



Board Annual Report 2025-26
Celebrating a 25-year legacy of excellence.



A Message from CRIA's Board

Time Invested, Futures Compounded

As Warren Buffett once reminded us:

“I can buy anything I want, but I can’t buy time.”



For families — and especially for children — this truth is profound. The past few years have shown just how much is lost when learning is interrupted, and how valuable every school day truly is.

At CRIA, we treat time as the most precious capital. We refuse to waste it on unproven experimental education or lowered expectations. Instead, every day is invested in rigorous, proven approaches that yield lasting growth.

For 25 years, CRIA has ensured that no moment is wasted. Each lesson, each program, each opportunity compounds over time — helping students grow not only academically, but also as thinkers, leaders, and individuals. Just as compound interest multiplies financial returns, the steady accumulation of knowledge multiplies intellectual and personal growth.

The results are clear: CRIA students who spend three years or more with us consistently outperform newcomers. Time matters.

In short, CRIA delivers the strongest return on the most valuable asset of all — time.

Because at CRIA, every moment counts, and every student matters.

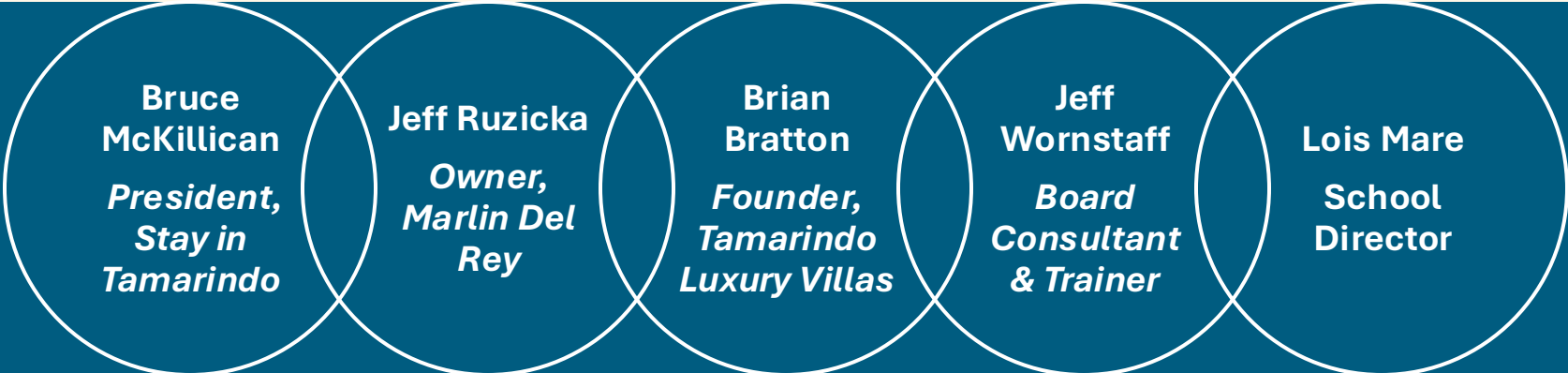
Board of Directors Responsibilities

Governance with purpose and accountability.



12th Year of Experienced Governance

25th Year of Excellence



Guided by Purpose, Driven by Values

MISSION

- US accredited
- College preparatory
- Serves an international community
- Inspires passion for learning
- Provides skills, values, and courage to become responsible leaders

VALUES

- Growth mindset
- *Character Counts* values
- Family life values
- The Golden Rule



VISION

We aspire to be a world-class American international school in Costa Rica with a culture of high expectations, high performance, and accountability.

Teaching Values That Last a Lifetime

Be Safe, Be Respectful, Be Responsible

At CRIA, education goes beyond academics.

We help students grow into caring, responsible young people who treat others with respect and integrity.

Our approach combines the *Character Counts* program, the *Positive Behavior Program (PBIS)*, and growth mindset lessons.

This means students are not only taught values but also are guided in how to put them into practice every day.

Simple principles like *Be Safe, Be Respectful, Be Responsible* are modeled and reinforced across grade levels, so positive behavior becomes second nature.

When students face challenges, our counselors provide caring guidance so that mistakes become opportunities to learn and grow. In this way, values are not just taught — they are lived.



The Six Pillars of Character at CRIA

- ▶ **Trustworthiness** – We are honest and keep our word.
- ▶ **Respect** – We treat others the way we want to be treated.
- ▶ **Responsibility** – We take ownership of our choices.
- ▶ **Fairness** – We play fair and act justly.
- ▶ **Caring** – We show kindness and compassion.
- ▶ **Citizenship** – We contribute to our community.

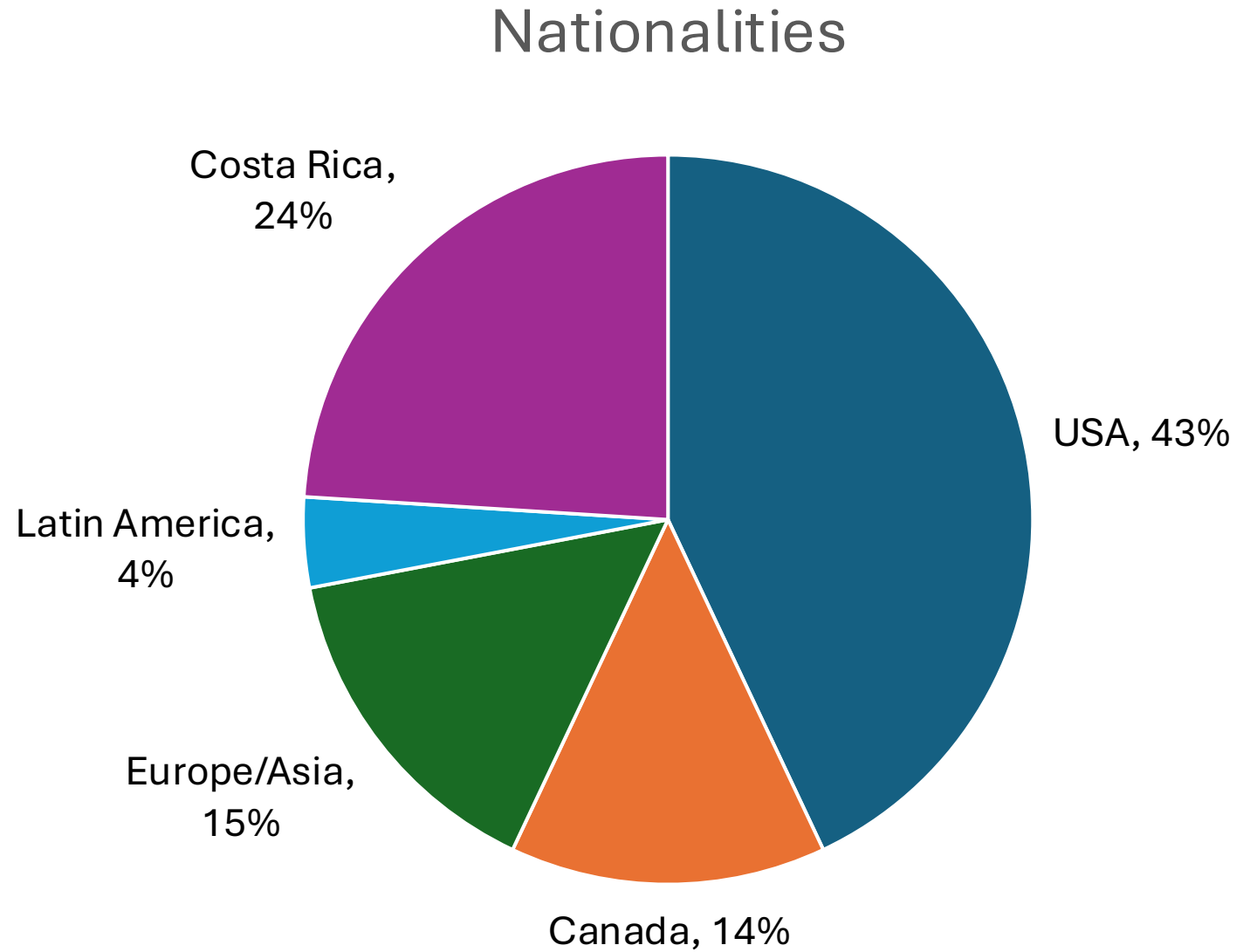
A Strong School in a Strong Market

*Understanding the economic, demographic,
and enrollment trends shaping CRIA's future.*

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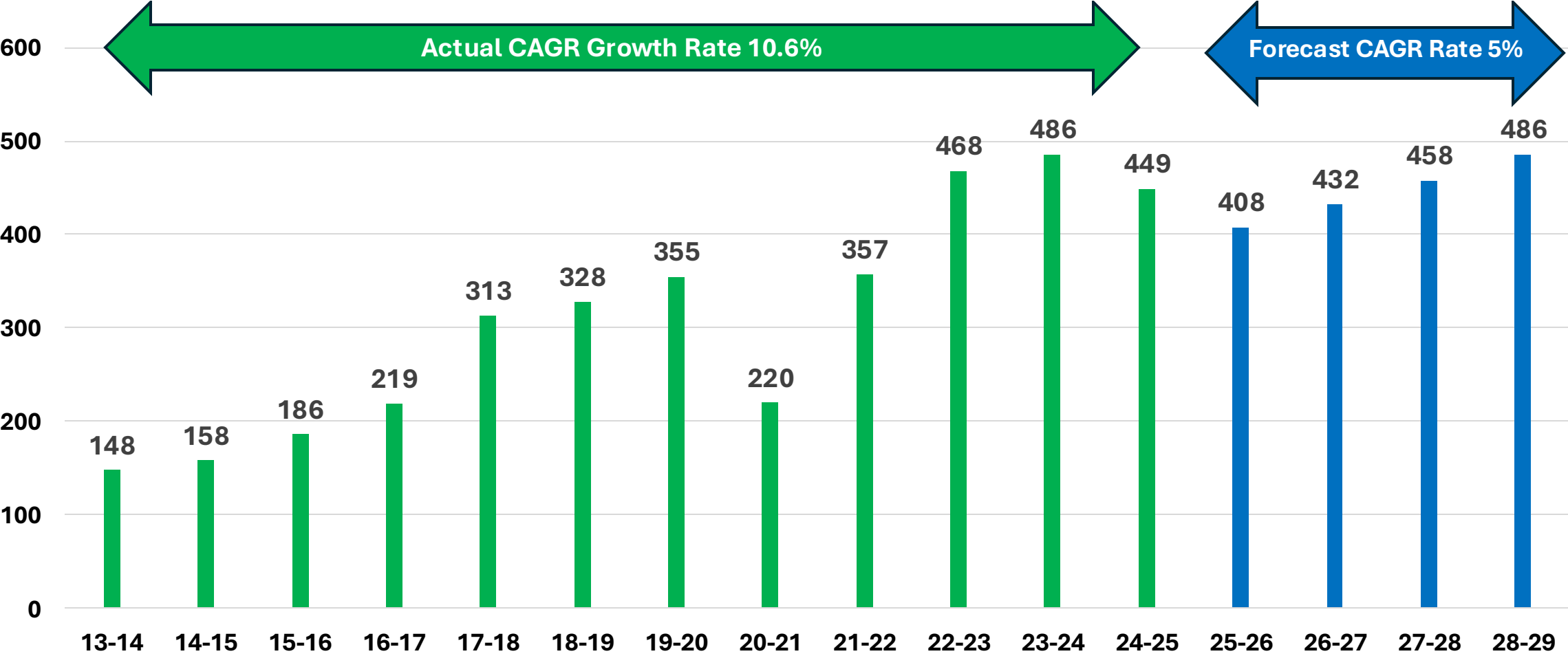
An International Community

24 nationalities on
Costa Rica's
Gold Coast.



Enrollment Growth Trends

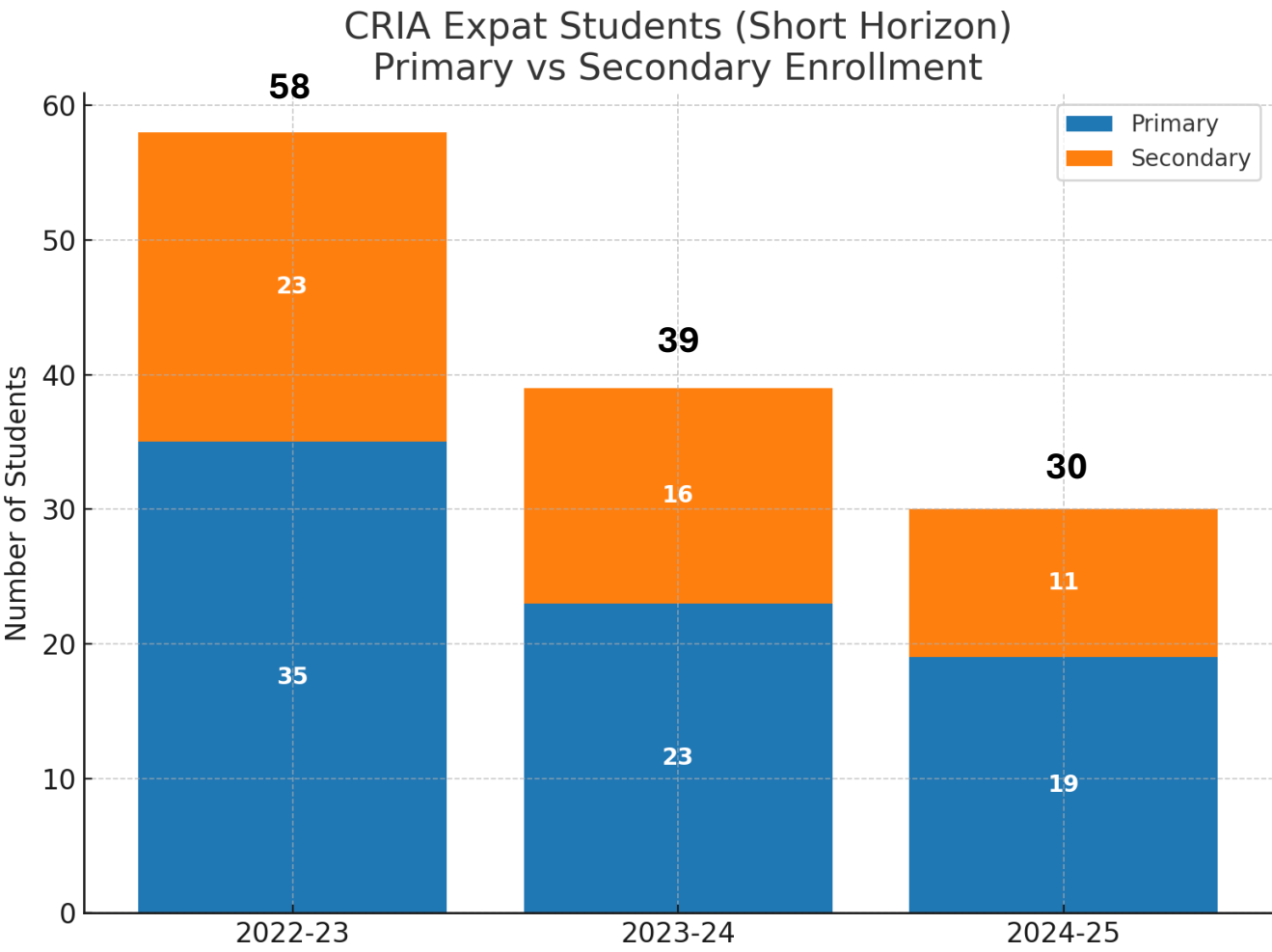
Actual vs Forecast



From Short Stays to Stability

Post-pandemic, enrollment patterns have shifted from temporary horizons to stable, long-term growth.

