

COMBINED DISTRICT PLAN (2020-2021)

Continuous Improvement Plan • College and Career Advising Plan • Literacy Intervention Plan

NARRATIVE - TEMPLATE PART 1

LEA	#	Name:
Superintendent	Name: Harold Nevill, Ph.D.	
	Phone: 208-482-6074, 243	
Plan Contact	E-mail: nevillh@cossaschools.org	
	Name: Patricia Frahm, Ed.S.	
Plan Contact	Phone: 208-482-6074, 225	
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Instructions: This section meets one of the Continuous Improvement Plan requirements. Please provide your school district / charter school mission statement and vision statement in this section.

Mission and Vision - REQUIRED

1. From the Bylaws of the Canyon-Owyhee School Service Agency (COSSA), amended 4-15-2019;

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, 2020:

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 July, 2020.

CRTEC'S MISSION STATEMENT

At CRTEC, learning occurs: for every student, 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.

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Instructions: This section addresses requirements of the Continuous Improvement Plan, College and Career Advising and Mentoring Plan, and the Literacy Intervention Plan. In this section, please provide an explanation of:

- 1) How the school district / charter school involved parents and community (or considered their input) in developing this Combined Plan (or separate descriptions for the Continuous Improvement Plan and the Literacy Intervention Plan);
- 2) How parents are notified of the college and career advising and mentoring services and resources available to their children; and
- 3) How parents are informed that their child has qualified for literacy intervention and are given the opportunity to be involved in the development of their child's individual reading plan.

Community Involvement - REQUIRED

Community Involvement in the development of the Combined District Plan

1. Parents were members of the Continuous Improvement Team (CIT) and helped create the draft of the 2020-2021 strategic plan in spring, 2020.
2. Industry representatives, local political leaders, and parents are on the COSSA Stakeholders Group, which reviewed and provided input to the draft 2020-2021 strategic plan in June 2020.
3. Industry and local political leaders serve on the COSSA Foundation, COSSA's 501 (c)(3) non-profit, which reviewed and provided input to the draft 2020-2021 strategic plan in July 2020.
4. COSSA Board of Trustees consists of 10 members – the Superintendent and one elected Board member from each consortium district. The COSSA Board of Trustees reviewed and gave final approval of the 2020-2021 strategic plan on July 20, 2020.

Parent Notification of College and Career Advising and Mentoring Services

1. COSSA Academy holds parent-teacher conferences once per quarter. The College and Career Advisor, who is also the Academy Counselor, is in attendance at every parent-teacher conference. Posters notify parents in attendance of the opportunity to speak with the College and Career Advisor. Parents are notified of the date and time of parent-teacher conferences by SchoolMessenger automated phone calls and by a physical sign on U.S. Highway 95.
2. COSSA hosts an annual Career Expo in April. At this event COSSA Academy students are introduced to over 40 industry representatives, military recruiters, college admission/recruiters, and others. All COSSA Academy students attend this full-day event. In the evening of the Career Expo, parents are invited to meet with some of the same college and industry recruiters as their students. Parents are notified of the date and time of the Career Expo by SchoolMessenger automated phone calls and by a physical sign on U.S. Highway 95.

Parental Involvement in Students' Individual Reading Plans

COSSA Academy only serves 7 – 12 grades.

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Instructions: The Literacy Intervention Program Summary section is required. Please provide information regarding your planned 2020-2021 Literacy Intervention Program, with a particular focus on how your program is meeting the requirements of Idaho law in providing literacy interventions to students in grades K-3. If you need additional guidance regarding information you should provide in this section, please see the recommendations in the guidance section of the Literacy Intervention Plan Narrative template or view the Combined District Plan Review Checklist on our [website](#).

LITERACY INTERVENTION PROGRAM
Literacy Program Summary - REQUIRED

COSSA Academy only serves 7 – 12 grades.

