



# Evaluation Narrative Summary

Jeff Cantrell, Director  
October 27, 2022

**Ozarks Unlimited Resources Education Service Cooperative**  
**Board of Directors**

<b>Name</b>	<b>Position</b>	<b>School District</b>
Larry McKinney	Superintendent	Alpena
Sarah Alexander	Superintendent	Bergman
Owen Powell	Superintendent	Berryville
James Jones	Superintendent	Cotter
Brenda Napier	Superintendent	Deer/Mt. Judea
Bryan Pruitt	Superintendent	Eureka Springs
Kelvin Hudson	Superintendent	Flippin
Dr. Matt Summers	Superintendent	Green Forest
Dr. Stewart Pratt	Superintendent	Harrison
Dr. Candra Brasel	Superintendent	Jasper
Tami Richey	Superintendent	Lead Hill
Dr. Ryan Huff	Superintendent	Omaha
Jeff Lewis	Superintendent	Ozark Mountain
Valorie McCleary	Superintendent	Searcy County
Dr. Kyle Mallett	Superintendent	Valley Springs
Wes Henderson	Superintendent	Yellville-Summit

## O.U.R. ESC Demographics

Ozarks Unlimited Resources Education Service Cooperative (OUR 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 co-op was housed at a couple of locations in Harrison. In 2009, construction was completed on Phase I of the current co-op facility and the co-op operations were moved to this location located five miles south of Harrison on Highway 65. Over the next 11 years, the remaining three phases of the facility were completed. The cooperative employs a staff of approximately 119, with approximately 35 housed at the co-op office site and serves 16 districts in eight counties. Jeff Cantrell became the director in 2020-2021 and during that year, he led the cooperative staff through the process of revising the Mission and Vision of the Co-op with the following results:

Mission: *Building educational bridges through professionalism, collaborative relationships and responsive service.*

Vision: *Quality educational services through resourceful partnerships.*

Section 6-13-1003	Requirement	Documentation
<b>1</b>	ESC region includes at least three(3) but no more than nine(9) counties	O.U.R. ESC serves 16 school districts in 8 counties: Baxter, Boone, Carroll, Johnson, Madison, Marion, Newton, and Searcy
<b>2</b>	ESC region includes at least ten(10) but no more than thirty-five(35) school districts	OUR ESC serves 16 school districts in Arkansas: Alpena, Bergman, Berryville, Cotter, Deer/Mt. Judea, Eureka Springs, Flippin, Green Forest, Harrison, Jasper, Lead Hill, Omaha, Ozark Mountain, Searcy County, Valley Springs, and Yellville-Summit.
<b>3</b>	ESC region includes at least twenty thousand (20,000) pupils in K-12 average daily membership (ADM)	Number of students in OUR ESC region (My School Info-ADM): 14,556 students
<b>4</b>	ESC region includes at least one (1) postsecondary education institution	There is one post-secondary institution within the OUR ESC area: North Arkansas College in Harrison, AR.
<b>5</b>	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)	OUR ESC serves 16 school districts, with 100% of the district offices within 50 miles of driving distance (or approximately 1 hour) from the cooperative. One consolidated district, Jasper, has a school campus, Oark, that is 82 miles from the co-op.

## Section 1: User Satisfaction and Service Adequacy

### 22.2 Section 1A-1B: Annual User Satisfaction Survey and Summative PD session evaluation responses

OUR 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). Emails with a link to the professional development evaluations are electronically generated through escWorks to participants after a session has concluded. OUR ESC staff, who conduct trainings, use both escWorks electronic evaluations and the user satisfaction survey to reflect on their practice. Annually, the OUR ESC Professional Development staff, which includes literacy, mathematics, science, novice teacher, technology, G/T, and career and technical education specialists, spend time at the end of the summer in a planning/debriefing session where a variety of data points are analyzed. In addition, results of the User Satisfaction Survey are shared with other department coordinators. These results are used to impact the work done in these departments.

