

# South Central Educational Service Cooperative Evaluation

Evaluation Date: April 20, 2023

## Section 1: User Satisfaction and Service Adequacy

<b>1A. Annual User Satisfaction survey results (all personnel of member districts) (22.2)</b> <i>User Satisfaction Survey - Please show evidence that the survey was sent to all in the ESC area. Focused effort on Superintendent and key personnel who utilize or facilitate PD. Please identify the percentage of districts that responded to your Survey.</i>	
90% or greater satisfied/very satisfied	<b>5 Excellence</b>
80-89% or greater satisfied/very satisfied	<b>4 Exceeding Standards</b>
70-79% or greater satisfied/very satisfied	<b>3 Meeting Standards</b>
60-69% or greater satisfied/very satisfied	<b>2 Alert</b>
50-59% or greater satisfied/very satisfied	<b>1 In Need of Improvement</b>
<b>Evaluation Notes:</b> There was 100 % District participation in the survey. The coop and participants interviewed shared that there were multiple opportunities for stakeholders to respond. At the time of the visit, there had been 508 responses. Interviews paralleled survey data indicating the coop responded by providing needed services and support through professional development; on site assessment and feedback to district and building leaders; shoulder-to-shoulder support; consistent communication; visibility in the schools and district office; availability no matter when and no matter what; "there are no barriers" to support. During the interview with principals, it was noted that "everyone in the coop including the director is working for the best for all teachers in our area". "The coop director has an open door policy" and is willing to come on site if needed to provide support "even if we don't know exactly what we need." There were several principals that noted the support they received from the R & R specialist with helping to "find ways to get teachers certified." They shared that they receive monthly progress reports and staff is on call as needed for the novice teachers with one stating, her work "takes a load off principals" allowing us to spend more time on teaching and learning. Other examples cited by the principals included the support provided for digital learning during the pandemic; assisting teachers with unpacking the new science standards; taking specific teachers through a coaching cycle, focus walks with principals to support their understanding of the role of SoR assessor; support for teachers after they have gone through R.I.S.E. Academy—"how it looks in the classroom". The director was described as someone who has "taken the coop to another level", is proactive, supportive, "hands on", forward thinker, resourceful and can "stretch a dollar." Finally, the team heard the phrase "above and beyond" from several groups with one panelist stating that "it is easy to brag because they really are this awesome."	
<b>1B. Summative PD Session Evaluation responses (22.2)</b> <i>ESC Works Final Report for 2020-21 or 2021-22</i>	
3.8 or higher on 4.0 scale	<b>5 Excellence</b>
3.4 to 3.7 on 4.0 scale	<b>4 Exceeding Standards</b>
3.0 to 3.3 on 4.0 scale	<b>3 Meeting Standards</b>
2.6 to 3.2 on 4.0 scale	<b>2 Alert</b>
2.5 or below on 4.0 scale	<b>1 In Need of Improvement</b>

**Evaluation Notes:**

A large number and a variety of professional development opportunities especially during summer months are provided by the coop. There was an overwhelming number of positive responses to surveys from staff after attending professional development sessions.. Principals stated that teachers attend PD now “not because it is required but because it has a positive impact on the classroom.” Another stated, “we have a coop director that listens to the board and provides what is needed.” An interviewee from a non-member district shared that her district utilizes the coop’s dyslexia services. Additionally, several interviewed shared the valuable training regarding dyslexia intervention and screeners. One district administrator shared that the principals in their district attended assessor training virtually during the pandemic, but when they returned to on site instruction the principals were uneasy about their ability to conduct classroom visits and effectively assess teachers in their implementation. As a result, the coop brought in a team of specialists to retrain and conduct walks with the principals. She shared that after the visit the principals were much more positive about their abilities to effectively assess and all shared that they “felt much better about the process.”

