

CRYSTAL CITY #47 SCHOOL DISTRICT

Comprehensive School Improvement Plan

2026 – 2030



Adopted by Board of Education: August 18, 2026
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Introduction

As a component of the implementation of the Sixth Cycle of the Missouri School Improvement Program (MSIP 6) review process, the Crystal City School District is required by the Missouri Department of Elementary and Secondary Education (DESE) to develop a Comprehensive School Improvement Plan (CSIP) that directs the overall improvement of its educational programs and services.

The Crystal City School District Comprehensive School Improvement Plan (CSIP) for 2026–2030 represents more than a document required for state accountability. It is the district's shared commitment to providing exceptional educational opportunities for every student. Throughout the 2025–2026 school year, staff, the Board of Education, parents, students, and community stakeholders collaborated to evaluate district strengths, identify areas for continued growth, and establish a clear direction for the future.

Planning Process

In accordance with MSIP 6, district leadership, the Board of Education, faculty, staff, students, parents, and community members engaged in a collaborative strategic-planning process throughout the 2025–2026 school year. The process included:

- Reviewing district performance data and analyzing student achievement trends
- Conducting a comprehensive SWOT (Strengths, Weaknesses, Opportunities, Threats) analysis
- Reviewing stakeholder feedback from surveys, meetings, and community engagement activities
- Reviewing and reaffirming the district's Mission, Vision, and Core Beliefs
- Establishing the five Strategic Pillars
- Developing measurable district goals, action steps, and baseline data for each pillar
- Recommending the 2026–2030 Comprehensive School Improvement Plan for Board approval

Utilization of the Plan

The CSIP is a road map to the district's future. It identifies important, long-range improvement priorities and describes the specific actions to be undertaken over the next five years. The CSIP identifies “what” the district's goals for improvement are; district and building leadership, together with staff, families, and community partners, determine “how” those goals will be achieved through Building Improvement Plans and annual action steps.

Superintendent's Message

Dear Crystal City School District Families, Staff, Students, and Community Members,

It is with great pride and optimism that I present the Crystal City School District Comprehensive School Improvement Plan (CSIP) for 2026–2030. This plan represents more than a document required for state accountability. It is our shared commitment to providing exceptional educational opportunities for every student who enters our schools.

Throughout the 2025–2026 school year, our staff, Board of Education, parents, students, and community stakeholders collaborated to evaluate our strengths, identify areas for continued growth, and establish a clear direction for the future. Through this collaborative planning process, we reaffirmed our commitment to ensuring that every decision we make is centered on what is best for students.

Over the next five years, this Comprehensive School Improvement Plan will guide our work as we continue strengthening academic achievement, including a renewed focus on literacy alongside mathematics, expanding real-world pathways and opportunities for students, investing in our employees, enhancing district facilities, and building meaningful partnerships throughout our community.

Our district reflects the collaborative spirit that defines Crystal City Public Schools. Together, we remain committed to providing engaging instruction, developing strong character, preparing students for successful futures, and ensuring that every child has the opportunity to learn, grow, and succeed.

To help our stakeholders track our progress toward these commitments, the district will report regularly on system alignment, how building-level plans, department goals, and individual staff professional-growth plans connect back to these five pillars, as part of the annual evaluation described below.

On behalf of the Board of Education and the entire Crystal City School District, thank you for your continued support of our schools and the students we proudly serve.

Sincerely,

Taylor Massa
Superintendent

CSIP Committee

The Crystal City Comprehensive School Improvement Committee (CSIP Committee) serves as the district's primary strategic-planning committee. The committee is responsible for reviewing district data, evaluating progress toward district goals, identifying priorities for improvement, and recommending revisions to the Comprehensive School Improvement Plan. The committee represents a variety of district stakeholders and reflects Crystal City School District's commitment to collaborative leadership and shared decision-making, including:

- Board of Education
- Faculty and Staff
- Parents and Guardians
- Community Members
- Business and Community Partners

Name	Role	Name	Role
Linda Schilly	Board Member	Heather Crosby	Patron / Community Member
Melissa Parker	Board Member	Mike Osher	Teacher / City Liaison
Taylor Massa	Superintendent	Shannon Oller	Parent
Vickie Eisenbeis	Finance & Business Operations Manager	Mandi Buechting	Parent
Laura Bopp	PDC Chair / Teacher	Shanna Meyer	Guidance Counselor
Shane Gordon	Principal	Stephanie Waites	Guidance Counselor
Eric Pouvaranukoah	Principal	Alison Eckstein	Teacher / Process Coordinator

