

Canyon-Owyhee School Service Agency (COSSA)

24-25 Strategic Plan

Revised by CIT: June/August, 2024

Community/Stakeholder Group Review: June 11, 2024

COSSA Foundation Review: July 16, 2024

Board Approved: TBD

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COSSA and CRTEC Mission and Vision Statements

1. From the Bylaws of the Canyon-Owyhee School Service Agency (COSSA), amended 6-18-12:

MISSION STATEMENT: The mission of the Canyon-Owyhee School Service Agency is to provide educational services for all eligible children and to develop cooperative efforts that enhance the effectiveness of the individual districts.

2. From the COSSA Personnel Handbook, revised and adopted July 17, 2023:

MISSION STATEMENT

In accordance with COSSA's Bylaws, the mission of the Canyon-Owyhee School Service Agency is to provide educational services for all eligible children and to develop cooperative efforts that enhance the effectiveness of the individual districts.

"Educational services" include: alternative education provided by the COSSA Academy Alternative Junior/Senior High School, Career and Technical Education (CTE) provided by the COSSA Regional Technology and Education Center (CRTEC), and Special Education services – the majority of which are provided at the students' home schools.

3. From the CRTEC Teacher-Student-Parent Handbook, revised and adopted May 15, 2023:

CRTEC'S MISSION STATEMENT

At CRTEC, learning occurs: for every person, every day, in every way!

CRTEC'S VISION

Students succeed at whatever they do after they leave CRTEC – work, higher education, the military. Our students become productive, contributing members of society.

COSSA Academy* Student Demographic Data
School year indicated

	19-20			20-21			21-22			22-23			23-24		
	26-Sep-19			19 Oct 20			11 Oct 21			15 Mar 22			12 Oct 23		
	9-12	7-8	Total	9-12	7-8	Total	9-12	7-8	Total	9-12	7-8	Total	9-12	7-8	Total
Male	63	9	72	67	16	83	47	12	59	52	8	60	53	8	61
Female	54	5	59	46	6	52	34	2	36	25	3	28	23	4	27
White	59	9	68	77	19	96	51	10	61	55	7	62	54	5	59
Black/African American	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Multi-Racial	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Native American	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hispanic/Latino	57	5	62	36	3	39	30	4	34	22	4	26	21	7	28
Free/Reduced Lunch	117	14	131	112	22	134	79	13	92	77	11	88	72	10	82
IEP	42	2	44	42	5	47	42	2	44	32	2	34	30	2	32

*Demographic data for COSSA Regional Technology and Education Center (CRTEC) and for COSSA Special Education students whose services are provided in the students' home school is not reported, as this data is already reported by the students' home school.

Canyon-Owyhee School Service Agency (COSSA)
Strategic Plan
Revised: TBD

For the 2023-2024 school year, COSSA staff chooses to plan for improvement in six vital areas, with the following overall priorities:

- 1st Facilities
- 2nd Student life
- 3rd Student achievement*
- 4th Employee relations
- 5th Stakeholder relations
- 6th School improvement

*Student achievement goals include mandated State Department of Education (SDE) goals promulgated on the SDE website.

Overall priorities within the above “vital areas” are listed below in preferential order. Sub-goals within overall priorities are listed in preferred order.

1. Facilities

Vision: “CRTEC will remain the model of a state-of-the art Alternative and Career and Technical School (CTS), and will enjoy state-of-the-art Special Education facilities.”

~~**Sub-goal 1:** Install a shower, and washer/dryer, for students, at CRTEC.~~

~~————— Tasks to achieve this Sub-goal:~~

~~————— 1. Determine possible locations and/or options. Consider something outside of the CRTEC building.~~

~~2021 Status: Community School building plan includes washer/dryer.~~

~~2022 Status: Community School building remodel underway. Stakeholders suggest a trailer shower bathroom until something more permanent can be built.~~

~~2023 Status: Community School building extended to modular to include shower bathroom and washer/dryer. Update: Shower installed June 2023; washer/dryer purchased June 2023.~~

Sub-goal 1: Improve CRTEC CTE Culinary facilities.

Tasks to achieve this Sub-goal:

1. Architects have a basic plan we can work toward. The goal of that plan is to build an industrially appropriate training kitchen.

2. Use grants to pay for updated appliances.

2018 Status: Three industrial stoves and a freezer were purchased with CTE PQI grant funds. Conversion of the FCS classroom (removal of carpet, etc) continues.

