

CONTINUOUS IMPROVEMENT PLAN (2023-2024)

NARRATIVE – Board Approved October 16, 2023

LEA	#	Name:
Superintendent	Name: Patricia Frahm	
	Phone: 208-482-6074	
CIP Contact	E-mail: frahmp@cossaschools.org	
	Name: Patricia Frahm	
CIP Contact	Phone: 208-482-6074	
	E-mail: frahmp@cossaschools.org	

Instructions: Your Continuous Improvement Plan must include a mission statement and vision statement. Please provide them 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 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.

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Instructions: Per statute, please describe how your school district or charter school considered input from the community in developing or revising your Continuous Improvement Plan.

Community Involvement in Plan Development - REQUIRED

Community Involvement in the development of the Combined District Plan (or CIP and Literacy Plan)

1. Industry representatives, local political leaders, and parents are on the COSSA Stakeholders Group, which reviewed and provided input to the draft 2023-2024 strategic plan in June 2023.
2. 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 2023-2024 strategic plan in July 2023.
3. 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 the 2023-2024 strategic plan approved on August 21, 2023.

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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Please proceed to the Continuous Improvement Plan Metrics – Template Part 2.

Performance Metrics Instructions:

Provide your report card link, Progress Report, and set Benchmarks (performance targets) using the **2023-24 Continuous Improvement Plan Metrics – Template Part 2**. The template includes two (2) tabs: Instructions and Examples and Metrics. Please review the Instructions and Examples tab before entering your data into the Metrics tab.

<https://idahoschools.org/schools/1291>

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METRICS AND DEMOGRAPHICS - TEMPLATE PART 2

LEA # 555	LEA Name: COSSA Academy
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METRICS

LINK to LEA / District Report Card with Demographics and Previous Data (required):	https://idahoschools.org/schools/1291
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Section I: Student Achievement & Growth Metrics - Current & Previous Year Performance Targets (blue shaded metrics are required)

Goal	Performance Metric	2022-23 Performance Targets (From LEA's 2022-23 CIP)	2023-24 Performance Targets (LEA's Chosen Goals)
All students will be college and career ready	4-year cohort graduation rate	2023 cohort 35.0%	2023 cohort 40.0%
	5-year cohort graduation rate (optional metric)	2021 cohort 45.0%	2022 cohort 35.0%
All students will be prepared to transition from middle school / junior high to high school	% of students who meet the college ready benchmark on the college entrance exam (optional metric)	N/A	N/A
	% 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%	35.0%
	% students who score proficient on the grade 8 ELA ISAT	15.0%	20.0%
	% students who make adequate growth on the grade 8 ELA ISAT	30.0%	35.0%
	% students who score proficient on the grade 6 Math ISAT	N/A	N/A
	% students who make adequate growth on the grade 6 Math ISAT	N/A	N/A
All students will be prepared to transition from grade 6 to grade 7	% students who score proficient on the grade 6 ELA ISAT	N/A	N/A
	% students who make adequate growth on the grade 6 ELA ISAT	N/A	N/A
	% students who make adequate growth on the grade 6 ELA ISAT	N/A	N/A

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METRICS AND DEMOGRAPHICS - TEMPLATE PART 2

Section II: Literacy Proficiency & Growth Metrics - Current & Previous Year Targets (Section II data is required)

Goal	Performance Metric	2022-23 Performance Targets (From LEA's 2022-23 CIP)	2023-24 Performance Targets (LEA's Chosen Goals)
All students will demonstrate the reading readiness needed to transition to the next grade	% students who score proficient on the Kindergarten Spring IRI	N/A	N/A
	% students who score proficient on the Grade 1 Spring IRI	N/A	N/A
	% students who score proficient on the Grade 2 Spring IRI	N/A	N/A
	% students who score proficient on the Grade 3 Spring IRI	N/A	N/A
	% students who score proficient on the Grade 4 ELA ISAT	N/A	N/A
	% students who make adequate growth on the Grade 4 ELA ISAT	N/A	N/A

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METRICS AND DEMOGRAPHICS - TEMPLATE PART 2

Section III: How LEA Measures Progress Towards Literacy Goals and Targets (required)

Instructions: To indicate how your LEA intends to measure your progress towards your literacy goals and targets, you may choose to complete either Section III.A or Section III.B. Section III.A allows you to identify at least one LEA Chosen Performance Metric (note that it must be distinctly different than the metrics listed in Sections I and II), which may be consistent with previously chosen LEA chosen metrics. Section III.B allows you to address your plan to measure progress through a short narrative.

