



Evaluation Narrative Summary

Phoebe Bailey, Director
April 19, 2023

Southwest Arkansas Education Cooperative
Board of Directors

Name	Position	School District
Stephanie Dixon	Superintendent	Blevins
Dr. Jim Buie	Superintendent	Fouke
Debbie Huff	Superintendent	Genoa
Dr. Jonathan Crossley	Superintendent	Hope
Opal Anderson	Superintendent	Lafayette
Roy McCoy	Superintendent	Nevada
Robert Poole	Superintendent	Prescott
Jeffery Steed	Superintendent	Spring Hill
Dr. Becky Kesler	Superintendent	Texarkana

Southwest ESC Demographics

The Southwest Arkansas Education Service Cooperative (SWAEC) was formed in 1981 as a special education cooperative through Act 860 with 19 member districts in a four (4) county area. SWAEC was grandfathered into Act 349, establishing the 15 agencies around the state in 1985. In the 4 year span separating these two acts, Garland district was split between Texarkana and Lewisville. The five (5) smaller districts in Nevada county consolidated to form Nevada School District, leaving SWAEC with 14 districts. Act 60 in 2003 required districts with enrollment under 350 to consolidate or be annexed. This took the number of SWAEC districts down to 10. In 2013, Bradley was in danger of falling below 350 and was annexed by Taylor/Emerson. We have 48 staff members serving the nine school districts that make up SWAEC. We serve approximately 11,000 students and 1,300 public school teachers and administrators along with approximately 700 classified staff. The Cooperative is located on the campus of the University of Arkansas Hope-Texarkana (UAHT). Our current facility opened in August 2010 through a partnership with SWAEC, UAHT, the City of Hope and the US Department of Agriculture, Rural Development Program.

Section 6-13-1003	Requirement	Documentation
1	ESC region includes at least three(3) but no more than nine(9) counties	Southwest Arkansas Education Cooperative serves 9 school districts in 4 counties. Hempstead, Lafayette, Nevada, and Miller
2	ESC region includes at least ten(10) but no more than thirty-five(35) school districts	Southwest Arkansas Education Cooperative serves 9 school districts. Blevins, Fouke, Genoa, Hope, Lafayette, Nevada, Prescott, Spring Hill, and Texarkana. SWAEC was formed with 19 districts in the same area we serve now, but due to annexation and consolidation, there are now nine districts.
3	ESC region includes at least twenty thousand (20,000) pupils in K-12 average daily membership (ADM)	Number of students in Southwest Arkansas Education Cooperative region (My School Info-ADM): 11,170 students

4	ESC region includes at least one (1) postsecondary education institution	There is 1 postsecondary education institution within the Southwest Arkansas Education Cooperative region: University of Arkansas Community College at Hope-Texarkana
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)	Southwest Arkansas Education Cooperative serves 9 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

Southwest Arkansas Education Cooperative utilizes user satisfaction and professional development session surveys in multiple ways, in both real-time and in the annual review process. Both surveys are/were developed in collaboration with all education cooperatives in the state. Changes are made yearly to both surveys based on laws, rules and regulations and relevancy. Emails with a link to the professional development evaluations are electronically generated through escWorks to participants after a session has concluded. SWAEC ESC staff, who conduct training, use both escWorks electronic evaluations and the user satisfaction survey to reflect on their practice. Annually, the SWAEC 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 Southwest Arkansas Education Cooperative distributed the Annual User Satisfaction Survey in April 2022. SWAEC received 156 responses (with representation from all 9 districts) 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	74% (74)	26% (26)		100% (100)
	Support for State Initiatives	68% (79)	29% (34)	3% (4)	97% (113)
	Support for Federal Programs, ESL, Curriculum, GT, etc	67% (70)	30% (31)	3% (3)	97% (104)
	Helpfulness of Staff when Seeking Info as an Educator	80% (115)	19% (27)	1% (1)	99% (142)
Literacy	RISE K-2	62 % (36)	38% (21)		100% (57)
	RISE 3-6	73% (40)	27% (15)		100% (55)
	SOR Stand Alone Days	74% (29)	26% (10)		100% (39)