During the 2025–2026 school year, the committee met throughout the strategic-planning process to review district performance data, analyze student achievement trends, conduct a comprehensive SWOT analysis, review stakeholder feedback, review the district's Mission, Vision, and Core Beliefs, establish the five Strategic Pillars, develop measurable district goals and action plans, and recommend the 2026–2030 Comprehensive School Improvement Plan for Board approval.

Additional District Leadership and Advisory Committees

The following district committees provided recommendations, reviewed district data, and assisted in identifying strategic priorities:

- Curriculum, Assessment, and Instruction Committee
- District Leadership Team (DLT)
- Teacher Leadership Team (TLT)

- Student Leadership Team (SLT)
- Professional Development Committee
- School Safety Committee
- Facilities Planning Committee
- Technology Committee
- Wellness Committee
- Care Team
- Special Education Department
- Booster Club
- Parent Teacher Organization (PTO)
- Community Partners

Required Review & Revisions

The CSIP will be reviewed and amended annually with a report to the Board of Education, and a “Plan on a Page” summary will be provided to staff and community partners. The entire document will be revised on a five-year cycle, consistent with the MSIP 6 continuous-improvement process.

Missouri School Improvement Program (MSIP 6)

The Missouri School Improvement Program (MSIP 6) serves as Missouri's accountability system for evaluating the effectiveness of public school districts. Through MSIP 6, the Department of Elementary and Secondary Education (DESE) evaluates districts using multiple measures of school performance, including student achievement, continuous improvement, leadership, governance, climate and culture, student success, and operational effectiveness.

Unlike previous accountability models that focused primarily on assessment results, MSIP 6 emphasizes continuous improvement and the use of multiple performance indicators. District performance is measured through Annual Performance Reports (APR), which combine academic achievement, student growth, continuous-improvement practices, stakeholder engagement, and organizational effectiveness into a comprehensive accreditation framework.

Annual Performance Report (APR) Highlights, 2025–2026

Crystal City School District remains fully accredited by the Missouri Department of Elementary and Secondary Education. During the 2025–2026 accountability cycle, the district earned an Annual Performance Report (APR) score of 84.9%, exceeding the state accreditation standard. While the district experienced a slight decrease from the previous reporting cycle, due primarily to statewide changes in mathematics performance and accountability calculations, the district continues to perform at a high level compared with other Missouri districts and among the stronger-performing districts in the region.

- Fully Accredited by the Missouri Department of Elementary and Secondary Education
- Strong performance in organizational effectiveness, leadership, and school climate

- Positive Culture and Climate Survey results across multiple stakeholder groups
- Continued implementation of Multi-Tiered Systems of Support (MTSS), i-Ready, Professional Learning Communities (PLC), and data teams
- District mathematics improvement plan implemented as a strategic priority for 2026–2030
- Continued focus on student engagement, real-world learning opportunities, and continuous improvement

Crystal City School District's performance reflects continued strengths in student achievement, school climate, leadership, and organizational effectiveness, while identifying mathematics achievement as the district's primary area for continued improvement. These findings directly informed the development of the district's five Strategic Pillars and the goals contained within this Comprehensive School Improvement Plan. The district remains committed to using data-informed decision-making, collaborative leadership, and evidence-based instructional practices to improve student outcomes and ensure every student is prepared for success after graduation.

Mission Statement

“Learn and grow today, achieve, and succeed tomorrow.”

The Crystal City School District is committed to providing engaging educational experiences that prepare every student for future success through academic excellence, meaningful relationships, and real-world learning opportunities.

Vision Statement

The Crystal City School District is committed to engaging academic instruction and experiences that provide real-world connections in a communicative, collaborative, safe, and inclusive learning environment. Through strong partnerships among students, families, educators, staff, Board members, and community stakeholders, we will prepare every learner to become a responsible citizen, lifelong learner, and productive member of society.

Our vision is to cultivate graduates who demonstrate strong character, critical thinking, effective communication, adaptability, and the confidence to pursue their individual goals while positively impacting their communities.

