



Evaluation Narrative Summary

Darin Beckwith, Director

May 18, 2022

Dawson Education Service Cooperative
Board of Directors

| Name | Position | School District |
|------------------------|-----------------|------------------------|
| Dr. Karla Neathery | Superintendent | Arkadelphia |
| Mr. Matt Donaghy | Superintendent | Bauxite |
| Dr. Kim Anderson | Superintendent | Benton |
| Ms. Susan Kissire | Superintendent | Bismarck |
| Dr. Karen Walters | Superintendent | Bryant |
| Mr. Dan Breshears | Superintendent | Centerpoint |
| Dr. Nancy Anderson | Superintendent | Cutter-Morning Star |
| Dr. Michael Murphy | Superintendent | Fountain Lake |
| Mr. Tim Holicer | Superintendent | Glen Rose |
| Ms. Nikki Thomas | Superintendent | Gurdon |
| Mr. Heath Bennett | Superintendent | Harmony Grove |
| Dr. Stephanie Nehus | Superintendent | Hot Springs |
| Ms. Melissa Speers | Superintendent | Jessieville |
| Mr. Pike Palmer | Superintendent | Kirby |
| Mr. Shawn Higginbotham | Superintendent | Lake Hamilton |
| Mr. Shawn Cook | Superintendent | Lakeside |
| Mr. Danny Thomas | Superintendent | Magnet Cove |
| Mr. Brian Golden | Superintendent | Malvern |
| Mr. Bobby Applegate | Superintendent | Mountain Pine |
| Mr. Larry Newsom | Superintendent | Ouachita |
| Mr. Ronnie Kissire | Superintendent | Poyen |
| Mr. Brad Sullivan | Superintendent | South Pike County |

Dawson ESC Demographics

Dawson Education Service Cooperative (ESC) has served our regional districts for over thirty years. The cooperative became a state-funded agency through ‘The Education Service Cooperative Act of 1985’ (Act 349 of 1985). The first offices were housed on the campus of Henderson State University, solidifying an excellent working partnership between Dawson ESC and the university that exists to this day. The HSU facility was soon outgrown, however, and Dawson ESC moved to its current location at 711 Clinton Street in downtown Arkadelphia. The cooperative employs a staff of over 200, with approximately 60 housed at the Dawson site, serving 22 school districts in 6 counties in southwest/central Arkansas.

| Section 6-13-1003 | Requirement | Documentation |
|----------------------|--|---|
| 1 | ESC region includes at least three(3) but no more than nine(9) counties | Dawson ESC serves 22 school districts in 6 counties. |
| 2 | ESC region includes at least ten(10) but no more than thirty-five(35) school districts | Dawson ESC serves 22 school district in Arkansas. |
| 3 | ESC region includes at least twenty thousand (20,000) pupils in K-12 average daily membership (ADM) | Number of students in Dawson ESC region (My School Info-ADM): 42,361 students |
| 4 | ESC region includes at least one (1) postsecondary education institution | There are 4 postsecondary education institutions within the Dawson ESC region: Henderson State University and Ouachita Baptist University (4 year); ASU Three Rivers and National Park (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) | Dawson ESC serves 22 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

Dawson 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 (April/May). The professional development evaluations are electronically generated through escWorks to participants after a session has concluded. Dawson specialists who conduct trainings use both escWorks electronic evaluations and the user satisfaction survey to reflect on their practice. Each year, the Dawson Professional Development staff, which includes literacy, mathematics, science, novice teacher, English Language Learning, technology, G/T, and career and technical education specialists, meet for a two-day planning/debriefing session where our service reports, school surveys, and evaluations are analyzed.

