



NORTHWEST ARKANSAS
Education Service Cooperative

Evaluation Narrative Summary

Bryan Law, Director
September 28, 2022

Northwest Education Service Cooperative
Board of Directors
2022-2023

| Name | Position | School District |
|-----------------------|-----------------|------------------------|
| Dr. Debbie Jones | Superintendent | Bentonville |
| Dr. Steve Watkins | Superintendent | Decatur |
| Mr. Jeremy Mangrum | Superintendent | Elkins |
| Mr. Jon Laffoon | Superintendent | Farmington |
| Dr. John L. Colbert | Superintendent | Fayetteville |
| Ms. Teri Metz | Superintendent | Gentry |
| Ms. Maribel Childress | Superintendent | Gravette |
| Dr. Andrea Martin | Superintendent | Greenland |
| Ms. Audra Kimball | Superintendent | Huntsville |
| Dr. Mary Ann Spears | Superintendent | Lincoln |
| Mr. Keith Martin | Superintendent | Pea Ridge |
| Ms. Reba Holmes | Superintendent | Prairie Grove |
| Dr. Jeff Perry | Superintendent | Rogers |
| Mr. Jody Wiggins | Superintendent | Siloam Springs |
| Dr. Jared Cleveland | Superintendent | Springdale |
| Mr. John Karnes | Superintendent | West Fork |

Northwest ESC Demographics

Northwest Education Service Cooperative (ESC) has served our northwest districts for over thirty-seven years. The cooperative became a state-funded agency through ‘The Education Service Cooperative Act of 1985’ (Act 349 of 1985). NWAESC was originally housed in the Springdale School District and then moved to its current site in the Farmington School District at 4 North Double Springs Road. The cooperative employs a staff of approximately 85, with about 10 housed at the NWAESC satellite office in Rogers, serving 16 school districts in 3 counties in Northwest Arkansas.

Act 349 of 1985 established the opportunity for Arkansas School districts to form education service cooperatives. On May 23, 1985 superintendents of the then eighteen districts in Benton, Madison, and Washington counties met and elected Dr. Jim Rollins of Springdale as president. Also at that meeting, the board hired Dr. Randall Spears as its first director. At a meeting the following week, the board instructed the newly hired director to place staff development of teachers and administrators as top priority in planning for the needs of the newly formed cooperative. That remains the top priority today for the one hundred professionals employed by NWAESC. Thirty-seven years later, the mission of NWAESC “... to promote high expectations for positive leadership in order to effect desired change for educators and students in this region.... to foster public and private sector educational partnerships as we seek to continuously enhance and expand the quality of programs and services for the schools we serve” is closely aligned to the original philosophy, which was “The NWAESC is a service organization that has as its basic philosophy the promotion of a cooperative attitude among member districts which allows these districts to address identifiable needs that would assist in the educational process for all students.....It is the intent of the NWAESC not only to show cooperation among member districts but to instill cooperation among all cooperatives in the state.”

| Section 6-13-1003 | Requirement | Documentation |
|-------------------|---|---|
| 1 | ESC region includes at least three(3) but no more than nine(9) counties | NWAESC serves 16 school districts in three counties: Benton, Madison, Washington |
| 2 | ESC region includes at least ten(10) but no more than thirty-five(35) school districts | NWAESC serves 16 public school districts but welcome all others: Bentonville, Decatur, Elkins, Farmington, Fayetteville, Gentry, Gravette, Greenland, Huntsville, Lincoln, Pea Ridge, Prairie Grove, Rogers, Siloam Springs, Springdale, West Fork |
| 3 | ESC region includes at least twenty thousand (20,000) pupils in K-12 average daily membership (ADM) | Number of students in the NWAESC region (My School Info-ADM): 104,712 students |
| 4 | ESC region includes at least one (1) postsecondary education institution | There are 6 postsecondary education institutions within the NWAESC region: University of Arkansas-Fayetteville, NWA Community College, NW Technical Institute; Harding NW; John Brown University; Drury University |
| 5 | ESC region covers no more than fifty (50) miles distance or | NWAESC serves 16 public school districts, with 100% of those within 50 miles of |

| | | |
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| | approximately one (1) hour driving time to the area's main offices for ninety percent (90%) of the school districts. (Google Maps) | driving distance (or approximately 1 hour) from the cooperative. |
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Section 1: User Satisfaction and Service Adequacy

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

Northwest ESC utilizes the User Satisfaction and the Summative Professional Development Surveys through escWorks 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 statewide Education Service Cooperatives and distributed as a Google Form to the school districts each spring (March-May). The NWAESC staff assisted with the dissemination of all surveys.