Section III.A: Measuring Literacy Progress - LEA Chosen Performance Metrics (at least 1)

Performance Metric	2022-23 Performance Targets (From LEA's 2022-23 CIP)	SY 2022-23 RESULTS (if available)	2023-24 Performance Targets (LEA's Chosen Goals)

Section III.B: Narrative on Measuring Literacy Progress

Instructions: If you are choosing to use section III.B to address the Section III requirement, please use the box below to provide a brief narrative describing how your LEA is measuring your progress towards your LEA's literacy goals and targets. Please note that your description *must* include at least one clear performance metric that is measurable, has a performance target / goal for 2023-24, and is distinctly *different* from the required metrics in Sections I and II, above.

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METRICS AND DEMOGRAPHICS - TEMPLATE PART 2

Section IV: How LEA Measures Progress Towards College & Career Advising & Mentoring Goals (required)

Instructions: To indicate how your LEA intends to measure your progress towards your college and career advising and mentoring goals and targets, you may choose to complete either Section IV.A or Section IV.B. Section V.A allows you to identify at least one LEA Chosen Performance Metric (note that it must be distinctly different than the metrics listed in Sections I and IV), which may be consistent with previously chosen LEA chosen metrics. Section IV.B allows you to address your plan to measure progress through a short narrative.

Section IV.A: College and Career Advising - LEA Chosen Performance Metrics (at least 1)

Performance Metric	2022-23 Performance Targets (From LEA's 2022-23 CIP)	SY 2022-23 RESULTS (if available)	2023-24 Performance Targets (LEA's Chosen Goals)
# of HS students who graduate with an associate's degree or CTE certificate	45.0%	83.0%	50.0%
# of students with learning plans created and reviewed in 8th grades	100.0%	100.0%	100.0%
# of student who Go On to a form of postsecondary education within 2 years of graduation	15.0%	68.0%	30.0%

Section IV.B: Narrative on Measuring College and Career Advising and Mentoring Progress

Instructions: If you are choosing to use section IV.B to address the Section IV requirement, please use the box below to provide a brief narrative describing how your LEA is measuring your progress towards your LEA's college and career advising and mentoring goals and targets. Please note that your description must include at least one clear performance metric that is measurable, has a performance target / goal for 2023-24, and is distinctly *different* than those required in Section I, above.

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 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, Pharmacy Technician, Pre-Engineering, Construction Trades, and Welding.

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METRICS AND DEMOGRAPHICS - TEMPLATE PART 2

Section V: Report of Progress Narrative (required)

Instructions: In the provided box, please address the progress your LEA made towards your 2022-2023 Performance Targets (as chosen for your 2022-2023 CIP and included in the sections above). We recommend your reflection include a) your successes in meeting performance targets; b) your areas of challenge (including those where previously set performance targets were not met); and c) any plans you have to build on your success and/or address challenges. You may expand the size of the box, if needed.

COSSA Academy had 83% of the graduating students that were in a CTE program earn an industry certification. Of the six students who graduated from COSSA Academy in a CTE program 3 of the students obtained their CTE diplomas. This requires them to obtain an industry certification, pass the WRA, and pass the TSA for that program. COSSA met their goal on percentage of students passed on the TSA and WRA for the Career Technical programs. COSSA Academy students had a 68% positive placement rate for their 2022 graduates. 100% of our 8 graders created their 4-year plans.