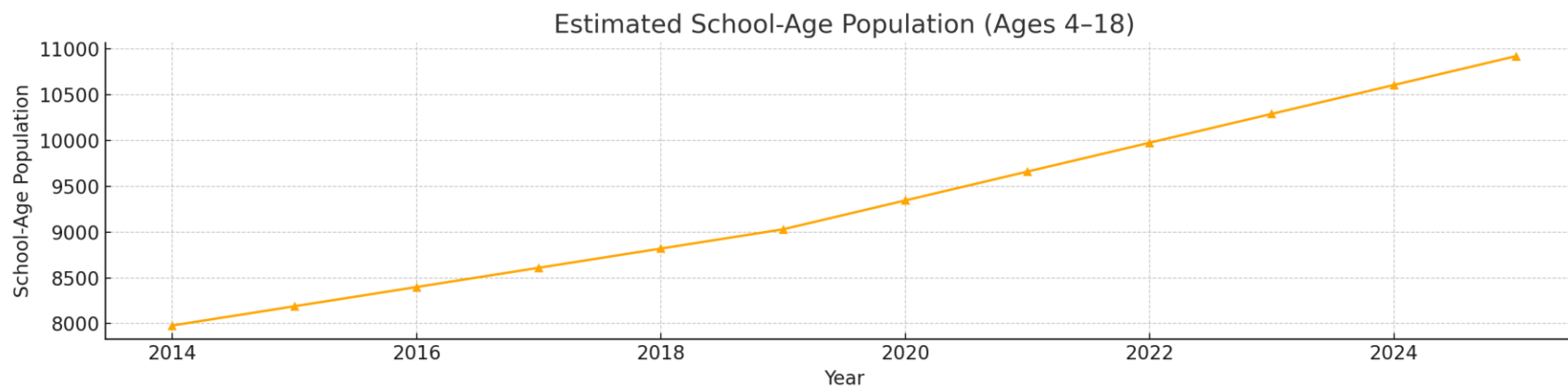
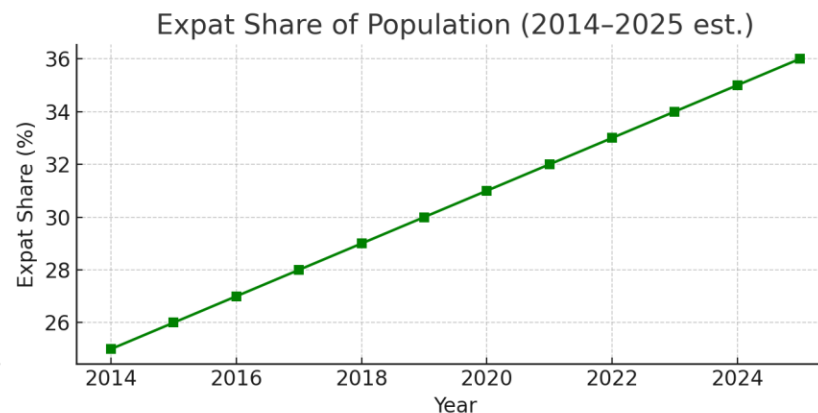
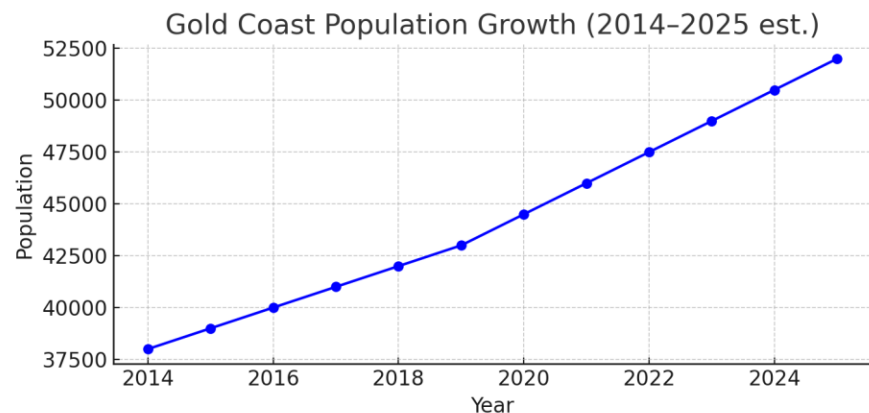
Roughly 2/3 of short-stay expat students were enrolled in Primary Division; reflecting a perception that it's easier to attend CRIA for a short stay with younger students.



The Gold Coast Boom

Rapid expat growth, rising family demographics, and strong demand for premium education.

Macro Demographic Trends - Guanacaste Gold Coast Region



Gold Coast growth
outpaces national average
(3–4% CAGR)

Expat share rising from
~25% (2014) to ~36%
(2025 est.)

School-age population
reaching 10,000–11,000
children.

600–800 families able to
sustain \$10K–15K tuition
annually.

Source: INEC (Costa Rica), Municipal Planning Data (Santa Cruz & Carrillo), World Bank Migration Trends, 2023–2024.

The Tide Turns

The CRC's gradual devaluation to resume.

2000–2006: Crawling Peg → daily mini-devaluations ensured gradual weakening

2006–2015: Exchange Rate Band → CRC allowed within limits, still managed

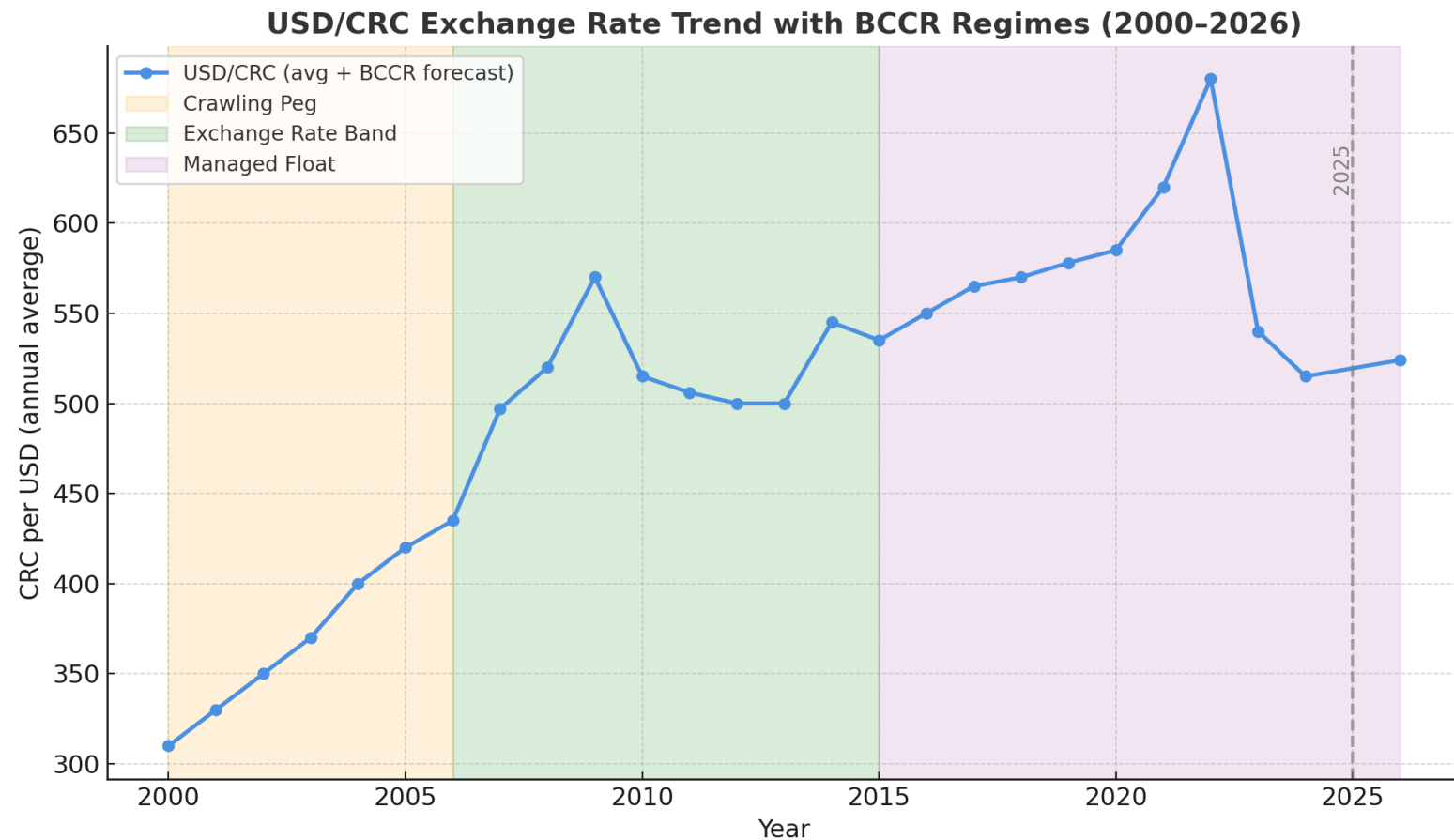
2015–Present: Managed Float → market-based, but BCCR smooths volatility

Trend: Structural CRC depreciation against USD, with forecast ₡524/USD in 2026

BCCR Forecast: gradual weakening to ~₡524/USD by mid-2026

Private forecasts ~₡528/USD

Long-Term Trend: sustained structural CRC depreciation over 25 years



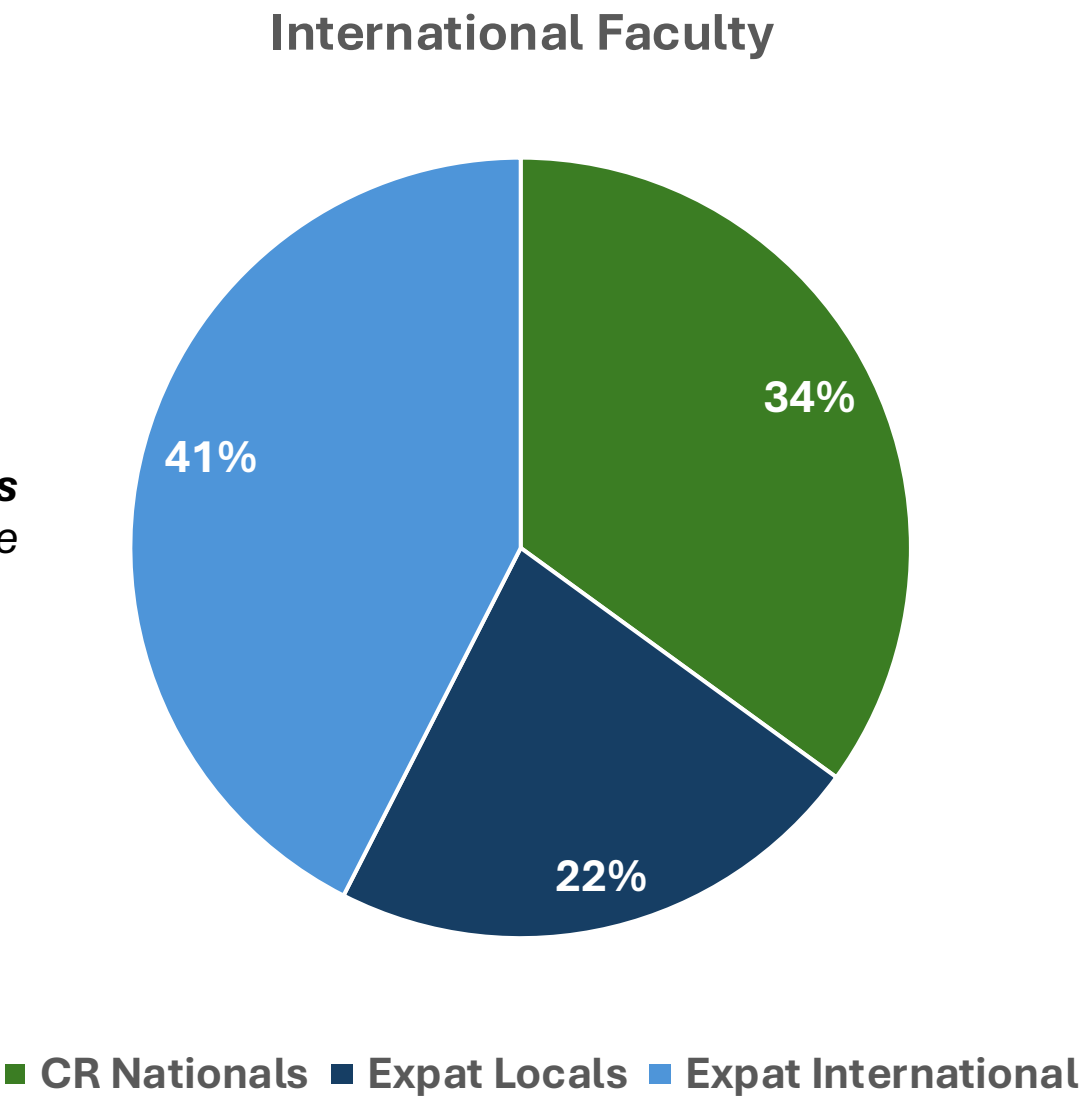
Attracting and Retaining Top Educators

Competitive compensation, work–life balance, and savings potential that make CRIA a destination for top educators.

