





JOHNSON COUNTY R-VII CREST RIDGE

COMPREHENSIVE SCHOOL IMPROVEMENT PLAN

2026-2029

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District Overview

The Johnson County R-VII Crest Ridge School District, located in Centerview, Missouri, is home to nearly 600 students in Johnson County. Crest Ridge provides high-quality instruction, academic programming, and extra-curricular activities to students Pre-Kindergarten through 12th grade.

Crest Ridge is housed in two buildings and supported by approximately 90 teachers, administrators, and staff members. The staff at Crest Ridge is committed to maintaining high expectations, implementing a varied range of robust programming, and providing for unique differences.

COUGAR Insights

OUR STUDENTS

560 K-12 Students
28 PreK Students

OUR TEAM

12:1 Student toTeacher Ratio
78% 3 Year Teacher Retention Rate

OUR PERFORMANCE

CREST RIDGE scored 80.8% in 2025 on Missouri's Annual Performance Report (APR)

97.2% of Graduates are Employed, Seeking Additional Education, or Serving in the Military

92% 2025 Graduation Rate

Crest Ridge CSIP

CSIP Process Summary

Crest Ridge Schools CSIP 2026-2029

The Johnson County RVII School District (Crest Ridge Schools) developed a team of internal and external stakeholders to provide meaningful collaboration in the development of a Comprehensive School Improvement Plan (CSIP).

The CSIP will guide our decisions and be a foundation for the development and implementation of plans throughout the district. The Building School Improvement Plans (BSIP) will be tied to the district CSIP and will serve as an extension of this plan as we seek to fulfill the promise of our mission and vision at Crest Ridge R-VII.

Strategic planning is a requirement for evaluation as indicated by the Missouri School Improvement Process (MSIP). The district's CSIP is a vital part of the evaluation process and is the driving document that links the vision, mission, and goals set forth by the district.

This CSIP was created using a collaborative process. The process was led by a consultant group, FiredUp, and was initiated by reviewing the 2023-2026 CSIP with regard to strengths and weaknesses of the district as well as what to start, to continue, or stop in the future. Based on this data, the team deemed to continue the four priority areas to focus the work:

Culture of Excellence
Improve Student Outcomes
Leadership Will Ensure Equitable Access
Highly Qualified Staff

CSIP Development Team

NameNA	Position
Tony Reynolds	Board President
Dr. Heather Gross	Superintendent
Dr. James Frank	Secondary Principal/Parent
Dr. Barie Krewson	Incoming Secondary Principal/Parent
Linda Heishman	Elementary Principal
Adam Odle	Secondary Assistant Principal/Athletic Director/Parent
Amy Dapron	Student Services Director
Katie Woolsey	Secondary Physical Education Teacher/Parent
Susan Seelinger	3rd Grade Teacher
Donna Palmer	Title Reading Teacher
Drew Smith	Parent
Kotey Bennett	Parent
Melanie Brockhaus	Parent
Dani Chugg	High School Student
Fayth Kelso-Perkins	High School Student

BELIEFS

We believe in promoting a healthy, positive, supportive learning environment for students and staff.

We believe in building a foundation to empower and equip our students to achieve their short- and long-term goals.

We believe in recruiting, retaining and developing quality staff.

We believe in investing time for collaboration, strengths-development, and individual gains for students and staff

We believe that effective collaboration includes curriculum development, student achievement results, and best instructional practices.

We believe that every student deserves the best opportunity to succeed.

PRIORITIES


CULTURE OF EXCELLENCE
HIGHLY QUALIFIED STAFF
PRIORITIES
IMPROVE STUDENT OUTCOMES
LEADERSHIP WILL ENSURE EQUITABLE ACCESS

MISSION:

We cultivate and empower every student for success.

VISION:

Crest Ridge RV-II is determined to be a dynamic and innovative school district in an evolving world.

IMPROVEMENT PLAN Timeline

January 2026 **CSIP committee was developed.**
January 2026 **Fired Up Consulting was selected as the CSIP development facilitator. Meeting dates determined.**
April 2026 **CSIP Workshop: current CSIP/data review was conducted. Strengths, weaknesses, items to start, items to continue and items to stop were considered. The district report card, MSIP standards, CSIP requirements were studied.**
April 2026 **The Beliefs, Priorities, Mission, and Vision were reviewed and retained for the CSIP.**
April 2026 **SMART goals (Specific, Measurable, Achievable, Relevant and Time-Bound) for each priority were reviewed. Goals were considered for completion, continuance, and combining.**
April 2026 **Action steps were considered, some retained, and some created to support six goals for 2026-2029. A 3-year timeline was created to include identified responsibilities and fiscal resources designated.**
April 2026 **District administrators met to review preliminary CSIP plan**
May 2026 **CSIP Team finalization**
June 2026 **Presented and renewed CSIP plan to the Board of Education**
Yearly in January **Mid Year Board Review**
Yearly in May **Annual CSIP Stakeholder Review**
Yearly and Ongoing **Utilize Communication Strategies to ensure all stakeholders are aware of the renewed CSIP**