	Critical Reading	59% (23)	38% (15)	3% (1)	97% (38)
	Literacy Content Training	65% (33)	35% (18)		100% (51)
	Dyslexia	63% (43)	37% (25)		100% (68)
	Writing Training	53% (20)	39% (15)	8% (3)	92% (35)
Math	Mathematical Content Trainings	56% (24)	42% (18)	2% (1)	98% (42)
	Quantitative Literacy	61% (17)	39% (11)		100% (28)
	AR Math QuEST	69% (27)	31% (12)		100% (39)
	Illustrative Mathematics	55% (21)	45% (17)		100% (38)
	Mathematics Programs	58% (18)	42% (13)		100% (31)
Science	Grasping Phenomenal Science K-4	66% (19)	34% (10)		100% (29)
	Grasping Phenomenal Science 5-8	63% (17)	37% (10)		100% (27)
	Grasping Phenomenal Science 9-12	63% (17)	37% (10)		100% (27)
	STEM	61% (23)	37% (14)	2% (1)	98% (37)
Novice Teacher	Classroom Management	55% (46)	43% (36)	2% (2)	98% (82)
	Support through use of Digital Platform	56% (45)	43% (34)	1% (1)	99% (79)
	Support by R & R and/or Cooperative Specialists	62% (45)	37% (27)	1% (1)	99% (72)
	PD on relevant topics	60% (49)	35% (29)	5% (4)	95% (78)
Digital Learning	Digital Learning Resources/Tools	55% (49)	44% (39)	1% (1)	99% (88)
	Support on Digital Platforms	58% (45)	42% (33)		100% (78)
	In-district support for Digital Learning	57% (41)	42% (30)	1% (1)	99% (71)
	IT Support	61% (42)	39% (27)		100% (69)
Covid-19	Assistance to transition to Blended Learning	56% (45)	43% (34)	1% (1)	99% (79)
	Regular Communication/Updates	61% (63)	39% (41)		100% (104)
	PD Offerings during Covid-19	57% (59)	43% (44)		100% (103)
	Support with AR RfL Plan	54% (41)	43% (33)	3% (2)	97% (74)
Special Education	LEA Supervisors	60% (24)	38% (15)	2% (1)	98% (39)
	Behavior Support Specialists	65% (31)	35% (17_)		100% (48)
	Other SPED Services	63% (24)	34% (13)	3% (1)	97% (37)
Early Childhood	ABC Program	60% (12)	40% (8)		100% (20)
	Early Childhood Special Education	63% (15)	37% (9)		100% (24)
	HIPPY	61% (11)	39% (7)		100% (18)
	Other Early Childhood Services	56% (15)	44% (12)		100% (27)
	Student Services (Quiz Bowl, Chess, Spelling Bee, etc.)	67% (37)	31% (17)	2% (1)	98% (54)
	Career/Technical Education(CTE)	65% (36)	32% (17)	3% (2)	97% (53)
	Gifted and Talented	67% (32)	29% (14)	4% (2)	96% (46)

Other Services	Instructional Technology	61% (34)	38% (21)	1% (1)	99% (55)
	Community Health Nurse	57% (21)	38% (14)	5% (2)	95% (35)
	Facilities Consortium	63% (19)	30% (9)	7% (2)	93% (28)
	Purchasing Programs (Warehouse)	68% (23)	29% (10)	3% (1)	97% (33)
	Teacher Center and/or Print Shop	71% (61)	27% (23)	2% (2)	98% (84)
	Overall Average				99%

Comments from the User Satisfaction

GLOWS

1. "The support you all provide is SO appreciated and personalized to either my needs as an educator or those of my staff and students. You truly are able to provide training tailored to our needs, challenges and successes."
2. "All the services are very helpful. The staff at SW is very knowledgeable and organized."
3. "Our COOP is the best around. When I talk to new teachers in other areas of the state I am amazed that everyone doesn't get the level of support that we get in the Southwest. I have never asked for help and been refused. Our staff has helped me get through some of the toughest years of COVID affected teaching ever, and they have helped develop ways to teach virtually and on site at the same time."
4. "I have received gracious services from all SWAE Coop employees. They are extremely knowledgeable in their content area and are always willing to go beyond to help in any new adventure."
5. "The staff at the coop are the best and most helpful people I have ever met. They are always willing to help even if that means coming to our campus to do so."

