these comments. They included:

- **Experience and Knowledge:** A solid background in education, especially in charter schools, and experience with diverse populations and financial management.
- **Commitment to Academic Excellence:** A strong commitment to maintaining and enhancing academic standards and outcomes.

9. Respondents were next encouraged to identify the three best things about the Cherry Creek Academy community. The most frequent responses included:

- **Community and Involvement:** A strong sense of community with high levels of parent involvement and support, creating a tight-knit and collaborative environment.
- **Academic Excellence:** A consistent focus on high academic standards, rigorous programs, and overall academic excellence.
- **Supportive Environment:** A supportive and caring atmosphere for both students and staff, emphasizing safety, respect, and integrity.
- **Dedicated and Motivated Staff:** Highly dedicated, motivated, and exemplary teachers and staff committed to their roles.
- **Values and Character Development:** A strong emphasis on values, character development, and maintaining a focus on Core Knowledge.

- **Student and Family Focus:** A family-oriented environment where students and families are at the center, with strong support systems in place.
- **Diversity and Inclusion:** A diverse and inclusive community that celebrates multiculturalism and cultural diversity.
- **Small School Benefits:** The advantages of a small school setting where personal connections and a close community are valued.
- **Extracurricular Activities:** A robust extracurricular program and community events that enhance the overall school experience.
- **Administrative and Leadership Support:** Effective and supportive leadership and administration that foster good communication and commitment.