SMART GOAL ALIGNMENT

SMART GOALS	MSIP 6 DOMAINS	TOP PRIORITIES
SMART Goal #1:By August of 2029, stakeholder survey results covering safety and security, effective communication, and welcoming atmosphere that generates pride will result in 80% in the “agree” categories.	Leadership, Collaborative Climate and Culture, Data-Based Decision Making, Equity and Access	Culture of Excellence
SMART Goal #2: Crest Ridge will have an annual graduation rate of 98% or higher with a defined post-secondary path.	Effective Teaching and Learning, Collaborative Climate and Culture	Culture of Excellence
SMART Goal #3: Provide individualized standards-based grading in 100% of classes/courses by adding one secondary grade level each year, continuing with Grade 8 in Fall 2026	Effective Teaching and Learning, Alignment of Standards, Curriculum and Assessment, Equity and Access	Improve Student Outcomes
SMART Goal #4: District-wide student achievement on standardized assessments will meet the on-track or target performance total in 80% of categories measured on the Annual Performance Report.	Effective Teaching and Learning, Alignment of Standards, Curriculum and Assessment.	Improve Student Outcomes
SMART Goal #5: by 2026, the non-retirement teacher and para-professional retention rate will maintain a level at or above 90%.	Effective Teaching and Learning, Collaborative Climate and Culture	Highly Qualified Staff
SMART Goal #6: The District will build the financial reserves to support future stability for students and staff, with a 2% annual increase.	Leadership, Data Based Decision Making, Equity and Access	Leadership Will Ensure Equitable Access

Priority Area: Culture of Excellence

Smart Goal #1: By August of 2029, stakeholder survey results covering safety and security, effective communication and welcoming atmosphere will result in 80% of responses in the "agree" categories.

Funding Source: Fund 1, 2

Goal Monitoring	Action Steps	Timeline
	1.1 Administer a climate/culture survey, communicate results, and connect date to strategic actions for growth and improvement. Person(s) Responsible: Superintendent	Fall 2026 and Spring 2027
	1.2 Create a preventative maintenance plan for all facilities based on specific safety needs using a committee to explore updating flooring for better visual appeal and less maintenance Person(s) Responsible: Superintendent, Maintenance	Fall 2026 and Ongoing
	1.3 The district will continue to train and implement behavior-based programs for student safety Person(s) Responsible: Building admin, Student Services	Annual Summer training and Ongoing Implementation
	1.4 The District will maintain an emphasis on social emotional learning across all grade levels (with a focus on peers) Person(s) Responsible: Student Services, Counselors, Teachers	Fall 2026 and Ongoing

Priority Area: Culture of Excellence

SMART Goal #2: Crest Ridge will have an annual graduation rate of 98% or higher with a defined post-secondary path.

Funding Source: Fund 1, 2

Goal Monitoring	Action Steps	Timeline
	2.1 Regular Graduation progress checkpoints with checklists to be distributed before March Parent/Teacher Conferences Person(s) Responsible: Counselors, Advisory teachers	Fall 2026
	2.2 Elementary to Secondary transition to student-led conferences—Beginning in 5th grade down to 4th and occurring in secondary core academic subjects, beginning with 6th grade and following the cohort. Person(s) Responsible: Building Administrators, Counselors, Teachers	Fall 2027 (4th and 5th gr) Fall 2028 (6th grade
	2.3 Implement and grow Career Day in both Elementary and Secondary buildings, partnering with the community for support. Person(s) responsible: Building Administration, Counselors	Spring 2027

Priority Area: Culture of Excellence

SMART Goal #2: Crest Ridge will have an annual graduation rate of 98% or higher with a defined post-secondary path.

Funding Source: Fund 1, 2

Goal Monitoring	Action Steps	Timeline
	2.4 Increase the number of internship and job –shadowing opportunities Person(s) Responsible: Building Administrators, CTE Instructors, Counselors	Fall 2028
	2.5 Increase the number of Industry-Recognized Credential (IRC) offerings to support student need and aspirations Person(s) Responsible: Building Administrators, CTE Instructors, Counselors	Fall 2028

Priority Area: Improve Student Outcomes

SMART Goal #3: Provide individualized standards-based grading in 100% of classes/courses by adding one secondary grade level each year, continuing with Grade 8 in Fall 2026