2019: Submitted NSLP equipment grant in fall, 2019. Not funded.

2020: Submitted NSLP equipment grant in fall, 2020. Not funded.

2021: Submitted NSLP equipment grant October 2020. Not funded.

2022: Board approved bid for installation of walk-in freezer/chiller using Academy funds. Walk-in freezer/chiller installation was completed in Fall 2022.

2023: Submitted Leading Idaho Grant to upgrade equipment in culinary classroom

2024: Upgraded stove, convection oven, and stainless tables. There is a need to upgrade hood system and gas access.

~~Sub-goal 2: Build a storage area in the bull pen for auto.~~ **Expand CRTEC Automotive/Diesel shop to handle increased participation.**

Tasks to achieve this Sub-goal:

1. Determine funding options.
2. Determine best location.

2021 Status: No change.

2022 Status: No change

2023 Status: Bids were obtained and grant was submitted for storage building. Donations for building are being obtained. Waiting for approval of grant.

2024: Bids were obtained and it is estimated to cost \$1.2 million to expand shop. Donations for building is being pursued and grant opportunities are being sought.

~~Sub-goal 4: Install and/or replace lockers in CRTEC CTE hallways and/or shops for students.~~

~~Tasks to achieve this Sub-goal:~~

~~1. Develop plans for placement of these lockers.~~

~~2021 Status: No change.~~

~~2022 Status: No change~~

~~2023 Status: Seek funding for lockers.~~

Sub-goal 3: ~~Increase number of available classrooms~~ Upgrade COSSA Academy Science classroom to expand science offerings.

Tasks to achieve this Sub-goal:

1. Addition of hoods, gas, and venting to science classroom.

~~1. Architects have a basic plan for a 4-classroom addition to the CRTEC northern end.~~

~~2. Use grants to pay for routine items to allow saving for the approximately \$1M required for this project.~~

~~2017 Status: Architectural plans complete. No funding available to expand.~~

~~2018 Status: No change.~~

~~2019 Status: Day Care move (sub-goal #4 below) will offer one additional classroom.~~

~~2020 Status: Need to purchase and install one two-room modular.~~

~~2021 Status: No change.~~

~~2022 Status: No change.~~

~~2023 Status: No change.~~

2024 Status: Obtain bids for addition to science classroom.

2. Student life

Vision: “Students and their families will choose to attend COSSA Academy and CRTEC CTS over other alternative school options. COSSA Special Education programs will prepare students for success at whatever they undertake in life.”

COSSA will achieve this vision by meeting these sub-goals:

Sub-goal 1. COSSA Academy will create a “Community School” within COSSA Academy.

Baseline: 2019-2020 COSSA has limited clothing available for students through Deseret Industries (Academy) and the COSSA Foundation (CTE).

COSSA Academy started a weekend backpack meal program in 2020, but had to cease due to the Covid-19 stay-at-home order.

SWDH provides a free clinic for students in CRTEC, but response is limited.

Tasks to achieve this Sub-goal:

1. COSSA Academy will submit a grant request to the United Way to become a "Community School".

2020 Status: COSSA Academy received a \$10,000 grant from the United Way of Treasure Valley to become a "Community School".

2021 Status: COSSA Academy received a \$10,000 grant from the United Way of Treasure Valley to continue and expand Community School, and to build a permanent Community School building.

2022 Status: COSSA Academy received a \$10,000 grant from the United Way of Treasure Valley to continue and expand Community School. Community School building should complete remodeling mid-year. Staff will complete restorative justice training in 2022.

A-frame will be placed in summer 2022, ½ of modular has been designated to house the shower and washer/dryer unit.

2023 Status: Community School building has completed the installation of a shower and washer/dryer for COSSA Academy students in ½ of the modular. A-frame was placed September, 2022. Remodel of A-frame is in progress. COSSA Academy received a \$6800 grant to offer vision assistance to Academy students. COSSA Academy has submitted a grant for \$17,500 to finish the community school building.

2024 Status: COSSA Academy has submitted a grant for personnel and supplies for the community school for 24-25 school year.

Sub-goal 2: Create the safest possible environment for all students.

Tasks to achieve this Sub-goal:

1. Arrange and conduct a School Safety assessment for CRTEC
2. Purchase an anonymous social-media platform for reporting bullying and/or potential violence in the school.
3. Strengthen and enforce existing anti-bullying and anti-harassment rules in the Student Handbook.
4. Enforce "zero tolerance" of negative, hateful language, including "put-downs".
5. Continue to use student surveys to judge effectiveness.

