



**Cleburne Christian Academy  
State of School 2024  
Annual Continuous Improvement Updates**

**Cleburne Christian Academy Mission:**

To equip students for service and success through an excellent academic experience.

CCA believes that small class sizes and a biblical perspective on students, grades, family, and environment provide the best opportunity for children to thrive. CCA also believes that teachers and parents are meant to work together for the cultivation of students. Our teachers are dedicated to providing the best academic experience through thoughtful curriculum selection guided by experienced administrators and creating a classroom environment where the student is known, cared for, and encouraged in their pursuit of academic excellence.

**Cleburne Christian Academy Core Values:**

Christ-likeness – We put others needs before our own; sacrificially doing the right thing.

Stewardship – We are committed to relentlessly pursuing personal growth using God-given gifts and opportunities, taking nothing for granted.

Passionate – We are all-in enthusiastically building up others, igniting creativity.

Community – We cultivate trust with one another, guarding against gossip, by raising issues promptly and without reservation until resolved.

**Purpose of this document:**

This document serves to update all stakeholders on completed action steps and next steps in the continuous improvement process. These steps are established in consultation with, support from, and oversight of Cognia, CCA's accrediting agency. This document also serves to communicate to all stakeholders the goals established by CCA's independent board and the progress made this school year towards those goals.



### **Continuous Improvement Priorities**

*Cleburne Christian Academy has submitted itself to private accreditation through Cognia for over a decade to ensure that we meet rigorous standards of educational excellence and continuous improvement. In this continuous process, CCA administrators review multiple data points, to include staff, student and parent survey responses, student achievement data, and Eleot classroom observations.*

### **Professional Development Continuous Improvement Steps Taken:**

- Return of Statutory Compliance Training for all staff (Anaphylaxis and Epinephrine Use, Bloodborne Pathogens, Bullying Prevention, Child Abuse, Trafficking, and Maltreatment, Copyright, Diabetes Overview, FERPA, Mental Health Overview, Section 504 Overview, Seizures Overview, Sexual Harassment, Suicide Prevention, Teen Dating Violence & Healthy Relationships, Texas Educators' Code of Ethics, and Title IX Overview)
- Introduction of CPR and Basic Life Support certification for all staff
- Introduction of ALICE training for all staff to ensure preparedness to proactively handle the threat of an intruder or active shooter

### **Professional Development Continuous Improvement Next Steps:**

- Re-establish Association of Christian Schools International membership
  - Enroll all staff in Christian Philosophy of Education course
    - Completion will enable staff to upgrade ACSI teaching certificates
- Introduction of 36 bite size PD newsletters with follow up resources on topics identified as weak in accreditation review

### **Stakeholder Communication Continuous Improvement Steps Taken:**

- Monthly parent newsletters
- Quarterly donor newsletters
- Streamlined parent event calendar published through FACTS
- Board meeting summaries and contact info published on website, parent Facebook page and parent newsletter
- Student achievement summary data published on website, parent Facebook page and parent newsletter
- Annual continuous improvement process update published on website, parent Facebook page and parent newsletter
- PTO meeting attendance data



**Stakeholder Communication Continuous Improvement Next Steps:**

- Streamlined school-level communication plan implemented
  - Streamlined parent-teacher communication tools and methods
  - Student discipline parent communication and documentation policy
- Annual parent orientation instituted
- Require a signed parent understanding of handbook statement
- Administration in collaboration with PTO will host quarterly parent-administration meetings

**Professional Collaboration Continuous Improvement Steps Taken:**

- Staff spiritual and team-building retreat
- Continued, but limited, peer observations
- Weekly team meetings
- Summer book study and peer-teaching

**Professional Collaboration Continuous Improvement Next Steps:**

- Discontinue retreat due to budget constraints
- Increase peer observation because of increased staffing in primary school and parent volunteers
- Implement bite-size PD with follow up resources to be used in team meetings

**Student Voice and Ownership Continuous Improvement Steps Taken:**

- First full year of student council completed
- Individual Learning Plans(ILPs) included in upper school student portfolios for the first time
- 6 upper school students placed in internships of their choosing

**Student Voice and Ownership Continuous Improvement Next Steps:**

- Head of School will lead student council to focus on leadership development and positive action steps on behalf of the student body
- Teachers will involve students in ILP goal setting
- “Connect” professional skills and internship prep course instituted for high school students to increase engagement and success in internships

**Student Portfolio Data Continuous Improvement Steps Taken:**

- Upper school implemented student portfolios and ILPs

**Student Portfolio Data Continuous Improvement Next Steps:**

- Create writing standards to assess lower and upper school writing samples



### **Independent School Board 3 Year Vision**

*The school not only submits itself to outside review through accreditation, but it also operates under the direction of an independent board made up of community members invested in the long-term success of the school and its mission.*

### **Campus development w/ new facility**

- Shifted approach from entirely donor-funded facility development to budgetarily-supported growth and facility development
- Phased facility development and funding plan in final stages
- Continuous improvement process should drive up quality of educational experience and demand for education at CCA, resulting in funding and need for facility development

### **Career and Technical Education development**

- Focus on community networking for the sake of professional internships for high school students
  - Organic work experiences outpace expensive CTE programs in academic and professional outcomes

### **Highly trained and passionate staff**

- All lower and upper school staff are appropriately degreed and certified through either the Texas Education Agency or Association of Christian Schools International
- Increasing teacher salaries will allow for the recruitment and development of primary school teachers with appropriate degrees and certifications

### **Athletics program and field**

- Athletics program established in 23-24 school year to include basketball and volleyball
- Cheer added for 24-25 school year
- Summer clinics offered
- Balanced athletic budget planned for the 24-25 school year

### **\$525,000 endowment**

- Reconnection with historical school community
- Intensive training on donor development

### **Equip students for mission**

- Students participated in 6 community service events in 23-24 school year



**Enhanced staff compensation packages**

- Pay scale introduced for staff and teachers that resulted in increased benefit packages for all staff going into the 24-25 school year
- Plan to incentivize teacher facilitation of extracurricular and sports activities

**Tutoring program after school/for hire**

- Summer programming shifted from daycare model to academic model, resulting in an enrollment decrease and a revenue increase that makes summer programming closer to financially balanced