

Great River Educational Service Cooperative Evaluation

Evaluation Date: December 12, 2022

Section 1: User Satisfaction and Service Adequacy

1A. Annual User Satisfaction survey results (all personnel of member districts) (22.2) <i>User Satisfaction Survey - Please show evidence that the survey was sent to all in the ESC area. Focused effort on Superintendent and key personnel who utilize or facilitate PD. Please identify the percentage of districts that responded to your Survey.</i>	
90% or greater satisfied/very satisfied	5 Excellence
80-89% or greater satisfied/very satisfied	4 Exceeding Standards
70-79% or greater satisfied/very satisfied	3 Meeting Standards
60-69% or greater satisfied/very satisfied	2 Alert
50-59% or greater satisfied/very satisfied	1 In Need of Improvement
Evaluation Notes: There were 427 responses with an overall rating of 93% satisfaction. All districts were represented with uneven response rates. The ESC provided individualized professional learning regarding classroom management, dyslexia, and critical reading based on evaluation feedback. The ESC is planning to re-establish an administrative collaborative learning team.	
1B. Summative PD Session Evaluation responses (22.2) <i>ESC Works Final Report for 2020-21 or 2021-22</i>	
3.8 or higher on 4.0 scale	5 Excellence
3.4 to 3.7 on 4.0 scale	4 Exceeding Standards
3.0 to 3.3 on 4.0 scale	3 Meeting Standards
2.6 to 3.2 on 4.0 scale	2 Alert
2.5 or below on 4.0 scale	1 In Need of Improvement
Evaluation Notes: The overall average was a 3.96 on a 4.0 scale with 2360 responses. There was evidence of a collaborative professional learning environment that made teachers feel comfortable and willing to share. Teachers stated that the co-op helped them grow professionally and personally.	
1C. Annual Survey and Needs Assessments (17.00) <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 AND Reports survey and needs assessment results to member districts and the Department AND Reports any duplications to the Department (<i>How was information shared with DESE</i>)	5 Excellence

Meets 4 of the 4 criteria AND Reports survey and needs assessment results to member districts	4 Exceeding Standards
Meets 4 of 4 criteria listed below. Evidence that: <ol style="list-style-type: none"> 1. A PD Needs Survey was administered 2. The survey data was reviewed by cooperative leadership 3. Ongoing input of district needs from various groups (i.e. Teacher Center Committee, job alike groups, etc.) 4. Works with the Department to conduct surveys that complement rather than duplicate the work 	3 Meeting Standards
Meets 3 of 4 criteria	2 Alert
Meets 2 or less of the 4 criteria	1 In Need of Improvement
Evaluation Notes: The ESC administered a professional development needs survey. Four districts were represented. ESC leadership teams analyzed the survey data to provide support and assistance to each district. The TCC meets monthly with DESE representatives to coordinate services and support.	
1D. Provide Assistance (4.2) District Cost Analysis connected to examples provided.	
Meets 3 of the 3 criteria AND Provides evidence that exceeds the expectation in at least two (2) areas such as exceeding accreditation standards and equalizing education opportunities AND A cost analysis study of coordinated service	5 Excellence
Meets 3 of the 3 criteria AND Provides evidence that exceeds the expectation in at least one (1) areas such as exceeding accreditation standards and equalizing education opportunities OR a cost analysis study of coordinated services	4 Exceeding Standards
Meets 3 of the 3 criteria listed below: <ol style="list-style-type: none"> 1. Assist member districts in meeting or exceeding accreditation standards and equalizing educational opportunities; 2. Using educational resources more effectively through cooperation among school districts; and 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 	3 Meeting Standards
Meets 2 of the 3 criteria	2 Alert
Meets 1 of the 3 criteria	1 In Need of Improvement
Evaluation Notes: The ESC Recruitment & Retention Facilitator meets regularly with districts to ensure they are meeting accreditation standards in regards to licensure requirements. Due to pandemic concerns, Great River Co-op provided open access to WiFi on all campuses and strategically placed buses with wireless access points in communities. The ESC provides annual Tier I training for fiscal administrators. Educational resources are utilized through various consortiums such as Professional Development, Gifted and Talented, CTE, Facilities Coordinators, Early Childhood Special Education, Novice Teacher Mentoring Program. Great Rivers ESC worked with districts and DESE to review digital learning plans before districts submitted them to the State Board of Education. The cooperative also coordinated and delivered PPE to districts during the 2020-2021 school year.	
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 AND Lists the other committees and the purposes or responsiveness to member districts AND Best practices are shared publicly	5 Excellence