Funding Source: Fund 1, 2

Goal Monitoring	Action Steps	Timeline
	3.1 All-district training with ongoing collaboration with exemplars Person(s) Responsible: Superintendent, Building Administrators, PDC committee	Annual and Ongoing
	3.2 All teachers will be trained in Standards-Based Grading philosophy and practices Person(s) Responsible: Superintendent, Building Administrators, PDC committee	Ongoing
	3.3 Consistent standards-based assessments will be created K-12 Person(s) Responsible: Superintendent, Building Administrators, PDC committee	Annual and Ongoing
	3.4 Students will have access to multiple tiers of intervention to ensure academic success (competency) Person(s) Responsible: Superintendent, Building Administrators	Fall 2026 and Ongoing

Priority Area: Improve Student Outcomes

SMART Goal #3: Provide individualized standards-based grading in 100% of classes/courses by adding one secondary grade level each year, continuing with Grade 8 in Fall 2026

Funding Source: Fund 1, 2

Goal Monitoring	Action Steps	Timeline
	3.5 Secondary building moves to standards-based reporting, through Grade 10 Person(s) Responsible: superintendent, building admin, teachers	Spring 2029 (through Grade 10)
	3.6 Learning targets will be transparent to students and families. Students will know what they have learned, what they are currently learning, and what they will learn next. Person(s) Responsible: Superintendent, Building Administration, Teachers	Ongoing
	3.7 Students will produce evidence to demonstrate their learning; grades and marks will be reflective of learning Person(s) Responsible: superintendent, building admin, teachers	Spring 2029 (through Grade 10)

Priority Area: Improve Student Outcomes

SMART Goal #4: District-wide student achievement on standardized assessments will meet the on-track or target performance total in 80% of categories measured on the Annual Performance Report.

Funding Source: Fund 1, 2

Goal Monitoring	Action Steps	Timeline
	4.1 Staff will engage in regular data team meetings to evaluate current assessment scores and identify specific areas of weakness and growth to provide appropriate supports Person(s) Responsible: Building Administration, Teachers	Fall 2026 and Ongoing
	4.2 Vertical curriculum alignment will occur annually with emphasis on alignment to grade level standards Person(s) Responsible: Superintendent, Building Administration, Teachers	Spring 2027 Annual
	4.3 Curriculum and resources will be captured into “Shared Google Drives” and staff will receive training on curriculum Person(s) Responsible: Superintendent, Building Administration, Teachers	Spring 2027
	4.4 Continue a building-wide universal reading assessment for grades 9-12. Person(s) responsible: Superintendent, Building Administration, Teachers	Fall 2026

Priority Area: Highly Qualified Staff

SMART Goal #5: By 2026, the non-retirement teacher and para-professional retention rate will maintain a level at or above 90%

Funding Source: Fund 1, 2

Goal Monitoring	Action Steps	Timeline
	5.1 Maintain new teacher/staff induction and mentoring procedures to support staff Person(s) Responsible: superintendent, building admin	Ongoing
	5.2 Administer an annual culture climate survey for teachers that asks teachers for individual goals and focus areas for the upcoming year Person(s) Responsible: superintendent, building admin	Annual
	5.3 Promote a positive working environment for all certified and non-certified staff through strategic planning and programming Person(s) Responsible: superintendent, building admin	Ongoing
	5.4 Implement and maintain a competitive salary and benefits package for all certified and non-certified staff that attracts and retains highly qualified staff Person(s) Responsible: superintendent	Ongoing
	5.5 Utilize staff committees to make suggestions for improvement in morale, culture, and compensation Person(s) Responsible: superintendent, building admin, teachers	Annual and Ongoing

Priority Area: Leadership Will Ensure Equitable Access

SMART Goal #6: The District will build the financial reserves to support future stability for students and staff, with a 2% annual increase.

Funding Source: Fund 1, 2, 3

Goal Monitoring	Action Steps	Timeline
	6.1 The budget will be developed annually with budget message tied to CSIP goals and standards as well established budget planning to target the board established reserves goal of 34%. Person(s) responsible: Superintendent, Board of Education	Annual (June)
	6.2 Monthly reporting on financial picture and processes contributing to growth of financial reserves will be provided for the Board of Education. Person(s) responsible: Superintendent	Annual
	6.3 Financial impact for district plans will be evaluated annually (facilities, professional development, assessment, literacy, title, and technology). Person(s) responsible: Superintendent, Administration, and Directors	Quarterly
	6.4 Active Grant research and alternative funding sources will be conducted to support cashflow, financial reserve growth, and achieving goals of the CSIP. Person(s) responsible: Superintendent, Administration, and Directors	Ongoing
	6.5 Contracted Services will be reviewed annually to ensure fiscal responsibility. Person(s) responsible: Superintendent	Annual

STAY IN TOUCH

STAY IN TOUCH

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