The Summative Professional Development Evaluation Surveys are electronically generated through escWorks to participants after a session has concluded. A review of the results from the escWorks Summative Professional Development Evaluation Responses from May 2021 to June 2022 shows an overall average score of 3.92 on a 4.0 scale from 3,379 responses.

NWAESC specialists who conduct trainings use both escWorks electronic evaluations, the User Satisfaction Survey, Summative Professional Develop Survey, and locally made surveys to reflect on their practices and to assist in meeting the needs of the NWA districts. Each year, the NWAESC staff, which includes Literacy, Math, Science, STEM, Recruitment and Retention, English Language Learner, Technology, Gifted and Talented, Career Tech Education Specialists, and the TCC, meet to review, analyze and plan for summer and the upcoming new school year. The Teacher Center Committee assists in this process as well.

The NWAESC Annual User Satisfaction Survey was distributed from March-May 2022 and received 419 responses with representation from all 16 districts.

(*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.)

NWAESC User Satisfaction Survey

| | Area of Service | Very Satisfied | | Satisfied | | Not Satisfied | | Very Satisfied + Satisfied Subtotals | |
|------------------|--|----------------|---------|-----------|---------|---------------|---------|--------------------------------------|---------|
| | | Number | Percent | Number | Percent | Number | Percent | Number | Percent |
| Support Services | Administrative Support | 30 | 64% | 16 | 34% | 1 | 2% | 46 | 98% |
| | Support for State Initiatives | 27 | 49% | 27 | 49% | 1 | 2% | 54 | 98% |
| | Support for Federal Programs, ESL, Curriculum, GT, etc | 24 | 56% | 18 | 42% | 1 | 2% | 42 | 98% |
| | Helpfulness of Staff when Seeking Info as an Educator | 43 | 65% | 21 | 32% | 2 | 3% | 64 | 97% |
| Literacy | RISE K-2 | 39 | 48% | 40 | 49% | 3 | 4% | 79 | 96% |
| | RISE 3-6 | 27 | 42% | 32 | 50% | 5 | 8% | 59 | 92% |
| | Literacy Content Training | | 39% | | 61% | | 0% | | 100% |
| | Dyslexia Support | 20 | 45% | 21 | 48% | 3 | 7% | 41 | 93% |

| | | | | | | | | | |
|------------------|---|-----|-----|-----|-----|----|-----|-----|-----|
| Math | Cognitively Guided Instruction (CGI) | 20 | 42% | 27 | 56% | 1 | 2% | 47 | 98% |
| | Mathematical Content Trainings | 29 | 47% | 31 | 50% | 2 | 3% | 60 | 97% |
| | Quantitative Literacy | 10 | 43% | 12 | 52% | 1 | 4% | 22 | 96% |
| | AR Math QuEST | 24 | 63% | 13 | 34% | 1 | 3% | 37 | 97% |
| | Illustrative Mathematics | 33 | 34% | 43 | 57% | 7 | 9% | 76 | 91% |
| | Mathematics Programs | 14 | 41% | 16 | 47% | 4 | 12% | 30 | 88% |
| Science/STEM | Grasping Phenomenal Science K-4 | 21 | 45% | 23 | 49% | 3 | 6% | 44 | 94% |
| | Grasping Phenomenal Science 5-8 | 25 | 54% | 19 | 41% | 2 | 4% | 44 | 95% |
| | Grasping Phenomenal Science 9-12 | 23 | 55% | 17 | 40% | 2 | 5% | 40 | 95% |
| | STEM | 42 | 54% | 32 | 41% | 4 | 5% | 74 | 95% |
| Novice | Classroom Management | 78 | 46% | 84 | 50% | 7 | 4% | 162 | 96% |
| | Support through use of Digital Platform | 68 | 50% | 62 | 46% | 6 | 4% | 130 | 96% |
| | Support by R & R and/or Cooperative Specialists | 61 | 52% | 54 | 46% | 3 | 2% | 115 | 97% |
| | PD on relevant topics | 71 | 46% | 77 | 49% | 8 | 5% | 148 | 95% |
| Digital Learning | Digital Learning Resources/Tools | 65 | 43% | 80 | 53% | 7 | 4% | 145 | 96% |
| | Support on Digital Platforms | 69 | 43% | 85 | 53% | 7 | 4% | 154 | 96% |
| | In-district support for Digital Learning | 65 | 43% | 76 | 50% | 10 | 7% | 141 | 93% |
| | IT Support | 55 | 46% | 58 | 48% | 7 | 6% | 113 | 94% |
| COVID19 | Assistance to transition to Blended Learning | 72 | 41% | 93 | 53% | 11 | 6% | 165 | 94% |
| | Regular Communication/Updates | 113 | 44% | 130 | 51% | 14 | 5% | 243 | 95% |
| | PD Offerings during Covid-19 | 115 | 43% | 145 | 54% | 9 | 3% | 260 | 97% |
| | Support with AR RfL Plan | 68 | 41% | 85 | 52% | 11 | 7% | 153 | 93% |
| SpEd | LEA Supervisors | 46 | 48% | 41 | 43% | 8 | 8% | 87 | 92% |
| | Behavior Support Specialists | 53 | 43% | 61 | 49% | 10 | 8% | 114 | 92% |
| | Other SPED Services | 43 | 43% | 51 | 50% | 7 | 7% | 94 | 94% |
| Early Childhood | ABC Program | 22 | 43% | 24 | 47% | 5 | 10% | 46 | 90% |
| | Early Childhood Special Education | 25 | 42% | 32 | 53% | 3 | 5% | 57 | 95% |
| | HIPPY | 21 | 42% | 26 | 52% | 3 | 6% | 47 | 94% |
| | Other Early Childhood Services | 26 | 42% | 35 | 56% | 1 | 2% | 61 | 98% |
| Other Services | Student Services (Quiz Bowl, Chess, Spelling Bee, etc.) | 41 | 51% | 33 | 41% | 6 | 8% | 74 | 93% |