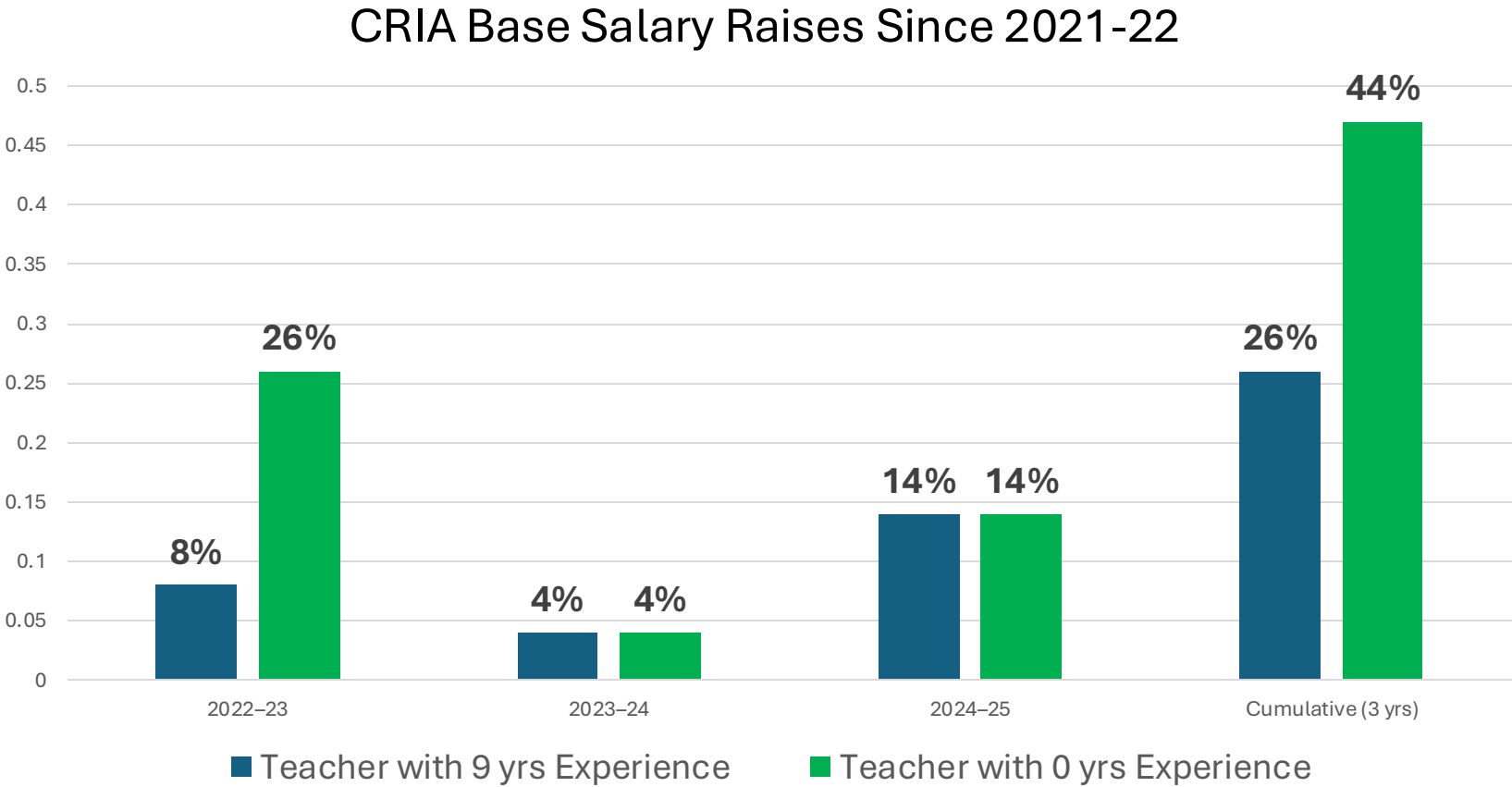
13-20

Attracting and Retaining the Best Educators Worldwide

- **2/3 of Faculty are international hires**
- 13 nationalities represented
- Global recruitment services mobilized
- **Salaries and stipends** have been raised twice in the last 3 years, competitive with premium schools worldwide
- Ramped-up **Human Resources services** through back-office reorganization, 2025



Leading the Region in Teacher Compensation



Two Raise Examples:

Example One — A CRIA teacher with 9+ years experience, starting in 2021, has enjoyed a raise of **26% over three years**.

Example Two — A CRIA teacher with zero years of experience, starting in 2021, has enjoyed a raise in base pay of **44% over three years**.

This ensures CRIA’s strategy to remain the leading school for compensation in Costa Rica, aligned with our parents’ priorities, and to remain competitive in the global premium schools’ market.

Incentive Pay That Sets CRIA Apart

60% of CRIA faculty earn an average ~\$5,000 extra annually through stipends.

Professional Development

CRIA Leadership
Grant Awards

Professional
Development
Funding

Merit

Stipends for Extra
Responsibility

Annual 4%
Income Step

Retention & Stability

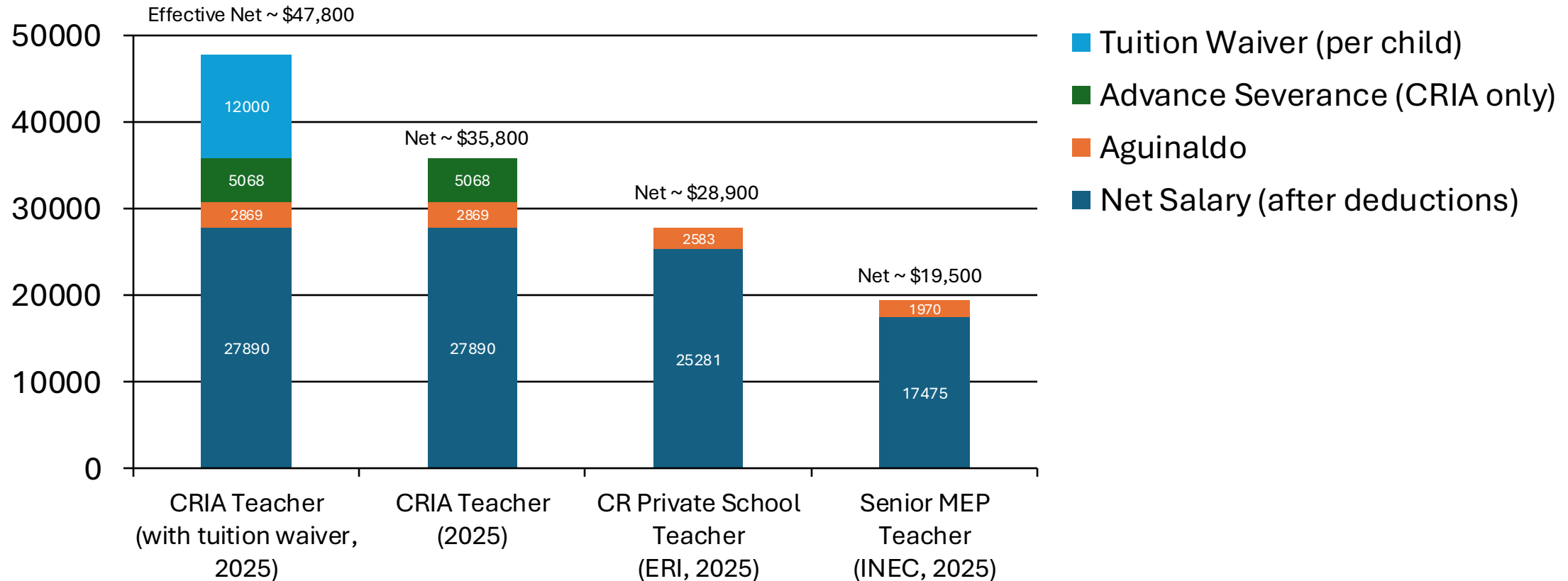
Longevity Bonus

Tuition Waiver

This incentive pay places CRIA’s compensation **among the most competitive in Costa Rica**, while directly strengthening teacher quality, retention, and program excellence. These programs continue to expand, ensuring CRIA remains a leader in attracting and retaining top teaching talent.

Top Pay for Top Costa Rica Talent

CRIA teachers earn ~24% more than CR private school peers; MEP schools pay less than \$20k net. (USD)



Notes: Tuition waivers for a CRIA teacher's child significantly increases the value of the compensation package. With non-taxable Advance Severance benefit included, CRIA remains among the top-paying schools in the country, helping attract and retain the best teachers. This example assumes a teacher with 9+ years experience and a CRIA optional stipend pay of \$4,000 (avg). CRIA median pay ~ \$34,600. Estimates for illustrative purposes.

Savings Potential

High value for teachers, high impact for families.



Local Single

Net Income: \$35,827
Expenses: \$29,875

- Housing: \$9,600
- Transport: \$4,650
- Food: \$9,125
- Misc: \$4,800
- Health: \$500
- Utilities: \$1,200

Savings: \$5,952 (~ 17%)

**Local Couple
(2 teachers)**

Net Income: \$71,654
Expenses: \$50,700

- Housing: \$14,400
- Transport: \$9,300
- Food: \$14,600
- Misc: \$9,600
- Health: \$1,000
- Utilities: \$1,800

Savings: \$20,954 (~30%)

International Single

Net Income: \$35,827
Expenses: \$21,075

- Housing: \$0
- Transport: \$4,650
- Food: \$9,125
- Misc: \$4,800
- Health: \$500
- Utilities: \$1,200
- Flights: \$800

Savings: \$14,752 (~41%)

**International Couple
(2 teachers)**

Net Income: \$71,654
Expenses: \$34,900

- Housing: \$0
- Transport: \$7,500
- Food: \$14,600
- Misc: \$8,400
- Health: \$1,000
- Utilities: \$1,800
- Flights: \$1,600

Savings: \$36,754 (~51%)

Note: Compensation estimates include an optional average of \$4,000 in incentive pay. Assumes 9+ teaching experience. Figures are representative only; individual expenses and savings will vary based on personal circumstances. International teacher compensation includes in-kind benefits of housing and international health care insurance. Estimates for illustrative purposes.

Work–Life Balance That Builds Teacher Longevity

- ❖ CRIA’s school calendar and holiday structure support **true work–life balance**, with a summer recess, Christmas, and Semana Santa breaks that encourage renewal and family time.
- ❖ We have a 25-year tradition of a **long weekend every month** too, supporting a *pura vida* lifestyle.
- ❖ A balanced schedule promotes teacher longevity, **reducing burnout** and strengthening long-term commitment to our school community.
- ❖ As part of our commitment to work–life balance and long-term stability, the teacher **Longevity Bonus** has been raised to \$1,750 for teachers who complete three full years and re-sign for a fourth full year—recognizing dedication while ensuring continuity for our students and families.

Proof That Teachers Build Wealth, Not Just Minds

- According to *The National Study of Millionaires* by Ramsey Solutions (2018), **among over 10,000 self-made millionaires, teachers ranked third—behind engineers and accountants.**
- Remarkably, **79% of millionaires started with no inheritance,** highlighting that wealth was built through financial discipline and consistent investing, not inheritance or high salaries.



Ensuring Excellence in Teaching

Supporting Teachers, Strengthening Learning

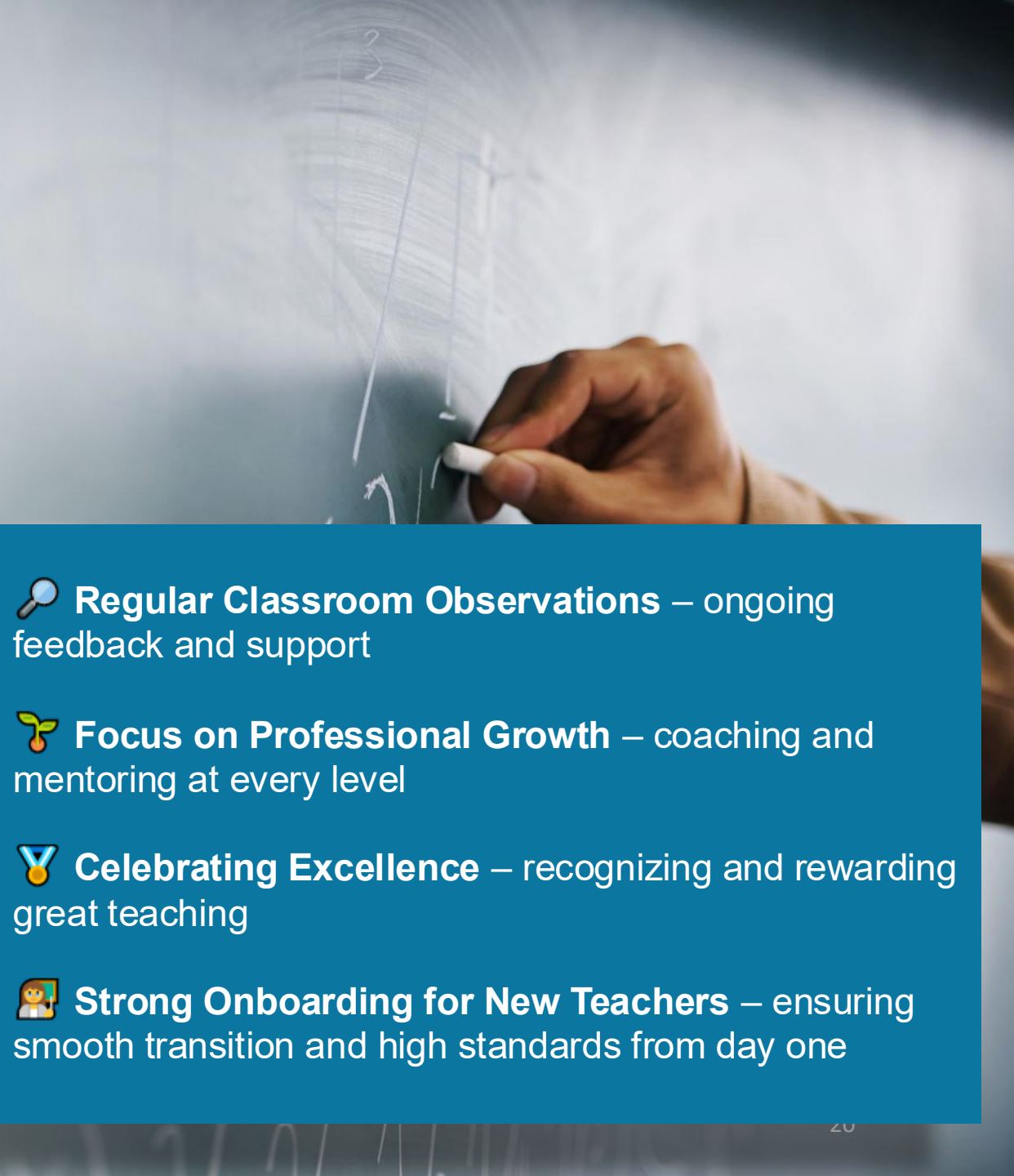
At CRIA, we know that great teaching is the foundation of student success. Every teacher is regularly observed and supported by our principals to ensure high standards in the classroom.

