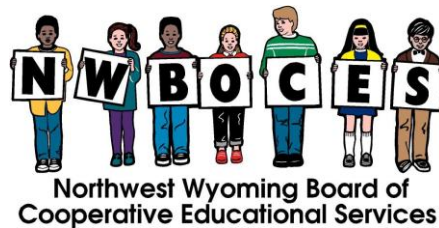


Northwest Wyoming
Board of Cooperative Educational Services
Big Horn Basin Children's Center



2023-2024 Annual Report

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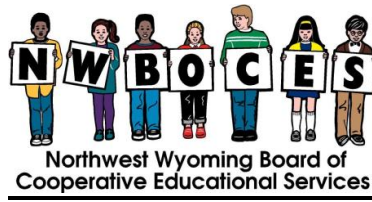
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Serving Wyoming Youth Since 1970

Submitted by: Carolyn Conner, Administrative Director

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Introduction

Big Horn Basin Children's Center (BHBCC) is a school and residential treatment facility operated by Northwest Wyoming Board of Cooperative Educational Services (NW BOCES). Programs have served youth since 1970. The current program provides services for youth with emotional disabilities/behavioral disorders. The school and residential cottages are located within Hot Springs State Park in Thermopolis, Wyoming, a town of approximately three thousand inhabitants.

The program for youth with emotional disabilities/behavioral disorders is for Wyoming elementary school youth ages five to fourteen (K-8). Students are referred for services by their local school district or by the Department of Family Services (DFS) through a court order.

NW BOCES has been Wyoming Department of Education and North Central/AdvancEd/Cognia Accredited since 1991 and certified as a Residential Treatment Facility (RTF) by the Wyoming Department of Family Services since 1998.

In 2022-2023, NW BOCES went through the certification for the Department of Family Services (DFS) licensing for Residential Treatment Facilities (RTF). The license renewal includes file reviews of student and staff files for required staff orientation and annual trainings, background checks, and other specific areas.

In 2024, NW BOCES/Big Horn Basin Children's Center was reaccredited through the Wyoming Department Of Education (WDE) and Cognia. As with school districts in Wyoming, school accreditation must be renewed every 4-5 years. NW BOCES/Big Horn Basin Children's Center received full accreditation.

Programs are offered for youth with a history of the following: behavioral & emotional problems, post-traumatic stress disorders, reactive attachment disorder, bi-polar, mood disorders, personality disorders, aggressive violent outbursts, aggressive behavior, physical abuse, sexual abuse, parental neglect, self-esteem issues, self-harm, depression, suicidal thoughts, runaway issues, impulsivity, ADD, ADHD, anxiety disorder, impulse control dysfunction, obsessive compulsive disorder, inability to self-regulate, poor social skills, peer relationship issues, excessive fear, anger, mistrust, confusion, fire setting, property destruction, autism, and other various mental health and behavioral management needs.

Services include: educational, residential, behavioral management, counseling/psychological, psychiatric, speech language therapy, occupational therapy,

physical therapy, social skills training, recreational therapy, family therapy, health and physical education, parent training, community integration, life skills, dietary, nursing care, medication management, and transition services.

The 18 member districts include: Big Horn #1, Big Horn #2, Big Horn #3, Big Horn #4, Converse #1, Fremont #1, Fremont #6, Fremont #14, Fremont #21, Fremont #24, Fremont #25, Fremont #38, Hot Springs #1, Park #1, Park #6, Park #16, Washakie #1, and Washakie #2. Non-member district or DFS student placements in 2023-2024 included: Campbell County; Natrona County, and Goshen County.

Board members for NW BOCES are district board members that are elected to their district boards and appointed to NW BOCES. We are fortunate to have very dedicated, focused, and caring board members. They are passionate about the program, the students, and our mission.

All professional staff are fully certified through their relevant boards. The program uses a team methodology for a focus on the “whole child”. The child is our priority. Each child is treated with dignity and respect in an environment that is safe which provides an opportunity for the child to heal, grow, & learn. Staff are trained in the specific needs of each student and specifics of the NW BOCES behavioral program. Ongoing training occurs annually for behavior management; working with traumatized youth; autism; confidentiality; IEPs; least restrictive environment; MANDT /non-violent crisis intervention; First Aid & CPR; universal precautions; emergency planning; communication and documentation/charting; client rights; civil rights; calming children in crisis; separation and loss; trauma, staff roles when working with families; suicide prevention and intervention; missions, goals, and vision; supervision and safety; food service protocols; sensory integration; transportation safety; fire safety; school improvement goals; & medication administration. Professional staff attend seminars, workshops, webinars, and/or classes relevant to their position.

Contract, hourly, and consultant personnel positions include: administrative director, business manager, administrative assistant, nurse supervisor, counselor/psychologist, school social worker, transition coordinator, psychiatric nurse practitioner, pharmacist, special education teachers, adaptive physical education/health teacher, paraeducators, food service staff, maintenance and janitorial personnel, transportation personnel, residential supervisor, residential house parents, and residential aides.

The facilities include a spacious school building with two classrooms, play therapy/counseling room, social skills room, sensory room, gymnasium, playground, library, dining area, recreational therapy and health classroom, occupational & physical therapy room, speech language therapy room, food service kitchen, nurse’s office, and the central office areas. The school is open and bright, with a physical environment that is welcoming and conducive to learning.

The two residential buildings called “cottages” each offer a family style living environment which includes a central dining area, two living rooms, kitchen, laundry

facility, six private bedrooms and six bathrooms, a playground, and a spacious commons building for student activities and parent visits.

Big Horn Basin Children's Center offers a comprehensive continuum of services for students and families: a 90 calendar day evaluation upon admission if needed; educational services following Wyoming standards for regular and special education; multi-disciplinary team approach; behavioral management, treatment with a positive reinforcement, response cost, token economy, & levels system; psychiatric consultations; dietary, & medication management and assessments; nutrition management; occupational, physical & speech therapy services; psychological therapy/counseling using a neuropsychiatric and cognitive behavioral approach; social, leisure, & life skills training; PE/APE, & recreational therapy; health class; parent support, parent training, and family counseling; 24 hour residential care; crisis intervention; community integration, inclusion & community service projects; intensive and specialized residential care; transportation; transition planning, and aftercare services.

Each student that enrolls at NW BOCES has an Individual Education Plan (IEP) prior to enrollment. Each student receives a specially designed individualized program.

Services are individualized to meet the unique needs of the NW BOCES population.

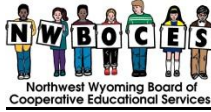
Data collection is frequent for educational and behavioral programs. The program is consistent and structured. Funds were available for community outings with staff and/or student's family members and for reimbursement for parent's motel costs so they could stay in Thermopolis to visit with their child one weekend per month. Parent involvement in the program directly affects student progress through the program. A variety of placement options are available: full-time academic and residential placement, school day program placement (Hot Springs, Washakie CSD#1, and Fremont CSD#24), and residential placement only for youth attending school at Hot Springs County School District #1.

Student census ranged from twelve to fifteen students in the school program and eight to nine students in the residential program. The capacity for school and residential students is 18. However, we have been unable to increase our student placements due to staffing issues. We had several open staff positions throughout the year.