Core Beliefs

The Crystal City School District is guided by seven core beliefs — H.O.R.N.E.T.S. — that influence every decision, initiative, and interaction throughout our schools.

Hard Work — Success is achieved through dedication, perseverance, and a commitment to continuous improvement. We believe effort, resilience, and determination are essential characteristics for lifelong success.

Ownership — Students are encouraged to take responsibility for their learning, behavior, decisions, and future. Staff members demonstrate accountability by maintaining high expectations and continually striving for excellence.

Real-World Skills and Opportunities — Learning should extend beyond textbooks. Students benefit from authentic experiences that develop communication, collaboration, creativity, critical thinking, leadership, and career readiness.

Nurturing Environment — Every student deserves to feel safe, welcomed, respected, and valued. Positive relationships provide the foundation for both academic and personal success.

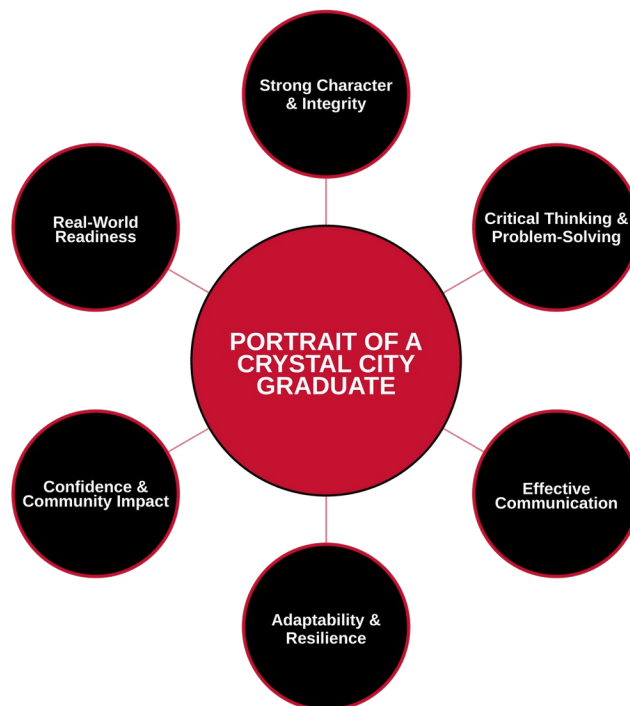
Engaging Instruction and Academic Experiences — Instruction should inspire curiosity, encourage problem-solving, and challenge students to reach their full potential through meaningful and rigorous learning opportunities.

Thoughtful Communication — Open, honest, respectful, and timely communication strengthens trust among students, staff, families, and community members.

Strong Collaborative Relationships — Student success is a shared responsibility. By working together as educators, families, community partners, and Board members, we create opportunities that support every learner.