The OUR ESC Annual User Satisfaction Survey was distributed in April 2022 and received 401 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
Administration	Administrative Support	55% (136/244)	43% (104/244)	2% (4/244)	98% (240/244)
	Support for State Initiatives	50% (132/265)	47% (124/265)	3% (9/265)	97% (256/265)
	Support for Leadership Areas	50% (117/231)	48% (110/231)	2% (4/231)	98% (227/231)
	Helpfulness of Staff when Seeking Information as an Administrator	64% (220/342)	34% (116/342)	2% (6/342)	98% (336/342)
Literacy	RISE K-2	60% (93/154)	40% (61/154)	0% (0/154)	100% (154/154)
	RISE 3-5	62% (82/133)	36% (48/133)	2% (3/133)	98% (130/133)
	SoR Stand-Alone Days	53% (52/98)	47% (46/98)	0% (0/98)	100% (98/98)
	Critical Reading	35% (34/98)	60% (59/98)	5% (5/98)	95% (93/98)
	Literacy Content Training (Disciplinary Literacy)	39% (45/114)	55% (62/114)	6% (7/114)	94% (107/114)
	Dyslexia Support	48% (51/105)	45% (47/105)	6% (7/105)	93% (98/105)
	Writing Training	45% (46/103)	50% (52/103)	5% (5/103)	95% (98/103)
Math	Cognitively Guided Instruction (CGI)/Extending Children's Mathematics (ECM)	47% (28/59)	53% (31/59)	0% (0/59)	100% (59/59)
	Mathematics Content Trainings	39% (29/75)	52% (39/75)	9% (7/75)	91% (68/75)
	Quantitative Literacy	34% (16/48)	56% (27/48)	10% (5/48)	90% (43/48)

	AR Math QUEST	47% (17/36)	53% (19/36)	0% (0/36)	100% (36/36)
	Illustrative Math	49% (19/39)	51% (20/39)	0% (0/39)	100% (39/39)
	Mathematics Programs	37% (21/56)	63% (35/56)	0% (0/56)	100% (56/56)
<b>Science</b>	Grasping Phenomenal Science K-4	41% (19/46)	59% (27/46)	0% (0/46)	100% (46/46)
	Grasping Phenomenal Science 5-8	49% (22/45)	51% (23/45)	0% (0/45)	100% (45/45)
	Grasping Phenomenal Science 9-12	43% (18/42)	57% (24/42)	0% (0/42)	100% (42/42)
	STEM	46% (26/57)	54% (31/57)	0% (0/57)	100% (57/57)
<b>Novice Teacher Mentoring</b>	Classroom Management	45% (64/141)	55% (77/141)	0% (0/141)	100% (141/141)
	Support through use of a Digital Platform	46% (58/127)	50% (64/127)	4% (5/127)	96% (122/127)
	In-District and/or Virtual Support by R & R and/or Cooperative Specialists	48% (60/126)	48% (61/126)	4% (5/126)	96% (121/126)
	PD on Relevant topics such as TESS, PGPs, Ethics, etc	45% (67/149)	51% (76/149)	4% (6/149)	96% (143/149)
<b>Digital Learning Services</b>	Digital Learning Resources/Tools	34% (54/163)	64% (105/163)	29% (4/163)	98% (159/163)
	Support on Use of Various Digital Learning Platforms	38% (61/162)	59% (96/162)	3% (5/162)	97% (157/162)
	In-district Support for Digital Learning	35% (51/146)	59% (86/146)	6% (9/146)	94% (137/146)
	IT Support	37% (42/115)	59% (68/115)	4% (5/115)	96% (110/115)
<b>Support Since COVID</b>	Assistance with the Transition to Blended Learning	38% (67/177)	55% (97/177)	7% (13/177)	93% (164/177)
	Regular Communication/Updates Provided by Your Co-op	43% (104/241)	52% (126/241)	5% (11/241)	95% (230/241)
	Professional Development Offerings during COVID 19	40% (105/260)	53% (136/260)	7% (19/260)	93% (241/260)
	Support/Assistance with the Development of AR Ready for Learning Plan	42% (70/168)	52% (88/168)	6% (10/168)	94% (158/168)
<b>Special Education</b>	LEA Supervisors	45% (51/113)	47% (53/113)	8% (9/113)	92% (104/113)
	Behavior Support Specialist and Services	48% (50/105)	43% (45/105)	9% (10/105)	90% (95/105)
	Other SPED Services	47% (52/110)	50% (55/110)	3% (3/110)	97% (107/110)

Early Childhood	ABC Program	47% (32/68)	47% (32/68)	6% (4/68)	94% (64/68)
	Early Childhood Special Education	55% (38/69)	45% (31/69)	0% (0/69)	100% (69/69)
	HIPPY	52% (31/60)	48% (29/60)	0% (0/60)	100% (60/60)
	Other Early Childhood Services	47% (35/75)	53% (40/75)	0% (0/75)	100% (75/75)
Other Services	Student Services (Quiz Bowl, Chess Tournaments, Spelling Bee, etc.)	47% (54/115)	49% (56/115)	4% (5/115)	96% (110/115)
	Career and Technical Education (CTE)	55% (52/95)	41% (39/95)	4% (4/95)	96% (91/95)
	Gifted and Talented	50% (51/102)	45% (46/102)	5% (5/102)	95% (97/102)
	Instructional Technology	39% (37/94)	56% (52/94)	5% (5/94)	95% (89/94)
	Community Health Nurse	49% (43/88)	48% (42/88)	3% (3/88)	97% (85/88)
	Facilities Consortium	50% (29/58)	47% (27/58)	3% (2/58)	97% (56/58)
	Purchasing Programs (Warehouse)	42% (25/60)	50% (30/60)	8% (5/60)	92% (55/60)
	Teacher Center and/or Print Shop	43% (30/69)	43% (30/69)	13% (9/69)	87% (60/69)
	<b>Overall Average</b>	46%	50%	4%	<b>96%</b>

