

Crowley's Ridge Educational Service Cooperative Evaluation

Evaluation Date: November 17, 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: Ninety-six percent (96%) of districts responded to the survey with an overall average rating of 93% satisfied. Evidence from interviews that PD provided is responsive to their local needs. Evidence was provided that the survey was shared through various avenues including school and district leaders.	
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: Average rating on the survey was a 3.97 for the 2021-2022 school year from 7,756 responses. Evidence provided that the survey was distributed electronically after each session. Evidence in the narrative that ESC reviewed data to identify needed professional development offerings.	
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: Needs assessment was distributed to all district & building leaders and TCC requested for the survey to be shared. Twenty-two out of twenty-two districts responded to the survey. Results are reviewed by ESC staff, Teacher Center Committee, and Instructional Facilitators during regularly scheduled meetings throughout the year. Additional feedback is collected after professional development sessions and monthly principal meetings. The coop's responsiveness and willingness to support all needs was a recurring theme throughout various interviews. A TCC member was emphatic that the coop regularly asks them, "What do you need?" "They listen to us, they find out what our desire is, and they make it happen."	
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: Evidence of PD required to meet basic accreditation standards is provided by the ESC. Evidence of consortium services was provided in the following areas: Early Childhood Special Ed Services, Tri-Region Virtual School, LEA supervisor for multiple districts, School Psychology Specialist, CTE program coordination. Evidence of ongoing communication from ESC to districts about state initiatives or requirements was noted. One participant stated "They always keep us informed" Evidence that the PEER program serves the needs of building capacity in teacher leadership was noted. Cost analysis was provided showing the savings for the district. Evidence from interviews indicated ESC serves a vital and critical role in the operations of local districts, particularly those of smaller size. "I don't know how any school district could survive without the support of our coop"	
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: 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 ESC did provide evidence of the required Teacher Center Committee (TCC) meeting dates along with the TCC member list with appropriate proportions of representatives. Meeting agendas were provided from across the year. Evidence that ESC provided support in curriculum needs, selection of educational materials and high quality professional development. A theme across interviews was the responsiveness and willingness of the coop to meet the individual needs of the district.	
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 provided evidence that no less than nine (9) 2 and 4 year universities have established partnerships with the ESC. Superintendents stated that they could not have offered these programs, such as, teacher mentoring, leadership development through PEER, and EdRising to their schools without the post-secondary partnerships. ESC collaborated with ASU to provide a career day specifically for migrant students.	

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) <i>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.</i>	
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 Crowley's Ridge ESC has a high-quality trained staff of personnel, led by a highly respected director. Personnel policies are in place and the cooperative leadership further provides efficient systems to make the cooperative even more responsive to their member schools. There is no fiscal distress. They leverage to full extent the cooperative staff to provide the best services and programs to their districts.	
2B. Board of Directors and Executive Committee <i>Documentation of Board of Directors meetings according to rubric.</i>	
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 cooperative board of directors met once a month this past year, which fully exceeds the minimum of 8 times a year. The superintendents vocalized their support of the cooperative, saying they bring us together as like minded educators to share our concerns and network. It was indicated we could not run our	

schools without the cooperative. One supt was quoted as saying “without cooperatives Arkansas would be taking a giant step backward.”

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 Notes: 100% of the schools in the cooperative participate in their Professional Development Consortium. 73% of their school districts participate in the CTE consortium. It was noted by one of the superintendents that due to the new start up grants the school received through the consortia, they were able to purchase equipment they otherwise would not have been able to such as the Anatomage table. The Novice Teacher Mentor program was noted to be invaluable to the schools to help support and thus retain new teachers.	

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
	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 Crowley’s Ridge Educational Service Cooperative was well organized and prepared for the evaluation team. All materials had been properly uploaded and the ESC provided additional paper copies of evidence. The evaluation committee had more than enough to perform a proper evaluation including various interview groups that highlighted the support and services provided.

The ESC Director invited all ESC staff to the cooperative interview and allowed ESC staff to present programs and progress of the ESC. Crowley's Ridge ESC is one of the larger cooperatives in the state serving 22 districts with over 35,000 students in the region. The cooperative has done a nice job leveraging outside partnerships to provide support to the schools they serve. “If it's good for students, it's good for us”. As a highlight interview group the ESC organized outside partners to describe the opportunities that they provide to schools throughout the region. Because the schools have an established trusted relationship with the cooperative it allows these partners to seamlessly transition in and out of schools with ease providing direct support. An example is the PEER programs, a grant program in partnership with Crowley’s Ridge and APSRC. The cooperative has also pulled in respected retired educators to assist with the novice teacher program providing direct support and utilizing the expertise of these talented educators.

Throughout interviews it was evident that information funneled through the cooperative to district leadership was appreciated. Specifically mentioning the summation of Commissioner's Memo to keep them updated in a clear and concise way and maintaining proper timelines. Ms. Castor is a no-nonsense leader and allows for open candid discussion and networking while maintaining the focus on educating students. Areas that were shared throughout interviews as areas of needed support included mental health and assistance with high quality teachers.

Crowley’s Ridge Cooperative has been a leader in providing high quality dyslexia training opportunities to their districts. The cooperative has organized “Take Flight” training groups for schools long before the state established the Certified Academic Language Therapists program. Literacy and dyslexia support was mentioned throughout interviews. The Dyslexia Specialist was stated to be a huge help in regards to working with the various districts to change mindsets about dyslexia and working to provide vital training on dyslexia. Cooperative specialists were said to be flexible and willing, “to come to us”. It was noted by a building principal that he felt “empowered” because of the quality of information and training the cooperative provides.

Excellence rating is well-deserved.

Committee Members:

Stacy Smith, DESE	David Owens, Business Liaison	Mark Belk, School Board Member
Jill Clogston, A-State ERZ	Hope Worsham, DESE Admin.	Teriann Turner, Parent
Kristy Beliew, Parent	Patrick Quattlebaum, ESC	

Committee Chair Signature: *Stacy Smith*