

CANYON-OWYHEE SCHOOL SERVICE AGENCY SUPERINTENDENT / CEO SEARCH

WILDER, IDAHO



Canyon-Owyhee School Service Agency (COSSA) is a cooperative serving the special, career-technical, and alternative educational needs of the Notus, Parma, Marsing, Wilder, and Homedale School Districts in southwestern Idaho. COSSA was founded in 1969 for the purpose of providing services to students that were financially impossible for its small rural member districts to provide individually. Currently COSSA employs a specialized staff of just over 100 people to serve the needs of its students. To accomplish this task, we have staff who travel to several districts delivering specialized services; students transported to centers of instruction; and staff whose assignment is with a single district.

www.cossaschools.org

OUR MISSION

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.

THE POSITION (1 FTE with benefits)

The CEO of COSSA must work effectively with the staff and administration of the agency and with local school districts to provide cooperative programs that support both COSSA and the local district priorities in providing special education, career technical education and alternative education. The position also requires that the CEO work with the Idaho Department of Education, the Idaho Division of Career Technical Education, various state administrative organizations, and local and state business and industry representatives. The COSSA Agency CEO shall have a Masters Degree, possess a valid Idaho Public School Principal Pre-K-12th grade Certificate, AND be willing or able to obtain a valid Idaho Public School Superintendent Certification and/or a Career-Technical Administrator Certificate as determined by the Board of Trustees.



STATISTICS AT-A-GLANCE



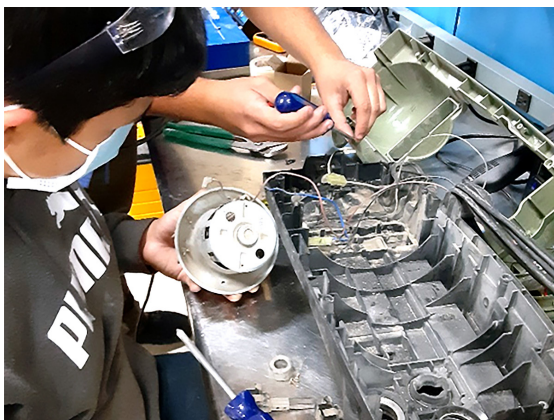
- **2024-2025 budget amount** - \$8,088,392.00
- **Sources of Revenue**
 - Member Districts
 - Special Education IDEA Funding
 - Career Technical Program Funding
 - Career Technical ADA Funding
 - Carl Perkins
 - Federal Grants
- **Member District Enrollment (Nov. 2024)**

• Homedale	1,256
• Marsing	847
• Notus	322
• Parma	1,014
• Wilder	664
• COSSA Academy	85
• 1 Cooperative Service Agency- COSSA Regional Technology and Education Center (CRTEC) (inclusive of CTE Program and COSSA Academy)	
- **Number of staff** - 116 Total Staff
 - 52 Certified, 62 Classified, 2 Administrators

OUR ACCOMPLISHMENTS

We are proud of the programs and accomplishments of our students and staff. Here are just a few:

- Top 3 in the State of Idaho for student advanced opportunities.
- The COSSA Regional Technology and Education Center (CRTEC) serves approximately 150 students annually.
- 97% of CTE Program graduates and 83% COSSA Academy graduates are employed or attending post-high school educational programs.
- COSSA features 10 CTE programs, recently adding, Residential Construction (in 2013), EMT (in 2014), Culinary (in 2018), and Law Enforcement (in 2020).
- Advanced EMT was added in Fall 2022.
- COSSA responds to industry needs, adding a pre-engineering program is one example.
- Average positive placement of 94% for all CTE students over the past 10 years.
- CTE programs utilize state of the art technology and simulators to enhance student learning experiences.
- CTE student organizations compete at the state and national level.
- The COSSA Foundation received over \$700,000 in grants in the last decade.
- COSSA provides special education services to roughly 600 students from rural communities.



THE QUALIFICATIONS

Desired Qualifications:

- Possess a record of positive, constructive leadership in education and a thorough understanding of the skills necessary to lead a multi-faceted cooperative services agency.
- Collaboratively create a clear vision of a successful service agency with a strong, cohesive team that embraces the belief that all the districts' constituents, working together, can ensure success.
- Successful problem-solver and collaborator who is open to new ideas and able to include others in the decision-making process.
- Demonstrates the ability to plan strategically to represent the agency and its services to the community, the Legislature, and other elected officials and agencies.
- Create a climate of excellence by motivating, challenging, and leading a group of highly qualified educators, licensed specialists, support staff, and contractors to accomplish the agencies, and thereby the districts' goals while modeling the highest ethical standards.

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THE QUALIFICATIONS (cont....)



- Aware of technology and its many uses in education and management, with an open mind toward new technical information and opportunities.
- Possess a very strong understanding of Idaho education funding law, fiscal management, and budget preparation.
- Possess an overall understanding of Idaho special and general education law and be cognizant of the role an administrator plays in the legal process regarding students and personnel.
- Willingness and ability to be a positive and constructive advisor to the agency board; the ability to develop effective working relationships with the Board through communication and clarification of goals and priorities, and develop consensus in support of these goals.

THE COMPENSATION

The Board will offer a competitive salary and benefits package commensurate with the candidate's qualifications and experience.

APPLICATION PROCESS

Interested candidates should submit applications no later than March 28, 2025.

Names of applicants will be held in strict confidence whenever possible.

The Idaho School Boards Association uses an online application system. Please visit the Association's website at: <https://www.idsba.org/current-superintendent-searches/> for more information about this search.

For guidance on how to apply through the Revelus online application system please visit the Revelus website at: <https://idsba.myrevelus.com/>.

If you have questions, please contact Katie Russell at the ISBA Office: katie@idsba.org or (208) 854-1476.

A completed application packet for superintendent should include:

- Application on Revelus site: <https://idsba.myrevelus.com> (Documents to be uploaded to Revelus)
- A letter stating qualifications, educational philosophy, experience, and reasons for interest in the position.
- A short essay stating how you will strive to make a system in our district that provides the best in state education to our students.
- A current resume.
- Academic transcript including degrees.
- Three to four current letters of recommendation.
- Verification that the candidate holds or is qualified to hold an appropriate Idaho credential or license as an administrator.
- Prior employment form is available on Revelus site.
- Include a single page explaining what salary and benefits package you feel is needed for you to accept this position.



COSSA Member District Trustees

Homedale Trustee	Leslie Parker
Marsing Trustee	Adam Percifield
Notus Trustee	John Baldazo, <i>Vice-Chairman</i>
Parma Trustee	Sara Bartles, <i>Chairman</i>
Wilder Trustee	Bree Walker

TIMELINE:

Application Period Opens:

- Open Immediately

Application Deadline:

- March 28, 2025

Application Selection:

- April 3, 2025

Interviews:

- April 7, 2025

Start Date:

- July 1, 2025

The Board anticipates making the final selection in April.