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Instructions: Per statute, your Literacy Intervention Plan must be aligned to the State-Board approved [Idaho Comprehensive Literacy Plan](#). This section is used to demonstrate alignment. If you need additional recommendations regarding ways to complete this section, please see the suggestions provided in the guidance pages of the Literacy Intervention Plan Narrative template.

Comprehensive Literacy Plan Alignment - REQUIRED

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Instructions: Provide information about the college and career advising model used by the LEA. Please put an "X" in the table indicating the model you use. If you are using a combination of models, please choose "Hybrid" and list the models included in your program. Use the space below the table to provide additional information about how the models are combined into a hybrid program. If you are using a research-based model that is not in the list, please describe the model and provide detailed information about how it was determined to be an appropriate research-based, effective model and include links to research as available.

COLLEGE AND CAREER ADVISING AND MENTORING PROGRAM

College and Career Advising Model - REQUIRED

	Model Name	Additional Details
X	School Counselor	Serves as School Counselor and as College and Career Advisor
	Teacher or paraprofessional as advisor	
	Near Peer Mentoring / Mentoring	
	Virtual or Remote Coaching	
	GEAR UP	
	Transition Coordinator	
	Student Ambassadors	
	HYBRID (please list all models used in Details)	

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Instructions: The 2020-2021 Advising Program Summary section is required. Please provide information regarding your planned 2020-2021 College and Career Advising and Mentoring Program, with a particular focus on how you will meet the requirements of Idaho law. In your Program Summary, include details about advising services provided to all students (grades 8-12) or by grade level, if variable by grade.

Advising Program Summary – REQUIRED

1. COSSA hosts an annual Career Expo in March. At this event COSSA Academy students (grades 7 – 12) are introduced to over 40 industry representatives, military recruiters, college admission/recruiters, and others. All COSSA Academy students attend this full-day event. In the evening of the Career Expo, parents are invited to meet with some of the same college and industry recruiters as their students. This event is coordinated by the College and Career Advisor.
2. COSSA Academy hosts an annual Reality Town simulation in January. At this event industry members represent their industry and interact with students as the students compete for prizes in this “real life” simulation game. Before Reality Town, students are exposed to college and career opportunities and the income and life experiences of those careers. During the simulation game, students get to interact with industry members who are currently in those careers. This event is coordinated by the College and Career Advisor.
3. All COSSA Academy students are eligible to attend one of the nine career-technical programs of study offered by the COSSA Regional Technology and Education Center (CRTEC) in their 10 – 12 grade years, as long as their earned credits allow these electives. Career-technical classes are scheduled by the Counselor, who is also the College and Career Advisor. Programs of study are:
 - Automotive Technology
 - Culinary Arts
 - Diesel Technology
 - EMT
 - Law Enforcement
 - Nurse Assistant
 - Pre-Engineering
 - Residential Construction
 - Welding

COSSA Academy Junior High students are exposed to these programs of study through a Career Exploration course where students get to tour and talk with students currently in these programs of study. “Career Exploration” classes are scheduled by the Counselor, who is also the College and Career Advisor.

4. Students are exposed to COSSA Academy’s unique “Success” classes, where students learn opportunities to influence behavior, cognitive behavior, learning, and growth. The curriculum teaches students habits of thought and action that can help them manage uncertain or challenging situations. The “Success” classes cover four levels of curriculum which builds off of each level ending with “Career Preparation and Exploration” through their Senior Project.

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Other Notes / Comments

None

Please proceed to the Combined District Plan Metrics – Template Part 2 AND the Literacy Plan Proposed Budget – Template Part 3.

Performance Metrics Instructions:

Provide your data and set Benchmarks (performance targets) using the **2020-21 Combined Plan Metrics – Template Part 2**. The template includes three (2) tabs: Instructions and Examples and Metrics. Please review the Instructions and Examples tab before entering your data into the Metrics tab.

Literacy Plan Proposed Budget Instructions:

Provide the Proposed Literacy Plan Budget using the **2020-21 Combined Plan- Literacy Budget – Template Part 3**. Please note that the budget template includes three (3) tabs: Instructions, Budget Estimator, and Proposed Budget. Please review the Instructions tab before entering your data into the Proposed Budget tab.