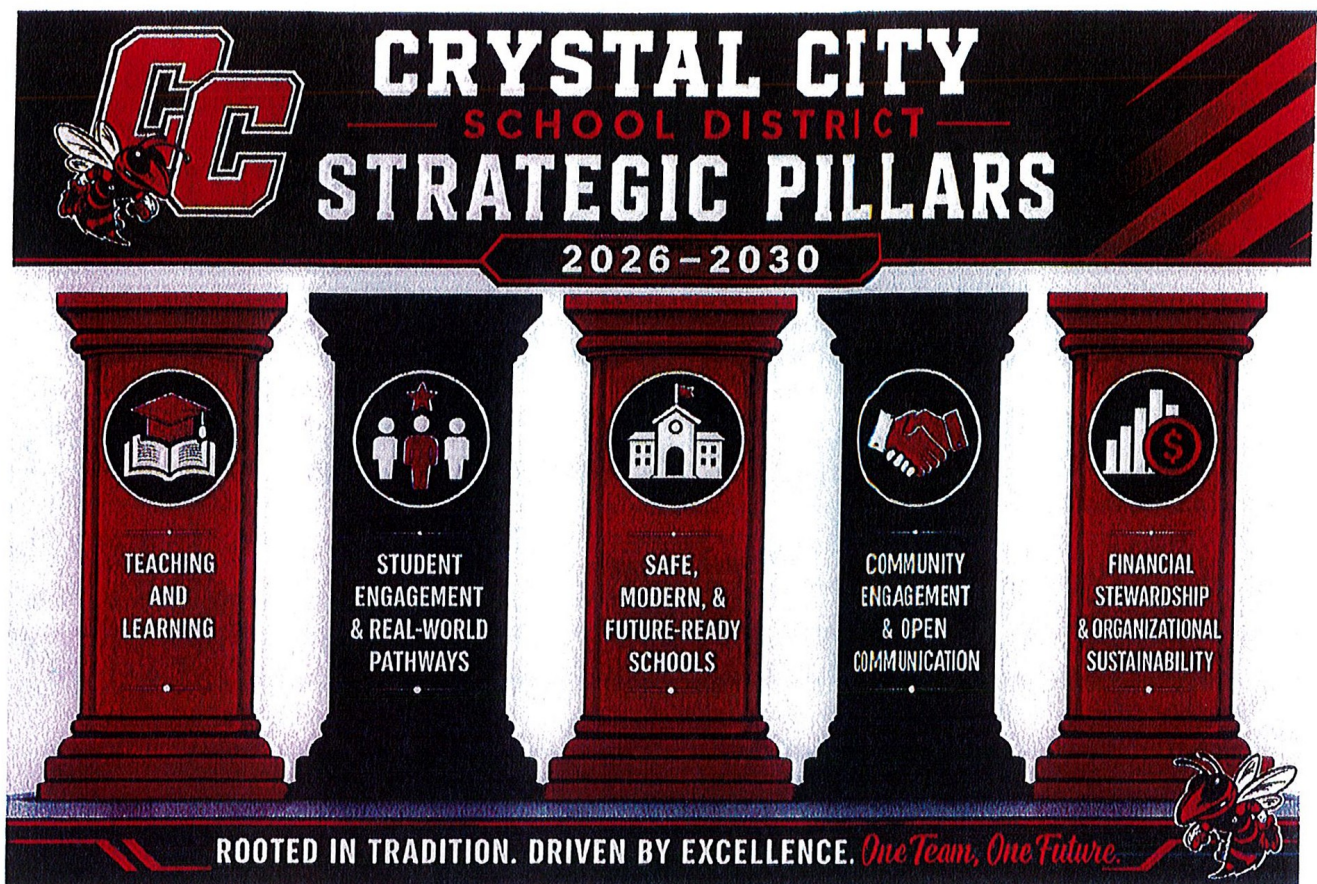
Portrait of a Crystal City Graduate

Crystal City School District graduates demonstrate:



- Strong character and integrity
- Critical thinking and problem-solving ability
- Effective communication and collaboration

- Adaptability and resilience
- The confidence to pursue individual goals while positively impacting their community
- Real-world readiness for college, career, military service, or life



Strategic Pillars 2026–2030

PILLAR 1: TEACHING AND LEARNING

We are committed to providing engaging, rigorous, and data-informed instruction that ensures every student achieves continuous academic growth. Through high-quality teaching, targeted interventions, curriculum alignment, and meaningful assessment practices, we will prepare students with the knowledge and skills necessary for future success.

District Commitments

- Increase student achievement in mathematics, literacy, science, and social studies
- Implement a guaranteed and viable curriculum aligned to Missouri Learning Standards
- Strengthen MTSS/DCI and intervention systems
- Expand instructional technology and innovative teaching practices
- Use multiple sources of data to drive instructional decision-making
- Promote continuous improvement through professional collaboration

Needs Assessment — Strengths

- Crystal City School District continues to perform above state averages in several academic performance indicators and remains among the higher-performing districts in the region.
- District-wide implementation of i-Ready diagnostic assessments and progress monitoring has strengthened data-informed instructional decision-making and intervention planning.
- Professional Learning Communities (PLCs), collaborative data meetings, and curriculum alignment efforts have improved instructional consistency across grade levels.
- Students continue to benefit from a wide variety of academic opportunities including Project Lead the Way (PLTW), Dual Credit coursework, Area Technical School (ATS) programs, gifted education, and intervention services.
- Teachers demonstrate a strong commitment to continuous improvement through curriculum development, professional learning, and implementation of evidence-based instructional practices.