The Summative Professional Development Evaluation Report was reviewed for 7/1/2020--6/30/2021 and 7/1/2021--6/30/2022 with their being an overall average score of 3.94 on a 4.0 scale from 2,800 responses for the first year and an overall average score of 3.95 on a 4.0 scale from 3,326 responses for the most recent year.

The data was reviewed to determine how OUR 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:

- Mathematics Content Trainings and Quantitative Literacy Training
- LEA Supervisors
- Behavior Support Services
- Teacher Center and/or Print Shop
- Need for additional writing training at all grade levels
- Need for vertical communication with lower elementary classroom teachers and preschool regarding curriculum at the preschool level
- Need for more effective, targeted communication with school personnel

How OUR ESC responded to those needs:

- The math specialist is working toward increasing awareness and interest in the mathematics training that he provides including Quantitative Literacy. In addition, the plan is for him to expand his offerings and to host PD sessions at the co-op. Another goal he has developed is to increase his presence in districts providing individual support to teachers. This is being accomplished through him working with novice teachers who are teaching math and through the coaching cycles as required by the math grant.
- For the coming year, two of the three LEA Supervisors are new to this role at the co-op. The director has developed a plan for on-boarding the new staff. This plan includes weekly PLC type meetings with the three supervisors with an emphasis on providing collaborative services to the staff from the districts

served. With the realignment of districts among the supervisors for the 2022-2023 year, they are each responsible for fewer districts which will provide for more time to effectively serve each district.

- Based on feedback from the User Satisfaction Survey as well as feedback provided by administrators at various meetings in the fall semester, a need was identified for additional behavior support. A consortium of 11 of our 16 districts was formed to provide this additional support. The program is staffed with a licensed school psychologist and two behavior coaches who will be working with behavior teams from each of the participating schools.
- Based on comments regarding the Teacher Center, many of our school personnel were not aware of the existence of the Teacher Center. OUR ESC does not have a print shop. We developed an introductory video providing an overview of the co-op and some of the services offered. The teacher center was highlighted in the video.
- During the summer, additional writing training was provided for middle school and high school teachers. In addition, co-op staff have promoted the Writing Revolution training and are providing support to teachers who are participating in this training and are working to schedule personnel from Empowering Writers to provide writing training for teachers in the co-op area. Literacy specialists have been assisting schools in aligning writing types with literacy curriculum programs which have been recently purchased in many of our districts.
- The ABC Coordinator is working with lower grade teachers particularly kindergarten to share information regarding the Pre-K RISE program, Launch Pad.
- A Google Sheet was shared with superintendents from member districts where superintendents listed administrators, counselors, lead literacy, math, science, social studies, art, music and PE teachers for their districts. Having this contact information available will allow for targeted communication by various co-op personnel regarding topics relevant to these groups.

In addition to the user satisfaction survey and summative PD evaluation responses, the Director and Assistant Director routinely meet with administrators and the director regularly has individual conversations with superintendents which provides opportunity for feedback regarding co-op services to be shared.

### **17.00 Section 1C: Annual Surveys and Needs Assessment**

OUR ESC administers a PD 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 in order to supplement our survey information. There were 67 responses to the survey with representation from each of the 16 districts. A survey was sent in January 2022 to speciality area educators (art, music, library/media, counselors, career/technical education, PE) seeking input with regards to PD topics and possible presenters for their areas. In addition, job-alike group meetings are a source of information on district service needs and interests. Information/feedback is gathered from OUR ESC's Teacher Center Committee and the following groups: Curriculum and Testing Coordinators, ESOL Coordinators, GT Coordinators, Counselors, Principals, Technology Coordinators, and Dyslexia Interventionists. The results from the Needs Assessment Survey are shared with superintendents, principals, the Teacher Center Committee, and Curriculum and Testing Coordinators during meetings. The results are shared with specialists during our professional staff meetings and included in the Annual Report which is shared with DESE personnel.