GROWS

1. "I know you will have the SmartData training and I am very much looking forward to that. I think this will help with my satisfaction regarding services for administrators. The TESS training that we had was very surface level. I would have liked a more in-depth training, maybe even one in which we could bring in our observation data and enter it with support--I just need more practice in that area--EdReflect was not very user-friendly (not your fault, just would like more support navigating)."
2. "We need more training in the science of reading."
3. "We need more STEM involvement in the schools."
4. "Behavior intervention or something to help with extreme behaviors"
5. "I wish there was more mental health awareness. A new teacher, like myself, struggles with that. I just don't know where to go."

How SWAEC responded to the grows:

1. SWAEC hosted "TESS/LEADS Platform for Learners" on August 1, 2022 in which 11 administrators attended for 3 of our districts. On November 16, 2022, SWAEC hosted the "New Educator Evaluation Platform" training in which 8 administrators from 5 districts attended. SWAEC has also provided monthly updates from Andy Sullivan and Sandra Hurst to all administrators through the monthly TCC Updates.
2. SWAEC hosted 48 Science of Reading sessions from June 1, 2022 to August 5, 2022. Many of these sessions were multiple days. We had 454 participants participate in these sessions.
3. SWAEC STEM provides ongoing support to Arkansas Middle School in its endeavor to achieve the Arkansas STEM Model School designation. SWAEC STEM is assisting the Hope School District in applying for the Arkansas Project Lead the Way Grant for seventh and eighth grades at Yerger Middle

School. The Museum of Discovery presented a PD, *STEM All Stars*, and is scheduled to present *Creative Circuits* and *Seuss Science*, both STEM sessions. SWAEC STEM serves on the boards of the ISEF Regeneron sponsored Ouachita Mountains Regional Science and Engineering Fair, open to middle school and high school students in the SWAEC area. SWAEC STEM assisted Lafayette County Elementary School in planning and setting up their first Parent - Student STEM Night. SWAEC STEM represents SW Arkansas on the Arkansas Data Science and Computing Ecosystem team. Going forward, SWAEC STEM will work with Robotics Education and Competition Foundation to encourage teachers to apply for grants to build robotics programs and competitions in the SWAEC area.

4. The Behavior Support Specialist (BSS) provides professional learning opportunities on evidence-based behavior practices via in-person, virtual, and online learning modules available to all school districts in our region. Online modules were made available to all districts for classroom behavior strategies, behavior intervention plan and Response to Intervention for behavior. Our district also had access to 17 Behavior Breaks which are short instructional videos to equip teachers with strategies to improve student engagement and success. SWAEC also encouraged all administrators to participate in a DESE initiative called Arkansas THRIVE. AR THRIVE is a collaborative project to support districts in efforts in developing and sustaining a multi-tiered system of support, so students have access to the personalized academics, behavior, and mental health supports needed to be successful.
5. During the 2021-2022 school year and 2022 summer, SWAEC offered 10 professional development sessions on mental health. SWAEC has trained 21 educators from 5 districts in Mental Health First Aid. SWAEC has also partnered with The Cook Center for Human Connections to host 3 virtual sessions for parents and educators. These sessions featured Dr. Kevin Skinner, Clinical Director, LMFT, CSAT-S.
6. Of the 42 not satisfied ratings throughout the entire survey, there were no comments given except for one. The not satisfied rating was for support with the development of the AR Ready for Learning Plan and the comment was “not sure what AR Ready for Learning Plan is”. Therefore, we were not able to take much away from these 42 ratings.

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 1,869 responses. These surveys are given to the presenters throughout the year.

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

Southwest Cooperative distributes a Professional Development Needs Assessment each year during December and January. This survey is shared with all district and school administration in order to determine the needs for professional development during the school year and upcoming summer. Once the survey window closes, cooperative leadership reviews the data and begins to make recommendations for summer professional development as well as sessions that need to be more immediate. The next step is to share and review this data with the Teacher Center Committee and then the board of directors. These groups are asked to make recommendations based on the findings.