6. Investigate installing emergency safety doors and visitor check-in system.
7. Add and/or upgrade outside cameras at all entrances.

2017 Status: COSSA Academy offers two highly successful anti-bullying programs:

- Sources of Strength anti-bullying campaign
- Annual Teens and Risky Behavior Symposium

COSSA purchased a module of the “SafeSchools” software that allows anonymous reporting of bullying or violence.

2018 Status: No change.

2019 Status: No change.

2020 Status: No change.

2021 Status: No change.

2022 Status: No change

2023 Status: School Safety assessment was conducted August, 2022. Anti-bullying education has been implemented in the Reboot room. Additional cameras have been installed at the front door to increase security. Grants are being written to add emergency safety doors in corridor.

2024 Status: Installation of emergency safety doors in corridor have been installed. The purchase of a new Raptor system for visitor check-in has been done, installation is being completed in the summer. Cameras have been upgraded on the exterior and at all entrances.

Sub-goal 3: Construction of an outdoor basketball court at CRTEC.

Tasks to achieve this Sub-goal:

1. Maintenance Department has been tasked to begin planning.
2. Use grants to pay for routine items to allow saving for the approximately \$60K required for this project.

2017 Status: Funds have not been available to begin this project.

2018 Status: No change.

2019 Status: No change.

2020 Status: No change.

2021 Status: No change.

2022 Status: No change

2023 Status: Idaho Youth Sports has committed to donating a basketball court for the Academy. Construction will begin in the fall of 2023.

2024 Status: Construction of the outdoor basketball court was completed in the fall of 2023. Donations are being sought for outside seating.

Sub-goal 4. Build a Gym

Baseline: No gym in the Academy

Tasks to achieve this Sub-goal:

1. Explore funding.

2022 status: No change.

2023 status: No change.

2024 status: No change.

Sub-goal 5. Create positive student clubs and alliances.

Baseline: No student clubs in Academy

Tasks to achieve this Sub-goal:

1. Build on success of BPA in Academy to offer other extracurricular clubs.

2020 Status: No change.

2021 Status: No change.

2022 Status: No change

2023 Status: Three clubs have been added to COSSA Academy for students to participate in. D&D, Photography, and Art club have been added. Exploring other opportunity for students is being conducted by the Student Council.

2024 Status: Adding CTE Exploration club

3. Student achievement

Vision: “COSSA will be the leader in developing alternative education student achievement methodologies.” COSSA Academy will strive to offer a variety of quality career opportunities in academic and life skills.

COSSA will achieve this vision by meeting these sub-goals:

Sub-goal 1. Positive placement (college, military, work) results for graduating seniors will show at least 60% of the graduates positively placed.

Baseline: 2013 graduates = 50% positive placement.

Progress: 2014 graduates = 73.7% positive placement.

2015 graduates = 65% positive placement.

2016 graduates = 83% positive placement.

2017 graduates = 57% positive placement.

2018 graduates = 78.6% positive placement.

2019 graduates = 60.7% positive placement.
2020 graduates = 60% positive placement
2021 graduates = 51% positive placement
2022 graduates = 76% positive placement
2023 graduates = 79% positive placement

Tasks to achieve this Sub-goal:

1. In February, administration will contact former students who graduated in May of the former year to determine their status
2. Administration will create an annual positive placement report
3. Based on the annual report, the School Improvement Team will investigate ideas to improve positive placement results

2018 Status: Drop to 57%, slightly below goal of 60%.

2019 Status: In addition to increasing to 78.6%, over \$230K in economic impact.

2020 Status: 60.7%, down from year before, but at target. \$204K in economic impact.

2021 Status: 60%, at target. \$351K economic impact. Adding in growth goal: try to hit 65% positive placement with 2021 graduates.

2022 Status: Dropped to 51%, slightly below the goal of 60%.

2023 Status: 76% of the 2022 graduates, at target. 13 students are gainfully employed and 6 are attending college out of the 25 graduates.

2024 Status: 79% of the 2023 graduates, at target. 12 students are gainfully employed, 3 are attending college and/or enrolled in the military out of the 19 graduates.

Sub-goal 2: The number of Academy students who participate in CTE programs will increase each year until 50% of students are enrolled in a program.