In addition to addressing the needs as identified by co-op area district personnel, guidance from legislation which formed the co-ops regarding "...provide services which are consistent with the education priorities of the state as established by the General Assembly or the board" is followed.

The following are examples of how OUR ESC responded to the Needs Assessment Survey given in Fall 2021 and other information gathered as described above:

- The OUR ESC teacher center coordinator and the literacy specialists have worked closely in developing and implementing a plan to ensure co-op area teachers received the necessary training to earn an awareness or proficiency credential by the beginning of the 2023-2024 school year. We held a Science of

Reading Assessor Refresh in January 2022 and in September, we hosted Day 1 of Assessor training. During the past years, the specialists have met frequently with Science of Reading Assessors either on-campus or virtually. The purpose of these sessions has been to support building leaders as they collect evidence based on observation to determine the level of proficiency shown by their teachers with regards to the Science of Reading. During the Summer and Fall of 2022, we have added multiple sessions of K-2 and 3-6 RISE to provide training to late hires, new teachers, or teachers who may have changed grade levels.

- OUR ESC literacy specialists scheduled Literacy Curriculum Workdays during the Spring and Summer 2022, to assist districts in aligning materials and resources to the Science of Reading. In addition, support was provided on teaching literacy through the use of informational texts related to science and social studies. As an added support, the specialists are working with districts that are using phonics programs that need additional pieces providing for explicit language to include the steps for decoding and encoding were added to the lessons in order for the phonics lessons to align with the Science of Reading.
- OUR ESC scheduled sessions for library/media specialists (LMS) which provided a review of new children's literature, and one of the DESE Digital Learning Specialists co-planned with one of the area LMS a session to support LMS and classroom teachers. Based on feedback from this session, the co-op will be working with area LMS to schedule periodic meetings through the year for this group.
- Multiple sessions focusing on student and staff mental health and social emotional well-being were held during the school year as well as the summer and fall of 2022. OUR ESC collaborated with Arkansas AWARE staff to provide a two day Emotional Poverty training with Dr. Ruby Payne attended by approximately 400 school personnel with representation from 15 of the districts. AWARE personnel were involved in the development of a grant proposal for a second five year AWARE grant which would begin on October 1, 2022 and have been notified that the grant has been approved.

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. In addition, co-op leadership polled superintendents regarding duplications. No duplication was noted.

## **4.2 Section 1D: Provide Assistance**

OUR ESC provides assistance to our districts with meeting standards in as cost efficient manner as possible. We provide the following supports: professional development focusing on a wide variety of topics and presented by experts in that area, specifically required professional development for identified groups of educators such as the required Tier I training, a minimum of six hours of school board member training held at the co-op, assist schools in reviewing curriculum, fingerprinting needed for required employability checks at no charge, serve as a thought partner with schools as they develop plans required by DESE, and work collaboratively with DESE personnel on providing Act 1082 coordinated literacy support for districts identified as being in Level 3. We have hosted large professional development events that were open to educators from all our districts such as having Dr. Ruby Payne provide a two-day session on Emotional Poverty. Our staff provide professional development on-site support to our school districts throughout the school year. The co-op employs three special education supervisors who provide services for 9 of the 16 districts. Other services provided include itinerant speech therapy and behavior support. Additional supports are provided that equalize education opportunities. OUR ABC Preschool Program administers 23 classrooms in 10 of our member districts following the recommendation that districts provide access to approved early childhood programs for 3-5 year olds. The co-op provides Home Instruction Program for Preschool Youngsters (HIPPY) and Parents as Teachers (PAT). The Early Childhood Special Education Department is responsible for providing special education, speech, behavioral, occupational and physical therapy services for students who qualify in 14 of our member districts. Fifteen of our districts participate in a Perkins Consortium which administered a budget of \$222,487 during 2021-2022. The CTE Coordinator has assisted schools in gaining approval for 34 Start Up Grants providing for \$840,551.47 over the past five years and last year received six non-traditional and innovation grants totalling \$47,495. Through the cooperative efforts of the other education service co-ops, we have provided opportunities for Restorative Practices and Title IX professional development and ACT Prep sessions. The co-op has provided districts with access to Vector Solutions bus driver training.



Based on needs expressed by OUR ESC districts related to behavioral support, consideration was given to how the co-op might be able to provide additional assistance for district staff when working with students who were exhibiting challenging behaviors. When presented with multiple options to provide support, the consensus of the co-op board was to hire a team consisting of a licensed school psychologist as well as two behavior coaches to work within districts. Of the 16 co-op districts, 11 opted to be a part of this consortium which began providing services for the 2022-2023 school year.