The bullets below are examples as to how SWAEC responded to the survey:

- SWAEC hosts meetings with groups of singletons to gather information on district service needs and interests. These groups include ESOL Coordinators, GT Coordinators, Instructional Facilitators, Counselors, Principals, Technology Coordinators, and Dyslexia Interventionists.

- State Cooperative Teacher Center Coordinators meet monthly with DESE personnel to coordinate services and support. State Cooperative Directors also meet with DESE leadership monthly as well as bi weekly zoom updates. Coordination with the Department of Education was seamless, and no duplication was noted.

4.2 Section 1D: Provide Assistance

Southwest AR Education Cooperative regularly assists our member districts with accreditation standards and provides opportunities for cost savings as well. We hold school board member training two times a year. We offer the required Tier I Fiscal training for administrators and bookkeepers. Our specialists also provide instructional support in all core areas as well as assisting schools with curriculum review. The SWAEC Perkins consortium has helped schools develop new career course concentrations to meet career focus requirements and to purchase equipment/materials necessary for those courses. We have provided access to 1,000 seats for Vector Solutions bus driver training to meet federal requirements. Our Early Childhood/Special Education department assists schools in providing speech, behavior, and occupational therapy services. 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 including ACT Prep Sessions, Restorative Practices PD, Title IX. The SWAEC literacy specialist works with DESE to support our member districts in Levels 3-4 of support.

SWAEC also provides multiple avenues to assist our districts with the reduction of cost for services. Each year we allow our district to purchase paper service at a reduced rate via a bidding process. We also have a Perkins Consortium with 8 of our 9 districts participating. Eight of our nine districts use our ECH Special Education Consortium. Three of our districts participate in the Ed Examiner Consortium. Seven of our districts are members of the Professional Development Consortium, providing cost savings on training for their staff. SWAEC leadership completes a cost analysis on a rotating schedule to show our member districts the savings we provide.

Based on the needs expressed by member districts related to teacher shortage, SWAEC runs an ArPEP site for non-traditional teacher licensing. Over the past five years, 62 participants have successfully completed the training that enables them to become licensed teachers allowing school districts to meet accreditation.

Southwest ESC works with Hope School District. We provided the following cost-saving services: Early Childhood Special Education, HIPPY, CTE, professional development, onsite assistance from specialists and coordinators, equipment/materials. Providing staff and services ensures the district meets or exceeds the accreditation standards. A cost analysis study was completed for this district for the 2020-2021 school year.

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

Southwest'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 (4.5), but not more than two-thirds (6) 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: November 11, 2021, January 27, 2022, and March 10, 2022. The meeting dates for the 2022-2023 school year:

Committee Member	District	Position
Mark Segovis	Blevins	Middle School Teacher
Stephanie Fiori	Fouke	Middle School Teacher
Kelsey Mason	Genoa	Instructional Facilitator
Katelyn Kidd	Hope	Elementary Teacher

Ashanti Anderson	Lafayette	High School Teacher
Chasity Barnes	Nevada	High School Teacher
Shannon Henderson	Prescott	Instructional Facilitator
Peter Maggio	Spring Hill	Administrator
Courtney Bullard	Texarkana	Elementary Teacher

In addition to the Teacher Center Committee, the following committees and groups meet for discussion and response to district needs/concerns:

Committees: AAEA Legislative Committees - Governance, Finance, and Curriculum (monthly during session) where a superintendent is elected to serve on each committee and report to the group as a whole.

Groups: Superintendents, Principals, Federal Programs/Curriculum Coordinators, GT Coordinators, Dyslexia Interventionists, Counselors, Technology Coordinators, ESOL Coordinators, and Transportation Directors

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. Legislative updates are also shared weekly with administrators. Highlights of these meetings are also shared on the cooperative's Facebook page.

The SWAEC Teacher Center is located in our main building. It is available for use Monday - Thursday from 8:00-4:00 and on Fridays from 8:00 until 12:00. The Teacher Center provides traditional resources such as: a poster maker, bookbinders, laminator, paper cutters, cutout dies and cutters, label maker, copiers, colored paper/cardstock, poster board. We also have a Silhouette machine, DTF printer and GlowForge.