Baseline: 2023-2024 will establish baseline data.

2024 Status: 21.8% of COSSA Academy students grades 10 – 12 were enrolled in a CTE program of study.

Sub-goal 3. The number of Industry certifications earned by COSSA Academy students enrolled in CTE programs will increase each year until all COSSA Academy students are achieving at least one industry certification during their high school career.

Baseline: 2019-2020 = 4/5 or 80% Academy students enrolled in CTE achieved WRA certification.

Tasks to achieve this Sub-goal:

1. Create industry certification opportunities within COSSA Academy such as CPR, OSHA 10-hour, WRA, etc.

2020 Status: Beginning to administer secondary certs: OSHA, CPR, etc.

2021 Status: CRTEC added additional secondary certs

2022 Status: 12 out of 13 students received industry certifications, 92% of Academy students enrolled in CTE courses achieved certifications. 100% of Academy students participated in the WRA exam with a 68% pass rate.

2023 Status: 100% Academy concentrators received one industry certification, 50% received a primary certification.

Sub-goal 4. COSSA Academy will meet or achieve all applicable State Department of Education mandated student achievement goals.

Tasks to achieve this Sub-goal:

1. COSSA Academy will create a School Wide Improvement Plan (SWIP).

2019 Status: COSSA Academy has created a School Wide Improvement Plan (SWIP) with the help of an SDE Capacity Builder which will help address these student achievement goals.

2020 Status: No change.

2021 Status: No change.

2022 Status: No change

2023 Status: COSSA Academy reviewed the (SWIP) plan.

2. All students will be prepared to transition from middle school/junior high to high school. Focus on classes aimed to help build skills in math and ELA (English Language Arts)

Goal	Performance Metric	2023-24 Performance Targets (From LEA's 2022-23 CIP)	2024-25 Performance Targets (LEA's Chosen Goals)
All students will be prepared to transition from middle school / junior high to high school	% students who score proficient on the grade 8 Math ISAT	12.0%	15.0%
	% students who make adequate growth on the grade 8 Math ISAT	30.0%	30.0%
	% students who score proficient on the grade 8 ELA ISAT	15.0%	15.0%
	% students who make adequate growth on the grade 8 ELA ISAT	30.0%	30.0%

2024-25

Performance Targets

(From LEA's 2024-25 CIP)

2024 status: Math 42.8% at/near standard, ELA 28.5% at/near standard

Sub-goal 5. Pre- and post-test percentage point increase data, as analyzed by the school's Continuous Improvement Team for all core classes (English, science, math, Government) in COSSA Academy, will increase to 50%. This will be both "A" and "B" sections of English 9, 10, 11, and 12; Algebra I, Algebra II, and Geometry; Earth Science, Biology, Environmental Science, U.S. History; and Government. Average annual growth, by class, should be no less than 5% increase per year.

Baseline: 2013 – 2014 = no pre- and post-test data was collected in the past.

Progress: 2014 – 2015 = average % point increase Q3 34%; Q4 40%
2015 – 2016 = average % point increase Q1 – Q3 = 39.2%
2016 – 2017 = average % point increase Q1 – Q4 = 43%
2017 – 2018 = average % point increase Q1 – Q4 = 43%
2018 – 2019 = average % point increase Q1 – Q4 = 36.75%
2019 – 2020 = average % point increase Q1 – Q4 = 32.93%
2020 – 2021 = average % point increase Q1 – Q4 = 43.01%
2021 – 2022 = average % point increase Q1 – Q4 = 45%
2022 – 2023 = average % point increase Q1 – Q4 = 40%
2023 – 2024 = average % point increase Q1 – Q4 = 43.4%

Tasks to achieve this Sub-goal:

1. Continuous Improvement Team members will analyze pre- and post-test data and develop a report of same
2. The School Improvement Team will analyze individual student data from pre- and post-test performance from classes to determine further actions to improve student performance

2018 Status: Point increase held at 43%. Need to strategize methods to improve.

2019 Status: COSSA Academy adopted a new "growth" range goal of 30-50%-point increase. 2018-2019 results are within new goal.

2020 Status: Within the target range.

2021 Status: Within the target range.

2022 Status: Within the target range.

2023 Status: Within the target range. COSSA Academy has added EOQ standards-aligned tests for all core classes. Baseline data will be added in the 23-24 school year.