Meets 5 of the 5 criteria AND Lists the other committees and the purposes or responsiveness to member districts	4 Exceeding Standards
Meets 5 of the 5 criteria listed below: <ol style="list-style-type: none"> 1. A teacher center will provide, if funds are available, curriculum development assistance, educational materials, and staff development services to teachers within the area 2. A teacher center committee is composed of at least one (1) representative from the staff of each school district 3. At least one-half (½), but not more than two-thirds (⅔) of the members are classroom teachers 4. The committee meets at least three (3) times per year; and 5. Other committees of local school personnel are convened to be responsive to the member districts. 	3 Meeting Standards
Meets 4 of the 5 criteria	2 Alert
Meets 3 or less of the 5 criteria	1 In Need of Improvement
Evaluation Notes: The teacher center committee is composed of all required representatives. The committee met Oct.18, 2021, January 10, 2022, and May 23, 2022. The committee meeting agendas indicated opportunity for feedback, professional growth, and next steps. Other committees of local personnel were identified as ESOL, GT coordinators, and technology coordinators.	
1F. Liaison with Postsecondary Institutions (16.00) <i>Publicly shared Post Secondary partnerships.</i>	
Collaborates with more than two (2) postsecondary institutions or other recognized educational agencies on a regular basis AND Best practices are shared publicly	5 Excellence
Collaborates with more than one (1) postsecondary institutions on a regular basis	4 Exceeding Standards
Shall cooperate with the state-supported postsecondary institution located within its area	3 Meeting Standards
Cooperates with one (1) postsecondary institution within the state	2 Alert
Does not cooperate or collaborate with a postsecondary institution	1 In Need of Improvement
Evaluation Notes: The ESC collaborated with UAPB and Arkansas River ESC to host the EdRising Regional Conference. The ESC Recruitment and Retention Coordinator collaborates consistently with DESE, higher education, and school partners to promote the “grow your own” mentality. The R&R coordinator recruited students from each district to participate in the EdRising program of which students have had the opportunity to compete on local, regional, and national levels. The ESC partners with REACH University, UAPB, EACC, ASU, and Arkansas Tutoring Cooperative. The partnership with ASU and Arkansas Tutoring Corp led to the first group of EdRising Students being trained as tutors.	

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 AND All audit findings are addressed AND Best practices are shared publicly	5 Excellence
Meets 5 of the 5 criteria AND All audit findings are addressed	4 Exceeding Standards
Meets 5 of the 5 criteria listed below: <ol style="list-style-type: none"> 1. All positions requiring licensure are occupied by personnel possessing licensure or approved alternative 2. Evidence of staff formal evaluations including performance evaluation of director 3. Personnel policies are in place and current 4. Annual reports are compiled and disseminated to individuals and entities required by statute 5. There is no evidence of fiscal distress as witnessed by any one of criteria in 27.00 of the Rules 	3 Meeting Standards
Meets 4 of the 5 criteria	2 Alert
Meets 4 of the 5 criteria	1 In Need of Improvement

Evaluation Notes:
 The documentation provided by ESC showed that all positions needing licensure are current with one in the process of licensure renewal. A sample of formal evaluations were provided but there was no evidence of a formal evaluation being completed on the former director of the cooperative. Superintendents shared that the evaluation process was being discussed and a process developed. Personnel policies are in place and current. The annual reports are compiled and presented to ADE-DESE each year and placed on the cooperative website. There are no fiscal issues relating to audits reports.