**1C. Annual Survey and Needs Assessments (17.00)** *One professional development needs survey with evidence that the survey was reviewed by ESC leadership and evidence on on-going input of district needs. (survey, agenda, results, follow-up evidence, etc.*

Meets 4 of the 4 criteria **AND** Reports survey and needs assessment results to member districts and the Department **AND** Reports any duplications to the Department (*How was information shared with DESE*)

**5 Excellence**

Meets 4 of the 4 criteria **AND** Reports survey and needs assessment results to member districts

**4 Exceeding Standards**

Meets 4 of 4 criteria listed below. Evidence that:

1. A PD Needs Survey was administered
2. The survey data was reviewed by cooperative leadership
3. Ongoing input of district needs from various groups (i.e. Teacher Center Committee, job alike groups, etc.)
4. Works with the Department to conduct surveys that complement rather than duplicate the work

**3 Meeting Standards**

Meets 3 of 4 criteria

**2 Alert**

Meets 2 or less of the 4 criteria

**1 In Need of Improvement**

**Evaluation Notes:**

The survey data is valued and is used to plan professional development during the school year as well as during the summer. Several interview groups mentioned the Professional Development Roadshow Tour and how it gave the teachers, administrators and staff a voice in the professional learning opportunities provided by the coop and provided awareness about the PD offerings. A variety of stakeholders are involved in decisions about professional development planning. It is important to note that the coop responds immediately to specific needs identified by the surveys, committee meetings as well as during board meetings. During an interview it was stated that the coop “makes sure no one drops the ball” when it comes to state requirements, deadlines, etc.

**1D. Provide Assistance (4.2)** *District Cost Analysis connected to examples provided.*

Meets 3 of the 3 criteria **AND** Provides evidence that exceeds the expectation in at least two (2) areas such as exceeding accreditation standards and equalizing education opportunities **AND** A cost analysis study of coordinated service

**5 Excellence**

Meets 3 of the 3 criteria **AND** Provides evidence that exceeds the expectation in at least one (1) areas such as exceeding accreditation standards and equalizing education opportunities **OR** a cost analysis study of coordinated services

**4 Exceeding Standards**

Meets 3 of the 3 criteria listed below:

1. Assist member districts in meeting or exceeding accreditation standards and equalizing educational opportunities;
2. Using educational resources more effectively through cooperation among school districts; and
3. Promoting coordination between school districts and the Department in order to provide services that are consistent with the needs identified by school districts and the education priorities of the state

**3 Meeting Standards**

Meets 2 of the 3 criteria	2 Alert
Meets 1 of the 3 criteria	1 In Need of Improvement
<b>Evaluation Notes:</b> Evidence shows that SCSC exceeds expectations for accreditation standards and equalizing educational opportunities through multiple consortium opportunities for member districts. SCSC goes above and beyond to complete Cost Analysis studies for coordinated services for each district annually. District Superintendents stated that the SCSC services are invaluable and greatly appreciated.	
<b>1E. Teacher Center Committee and 10.00 Other Necessary Committees (9.0)</b> <i>TCC Committee list, noting district and position of each member. Link documentation of at least 3 meetings per year 2020-21 or 2021-22 school year.</i>	
Meets 5 of the 5 criteria <b>AND</b> Lists the other committees and the purposes or responsiveness to member districts <b>AND</b> Best practices are shared publicly	5 Excellence
Meets 5 of the 5 criteria <b>AND</b> Lists the other committees and the purposes or responsiveness to member districts	4 Exceeding Standards
Meets 5 of the 5 criteria listed below: <ol style="list-style-type: none"> <li>1. A teacher center will provide, if funds are available, curriculum development assistance, educational materials, and staff development services to teachers within the area</li> <li>2. A teacher center committee is composed of at least one (1) representative from the staff of each school district</li> <li>3. At least one-half (½), but not more than two-thirds (⅔) of the members are classroom teachers</li> <li>4. The committee meets at least three (3) times per year; and</li> <li>5. Other committees of local school personnel are convened to be responsive to the member districts.</li> </ol>	3 Meeting Standards
Meets 4 of the 5 criteria	2 Alert
Meets 3 or less of the 5 criteria	1 In Need of Improvement
<b>Evaluation Notes:</b> The SCSC Teacher Center Committee met all requirements as outlined by the law. Teacher Center Committee members stated that their meetings are engaging and a very effective use of their time. Members feel that they have a voice and are provided with beneficial information to take back and share in their districts.	
<b>1F. Liaison with Postsecondary Institutions (16.00)</b> <i>Publicly shared Post Secondary partnerships.</i>	
Collaborates with more than two (2) postsecondary institutions or other recognized educational agencies on a regular basis <b>AND</b> Best practices are shared publicly	5 Excellence
Collaborates with more than one (1) postsecondary institutions on a regular basis	4 Exceeding Standards
Shall cooperate with the state-supported postsecondary institution located within its area	3 Meeting Standards
Cooperates with one (1) postsecondary institution within the state	2 Alert