2024 Status: Pre-posttest data within target range. EOQ standards data average Biology – 20.4%, Earth Science – 25.9%, Algebra – 75%, Geometry – 80%, English – 62.3%, U.S. History – 88.9%, Government – 61.9%

Sub-goal 6. The number of FAFSA forms submitted by COSSA Academy graduates will reach or exceed 50%. Average annual growth should be no less than 5% increase per year.

Baseline: 2012-2013 = 17%;

Progress: 2013-2014 = 50%;
2014-2015 = 17%
2015-2016 = 14.4%
2016-2017 = 30.6%
2017-2018 = 20.8%
2018-2019 = 7.7%
2019-2020 = Data not collected due to soft closure
2020-2021 = 18 total = 72%!
2021-2022 = 31.8%

2022-2023 = COSSA Academy had a new counselor that began in January, 2023. FASFA was administered in the Senior Project course. 17 students completed the FASFA forms. 89% completion rate.

2023-2024 = 10.5% FAFSA night was done independently from parent-teacher conferences.

Tasks to achieve this Sub-goal:

1. The school counselor will schedule a FAFSA night in conjunction with parent-teacher conferences
2. Senior seminar classes will include the requirement to complete a FAFSA form (we acknowledge that completion does NOT equal submission)

2018 Status: Counselor continues to schedule FAFSA and parent nights, some in conjunction with parent-teacher conferences.

2019 Status: Worse than ever.

2020 Status: N/A. Pandemic closure.

2021 Status: 72% is an exceptional achievement. How? Made completion of FAFSA an assignment in Senior Seminar class.

2022 Status: New instructor for Senior Seminar did not include the FASFA.

2023 Status: FAFSA was completed in the Senior Seminar classes this year, resulting in a higher completion rate.

2024 Status: FAFSA was done independently from parent teacher conferences with low turnout rate.

4. Employee relations

Vision: “COSSA will pursue innovative ways of increasing employee pay and quality of life”.

COSSA will achieve this vision by meeting these sub-goals:

Sub-goal 1: Reduce the out-of-pocket expenses of COSSA employees for health benefits.

Tasks to achieve this Sub-goal:

1. A team of CEA members has assembled to identify alternatives to the Blue Cross benefits package.

2017 Status: The CEA team previewed the 2017-2018 benefits plan. This preview will continue in future years. CEA’s concern is that if COSSA shifts coverage to a new provider in order to reduce costs that coverage will be worse in the long run.

2018 Status: No change.

2019 Status: No change.

2020 Status: No change.

2021 Status: No change.

2022 Status: No change

2023 Status: COSSA administration team reviewed different benefit policies for COSSA employees. The new policy was brought to the board for approval and the overall result was a decrease in employee premiums and the insurance deductible was lowered for all employees.

2024 Status: No change from previous year.

Sub-goal 2: Increase employee pay – certified above the \$50K ceiling and classified to a living wage.

Tasks to achieve this Sub-goal:

1. Develop budgets that allow a certified salary ladder above what the state pays on the career ladder.

2. Develop budgets that allow greater than 3% increases in classified salary per year.

2021 Status: Was able to get Board approval for a new classified salary schedule that increases classified staff beginning pay and creates new columns for specialized classified staff.

2022 Status: No change.

2023 Status A new classified salary schedule was developed and brought to the COSSA board for approval. The new minimum wage for classified staff was raised to \$14.50/hr.

2024 Status: No change.

Sub-goal 3: Create employee tuition assistance program.

Tasks to achieve this Sub-goal:

1. Research how, and at what costs, other districts operate employee tuition assistance programs.

2020 Status: No change.

2021 Status: No change.

2022 Status: No change.

2023 Status: No change.

Sub-goal 4: Create a new-teacher Orientation Manual.

Tasks to achieve this Sub-goal:

1. See if we can find example Orientation Manual.

2020 Status: No change.

2021 Status: No change.

2022 Status: Create a committee to write the new-teacher Orientation Manual. Committee members will be comprised of Academy and CTE teachers.

2023 Status: New teacher orientation manual committee was formed at the CIT June meeting to begin developing a new teacher manual.

