

# DeQueen Mena Educational Service Cooperative Evaluation

Evaluation Date: April 27, 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> Twelve out of twelve districts responded to the survey with an overall average rating of 98% satisfied. Evidence from the interviews supported the survey results. It was noted that professional development provided is of high quality and responsive to their local needs. Multiple comments were made to support excellence rating and appreciation for the individualized onsite support provided. The DeQueen/Mena Educational Service Cooperative plays a critical role to support the rural districts in this region of the state.	
<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>
<b>Evaluation Notes:</b> Average rating on the survey was a 3.95 for the 2021-2022 school year from 2,315 responses. Average rating on the survey was a 3.95 for the 2020-2021 school year from 2,454 responses. Evidence provided that the survey was distributed electronically after each session. Evidence was gathered from interviews and documentation that content specialists and Teacher Center Committee and Coordinator review data regularly to modify and adjust as needed.	
<b>1C. Annual Survey and Needs Assessments (17.00)</b> <i>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.</i>	
Meets 4 of the 4 criteria <b>AND</b> Reports survey and needs assessment results to member districts and the Department <b>AND</b> Reports any duplications to the Department ( <i>How was information shared with DESE</i> )	<b>5 Excellence</b>

Meets 4 of the 4 criteria <b>AND</b> Reports survey and needs assessment results to member districts	<b>4 Exceeding Standards</b>
Meets 4 of 4 criteria listed below. Evidence that: <ol style="list-style-type: none"> <li>1. A PD Needs Survey was administered</li> <li>2. The survey data was reviewed by cooperative leadership</li> <li>3. Ongoing input of district needs from various groups (i.e. Teacher Center Committee, job alike groups, etc.)</li> <li>4. Works with the Department to conduct surveys that complement rather than duplicate the work</li> </ol>	<b>3 Meeting Standards</b>
Meets 3 of 4 criteria	<b>2 Alert</b>
Meets 2 or less of the 4 criteria	<b>1 In Need of Improvement</b>
<b>Evaluation Notes:</b> Needs assessment was distributed to all district leaders. Twelve out of twelve districts responded to the survey. Results are reviewed by superintendents, Teacher Center Committee, administrators and coop Specialists during regularly scheduled meetings throughout the year. The educational service cooperative's responsiveness and willingness to support all needs was a recurring theme throughout various interviews. Two separate interview groups were quoted, "They don't wait for teachers to reach out to them, the coop reaches out to the teachers." The cooperative facilitates meetings with at least 8 different job-alike groups and provides support for 147 novice teachers in the area.	
<b>1D. Provide Assistance (4.2) District Cost Analysis connected to examples provided.</b>	
Meets 3 of the 3 criteria <b>AND</b> Provides evidence that exceeds the expectation in at least two (2) areas such as exceeding accreditation standards and equalizing education opportunities <b>AND</b> A cost analysis study of coordinated service	<b>5 Excellence</b>
Meets 3 of the 3 criteria <b>AND</b> Provides evidence that exceeds the expectation in at least one (1) areas such as exceeding accreditation standards and equalizing education opportunities <b>OR</b> a cost analysis study of coordinated services	<b>4 Exceeding Standards</b>
Meets 3 of the 3 criteria listed below: <ol style="list-style-type: none"> <li>1. Assist member districts in meeting or exceeding accreditation standards and equalizing educational opportunities;</li> <li>2. Using educational resources more effectively through cooperation among school districts; and</li> <li>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</li> </ol>	<b>3 Meeting Standards</b>
Meets 2 of the 3 criteria	<b>2 Alert</b>
Meets 1 of the 3 criteria	<b>1 In Need of Improvement</b>
<b>Evaluation Notes:</b> Evidence of PD required to meet accreditation standards is provided by DeQueen/Mena ESC. Several consortium services are provided to local districts assisting districts to meet or exceed standards. The following services were documented by the committee: Early Childhood Special Ed Services, GT Specialist Consortium, Technology, LEA supervisor for 3 districts, Educational Examiner Consortium, and Perkins consortium. Several mentioned that on-going communication from ESC to districts about state initiatives or requirements was helpful, "They provide us with an information pipeline" Evidence from interviews indicated ESC serves a vital and critical role in the operations of local districts. #Thinkcoopfirst was mentioned throughout interviews and posted around the facility.	
<b>1E. Teacher Center Committee and 10.00 Other Necessary Committees (9.0) 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.</b>	
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	<b>5 Excellence</b>

