



Evaluation Summary

**Submitted to
Arkansas Department of Education
State Board**

**Dr. Mike Hernandez
April 13, 2018**



Arkansas Department of Education

Transforming Arkansas to lead the nation in student-focused education

Johnny Key
Commissioner

April 13, 2018

State Board
of Education

Arkansas State Board Of Education
Arkansas Department of Education
Four Capitol Mall
Little Rock, AR 72201

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Dear State Board Members

Enclosed is the On-site Evaluation report for Southwest Arkansas Education Cooperative. This report includes the self-study report Southwest Coop submitted including the links; the completed scoring rubric by the evaluation team; notes, recommendations, and highlights that were dictated by the evaluation team.

The Southwest Arkansas Education Cooperative prepared a well documented, comprehensive study that illustrates their resources and services to member districts. The nine member team believes you will find this report beneficial in understanding the services and support provided by the cooperative. The rules governing Education Service Cooperatives and the rubric provided were followed.

If you have any questions regarding this evaluation and/or the summary report, please feel free to contact me at mike.hernandez@arkansas.gov.

Sincerely,

Mike Hernandez

Mike Hernandez
Office of Coordinated Support and Service
State Superintendent

Four Capitol Mall
Little Rock, AR
72201-1019
(501) 682-4475
ArkansasEd.gov

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Opportunity
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Visiting Committee

Regional Service Cooperative Evaluation

Regional Service Cooperative: Southwest Arkansas Education Cooperative

Date of Evaluation Visit: February 13, 2018

Position	Representative	Address
Department of Education Staff Member*	Dr. Frank Servedio	Four Capitol Mall, 109B Little Rock, AR 72201
Teacher*	Carol Massey	214 McCaslan Clinton, AR 72031
Administrator*	Dr. Mike Hernandez	1022 Scogin Drive Monticello, AR 71655
College Staff Member*	Dr. David Rainey	205 West Bowles Street Dumas, AR 71639
Present or Former Employee of an Education Service Agency*	Renee Holland	1022 Scogin Drive Monticello, AR 71655
School District Board of Directors	Linda Haynes	404 E 16th Street Hope, AR 71801
Business/Industry Representative	Heather Wheelington	1902 E Third Street Hope, AR 71801
Parent (1) – Local District	Lindsey Townsend	411 West Avenue C Hope, AR 71801
Parent (2) – Local District	Eddra Phillips	812 S Phillips Drive Hope, AR 71801

*Must be from outside the Education Service Cooperative Service Area

Southwest Arkansas Education Cooperative
Evaluation Agenda
February 13, 2018

8:00 a.m.	Welcome and Introductions
8:15 - 9:00	Presentation by Cooperative Staff
9:00 - 9:30	Review of Prepared Evidence/Discussion w/Team Only
9:30 - 11:30	Review of Prepared Evidence and Visits with Cooperative Staff
11:30 - 12:30	Working Lunch to include Executive Committee, Teacher Center Committee Representatives, and Other Users of Services (<i>suggested attendees</i>)
12:30 - 1:30	Committee Work Time
1:30 - 3:00	Preparation of Reports
3:00 - 3:30	Exit Conferences and Adjournment

The team chair will collect committee reports, edit the findings, and distribute as required by statute.

**Southwest Arkansas Education Cooperative
Board of Directors**

Name	Position	School District
Dr. Becky Kesler	President	Texarkana
Robert Edwards	Vice President	Lafayette County
Angie Bryant	Secretary	Genoa Central
Billy Lee	Board Member	Blevins
Dr. Jim Buie	Board Member	Fouke
Bobby Hart	Board Member	Hope
Rick McAfee	Board Member	Nevada
Robert Poole	Board Member	Prescott
Angie Raney	Board Member	Spring Hill