New teachers receive extra guidance, with multiple observations in their first year to help them thrive. Through our Teacher Performance Evaluation System (TPES), we focus on professional growth, constructive feedback, and celebrating outstanding teaching.

This process helps teachers build on their strengths, address areas for improvement, and deliver the best possible learning experience for students.

We also provide a structured onboarding period for new teachers, ensuring they are well-prepared to meet CRIA's expectations of quality and care.

Above all, our goal is simple: to give every child an excellent teacher who inspires growth, curiosity, and achievement.

A close-up photograph of a hand holding a piece of white chalk, writing on a green chalkboard. The background is slightly blurred, showing more of the chalkboard and the hand's movement.

 **Regular Classroom Observations** – ongoing feedback and support

 **Focus on Professional Growth** – coaching and mentoring at every level

 **Celebrating Excellence** – recognizing and rewarding great teaching

 **Strong Onboarding for New Teachers** – ensuring smooth transition and high standards from day one

Investing in Excellence, Measured in Outcomes

Our ongoing investment in teachers, resources, facilities, and technology ensures what matters most: student success.

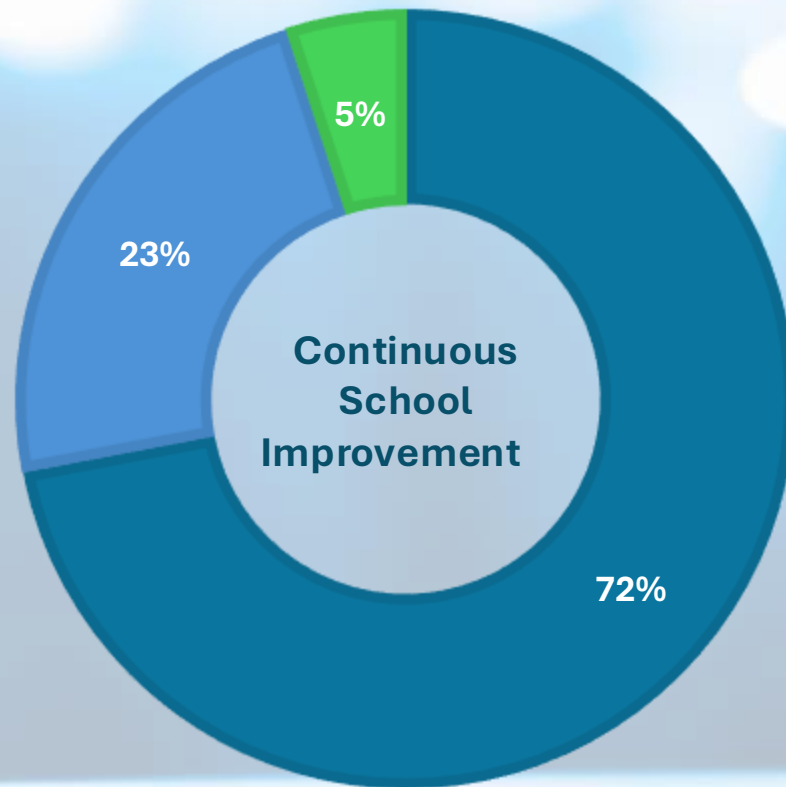
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Strong Finances, Stronger Learning

Responsible budgeting that benefits every child

Percent of Net Revenues spent on:

- Staffing Costs: ~ 65-72%
- Operating Costs: ~ 23-28%
- Capital Improvements: ~ 5-7%

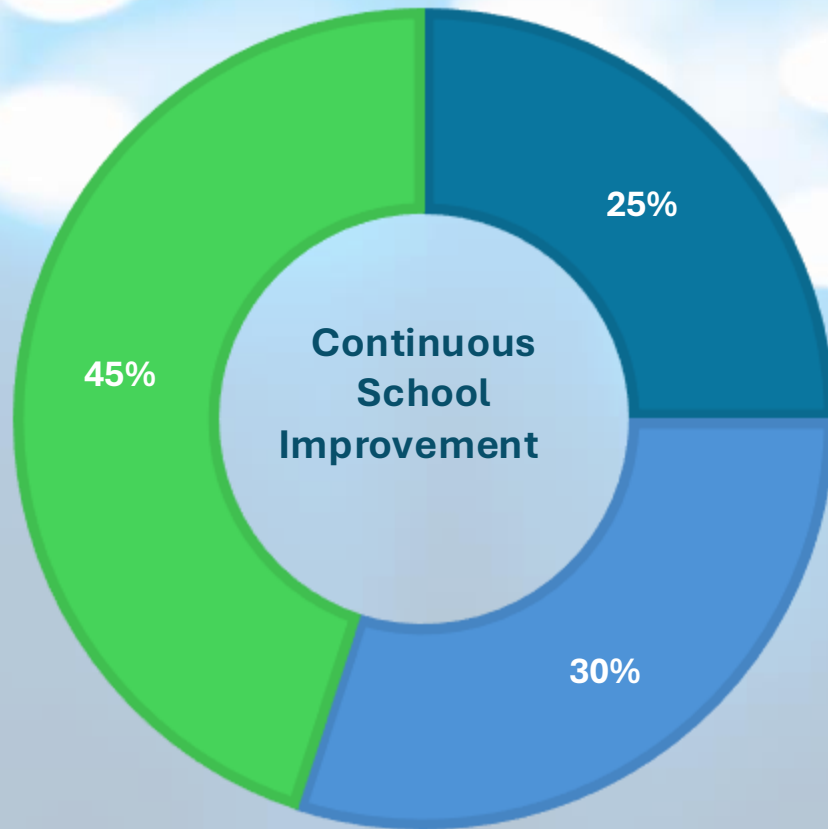


CRIA operates debt-free, ensuring that tuition dollars go directly into what matters most: outstanding teachers, strong programs, and campus improvements. This balanced approach keeps our school stable, sustainable, and always improving for your children.

Investing Where It Matters: Students & Teaching Spaces

Percent of Annual Capital Expenditures for:

■ Technology ■ Teaching Tools ■ Facilities



CRIA invests a significant portion of tuition into technology, teaching tools, and facilities --- ensuring our students have access to resources on par with top tier international schools.

5-Year Curriculum Review Cycle

Strategic Investment in teaching resources and curriculum upgrades.



This curriculum cycle is for *capital expenditure* focus, beyond the normal annual operational expenses for each subject area.

CURRICULUM CYCLE	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32
Curriculum Evaluation and Development	Social Studies History	Science STEM	Mathematics Library	English Language Arts	Specials Spanish Electives	Social Studies History	Science STEM	Mathematics Library
Curriculum Implementation	Specials Spanish Electives	Social Studies History	Science STEM	Mathematics Library	English Language Arts	Specials Spanish Electives	Social Studies History	Science STEM
Monitor and Evaluate	English Language Arts	Specials Spanish Electives	Social Studies History	Science STEM	Mathematics Library	English Language Arts	Specials Spanish Electives	Social Studies History

Investment in Excellence

*Over the past three years, CRIA has made sustained, multi-year investments in faculty compensation, academic resources, and facilities —
ensuring we remain the benchmark for premium schools in the region.*



2022-23

~8% raise in teacher compensation

Teaching Resources Upgrades:
English/Language Arts

Facilities Upgrades:
Three new teaching spaces
Two upgraded playgrounds



2023-24

~4% raise in teacher compensation

Teaching Resources Upgrades:
Spanish and Specialist Classes

Facilities Upgrades:
Three new teaching spaces
Expansion offices for student support and Admin



2024-25

~14% raise in teacher compensation

Teaching Resources Upgrades:
Social Studies

Facilities Upgrades:
Two new teaching spaces
Gym Upgrade



2025-26

70% expansion in stipends incentive pay opportunities

Teaching Resources Upgrades:
Core Science and STEM

Facilities Upgrades:
Science & STEM Lab Upgrades
45 Laptops & Library Upgrade



Modest Historical Average Tuition Increases

Average annual increase across all grade levels: **~2.9%**

TUITION COSTS	2013-2014	2025-2026	ANNUAL GROWTH RATE (CAGR)
Toddler to Pre-K	\$5,295	\$7,770	3.25%
KG	\$6,890	\$8,330	1.59%
Primary Grades 1-5	\$7,025	\$10,580	3.47%
Secondary Grades 6-12	\$8,360	\$12,190	3.19%

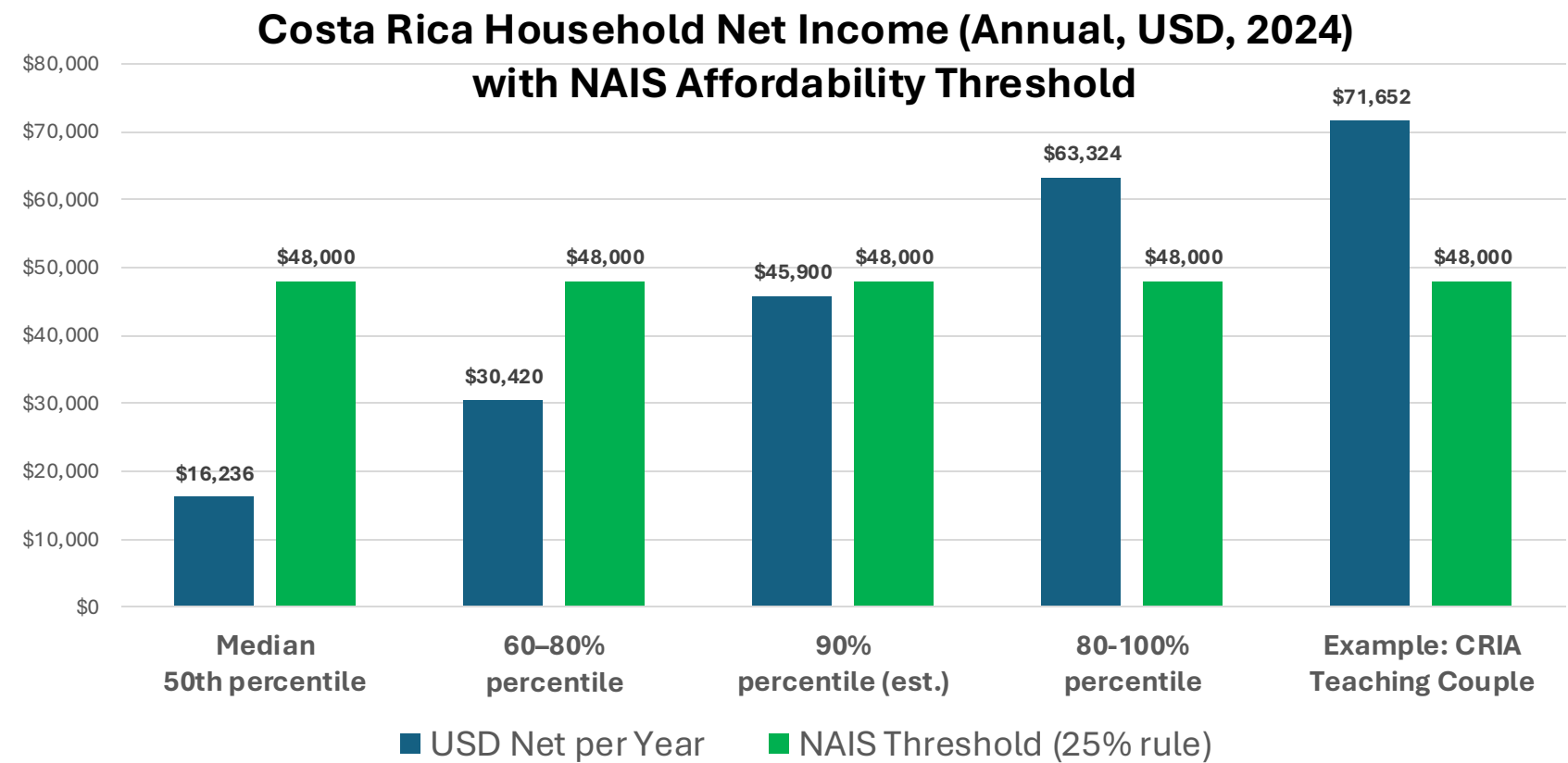
CRIA Leads in Quality and Value

Comparable in quality to top-tier San Jose schools, yet CRIA tuition averages **~27% lower than Lincoln**, **~40% lower than CDS**, and **~38% lower than Blue Valley**.

La Paz and Journey follow alternative learning models on the Gold Coast that appeal to some families, while CRIA is aligned more directly with Costa Rica’s other premier academic institutions — Lincoln, Country Day, and Blue Valley.

Costa Rica Tuitions 2025-26 (USD)	Top-Tier Peers						Alternative Schools	
	CRIA	Lincoln School	Country Day School	Blue Valley School	The British School	Del Mar Academy	La Paz Comm School	Journey School
	Gold Coast	SJ	SJ	SJ	SJ	Nosara	Gold Coast	Gold Coast
	32 acres	17.3 acres	12.4 acres	11.5 acres	5.3 acres	11 acres	6.8 acres	NA
Pre-K	7,770	9,643	12,132	13,255	10,925	14,935	8,084	9,167
KG	8,330	11,696	14,028	15,025	11,129	14,935	9,941	9,167
Primary Gr. 1-5	10,580	13,666	19,953	15,815	12,348 12,528	14,935	9,941 10,317	9,167
Secondary Gr. 6-12	12,190	14,956 17,531	20,887	17,000 18,780	14,740 15,914	14,935	11,400 11,871	9,167

CRIA Affordability for Costa Rica-Based Families



The National Association of Independent Schools (NAIS) typically models tuition affordability at ~15–25% of net income depending on taxes and social contributions.