| | | | | | | | | | |
|--|----------------------------------|------|-----|------|-----|-----|-----|------|-----|
| | Career/Technical Education(CTE) | 41 | 45% | 41 | 45% | 9 | 10% | 82 | 90% |
| | Gifted and Talented | 43 | 52% | 36 | 43% | 4 | 5% | 79 | 95% |
| | Instructional Technology | 38 | 38% | 57 | 56% | 6 | 6% | 95 | 94% |
| | Community Health Nurse | 25 | 40% | 34 | 54% | 4 | 6% | 59 | 94% |
| | Facilities Consortium | 17 | 40% | 23 | 53% | 3 | 7% | 40 | 93% |
| | Purchasing Programs (Warehouse) | 19 | 37% | 26 | 51% | 6 | 12% | 45 | 88% |
| | Teacher Center and/or Print Shop | 38 | 56% | 22 | 32% | 8 | 12% | 60 | 88% |
| | Overall Average | 1849 | 46% | 1979 | 49% | 226 | 6% | 3828 | 94% |

The User Satisfaction Survey data was reviewed to determine how NWAESC could better meet the needs of NWA districts. Examples of responses from educators on the User Satisfaction Survey that were addressed by the cooperative:

- Educators requesting direct communication of the services and opportunities offered or provided by NWAESC
- Educators requesting the need for more information or training on math programs
- Educators requesting more information or training on APSCN or eSchool
- Educators in need of more professional development in the areas of Special Education, specifically Speech-Language Pathologist (SLP)
- Educators in need of Career Tech specific professional development opportunities

NWAESC Specialists responded to the needs by:

- NWAESC Specialists developed a Quick Communication Plan which assisted with intentional branding, as well as addresses the potential communication disruptions. This plan also includes social media icons in email signature lines, participating in the Washington County Educator Expo, keeping the website current, and Digital Newsletters that assist in promoting the NWAESC and the services provided.
- Training more than 314 math educators in Illustrative Mathematics Years 1 & 2 in grades K-12; AR math Quest Years 1 & 2; Honors or Advanced Science and/or Math Students Preparation; ARPEP Math Quest; Free/Low-Cost Tier 2 & 3 Math Numeracy Assessments and Interventions; Understanding IM Centers for K-1 and 2-5; Defining and Developing Number Sense in 6-12 Math Classrooms in the summer of 2022.
- DESE hired an APSCN Field Specialist in April 2021 who has hosted approximately eight (8) sessions on various APSCN or eSchool topics of need or request.
- Training more than 260 in Special Education sessions, including Executive Function, Supports for Students: Learning for All; Universal Design for Learning; Due Process Basics; Writing Legally Defensible and Effective IEPs; Co-Teaching: The Five Models; Special Education for Regular Education Teachers; Secondary Transition Compliance Basics and Best Practices; Promoting Inclusive Practices through the PISA; Overview of Executive Functioning Skills and How to Incorporate it in the Classroom; Making the Connection Between Inclusion and Co-Teaching; Learning for All in the summer of 2022.
- NWAESC's Recruitment and Retention Program created a PLC with the behavior specialist to network and build community, to support the unique needs of counselors and speech-language pathologists (SLP) special needs, as well as utilizing a part-time Special Education Mentoring Facilitator to support the 64 NWA Special Education Novices and the 40 SpEd Academy participants assigned by DESE for support.
- In collaboration with the Division of Career Tech Education, NWAESC hired a new CTE Coordinator on August 1, 2022. The CTE needs are currently being addressed.