OUR ESC promoted coordination between the co-op districts and DESE in the following ways: host DESE personnel to share information during various meetings and share updates from DESE when meeting with groups. In support of the educational priorities of the state, a few examples include providing multiple sessions of Science of Reading training and coaching support for Science of Reading Assessors, providing multiple trainings related to inclusive education practices, providing support related to dyslexia legislation and requirements, sharing information related to the Teacher Residency Model, and supporting our districts in their work related to professional learning communities and high reliability schools.

Additional support provided included co-op staff meeting weekly/bi-weekly with superintendents, principals and other administrative groups to share information provided during regular updates from DESE and to provide opportunity for collaborative conversation among co-op area school personnel. Co-op staff assisted district personnel in completing DESE applications for Digital Learning Plans. We assisted with the delivery of PPE to districts during COVID.

As an example, OUR ESC works with Valley Springs School District. The co-op assists the Valley Springs School District in exceeding accreditation standards by providing the following services: ABC Pre-K, HIPPPY, PAT and onsite assistance from specialists and coordinators, and behavior services. In addition, the Valley Springs School District is one of the three districts in the Arkansas AWARE project. The district cost shares the following required services through the co-op: Early Childhood Special Education, Special Education Supervisor, Speech Therapy Services, CTE, and professional development. Having these shared services provides for the use of educational resources more effectively through the cooperative. All three schools in the Valley Springs School District are fully accredited based on the most recent school report card. In addition, Valley Springs Middle School received the following recognition: Top 5% Performance, OEP Middle Level Overall Growth Scores, and OEP Middle Math Growth Scores #9 in the State and Valley Springs High School received the following: Top 6%-10% Performance and Top 6%-10% Growth Graduation. Had school ratings been assigned for the 2020-2021 school year, the following ratings would have applied to the three schools in this district: Valley Springs Elementary School--C, Valley Springs Middle School--A, and Valley Springs High School--A. A cost analysis study was completed for this district for the 2019-2020 school year.

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

OUR ESC'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 (8), but not more than two-thirds (10) of the members are classroom teachers. (There are 9 classroom teachers and 7 administrators.) The committee shall meet at least three times per year. The meeting dates for the 2021-2022 school year: 11/11/2021, 1/6/2022, 2/10/2022, and 3/9/2022.

<b>Committee Member</b>	<b>District</b>	<b>Position</b>
Ashley Massengale	Alpena	Teacher
Debbie Atkinson	Bergman	Administrator
Heather Zouladek	Berryville	Teacher
LaDonna Mendleski	Cotter	Teacher
Kim Vanderpool	Deer/Mt. Judea	Teacher
Gideon Keas	Eureka Springs	Teacher
Jan Bandy	Flippin	Teacher
Tim Booth	Green Forest	Administrator
Mark Ditmanson	Harrison	Administrator
Todd Parker	Jasper	Administrator
Alesha Deweese	Lead Hill	Teacher
Shelly Collins	Omaha	Administrator

Alisha Dixon	Ozark Mountain	Teacher
Benetta Caston	Searcy County	Administrator
Melanie Middleton	Valley Springs	Teacher
David Wyatt	Yellville-Summit	Administrator

OUR ESC's Teacher Center is housed in the co-op building. In addition to the Teacher Center, a Maker Space Room is available. These areas are available to area educators at any time during regular business hours with the option to check out items from the Maker Space Room.

Resources that have been acquired by the literacy, math, science, and GT specialists are available for use either at the co-op or via checkout depending on the portability of the item. There is a list of these items on each of the departments webpages. The teacher center coordinator maintains a professional library which is also available for loan.

As a support to educators in the co-op area, the following groups meet routinely: Curriculum and Testing Coordinators, Principals, Federal Program Coordinators, Counselors, ESOL Coordinators, GT Coordinators, Area Special Education Supervisors, Dyslexia Interventionists, Technology Coordinators, etc. The purpose of the face to face as well as virtual meetings is to provide an opportunity for sharing information, having collaboration time, and interacting with DESE.

The OUR ESC Principal Group (Instructional Leaders) meets approximately three times a year. During COVID, virtual meetings were utilized frequently to share information. During the 2021-2022 year, virtual meetings were held monthly in addition to face to face meetings.

Best practices are shared publicly through the dissemination by the Teacher Center Coordinator of monthly updates with links to relevant information to all administrator groups.

## **16.00 Section 1F: Liaison with Postsecondary Institutions**

There is one postsecondary institution within the OUR ESC service area, North Arkansas College (NAC) located in Harrison. The co-op has an excellent working relationship with NAC. Institutions outside the co-op service area with whom there is collaboration include Arkansas State University--Mtn. Home (ASU-MH), University of Central Arkansas (UCA), and Arkansas State University (ASU).