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METRICS AND DEMOGRAPHICS - TEMPLATE PART 2

LEA #	555	LEA Name:	Canyon-Owyhee School Service Agency (COSSA)
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METRICS

LINK to LEA / District Report Card with Demographics and Previous Data (required):	https://idahoschools.org/schools/1291/profile
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Please Note: Due to school closures in Spring 2020, data on the report card will be incomplete for the 2019-2020 school year.

Section I: Continuous Improvement Measures - Current & Previous Year Benchmarks (All Section I data is required)

Goal	Performance Metric	2019-20 Benchmarks (LEA Chosen 2019-2020 Performance Targets)		2020-21 Benchmarks (LEA Chosen 2020-2021 Performance Targets)	
		2019 cohort	2020 cohort	2019 cohort	2020 cohort
All students will be college and career ready	4-year cohort graduation rate	40.0%		45.0%	
	% students who meet the college ready benchmark on the college entrance exam (SAT/ACT)	0.0%		0.0%	
All students will be prepared to transition from middle school / junior high to high school	% students who score proficient on the 8th grade math ISAT	10.0%		10.0%	
	% students who score proficient on the 8th grade ELA ISAT	10.0%		10.0%	
All students will be prepared to transition from grade 6 to grade 7	% students who score proficient on the 6th grade math ISAT	NA		NA	
	% students who score proficient on the 6th grade ELA ISAT	NA		NA	
All students will demonstrate the reading readiness needed to transition to the next grade	% students who score proficient on the Kindergarten Spring IRI	NA		NA	
	% students who score proficient on the Grade 1 Spring IRI	NA		NA	
	% students who score proficient on the Grade 2 Spring IRI	NA		NA	
	% students who score proficient on the Grade 3 Spring IRI	NA		NA	

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METRICS AND DEMOGRAPHICS - TEMPLATE PART 2

Section II: Report of Progress Narrative (required)

Instructions: In the provided box, please address the following: 1) the progress your LEA made towards your established 2019-20 Benchmark goals associated with the Continuous Improvement Measures (as shown in Section I); and 2) how your results reflect the effectiveness of your LEA's Literacy Intervention Plan. You may expand the size of the box, if needed. Note - you are not expected to provide data unavailable due to 2019-20 school closures. Please do your best to reflect on any pre-closure information you have available.

1. COSSA Academy's 4-year graduation rate for 2018, as calculated by the state, is 28.1%. In 2019 COSSA Academy graduated 28 students, and in 2020 COSSA Academy graduated 33 students. The large discrepancy between calculated graduation rate and the actual number of students who graduate from COSSA Academy is due to the large number of students who enroll, but then never attend. 2. COSSA Academy serves grades 7 - 12.

Section III: Additional Continuous Improvement Measures (All Section III Metrics are optional)

Goal	Performance Metric	SY 2018-19 (Yr 1)	SY 2019-20 (Yr 2) if available	2020-21 Benchmarks (LEA Chosen 2020-2021 Performance Targets)
All students will be college and career ready	% students who participate in one or more advanced opportunities	0.0%	0.0%	0.0%
	% CTE track HS students who graduate with an industry-recognized certification	57.5%	N/A	80.0%
	% CTE track HS students who pass the CTE-recognized workplace readiness exam	70.6%	87.0%	80.0%

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METRICS AND DEMOGRAPHICS - TEMPLATE PART 2

Section IV: Required College and Career Advising Performance Metrics (All Section IV data is required)