The Dawson ESC Annual User Satisfaction Survey was distributed in April 2021 and received 474 responses (with representation from all 22 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 | 57%-162 | 42%-120 | 1%-3 | 99% |
| | Support for State Initiatives | 49%-168 | 49%-167 | 2%-6 | 98% |
| | Support for Federal Programs, ESL, Curriculum, GT, etc | 50%-149 | 48%-144 | 2%-7 | 98% |
| | Helpfulness of Staff when Seeking Info as an Educator | 62%-252 | 37%-150 | 1%-3 | 99% |
| Literacy | RISE K-2 | 52%-94 | 46%-84 | 2%-4 | 98% |
| | RISE 3-6 | 54%-111 | 43%-88 | 2%-5 | 98% |
| | Literacy Content Training | 43%-93 | 55%-120 | 2%-5 | 98% |
| | Dyslexia Support | 39%-79 | 57%-114 | 4%-8 | 96% |
| Math | Cognitively Guided Instruction (CGI) | 45%-34 | 50%-38 | 5%-4 | 95% |
| | Mathematical Content Trainings | 43%-55 | 52%-67 | 5%-6 | 95% |
| | Quantitative Literacy | 36%-30 | 62%-52 | 2%-2 | 98% |
| | AR Math QuEST | 45%-28 | 50%-31 | 5%-3 | 95% |
| | Illustrative Mathematics | 37%-27 | 53%-39 | 10%-7 | 90% |
| | Mathematics Programs | 39%-37 | 57%-55 | 4%-4 | 96% |
| Science | Grasping Phenomenal Science K-4 | 42%-31 | 51%-37 | 7%-5 | 93% |
| | Grasping Phenomenal Science 5-8 | 37%-24 | 57%-37 | 6%-4 | 94% |
| | Grasping Phenomenal Science 9-12 | 38%-24 | 56%-35 | 6%-4 | 94% |
| | STEM | 42%-42 | 54%-54 | 4%-4 | 96% |
| Novice Teacher | Classroom Management | 38%-73 | 60%-113 | 2%-4 | 98% |
| | Support through use of Digital Platform | 40%-75 | 57%-108 | 3%-6 | 97% |
| | Support by R & R and/or Cooperative Specialists | 41%-72 | 56%-99 | 3%-5 | 97% |
| | PD on relevant topics | 40%-81 | 56%-115 | 4%-8 | 96% |

| | | | | | |
|-------------------|---|---------|---------|-------|------------|
| Digital Learning | Digital Learning Resources/Tools | 39%-101 | 57%-148 | 4%-9 | 96% |
| | Support on Digital Platforms | 38%-98 | 59%-153 | 3%-7 | 97% |
| | In-district support for Digital Learning | 39%-99 | 57%-145 | 4%-12 | 96% |
| | IT Support | 35%-70 | 62%-125 | 3%-7 | 97% |
| Covid-19 | Assistance to transition to Blended Learning | 34%-88 | 59%-153 | 7%-19 | 93% |
| | Regular Communication/Updates | 39%-119 | 55%-168 | 6%-21 | 94% |
| | PD Offerings during Covid-19 | 39%-127 | 54%-174 | 7%-24 | 93% |
| | Support with AR RfL Plan | 38%-93 | 56%-138 | 6%-16 | 94% |
| Special Education | LEA Supervisors | 33%-39 | 62%-73 | 5%-6 | 95% |
| | Behavior Support Specialists | 36%-47 | 59%-77 | 5%-7 | 95% |
| | Other SPED Services | 37%-48 | 59%-78 | 4%-6 | 96% |
| Early Childhood | ABC Program | 46%-41 | 49%-44 | 5%-4 | 95% |
| | Early Childhood Special Education | 39%-39 | 57%-57 | 4%-4 | 96% |
| | HIPPY | 35%-24 | 60%-41 | 5%-3 | 95% |
| | Other Early Childhood Services | 40%-39 | 58%-57 | 2%-2 | 98% |
| Other Services | Student Services (Quiz Bowl, Chess, Spelling Bee, etc.) | 29%-30 | 65%-68 | 6%-6 | 94% |
| | Career/Technical Education(CTE) | 48%-60 | 49%-61 | 3%-4 | 97% |
| | Gifted and Talented | 35%-38 | 63%-69 | 2%-2 | 98% |
| | Instructional Technology | 38%-57 | 58%-88 | 4%-7 | 96% |
| | Community Health Nurse | 34%-31 | 63%-57 | 3%-3 | 97% |
| | Facilities Consortium | 36%-27 | 64%-48 | 0 | 100% |
| | Purchasing Programs (Warehouse) | 33%-29 | 67%-59 | 0 | 100% |
| | Teacher Center and/or Print Shop | 40%-45 | 56%-63 | 4%-4 | 96% |
| | Overall Average | 41% | 55% | 4% | 96% |