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 AND 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>	5 Excellence
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>	4 Exceeding Standards
The Board of Directors meet at least eight (8) times each year, and general fiduciary responsibilities for the cooperative are documented OR 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	3 Meeting Standards
The Board of Directors meet less than eight (8) times each year, and/or general fiduciary responsibilities for the cooperative are minimally documented	2 Alert
The Board of Directors meet less than eight (8) times each year, and/or general fiduciary responsibilities for the cooperative are not adequately documented	1 In Need of Improvement

Evaluation Notes:
 The Board of Directors for the cooperative meet monthly with the majority of the districts represented each month. Nine agendas were provided as a sample from the 2021-2022 school year. Superintendents shared that the cooperative is the salvation for small schools and the opportunity to collaborate among

districts.

Section 3: Extent of Local Financial Support

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)	
Meets 3 of the 3 criteria AND . Programs and services are documented based on needs assessment and evaluation is reported AND . 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 AND . 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 AND . Best practices are shared publicly	5 Excellence
Meets 3 of the 3 criteria AND . Programs and services are documented based on needs assessment AND . 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 AND . 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)	4 Exceeding Standards
Meets 3 of the 3 criteria listed below: 1. Programs and services are based on the needs of the member districts and priorities of the state 2. Each member district is entitled to participate in programs and services that are fully supported by state funds 3. Programs and other services may be supported by local funds	3 Meeting Standards
Meets 2 of the 3 criteria	2 Alert
Meets 1 or less of the 3 criteria	1 In Need of Improvement
Evaluation Note: The cooperative has 10 districts as members. -100% participation of member districts participating in novice teacher support and early childhood special education. - Nine out of the ten districts participate in the professional development consortium. The last district is in conversation with the new Cooperative Director and the Teacher Center Coordinator about a possibility of joining the consortium for professional development services. -Districts participate in the different consortiums by paying a fee based on a student population of the district	

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	5 Excellence
Must receive at least 6 scores of 4 or some combination of 4 or 5; and NO scores below 3	4 Exceeding Standards
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	3 Meeting Standards
Scores 2 in 2 or more categories	2 Alert
Scores 1 in 1 or more categories	1 In Need of Improvement

Evaluation Notes:

The Great River's Education Service Cooperative was welcoming and provided additional materials as requested. They were transparent were they fell short and shared a vision of continuous improvement. New Director Willie Murdock and new Teacher Center Coordinator Kelsey Riley were enthusiastic and optimistic about the work of the cooperative. Their enthusiasm is contagious. The cooperative faces the same challenges and struggles as the districts they serve and are mindful of their role as support.

The Great Rivers ESC has an intentional effort to address the teacher shortage in the cooperative area districts. The ESC has established partnerships with the Department of Education and is providing districts opportunities with REACH University, TNTP and ARPrep to assist current classified/non-licensed employees in earning their degrees. One Superintendent shared that his school's secretary participated in the program and is now a licensed teacher. The program is a "game changer" for this area. Another superintendent referred to the cooperative as "the small school district's salvation." The vision of Great Rivers Co-op is to help districts to "Grow their Own". The ESC is relational and culturally responsive to districts' individual needs.

Everyone during group interviews were complimentary of the services and support provided by the cooperative administration. Every district has broadband connectivity to the cooperative and receives technical support as needed. The cooperative specialists stand in the gaps of needed support relating to curriculum and instruction. Balancing the need of support

Administrators shared that the cooperative was responding to the district needs by customizing support and services as requested. Many of the districts in the Great Rivers Cooperative area are in varied levels of state support. Specialists are providing the support as districts and the state requests as time allows. This is a struggle and some districts expressed not receiving enough support to match their current need. The cooperative is currently working to implement collaborative structures and organization to be more responsive to the member districts. The cooperative administrators have been highly active and supportive of novice teachers and recruitment of teachers in all districts. The partnerships among the districts and other stakeholders speak highly of the cooperative administrators in the meeting the needs of educators in the Delta.

Committee Members:		
Stacy Smith, DESE	Jessica Graham, Parent	Scott Gauntt, Admin.
Traci Jones, ERZ - Higher Ed	Angela Carlton, ESC	Sandra Bagley, School Board
Dr. Kellee Farris, Business	Tina Simes, Parent	Candice Williams, Teacher
John Hoy, DESE	Jennifer Barbaree, DESE	

Committee Chair Signature: *Stacy Smith*