This year six students were served in the day program which allows students from Thermopolis, Worland, and/or Shoshoni to be transported to and from home on a daily basis. Day students and residential students are served in the same classroom settings. This year the range of residential service days per month was 234 to 279. The range of school enrollment days per month was 226 to 288 days. Total residential days were up from 2177 to 3143 and the total school days were up from 2464 to 3047. There were six school day only students which was the same number though not the same as last year. The average school enrollment was up from 10 to 13 students served per month and up from an average of 6.5 students per month to 8.9 in the residential setting. In 2023-2024, NW BOCES served a total of 19 students in the school program up from 16 and 11 students up from 10 in the residential environment.

The Northwest Wyoming BOCES behavioral goal is that at least 80% of the youth who complete the treatment program will successfully integrate in the home community and have no further residential placements. Of the students completing the NW BOCES program for emotionally disturbed youth September 1998 to June 2024, 83% did not enter another school or residential treatment facility for at least 3 years. Outcome data for students in the past three years who exited the program prior to completion of the program had a re-entry rate average of 40%.

NW BOCES staff are trained in the non-violent crisis intervention Mandt. The components of the program most emphasized in our setting are relationship building and de-escalation techniques. The Mandt system focuses on the components of dignity, respect, safety, security, consistency, and predictability to avoid any hands on techniques. In 2020-2021, the NW BOCES staff set a goal to decrease the number of escorts/restraints. Staff made a concerted effort to use hands off other than cases of imminent danger of the student harming themselves or others or severe property damage. The team was able to decrease restraints by over 50%. The NW BOCES team's goal has been to continue to decrease all escorts and restraints. From 2021 to 2022, restraints decreased by over 20%. In 2022-2023, restraints decreased by 46% from the previous year. In August of 2023, staff celebrated having no restraints for the entire month! Over 90% of the documented and reported hands on interventions are escorts lasting one minute or less



Northwest Wyoming BOCES **Big Horn Basin Children's Center**

Mission: NW BOCES is a community resource providing educational and service programs that assist individuals to maximize their potential.

Mission: Big Horn Basin Children's Center provides educational, therapeutic, and residential programs in a safe environment to promote learning and growth and to improve the quality of life for at-risk youth.

PHILOSOPHY: Big Horn Basin Children's Center provides a program of education, which will strive for excellence and instill enthusiasm for learning, encourage individual responsibility, and provide for the physical, psychological, emotional, personal, vocational, and social needs of all students. This philosophy is based on the belief that all children can learn and have the right to be educated in a manner congruent with their individual abilities.

The Children's Center provides opportunities for parents to be active participants in the development of educational programs for their children. Frequent communications between home and school are encouraged to maximize student growth and achievement.

To this end, the Center's staff will provide a program that includes these goals:

1. A strong core curriculum which provides reinforcement and refinement of basic learning skills and specialized therapies with individualized student needs.
2. A comprehensive counseling and health program addressing the support and development of a positive attitude toward self and others.
3. Cooperative planning by all those involved with the education of students for the purpose of delivering an integrated, mutually reinforcing educational program.
4. A residential program that serves as an extension of the classroom and provides a home-like atmosphere that is warm, inviting, safe and conducive to student growth.

Achievement Goal: Annually students will improve their Northwest Evaluation Association (MAP) scores equal to or greater than average HSCSD#1 district rates of improvement.

Behavioral Goal: At least 80% of the youth who complete the treatment program will successfully integrate in the home community and have no further residential placements.

NW BOCES Organizational Values

We Value:

- Those we serve as highest priority.
- Professionalism and ethical behavior at all times.
- Team effort and cooperation.
- Dedication to those we serve, each other, the organization, and our goals.
- Commitment and perseverance.
- The dignity and diversity of each person.
- Open communication.
- Proactive approach to problem solving.
- Self-respect driven by pride in our work, our surroundings & our concern for others.

NW BOCES Cognia Accreditation

Committee Members

2023-2024

Administrator: Carolyn Conner

Teachers: Shawna Bradshaw, Leigh Dobbins, and Brian Hopkinson

School Social Worker: Megan Rogers

Medical: Ellie McMartin

Parents: Residential Houseparents

Residential: Matt Ivie

As the staff numbers @ NW BOCES are so small, all team members assist with all committee needs at various times. Treatment Team staff spend a significant amount of time discussing the program needs, selecting data collection sources, compiling and revising the NW BOCES profile, and deciding on school improvement goals.

The ongoing process serves to confirm the need for assessments and data collections to meet the demands of our unique population. Students entering and transitioning from NW BOCES throughout the school year is challenging for meaningful group data collection.

NW BOCES 2023-2024
School Improvement Goals

Academic: *Students will improve basic reading skills*

Support Data

Woodcock Johnson Academic Achievement IV
State Mandated Testing
Star Reading Assessment
NWEA MAP Assessment
Running Records

Interventions

Variety of reading strategies embedded across the curriculum
Class group reading time
Individual reading time daily to build leisure reading
& to increase stamina
Web based reading programs
SRA Remediation
Accelerated Reader

Affective: *Students will improve their positive communication skills*

Support Data

Daily Behavior Rating Scores
Behavioral Profile Graphs

Interventions

Token Economy
Positive Reinforcement
Response Cost System
Level System
Social Skills Groups
Recreational Therapy
Medication Management
Individual Counseling & Psychotherapy

**In June 2023, Northwest Wyoming BOCES/Big Horn Basin Children's Center was
awarded accreditation by Cognia
(Previously by NCA CASI, NWAC, and SACS CASI)**

**Northwest Wyoming BOCES
Big Horn Basin Children's Center**

Action Plan: September 2023

Target Area: Reading Skills

Target Area Goal: All students will improve their basic reading skills

Intervention: All students will use the Accelerated Reading program

Activities	Person Responsible	Timeline	Resources	Assessment	Staff Development
1.Students baseline reading data will be obtained with Star Reading	Classroom Teachers	Within 30 days of entry	Star Reading	Star Reading Assessment	Retraining annually/as needed
2.Students will receive reading instruction & assessment	Classroom Teachers	Daily Instruction/ assessment 4 times annually	Program technical assistance	Accelerated Reading, MAP, state mandated testing, WCJ	Retraining annually/as needed
3. Guided reading, comprehension, phonemic awareness, reading a variety of genres, quiet reading time	Classroom Teachers	Daily	Journeys & Collections Language Arts Curriculum	Classroom and curriculum assessments	Webinar training through Journeys and Collections Curriculum
4. Quiet reading and reading to residential staff @ the residences	Cottage Houseparents	Per teacher homework guidelines	Reading materials	Homework sign off sheets	Information sharing with residential staff of procedures and expectations

Northwest Wyoming BOCES
Big Horn Basin Children's Center

Action Plan: September 2023

Target Area: Communication Skills

Target Area Goal: All students will improve their socially acceptable communication skills.

Intervention: All students will have behavior management plans and be scored using the daily behavior rating scale.

Activities	Person Responsible	Timeline	Resources	Assessment	Staff Development
1. Student will earn points on the Daily Behavior Rating (DBR) based on their behavior.	All staff	Daily each shift	Treatment Team	DBR graphing/ reporting five times per year	Orientation training & retraining
2. Student will receive orientation in the behavior management program	Classroom Teacher	Within 10 days of entry	ED manual & Student handbook	Student sign off of orientation sheet	Behavioral updates
3. Student will participate in social skills classes	Teacher	Four days a week X 30"/session	Treatment Team & NW BOCES ED Manual	Attendance & performance data	Information to staff on social skills training
4. All identified students will participate in individual/group/ family therapy as per their IEP	Psychologist/ Counselor/ Social Worker	According to individual student's IEP Weekly classes	Therapy resources	Attendance & performance data	Therapist workshops, conferences, webinars
5. Student will practice generalization of skills learned across a variety of settings	Teachers & Residential Supervisor	Weekly or more outings per the Level System	Budget funds. Daily coaching through social interactions	Activity Outing sheets for data on participation	Staff training for supervision and rules during transitions

NW BOCES Professional Development Plan 2023-2024

Big Horn Basin Children's Center Mission Statement

Big Horn Basin Children's Center provides educational, therapeutic, and residential programs in a safe environment to promote learning and growth and to improve the quality of life for at-risk youth.