A review of the results from the Summative Professional Development Evaluation Responses from 6/1/2020 to 5/31/2021 show an overall average score of 3.95 on a 4.0 scale from 5,864 responses.

The data was reviewed to determine how Dawson 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:

- Suggestion of training teachers to incorporate the science of reading into other secondary content areas
- Administrators in need of a Federal Programs group
- Educators stated they needed more knowledge about what is available for teachers from the cooperative and that the cooperative needed to reach out directly to teachers.
- Administrators needing a review of ESSA and the six systems
- Districts in need of a K-6 Virtual Option for students due to COVID-19
- Educators in need of RISE training

How Dawson ESC responded to those needs:

- Literacy specialists created and offered professional development sessions to secondary teachers on incorporating the science of reading into social studies, science, and math classes.

- Created a Federal Programs group, led by a Federal Program Coordinator from one of our member districts, that meets once a month to discuss topics relevant to Federal Program Coordinators.
- A Google Sheet was shared with superintendents from member districts where superintendents listed administrators, counselors, and lead literacy, math, and science teachers for their districts. Dawson specialists then began sending a monthly email with PD information, memos, etc., to the lead literacy, math, and science teachers to distribute to the other teachers in their districts.
- Dawson reached out to DESE to request a review of ESSA and the six systems for Dawson administrators. Ms. Coffman created a series of sessions for the entire state, and Dawson was asked and agreed to create the session numbers in escWorks and issue credit to all participants (COM 22-119).
- Dawson created a K-6 Virtual Program Consortium serving 9 school districts and approximately 140 students.
- Literacy specialists presented RISE Academies throughout the summer and during the 21-22 school year to meet the needs of the districts. Literacy specialists presented stand-alone days in the science of reading for teachers and administrators and provided onsite RISE support throughout the school year.

In addition to the user satisfaction survey and summative PD evaluation responses, the Director and Assistant Director make visits to districts to meet with the administrative team to gain feedback on how the cooperative can better meet the needs of the educators in the member districts. Dawson ESC hosts a bi-monthly podcast with guests from member districts to share what is happening in their districts. The Assistant Director sends email correspondence every Monday morning to Dawson administrators with updates and encouragement.

17.00 Section 1C: Annual Surveys and Needs Assessment

Dawson 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 as to district needs to supplement our survey information. Dawson ESC uses major job-alike group meetings to gather information on district service needs and interests. The Curriculum Cabinet consists of curriculum leaders from our 22 districts and meets monthly. Information/feedback is also gathered from Dawson's Teacher Center Committee and the following groups: ESOL Coordinators, GT Coordinators, Instructional Facilitators, Counselors, Principals, Technology Coordinators, and Dyslexia Interventionists. The results from the Needs Assessment Survey are shared and reviewed with superintendents at a Dawson board meeting, with Curriculum Cabinet at one of the monthly meetings, with the Teacher Center Committee at our winter meeting, with specialists during our professional staff meetings, and also posted on the Dawson ESC website.

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

- Dawson ESC coordinated with DESE Digital Learning Unit to plan for Promethean Board training for our districts for Summer 2022. Dawson worked with DESE to prevent duplications.
- Dawson coordinated Response to Intervention PD from Solution Tree for Summer 2022 while also sending specialists to training for RTI with Solution Tree to provide RTI support in the summer and throughout the school year.
- Dawson ESC created a consortium to pilot Social Emotional Learning Support specialists for districts during the 22-23 school year.

