

Evaluation Narrative Summary



Gerald Cooper, Director
October 26, 2022

Northcentral Arkansas Education Service Cooperative
Board of Directors

Name	Position	School District
Dr. Michael Hester	Superintendent	Batesville
Mr. Jerry Skidmore	Superintendent	Calico Rock
Mr. Steven Green	Superintendent	Cave City
Dr. Sherry McMasters	Superintendent	Cedar Ridge
Mr. Travis Fletcher	Superintendent	Concord
Mr. Jeremy Lewis	Superintendent	Highland
Mr. Fred Walker	Superintendent	Izard County
Mrs. Jennie Whisnant	Superintendent	Mammoth Spring
Dr. Danny Brackett	Superintendent	Melbourne
Dr. Bruce Bryant	Superintendent	Midland
Dr. Jacob Long	Superintendent	Mountain Home
Mr. Brent Howard	Superintendent	Mountain View
Mr. Chip Layne	Superintendent	Norfork
Mr. Wayne Guiltner	Superintendent	Salem
Mr. Dion Stevens	Superintendent	Southside
Mr. John May	Superintendent	Viola

Northcentral ESC Demographics

Northcentral Arkansas Education Service Cooperative (NAESC) is celebrating its thirty-ninth year of service in 2022. NAESC was one of 5 pilot cooperatives established by Act 103 of 1983. Act 349 of 1985 provided for fifteen voluntary cooperatives, and Northcentral became part of a statewide cooperative network here in Melbourne, AR. The cooperative currently employs 67 highly skilled employees who serve 16 school districts in 7 counties in north central Arkansas.

Section 6-13-1003	Requirement	Documentation
1	ESC region includes at least three (3) but no more than nine (9) counties.	Northcentral ESC serves 16 school districts in 7 counties.
2	ESC region includes at least ten (10) but no more than thirty-five (35) school districts.	Northcentral ESC serves 16 school districts.
3	ESC region includes at least twenty thousand (20,000) pupils in K-12 average daily membership (ADM).	Number of students in Northcentral ESC region (My School Info-ADM): 18,712 students
4	ESC region includes at least one (1) postsecondary education institution.	There are 4 postsecondary education institutions within the Northcentral ESC region: Arkansas State University-Mountain Home and Lyon College (4 year); U of A Batesville and Ozarka (2 year).
5	ESC region covers no more than fifty (50) miles distance or approximately one (1) hour driving time to the area's main offices for ninety percent (90%) of the school districts. (Google Maps)	Northcentral ESC serves 16 school districts, with 100% of those within 50 miles of driving distance (or approximately 1 hour) from the cooperative.

Section 1: User Satisfaction and Service Adequacy

22.2 Section 1A-1B: Annual User Satisfaction Survey and Summative PD Session Evaluation Responses

Northcentral ESC utilizes user satisfaction and professional development surveys in multiple ways, in both real-time and in the annual review process. The user satisfaction survey is a survey designed in collaboration with the co-ops statewide and distributed as a Google Form to the school districts each spring (March). The professional development evaluations are electronically generated through escWorks to participants after a session has concluded. Northcentral specialists who conduct trainings use both escWorks electronic evaluations and the user satisfaction survey to reflect on their practice. Each year, the Northcentral Professional Development staff, which includes literacy, mathematics, science, English Language Learning, technology, G/T, Recruitment and Retention Coordinator, STEM Coordinator, and Career and Technical Education Coordinator, Tri-Region Virtual Program Coordinator analyze our service reports, school surveys, and evaluations during our Spring Leadership Meeting.

The Northcentral ESC Annual User Satisfaction Survey was distributed in March 2022 and received 474 responses (with representation from all 16 districts and all job titles) with the following data. (***NOTE:** In survey directions, participants were instructed to use N/A if the question pertained to a service area with which they were not familiar. In the table below, N/A responses are removed from the final calculations of the percentages of user satisfaction.)