Meets 5 of the 5 criteria <b>AND</b> Lists the other committees and the purposes or responsiveness to member districts	<b>4 Exceeding Standards</b>
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 (<math>\frac{1}{2}</math>), but not more than two-thirds (<math>\frac{2}{3}</math>) 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>	<b>3 Meeting Standards</b>
Meets 4 of the 5 criteria	<b>2 Alert</b>
Meets 3 or less of the 5 criteria	<b>1 In Need of Improvement</b>
<b>Evaluation Notes:</b> The DeQueen/Mena ESC provided evidence of the required Teacher Center Committee (TCC) meeting dates along with the TCC member list with appropriate proportions of representatives. Meetings agendas were provided from across the year. Evidence that ESC provided support in curriculum needs, selection of educational materials and provides high quality professional development.	
<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	<b>5 Excellence</b>
Collaborates with more than one (1) postsecondary institutions on a regular basis	<b>4 Exceeding Standards</b>
Shall cooperate with the state-supported postsecondary institution located within its area	<b>3 Meeting Standards</b>
Cooperates with one (1) postsecondary institution within the state	<b>2 Alert</b>
Does not cooperate or collaborate with a postsecondary institution	<b>1 In Need of Improvement</b>
<b>Evaluation Notes:</b> The DeQueen/Mena ESC provided evidence that they have established relationships with several 2 and 4 year universities (HSU, SAU, UA Cossatot and UA Rich Mountain,). Superintendents stated that they could not have offered these programs to their schools without the post-secondary partnerships and CTE pathways.	

## 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: 1. All positions requiring licensure are occupied by personnel possessing licensure or approved alternative 2. Evidence of staff formal evaluations including performance evaluation of director 3. Personnel policies are in place and current 4. Annual reports are compiled and disseminated to individuals and entities required by statute 5. There is no evidence of fiscal distress as witnessed by any one of criteria in 27.00 of the Rules	<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> Multiple districts reported that without the cooperative, the districts would not be able to afford many of the needed services for students, staff, and administrators. Documentation shows that they exceed the requirements. Superintendent reported that co-op personnel helped identify and resolve inefficiencies in the CTE program. Superintendent reported that when he was unable to complete a grant due to other responsibilities, co-op personnel completed it on his behalf.	
<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 Board <i>MAY Substitute: The executive committee or board of directors meets more than required.</i>	<b>4 Exceeding Standards</b>
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> Documentation shows that they exceed all requirements. In addition to routine board meetings, the board meets as a superintendent PLC weekly. The regional superintendents report that this is vital to the growth and success of their districts. Superintendents meet weekly with the cooperative to plan and problem solve. "The cooperative serves as an information pipeline." "We couldn't have a better director." "Dana and Benny create a culture of service to students and staff."	

### 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>
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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 ¾ 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>  All districts actively participate in the cooperative. The cooperative exceeds all requirements. Superintendents reported that the cooperative is essential for the financial viability of their districts. Multiple districts reported that without the cooperative, the districts would not be able to afford many of the needed services for students, staff, and administrators. Documentation shows that they exceed the requirements. Superintendent reported that co-op personnel helped identify and resolve inefficiencies in the CTE program. Superintendent reported that when he was unable to complete a grant due to other responsibilities, co-op personnel completed it on his behalf.  The professional development provided is essential for each teacher's growth. The professional development includes direct instruction and on-site support/modeling.  Consider conducting a comprehensive cost analysis for each district that would demonstrate the individual cost of services if the co-op were not available.	

## 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> DeQueen-Mena is a model for rural educational service cooperatives. The staff was very knowledgeable and welcoming. We appreciated their organization on the evaluation documentation. It is obvious that they have built strong relationships with the members and the community. Additionally, they have done a great job in "getting their story out" by communicating to their members and the community the services they are providing.	

Committee Members:		
Eric Saunders, OCSS/DESE	Jacob Smith, Administrator	Dr. Phillip Willson, School Board Member
Hope Worsham, DESE	April Shephard, COOP Staff	Kyle Cannon, Business and Industry
Renee Holland, ADE Staff	Alicia Farringer, Parent	Tammy Young, Parent

Committee Chair Signature: Stacy Smith