- **NAC**--NAC staff participate in trainings provided by the co-op, ABC program provides classrooms for pre-service students to observe, co-op staff serve as guest speakers in pre-service education classes, technology coordinator participates in their IT User Group meetings, NAC staff participated in career fairs organized by the co-op mentoring program, NAC along with OUR ESC is a key partner in the Workforce Initiative Network,
- **ASU-Mtn. Home**--ABC program provides classrooms for pre-service student observations, college staff have participated in Career Fairs organized by the co-op mentoring program targeting preservice educators and career changers
- **UCA**--literacy specialist earned certification as a trainer in the Strategic Instruction Model through UCA and provides joint trainings as well as classroom coaching and scoring support with Dr. Patty Kohler-Evans from UCA.
- **ASU**--partners with AWARE for training and evaluation through their Office of Behavior Research and Evaluation and Center for Community Engagement and the ABC program collaborates by using ASU Childhood Services for professional development, curriculum and site monitoring.
- **ATU**--The G/T Specialists assists with reading applications for Arkansas Governor's School annually.
- **UofA-Fayetteville**--Both the ABC and HIPPIY Programs collaborate with the County Cooperative Extension Service to offer programs for classrooms and parent meetings.
- **UAMS**--The HIPPIY program collaborates on Family Map interviews with UAMS.
- Leadership from **NAC** periodically attends OUR ESC board meetings

OUR ESC shares best practices with collaborating partners and publicly via social media.

- Provided Adult Mental Health First Aid training to Ozark Opportunities, NAC and Lyon College personnel, Youth Mental Health First Aid to Ozark Opportunities, North Arkansas Partnership for Health Education(NAPHE) and members of the faith-based community, and Adverse Childhood Experience training for NAPHE and CASA volunteers.
- Multiple OUR ESC staff serve as officers in AAEA Constituent Groups and on the Boards of those organizations. The teacher center coordinator served as President of the Arkansas Association of Curriculum and Instruction Administrators last year and as part of those duties was involved in scheduling Mike Mattos from Solution Tree for the annual conference with the theme Supporting All Learning: Moving Learning Forward, the ECSE Coordinator serves on the following boards: the Arkansas Association of Special Education Administrators and Council of Administrators of Special Education, and the GT Specialist serves as President of the Arkansas Association of Gifted Education Administrators and the Chair for Arkansans for Gifted and Talented Education Annual Conference, and the Chair for the statewide co-op GT specialists group.
- The Recruitment and Retention Facilitator and the Science Specialist served as assessors for the DESE developed Micro-Credentials. The OUR ESC mentoring program was the only co-op to be involved in this statewide pilot of these micro-credentials.
- The literacy specialists work with the County Extension Office on scoring writing samples submitted by students for the Boone County and Northwest Arkansas District Fair.
- Co-op staff share best practices with the other 14 co-ops via monthly meetings and the Annual Co-op Conference as well as emails.
- OURESC's director, Jeff Cantrell is involved in various statewide leadership activities. He serves as a board member of the Arkansas Rural Education Association, is a member of the AAEA Legislative Finance Committee, and attended the Executive Leadership Collaborative of the Arkansas Leadership Academy.

## Section 2: Staff Qualifications

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

OUR ESC currently employs a staff of 119 consisting of approximately 45 certified positions and 74 classified positions. All OUR ESC employees who hold positions requiring licensure are licensed in the appropriate area or have an approved licensure plan on file. One preschool teacher has a Staff Qualification Plan which details the steps necessary to be licensed. This plan is on file with the state ABC office. Licensure documentation is monitored by and maintained in the Business Office. OUR ESC employees are evaluated in the spring by their direct supervisor(s). Evaluation conferences are held for all employees. The co-op director is evaluated annually in January by the OUR ESC Board of Directors. OUR ESC utilized the model policy service from the Arkansas School Board Association. Policies for both Licensed and Classified are updated in the spring and the policies are addressed each year at our annual "beginning of school year staff meeting" and links are shared to these documents.