Activities Planned for the Professional Development Program

1. Professional Development
All certified staff are offered the opportunity and encouraged to attend local, regional, and state workshops, conferences, and/or other trainings offered by the Wyoming Department of Education or higher learning institutions.
2. Staff In-service Days
 - a. Four in-service days are built into the school calendar.
 - b. Improvement planning time occurs weekly during the treatment team meetings and monthly through the teacher curriculum meetings.
 - c. Portions of the six teacher workdays built into the calendar throughout the year are used for school planning.
 - d. In-service topics are selected from assessed needs/surveys from staff.
 - e. Topics are designed to meet School Improvement goals and action plans, as well as student behavior best practices interventions.
3. Team Training
 - a. Orientation training in the school and residential setting occurs per the training guidelines for all new employees prior to shift work.
 - b. Memos and handouts to team members throughout the year assist in training and retraining of employees toward best practice interventions.
 - c. Team training mini-session as needed.

4. Orientation Training

All new employees of NW BOCES complete a well-defined (minimum of 16 hours each at school and residences) orientation training program prior to being scheduled to work on any shift. Training is specific to student programs, history of NW BOCES, values of the organization, teamwork, safety issues, the behavioral management program, confidentiality, and educational and residential guidelines.

Proposed Staff Training

Workshops and trainings will be provided on the following topics:

Least Restrictive Environment	Student Rights and Grievances
Separation & Loss	Attachment Disorder
Positive Reinforcement; Proactive vs. Reactive	Team Building
Cultural Diversity	Fire & Emergency Plans
Universal Precautions/Blood Borne Pathogens	Suicide Prevention & Intervention
Confidentiality/HIPAA	Social Skills
Staff Roles During Calls/Skype/Visits	Civil Rights
Medication Administration	Mission, Goals, & Vision
Mandt	Crisis Management/De-escalation
Policies	1 st Aid, CPR, and using an AED
GCN Online Trainings	Transportation Safety
Supervision & Safety	Charting & Documentation
Consistency, Follow the Program	Self-Esteem/Building Confidence
Food Service Protocols/Serve Safe	Behavior Management Techniques
Intervention & Observational Reporting	Sensory Integration
Autism Spectrum	Co-Occurring Disorders
History & Diagnosis of our Students	Manipulation of Staff
Baseline Support- Student Success	Childhood Depression
Age Appropriate Care	Emergency Plans
Pet Therapy	Modeling of Re-directing
School Improvement Goals	"BOCES Rules"
Individual Education Plans (IEPS)	Psychopharmacology 101
Compassionate Care, Treatment with Kindness	Students "Sibling" Rivalry
Praise the Expectation	Staff Role During Movies/Shows
Offer 2 Choices Not Negative Consequences	Staff Role @ the Safe room
Do Not Talk About Students Around Students	Walk-the-Talk
Love & Logic: Adults Supporting Youth with Challenging Roles	
Red Zone: Teaching and Managing Self-Regulation with Children	

Evaluation of the Professional Development Plan

- Increased student achievement as measured by NWEA (MAP), state assessment, and daily academic & behavioral performance
- Monitoring the level of staff participation in the professional development opportunities
- Assessing individual professional plans and linking them to school improvement plans
- Direct observation
- Shared discussion with others regarding workshop topics

In-service training schedule 2023-2024

<u>Date</u>	<u>Topic</u>	<u>Presenter</u>
<u>August 21, 2023</u>		
"Back-to-School Basics"		Administration
Educational & Behavioral Goals		Team
School Improvement, Mission, Values		Team
Professional Goals		Team
Understanding adverse Childhood Experiences:		
Building Self-Healing Communities		Videos
Emotional Regulation Skills		Region V Webinars
<u>Fall 2023 & Spring 2024</u>	Special Education Conference	WASEA
<u>Tuesdays Team Meetings:</u>	Individual Student Treatment Plan Reviews Behavioral, Medical, Residential, Programmatic	
<u>New Staff Orientation</u>	Program Information	Administration
	32' Program Observation	Team
	Confidentiality & HIPAA	Online
	Civil Rights	Online
	Food Service Guidelines	Handbook
	Staff Handbook	Handbook
	Say It So They Will Hear It	Book
The Art of Communicating with Children and Youth Presenting		
Emotional and Behavioral Challenges---Charles Appelstein		Video

October 13, 2023

Goals:

- Personal and Professional
- Customer Service
- Replacement Behaviors, De-escalation, The Power of Choice, Praise and Expectation, Teamwork
- Food Services Guidelines---Serve Safe
- Medications: Prescription, OTC Medications, Administration Procedures, and Charting
- Mandt Procedures and Data

January 12, 2024

- History of Current Students
- Outcome Data
- Wetting and Soiling
- Home Visit Inventory Form
- Team Building
- Questions & Answers

March 8, 2024

Walk-the-Talk Video

Emergency Plans

Transportation Procedures and Safety

Fire Safety

Praise the Expectations

Offer 2 Choices Not Negative Consequences

Charting and Documentation

Staff Roles for family visits, safe room, phone calls, recess, shows/movies, and outings.....

Additional workshop opportunities for certified staff will be offered. These workshops will correlate with school improvement goals and needs of the current student population including but not limited to: Special Education, Classroom Management, Reading, Math, and Written Language programs.

Annual trainings occurs for First Aid, CPR, Mandt, Medication Administration, confidentiality, Universal Precautions, bomb threats, student rights, substance abuse, emergency plans, separation and loss, interventional and observational reporting, health & safety, suicide prevention and intervention, staff roles and working with families, missions, goals & vision, supervision & safety, transportation safety, fire safety, & school improvement.