	Area of Service	Very Satisfied	Satisfied	Not Satisfied	Very Satisfied + Satisfied Subtotals
Support Services	Administrative Support	53%-70	45%-60	2%-2	98%
	Support for State Initiatives	55%-81	43%-62	2%-4	98%
	Support for Federal Programs, ESL, Curriculum, GT, etc	53%-74	44%-61	3%-5	97%
	Helpfulness of Staff when Seeking Info as an Educator	68%-125	30%-55	2%-3	98%
Literacy	RISE K-2	56%-31	42%-23	2%-1	98%
	RISE 3-6	58%-45	40%-76	2%-1	98%
	Literacy Content Training	56%-41	42%-31	2%-1	98%
	Dyslexia Support	48%-28	47%-27	5%-3	95%
Math	Cognitively Guided Instruction (CGI)	53%-20	39%-15	8%-3	92%
	Mathematical Content Trainings	59%-27	37%-17	4%-2	96%
	Quantitative Literacy	63%-22	34%-12	3%-1	97%
	AR Math QuEST	61%-17	36%-10	6%-1	93%
	Illustrative Mathematics	58%-15	32%-9	10%-2	90%
	Mathematics Programs	56%-20	39%-14	5%-2	95%
Science	Grasping Phenomenal Science K-4	60%-24	33%-13	7%-3	93%
	Grasping Phenomenal Science 5-8	64%-25	33%-13	3%-1	97%
	Grasping Phenomenal Science 9-12	60%-24	38%-15	2%-1	98%
	STEM	72%-47	22%-15	6%-3	94%
Novice Teacher	Classroom Management	52%-53	37%-38	9%-6	91%
	Support through use of Digital Platform	57%-49	36%-31	7%-6	93%
	Support by R & R and/or Cooperative Specialists	61%-51	34%-28	5%-5	95%

	PD on relevant topics	54%-51	38%-36	8%-7	92%
Digital Learning	Digital Learning Resources/Tools	50%-48	44%-42	6%-6	94%
	Support on Digital Platforms	47%-45	46%-44	7%-7	97%
	In-district support for Digital Learning	52%-50	42%-41	6%-6	94%
	IT Support	52%-42	38%-31	10%-8	90%
Covid-19	Assistance to transition to Blended Learning	43%-39	50%-45	7%-6	93%
	Regular Communication/Updates	41%-49	53%-63	6%-8	94%
	PD Offerings during Covid-19	44%-56	51%-65	5%-7	95%
	Support with AR RfL Plan	48%-43	48%-43	4%-4	96%
Special Education	LEA Supervisors	44%-22	40%-20	16%-8	84%
	Behavior Support Specialists	48%-29	41%-25	11%-7	89%
	Other SPED Services	44%-22	42%-21	14%-7	86%
Early Childhood	ABC Program	68%-23	32%-11	0%-0	100%
	Early Childhood Special Education	58%-25	42%-18	0%-0	100%
	HIPPY	58%-21	42%-15	0%-0	100%
	Other Early Childhood Services	58%-21	42%-15	0%-0	100%
Other Services	Student Services (Quiz Bowl, Chess, Spelling Bee, etc.)	52%-35	46%-31	2%-1	98%
	Career/Technical Education(CTE)	53%-31	44%-26	3%-2	97%
	Gifted and Talented	51%-29	46%-26	3%-2	97%
	Instructional Technology	50%-32	45%-29	5%-3	95%
	Community Health Nurse	64%-27	29%-12	7%-3	93%
	Overall Average	55%	40%	5%	95%

A review of the results from the Summative Professional Development Evaluation Responses from 6/1/2021 to 5/31/2022 show an overall average score of 3.95 on a 4.0 scale from 1,668 responses.

The data was reviewed to determine how Northcentral ESC could better meet the needs of the school districts. Some examples of responses from educators on the user satisfaction survey that were addressed by the cooperative:

- Behavior Management/Handling with Care for behavioral students
- Addressing trauma
- How has COVID affected students' and faculty mental health? Teacher burnout, how to keep it from happening.
- Inclusive Practices for SpEd students
- Literacy data analysis to drive instruction for small group/interventions

How Northcentral ESC responded to those needs:

- Youth Mental Health First Aid training, Non-Violent Crisis Intervention, 5 Essential Components of School-Wide Behavior Supports, and Essential Classroom Behavior Management Strategies.
- Ruby Payne, Brian Mendler

- Marcia Tate has been scheduled to talk to teachers about her new book, “Healthy Teachers, Happy Classrooms”.
- Inclusive Practices with Robin Stripling, Learning For All with Robin Stripling.
- Small Group Interventions were addressed with on-site technical assistance with the Diagnostic Decision tree training to drive instruction based on student data with follow up technical assistance.

