

# Northeast Educational Service Cooperative Evaluation

Evaluation Date: November 16, 2022

## Section 1: User Satisfaction and Service Adequacy

**1A. Annual User Satisfaction survey results (all personnel of member districts) (22.2)** *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.*

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>

### Evaluation Notes:

Fourteen out of fourteen districts responded to the survey with an overall average rating of 95% 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 support during Covid was noted as well. The Northeast Educational Service Cooperative plays a critical role to support the rural districts in this region of the state.

**1B. Summative PD Session Evaluation responses (22.2)** *ESC Works Final Report for 2020-21 or 2021-22*

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:

Average rating on the survey was a 3.89 for the 2021-2022 school year from 3,104 responses. Average rating on the survey was a 3.94 for the 2020-2021 school year from 3,407 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 and the Teacher Center Coordinator requested names for additional recipients. Fourteen out of fourteen districts responded to the survey. Results are reviewed by superintendents, Teacher Center Committee, Principals, Instructional Facilitators and 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 are always asking what we need". The cooperative facilitates meetings with at least 8 different job-alike groups and provides support for over 180 novice teachers in the area.	
<b>1D. Provide Assistance (4.2)</b> <i>District Cost Analysis connected to examples provided.</i>	
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>

**Evaluation Notes:**

Evidence of PD required to meet accreditation standards is provided by Northeast 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, Tri-Region Virtual School, HIPPIY, LEA supervisor for 5 districts, School Psychology Specialist, Perkins. Several mentioned that on-going communication from ESC to districts about state initiatives or requirements was helpful, "I never feel blindsided because they have always informed us beforehand." Evidence from interviews indicated ESC serves a vital and critical role in the operations of local districts. "Our kids would suffer without this coop".

**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.*

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 (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>	<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>

**Evaluation Notes:**

The Northeast 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.

**1F. Liaison with Postsecondary Institutions (16.00)**

*Publicly shared Post Secondary partnerships.*

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>

**Evaluation Notes:**

The Northeast ESC provided evidence that they have established relationships with several 4 year universities (ASU, BRTC, CRC, WBU). Superintendents stated that they could not have offered these programs, such as Criminal Justice, Pharmacy Tech, and CNA to their schools without the post-secondary partnerships and CTE pathways.

**Section 2: Staff Qualifications and Administration Effectiveness**

**2A. Director; personnel; general policies, rules and regulations; policies, procedures, expenditures, reports, and audits. (11.00, 12.00, 14.00, 21.00)**

*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.*

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>

**Evaluation Notes:**

The ESC provided spreadsheets showing personnel employed by the cooperative and meeting proper licensing requirements. Evidence was shown to verify that formal evaluations and professional growth plans are conducted by the director and teacher center coordinator. The director is evaluated by the board. Current personnel policies, annual reports, and other state required information was posted on the NEA ESC website under State Required Information. No audit findings were present during the 2021-22 on the Arkansas Legislative Report.

**2B. Board of Directors and Executive Committee**

*Documentation of Board of Directors meetings according to rubric.*

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>  NEA ESC has exceeded the requirement of 8 board meetings by having 12 regular and 2 special called meetings. Board meeting minutes are posted on the NEA ESC website.	

### 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 1/3 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: <ol style="list-style-type: none"> <li>1. Programs and services are based on the needs of the member districts and priorities of the state</li> <li>2. Each member district is entitled to participate in programs and services that are fully supported by state funds</li> <li>3. Programs and other services may be supported by local funds</li> </ol>	<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>  The NEA ESC provided documentation showing that 100% of the districts participated in the Professional Development Consortium. Evidence shows that a needs assessment is given annually to administrators. Findings show that all 14 districts are eligible to participate in state-approved programs. NEA ESC provides services, such as, professional development, on-site curriculum support, classroom support for teachers, and instructional planning. Documentation showed that all 14 districts are on a cost analysis rotation. During the evaluation the team was able to examine the cost analysis documents.	

## 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>

### Evaluation Notes:

Northeast Educational Service Cooperative was welcoming and well organized for evaluation. All evidence was provided to support ratings in the evaluation rubric. Evaluation team noted the culture and morale of the cooperative. Multiple staff members were included in interviews and all given the opportunity to freely share about their programs. However, without prompting several shared personal feelings about the family like atmosphere and positive leadership of Mr. Blaxton, Northeast ESC Director

The Northeast ESC organized a group of parents for interviews whose children are served in the HIPPY program. A home based preschool program that is aimed at teaching parents how to teach their child to learn and be ready for kindergarten. The evaluation committee was blown away by these young mothers and the testimony they gave for the HIPPY program and the facilitators that assisted them from the cooperative. One mom stated, "I have grown as a person and a parent because of HIPPY." "I was embarrassed that i wouldn't be able to teach my child, but my Hippy coordinator gave me the confidence and I want to be her and give back to other parents in the future".

The word responsive was used to describe the cooperative throughout the day. "They are our go-to people", "First phone call or email when myself or teachers need help". "They go above and beyond to support us and are more than available whenever needed", " Districts in this area would suffer greatly without the presence and support of the ESC", "No matter what struggles or situations we are going through, the Co-Op is already on top of it and has resources to support us", "As someone coming in from another state, the NEA ESC is an absolute gem."

Northeast is a direct connection for the Division of Elementary and Secondary Education initiatives and programs to districts. RISE Arkansas, Math Quest, Writing Revolution, R&R, etc. would not be possible without the collaboration of the cooperative. The quality of delivery by the cooperative makes these initiatives relevant and outcomes based for districts. Specific examples of assisting the district in unpacking and organizing HQIM that support the Science of Reading was going above and beyond the professional learning. Building around the state's work on Professional Learning Communities is a priority and the cooperative is moving forward with opportunities to show best practices.

Mr. Blaxton is well respected for his knowledge pertaining to district finances and cost analysis of programs. He provides direct guidance and reports to the districts for consideration prior to making decisions. Ms. Angie also provides direct communication and support to the districts as needed. While the

cooperative received excellence ratings, there was a sense that the cooperative has improved in quality and support for districts. The Northeast cooperatives also play a critical role in assisting districts find teachers through various means including making phone calls and leveraging the virtual options that they have created. Teacher shortage and quality of applicants was a concern expressed by the district during interviews. The cooperative will continue to look for best practices and strategies to support district in this area.

Northeast Educational Cooperative is an essential component in serving the rural area of the state.

**Committee Members:**

Stacy Smith, DESE	Jill Clogston, Higher Ed	Amy Fitzgerald, Business and Industry
Hope Worsham, Administrator	Patrick Quattlebaum, ESC	Jessica Light, Parent
Judy Scoggins, Teacher	Judy McClain, School Board Member	Stefanie Hatcher, Parent

**Committee Chair Signature:** *Stacy Smith*