Section VI: Notes (Optional space for contextual information about data and/or target-setting process)

NOTES:

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METRICS AND DEMOGRAPHICS - TEMPLATE PART 2

LEA # 555	LEA Name: COSSA Academy
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METRICS

LINK to LEA / District Report Card with Demographics and Previous Data (required):	https://idahoschools.org/schools/1291
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Section I: Student Achievement & Growth Metrics - Current & Previous Year Performance Targets
(blue shaded metrics are required)

Goal	Performance Metric	Performance Targets (From LEA's 2022-23 CIP)		Performance Targets (LEA's Chosen Goals)	
		2022 cohort	2023 cohort	2022 cohort	2023 cohort
All students will be college and career ready	4-year cohort graduation rate	35.0%		40.0%	
	5-year cohort graduation rate (optional metric)				35.0%
	% of students who meet the college ready benchmark on the college entrance exam (optional metric)	N/A		N/A	
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%		35.0%	
	% students who score proficient on the grade 8 ELA ISAT	15.0%		20.0%	
	% students who make adequate growth on the grade 8 ELA ISAT	30.0%		35.0%	
All students will be prepared to transition from grade 6 to grade 7	% students who score proficient on the grade 6 Math ISAT	N/A		N/A	
	% students who make adequate growth on the grade 6 Math ISAT	N/A		N/A	
	% students who score proficient on the grade 6 ELA ISAT	N/A		N/A	
	% students who make adequate growth on the grade 6 ELA ISAT	N/A		N/A	

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METRICS AND DEMOGRAPHICS - TEMPLATE PART 2

Section II: Literacy Proficiency & Growth Metrics - Current & Previous Year Targets (Section II data is required)

Goal	Performance Metric	2022-23 Performance Targets (From LEA's 2022-23 CIP)	2023-24 Performance Targets (LEA's Chosen Goals)
All students will demonstrate the reading readiness needed to transition to the next grade	% students who score proficient on the Kindergarten Spring IRI	N/A	N/A
	% students who score proficient on the Grade 1 Spring IRI	N/A	N/A
	% students who score proficient on the Grade 2 Spring IRI	N/A	N/A
	% students who score proficient on the Grade 3 Spring IRI	N/A	N/A
	% students who score proficient on the Grade 4 ELA ISAT	N/A	N/A
	% students who make adequate growth on the Grade 4 ELA ISAT	N/A	N/A

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Section III.A: Measuring Literacy Progress - LEA Chosen Performance Metrics (at least 1)

Performance Metric	2022-23 Performance Targets (From LEA's 2022-23 CIP)	SY 2022-23 RESULTS (if available)	2023-24 Performance Targets (LEA's Chosen Goals)

Section III.B: Narrative on Measuring Literacy Progress

Instructions: If you are choosing to use section III.B to address the Section III requirement, please use the box below to provide a brief narrative describing how your LEA is measuring your progress towards your LEA's literacy goals and targets. Please note that your description *must* include at least one clear performance metric that is measurable, has a performance target / goal for 2023-24, and is distinctly *different* from the required metrics in Sections I and II, above.

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Section IV: How LEA Measures Progress Towards College & Career Advising & Mentoring Goals (required)

Instructions: To indicate how your LEA intends to measure your progress towards your college and career advising and mentoring goals and targets, you may choose to complete either Section IV.A or Section IV.B. Section V.A allows you to identify at least one LEA Chosen Performance Metric (note that it must be distinctly different than the metrics listed in Sections I and IV), which may be consistent with previously chosen LEA chosen metrics. Section IV.B allows you to address your plan to measure progress through a short narrative.

Section IV.A: College and Career Advising - LEA Chosen Performance Metrics (at least 1)

Performance Metric	2022-23 Performance Targets (From LEA's 2022-23 CIP)	SY 2022-23 RESULTS (if available)	2023-24 Performance Targets (LEA's Chosen Goals)
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# of students with learning plans created and reviewed in 8th grades	100.0%	100.0%	100.0%
# of student who Go On to a form of postsecondary education within 2 years of graduation	15.0%	68.0%	30.0%

Section IV.B: Narrative on Measuring College and Career Advising and Mentoring Progress

Instructions: If you are choosing to use section IV.B to address the Section IV requirement, please use the box below to provide a brief narrative describing how your LEA is measuring your progress towards your LEA's college and career advising and mentoring goals and targets. Please note that your description must include at least one clear performance metric that is measurable, has a performance target / goal for 2023-24, and is distinctly *different* than those required in Section I, above.