Goal	Performance Metric	SY 2018-19 (Yr 1)	SY 2019-20 (Yr 2) if available	2020-21 Benchmarks (LEA Chosen 2020-2021 Performance Targets)	
All students will be college and career ready	# of HS students who graduate with an associate's degree or a CTE certificate	46	50	50	
	% of students with learning plans created and reviewed in 8th grade	8th grade 100.0%	8th grade 100.0%	100.0%	
	% of students whose learning plans are reviewed annually by grade level	9th grade	100.0%	9th grade 100.0%	100.0%
		10th grade	100.0%	10th grade 100.0%	100.0%
		11th grade	100.0%	11th grade 100.0%	100.0%
		12th grade	100.0%	12th grade 100.0%	100.0%
	# students who Go On to some form of postsecondary education within 1 year of HS graduation	# Enrolled 2	# 2018 cohort 16	# Enrolled 1	# 2019 cohort 28
	% students who Go On to some form of postsecondary education within 1 year of HS graduation	12.5%	16	3.6%	15.0%
	# students who Go On to some form of postsecondary education within 2 years of HS graduation	# Enrolled 4	# 2017 cohort 23	# Enrolled 2	# 2018 cohort 16
	% students who Go On to some form of postsecondary education within 2 years of HS graduation	17.4%	23	12.5%	15.0%

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Section V: College and Career Advising - LEA Chosen Performance Metrics (at least 1 required)

Performance Metric	SY 2018-19 Results	SY 2019-20 Results if available	2020-21 Benchmarks (LEA Chosen 2020-2021 Performance Targets)
May COSSA Academy Graduates' Positive Placement Rate (job, college, military)	78.60%	60.70%	75%

Notes: Positive Placement is determined by contacting student (or their family) in February, of the year following graduation.

Section VI: Literacy Intervention - LEA Chosen Performance Metrics (at least 1 required)

Performance Metric	SY 2018-19 Results	2019-20 Benchmarks (LEA Chosen 2019-20 Performance Targets)	SY 2019-20 Results if available	2020-21 Benchmarks (LEA Chosen 2020-2021 Performance Targets)
Not Applicable - no elementary students				

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PROPOSED LITERACY BUDGET - TEMPLATE PART 3

LEA Number and Name: COSSA #555	
Estimated Total Literacy Funding for 2020-2021 :	\$0.00

PERSONNEL COSTS				Proposed Budget		
Position / Item	Details	FTE	Cost Per FTE	Total Cost	Amount from Literacy Funds	Amount from Other Funds
EXAMPLE: Literacy Paraprofessionals	4 Paraprofessionals, 15 hrs per week x \$12 per hour	1.5	24,960.00	37,440.00	37,440.00	0.00
COSSA Academy serves only 7 - 12 grade students and does not receive any literacy funds.				0.00		0.00
Benefits				0.00		0.00
				0.00		0.00
PERSONNEL Subtotal				0.00	0.00	0.00
PROGRAMS / CURRICULA COSTS				Proposed Budget		
Item	Details	# Items	Cost Per Item	Total Cost	Amount from Literacy Funds	Amount from Other Funds
EXAMPLE: Online Reading Curriculum	Licenses for all students who need interventions	29	56.00	1,624.00	1,200.00	424.00
				0.00		0.00
				0.00		0.00
				0.00		0.00
PROGRAMS / CURRICULA Subtotal				0.00	0.00	0.00
TRANSPORTATION COSTS (NOTE: Literacy Funds may not be used in excess of \$100 per student for transportation)				Proposed Budget		
Item	Details	# Students	Cost Per Student	Total Cost	Amount from Literacy Funds	Amount from Other Funds
EXAMPLE: Bussing	Roundtrip for eligible students for summer school	29	330.00	9,570.00	2,900.00	6,670.00
				0.00		0.00
				0.00		0.00
Transportation Subtotal				0.00	0.00	0.00
OTHER COSTS				Proposed Budget		
Item	Details	# Items	Cost Per Item	Total Cost	Amount from Literacy Funds	Amount from Other Funds
EXAMPLE: Tablet computers	1 per eligible student for using online early literacy program	29	600.00	17,400.00	14,400.00	3,000.00
				0.00		0.00
				0.00		0.00
Other Costs Subtotal				0.00	0.00	0.00
TOTAL COSTS & BUDGET				\$0.00	\$0.00	\$0.00