16.00 Section 1F: Liaison with Postsecondary Institutions

There is one postsecondary institution within the SWAEC service area, University of AR Hope Texarkana (UAHT) with campuses located in both Hope and Texarkana. The co-op has an excellent working relationship with UAHT. Institutions outside the co-op service area with whom there is collaboration include Southern AR University in Magnolia and Henderson State University in Arkadelphia.

- **UAHT-** Co-op staff serve as itinerant teachers for education classes. UAHT staff participate in career fairs organized by our CTE department. SWAEC hosts student interns for various UAHT programs. Leadership from UAHT periodically attend SWAEC board meetings and our teacher center coordinator serves on the UAHT General Education Advisory Board. .
- **SAU-** SWAEC is an active member in the SAU ERZ. SAU hosts competitions for CTE students.
- **HSU-** SWAEC is involved in HSU's Partners in Education group. During the 2021-22 year, SWAEC also partnered with Dawson ESC to provide support to educators at HSU impacted by possible reduction in force.

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

- 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.
- Multiple SWAEC staff serve as officers on various boards around the state. These include AASCD, Southwest AR Workforce Development and AAGEA
 - Phoebe Bailey, treasurer for AASCD
 - Phoebe Bailey, board member Southwest AR Workforce Development
 - Phoebe Bailey, board member EAST
 - Phoebe Bailey, advisory board member for AR STEM Model Program
 - Monica Morris, UAHT Education Advisory Board
 - Monica Morris, UAMS TRIS Advisory Board
 - Monica Morris, Southwest Arkansas Prevention Task Force

- Vanessa Shelburne, board member for Ouachita Mountains Regional Science and Engineering Fair.
- Vanessa Shelburne, EdReports Klawe Fellow
- Chad Morris, District VI Director and Public Relations for AAGEA
- Chad Morris, Public Relations/Webmaster for AGATE
- Shannon Puckett, member of AR Teachers for National Board Certification

Section 2: Staff Qualifications

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

Southwest ESC employs 49 staff members consisting of 28 certified positions and 21 classified positions. All SWAEC employees who hold positions requiring licensure are licensed in the appropriate area or have an approved licensure plan on file. Three preschool teachers have 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 ABC Coordinator's office. The assistant bookkeeper maintains and monitors the employee licensure spreadsheet annually and notifies staff of their license renewal date. SWAEC 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 the SWAEC Board of Directors. Southwest ESC utilizes the model policy service provided by AR School Board Association. Policies are updated in the spring and presented for board approval. The updated personnel policies are addressed each year at our annual back to school year staff meeting..

SWAEC's Annual Report is compiled each spring and reported to the SWAEC Board at the June meeting. The Annual Report is then sent to Deputy Commissioner Stacy Smith via email as per the DESE directive and then posted on our website under State Required Information for public viewing. A few highlights addressed in the 2021-2022 Annual Report include:

- SWAEC strives to have engaging and educational opportunities for students. We host a variety of student competitions that range from the traditional Quiz Bowl, Spelling Bee and Reading Fair to the more unique Rubik's Cube Competition, VLOG Competition, Next Man Up and Be a Model, Break the Mold.
- As highlighted in the Anecdotal Reports, we had a number of teachers in the cooperative area pursuing National Board Certification. We hosted a support site that met once a month to help support these educators in the National Board process. SWAEC is a strong component of the department's alternate teaching program. We run the fiscal side for four sites and host our own year 1 and year 2 ArPEP program.
- Throughout the year, SWAEC CTE Coordinator and the Texarkana Chamber of Commerce partnered to serve on the Miller County ACT Work Ready Community team. SWAEC CTE Coordinator and Hempstead County Economic Development Office also partnered to serve on the Hempstead County ACT Work Ready Community team. ACT Work Ready Community teams help promote WorkKeys and NCRC certifications and recognition and recommendation of the NCRC to attract business and industry to the area to promote economic development and growth. These teams will also implement a plan to recognize students with high scores on the NCRC.
- The SWAEC Early Childhood Special Education Program continues to provide special education, therapy, and other related services to the identified students in traditional preschool programs, Early Intervention Day Treatment programs, etc. On the December 1 child count, the ECH Program served approximately 244 students. Service provisions were adapted to ensure continued services for students during the COVID-19 Pandemic including nontraditional therapy methods such as teletherapy, packets, and communication with parents.
- Program Summary: The Early Childhood Autism Team (A Team) consists of two speech language pathologists, two special education instructors and a behavior specialist. The use of a multidisciplinary approach in the educational diagnosis of autism provides additional validity to the eligibility