2024 Status: Committee was formed and chair was determined to create new-teacher Orientation Manual.

~~Sub-goal 5: Hire more staff to reduce the staff to student ratio.~~

~~Tasks to achieve this Sub-goal:~~

- ~~1. Develop budgets that allow the hiring of additional certified and classified staff to reduce staff to student ratios to an acceptable level.~~

~~2020 Status: No change.~~

~~2021 Status: No change.~~

~~2022 Status: No change.~~

~~2023 Status: No change.~~

~~Sub-goal 6: Expand options for employees to use their health benefit contribution from COSSA.~~

~~Tasks to achieve this Sub-goal:~~

~~1. A team of CEA members continues to explore possibilities.~~

~~2018 Status: Employees are able to opt out of coverage, but are not yet able to be paid "in lieu" of coverage.~~

~~2019 Status: No change.~~

~~2020 Status: No change.~~

~~2021 Status: No change.~~

~~2022 Status: No change.~~

~~2023 Status: No change. Requires board approval.~~

Sub goal 5: Fund an IT support position for COSSA Academy and CRTEC.

Tasks to achieve this Sub goal:

1. Finding funding to support a part-time position.

2024 Status: No change.

Sub-goal 6: COSSA employees need to be seen as valuable members of the consortium school staff.

Tasks to achieve this Sub-goal:

1. Develop a marketing plan that highlights the value COSSA employees add to the consortium school.

2. Purchase and install a second sign on Penny Lane to highlight COSSA achievements.

2020 Status: No change.

2021 Status: No change.

2022 Status: No change

2023 Status: Assigned two staff members to revamp and develop a new internet presence by redesigning the COSSA website for the Academy and CTE. Development of a Social media platform was implemented for CTE and Academy in the spring of 2023.

2024 Status: New pages added to website to highlight staff. CTE staff participated in district opportunities for promotion of programs. Staff recognition program being designed for 2024-2025 school year.

5. Stakeholder relations

Vision: “All stakeholder groups (students, staff, parents, Board, industry partners, Foundation, etc) continue to see COSSA as worthy of their support.”

COSSA will achieve this vision by meeting these sub-goals:

Sub-goal 1: Increase involvement of the parents

Baseline: 2015-2016 = 82% “good” versus “bad” survey results.

Progress: 2016-2017 = 78.5% “good” versus “bad” survey results.
2017-2018 = 81.25% “good” versus “bad” survey results.
2018-2019 = 72.3% “good” versus “bad” survey results.
2019-2020 = 71.7% “good” versus “bad” survey results.
2020-2021 = 80.7% “good” versus “bad” survey results.
2021-2022 = 84.13% “good” versus “bad” survey results.
2022-2023 = 80.75% “good” versus “bad” survey results.
2023-2024 = 85.1% “good” versus “bad” survey results.

Tasks to achieve this Sub-goal:

1. Develop a Parent Advisory committee to develop meaningful projects for COSSA Academy students.
2. Develop parent orientation night for the beginning of the school year beginning in the 2024-25 school year.
3. Continue to use parent surveys to judge effectiveness.
- 4. Create an interest survey for parental involvement to be given at registration in 2024-2025 school year.**

2017 Status: Parent involvement in activities such as the Prom has increased dramatically. Parent surveys conducted in conjunction with parent-teacher conferences continue to show a high percentage of “good things happening to/for my student”

2018 Status: No Change.

2019 Status: Parents completed the SDE engagement survey, and were involved in the creation of the SDE accountability SWIP.

2020 Status: No change.

2021 Status: No change.

2022 Status: No change

2023 Status: Parents and students completed the SDE engagement survey. Community members are working on donating a basketball court for Academy students.

2024 Status: Community members built a basketball court for the Academy students. We had parent participation in CIT meetings.

Sub-goal 2: Improve “Board relations”.

Tasks to achieve this Sub-goal:

1. Adopt one or more of several possible “relationship building” activities to improve Board relations with CRTEC Staff

2018 Status: No change.

2019 Status: No change.

2020 Status: No change.

2021 Status: No change.

2022 Status: No change

2023 Status: Board members were invited to participate in the Senior dinner and graduation. One Superintendent attended the graduation for the Academy students from his district.

2024 Status: Decision from CIT meeting for different teacher to highlight programs to the board during the regular board meetings.

Sub-goal 3: Increase the number of industry partners

Tasks to achieve this Sub-goal:

1. New for 2021-2022

2022 Status: Developed the STRAP program with the CTE programs, added TAC members to existing programs, implemented dual credit in CTE programs.

2023 Status: 4 students are enrolled and participating in the STRAP program through the CTE Welding program. Dual credit was added to the C.N.A. program this year with five students receiving dual credit. Dual credit will be added in the Welding and Pre-Engineering program for the 2023-24 school year.