In addition to the user satisfaction survey and summative PD evaluation responses, Program Coordinators and Specialists determine differentiated needs through surveys, visits and communication with districts to provide more prescriptive support for the educators in the member districts. Northcentral ESC hosts a bi-monthly podcast with guests from member districts to share their local school news.

17.00 Section 1C: Annual Surveys and Needs Assessment

Northcentral ESC administers a Needs Assessment Survey via Google Forms to administrators each year (November/December) to determine service focus for both the summer and school year professional development, but also utilizes additional means of gathering information to supplement our survey information. Northcentral ESC holds meetings with groups of singletons to gather information on district service needs and interests. These groups include ESOL Coordinators, GT Coordinators, Instructional Facilitators, Counselors, Principals, Technology Coordinators, and Dyslexia Interventionists. Information/feedback is also gathered from the Northcentral Teacher Center Committee. The results from the Needs Assessment Survey are shared and reviewed with superintendents at a Northcentral ESC board meeting, with the Teacher Center Committee at our winter meeting, with specialists during our professional staff meetings, and also posted on the Northcentral ESC website.

The following are examples of how Northcentral ESC responded to the Needs Assessment Survey given in November 2021:

- Northcentral ESC held conferences with Ruby Payne that addressed Emotional Poverty on two separate dates, in two separate locations. Based on district needs, emotional poverty is a prominent issue in classrooms.
- Northcentral held a conference with Brian Mendler, a behavior specialist, to address overwhelming student behavior issues. His topics were engaging, motivating, and managing hard to reach and disruptive students.
- Robin Stripling, DESE Curriculum and Assessment Coordinator, presented at Northcentral ESC on Inclusive Practices and Learning for All.
- Small Group Interventions were addressed with on-site technical assistance with the diagnostic decision tree training to drive instruction based on student data with follow up technical assistance.

State Cooperative Teacher Center Coordinators meet monthly with DESE personnel to coordinate services and support. State Cooperative Directors also meet monthly with the same objectives. Coordination with the Department of Education was seamless, and no duplication was noted.

4.2 Section 1D: Provide Assistance

The Northcentral ESC is very involved in assisting our member districts with accreditation standards and provides savings to our districts. We hold training meetings for school personnel responsible for the state reporting associated with the accreditation process; hold annual school board member training, hold the required Tier I Fiscal training for administrators and bookkeepers, provide instructional support in all core areas, assist schools with curriculum review; help schools develop new career course concentrations to meet career focus requirements and to purchase equipment/materials necessary for those courses; share 1000 seats for Vector Solutions bus driver training; coordinate Literacy support with DESE and districts in levels 3 support according to Act 1082. Our Early Childhood/Special Education department assists schools in providing speech,

behavior, and occupational therapy services. We provide professional development support toward the requirement in rule (10.01.3), and our specialists provide on-site support to districts throughout the year. We provide statewide PD opportunities: ACT Prep Sessions, Restorative Practices PD, and Title IX.

This past year, due to the need from Covid-19, Northcentral ESC partnered with Northeast and Crowley's Ridge ESC's to create a K-6 Virtual Consortium with 21 school districts and provided staff, curriculum, etc., for a K-6 virtual learning option for students in those districts. The virtual program that was created by the three ESCs is named Tri-Region Virtual Program (TRVP). TRVP worked with districts to provide a template to apply for the Digital Learning Option and reviewed the templates with DESE and districts before submitting them to the State Board of Education. We also coordinated and delivered PPE to districts during Covid-19.

For example, Northcentral ESC works with Calico Rock School District. We provided the following cost-saving services: Early Childhood Special Education, CTE, professional development, onsite assistance from specialists and coordinators, equipment/materials, and a K-6 Virtual Program. Providing staff and services ensures the district meets or exceeds the accreditation standards.

9.00 Section 1E: Teacher Center Committee and Other Necessary Committees

Northcentral's Teacher Center Committee was established by Act 349 of 1985. The Teacher Center Committee is composed of at least one (1) representative from the staff of each school district and shall advise the director/TCC and the governing body on the staffing, programs, and operation of the teacher center. At least one-half (8), but not more than two-thirds (11) of the members are classroom teachers. The committee shall meet at least three times per year. The meeting dates for the 2021-2022 school year: 11/03/21, 1/26/22, and 3/30/22.