determination process and provides information from an extended range of perspectives. Determining the qualification of a student under the definition of autism requires information relating to medical, psychological, educational and social characteristics of the student, as well as information regarding the school environment. Students are referred for assessment by parents, classroom teachers, and physicians. A screening instrument, based on the Diagnostic and Statistical Manual of Mental Disorders, Fifth Edition (DSM-V), is completed by the classroom teacher, parent, and at least one member of the team. If the child meets criteria from the screening, specialized evaluation is warranted and scheduled. During the 2021-2022 year, thirteen children were referred and assessed. Of the thirteen, eleven met the criteria for autism spectrum disorder.

- The Educational Vision Consultant/Orientation & Mobility Specialist housed at SWAEC serves a large portion of southwest/south central Arkansas to provide required assessments (Learning Media Assessment, Functional Vision Assessment, Orientation & Mobility Assessments, Assistive Technology Evaluations) consultations, and recommendations for adaptations and modifications to meet the needs of students who are blind or visually impaired, ages 3 through 21, in an educational program. The ESVI Consultant also loans adaptive equipment to students in school districts and provides large print/braille textbooks through our Instructional Resource Center. Consultation, required assessments, recommendations and instruction in the area of orientation and mobility is provided in the schools and local communities.
- We had a great interest from GT teachers across our nine districts, as well as from around the state, to hold an Eerie Arkansas session with GT students. We held four virtual Eerie Arkansas sessions with GT students from all over the state (including our districts) where they were presented with information about the Gurdon Light. Their task, after doing some research on their own, was to come up with possible theories of what this strange phenomenon could be, and then present their theories back to me. The information that they presented to me was absolutely awesome, and it turned out to be not only a great time for all that were attending, but an awesome learning experience for both the students and the educators.
- The Arkansas Division of Elementary and Secondary Education (DESE) was awarded a \$3 million grant from the Walton Family Foundation for Phase II funding of high-quality tier 1 mathematics curriculum (T1MC) in schools across the state. Three SWAEC districts applied and were awarded funding for HQIM in their schools. The Math Specialist supported these districts by providing professional development using HQIM, modeling lessons, and general content support.
- This year the SWAEC Recruitment and Retention program provided support for 174 novices (73 year one, 54 year two, 35 year three, and 12 experienced out-of-state teachers). Each week, novice teachers received a Mondays Mentor's email with an inspirational message along with tips for a successful school year with topics that ranged from classroom management strategies to instruction and planning. The weekly message also contained information about current professional learning opportunities, webinars, and how to access support for Praxis and Foundation of Reading assessments. We also offered "Novice Day of Learning." This monthly event allowed the teacher (or administrator) to customize a learning experience that was specific to the novice's individual learning needs. Those that attended these events appreciated the smaller atmosphere and gave feedback that the learning was very beneficial.

SWAEC uses Legislative Audit. In previous years, we have met with a CPA to help us create best practices. As a result of that, we now track travel overages on company issued credit cards, and employees reimburse these funds as needed. The audit for the 2020-2021 school year did not result in any findings that need to be addressed.

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

Southwest Arkansas Education Cooperative uses a full board model rather than having an Executive Board. This allows all member districts to be fully engaged. The SWAEC Board of Directors met 11 times during the

2021-2022 school year, holding board meetings in all months except July. Southwest AR Co-op has issued a standing invitation to Dr. Holt, chancellor at UAHT, to attend our monthly board meetings to further our collaboration with higher ed. Outside speakers are also invited to our meetings to give our superintendents access to current information on educational happenings. SWAEC also hosted an annual two-day conference in June, which provides all mandated professional development required of administrators. The board approves the monthly SWAEC financial reports and the annual financial audit presented by Arkansas Legislative Audit. The board approves the budget annually at the September Board of Directors' meeting.

To help the Board operate more efficiently, a shared folder is updated monthly with all handouts and board reports needed. This enables the board to prepare before the meeting and helps reduce the number of copies made. Other practices implemented to help with the efficiency of operation include the use of electronic I-Forms to record leave and travel as well as to streamline the purchase order process.