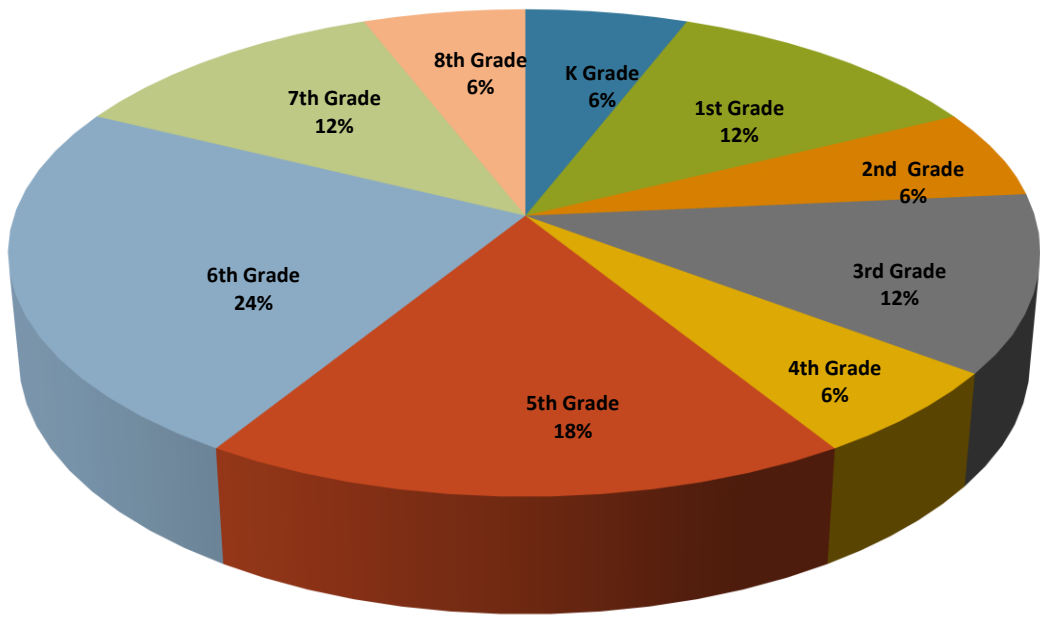
Enrollment Comparisons Year to Year

<u>Year</u>	<u>School # Students Served</u>	<u>Total School Days</u>	<u>Residential # Served</u>	<u>Total # Residential Days</u>
2008-2009	24	3733	21	4720
2009-2010	21	3330	17	3777
2010-2011	24	3714	24	5278
2011-2012	25	4231	23	5349
2012-2013	30	3897	27	4532
2013-2014	22	2955	17	3463
2014-2015	23	3282	20	4094
2015-2016	18	2728	15	3302
2016-2017	18	2929	14	3236
2017-2018	19	2186	15	3315
2018-2019	18	2762	15	3396
2019-2020	15	2458	12	2941
2020-2021	18	2674	12	2719
2021-2022	16	2603	12	2744
2022-2023	16	2464	11	2177
2023-2024	17	3047	11	3143

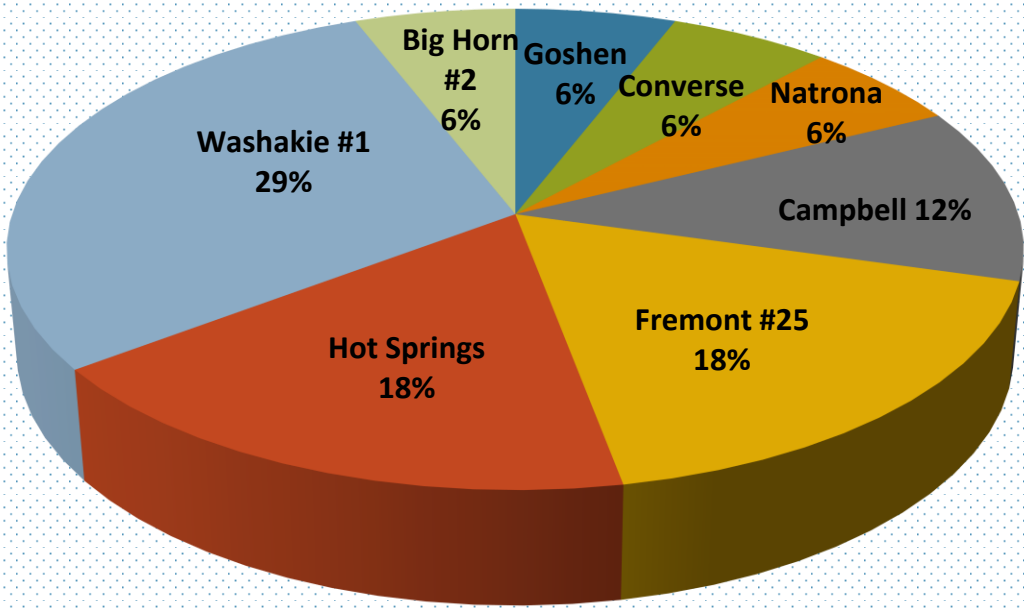
NW BOCES Spring MAP Testing/ Fall STAR 2024

	MAP Science		MAP Math		MAP Reading		MAP Language Usage		STAR Math		STAR Reading		STAR Early Literacy	
	Score	+/-	Score	+/-	Score	+/-	Score	+/-	Score	+/-	Score	+/-	Score	+/-
1			179	+11	157	+10			2.9	+0.8			0.6	+0.4
2			186	=	200	+4	199	+14	2.9	+0.2	6.3*	+1.3		
3			202		176		194		3.8	+0.4	3.7	+1.4		
4			158	+4	146	-1			0.8	+0.3			0.5	+0.7
5			180		171				2.3	+0.7	1.7	+0.2		
6	227	-4	236	+3	229	-1	237	+18	>10*	+1	>12.9*	=		
7	203		193		207		209		5	+1.2	5	+0.6		
8	213	+16	208	-3	217	+18	206	+13	6.5	+1.3	4.9	=		
9									4.1	+0.6	4	+0.9		
10	208	+4	218	+11	215	+3	213	+13	5.5	-0.6	8.1*	-0.3		
11	218	-5	210	-6	218	-7	219	=	6.2	+0.6	8.2*	-0.5		
12	209	+6	205	=	221	+9	215	+7	4.8	+1.2	7.9	+0.9		