OUR ESC's Annual Report is compiled each spring and presented to the Board at the June meeting for approval. The Annual Report is sent to Stacy Smith ([stacy.smith@ade.arkansas.gov](mailto:stacy.smith@ade.arkansas.gov)) 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:

- **Workforce Initiative Network (WIN)** was established by the Boone County Economic Development Corporation and Harrison Chamber of Commerce. Key partners in the work of this network include O.U.R. Education Cooperative and North Arkansas College. The purpose of WIN is to educate and promote local career opportunities to students in 8<sup>th</sup> – 12<sup>th</sup> grade within the O.U.R. Co-op area. During the 2021-2022 year, over the course of 9+ weeks, recorded industry tours were provided each Monday and live Q & A sessions took place each Thursday from 11:00am – 11:30am where there was discussion of career opportunities and skills needed for success. All recordings were posted to the [WIN website](#)

which educators and students have unlimited access to. These meetings were used locally and state-wide to meet Perkins advisory council requirements. WIN received state and regional notoriety for this ingenuity. The 1<sup>st</sup> WIN Leadership Academy was established in Fall 2021 and included 15 teachers and counselors conducting a book study, reviewing workforce data, and having bi-weekly one-on-one conversations with local industries to address local workforce needs and overcome barriers. These 15 teachers had the opportunity to attend in person industry tours. The second WIN Leadership Academy began September 22, 2022 with 14 teachers, counselors and principals. The 3<sup>rd</sup> rendition of the WIN magazine is planned to be released to O.U.R. Co-op schools in Fall 2022. The Boone County Leadership Institute hosted a mock interview session with Gen 1 career and higher education students where the Institute interviewed 20+ students for the purpose of preparing them for future interviews. Future plans of pursuing a mock interview session that all OUR Co-Op schools are invited to is being discussed with North Arkansas College and the Northwest Arkansas Economic Development District.

- **Science of Reading Support**--OUR ESC staff implemented a plan to ensure co-op area teachers received the necessary training to earn an awareness or proficiency credential by the beginning of the 2023-2024 school year. We have administered multiple surveys to determine the need for additional Science of Reading training, particularly K-2 and 3-6 RISE. Additional trainings have been added in later summer or early fall both years to meet needs. During the past two years, the specialists have met frequently with Science of Reading Assessors either onsite or virtually. The purpose of these sessions has been to support building leaders as they collect evidence based on observation to determine the level of proficiency shown by their teachers with regards to the Science of Reading.
- **ABC Program**--OUR ESC administers 23 classrooms housed in 10 of the co-op districts and Mtn. Home in Baxter, Boone, Carroll, Johnson, Marion, and Newton counties. Each ABC classroom provides students with a low teacher/child ratio of 1:10, an Arkansas Licensed P-4 teacher, a paraprofessional with a CDA and an early childhood curriculum approved by the state. This curriculum includes the use of Launchpad for Pre-K Literacy(RISE). Each classroom is quality approved and provides a developmentally appropriate environment to ensure that all children have the opportunity to thrive. ABC staff work closely with the public school staff to ensure that the children and their families have a smooth transition to public school kindergarten. Parent meetings are held monthly to provide parents information on topics of interest to them such as parenting skills, literacy, discipline, nutrition, school readiness, etc.

OUR ESC collaborates with staff from the other 14 education cooperatives sharing policy/procedural information that will help all of the co-ops work more effectively and efficiently. OUR ESC's audits are performed by Arkansas Legislative Audit, and the last two audit reports showed no audit findings. The co-op was recognized during the 2022 ADE Summit for outstanding performance and exemplary status as one of the top 10 districts for Early and On-time Cycle Submissions for Finance Cycles. The co-op business office was one of the first 10 districts in the state to pilot the most recent version of eFinance per the request of Kathleen Crain, former APSCN Division Manager for Financial Applications. OUR ESC board minutes can be found on the website.

OUR ESC communicates effectively with member districts, DESE, and other education cooperatives through face to face meetings, Zoom meetings, the OUR ESC website and social media pages, emails from the teacher center coordinator and director, phone conversations with the director and/or teacher center coordinator, etc.

Per review of Section 27.00 of the Rules governing Education Service Cooperatives, OUR ESC does not meet any of the listed criteria which can be indicative of fiscal distress. All co-op facilities and assets are paid in full and the co-op has no debt.

The co-op has elected to utilize the Arkansas School Board Association Model Policies as the basis for co-op policy. In addition, there is an Administrative Handbook which provides details as to procedures for the implementation of policy with a focus on best financial practices. The Handbook is available to be shared with other co-ops and school districts and use of this document provides support for efficiently on-boarding new

personnel. To improve the efficiency of operations, OUR ESC has implemented the following: digital purchase orders, out of area travel forms, and timesheets and an electronic process to enter leave. Employees are encouraged to travel together when visiting locations and share lodging when appropriate. In an effort to enhance efficiency, Mr. Cantrell has completed the following since becoming director: the switching of the lighting in the building to LED lights at no cost to the co-op, eliminated an administrative assistant position with the special education supervisor program to provide additional savings while providing for more support to the participating districts for the 2022-2023 year, utilizing one of the special education supervisors as both a speech pathologist and special education supervisor during the 2021-2022 school year, switching the email system to gmail which is the system used by most of the member districts, initiated a new website for the co-op and re-bid the co-op banking business which provided for a much better interest rate than the co-op was receiving at the time.

