

# Crosby-Ironton School District Strategic Plan - 2026-2031

## BELIEF STATEMENTS

- We believe in helping all students excel to the best of their potential.
- We believe that relationships with students are the foundation of student engagement.
- We believe all students need and deserve a high-quality education.
- We believe the best education possible engages students academically, physically, emotionally and socially.
- With a mutual respect for all, we believe that engagement with students, school and community will prepare our students for a successful future.
- We believe that all educational experiences should prepare students for life after high school.
- We believe all students need and deserve a safe, welcoming learning environment.
- We believe honesty, trust, transparency and compassion are key to our schools' success.

## MISSION STATEMENT

- Empowering students for lifelong success.

## VISION STATEMENT

Learning through relationships.



| FOCUS AREA            | GOALS                                                                                                                                                                                                                                                                                                               | OBJECTIVES                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|-----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| STUDENT ACHIEVEMENT   | <ol style="list-style-type: none"> <li>1. C-I Schools will implement a cohesive, PreK-12 MTSS that ensures consistent Tier I instruction and effective Tier II &amp; III interventions for academics and behavior.</li> </ol>                                                                                       | <ol style="list-style-type: none"> <li>A. Implement a consistent, data-driven identification system to accelerate student access to targeted academic supports and specialized interventions.</li> <li>B. Formalize a high school intervention system that integrates specialized support tiers into the daily master schedule to address learning gaps and credit recovery needs.</li> <li>C. Align PreK-12 curriculum and instructional expectations to guarantee that every C-I student has access to high-quality, evidence-based <u>Tier I</u> instruction.</li> <li>D. Guarantee district-wide MTSS integrity through regular administrative fidelity checks and standardized data-review processes to ensure equitable support for all students.</li> </ol>                                                                                                                                                                                   |
| STUDENT/STAFF SUPPORT | <ol style="list-style-type: none"> <li>1. Crosby-Ironton School District will refine, reboot, and reproduce a detailed process to improve hiring, onboarding, and retention practices for all employees, including substitutes, paraprofessionals, maintenance staff, and all other essential employees.</li> </ol> | <ol style="list-style-type: none"> <li>A. Improve C-I's onboarding and support of new C-I staff members by implementing structured onboarding, mentoring, and training programs to ensure new employees are prepared and feel supported in their new roles.</li> <li>B. Improve C-I's employee recruitment efforts by developing partnerships with Minnesota Universities, local businesses, and other community organizations to increase applicant pools for hard-to-fill positions.</li> <li>C. Increase employee retention by monitoring enter &amp; exit data to identify and address factors affecting job satisfaction and employee turnover, both coming to C-I and leaving C-I.</li> <li>D. Conduct a comprehensive research project for compensation and incentives of all employee groups relative to regional schools.</li> <li>E. Develop solutions to address shortages of substitutes as well as current staff attendance.</li> </ol> |

|                                          |                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                   |
|------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                          | <p>2. Ensure all students have access to the most rigorous academic opportunities and support possible at Crosby-Ironton.</p> | <p>A. Maintain and enhance access to relevant college credit courses, elective opportunities, and enrichment classes.</p> <p>B. Ensure use of student data to improve participation in activities, achievement, and overall student voice in decision-making.</p> <p>C. Research Crosby-Ironton Course Catalog for comparison with regional school offerings.</p> |
| <p>COMMUNICATIONS/OUTREACH/MARKETING</p> | <p>1.</p>                                                                                                                     | <p>A.</p>                                                                                                                                                                                                                                                                                                                                                         |
| <p>FACILITIES</p>                        | <p>1.</p>                                                                                                                     | <p>A.</p>                                                                                                                                                                                                                                                                                                                                                         |

|          |    |    |
|----------|----|----|
| FINANCES | 1. | A. |
|----------|----|----|