Does not cooperate or collaborate with a postsecondary institution	<b>1 In Need of Improvement</b>
<b>Evaluation Notes:</b> Clear evidence is provided of collaboration and partnerships between SCSC and Post-Secondary Institutions. There are multiple examples listed such as CTE opportunities to empower girls, Ed Rising, Preschool, etc. Evidence of best practices is shared through social media, email, and F2F meetings.	

## Section 2: Staff Qualifications and Administration Effectiveness

<b>2A. Director; personnel; general policies, rules and regulations; policies, procedures, expenditures, reports, and audits. (11.00, 12.00, 14.00, 21.00)</b> <i>Spreadsheet of positions occupied with appropriate licenses noted; Evaluations will be checked during site visit; Personnel policies and procedures will be part of the site visit; 2020-21 and 2021-22 annual reports.</i>	
Meets 5 of the 5 criteria <b>AND</b> All audit findings are addressed <b>AND</b> Best practices are shared publicly	<b>5 Excellence</b>
Meets 5 of the 5 criteria <b>AND</b> All audit findings are addressed	<b>4 Exceeding Standards</b>
Meets 5 of the 5 criteria listed below: <ol style="list-style-type: none"> <li>1. All positions requiring licensure are occupied by personnel possessing licensure or approved alternative</li> <li>2. Evidence of staff formal evaluations including performance evaluation of director</li> <li>3. Personnel policies are in place and current</li> <li>4. Annual reports are compiled and disseminated to individuals and entities required by statute</li> <li>5. There is no evidence of fiscal distress as witnessed by any one of criteria in 27.00 of the Rules</li> </ol>	<b>3 Meeting Standards</b>
Meets 4 of the 5 criteria	<b>2 Alert</b>
Meets 4 of the 5 criteria	<b>1 In Need of Improvement</b>
<b>Evaluation Notes:</b> Ms. McMahan leads by example. There is no job too small or too big for her. Numerous comments about her leadership and descriptions of her actions in response to requested assistance from specific behavior of a student to the budget of a district— she responds! All staff were properly certified and knowledgeable in their speciality area. High expectations set forth by the director and TCC for staff was evident and the culture and climate is one of collaboration. Personnel policies were posted to the website, and evaluations were available upon request.  There was an overwhelming number of comments about specific staff, that one person didn't stand out among others. It is truly a team where everyone is vital to the overall success of the cooperative.	
<b>2B. Board of Directors and Executive Committee</b> <i>Documentation of Board of Directors meetings according to rubric.</i>	
The Board of Directors meet more than eight (8) times each year, and written policies and procedures for operation are filed with the State Board <b>AND</b> Records of internal improvement in efficiency of operation are available upon request <i>MAY Substitute: The executive committee and board of directors meets more than required.</i>	<b>5 Excellence</b>
The Board of Directors meet more than eight (8) times each year, and written policies and procedures for operation are filed with the State	<b>4 Exceeding Standards</b>