2024 Status: C.N.A. had 11 students receive dual credit for this year. Pre-Engineering added dual credit with 3 students receiving credit. Pre-Engineering added Electrical pathway with partnerships with Micron Technology. STRAP program expanded into the Auto/Diesel and Pre-Engineering programs for the 2024-2025 school year.

6. School Improvement

Vision: “COSSA will positively change the culture of poverty and dependence of our students. Leaders and staff consistently align their decisions and actions toward continuous improvement.”

COSSA will achieve this vision by meeting these sub-goals

Sub-goal 1: COSSA Academy graduating seniors will show 50% percentage point gains, in the English 12 and Geometry classes taken by these graduating seniors, as measured by pre- and post-test during the “A” class of these courses.

Tasks to achieve this Sub-goal:

1. COSSA Academy will use the “Renaissance Learning” test platform to test students three times a year: beginning, at end of first semester, and at end of second semester. The data from these tests will be used to assign classes to “fill in the gaps” in student learning
2. Continuous Improvement Team members will analyze pre- and post-test data for seniors in these classes every quarter and report their findings to the School Improvement Team
3. The School Improvement Team will analyze individual student data from Renaissance tests and pre- and post-test performance from classes to determine further corrective action

Note: We discovered that we had to specifically define ‘graduating senior’. We chose “any senior with 4 or fewer credits left at the beginning of quarter 4.”

Baseline:	2014-2015	34% English 53% Geometry
Progress:	2015-2016	48% English (+14%) 52.5% Geometry (basically unchanged)
	2016-2017	47% English (-1%) 51% Geometry (-1.5%)
	2017-2018	48% English (+1%) 57% Geometry (+6%) – student was in “B”, not “A”
	2018-2019	62% English (+14%) 61% Geometry (+4%)
	2019-2020	49% English (-13%) 80% Geometry (+19%)
	2020-2021	43% English (-6%)* 64% Geometry (-16%)* *=Q1-Q3 only

2021-2022 41% English (-2%)
 52% Geometry (-12%)
 2022-2023 50.9% English (+9.9%)
 88% Geometry (+36%)
 2023-2024 56.9% English (+6%)
 64.4% Geometry (-23.6%)

2018 Status: Our seniors continue to hover close to our goal of 50%. Need to strategize methods to improve.

2019 Status: Both English and Geometry gains for graduating seniors are above goal.

2020 Status: English just below goal, Geometry exceptional!

2021 Status: English even farther below goal, Geometry down from last year, but still above goal.

2022 Status: English even farther below goal, Geometry down from last year, but still above goal.

2023 Status: English and Geometry were above goal. Test dates were set to maximize student growth.

2024 Status: English and Geometry were above goal. English continues to grow at a steady rate. Geometry continues to be above goal.

Sub-goal 2. COSSA Academy will meet or achieve all applicable State Department of Education accountability goals for Alternative Schools in graduation rate (SDE goal 67%) and ISAT performance.

Baseline: 3-year average (2015-2017) = 34.9% calculated by SDE.

Progress: 2017-2018 33% graduation rate
 2018-2019 Unable to determine
 2019-2020 53% graduation rate
 2020-2021 39% graduation rate
 2021-2022 28% graduation rate
 2022-2023 No data available.

Goal	Performance Metric	2022-23 Performance Targets	2023-24 Performance Targets
		(From LEA's 2023-24 CIP)	(LEA's Chosen goals)
All students will be college and career ready.	4-year cohort graduation rate	2022 cohort	2023 cohort
		35%	40%
	5-year cohort graduation rate	2021 cohort	2022 cohort
		45%	35%

Tasks to achieve this Sub-goal:

1. COSSA Academy will create a School Wide Improvement Plan (SWIP).

2019 Status: COSSA Academy has created a School Wide Improvement Plan (SWIP) with the help of an SDE Capacity Builder which will help address these school-wide accountability goals.

2020 Status: CIP and SWIP goals established to help improve student achievement. 53% within goal.

2021 Status: 39% outside goal.

2022 Status: 28% outside goal.

2023 Status: No data available.

2. Increase COSSA Academy students' enrollment in college and career readiness courses to 60%.

Baseline data: 3-year average (2021-2023) = 47% calculated by SDE.

3. Increase enrollment in grade 9 mathematics courses to 50%

Baseline data: 3-year average (2021-2023) = 33.6% calculated by SDE.