Needs Assessment — Concerns

- Mathematics achievement continues to be an academic priority; increasing proficiency levels across all grade spans remains a district focus.
- Continued refinement of curriculum alignment, essential learning standards, and common assessments is needed to ensure consistency from Preschool through Grade 12.
- Closing achievement gaps for students requiring additional academic support remains an area of emphasis through MTSS, intervention, and differentiated instruction.
- Continued analysis of student assessment data is needed to increase the percentage of students performing at the Proficient and Advanced levels on state assessments.

Goals and Action Steps

Priority Area 1.1: Curriculum Development and Implementation of Instruction — Mathematics

Goal 1.1.A: Increase Crystal City math scores (grades 3–8, Algebra 1, and Algebra 2) by 10% by the end of 2026–2027, using the current APR mathematics score as the baseline.

Strategy / Action	Champion(s)	Baseline Data / Performance Measures	Resources / Funding	Start	Completion
Assign a math teacher to the JH RTI cohort	Principal	10% reduction in Below Basic scores	Tier 2/3 intervention resources	8/2026	Ongoing
Align K–12 math curriculum vertically	Curriculum Coordinator Math Teachers	Gap-analysis forms completed	Math consultant; PD time	8/2026	Ongoing
Conduct regular math coaching observations	Curriculum Coordinator	Coaching logs; walkthrough data	Observation time	8/2026	Ongoing

Priority Area 1.2: Curriculum Development and Implementation of Instruction — Literacy, Social Studies & Science

Goal 1.1.B: *Students demonstrate on-track performance and continuous year-over-year growth in literacy, social studies, and science by meeting or exceeding state standards, with baseline data drawn from current MAP, EOC, and i-Ready results.*

Strategy / Action	Champion(s)	Baseline Data / Performance Measures	Resources / Funding	Start	Completion
Align K–12 curriculum in ELA, social studies, and science	Curriculum Coordinator Content Teachers	Gap-analysis forms completed	Consultants; PD time	8/2026	Ongoing
Assign interventionists/support for identified cohorts in these content areas	Principal	Reduction in Below Basic scores	Tier 2/3 intervention strategies	8/2026	Ongoing
Conduct regular coaching observations in literacy, social studies, and science classrooms	Curriculum Coordinator	Coaching logs; walkthrough data	Observation time	8/2026	Ongoing

Priority Area 1.3: Multi-Tiered System of Support, Technology, and Data-Informed Instruction

Goal 1.3.A: *By the end of 2026–2027, Crystal City School District will strengthen MTSS/DCI intervention systems, expand instructional technology, and use multiple data sources to drive instructional decisions district-wide.*

Strategy / Action	Champion(s)	Baseline Data / Performance Measures	Resources / Funding	Start	Completion
Implement a defined K–12 MTSS/DCI tiered-support framework	Curriculum Coordinator Building Principals	Framework documented; % of students receiving tiered support	MTSS resources; PD	8/2026	Ongoing

Strategy / Action	Champion(s)	Baseline Data / Performance Measures	Resources / Funding	Start	Completion
Expand and standardize instructional technology tools K–12	Curriculum Coordinator, Technology Committee, Principals	Technology usage benchmarks met	Technology budget	8/2026	Ongoing
Establish quarterly data-team review cycles using MAP, i-Ready, and EOC data	Curriculum Coordinator Data Teams	Quarterly data-team meeting logs	Data platforms; meeting time	8/2026	Quarterly

PILLAR 2: STUDENT ENGAGEMENT & REAL-WORLD PATHWAYS

We believe students learn best when they are actively engaged in meaningful educational experiences that connect learning to life beyond the classroom. We will provide opportunities that foster leadership, character, career readiness, and lifelong success while ensuring every student feels connected, supported, and valued.

District Commitments

- Expand career and technical education opportunities
- Strengthen Individual Career and Academic Planning (ICAP)
- Increase dual credit, Advanced Placement, and Project Lead the Way opportunities
- Support extracurricular activities, athletics, fine arts, and student leadership
- Promote attendance, student belonging, and positive school culture
- Continue implementing Class & Character: The CC Way throughout the district

Needs Assessment — Strengths

- Crystal City School District provides numerous opportunities for students to participate in athletics, fine arts, leadership organizations, clubs, and career-focused learning experiences.
- Expansion of College and Career Readiness programs, including Dual Credit, PLTW, ICAP implementation, and Area Technical School partnerships, has increased postsecondary opportunities for students.
- The district's Class & Character: The CC Way initiative continues to promote positive relationships, leadership, responsibility, and student belonging.
- Strong relationships between staff and students contribute to a positive school culture where students feel supported academically and socially.
- Summer school programming and enrichment opportunities provide students with additional academic and experiential learning opportunities.