CRIA dual-earner teacher households (\$71.6K net) exceed Costa Rica’s 90th percentile (\$45.9K net). CRIA teaching couples earning net \$71.6K are approximately in the 95th percentile.



Because Costa Rica has one of the most unequal income distributions in Latin America (Gini ≈ 0.50), a small elite at the very top pulls the top-quintile average well above the 90th percentile cut-off.



Source: Q4 mean (60–80th) comes directly from INEC ENAHO 2024 (net household income by quintile). Median 50th and 90th are estimates derived from the quintile means; exact cut-points require ENAHO microdata.

Proven Outcomes, Global Standards

MAP testing, AP exams, SAT, and university placements demonstrate CRIA's success on the world stage.

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Accountability in Action

External exams ensure our outcomes match global standards.

Measures of Academic Progress (MAP) Testing

- MAP measures adequate yearly progress from KG to Grade 8
- MAP is the *Rolls Royce* of external assessments with over 14 million students tested worldwide

PSAT Testing

- The Preliminary SAT (PSAT) is mainly a practice test for the SAT, providing valuable data to inform school improvements, every October for Grades 9-11

Advanced Placement (AP) Exams

- College level courses offered every year across the academic disciplines at CRIA

University Dual Enrollment Options



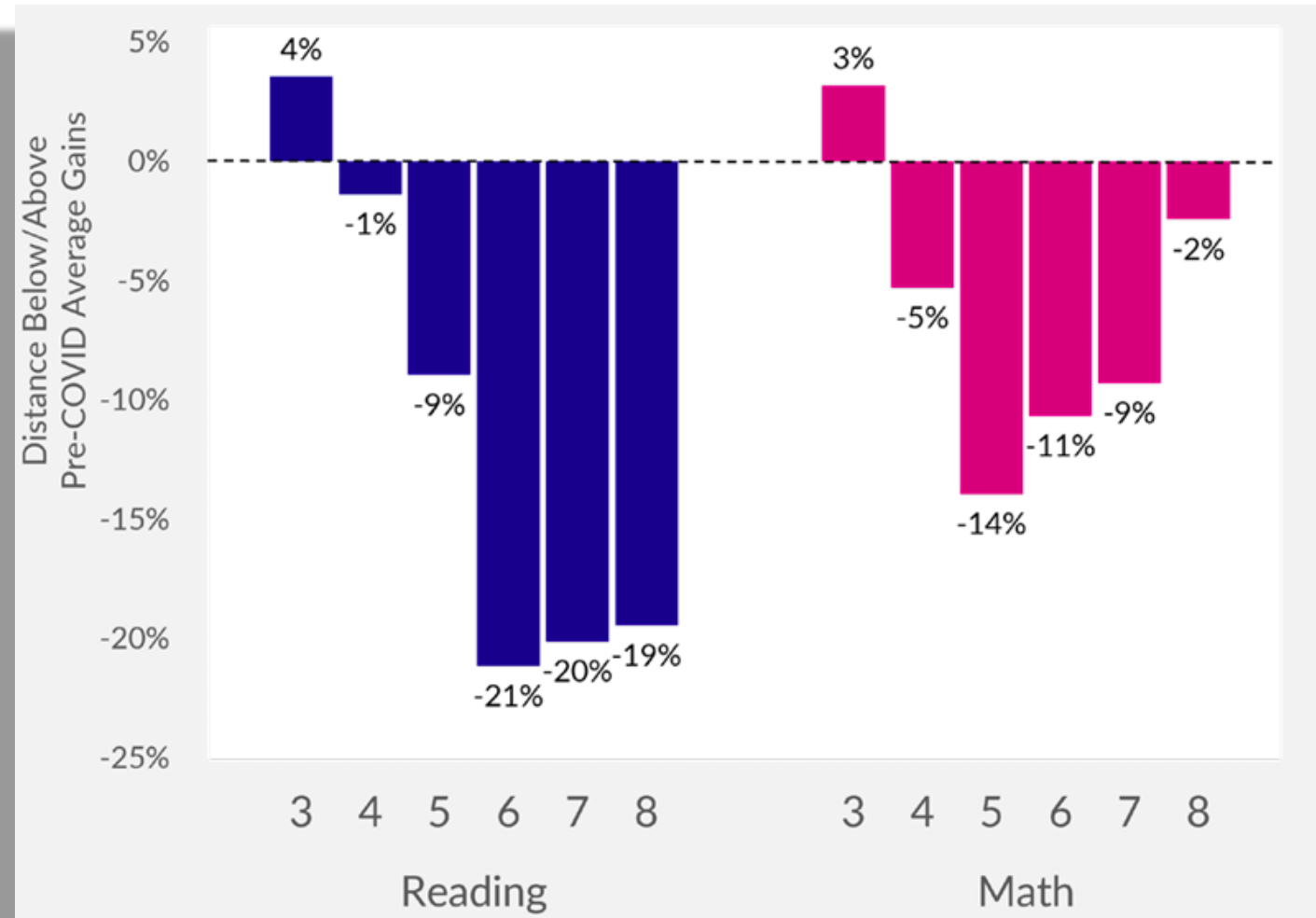
The Pandemic's Shadow on Student Learning Persists

Global MAP results show most grade levels remain below pre-COVID achievement gains.

Worldwide MAP Growth...fell short of pre-pandemic trends in nearly all grades.

This continues the trend of stalled progress observed in the previous school year and indicates that pandemic recovery remains elusive.

NWEA, 2024



Global Norms Shift Downward

CRIA Inspires Students Upward.

The world lowers the bar. CRIA raises it.

NWEA's 2025 norm changes reflect a global decline in student achievement from pandemic learning loss.

At CRIA, we remain anchored in rigorous, evidence-based teaching.

We do not waste time on untested pedagogical fads—our teachers advance students with confidence, proven methods, and a growth mindset.

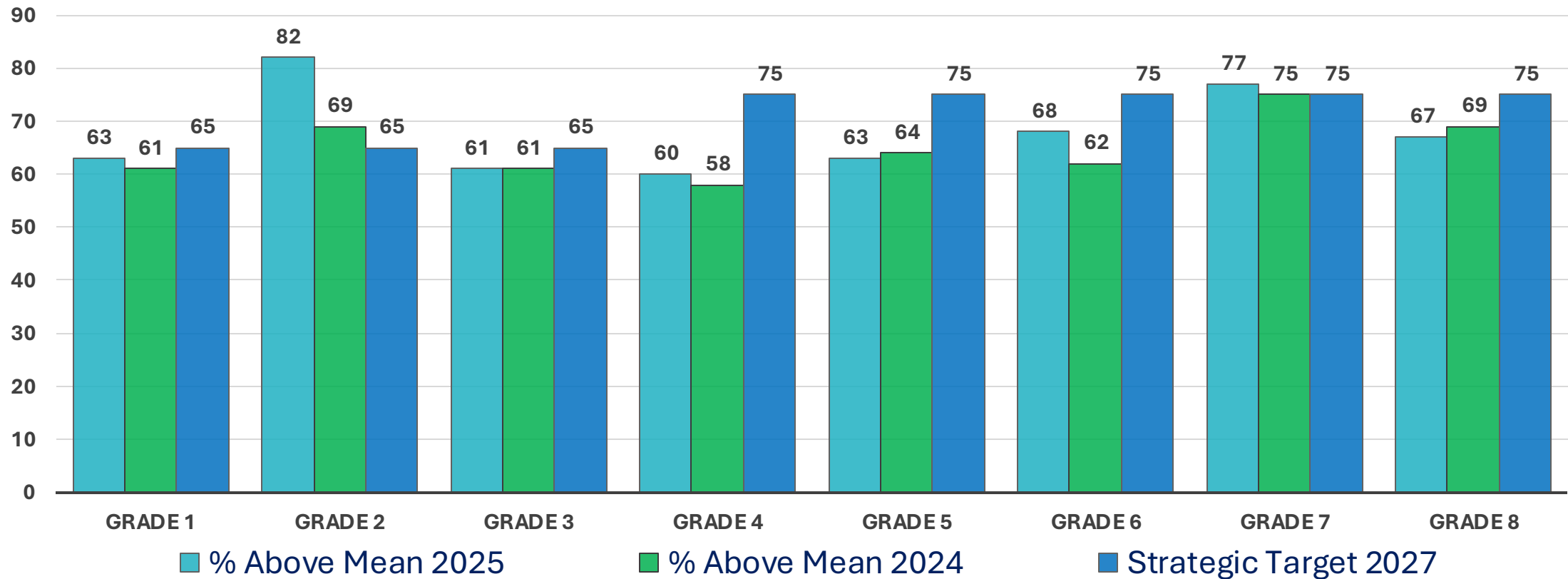
	Achievement			Growth		
	Bottom	Middle	Top	Bottom	Middle	Top
Reading	↓↓	↓	●	↓↓	↓	●
Math	↓↓	↓	↕	●	↑	↑↑
Language Usage	↓↓	↓	●	↓	●	●
Science	↓	●	↑	●	●	●

Note. ↓ = decline; ↑ = increase; ● = stable/no meaningful change; ↕ = mixed pattern

Ahead of the Curve in Math

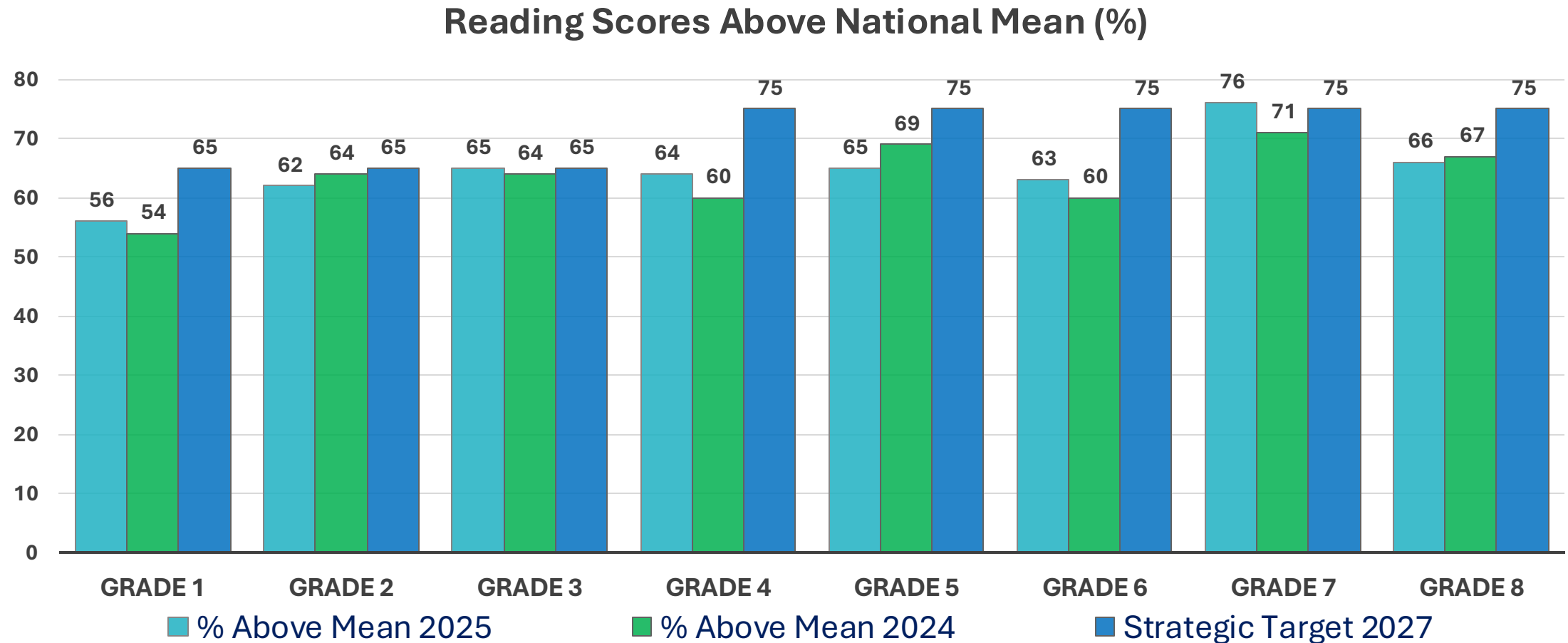
Strong foundations translate into consistently higher performance above national norms.

Math Scores Above National Mean (%)



Reading Growth That Lasts

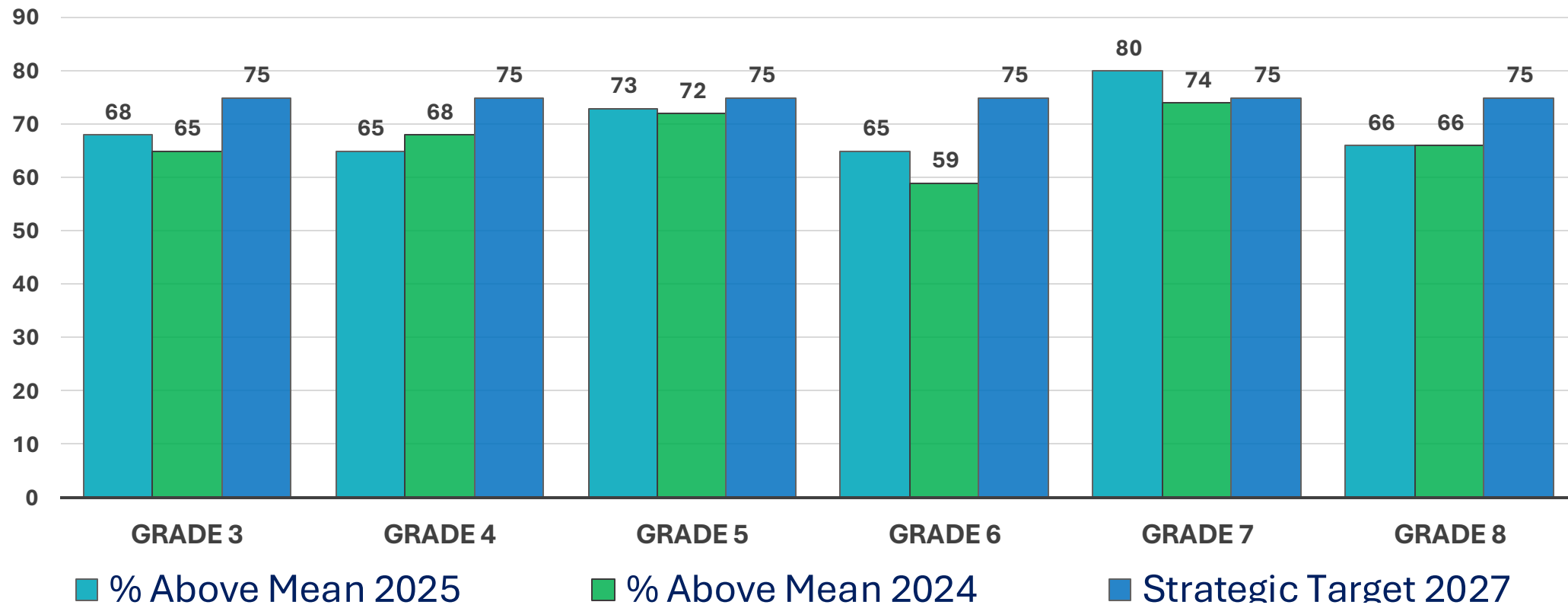
CRIA students build comprehension skills that compound over time, keeping them above global benchmarks.