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Section V: Report of Progress Narrative (required)

Instructions: In the provided box, please address the progress your LEA made towards your 2022-2023 Performance Targets (as chosen for your 2022-2023 CIP and included in the sections above). We recommend your reflection include a) your successes in meeting performance targets; b) your areas of challenge (including those where previously set performance targets were not met); and c) any plans you have to build on your success and/or address challenges. You may expand the size of the box, if needed.

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Section VI: Notes (Optional space for contextual information about data and/or target-setting process)

NOTES:

CONTINUOUS IMPROVEMENT PLAN (2023-2024)

METRICS AND DEMOGRAPHICS - TEMPLATE PART 2

Section VII: Staff Performance - Previous Year Results & Current Year Performance Targets

(Section VII is required; metrics should be aggregated by grade and subject, as appropriate)

Important Note: Data should only be provided in the 2021-22 RESULTS column for groups of teachers / staff of 5 or more who use the same assessment tool. If your teacher / staff group is fewer than 5, please enter "n size" in the 2021-22 RESULTS column.

Instructions: Identify the staff group using the Grade(s) and Subject(s) fields. Note that all staff in a group should use the same assessment tool, which you should identify. Provide the 2021-22 Performance Target for that group, as identified in your LEA's 2021-22 CIP. If you did not set a target for that group last year, enter "Not Available." Provide the 2021-22 Results for the group (provided the group is 5+). Then use the far right column to set a 2022-23 Performance Target (goal) for the % of students in that group who will meet their target in the 2022-23 school.

Grade(s)	Subject(s)	Performance Metric	Assessment Tool	2022-23 Performance Targets (From LEA's 2022-23 CIP)	2022-23 RESULTS	2023-24 Performance Targets (LEA's Chosen Goals)
7-8	Science	% of students taught by staff in this grade (or grade band) and subject group that meet measurable student achievement targets or success indicators on the assessment tool % of students taught by staff in this	Pre-posttests	N/A	n size	30.0%
7-8	Math	grade (or grade band) and subject group that meet measurable student achievement targets or success indicators on the assessment tool % of students taught by staff in this	Pre-posttests	N/A	n size	30.0%
7-8	English	grade (or grade band) and subject group that meet measurable student achievement targets or success indicators on the assessment tool % of students taught by staff in this	Pre-posttests	N/A	n size	30.0%
7-8	Social Studies	grade (or grade band) and subject group that meet measurable student achievement targets or success indicators on the assessment tool % of students taught by staff in this	Pre-posttests	N/A	n size	30.0%
9-12	Science	grade (or grade band) and subject group that meet measurable student achievement targets or success indicators on the assessment tool	Pre-posttests	N/A	n size	30.0%

CONTINUOUS IMPROVEMENT PLAN (2023-2024)

METRICS AND DEMOGRAPHICS - TEMPLATE PART 2

Grade(s)	Subject(s)	Performance Metric	Assessment Tool	2022-23 Performance Targets (From LEA's 2022-23 CIP)	2022-23 RESULTS	2023-24 Performance Targets (LEA's Chosen Goals)
9-12	Math	% of students taught by staff in this grade (or grade band) and subject group that meet measurable student achievement targets or success indicators on the assessment tool	Pre-posttests	N/A	n size	30.0%
9-12	English	% of students taught by staff in this grade (or grade band) and subject group that meet measurable student achievement targets or success indicators on the assessment tool	Pre-posttests	N/A	n size	30.0%
9-12	U.S. History & Government	% of students taught by staff in this grade (or grade band) and subject group that meet measurable student achievement targets or success indicators on the assessment tool	Pre-posttests	N/A	n size	30.0%
10-12	CTE Programs	% of students taught by staff in this grade (or grade band) and subject group that meet measurable student achievement targets or success indicators on the assessment tool	WRA	75.0%	81.0%	75.0%
10-12	CTE Programs	% of students taught by staff in this grade (or grade band) and subject group that meet measurable student achievement targets or success indicators on the assessment tool	TSA	75.0%	80.0%	75.0%
		% of students taught by staff in this grade (or grade band) and subject group that meet measurable student achievement targets or success indicators on the assessment tool				
		% of students taught by staff in this grade (or grade band) and subject group that meet measurable student achievement targets or success indicators on the assessment tool				