OUR ESC partners with DESE to oversee pass-through grants from DESE and various organizations, including National Board for Professional Teaching Standards, ELC Reopening of Schools, and ARP Homeless II.

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

The OUR ESC Board of Directors opt to govern through the use of the full board with representation from the 16 co-op districts, which provides opportunity for routine input on the operational decisions for the co-op, rather than utilizing an Executive Committee. OUR ESC Board of Directors met 11 times during the 2021-2022 school year, holding board meetings on the third Friday in all months except August. The board approves the monthly OUR Co-op financial reports, the annual financial audit which is performed by Arkansas Legislative Audit, and any policy changes. The board also approves the budget annually at the September Board of Directors' meeting. The Annual Superintendents' Conference was held on June 28 and 29, 2022. This yearly conference provides information related to current topics of need as identified by superintendents.

## **Section 3: Extent of Local Financial Support**

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

OUR ESC provides professional development and instructional/curriculum support to all 16 of our member districts based on their requests and priorities of the state. All of our districts are given the opportunity to participate in all programs and services offered by the co-op. Additionally, the co-op serves personnel from other co-op areas in professional development.

The ABC Program administers classrooms in 10 of our districts and provides ECSE services in 14 of co-op area districts. In addition, the co-op operates an ABC Classroom in the Mountain Home School District and provides Early Childhood Special Education services to that district.

OUR ESC provides multiple services funded through local district funds: professional development, special education supervisor services, speech therapy services, Early Childhood/Special Education services are partially funded through local district participation. For participation levels in each of these, see the information provided below.

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

- 100% of member schools staff have participated in professional development opportunities
- 75% of member districts participated in the co-op math carnival held by the Math Specialist
- 25% of member districts participated in the co-op science fair held by the Science Specialist

- 94% of member districts participated in chess, quiz bowl, chess workshops, and/or a secondary student workshop held by the GT Specialist.
- 94% of member schools participate in the *Perkins Consortium (15 of our 16 districts)*: Alpena, Bergman, Berryville, Cotter, Deer/Mt. Judea, Eureka Springs, Flippin, Green Forest, Jasper, Lead Hill, Omaha, Ozark Mountain, Searcy County, Valley Springs and Yellville-Summit.
- 88% of OUR ESC districts utilize our Early Childhood Special Education student support services, which are partially funded with local monies. Fourteen of the co-op'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, behavioral, occupational therapy, and physical therapy, are provided when necessary.
- 63% of member districts ABC preschool classrooms are administered by the co-op (10 of 16 districts).
- 69% of member districts participate in the Behavior Support Consortium administered by the co-op (11 of 16 districts).
- 50% of member districts utilize special education supervisor support services through the co-op (8 of 16 districts).

Collectively, 100% of member districts participate in programs and services offered by the co-op.

The co-op offers a variety of additional opportunities to collaborate/cost-share/provide at not cost services to member districts in the following ways:

- To maximize local school district funding, 15 of 16 member districts participated in a collective paper bid purchase.
- The co-op also solicits bids from milk vendors for volume purchase discounts saving our member districts time and money.
- Fingerprinting services are provided by the co-op to member districts at no additional cost. In addition, fingerprinting equipment is available for loan to participating districts.
- Advanced vision screener equipment (SPOT) was purchased by the co-op and is available for use by co-op member districts without having to purchase locally.

The Annual Needs Assessment Survey and the educational priorities of the state as established by the General Assembly or the State Board of Education are used by co-op staff to help determine the professional development needs of member schools. Input from the Teacher Center Committee and the multiple job-alike groups such as curriculum and testing coordinators, principals, federal program coordinators, ESOL coordinators, etc. are also utilized to gather data. Feedback from these groups may be used in determining long-term needs or may provide information on immediate needs which may necessitate scheduling sessions or adjusting services in the near term.

A cost analysis of services was conducted on all 16 of our member schools since the 2017-2018 school year with at least four districts being completed each year. The results were shared with each superintendent individually.

Ozarks Unlimited Education Service Cooperative publishes a report annually on all programs and positions. The report was shared at the June Board of Directors' meeting, submitted to the Division of Elementary and Secondary Education (DESE), and posted on our website under State Required Information