Language & Learning on the Rise

Across subjects, CRIA students outperform expectations and demonstrate resilient, long-term growth.

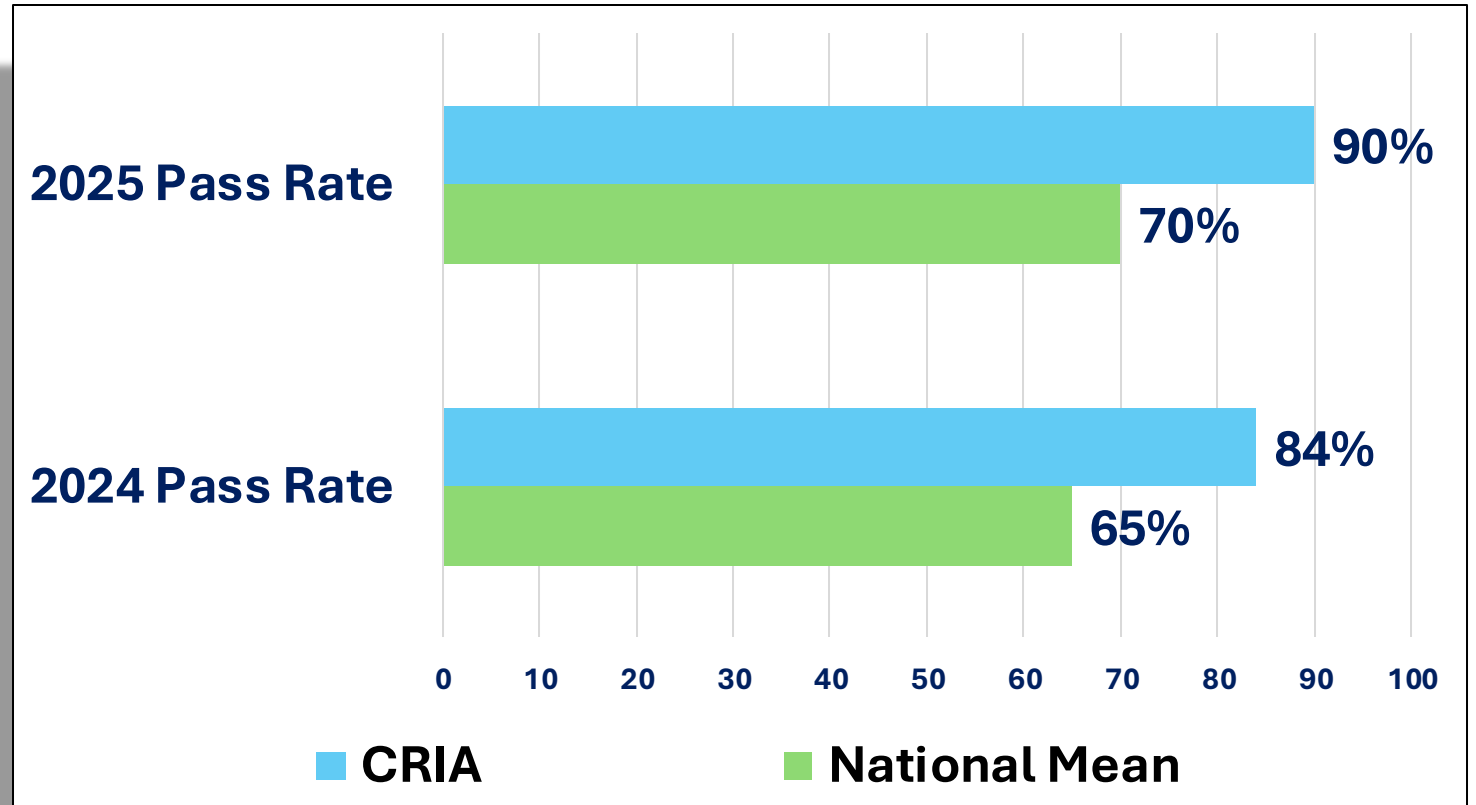
Language Usage Scores Above National Mean (%)



Record AP Results Achieved in 2025



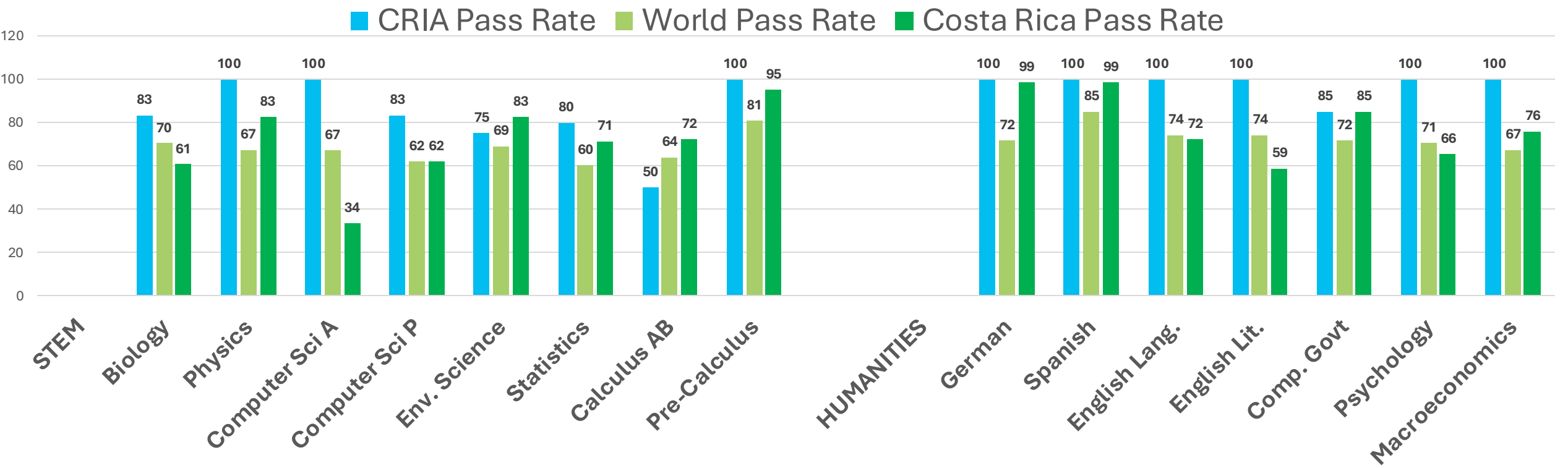
- **56 Students**
- **116 Exams**
- **Avg Score: 3.8 (*out of 5*)**
- **Pass Rate: 90%**



CRIA Leads Costa Rica in AP Success



CRIA students achieve 100% pass rates in 9 out of 15 subjects.



2025-26 AP Offerings

Humanities

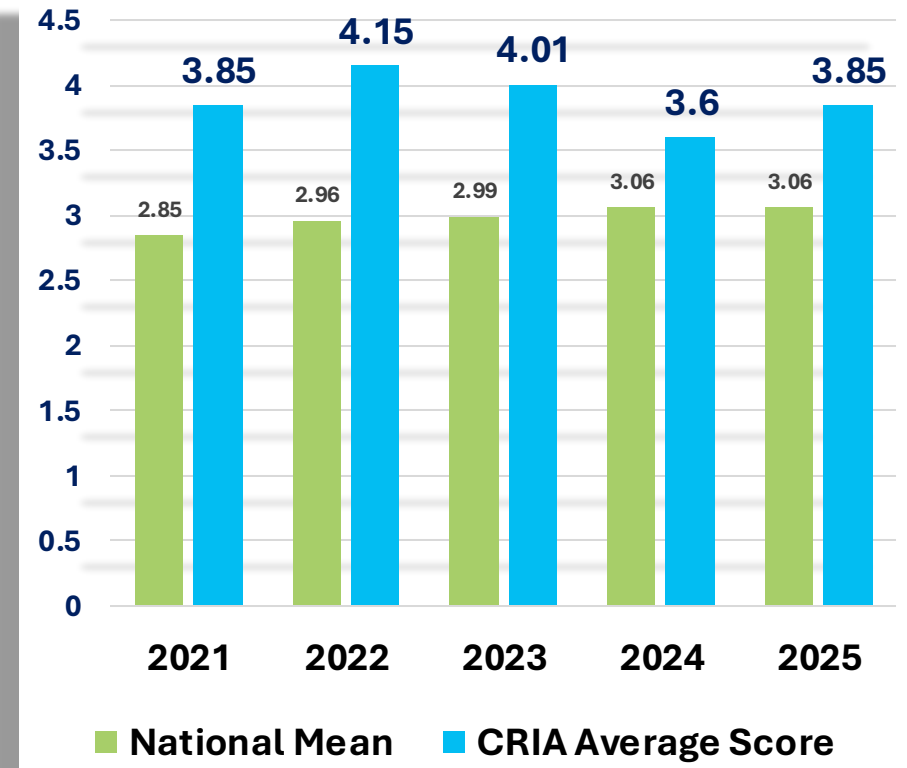
- Macroeconomics
- English Lit/Comp
- Spanish Lang/Culture
- Human Geography
- Comparative Gov/Pol
- Seminar

STEM

- Physics I
- Environ. Science
- Computer Science
- Calculus AB
- Pre-calculus
- Statistics

AP Average Scores

*Excellence,
year after year.*



Matched to Excellence

CRIA graduates are accepted into top universities worldwide, finding the right fit for their academic interests and talents.

\$22,000,000 offered in scholarships to the CRIA Class of 2025.



Global Top-Tier Universities

- Brown University
- Carnegie Mellon University
- Columbia University (NYC)
- Boston University
- Brandeis University
- Emory University
- Imperial College London (UK)
- University of Manchester (UK)
- University of Glasgow (UK)
- Leiden University (Netherlands)
- IE University (Madrid, Spain)
- McGill University (Canada)
- University of Toronto (Canada)
- University of British Columbia (Canada)
- University of Michigan
- University of Texas–Austin
- University of Washington
- University of Florida
- University of California – Berkeley, Los Angeles, San Diego, Santa Barbara, Davis, Irvine, Santa Cruz, Riverside

Top Public Universities

- Arizona State University
- Florida State University
- University of Colorado Boulder
- University of Iowa
- University of Kansas
- University of Kentucky
- University of Maryland
- University of North Carolina
- University of Oregon
- University of Pittsburgh
- University of Utah
- Utah State University
- Virginia Tech
- University College Dublin (Ireland)
- University of Alberta (Canada)
- University of Ottawa (Canada)
- University of Montréal (Canada)
- University of Victoria (Canada)
- Western University (Canada)
- Queen's University (Canada)
- York University (Canada)
- Wilfrid Laurier University (Canada)
- University of Regina (Canada)
- University of Prince Edward Island (Canada)
- University of Greenwich (UK)
- University of Huddersfield (UK)
- Universidad Carlos III (Madrid, Spain)
- Universidad Rey Juan Carlos (Spain)
- Universidad CEU San Pablo (Spain)
- Universidad de Nebrija (Spain)
- Complutense University of Madrid (Spain)

Specialized & Liberal Arts

- Rhode Island School of Design (RISD)
- Savannah College of Art & Design (SCAD)
- Culinary Institute of America (San Antonio)
- Embry-Riddle Aeronautical University
- Les Roches (Switzerland)
- ESCP Business School (France)
- European Sports Business School (Spain)
- American University of Paris (France)
- Regent's University London (UK)
- Falmouth University (UK)
- Glyndŵr University (UK)
- Webster University (Netherlands)
- Breda University of Applied Sciences (Netherlands)
- Hanze University (Netherlands)
- Eckerd College | Point Loma Nazarene University | St. Mary's College of California | Saint Michael's College | Loyola University Chicago

CR Costa Rica Universities

- Universidad de Ciencias Médicas
- Universidad Latina
- Universidad Nacional
- Universidad Veritas
- Texas Tech University Costa Rica

Strength in Standards, Depth in Community

Global accreditation, health and wellness, family values, and community partnerships ensure CRIA students thrive.

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MSA Accredited Leadership in AI Policy

*The future of education is not AI or teachers—
it's AI with teachers.*

Middle States
Accreditation:
Artificial
Intelligence
focus

RAIL
RESPONSIBLE AI IN LEARNING
Stay Safe. Stay Ahead.

Integrating AI in education keeps CRIA at the forefront of innovation—equipping students with future-ready skills while ensuring safe, ethical, and responsible use.

Integrity in a Digital World

Guiding Students in Responsible AI Use

Middle States
Accreditation:
Artificial
Intelligence
focus

At CRIA, academic excellence is built on honesty and respect for original work.

Our new AI Use Policy ensures students use AI tools wisely—learning when and how they may be used, while always valuing fairness, originality, and responsibility.

This prepares our students for university-level standards and helps them thrive in a world where digital literacy and ethical decision-making matter more than ever.