District	Member Name	Term Expires	Position
Batesville	Judy Rogers jrogers@gobbsd1.org	2024-2025	Teacher
Calico Rock	Bailey Whiteaker bwhiteaker@calico.k12.ar.us	2023-2024	Administrative (Principal)
Cave City	Nikki Amos nikki.baker@cavecityschools.org	2023-2024	Teacher
Cedar Ridge	Abbi Limbaugh abbi.limbaugh@cedarwolves.org	2023-2024	Administrative (District Curriculum Director)
Concord	Stephanie Langley stephanie.langley@concordschools.org	2024-2025	Administrative (Principal)
Highland	Ashley Lewis ashley.lewis@highlandrebels.org	2023-2024	Teacher
I.C.C.	Sarah Burns sarah.burns@iccougars.org	2022-2023	Administrative (Assistant Principal)
Mammoth Spring	Sandy Russell srussell@mssd.us	2022-2023	Teacher
Melbourne	Dr. Danny Brackett danny.brackett@melbourneschools.org	2024-2025	Administrative (Superintendent)
Midland	Allison Martin	2023-2024	Teacher

	amartin@midlandschools.org		
Mountain Home	Melissa Czeschin mczeschin@mhbombers.com	2022-2023	Teacher
Mountain View	Tanya Stewart tstewart@mvschools.net	2024-2025	Administrative (Assistant Principal)
Norfolk	Mandy Bennett kathleen.bennett@norfolk.k12.ar.us	2024-2025	Teacher
Salem	Vicki Ragan vicki.ragan@salemschools.net	2022-2023	Teacher
Southside	Mallory Bice mallory.bice@southsideschools.org	2022-2023	Teacher
Viola	Jurlene Richmond jurlene@viola.ncsc.k12.ar.us	2023-2024	Teacher

Northcentral's Teacher Center is housed in the Northcentral ESC on 99 Haley Street in Melbourne. The Teacher Center and Recruitment and Retention Center are now one entity. The Teacher Center/R&R Center is available for educators at any time during business hours. Northcentral ESC provides resources and materials for curriculum development and is responsible for purchasing equipment to provide educators with a variety of resources. Resources now include computers, software, printers, bookbinders, laminator, copy systems, paper cutters, and 3-D printers.

In addition to the Teacher Center Committee, the following committees and groups met to respond to various district needs/concerns.

Committees: STEM Leadership Committee, Dyslexia Committee (Cadre)

Groups: Federal Programs, Principals, Counselors, ESOL Coordinators, GT Coordinators, and Technology Coordinators

16.00 Section 1F: Liaison with Postsecondary Institutions

Northcentral ESC enjoys an excellent working relationship with four universities: **Ozarka** (2 Year), **UACCB** (2 Year), **Lyon** (4 Year), **UCA** (4 Year)

- **Ozarka** hosts numerous events throughout the year at no cost to Northcentral or member districts. They were also a partner in planning and carrying out the 2021 STEM Expo. Some examples of events that were hosted include Quiz Bowl, ACT Prep, Ruby Payne (250 participants), and numerous other professional development opportunities. Conversations began in 2021-2022 to partner in offering Pre-Educator Pathway courses to NAESC member districts who were not previously offering this pathway. This allows school districts to address teacher shortage through a "Grow Your Own" model. The opportunities created through this partnership will become available Spring 2023. As a result of offering these courses, students will be given the opportunity to be a part of Educators Rising, the Career & Technical Student Organization for this Program of Study.
- **UACCB** hosts numerous events throughout the year at no cost to Northcentral or member districts. They hosted chess tournaments, ACT Prep, Ruby Payne (300 participants), and numerous other professional development opportunities. Conversations began in 2021-2022 to partner in offering Pre-Educator Pathway courses to NAESC member districts who were not previously offering this pathway. This allows school districts to address teacher shortage through a "Grow Your Own" model. The

opportunities created through this partnership will become available Spring 2023. As a result of offering these courses, students will be given the opportunity to be a part of Educators Rising, the Career & Technical Student Organization for this Program of Study.

- **Lyons** was a member of the Educators Rising regional committee. This committee was made up of members from NAESC, UCA, UACCB, LYON and NAESC member district teachers.
- **UCA** was a member of the Educators Rising regional committee. This committee was made up of members from NAESC, UCA, UACCB, LYON and NAESC member district teachers.