In addition to the User Satisfaction Survey and Summative PD evaluation responses, the Assistant Director/TCC and many Specialists send updates and/or surveys regularly to gauge the needs of the districts or any specific groups served. The Assistant Director/TCC hosts regular meetings with Curriculum Leaders, Federal Programs, and other administrator groups. The specialists host group collaborative meetings with Coordinators of Dyslexia, ESOL, GT, Technology, Library Media, Literacy Council K-5, Adolescent Council, Academic Reading Forum, Math Forums, Instructional Facilitators, and Counselors.

17.00 Section 1C: Annual Surveys and Needs Assessment

Northwest ESC administers the PD Needs Assessment Survey via Google Form to all district administrators each year in the late fall (November/December) to determine the professional development needs and services we need to focus on for the upcoming summer and following school year. NWAESC Specialists and the TCC administer content or group-specific PD Needs Surveys, as well as the data from the various surveys, which are reviewed and assist in determining the NWA PD needs for the upcoming year.

The survey data was reviewed by Specialists and the Teacher Center Committee to determine how NWAESC could better meet the needs of NWA districts. Examples of responses from educators on the PD Needs Survey given in November 2021:

- Literacy needs included: support for implementing the SoR, using assessment to drive instruction, dyslexia, integrating literacy into science/social studies, and formative assessment.
- Math needs included: Free II/III numeracy assessments and interventions, Illustrative Math Curriculum and Instruction, early K-2 number sense, effective mathematics teaching practice, fundamentals of ratio and proportions 6-8, and number sense routines for the secondary classroom.
- Science/STEM needs included: makerspaces, K-4 literacy/STEM integration, science notebooking.
- Behavior needs included: trauma, de-escalation, proactive crisis strategies, behavior management, and design, student engagement-motivation for learning, dealing with extreme behaviors, and crisis interventions.
- Most areas noted the need for or assistance with creating and using assessments, essential standards; understanding and using content standards, ACTAspire item analysis, and differentiation strategies.

NWAESC Specialists analyze the results and responded by:

- Training more than 826 literacy educators in R.I.S.E. for K-2 and 3-6; Critical Reading, Dyslexia/Dyslexia Screeners; Writing for Success 7-12; Intervention is not Homework! Purposeful RTI in Literacy 7-12; Writing K-2; Small Group for K-2 and 3-6; Sound Wall; Book Banter; Academic Reading; Science of Reading for Secondary; What to do When Students Don't Get it: SOR Interventions; Using Text Sets to Elicit Critical Thinking and Student Engagement in the Social Studies; Integrating the Visual Arts for Critical Thinking and Student Engagement and Myth busters: Clearing Up Misconceptions about English Learnings and the Science of Reading in the summer of 2022.
- Training more than 314 math educators in Illustrative Mathematics Years 1 & 2 in grades K-12; AR math Quest Years 1 & 2; Honors or Advanced Science and/or Math Students Preparation; ARPEP Math Quest; Free/Low-Cost Tier 2 & 3 Math Numeracy Assessments and Interventions; Understanding IM Centers for K-1 and 2-5; Defining and Developing Number Sense in 6-12 Math Classrooms in the summer of 2022.
- Training more than 97 science/STEM educators in Literacy for Middle School Teachers; Using Science Notebooks to Make Student Thinking Visible for grades 3-8 GPS: Engaging Students in Science Investigations in Grades 6-8; Honors or Advanced Science and/or math Students Preparation; ArPEP-GPS; Intro to AR K-12 Science Standards and 3 Dimensional Teaching and Learning; Using the CCCs and SEPs to Engage Students in Sense-Making; Making Beyond the Makerspace in the summer of 2022.