 **Ethics** – Use AI responsibly and ethically

 **Originality** – Value and credit original ideas

 **Integrity** – Protect the quality of academic achievement

 **Authorship** – Understand attribution in the digital age

 **Preparation** – Get ready for global university standards

Parents Agree: Face-to-Face Matters Most

AI can support, but real teaching happens person-to-person.

Middle States
Accreditation:
Artificial
Intelligence
focus

Parent Survey Highlights – 2024-25:

Nearly two-thirds of parents say they understand AI well.

One-third report only basic knowledge.

What Parents Value Most:

Parents overwhelmingly agree that **face-to-face learning is essential** for K-12 education. While they see potential in AI, they stress that technology must *support*—not replace—the role of teachers.



An Exemplary School Health Program

As part of the MSA and MEP Accreditation protocols, we provide:

- ❖ Physical and mental health instruction PreK – Gr 10
- ❖ Financial health – Gr.11: literacy & certification options
- ❖ Growth mindset behaviors for positive mental health
- ❖ A safe school environment – including 45 employees with CPR certifications in August 2025
- ❖ MEP child safety protocols 2025 – professional development training of all staff



Family Life Education

School content guidelines, to prepare students for safe and healthy futures

Family living and
community relationships

The value of family
relationships

The value of postponing
sexual activity

Abstinence education

The benefits, challenges,
responsibilities, and the
value of marriage for
men, women, children,
and communities

Human reproduction

The benefits of adoption
as a positive choice in
the event of an
unintended pregnancy

The etiology, prevention,
and effects of sexually
transmitted diseases

The prevention of human
trafficking

Dating violence

Mental health awareness



Strong Associations, Stronger Community.

Go Pirates!

School Associations and Affiliations

Parent
Association – PA

Student
Government
Association – SGA

National Honor
Society –NHS

The College Board
– Testing Site

Dual Enrollment
Arizona State U.
Grand Canyon U.

Edgenuity
Online
Courses

The Middle States
Association–MSA

The CR Ministry of
Education – MEP



Parent and Teacher Voices

*Listening
leads to
lasting
strength.*

Survey Results Confirm Exceptional Satisfaction

Feedback in Action:

Over the last three years, survey comments have driven major improvements in teacher compensation, classroom resources, and instructional quality.



Teacher Survey (Jan 2025)

95%+ Satisfied or Completely Satisfied

Faculty affirm CRIA as an excellent workplace.



Parent Survey (Nov 2024)

100% Satisfied or Completely Satisfied

Parents endorse CRIA's excellence and community impact.

A World of Opportunities at CRIA

From STEM to the arts, languages to counseling, our specialized programs support every student's growth and passions.

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Sports and Activities that Shape Character

Athletics and ASA Program

Competitive Sports

- Competitive Sports are partially funded by the school; parents pay for coaches and part of the overnight trips' costs
- 2025-26 Competitive Sports are run based upon demand and limited spaces/tryouts apply:
 - Girls' Volleyball – Varsity
 - Girls' Volleyball – JV
 - Girls' Soccer – Secondary
 - Boys' Basketball – Varsity
 - Boys Soccer – Varsity
 - Boys' Soccer – JV
 - Swimming – Primary & Secondary

After School Activities (ASAs)

- 2025-26 we have scheduled **35 ASAs and clubs**, something for everyone
- Some ASAs incur a fee, while others are free of charge
- Full-time teaching staff sponsor an ASA at least one semester per year
- Community Service Activities – Required Grades 9 – 12

Clubs

- National Junior Honor Society – Grades 7-9
- National Honor Society – Grades 10-12
- SCUBA – Secondary
- Quiz Bowl – Secondary
- NASA APP Challenge – Secondary
- ECO Club – Secondary
- Model United Nations – Secondary



Strengthening Minds, Supporting Hearts

School Counseling Program

By providing students with the skills to manage one's emotions, classroom learning, persistence, resilience and satisfying social interactions are possible:

- Focus on student self-regulation of emotions—children need to learn to manage their emotions related to fear, anxiety, anger, and depression
- One-on-one sessions, and small group meetings with students exhibiting emotional control issues
- Teach how uncontrolled emotions are disruptive to learning (both personally and to classmates)
- After disciplinary actions by the Principal, the School Counselor intervenes to help students better manage emotions under anti-bullying or conflict resolution strategies
- Outside counseling may be recommended to parents of children with persistent issues
- CRIA affirms that our parents are the primary caregivers of their children, and parents are confidentially informed of all serious child-related issues that arise during counseling within MEP and PANI constraints.



Find. Fit. Flourish.

College counseling from exploration to admission

- **College Fairs** – CRIA Campus 30+ universities and San Jose trip, Grade 11
- **Career Fair** – CRIA Campus
- Course rigor & pathway planning
- Teacher recommendation strategy & brag sheets
- SAT Test Prep
- Proven pipeline to best fit & top-tier universities
- Scholarship & financial-aid counseling (merit & need-based)
- **\$22,000,000 offered in scholarships to the CRIA Class of 2025**
- **Global applications:** Common App/UCAS/EU/Canada pathways



Supporting Every Learner

Learning Support & English Language Learners

Approximately 15% of students Grades KG-8 are Beginner English Language Learners (ELL) and/or Learning Support Program (LSP) learners

ELL and LSP students are expected to function in the mainstream classroom with ELL and LSP teacher push-in and pull-out services

Specialized math courses in Middle School to address learning gaps



Challenging Minds, Inspiring Futures

High Ability Learners & Special Interest Electives

- CRIA encourages every HS graduate to have taken at least one Advanced Placement (AP) course
- Secondary math courses are tracked to accelerate high ability
- CRIA hires specialized subject area teachers for **AP courses**, depending on demand
- **University Dual Enrollment online courses** are also available for high ability self-starters at a nominal university credit fee; CRIA students can earn college credits with a transcript while still in High School
- Accredited, **special elective online courses** are paid for by the school for students who have other academic interests not offered on campus. Grades 11-12
- Eligibility requirements are in place for these programs



Language, Culture, Connection

The Spanish Program

- Costa Rican (MEP) standards aligned to US standards
- Toddler to Grade 12 program for basic beginners to native speakers
- Bilingual Program from Toddler to Grade 2
- Grades 3-12 have multiple levels of Spanish language classes to differentiate for proficiency
- AP Spanish Language and Composition capstone course
- Spanish Language class everyday for all students, including specialist classes of Music, PE and Art conducted in Spanish
- Costa Rican Social Studies for Grades 1-6 and Gr. 11
- Costa Rican Independence Day Celebration with local cultural traditions
- Spanish related field trips annually
- Onsite MEP testing and prep classes Grades 6 & 11



Inspiring Expression, Showcasing Talent

Visual and Performing Arts

- Visual and Performing Arts courses are all taught in Spanish
- Music classes Toddler to Grade 7
- Visual Arts—Toddler to Grade 10
- Visual Arts elective available for Grades 11&12
- Costa Rican Independence Day Celebration
- Holiday of the Arts Show
- Talent Show each spring
- International Day each spring
- Yearbook production—student-led club
- Various After School Activities (ASAs)
- SGA-Sponsored MS Dance



Exploring,
Designing,
Achieving.

STEM Program

- Dedicated STEM Lab and qualified teacher for Grades 2-8
- Next Generation Science Standards (NGSS) are in use KG to Grade 12
- Two dedicated Science Labs for mandatory MS Science and HS courses in Physics, Chemistry, and Biology
- Robotics, 3-D printing, coding, and design tech opportunities for students passionate about STEM
- The STEM Program culminates in capstone college level courses including:
 - Physics I
 - Environmental Science
 - Computer Science
 - Calculus AB
 - Pre-calculus
 - Statistics



Beyond the Classroom

K-12 field trips & co-curricular journeys

Day Trips

- K-12 two local day field trips per year scheduled
- K-12 Annual bonding trips by grade level

Overnight Trips

Grades 6-12

- Quiz Bowl – USA
- NASA APP Challenge – San Jose
- Grade 7 – Carolina Lodge
- Grade 11 – College Fair and Rafting Trip – San Jose
- Basketball, Volleyball, Soccer tournaments – San Jose

Grades 9-12

- MUN – New York City
- MUN – San Jose
- Boys V. Basketball – Louisville, KY



APPENDIX

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A Standards-Based School

High expectations, high performance, and accountability.

Curriculum Updates 2022-26

Advanced
Placement
AP

Next Generation
Science Standards
NGSS

Health
Family Life Ed
Virginia –VSoL

English
Social Studies
Math
Virginia –VSoL

Specialist
Classes
Virginia –VSoL

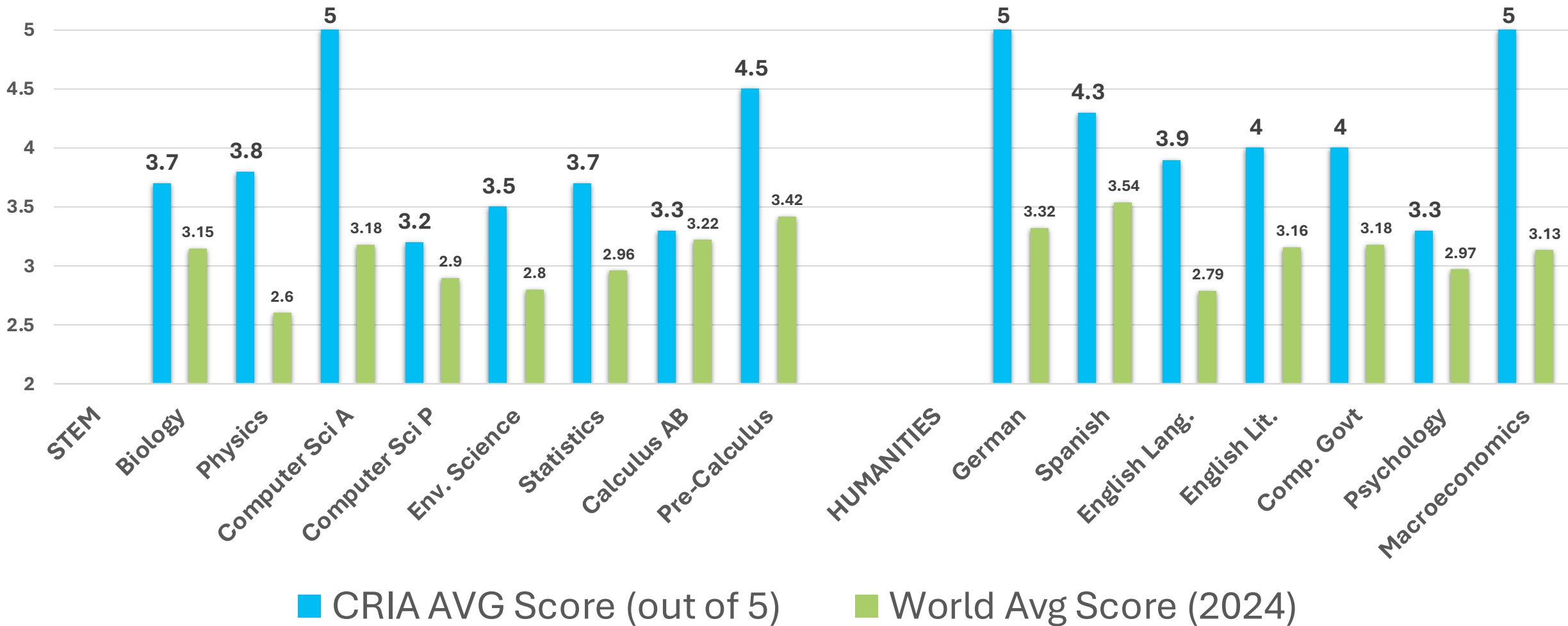
CR Ministry of
Education
Spanish Program
MEP

Strategic Investments in Curriculum

Over the last three years, CRIA has made substantial investments in teaching resources to strengthen programs in NGSS, STEM, Advanced Placement, Science of Reading, and the MEP Spanish Program.

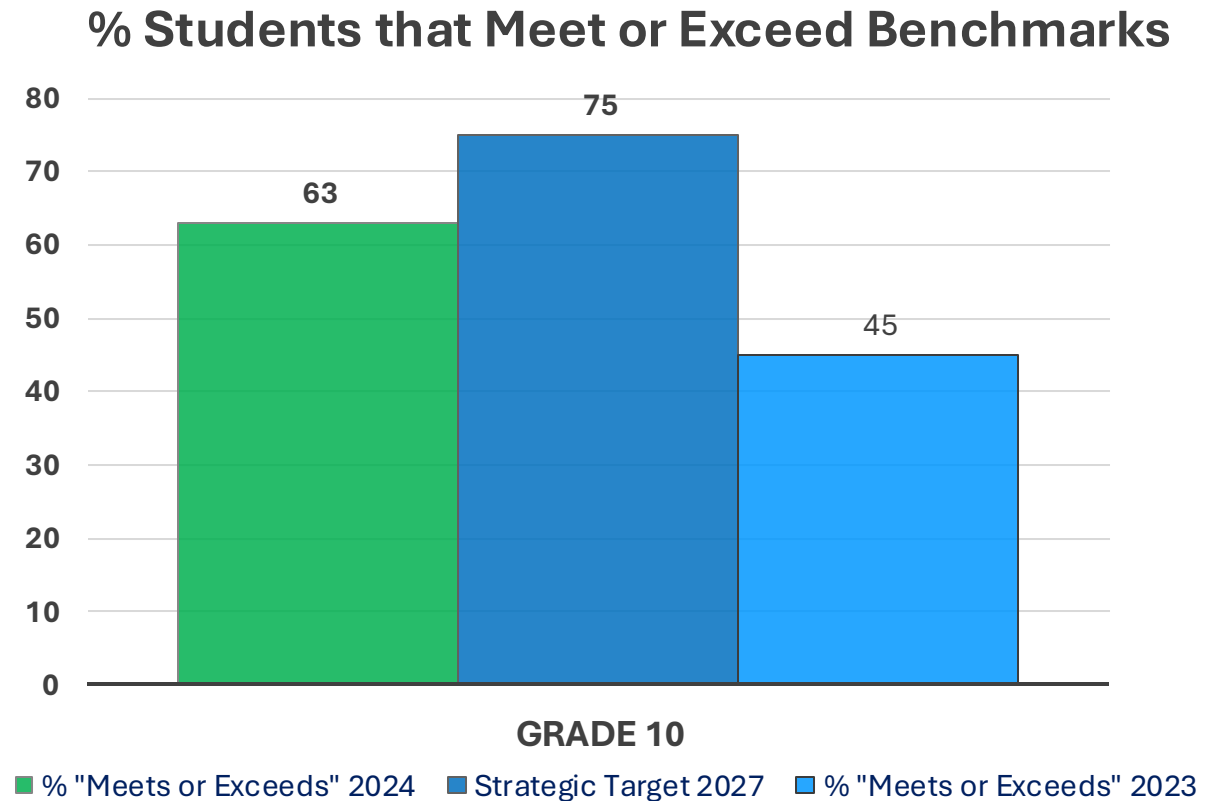
These curriculum updates ensure CRIA students are prepared to meet both international standards and local educational requirements.