Needs Assessment — Concerns

- Improving student attendance and reducing chronic absenteeism remain district priorities.
- Continued emphasis on student engagement, belonging, and wellness is necessary to ensure every student feels connected to school.

- Expanding career exploration opportunities at earlier grade levels will better prepare students for future college and career decisions.
- Additional opportunities for authentic, real-world learning experiences and community partnerships will strengthen student readiness beyond graduation.

Goal 2.1.A: *By spring 2030, Crystal City School District will expand access to career and college-readiness pathways for every student by increasing CTE participation, strengthening Individual Career and Academic Plans (ICAP), and growing Dual Credit/AP/PLTW enrollment.*

Strategy / Action	Champion(s)	Baseline Data / Performance Measures	Resources / Funding	Start	Completion
ICAP conferencing for 8 th -12 th grade students for an active, up-to-date career plan	School Counselors	Number of students with a completed, current ICAP (current rate as baseline)	Counseling time; ATS partnership	8/2026	Ongoing
PLTW and CTE course offerings	Curriculum Coordinator Principals	Number of PLTW/CTE sections offered	ATS partnership; CTE funding	8/2026	Ongoing
Introduce early career exploration and Dual Credit awareness in grades 8–9	School Counselors Teachers	Increased underclassman participation in career planning	ICAP curriculum; counseling time	9/2026	Ongoing

Priority Area 2.3: Student Attendance and Engagement

Goal 2.3.A: *By the spring of 2030, Crystal City School District will reduce chronic absenteeism and increase Average Daily Attendance (ADA) through proactive intervention, family engagement, and student support services.*

Strategy / Action	Champion(s)	Baseline Data / Performance Measures	Resources / Funding	Start	Completion
Implement district-wide attendance monitoring	Superintendent Principals	Reduced chronic absenteeism (current ADA as baseline)	Infinite Campus reports	8/2026	Ongoing
Establish an Attendance Review Team for at-risk students	Principals Counselors	Intervention plans developed	Care Team	8/2026	Ongoing
Launch an attendance incentive/recognition program	Principals Counselors Teachers	Increased attendance rates	Recognition funds	8/2026	Ongoing
Increase family communication on attendance expectations and supports	Superintendent Principals	Improved attendance	School Messenger; newsletters	9/2026	Ongoing

Strategy / Action	Champion(s)	Baseline Data / Performance Measures	Resources / Funding	Start	Completion
Review attendance data quarterly and expand community-agency partnerships; report to the Board	District Leadership Team Counselors	Quarterly reports; community referrals	Data dashboard; community partnerships	9/2026	Quarterly

PILLAR 3: SAFE, MODERN, & FUTURE-READY SCHOOLS

Safe, welcoming, and innovative learning environments are essential to student success. Crystal City School District will responsibly invest in facilities, technology, safety, and infrastructure to provide exceptional educational environments that meet the needs of today's learners and tomorrow's opportunities.

District Commitments

- Maintain safe and secure schools
- Develop and implement a long-range facilities master plan
- Modernize instructional technology and district infrastructure
- Improve accessibility, energy efficiency, and building maintenance
- Enhance transportation services and operational systems
- Prepare district facilities to meet future enrollment and educational needs

Needs Assessment — Strengths

- Crystal City School District continues to maintain safe learning environments supported by updated safety procedures, security enhancements, and positive school climates.
- Recent investments in HVAC systems, roofing improvements, instructional technology, and infrastructure have improved district facilities.
- District leadership has developed a long-range facilities planning process focused on future improvements and responsible capital planning.
- Staff members take pride in maintaining welcoming, clean, and student-centered learning environments.

Needs Assessment — Concerns

- Aging district facilities continue to require significant investment, particularly at the elementary and junior high/high school buildings.
- Future facility priorities include gymnasium climate control, auditorium improvements, accessibility upgrades, infrastructure modernization, coordinating safety-readiness efforts, and continued safety enhancements.
- Long-term funding solutions will be necessary to address major capital improvement needs while maintaining fiscal responsibility.