- Training more than 260 in Special Education sessions, including Executive Function, Supports for Students: Learning for All; Universal Design for Learning; Due Process Basics; Writing Legally Defensible and Effective IEPs; Co-Teaching: The Five Models; Special Education for Regular Education Teachers; Secondary Transition Compliance Basics and Best Practices; Promoting Inclusive Practices through the PISA; Overview of Executive Functioning Skills and How to Incorporate it in the Classroom; Making the Connection Between Inclusion and Co-Teaching; Learning for All in the summer of 2022.
- Training more than 603 Novice Teachers in the summer of 2022 with sessions including ArPEP; Elevating Co-teaching and Inclusion Practices; CHAMPS Classroom Management; Conscious Discipline; Kagan Cooperative Learning and TESS for new teachers.
- Training about 189 educators on topics of behavior and social/emotional support sessions including: Trauma Informed Care: Supporting Students During Difficult Times; Trauma Informed Practices to Engage ALL Students-Focus-Your Mental Health; The Social Emotional Alphabet: The ABCs of Making Every day the Best for Every Child; Essential Behavior Classroom Management; Youth Mental Health/First Aid; and Mental Well-Being in the Classroom in the summer of 2022.

The Assistant Director/TCC hosts regular meetings with Curriculum Leaders, Federal Programs, and other administrator groups. The specialists host group collaborative meetings with Coordinators of Dyslexia, ESOL, GT, Technology, Library Media, Literacy Council K-5, Adolescent Council, Academic Reading Forum, Math Forums, Instructional Facilitators, and Counselors.

Education Service Cooperative Teacher Center Coordinators meet monthly with DESE personnel to coordinate services and support. Coordination with the Arkansas Department of Elementary and Secondary Education was consistent, and no duplication was noted.

4.2 Section 1D: Provide Assistance

The NWAESC regularly provides assistance to our districts by:

- Hosting informational meetings with Superintendents, Curriculum Leaders, Federal Programs Coordinators, and Bookkeepers who are generally responsible for the state reporting requirements.
- Hosting bi-annual School Board trainings
- Hosting at least two (2) Tier I trainings for those whose job responsibilities include preparing the budget or overall accounting responsibility.
- Offering a Business Manager Round Table to develop a support network for school business office personnel and provides relevant training, updates, and coding changes.
- Provides teaching and learning support in all content areas. NWA Specialists assist with curriculum planning and review, developing essential standards, creating common formative assessments, RTI plans, and coaching cycles as requested.
- NWA Early Childhood Program assists all 16 school districts in providing special education and related services to approximately 1245 students.
- Providing Professional Development and in-district support from content specialists throughout the year and summer.
- Collaborated with all state ESCs to provide trainings such as Title IX, On To College ACT Prep Sessions, Pre-AP, and Restorative Practices Playbook.
- Designing and implementing a Digital Learning Plan for a K-6 Virtual School Consortium in 2020-2021 for about 4 districts hosting a maximum of 45 students with one virtual teacher.

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

The NWAESCs Teacher Center Committee was established by Act 349 of 1985. The TC Committee is composed of at least one 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, but not more than two-thirds 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 were November 11, 2021; March 11, 2022; April 13, 2022. The upcoming meetings for 2022-2023 are scheduled for November 10, 2022; January 26, 2023; March 13, 2023.

2021-2022 Members

| Committee Member | District | Position |
|-------------------------|-----------------|-----------------------------|
| Abby Rogers | Bentonville | Elementary Teacher |
| Stormy Pruitt | Decatur | Middle School Teacher |
| Paula Wheeler | Elkins | Curriculum/PD |
| Lynley Chase | Farmington | Middle School Teacher |
| Brooke Edwards | Fayetteville | Elementary Teacher |
| Crystal Coppedge | Gentry | Middle School Teacher |
| Jennifer Davis | Gravette | Elementary Teacher |
| Jake Hardin | Greenland | High School Principal |
| Betty Jo Smith | Huntsville | High School Teacher |
| Traci Birkes | Lincoln | Elementary Principal |
| Casey Connior | Pea Ridge | Virtual High School Teacher |
| Jalynn Willcutt | Prairie Grove | Elementary Teacher |
| Paul Barker | Rogers | Middle School Teacher |
| Tamara Stewart | Siloam Springs | High School Teacher |
| Christopher Venters | Springdale | Middle/Jr. High Principal |
| Heather Malone | West Fork | Elementary Teacher |
| Jon Laffoon | Farmington | Superintendent |

The NWAESC Teacher Learning Center (TLC) is available for educators at any time during business hours. Resources include copying, die cuts, paper cutters, bookbinders, a laminator, and label makers. Educators have access to materials to print or cut out such as colored paper or poster board and other print materials as well as videos and more.