CRIA's AP Average Scores vs the World (2025)



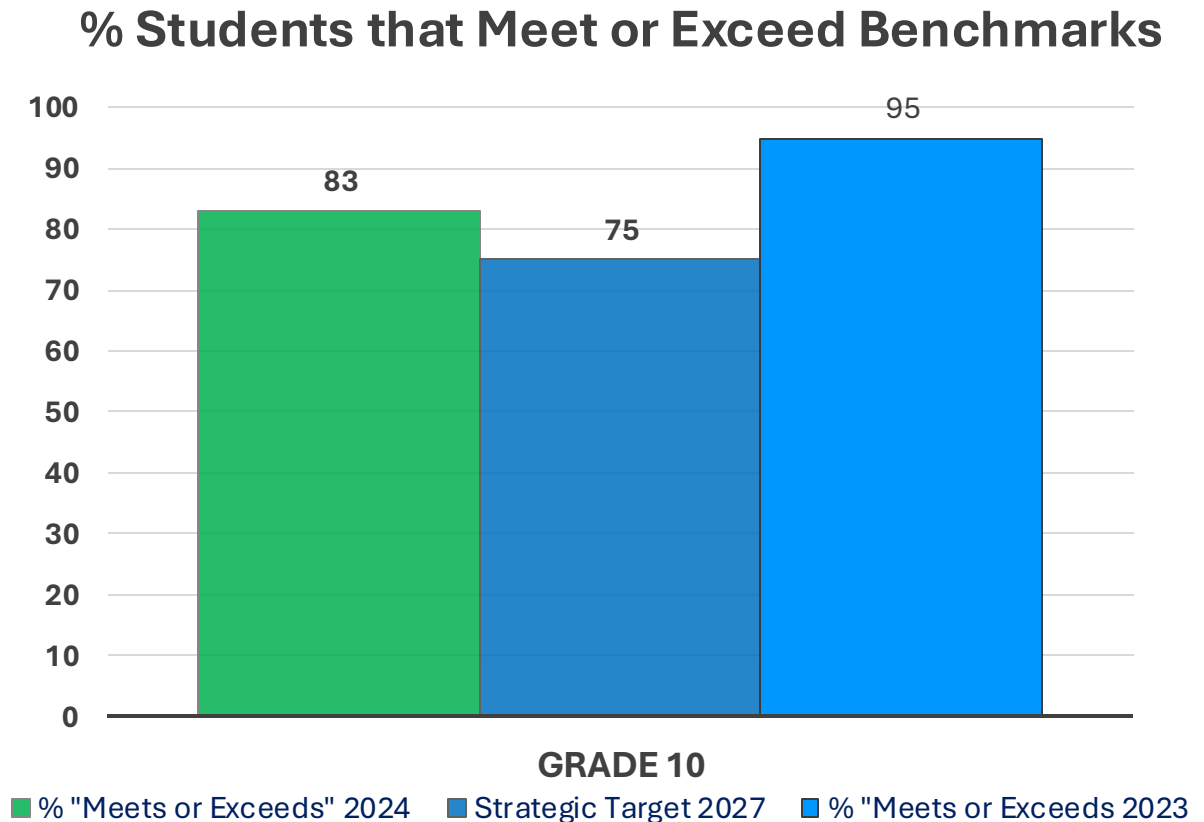
Students on Track to College Readiness

Results reflect strong momentum, while 2027 benchmarks set an intentionally ambitious bar for success.



Students on Track to College Readiness

2024 gains are clear, even as 2027 strategic targets set a highly ambitious bar.

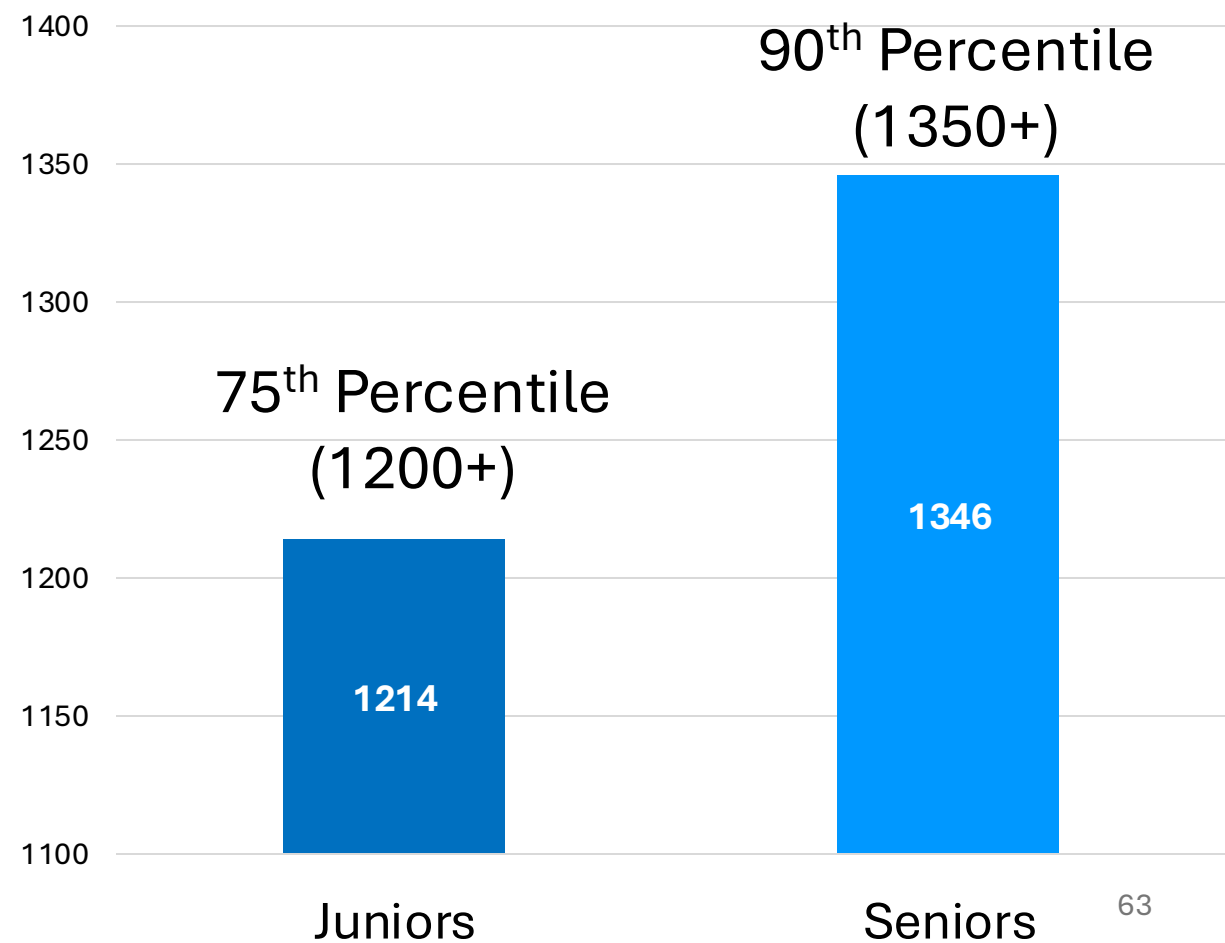


SAT Results 2024-25

Combined Math and Reading Average

Competitive with Top-Tier Schools

Average SAT scores for CRIA Juniors and Seniors match or exceed benchmarks seen at selective U.S. and international schools.



Outstanding MEP Exam Results

National Standardized Tests administered by the Ministry of Public Education (MEP); all 6th and 11th grade students must participate.

Participation for both diagnostic and summative tests are mandatory for MEP accredited schools.

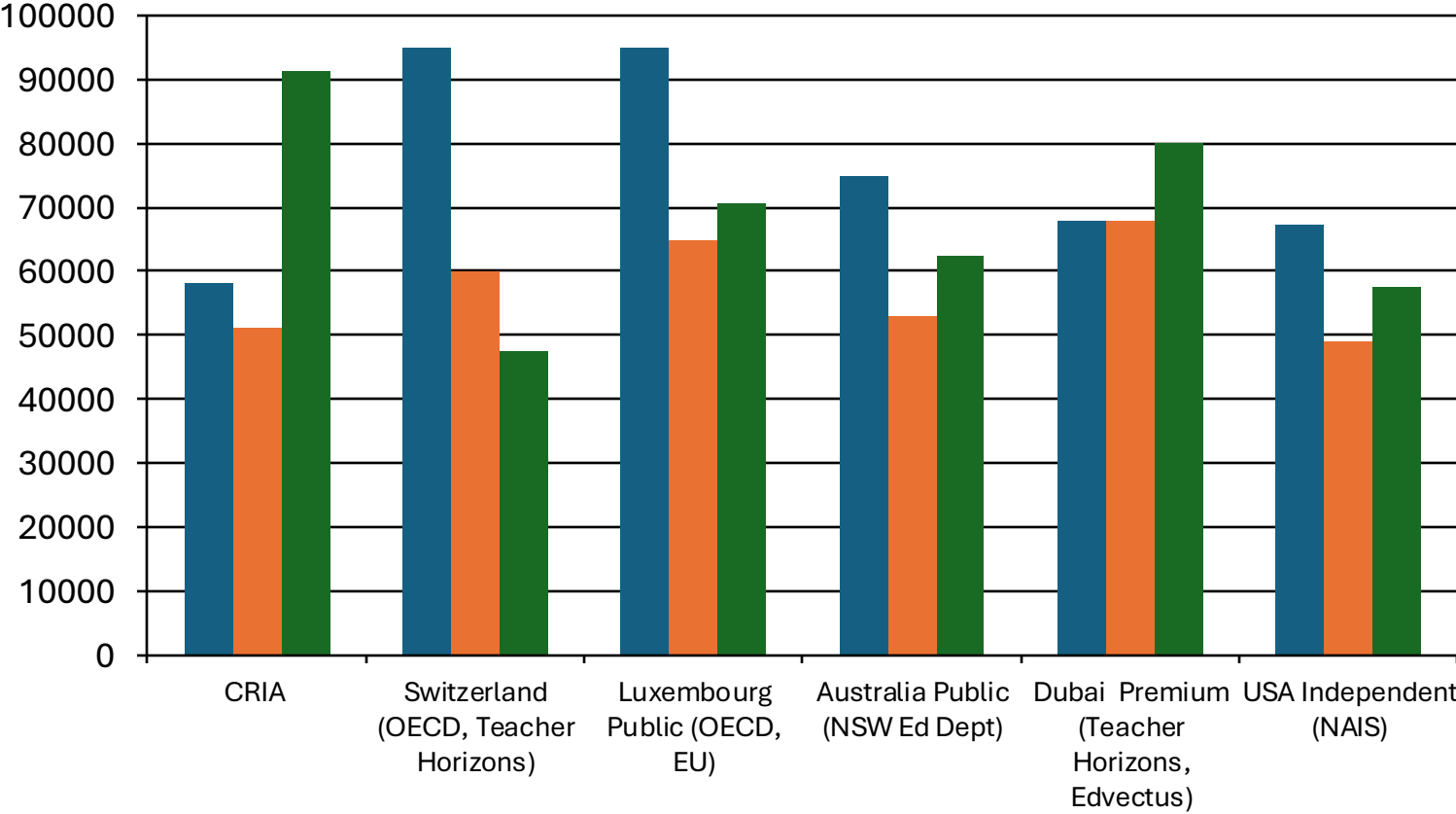
- Grade 6 CRIA students achieved a **100% pass rate on CRSS**
- Grade 11 students achieved a **91% pass rate on FARO**



World-Class Compensation Meets World-Class Living

- International hire teachers' compensation, inclusive of in-kind housing and health insurance
- Thanks to Costa Rica's relatively lower living costs, that's like earning \$90K+ in NYC and some European regions
- Our package offers world-class value and *pura vida* lifestyle

Gross vs. Net vs. Cost of Living Adjusted (USD)



CRIA assumes 9+ years of experience and \$4,000 of incentive pay, the average. Based upon total CRIA total compensation package inclusive of housing and international health insurance.

7-Year Policy Review Cycle

Structured, Strategic, Sustained.



POLICY CYCLE	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2031-32
Policy Evaluation and Development	Salary and Benefits Health and Safety AI Policy	Learning Support Teacher Housing Finance	Discipline Dress Code Valedictorian	Academic Eligibility Admissions Financial Aid	Assessment and Reporting Tech Accept Use Attendance Parent Assoc	Community Svc Teaching/ Learning Tuition and Fees	Prof Comm Acad Honesty Language Guiding Statements	Salary and Benefits Health and Safety AI Policy
Policy Implementation	Prof. Comm Acad Honesty Language Guiding Statements	Salary and Benefits Health and Safety AI Policy	Learning Support Teacher Housing Finance	Discipline Dress Code Valedictorian	Academic Eligibility Admissions Financial Aid	Assessment and Reporting Tech Accept Use Attendance Parent Assoc	Community Svc Teaching/ Learning Tuition and Fees	Prof Comm Acad Honesty Language Guiding Statements
Monitor and Evaluate	Community Svc Teaching/Learn Tuition and Fees	Prof. Comm Acad Honesty Language Guiding Statements	Salary and Benefits Health and Safety AI Policy	Learning Support Teacher Housing Finance	Discipline Dress Code Valedictorian	Academic Eligibility Admissions Financial Aid	Assessment and Reporting Tech Accept Use Attendance Parent Assoc	Community Svc Teaching/ Learning Tuition and Fees



- Board Annual Report 2025-26
- 400 meters del sur Westin Conchal
- Brasilito, Guanacaste, CR
- www.criacademy.com