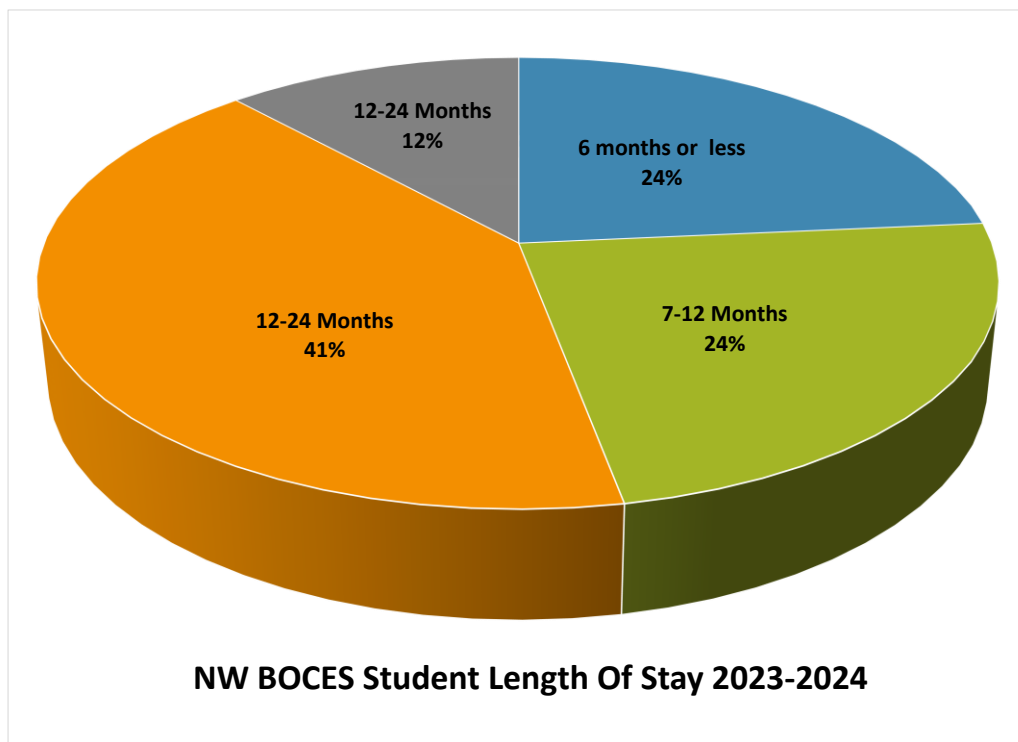
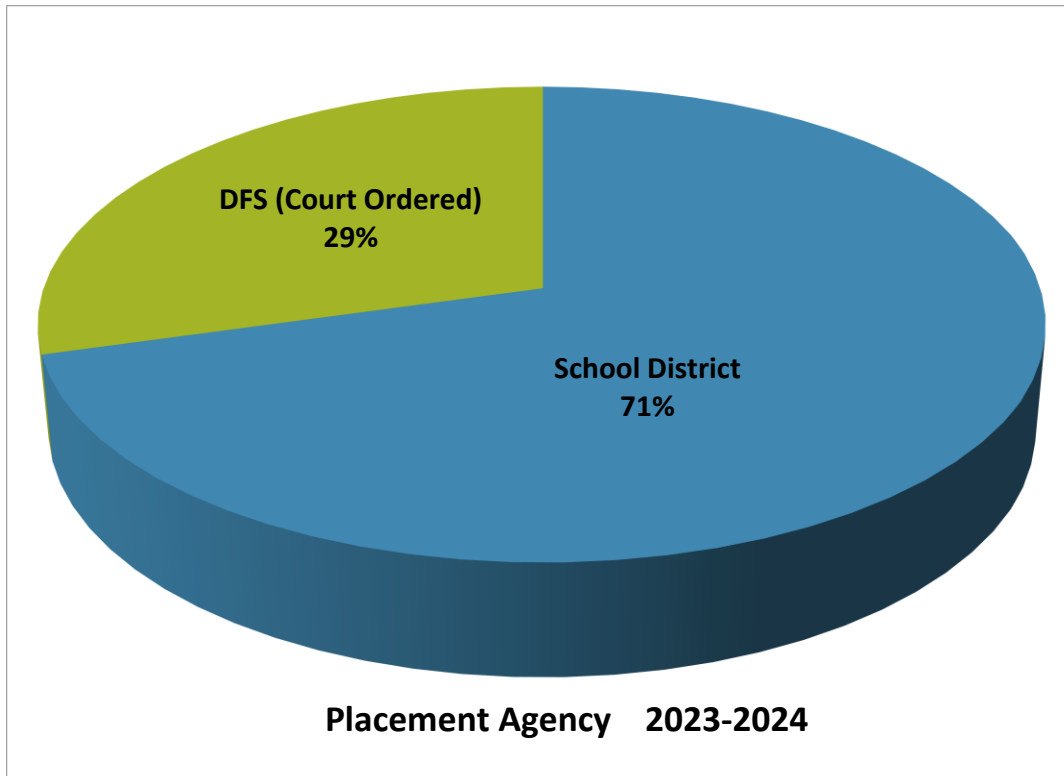
*indicates student tested above grade level on STAR test

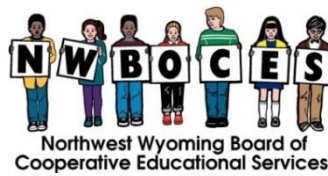


Grade Levels 2023-2024



County of Residence 2023-2024





Staff Retention Data **2003-2024**

2003	33.00%	2014	27.50%
2004	49.00%	2015	23.20%
2005	33.76%	2016	21.74%
2006	22.35%	2017	24.50%
2007	22.70%	2018	21.50%
2008	17.70%	2019	12.50%
2009	17.80%	2020	16.66%
2010	26.00%	2021	9.00%
2011	25.00%	2022	21.00%
2012	22.00%	2023	9.00%
2013	27.50%		

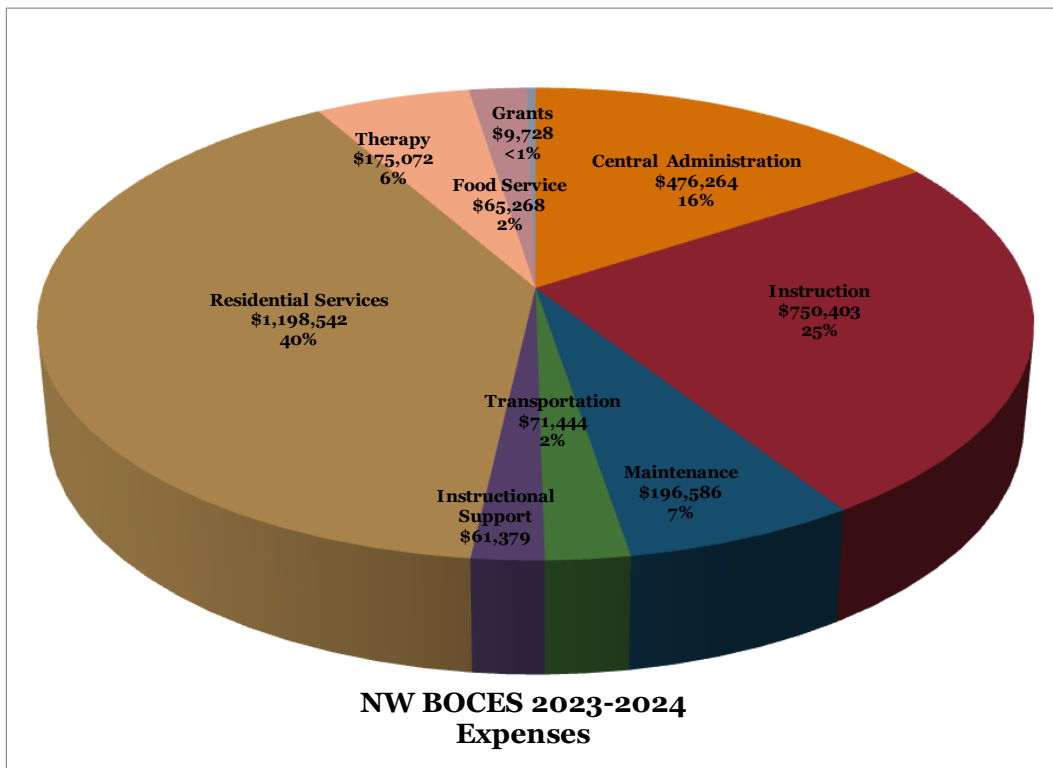
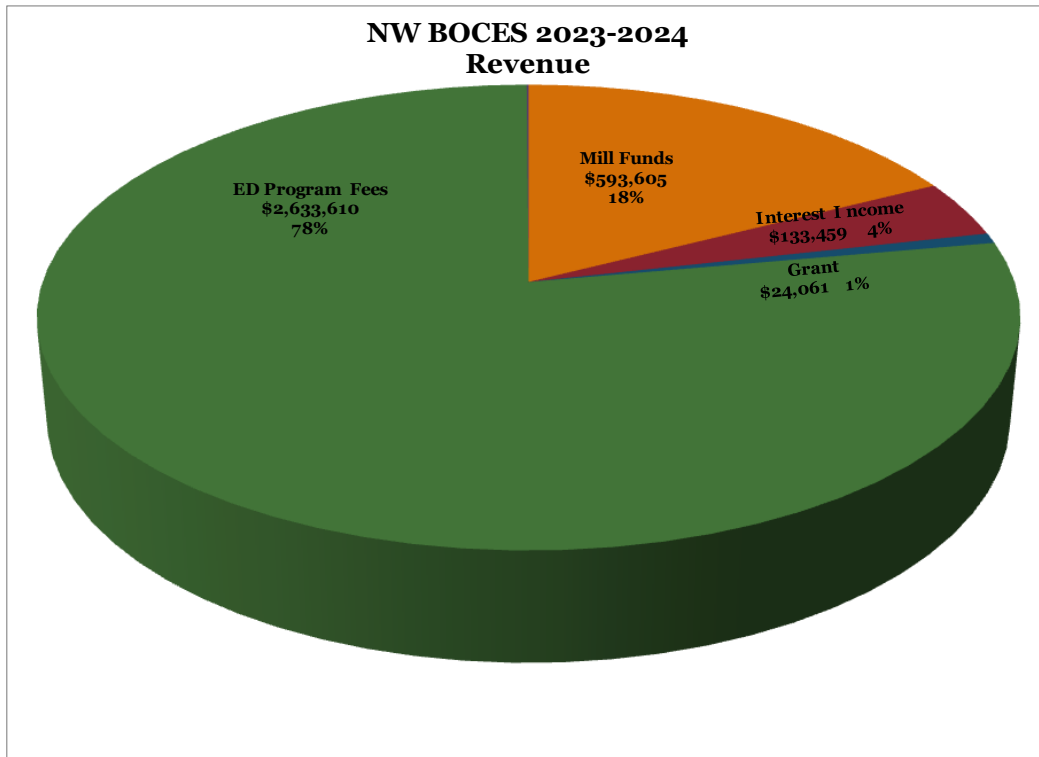
Staff Average Length of Service Data August of Each Year:

2013-2014	6.44 Years	2018-2019	8.47 Years
2014-2015	7.10 Years	2019-2020	9.30 Years
2015-2016	7.93 Years	2020-2021	10.85 Years
2016-2017	9.02 Years	2021-2022	10.88 Years
2017-2018	8.14 Years	2022-2023	10.08 Years
2023-2024	10.20 Years		

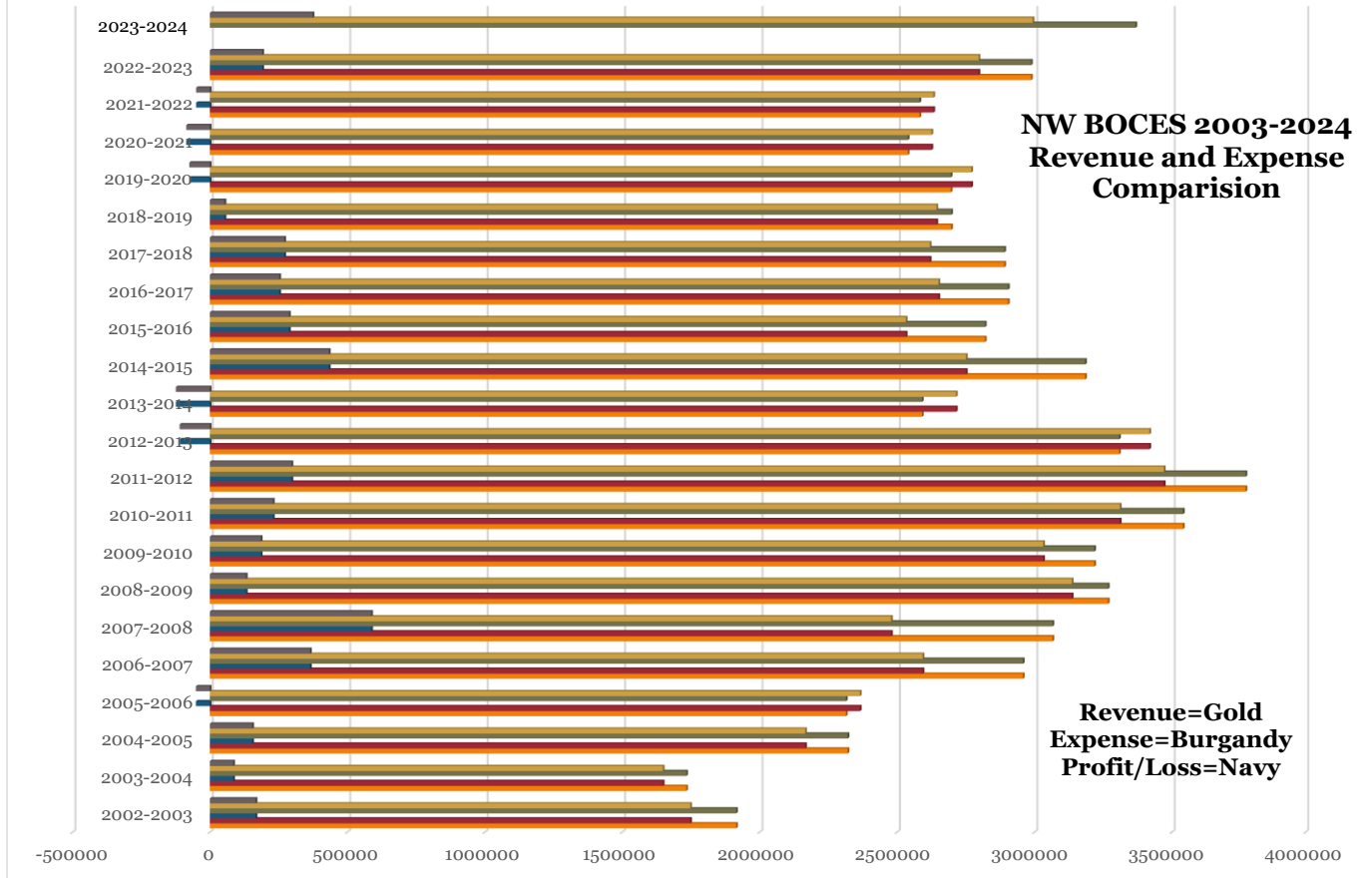
Reduction in Force (RIF): 5 staff in 2003-2004 and 1 staff in 2016-2017

Expense Revenue chart

	Year	Revenue	Expense	Profit/Loss		Year	Revenue	Expense	Profit/Loss	Year	Revenue	Expense	Profit/Loss
	2002-2003	1914805	1748064	166741		2012-2013	3308383	3418410	-110,027	2022-2023	3,024,459	2,801,324	223,135
	2003-2004	1733440	1648160	85280		2013-2014	2591120	2714977	-123,857	2023-2024	3,368,111	2,993,992	374,119
	2004-2005	2320682	2166156	154526		2014-2015	3184783	2751200	433583				
	2005-2006	2314532	2365515	-50983		2015-2016	2820430	2532250	288180				
	2006-2007	2958285	2593500	364785		2016-2017	2904158	2651176	252981				
	2007-2008	3065881	2478643	587238		2017-2018	2890676	2619669	271007				
	2008-2009	3267678	3136419	131259		2018-2019	2,697,462	-2,643,838	53,624				
	2009-2010	3218024	3032293	185731		2019-2020	2,695,773	-2,770,667	-74,894				
	2010-2011	3540938	3311134	229804		2020-2021	2,539,776	2,625,579	-85,803				
	2011-2012	3768592	3471358	297234		2021-2022	2,582,427	2,632,558	-50,131				
	Revenue		2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
	1/2 Mill		391091	411768	445415	350,562	305913	332,200	395,953	408,068	356,116	896,650	593,921
	Interest Revenue		7498	5261	5554	11,278	25768	43,043	48,612	8,548	3,526	68,814	133,459
	Grants		18367	25838	39147	53,318	7573	8,344	0	0	0	75,000	24,061
	SED/MD		2170634	2740399	2321350	2,488,327	2549258	2,311,252	2,129,731	2,084,107	2,221,490	1,938,776	2,614,220
	Mis.		3108	800	8301	192	685	1,203	120,946	38,453	0	8,841	150
	Rental Income												
	Kids Fund		422	717	663	481	1479	1,420	531	600	1,295		2,300
	Depre												
	Total Revenue		2591120	3184783	2820430	2,904,158	2890676	2,697,462	2,695,773	2,539,776	2,582,427	2,988,081	3,368,111
	Expenses												
	Central Admin		394746	399993	383922	399,201	392713	410,821	420,113	422,506	443,362	464,761	477,557
	Instructional		638404	676874	644174	652,371	547464	570,965	556,334	596,885	609,978	707,608	726,720
	Maintenance		170029	166752	177811	189,993	265208	233,324	352,256	149,357	195,746	220,380	201,018
	Transportation		61872	41333	45685	43,135	85691	45,001	45,365	50,120	53,424	61,224	71,412
	Instructional Support		81820	87552	89903	93,274	81282	85,679	84,789	82,037	62,685	61,842	61,559
	Residential		1113817	1064919	965408	978,294	1026963	1,094,661	1,069,553	1,059,322	1,047,543	1,045,775	1,198,019
	Therapy Programs		160593	194251	141674	167,224	167854	153,352	190,936	179,481	164,591	177,718	163,027
	Food Service		74467	104178	58803	76,759	39846	46,614	51,321	46,038	55,229	57,755	65,411
	Grants		19229	15347	24870	50,925	12648	3,421	0	0	0		29,268
	TOTAL		2714977	2751199	2532250	2,651,176	2619669	2,643,838	2,770,667	2,625,579	2,632,558	2,797,063	2,993,991