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

4.2 Section 1D: Provide Assistance

The cooperative 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; helped schools develop new career course concentrations to meet career focus requirements and to purchase equipment/materials necessary for those courses; provided 1000 seats for Vector Solutions bus driver training; coordinated Literacy support with DESE and districts in levels 3-4 support. Our ABC Pre-K program (40 classrooms in 17 of our member districts) addresses the recommendation that school districts provide opportunities for children 3-4 to enroll in an approved early childhood program. Our Early Childhood/Special Education department assists schools in providing speech, behavior, and occupational therapy services. Dawson ESC employs teachers to provide online courses in career and technical education via Virtual Arkansas to approximately 6,200 students across the state, helping districts meet the CTE course offering requirements in the standards for accreditation in a very cost-effective way. 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 provided statewide PD opportunities: ACT Prep Sessions, Restorative Practices PD, Title IX.

This past year, due to the need from Covid-19, Dawson ESC created a K-6 Virtual Consortium with 9 school districts and provided staff, curriculum, etc., for a K-6 virtual learning option for students in those districts. Dawson ESC 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, Dawson ESC works with Bismarck School District. We provided the following cost-saving services: ABC Pre-K, Early Childhood Special Education, Virtual AR, CTE, professional development, onsite assistance from specialists and coordinators, equipment/materials, K-6 Virtual Program, and Facilities Coordinator. Providing staff and services ensures the district meets or exceeds the accreditation standards. Bismarck School District is one of the recipients of the Ross Grant. Dawson ESC is responsible for coordinating the selection committee and administering the funds. These grant funds are used to enhance the educational opportunities for students.

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

Dawson’s Teacher Center Committee was established by Act 349 of 1985. The TC 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 (11), but not more than two-thirds (14) 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: 9-29-21, 1-26-22, and 4-27-22.

| Committee Member | District | Position |
|-------------------------|---------------------|-----------------|
| Anita Malcom | Arkadelphia | Teacher |
| Leann Pinkerton | Bauxite | Administrator |
| Christine Koch | Benton | Teacher |
| Mike Copeland | Bismarck | Teacher |
| Pam Kenney | Bryant | Administrator |
| Michelle Mounts | Centerpoint | Teacher |
| Laura Baber | Cutter Morning Star | Administrator |
| Dana Smith | Fountain Lake | Teacher |
| Rhonda Hodges | Glen Rose | Teacher |
| Ashley Collins | Gurdon | Teacher |
| Meghann Donaldson | Harmony Grove | Administrator |
| Gail Bean | Hot Springs | Teacher/IF |
| Amanda Sarver | Jessieville | Administrator |
| Dolores Cowart | Kirby | Administrator |
| Rachael Walston | Lake Hamilton | Teacher/IF |
| Kimberly Vanmeter | Lakeside | Teacher |
| Bethany Rice | Magnet Cove | Teacher |
| Lillian Harper | Malvern | Administrator |
| Melissa (Munroe) Wilson | Mountain Pine | Teacher |
| Lyn McDade | Ouachita | Administrator |
| Bryce Harrison | Poyen | Administrator |
| Melissa Jones | South Pike County | Teacher |

Dawson's Teacher Center is housed in the Dawson ESC on 711 Clinton Street in Building 4. The Teacher Center and Maker Space Lab are now one entity. The Teacher Center is available for educators at any time during business hours. Dawson 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, cutout dies and cutters, a heat press, bookbinders, laminator, copy systems, paper cutters, label makers, a poster maker machine, a vinyl machine, a CNC laser, a router, 3-D printers, and a sublimation printer. Supplies were also utilized to customize gift bags to recognize teachers and bus drivers nominated as outstanding by their school districts.