Goals and Action Steps

Priority Area 3.1: Facilities Master Plan and Building Improvements

Goal 3.1.A: *By spring 2027, the district will advance each Strategic Pillar 3 District Commitment through a refined, board-aligned facilities and operations plan.*

Strategy / Action	Champion(s)	Baseline Data / Performance Measures	Resources / Funding	Start	Completion
Maintain safe, secure school facilities	Maintenance Director Principals	Safety audit compliance	Facilities budget	8/2026	Ongoing

Strategy / Action	Champion(s)	Baseline Data / Performance Measures	Resources / Funding	Start	Completion
Develop a long-range facilities master plan	Superintendent Board of Education	Master plan adopted	Potential bond funding	Summer 2027	Fall 2027
Modernize instructional technology and infrastructure	Technology Director	Technology refresh benchmarks met	Technology budget	8/2026	Ongoing
Improve accessibility, energy efficiency, and building maintenance	Maintenance Director	ADA compliance; reduced energy costs	Facilities budget; potential bond	Summer 2027	Ongoing
Enhance transportation services and operations	Transportation Director	On-time routes; fleet condition	Transportation budget	8/2026	Ongoing
Plan facilities for future enrollment needs	Superintendent Board of Education	Enrollment projections incorporated into plan	Facilities budget	Summer 2027	Ongoing

PILLAR 4: COMMUNITY ENGAGEMENT & OPEN COMMUNICATION

Strong schools are built through strong partnerships. Crystal City School District values meaningful collaboration with students, families, staff, businesses, civic organizations, and the broader community. Through transparent communication, trust, and shared responsibility, we will strengthen relationships that support student success.

District Commitments

- Foster open, honest, and timely communication
- Increase family engagement in district initiatives
- Expand partnerships with businesses, higher education, and community organizations
- Celebrate student and staff accomplishments
- Advocate for public education and the Crystal City School District
- Provide opportunities for stakeholder feedback to support continuous improvement

Needs Assessment — Strengths

- Crystal City School District enjoys strong community support and maintains positive relationships with families, local businesses, civic organizations, and community partners.
- The district has expanded communication efforts through newsletters, social media, district publications, Board updates, and community events.
- Parents and community members actively support district activities through the Parent Teacher Organization (PTO), Booster Club, volunteer opportunities, and partnerships.
- Transparent communication and relationship-building remain priorities of district leadership.

Needs Assessment — Concerns

- Continue increasing opportunities for two-way communication and stakeholder feedback.
- Expand partnerships with local businesses and higher education institutions to provide additional student opportunities.
- Increase public awareness of district accomplishments, student successes, and strategic initiatives.

Goals and Action Steps

Priority Area 4.1: Community Engagement, Communication, and Partnerships

Goal 4.1.A: *By spring 2030, Crystal City School District will strengthen relationships with families, staff, businesses, and community stakeholders through stronger two-way communication and expanded partnerships.*

Strategy / Action	Champion(s)	Baseline Data / Performance Measures	Resources / Funding	Start	Completion
Implement a district communication plan (web, social, newsletters)	Superintendent Principals	Increased engagement (baseline set before rollout)	Communication resources	8/2026	Ongoing
Publish regular district and Board updates	Superintendent	Monthly newsletters; Board reports	Communication budget	8/2026	Ongoing
Expand family and community engagement events	Principals Teachers	Increased event attendance	PTO; Boosters; Title I	8/2026	Ongoing
Strengthen local business and higher-ed partnerships	Superintendent	Number of active partnerships	Community partnerships	9/2027	Ongoing
Conduct annual stakeholder surveys and report progress to the Board	Superintendent District Leadership Team	Survey results; quarterly CSIP updates	Survey platform	Fall 2026	Ongoing

PILLAR 5: FINANCIAL STEWARDSHIP & ORGANIZATIONAL SUSTAINABILITY

Responsible stewardship of public resources is essential to fulfilling the district's mission. Crystal City School District is committed to maintaining financial stability, maximizing operational efficiency, and making strategic investments that support student achievement while ensuring long-term sustainability.