NW BOCES 2003-2024 Revenue and Expense Comparison



Certified salary schedule
Salary Scheduled (Based on 9 months=183 days)
2023-2024

	A	B	C	D	E	F	G	H	I
STEP	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45	MA+60
1	48405	49205	50005	50805	51605	52405	53205	54005	54805
2	49205	50005	50805	51605	52405	53205	54005	54805	55605
3	50005	50805	51605	52405	53205	54005	54805	55605	56405
4	50805	51605	52405	53205	54005	54805	55605	56405	57205
5	51605	52405	53205	54005	54805	55605	56405	57205	58005
6	52405	53205	54005	54805	55605	56405	57205	58005	58805
7	53205	54005	54805	55605	56405	57205	58005	58805	59605
8	54005	54805	55605	56405	57205	58005	58805	59605	60405
9	54805	55605	56405	57205	58005	58805	59605	60405	61205
10	55605	56405	57205	58005	58805	59605	60405	61205	62005
11	56405	57205	58005	58805	59605	60405	61205	62005	62805
12	57205	58005	58805	59605	60405	61205	62005	62805	63605
13	58005	58805	59605	60405	61205	62005	62805	63605	64405
14	58805	59605	60405	61205	62005	62805	63605	64405	65205
15	59605	60405	61205	62005	62805	63605	64405	65205	66005
16	60405	61205	62005	62805	63605	64405	65205	66005	66805
17	61205	62005	62805	63605	64405	65205	66005	66805	67605
18	62005	62805	63605	64405	65205	66005	66805	67605	68405
19	62805	63605	64405	65205	66005	66805	67605	68405	69205
20	63605	64405	65205	66005	66805	67605	68405	69205	70005
								Across	Down
							Increment	800	800
							Base	46987	
							Business Manager + \$3,500 to Base		

Classified Salary Schedule

2023-2024

STEP	A	B	C	D	E	F	G	H	I	J	K	L	M		
1	15.00	17.05	19.73	16.16	19.05	15.95	17.21	18.31	16.21	18.36	23.09	25.08	18.36		
2	15.35	17.40	20.33	16.51	19.40	16.30	17.56	18.66	16.56	18.71	23.44	25.43	18.71	A - All Aides	
3	15.70	17.75	20.93	16.86	19.75	16.65	17.91	19.01	16.91	19.06	23.79	25.78	19.06	B - Substitute Teachers	
4	16.05	18.10	21.53	17.21	20.10	17.00	18.26	19.36	17.26	19.41	24.14	26.13	19.41	C - Main/Trans Supervisor	
5	16.40	18.45	22.13	17.56	20.45	17.35	18.61	19.71	17.61	19.76	24.49	26.48	19.76	D - Maintenance/Janitor	
6	16.75	18.80	22.73	17.91	20.80	17.70	18.96	20.06	17.96	20.11	24.84	26.83	20.11	E - Admin Assistant **	
7	17.10	19.15	23.33	18.26	21.15	18.05	19.31	20.41	18.31	20.46	25.19	27.18	20.46	F - School Secretary	
8	17.45	19.50	23.93	18.61	21.50	18.40	19.66	20.76	18.66	20.81	25.54	27.53	20.81	G - Business Office **	
9	17.80	19.85	24.53	18.96	21.85	18.75	20.01	21.11	19.01	21.16	25.89	27.88	21.16	H - Lead Houseparent **	
10	18.15	20.20	25.13	19.31	22.20	19.10	20.36	21.46	19.36	21.51	26.24	28.23	21.51	I - Houseparent **	
11	18.50	20.55	25.73	19.66	22.55	19.45	20.71	21.81	19.71	21.86	26.59	28.58	21.86	J - LPN	
12	18.85	20.90	26.08	20.01	22.90	19.80	21.06	22.16	20.06	22.21	26.94	28.93	22.21	K - RN	
13	19.20	21.25	26.43	20.36	23.25	20.15	21.41	22.51	20.41	22.56	27.29	29.28	22.56	L - Nurse Supervisor	
14	19.55	21.60	26.78	20.71	23.60	20.50	21.76	22.86	20.76	22.91	27.64	29.63	22.91	M - Food Service Supervisor	
15	19.90	21.95	27.13	21.06	23.95	20.85	22.11	23.21	21.11	23.26	27.99	29.98	23.26		
16	20.25	22.30	27.48	21.41	24.30	21.20	22.46	23.56	21.46	23.61	28.34	30.33	23.61	** = Experience Required	
17	20.60	22.65	27.83	21.76	24.65	21.55	22.81	23.91	21.81	23.96	28.69	30.68	23.96		
18	20.95	23.00	28.18	22.11	25.00	21.90	23.16	24.26	22.16	24.31	29.04	31.03	24.31	.20/hr for overnight shift	
19	21.30	23.35	28.53	22.46	25.35	22.25	23.51	24.61	22.51	24.66	29.39	31.38	24.66	.20/hr for associates degree	
20	21.65	23.70	28.88	22.81	25.70	22.60	23.86	24.96	22.86	25.01	29.74	31.73	25.01	.50/hr for bachelors degree	
21	22.00	24.05	29.23	23.16	26.05	22.95	24.21	25.31	23.21	25.36	30.09	32.08	25.36	(replacing .20/hr for associates)	
22	22.35	24.40	29.58	23.51	26.40	23.30	24.56	25.66	23.56	25.71	30.44	32.43	25.71	1.5 hrly rate for Mandt Instructor	
23	22.70	24.75	29.93	23.86	26.75	23.65	24.91	26.01	23.91	26.06	30.79	32.78	26.06	.50/hr for designated house parent/	
24	23.05	25.10	30.28	24.21	27.10	24.00	25.26	26.36	24.26	26.41	31.14	33.13	26.41	designated school medication admin	
25	23.40	25.45	30.63	24.56	27.45	24.35	25.61	26.71	24.61	26.76	31.49	33.48	26.76		
26	23.75	25.80	30.98	24.91	27.80	24.70	25.96	27.06	24.96	27.11	31.84	33.83	27.11		
27	24.10	26.15	31.33	25.26	28.15	25.05	26.31	27.41	25.31	27.46	32.19	34.18	27.46		
28	24.45	26.50	31.68	25.61	28.50	25.40	26.66	27.76	25.66	27.81	32.54	34.53	27.81		
29	24.80	26.85	32.03	25.96	28.85	25.75	27.01	28.11	26.01	28.16	32.89	34.88	28.16		
30	25.15	27.20	32.38	26.31	29.20	26.10	27.36	28.46	26.36	28.51	33.24	35.23	28.51		
31	25.50	27.55	32.73	26.66	29.55	26.45	27.71	28.81	26.71	28.86	33.59	35.58	28.86		
32	25.85	27.90	33.08	27.01	29.90	26.80	28.06	29.16	27.06	29.21	33.94	35.93	29.21		
33	26.20	28.25	33.43	27.36	30.25	27.15	28.41	29.51	27.41	29.56	34.29	36.28	29.56		
34	26.55	28.60	33.78	27.71	30.60	27.50	28.76	29.86	27.76	29.91	34.64	36.63	29.91		
35	26.90	28.95	34.13	28.06	30.95	27.85	29.11	30.21	28.11	30.26	34.99	36.98	30.26		
														Approved 6-28-2023	