In addition to the Teacher Center Committee, the following committees and groups met to respond to various district needs/concerns. Groups such as Curriculum Leadership Group, Federal Programs, Administrators, Counselors, ESOL Coordinators, GT Coordinators, Instructional Facilitators, K-5 Literacy Council, Adolescent Literacy Council, Dyslexia Coordinators, Library-Media Groups, and Technology Coordinators.

16.00 Section 1F: Liaison with Postsecondary Institutions

NWAES enjoys an excellent working relationship with six area Postsecondary Institutions: the University of Arkansas at Fayetteville; Harding Northwest; John Brown University; Northwest Arkansas Community College, Northwest Arkansas Technical Institute, and Drury University. NWAESC shares best practices with collaborating partners and publicly via social media (Facebook, Twitter, and Instagram).

- **University of Arkansas Fayetteville-**
 - The Teacher Education Department works in collaboration with our Teacher Recruitment and Retention Program and attended a trip to Midland, Texas in spring 2022 to learn more about supporting districts with Opportunity Culture Schools and Teacher Residency Model.
 - The R & R Program also assists the U of A with Educator Rising and other events to recruit NWA educators.
 - NWAESC GT Coordinator partnered with the U of A Office for Education Policy (OEP) and U of A Department of Education Reform to collect data for a Walton Family Foundation Grant to research a universal GT identification screen for all NWA fourth graders. This research was published as a dissertation and in the *Journal for the Education of the Gifted*. U of A hosts an

annual meeting at NWAESC with area districts to gather information on how to support the interns from U of A within the districts.

- A representative from this organization also attends our monthly Curriculum meetings.
- In partnership with U of A College of Education and Health Professions, Project CONNECT & SOAR, NWAESC hosted "The Impact Cycle" by Jim Knight. This workshop describes the coaching cycle proposed for instructional coaches and trained 45 people with more than 60 estimated for the fall of 2022.
- **Harding NW-**
 - Harding NW assisted recently to provide graduate contacts to area Superintendents for potential midyear hires in fall 2021.
 - Harding NW participated with a group of students at EdCamp hosted by NWAESC.
 - NWAESC Teacher Center Coordinator is a representative on the Harding NW Advisory Council which meets about two times per year.
 - A representative from this organization attends our monthly Board of Directors and Curriculum meetings.
- **John Brown University-**
 - JBU has partnered with NWAESC to assist with summer PD sessions.
 - JBU assisted with the Special Education Academy to support high-need areas in NWA.
 - A representative from this organization also attends our monthly Board of Directors and Curriculum meetings.
- **NWA Community College and NW Technical Institute-**
 - NWACC and NWTI work closely with NWAESC CTE Coordinator, supporting our area schools in transitioning students from high school to the workplace.
 - A representative from these organizations also attends our monthly Board of Directors meetings.
- **Drury University-**
 - The NWA Migrant Program initiated the partnership approximately three years ago to bring opportunities for area students to pursue a college education. Migrant students who qualify through the grant process are given free or reduced entrance with the opportunity for an Associate Degree. Area educators are often recruited for teaching assignments with this program.

Section 2: Staff Qualifications

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

Northwest Education Service Cooperative currently employs a staff of 87, consisting of approximately 66 certified positions and 21 classified positions. All NWAESC employees who hold positions requiring licensure are licensed in the appropriate area. That documentation is handled via the NWAESC Business Office. Patti Wohlford, Business Assistant, maintains and monitors the employee licensure spreadsheet annually.

NWAESC employees are evaluated annually by their direct supervisor(s), with conferences to review these evaluations. The co-op director is evaluated by the Northwest Arkansas ESC Board of Directors. The Personnel Policies Handbook is reviewed and revisions are discussed annually with employees.