Section 3: Extent of Local Financial Support

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

As stated in the original co-op law, Act 349 of 1985, Southwest ESC strives to uphold its first priority- helping local school districts improve their educational programs and practices. One way SWAEC does this is to provide professional development and instructional/curriculum support to all nine of our districts. These offerings are based on the requests of districts, data from the Needs Assessment Surveys, and priorities of the state. These sessions are open not only to SWAEC member districts, but also to participants from other areas in the state as the need arises.

Southwest ESC provides multiple services for our districts through local professional development funds. These services include professional development, on-site curriculum support, data analysis, classroom support for the teachers, PLC support, as well as instructional planning. The GT position is a partnership between SWAEC and South Central Cooperative and is partially funded through the local GT Consortiums at each agency. Other consortiums include Professional Development Consortium (PDC), Perkins, Early Childhood, Homeless Consortium and Ed Examiner. Participation in these programs are indicated below.

Southwest AR ESC member districts participate in the following services supported by local funds:

- 78% (7 of 9) of the SWAEC member districts participate in the Professional Development Consortium (PDC): Belvins, Fouke, Hope, Lafayette, Nevada, Spring Hill and Texarkana all participate by paying \$100 per certified employee. These schools attend all professional development as needed and are covered by these funds.
- 89% (8 of 9) of the SWAEC districts participate in the Perkins Consortium: Belvins, Fouke, Genoa, Hope, Lafayette, Nevada, Prescott and Spring Hill all participate by sending their Perkins funds to be used as needed across to the consortium. This allows districts to take advantage of larger purchases than their allotment might have allowed.
- 100% (9 of 9) of the SWAEC districts participate in the Gifted and Talented Consortium. The GT Coordinator supports member districts through student competitions, job alike meetings and on site support to help prepare for monitoring.
- 33% (3 of 9) of the SWAEC districts participate in the Ed Examiner Consortium: Blevins, Nevada and Spring Hill take advantage of services to evaluate their students for needed special education services.
- 89% (8 of 9) of member districts participate in the Early Childhood Special Education Consortium: Blevins, Fouke, Genoa, Hope, Lafayette, Nevada, Prescott and Spring Hill have early intervention for students ages 3 to 5 years old.
- 22% (2 of 9) of our districts have an ABC program that is administered by SWAEC: Lafayette and Prescott have classroom sites serving preschool students.
- 56% (5 of 9) of member districts participate in ARP Homeless Consortium. Texarkana, Genoa, Spring Hill, Nevada and Lafayette combined their ARP Homeless funds to support services such as tutoring,

free access to transportation and laundry services, technology access and professional development opportunities.

The co-op offers a variety of additional opportunities to collaborate/cost-share/provide at no cost services to member districts in the following ways:

- To maximize local school district funding, 89% (8 of 9) member districts participated in a collective paper bid purchase: Blevins, Fouke, Genoa, Hope, Lafayette, Nevada, Prescott and Spring Hill
- All of our districts receive information from the Legislative Liaison. This is a position sponsored by the cooperatives around the state.
- 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.
- All districts use escWorks for professional development registration at a district level. This is provided at no additional cost as the cooperatives in the state jointly fund this for our member districts.
- Bus drivers now must have 24 hours pre service training one time for new driver before getting CDL and renew every years with 3 hours of follow up, so the cooperatives partnered with Vector Solutions to provide employee training webinars and the availability of a school bus safety course library to help meet this requirement free of charge for our districts.

A Cost Analysis of services was conducted on nine out of nine districts within the last five-year cycle. A Cost Analysis of services was completed on two of the nine districts during the 2021-2022 school year. Hope and Nevada districts were examined for savings during the previous year and meetings were held with these leaders. Fouke and Lafayette were the districts in rotation that had services analyzed with meetings held during 2022-23. The results were shared with each superintendent individually.

Southwest AR Education Service Cooperative publishes an Annual Report each year on all programs/positions. The Annual Report is submitted to the Arkansas Department of Education, shared at the June Executive Board of Directors meeting, and posted on the SWAEC website under State Required Information.