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

Committees: Ross Grant, Legislative

Groups: Transportation Directors, Curriculum Cabinet, Federal Programs, Principals, Counselors, ESOL Coordinators, GT Coordinators, Instructional Facilitators, Dyslexia Interventionists, and Technology Coordinators

The Dawson ESC Principal Group meets 3 times per year to network, share best practices, and meet with DESE staff regarding new initiatives. Utilizing a survey, the principal group focused on The New Art and Science of Teaching related to High-Reliability Schools. Dawson ESC scheduled a Marzano Associate to present at each principal meeting. Best practices are shared publicly through a shared Administrator Folder and Google Site on the Dawson web page and social media.

16.00 Section 1F: Liaison with Postsecondary Institutions

Dawson ESC enjoys an excellent working relationship with four area universities: Ouachita Baptist University and Henderson State University (4-year colleges), National Park and ASU Three Rivers (2-year institutions):

- **OBU**--specialists/coordinators provide professional development for teacher interns (Ethics, RISE, Family & Community Engagement); partnered on a science grant to offer training/materials to teachers; OBU utilizes Dawson's facilities at no charge.
- **HSU**--Dawson's director is involved in HSU's Partners in Education group, HSU participates in selecting Ross grant recipients for Clark County districts, Dawson's and HSU's STEM Center science specialists work together to provide professional development, and the STEM Center utilizes Dawson's escWorks to manage the PD offerings. HSU utilizes Dawson's facilities at no charge (as-needed basis), specialists/coordinators provide PD for teacher interns (RISE), Dawson participates in virtual career fair.
- **National Park College and ASU-Three Rivers**--work closely with Dawson's CTE Coordinator, supporting our area schools in transitioning students from high school to the workplace.

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

- Representatives from both two-year institutions and HSU Teacher College attend Dawson Board meetings and Curriculum Cabinet meetings.
- Dawson's Teacher Center Coordinator and Director work individually with ERZ's director to share information and plan support.
- 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.
- Dawson's director, Mr. Darin Beckwith, 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: Arkansas ACT Council, Arkansas STEM Coalition, Education Leadership Advisory Council--HSU, Partners in Education Executive Council, Garland County Education Council, Garland County Miracle League Board, Arkansas Leadership Academy Partners, Executive Leadership Collaborative of Arkansas Leadership Academy, Safe Schools Committee, Advisory Board for the Arkansas Center for School Safety of the Criminal Justice Institute

Section 2: Staff Qualifications

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

Dawson Education Service Cooperative currently employs a staff of 217, consisting of approximately 127 certified positions and 90 classified positions. All Dawson ESC employees who hold positions requiring licensure are licensed in the appropriate area. That documentation is handled via the Dawson Business Office. Shannon Porter, Assistant Business Office Manager, maintains and monitors the employee licensure spreadsheet annually. Dawson 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 Dawson's Board of Directors. The Personnel Policies Handbook is addressed each year at our annual "beginning of school year staff meeting".

Dawson ESC's Annual Report is compiled each spring and reported to the Dawson 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 2020-2021 Annual Report include:

- A major focus in the technology department was CyberSecurity. Dawson disseminated cyber-security information through various methods, including access to webinars, virtual meetings, in-person meetings, and providing access to training opportunities. The Dawson ESC Technology Department worked closely with school districts and DESE to assist school districts on various aspects of cyber safety and security. The Dawson ESC Technology Department also created multiple summer sessions for teachers to join on survival tips and tricks for teaching virtually. A YouTube channel was created highlighting staff and professional development offerings.
- The Early Childhood Special Education Department continues to provide special education and related services to the students itinerantly, in traditional preschool programs, and Early Intervention Day Treatment programs. The ECSE program decreased from 556 children in 2019 to 489 children in 2020 on the December 1 child counts. As of April 28, 2021, the program served approximately 550 students. The decrease in the number of children attending organized preschool programs within the service areas impacted the number of children identified for services. Overall, service provision was impacted by absences due to quarantine, symptoms, or positive COVID tests of both staff and students. Teachers planned for untraditional therapy methods, including packets and communication with parents and teletherapy. All attempts were made to ensure that the needs of the children were being addressed. Additionally, for the 2020-2021 school year, the overall per child-cost to the districts for the co-op services was decreased from \$610 to \$410/student. Other funding, including state and federal funding for ECSE services, was sent directly to the district. All funding was billed via invoice from the co-op to the district.
- Dawson worked diligently with members schools to offer students industry certifications. Each program of study at the local district offered students the opportunity to obtain an industry certification that would make them more employable upon the completion of high school. Dawson provided training and resources to maximize the ability of schools to offer curriculum and testing opportunities needed for students to obtain national certifications. Dawson assisted with the alignment of industry standards into the CTE curriculum. These certifications aligned to postsecondary and/or employment opportunities with the competencies and skills that students should have acquired through their chosen programs of study. Dawson Co-op partnered with Southwest Cooperative, South Central Cooperative, and the DeQueen Mena Cooperative to host the seventh annual CTE Regional Advisory Stakeholders Meeting on March 31, 2021. During this meeting, a new state initiative, Ready for Life, was showcased for schools to use to assist in career planning for 2021-22. Superintendents, principals, counselors, teachers, and representatives from business and industry were in attendance. Regional Advisory Councils are an equal partnership between schools, cooperatives, career centers, colleges, and employers. This meeting assists schools in reviewing labor market data, aligning secondary and post-secondary programs, offering dual and articulated credit where applicable, identifying extended learning opportunities for students, and determining training and skill sets needed from business and industry to assist students in

obtaining employment in hard to fill areas. Working together, the group aligns to assist the needs of students and employers, which benefits this region of the state economically. Participants heard from instructors focusing on skilled labor and graduating students who were employed within their certified field. The meeting focused on how high schools can better prepare and educate students in the areas of trade and skilled labor. The participants heard from two schools in Arkansas that have established a charter CTE school. Centerpoint showcased their Agri Charter School, and Caddo Hills showcased their Business Charter School. Both schools shared information as to their development process. Topics of the discussion included the establishment of the curriculum which prepares students to become more employable, the licensing of teachers, and project-based learning activities which incorporates core curriculum into the CTE curriculum to prepare students for the world of work within their chosen profession.

Dawson 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. Dawson ESC's last audit report showed no audit findings. Dawson board minutes can be found on the website.

Dawson ESC communicates effectively with member districts, DESE, and other education cooperatives through coordinated monthly zooms/meetings, the Dawson website, weekly emails from the Assistant Director to all administrators in the Dawson districts, monthly emails from specialists to lead teachers in Dawson 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.

Dawson 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. Dawson also partners with the Department of Workforce Education to oversee the pass-through grant from the National Apprenticeship Training Foundation (NATF).

Dawson ESC recently began a podcast, Spillin' the TEA (teachers/educators/administrators) in Studio D, where the Director and Assistant Director meet with educators from our member districts and the community. During the podcast, guests highlight unique school initiatives within their school/community and share personal stories of the path that led them into education.

Most recently, based on ongoing construction within Arkadelphia School District, the need arose for the relocation of Arkadelphia's administrative offices. Dawson ESC was able to accommodate this need by leasing office space in building 3.

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

Dawson Education Service Cooperative's Board of Directors met 10 times during the 2020-2021 school year, holding board meetings in all months except July and August and holding an annual 3-day conference in June, which provides all mandated professional development required of administrators. The board approves the monthly Dawson financial reports and the annual financial audit presented by John Craft of Craft, Veach, and Company. The board also approves the budget annually at the September Board of Directors' meeting.

To ensure the efficiency of operation, Dawson ESC has implemented the following: an online hiring packet, digital software to streamline workflow, and an electronic process to enter leave.