Summary

Big Horn Basin Children's Center is operated through the cooperation of eighteen member school districts, which formed the Northwest Wyoming Board of Cooperative Educational Services in 1970. The services have varied through the years dependent upon the needs of the member districts and of state agencies.

From 1970-2003, the program served multi-disabled youth, severe and profound, and medically fragile youth. Enrollment in the multi-disabled program steadily declined through the years thus the need for implementation of new programs. The change was based upon the needs of member districts. During the fall of 1998, operation of a program for elementary and middle school age youth with emotional disabilities was developed. The program has continued to expand since that time. Currently all students served have emotional/behavioral disorders. Trends in the past few years have been an average of nine students receiving services at any given time. This year monthly school enrollments were 12 to 15 per month up from 8-12 last year with an average of 12 students up from 10 students per month. Eight to nine students were in residential placement at a time (up from six to eight students). A total of 17 students were served at school while a total of 11 students were served in the residential environment. There were 6 day program students during the 2023-2024 school year. In recent years, average day school placements have been 3-4 students.

Budget considerations continue to be a focal point. The admission or exit of one student from the program greatly impacts the budget as NW BOCES is a fee for service program. It is necessary to adjust staffing ratios with population changes. We continue public relations efforts with superintendents, school boards, principals, special education directors, and the Department of Family Services (DFS) throughout the state of Wyoming. Serving the needs of the districts, individualizing to those needs when possible, matching new student admissions to the program, and explaining the various programs to agencies benefits the student enrollment status.

Staff training, staff retention, maintaining the benefit package, and program consistency has a very positive effect on the overall program offered at NW BOCES. Teamwork, morale, cooperation, fun in the workplace, co-worker support, and positive attitudes continue to be focused on. The average length of service for all employees in August 2024 was 10.02 years. Staff wages were of high concern as we were getting minimal applications. NW BOCES Administration and board members were aware of the discrepancies. The NW BOCES Board increased the salary schedules by for certified and classified staff. In 2021-2022 the base rate of pay for classified staff was \$12.25 per hour, 2022-2023 a raise of \$0.50 an hour brought the base rate of pay to \$12.75. The

classified staff base rate of pay was increased to \$14.00 per hour August 24, 2022 and in July 2023 the base rate was increased by \$1.00 for all classified staff.

NW BOCES is recognized as providing a high quality academic and behavioral treatment program which serves the needs of elementary and middle school youth from throughout the state of Wyoming. There was an increase of total student placement days from 2464 last year to 3047 total school enrollment days this year. An increase of 583 billable days. The average school days per year for the last three years was 2704. Residential total student days increased from 2177 to 3143 a total of 966 more placement days than the previous year. For a variety of reasons, placement agencies are delaying placements to more restrictive settings such as BOCES. Therefore, when a student enters placement they often have had patterns of severe behaviors for extended periods of time. Treatment is thus taking longer as students have had more trauma and have higher educational and behavioral needs. In 2023-2024, the average length of stay was more than 12 months for 41% of the students. From the fall of 2023 to the spring 2024, of the 17 students served throughout the year there were 4 full-time students and 3 day program student that were enrolled for the entire year. Students are admitted and discharged throughout the year.

NW BOCES students made outstanding academic progress this year. Classrooms are multi-grade level (K-3 or 4th and 3rd or 4th to 8th). Additionally, the student grade and grade level performance varies. Some students are a year or two behind their current grade while other students perform well above their grade (a fifth grader the reading performance is at 12th grade and math grade is at 9th grade). NW BOCES is a K-8th grade school. In order to keep this student engaged and challenged, NW BOCES purchased an online home school program.

Each year student assessments are completed with STAR Reading (quarterly), STAR Math (quarterly), NWEA/MAPSs (biannually), and the Woodcock Johnson Academic Achievement annual testing. Reference the STAR Reading, STAR Math, and MAP chart included in this report to see the amazing progress individual students made in 2023-2024. No group/grade level comparisons can be made due to low numbers.

This year the Wyoming Department of Education (WDE) daily tuition rates for court ordered youth (COMPS) changed slightly \$246 in 2021-2022 to \$237.12 in 2022-2023. Tuition, related services, and residential fees rates vary from year to year. Often, we do not know what the rate will be until the middle of July. Tuition rates for court ordered youth were: \$296 per day in 2018-2019; \$275 in 2019-2020; \$242 in 2020-2021; \$246 in 2021-2022, \$237.12 in 2022-2023, and \$267.24 in 2023-2024. Related service fees paid by WDE, and member districts are consistent with NW BOCES costs.

For the 2023-2024 fiscal year, the Department of Family Services (DFS) fees for residential services stayed the same at \$180. In 2021 it was \$170. This is only a minimal increase from \$125 per night in 1998 when NW BOCES first became a licensed Residential Treatment Facility. NW BOCES Board Members set the annual fee schedule with data based information for an actual per day cost. The Guidehouse cost study indicates that our residential cost per day is \$507 yet we are only paid \$180. DFS

residential payment continues to be significantly below our data based cost study of \$255 per day.

Since 2020, being fully staffed has been extremely difficult as has been the case for most businesses. This makes it difficult to enroll additional students. In order to attempt to be able to hire more staff, NW BOCES board members approved pay raises each of the last three years. For many years NW BOCES staff did not receive any pay increases. Even with staff shortage, NW BOCES was able to continue on due to staff being extremely willing to substitute a variety of shifts. The staff is amazingly flexible, dedicated, and supportive of students and co-workers.

District's levy of mill funds for NW BOCES is critical to the continuation of the program. NW BOCES does not receive funding from the Wyoming Department of Education or other agencies. Fees for services are provided from school districts, WDE, and DFS depending upon the placement agency. Mill funds are used for maintaining of facilities. Without the mill funds from member district NW BOCES would not be able to maintain the facilities nor continue services.

Residential BOCES are eligible for one grant (Title I Neglected and Delinquent grant) from the Wyoming Department of Education. In 2023-2024, NW BOCES received \$28,195.43 of Title I N & D grant funds.

Efforts to improve student programs and the services offered by the NW BOCES will continue with input from member school districts and other stakeholders.