District Commitments

- Maintain a balanced and fiscally responsible budget
- Align financial decisions with district strategic priorities
- Preserve healthy reserve balances
- Pursue grants and alternative funding opportunities
- Invest strategically in personnel, instructional resources, facilities, and technology
- Monitor district operations through data-informed decision-making and continuous improvement

Needs Assessment — Strengths

- The district maintains responsible fiscal management practices and continues to align financial resources with student needs and strategic priorities.
- Budget planning reflects careful stewardship of taxpayer resources while supporting instructional programs, personnel, and facility improvements.
- District leadership actively seeks efficiencies, grant opportunities, and long-range financial planning to support sustainability.
- The Board of Education remains committed to responsible governance and transparent financial decision-making.

Needs Assessment — Concerns

- Rising operational costs, inflation, insurance premiums, and utility expenses continue to place pressure on district budgets.
- State funding uncertainty and future capital improvement needs require ongoing financial planning.
- Recruiting and retaining high-quality staff in a competitive employment market remains a long-term organizational priority.
- Maintaining adequate reserve balances while investing in district priorities will require continued strategic budgeting and careful financial oversight.

Goals and Action Steps

Priority Area 5.1: Fiscal Responsibility and Long-Term Sustainability

Goal 5.1.A: *By spring 2030, Crystal City School District will maintain long-term financial stability by aligning budget decisions with strategic priorities and pursuing sustainable funding.*

Strategy / Action	Champion(s)	Baseline Data / Performance Measures	Resources / Funding	Start	Completion
Adopt an annual balanced budget aligned to the CSIP	Superintendent Board of Education	Budget approved annually	Operating funds	January 2027	Annually
Review expenditures quarterly	Business Office	Quarterly variance reports	Financial software	8/2026	Quarterly
Pursue grants and alternative funding	Superintendent District Leadership Team	Grants awarded	Federal/state/private grants	8/2026	Annually
Plan long-range for facilities, technology, and capital needs	Superintendent Board of Education	Multi-year financial projections	District budget; bond funding	8/2026	Ongoing
Maintain healthy fund balance and report to the Board quarterly	Superintendent Board of Education	Fund balance within targets; annual audit	Operating funds	8/2026	Ongoing

Monitoring and Evaluation

Continuous improvement is an ongoing process. The Crystal City School District will annually evaluate progress toward the goals identified within this Comprehensive School Improvement Plan.

District leadership will review multiple sources of evidence, including student achievement data, attendance, graduation rates, financial indicators, stakeholder feedback, Culture and Climate Survey results, facilities progress, and implementation of district initiatives.

How Progress Will Be Monitored Annually

To directly answer the district's request to “add how we are going to monitor annually,” progress toward each of the five Strategic Pillars will be monitored on the following cycle:

- Monthly / Ongoing: Building-level data meetings and administrative team monitoring of attendance, discipline, and intervention data.
- Quarterly: Superintendent presents quarterly Strategic Pillar and financial updates to the Board of Education.
- Annually: District Leadership Team, Teacher Leadership Team, Building Administrators, and the CSIP Committee conduct a full annual review analyzing district performance data, reviewing Strategic Pillar progress, evaluating action plans, identifying new priorities, and recommending revisions based on stakeholder feedback.
- Every Five Years: The entire CSIP document is revised in full, consistent with the MSIP 6 cycle.

This annual review, and system alignment between the CSIP, Building Improvement Plans, department goals, and individual staff Professional Growth Plans, will be presented to the Board of Education. Any recommended revisions will be considered and approved by the Board to ensure the plan remains responsive, relevant, and aligned with the district's mission, vision, and long-term strategic priorities.

Annual Review Participants

- Board of Education
- Superintendent
- District Leadership Team
- Teacher Leadership Team
- Building Administrators
- CSIP Committee

Conclusion

This Comprehensive School Improvement Plan reflects the shared commitment of our Board, staff, students, families, and community to continuous improvement and educational excellence. Guided by our Strategic Pillars, we will strengthen academic achievement, expand real-world pathways, invest in safe and modern learning environments, and steward district resources responsibly, ensuring every student has the knowledge, skills, and opportunities to succeed. Rooted in tradition and driven by excellence, we are One Team, One Future, committed to helping every student learn and grow today, achieve, and succeed tomorrow.