NWAESSC's Annual Report is compiled each spring and reported to the NWAESC Board at the June meeting. The Annual Report was 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 2020-2021 Annual Report include:

- The partnership NWAESC has built with Walton Arts Center (WAC) and Kennedy Center of Performing Arts is unique for a cooperative. Through these partnerships since 1991, area teachers receive curriculum and resources, and students are provided opportunities for field trips that offer creative

stimulation. Northwest Education Service Cooperative was part of the first nine partnerships in Arts Integrated Education that now has over 100 partnerships. It remains the only multi-district partnership in Arts Integrated Education.

- Over the past six years, NWAESC has partnered with the nationally recognized professional development company and educational publisher Solution Tree to provide training to area educators in three critical areas: Common Collaborative Assessments, Response to Intervention, and Professional Learning Communities. NWAESC views these three components as foundational to a strong educational system and, at the request of our districts, has provided these three trainings on a rotating basis beginning with the PLC Institute in 2015, followed by RtI Cohorts in 2016 and 2017, and Common Collaborative Assessment in 2017 and 2018 and a second PLC Institute in July 2018. In 2020, NWAESC had planned to host Culture Keepers event with a focus on the role of principals in the PLC process, however, **COVID-19** caused the cancellation of this event. Cost savings to districts has been tremendous, allowing them to build capacity in these three critical areas. These Solution Tree trainings align with the Division of Elementary and Secondary Education's PLC and High-Reliability Schools initiatives. Culture Keepers is planned on June 8-10, 2022 with our partners Bentonville Schools. NWAESC is also bringing back Solution Tree's Cassandra Erkens for Collaborative Common Assessments in summer 2022. These events were held with capacity crowds.
- The Early Childhood Special Education Program provides developmentally appropriate services through an Individual Education Program for children with disabilities ages three to five for all 16 of our NWA public schools. The Early Childhood Program has grown from a child count of 115 children in 1988 to serving 991 children on December 1, 2021 children. As of May 30, 2022, the program served approximately 1245 students. The NWA ECH Program received over 1,300 inquiries for screenings. The ECH staff held over 600 programming conferences to develop Individualized Education Plans (IEP's) for students eligible for special education services, as well as held over 600 individual conferences with the parent and the child's residential school district to ensure students have a successful experience entering kindergarten. More than 70 early intervention transition conferences from Part C to Part B to ensure a smooth transition process in determining eligibility were held. The NWA ECH Director served on the Interagency Coordinating Council to ensure child-find and preschool students are linked to community resources., as well as served on NWA Head Start Health Services Advisory Committee to ensure students have access to health services needed so they are ready to learn. The NWAESC ECH Program has about 55 employees with a satellite office in Rogers that provides an additional location for family services and professional development.
- The NWAESC Recruitment and Retention (Novice) Program supported 832 novice teachers in 2020-2021 (currently 600 for FY23). In order for learning to be equitable among all districts, the cost of all services is covered by the Recruitment and Retention grant and comes at no cost to participants or their districts. Additionally, the cost of substitutes is reimbursed to districts. To meet the requirements of DESE's Day One Ready Bootcamp, renamed New Teacher Academy, we partnered with John Spencer to provide two days of on-site professional development for teachers and monthly zoom sessions. A wide variety of topics was discussed in these sessions including classroom management, instructional design, project-based learning, and communicating with parents and families. Participants were able to network with and build relationships with other first-year teachers as well as problem-solve events in their classrooms in real-time. Professional Development was provided via a blend of face-to-face and virtual options. Sessions were as follows:
 - Year 1 Focus→ Classroom Management: Fred Jones's Tools for Teaching, 4 days of Conscious Discipline, CHAMPS and Discipline in the Secondary Classroom, Kagan Win-Win Discipline
 - Year 2 Focus→ Instruction and Assessment: Mazano's Standards-Based Learning (separate teacher and administrator sessions), Differentiation strategies, 4 days of Marzano's The New Art and Science of Teaching, 4 days of Kagan Cooperative Learning

- Year 3 Focus→ Culturally Responsive Teaching: 3 days of culturally responsive teaching with Christian Saavedra and Audrey Freshwater, Bloomboard Equity Mindset Microcredential (counts toward lead/master teacher pathway), Ruby Payne’s A Framework for Understanding Poverty, Culturally Responsive Teaching and the Brain book study
- Special Education and Behavior Support→ Sasha Long Time Management and Organization for Special Education Teachers and Data-Driven Classrooms, Becoming Trauma-Informed,
- Teacher Wellness/Retention→ 4 days with Tina Boogren
- The Division of Elementary and Secondary Education (DESE) houses the Migrant Education Program (MEP) Region 1 Specialist at NWAESC. This position provides leadership and support for a team of three MEP recruiters, one Parent Engagement Liaison, and one Student Support Specialist. This team provides support to districts that have their own MEP grant (Project Schools) as well as directly serving students in families of districts that choose not to host their own Migrant Education Program (Non-Project Schools). The Region 1 Specialist provides professional development opportunities and support for all MEP staff, supports summer learning opportunities for all MEP programs, and leads a monthly meeting for MEP District Coordinators to provide updates, support with MEP expectations, and encourage collaboration.