Section 3: Extent of Local Financial Support

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

Dawson Education Service Cooperative provides professional development and instructional/curriculum support to all 22 of our member districts based on their requests and priorities of the state. All 22 districts are entitled to participate in state-supported programs, as well as those initiated by Dawson ESC. Additionally, we serve personnel from other co-op areas in state-supported training if and when the need arises.

Dawson ESC provides multiple services funded through local consortia funds: professional development, on-site curriculum support, classroom support for teachers, PLC assistance, and instructional planning are all funded through our Professional Development Consortium. Dawson's G/T Specialist is partially funded through district local funds. Dawson'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.

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

- 100% of member schools participate in the *Professional Development Consortium* 22/22 districts
- 100% of member schools participate in *Gifted and Talented Specialist support* 22/22 districts
- 90% of member schools participate in the *CTE Consortium (20 of our 22 districts)*:
Arkadelphia, Bauxite, Bismarck, Centerpoint, Cutter Morning Star, Fountain Lake, Glen Rose, Gurdon, Harmony Grove, Hot Springs, Jessieville, Kirby, Lake Hamilton, Lakeside, Magnet Cove, Malvern, Mountain Pine, Ouachita, Poyen, and South Pike County.
- 95% of Dawson ESC districts utilize our Early Childhood Special Education student support services, which are partially funded with local monies. 21 of Dawson's 22 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.
- 82% of Dawson member schools participate in funding a facilities support specialist, Leslie Dyess, who was hired by Dawson Education Cooperative through local fund support of 18 of our 22 member schools. The following is a list of the most recent information concerning partnership projects:
 - 2019-2021 Partnership Cycle:
 - 38 projects submitted
 - 30 approved/funded
 - 5 disapproved
 - 3 rescinded
 - \$21,183,687.60 total State Financial Participation
 - 2021-2023 Partnership Cycle:
 - 14 projects submitted/approved
 - 5 projects funded at this time; 9 pending funding
 - \$3,819,312.11 total State Financial Participation to date; second round of funding expected May 1, 2022.
 - 2023-2025 Partnership Cycle:

- 16 projects were submitted on March 1, 2022; no additional data is available for this cycle.

Dawson Co-op utilizes an annual Needs Assessment Survey to help determine the professional development needs of member schools. The Dawson Curriculum Cabinet (assistant superintendents and curriculum coordinators) also provides additional input on professional development needs. To help gather additional information, we utilize input from multiple job-alike groups (instructional facilitators group that are supported by co-op specialists, as well as our Dawson Teacher Center Committee). 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 22 of our 22 member schools during the 2020-2021 school year. The results were shared with each superintendent individually.

We also have opportunities to collaborate/cost-share that do not have 80-100% participation which we also feel are very important. For example, the high cost of certain types of equipment that is necessary but infrequently used can be shared via co-op coordination. Not all districts need this service, but for those that do, the cost of a scissor lift purchase and maintenance is shared/coordinated through Dawson Co-op. Dawson has 12 districts participating in this cost-sharing: Arkadelphia, Mountain Pine, Poyen, Glen Rose, Ouachita, Magnet Cove, Bauxite, Bismarck, Cutter Morning Star, Kirby, Gurdon, and Malvern. In response to Covid-19, Dawson met the need for a virtual option for K-6 students by providing a K-6 Virtual Consortium. Dawson has 9 districts participating in this cost-sharing: Arkadelphia, Bauxite, Benton, Bismarck, Centerpoint, Harmony Grove, Hot Spring, Kirby, and Lake Hamilton. For the 2022-2023 school year, 4 districts have formed a consortium for a Social Emotional Learning Support Specialist: Bauxite, Cutter-Morning Star, Fountain Lake, and Malvern. Additionally, the seven school districts in Garland County have partnered with Dawson to provide a county-wide, collaborative ABC Pre-K program for 3 and 4-year-olds: Hot Springs, Lake Hamilton, Lakeside, Cutter Morning Star, Fountain Lake, Jessieville, and Mountain Pine.

Dawson Education Service Cooperative publishes a report annually 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.