Board <i>MAY</i> Substitute: <i>The executive committee or board of directors meets more than required.</i>	
The Board of Directors meet at least eight (8) times each year, and general fiduciary responsibilities for the cooperative are documented <b>OR</b> The executive committee meets at least nine (9) times per year, and the board of directors meets at least three (3) times annually. The president of the board shall serve as chair of the executive committee	<b>3 Meeting Standards</b>
The Board of Directors meet less than eight (8) times each year, and/or general fiduciary responsibilities for the cooperative are minimally documented	<b>2 Alert</b>
The Board of Directors meet less than eight (8) times each year, and/or general fiduciary responsibilities for the cooperative are not adequately documented	<b>1 In Need of Improvement</b>
<b>Evaluation Notes:</b> SCSC has set an environment for a collaborative culture for their schools. The Board of Directors confirmed that “SCSC is a family and looks out for each other”. The board of directors met more than 8 times and meeting agendas, notes, budgets, best practices etc. were made available. BOD mentioned that SCSC has taken it to a new level in their leadership.	

### Section 3: Extent of Local Financial Support

<b>3A. Program Services; participation of local districts; extent of local financial support; technology center; Math and Science Center (18.00, 19.00, 22.2, 24.00, 25.00)</b>	
Meets 3 of the 3 criteria <b>AND</b> . Programs and services are documented based on needs assessment and evaluation is reported <b>AND</b> . Resources of the educational service cooperative are enhanced by forming support networks among the member schools to provide extended services, provide new services and combine funding to support programs such as group purchasing, thus maximizing local school district funding. 90% or more of member districts participate by purchasing services and providing release time for staff to engage in specialized training & services <b>AND</b> . Cost analysis study has been performed for ⅓ of member districts annually and the findings have been shared in a face-to-face meeting with the superintendent <b>AND</b> . Best practices are shared publicly	<b>5 Excellence</b>
Meets 3 of the 3 criteria <b>AND</b> . Programs and services are documented based on needs assessment <b>AND</b> . 50% or more of member districts support the cooperative in offering extended services in two (2) or more activities or events or purchased services with local funds <b>AND</b> . At least one (1) cost analysis study has been performed and the findings have been shared in a face-to-face meeting with the superintendent(s)	<b>4 Exceeding Standards</b>
Meets 3 of the 3 criteria listed below: 1. Programs and services are based on the needs of the member districts and priorities of the state 2. Each member district is entitled to participate in programs and services that are fully supported by state funds 3. Programs and other services may be supported by local funds	<b>3 Meeting Standards</b>
Meets 2 of the 3 criteria	<b>2 Alert</b>
Meets 1 or less of the 3 criteria	<b>1 In Need of Improvement</b>
<b>Evaluation Notes:</b> Schools communicated the value of services provided by the SCSC consortium. Schools indicated that their school needs are being met. Schools work with SCSC and the community to serve their schools and meet needs efficiently.	

## Total Evaluation Score

Determination of Rating	Cooperative Evaluation Level
Must receive a majority score of 5 on categories (at least 6 out of 9 categories); and NO scores below 3	<b>5 Excellence</b>
Must receive at least 6 scores of 4 or some combination of 4 or 5; and NO scores below 3	<b>4 Exceeding Standards</b>
Must receive at least 6 scores of 3 or some combination of 3, 4, or 5; may include only one score of 2 (if some combination of 4 or 5 was assigned) with no additional scores below 3	<b>3 Meeting Standards</b>
Scores 2 in 2 or more categories	<b>2 Alert</b>
Scores 1 in 1 or more categories	<b>1 In Need of Improvement</b>
<b>Evaluation Notes:</b>  <p>Excellence rating is well-deserved. The cooperative was well prepared and organized for the evaluation. Documentation was available and interviews encompassed all districts and services provided by the cooperative. There was a genuine sense of pride in interviews with the staff as well as a collaborative spirit that was evident. Interviews with districts and school personnel were powerful and verified the information provided by the cooperative. Leadership is a key to success with any organization. Ms. McMahan is rising to the occasion and creating systems and expectations for continuous improvement at the cooperative.</p>	

Committee Members:		
Stacy Smith, DESE	Angela Miller, ESC TCC	Courtney Butler, Parent
Bridget Buckley, Administrator	Jason Robertson, School Board	Wyletta Johnson, Parent
Lindsey Calhoun, ERZ	James Lee Silliman, Business	Sheila Whitlow, ADE

Committee Chair Signature: Stacy Smith