NWAESC’s CTE Coordinator has applied for an \$86,520.59 Innovation Grant (DCTE) for Glowforge 3D Laser for area districts. In September the CTE Coordinator hosted a new CTE Teacher training day in coordination with the Novice Teacher Program to provide assistance and updates for project schools as well as others in the NWA area. NWAESC, through a partnership between Northwest Arkansas Council and the Walton Family Foundation, believes there is much to be learned from our existing CTE programs across NWA and is revisiting these high-quality Career and Technical programs due to leadership changes and the evolving changes in programming. Strong program offerings such as Bentonville’s IGNITE Professional Studies program, Springdale’s Don Tyson School of Innovation, Siloam Springs CASS program, Roger’s New Tech High School, and New Secondary Career Center programs from both NWACC and NWTI serve all districts in the region, also Brightwater and many other new program start-ups. In these visits, and given several entities’ engagement in Career Coaching, the inclusion of key Guidance Counselors and Career Coaches should be considered as well. The NWA Council and NWAESC plan to create regional showcase opportunities for training and development excellence and will facilitate administrative visits locally. Regional visits to leading programs will not require support funding and will provide opportunities to build a more “regional” approach to our career training needs. We also understand that if out-of-region programs are providing stronger learning opportunities, we must learn from their work as well and we plan to receive financial assistance from the Walton Family Foundation, as well as the Northwest Arkansas Council to offset many of these costs for our districts.

The NWAESC partnered with the other Arkansas Education Service Cooperatives to make a concerted effort to share policy and procedural information that will help all of the ESCs work more effectively and efficiently. Northwest ESCs audit from 2020-2021 showed no audit findings.

The Northwest Arkansas ESC partners with DESE to manage pass-through grants from DESE and various other organizations, including ArPEP, ELC Reopening of Schools, Carl Perkins, Transition, ESVI, Migrant and PLC Inclusion Grants to schools.

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

Northwest Education Service Cooperative’s Board of Directors met 10 times during the 2020-2021 school year, holding board meetings in all months with the exception of July and August. The Board approves the monthly NWAESC financial reports and the annual financial audit conducted by Arkansas Legislative Audit. The Board

also approves the budget annually at the September Board of Directors meeting. The NWAESC Board of Directors does not have an Executive Committee.

Section 3: Extent of Local Financial Support

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

Northwest Education Service Cooperative provides professional development and instructional/curriculum support to all 16 of our member districts based on their requests and priorities of the state. Each district is given the opportunity to participate in state-supported programs, as well as those initiated by NWAESC. Additionally, we serve personnel from other co-op areas in state-supported training if and when the need arises.

Northwest ESC provides multiple services funded through local consortia funds: professional development, on-site curriculum support, classroom support for teachers, PLC assistance, and instructional planning are partially funded through our Professional Development Consortium, while some are directly funded from district budgets. NWAESC's G/T Specialist is funded through state grants, district local funds, and NWAESC funds. Northwest's Early Childhood Special Education services are funded through local district participation and supplemented through the NWAESC funds. For participation levels in each of these, see the information provided below.

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

- 56% of member schools participate in the *Professional Development Consortium* (8/16 districts + 1 charter district).
- 100% of member schools participate in *Gifted and Talented Specialist support* (16/16 districts).
- 56% of member schools participate in the *CTE Consortium* (9/16 districts): Decatur, Elkins, Farmington, Gravette, Greenland, Huntsville, Lincoln, Prairie Grove, and West Fork.
- 100% of NWAESC districts utilize our *Early Childhood Special Education* student support services. All sixteen (16) of the NWAESC's districts utilize this 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.

A cost analysis of services was conducted on five (5) of our 16 member schools during the 2020-2021 school year and is conducted on an annual rotation schedule as noted in the rubric, with all 16 schools analyzed over time. The results were shared with each superintendent individually for both consortium and non-consortium districts.

Northwest Arkansas 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.