Northcentral ESC shares best practices with collaborating partners and publicly via social media:

- Best practices are shared with the other 14 cooperatives via monthly meetings (both Directors and TCCs) and through our Annual Co-op Directors' Conference each fall.
- Northcentral's director, Mr. Gerald Cooper, supports partnership ideas and needs at the regional level. Additionally, he serves on various regional and state-wide committees to gather information, share ideas, and educate groups on how education service cooperatives can assist educational organizations.
 - **Committee list:** AREA Board of Directors, AAEA Legislative Finance Committee representing the Coops, AREA Scholarship Committee, Committee of Practitioners

Section 2: Staff Qualifications

11.00, 12.00, 14.00, 21.00 Section 2A: Director, personnel, general policies, and reports

Northcentral Education Service Cooperative currently employs a staff of 67, consisting of approximately 63 certified positions and 4 classified positions. All Northcentral ESC employees who hold positions requiring licensure are licensed in the appropriate area. That documentation is handled via the Northcentral Business Office. Kelly Cowan, Business Office Manager, maintains and monitors the employee licensure spreadsheet annually. Northcentral employees are evaluated in the spring by their direct supervisor(s). Evaluation conferences are held for all employees. The co-op director is evaluated by Northcentral's Board of Directors. The Personnel Policies Handbook is addressed each year at our annual "beginning of school year staff meeting".

Northcentral ESC's Annual Report is compiled each spring and reported to the Northcentral Board at the June meeting. The Annual Report is then sent to Stacy Smith and Renee Holland via email

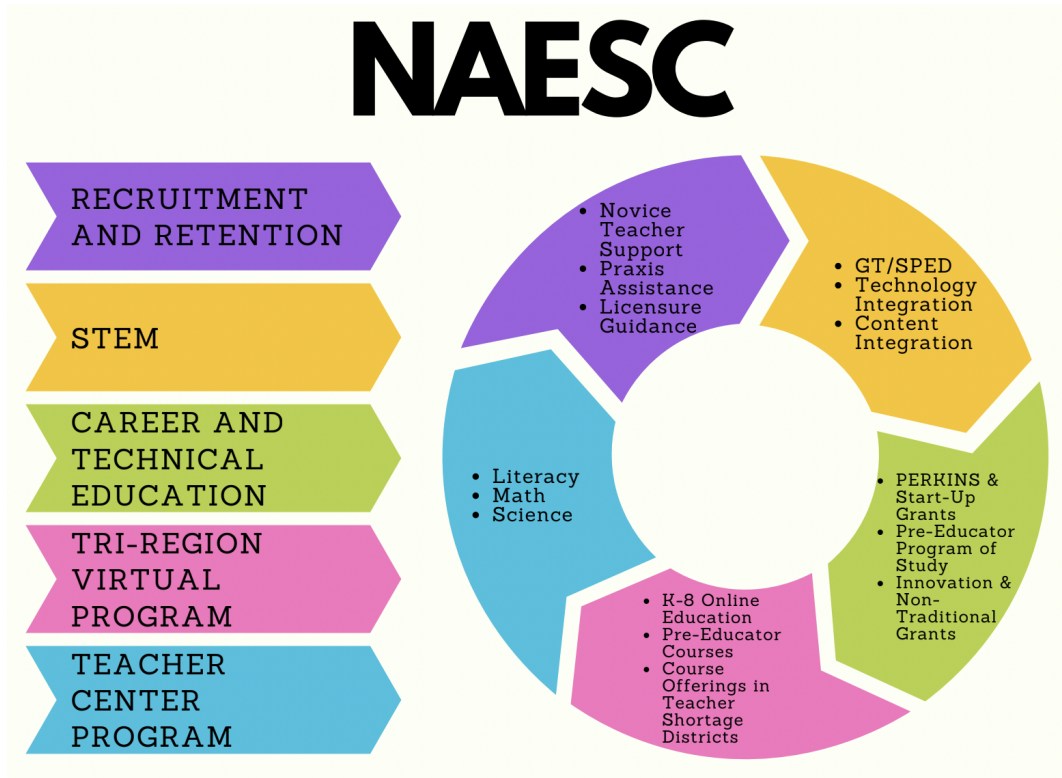
(stacy.smith@ade.arkansas.gov and renee.holland@ade.arkansas.gov) as per the ADE directive and then posted on our website under State Required Information for public perusal. A few highlights addressed in the 2021-2022 Annual Report include:

- The NAESC Early Childhood Program provides special education and related services for children with disabilities ages 3 to 5 years. The services are offered in accordance with the Individuals with Disabilities Education Act, 2004 (IDEA), on behalf of the public schools. Early Childhood Special Education Services are designed to enhance the development of the preschool child and provide experience in one or more of the following areas: communication, cognition, hearing, vision, motor skills, behavior, social skills, self-help, and problem solving. A child may be eligible for these services if he/she is age 3 to 5 years and is experiencing difficulties which interfere with normal development in any of these areas. Services, which are provided at no cost to the family may include: screenings, evaluation, preschool instruction, speech language therapy, physical therapy, occupational therapy, family training, preschool teacher in-service, and behavior intervention. A few examples of ways we provide these services are as follows: in classrooms with nondisabled peers; in coordination with other agencies; in public school-based classrooms; in public or private preschool; itinerant based; early intervention day treatment centers; home based instruction or hospital/residential instruction. All of the ECSE teachers hold an Arkansas Department of Education Educator's license and many belong to professional organizations. Speech Language Pathologists are the professionals in our program concerned with the evaluation, diagnosis, and treatment of communication and its disorders. They evaluate, diagnose and treat communication disorder including articulation deficit, language delay,

stuttering, and disfluency. The occupational therapists help students recuperate from physical or mental deficits by encouraging rehabilitation through the performance of activities required in daily life. While the physical therapist assists in the treatment of disease, injury or deformity by physical methods such as exercise.

- Tri-Region Virtual Program (TRVP) is a consortium made up of Northcentral, Northeast, and Crowley's Ridge Education Service Cooperative's. TRVP is a Virtual School that partners with local Arkansas schools and the Arkansas Department of Education to provide K-6th grade online courses, resources, and services to Arkansas schools, teachers, and students who might not otherwise have access to these resources and opportunities. The number of students throughout the school year ranged from 140-210. This initiative is guided by Act 2325 of 2005: An Act to Provide Distance Learning. TRVP employees include 10 Arkansas Certified teachers and 1 Arkansas Certified Principal/Coordinator. All curriculum was developed by teachers based on Arkansas state standards.
- NAESC De-siloization of Programs
 - **Recruitment & Retention**-NAESC is an ArPEP site that supports our non-traditional teachers in all subject areas including STEM, CTE and other shortage areas. Through our novice mentoring support, we work as a team of specialists and coordinators to assist with planning, classroom management, instructional practices, and many other needs.
 - **Career and Technical Education**-Our CTE program provides support for all CTE teachers in the co-op area. Several Innovation/Start-Up Grants were written to provide funding for our schools' projects/equipment. One grant that was written was for a STEM Explorers Club for the Tri-Region Virtual School. The CTE Coordinator serves on the Regional Committee for Educators Rising, the student organization for the Pre-Educator Program of Study.
 - **STEM**-The role of the Northcentral AR ESC STEM Program Coordinator is to develop and expand opportunities for teachers and students to acquire skill sets, mindsets, and knowledge acquisition that best situates them to become educators and workers able to meaningfully contribute to modern society, both today and in the future. This includes engaging students through experiential learning to pursue careers in STEM careers and in careers as future STEM educators, supporting teachers as they integrate hands-on, problem-based, project-based, and design-based learning in their practice and coordinating events to build capacity among teachers and students in STEM areas including STEM integration with other content (ELA, PE, etc). This includes coding competitions, hour of code, STEM Expo and Career Fair, Robotics. Also, The STEM Coordinator assists schools in working toward an AR STEM Model Program Designation.
 - **Tri-Region Virtual Program**- Each specialist and coordinator at NAESC contributed to building the program. This includes providing GT modules, counseling lessons, CTE mentoring, SpED modifications and accommodations for teachers, and assistance identifying essential standards for curriculum building. Additionally, TRVP added several online education courses to address district teacher shortages. These include 9-12 grade Spanish online education, K-5 Art online education, and K-5 Keycode online education. TRVP added 7th and 8th grade online education to the program for the 2022-2023 school year. TRVP also was approved for a Non-Traditional Grant to begin a STEM Explorers Club in January of 2023.
 - **Teacher Center Program**-NAESC began the 2021-2022 school year with 5 Level 3 Coordinated Support School Districts. Specialists visit Level 3 school districts providing prescriptive professional development for teachers and administrators with follow-up visits and checkpoints. Based on the 2022 ACT Aspire data 4 of the 5 Level 3 school districts were removed from the Level 3 list. Specialists are involved with Educators Rising by judging and providing feedback to the students who participate in the book and author program. Specialists provide content and instructional support and training during the teachers' PLC time for Tri-Region Virtual School. Specialist Cristy Neighbors collaborates with the GT teacher to design enrichment lessons for students K-2 which are used as a long term identification piece. Mandy Blevins and Cristy Neighbors provide quarterly meetings for dyslexia therapists

(Dyslexia Cadre) in NAESC. Topics include: dyslexia intervention, law, guidelines, programing, identification and student support.



Northcentral ESC and the other 14 education cooperatives make a concentrated effort to share policy/procedural information that will help all of the co-ops work more effectively and efficiently. Northcentral ESC's last audit report showed no audit findings. Northcentral board minutes can be found on the website.

Northcentral ESC communicates effectively with member districts, DESE, and other education cooperatives through coordinated monthly zooms/meetings, the Northcentral website, weekly emails from the Assistant Director to all administrators in the Northcentral districts, monthly emails from specialists to lead teachers in Northcentral districts, onsite visits from the Director/Assistant Director with administrative teams, recognition of teachers and bus drivers by our Instructional Technology/Communications Specialist, and social media Facebook and Twitter pages.

Northcentral ESC partners with DESE to oversee pass-through grants from DESE and various organizations, including Praxis tutoring, ELC Reopening of schools, and ARP Homeless II.

Northcentral ESC recently began a podcast, Educationality (teachers/educators/administrators). Northcentral STEM Coordinator and Science Specialist conduct "All Things Education" interviews.

3.00, 8.00 Section 2B: Board of Directors and Executive Committee

Northcentral Education Service Cooperative's Board of Directors met 10 times during the 2021-2022 school year, holding board meetings in all months except July and October and holding an annual 2-day conference in June, which provides all mandated professional development required of administrators. The board approves the monthly NAESC financial reports and the annual financial audit presented by Arkansas Legislative Audit. The board also approves the budget annually at the September Board of Directors' meeting.

To ensure the efficiency of operation, Northcentral ESC has implemented the following: electronic purchase order and electronic leave reporting.

Section 3: Extent of Local Financial Support

18.00, 19.00, 22.2 Section 3A: Program Services, local participation, and local support

Northcentral Education Service Cooperative provides professional development and instructional/curriculum support to all 16 of our member districts based on their requests and priorities of the state. All 16 districts are entitled to participate in state-supported programs, as well as those initiated by Northcentral ESC. Additionally, we serve personnel from other co-op areas in state-supported training if and when the need arises.

Northcentral ESC provides multiple services funded through pay as you go funding: professional development, on-site curriculum support, classroom support for teachers, PLC assistance, and instructional planning are all funded through our Professional Development Program. Northcentral's STEM Coordinator is partially funded through district local funds. Northcentral's Early Childhood/Special Education services are partially funded through local district participation. For participation levels in each of these, see the information provided below.

Northcentral ESC member schools participate in the following extended services supported by their local funds:

- 100% of member schools participate in the *Professional Development Program* 16/16 districts
- 100% of member schools participate in *STEM Coordinator support* 16/16 districts
- 81% of member schools participate in the *CTE Consortium (13 of our 16 districts)*: Calico Rock, Cave City, Cedar Ridge, Concord, IZard County, Mammoth Spring, Melbourne, Midland, Mountain View, Norfolk, Salem, Southside, Viola
- 81% of Northcentral ESC districts utilize our Early Childhood Special Education student support services, which are partially funded with local monies. 13 of Northcentral's 16 districts utilize this co-op service to provide individualized instruction to students ages 3-5 identified as meeting the requirements of one of the state's recognized disability categories for special education under IDEA. Supports provided include instruction in cognition, communication, self-help, socialization, and fine and gross motor. Additional related services, including speech and language, occupational therapy, and physical therapy, are provided when necessary.

Northcentral Co-op utilizes an annual Needs Assessment Survey to help determine the professional development needs of member schools. The Teacher Center Committee also provides additional input on professional development needs. To help gather additional information, we utilize input from multiple job-alike groups. Feedback from these groups is informal, and responses are typically real-time--meaning that planning for specific needs and requests occurs immediately.

A cost analysis of services was conducted on 16 of our 16 member schools during the 2021-2022 school year. The results were shared with each superintendent individually.

Northcentral Arkansas Education Service Cooperative publishes an annual report on all programs/positions. The report is submitted to the Arkansas Department of Education, shared at the June Board of Directors' meeting, and posted on our website under State Required Information.