ESC Demographics

Brief overview of demographics of region

Section 6-13-1003	Requirement	Status	Evidence
1	ESC region includes at least three(3) but no more than nine (9) counties	SWAEC serves districts in four (4) counties	Counties Served: Hempstead, Lafayette, Miller and Nevada
2	ESC region includes at least ten (10) but no more than thirty-five (35) school districts	SWAEC serves nine (9) school districts in Arkansas.	Member Districts: Hope, Spring Hill, Blevins, Lafayette County, Texarkana, Fouke, Genoa Central, Prescott and Nevada SWAEC membership over time
3	ESC region includes at least twenty thousand (20,000) pupils in K-12 average daily membership (ADM)	Number of students in the SWAEC region (2017 3rd Q Avg. ADM):	11,681
4	ESC region includes at least one (1) postsecondary education institution	There is one (1) public Postsecondary Education Institution within the SWAEC region.	Post Secondary Institutions: University of Arkansas 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	SWAEC serves nine (9) districts with 90% of those within 50 miles driving distance from the cooperative.	Mileage chart used for SWAEC travel

Evaluation Document

Click on the links below to access the evaluation documentation:

1. [User Satisfaction and Service Adequacy](#)
2. [Staff Qualifications and Administrative Effectiveness](#)
3. [Extent of Local Financial Support](#)

Evaluation Scoring Rubric for the Southwest Arkansas Education Cooperative

Evaluation Date: February 13, 2018

Section 1: User Satisfaction and Service Adequacy Rubric

Reference in Current Rules	5 Excellence	4 Exceeding Standards	3 Meeting Standards	2 Alert	1 In Need of Immediate Improvement	SCORE
22.2 Annual User Satisfaction survey results (all personnel of member districts)	90% or greater satisfied/very satisfied	80-89% or greater satisfied/very satisfied	70-79% or greater satisfied/very satisfied	60-69% or greater satisfied/very satisfied	50-59% or greater satisfied/very satisfied	22.2 Score 5/5
22.2 Summative PD session evaluation responses	3.8 or higher on 4.0 scale	3.4 to 3.7 on 4.0 scale	3.0 to 3.3 on 4.0 scale	2.6 to 3.2 on 4.0 scale	2.5 or below on 4.0 scale	22.2 Score 5/5
17.00 Annual Surveys and Needs Assessments	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	Meets 4 of the 4 criteria AND Reports survey and needs assessment results to member districts	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 of the Department 	Meets 3 of 4 criteria	Meets 2 or less of the 4 criteria	17.00 Score 5/5
4.2 Provide Assistance	Meets 3 of the 3 criteria AND	Meets 3 of the 3 criteria AND	Meets 3 of the 3 criteria listed below: <ol style="list-style-type: none"> 1. Assist member districts in 	Meets 2 of the 3 criteria	Meets 1 of the 3 criteria	4.2 Score

	<p>Provides evidence that exceeds the expectation in at least two (2) areas such as exceeding accreditation standards and equalizing educational opportunities</p> <p>AND</p> <p>A cost analysis study of coordinated services</p>	<p>Provides evidence that exceeds the expectation in at least two (2) areas such as exceeding accreditation standards and equalizing educational opportunities <u>OR</u> a cost analysis study of coordinated services</p>	<p>meeting or exceeding accreditation standards and equalizing educational opportunities;</p> <ol style="list-style-type: none"> 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 			<p>5/5</p>
<p>9.00 Teacher Center Committee and 10.00 Other Necessary Committees</p>	<p>Meets 5 of the 5 criteria</p> <p>AND</p> <p>Lists the other committees and the purposes or responsiveness to member districts</p> <p>AND</p> <p>Best practices are shared publicly</p>	<p>Meets 5 of the 5 criteria</p> <p>AND</p> <p>Lists the other committees and the purposes or responsiveness to member districts</p>	<p>Meets 5 of the 5 criteria listed below:</p> <ol style="list-style-type: none"> 1. A teacher center will provide, if funds are available, curriculum development assistance, educational materials, and staff development services to teachers within the area 2. A teacher center committee is composed of at least one (1) representative from the staff of each school district 3. At least one-half ($\frac{1}{2}$), but not more than two-thirds ($\frac{2}{3}$) of the members are classroom teachers 4. The committee meets at least three (3) times per year; and 	<p>Meets 4 of the 5 criteria</p>	<p>Meets 3 or less of the 5 criteria</p>	<p>9.00 and 10.00 Score</p> <p>5/5</p>

			5. Other committees of local school personnel are convened to be responsive to the member districts.			
16.00 Liaison with Postsecondary Institutions	Collaborates with more than two (2) postsecondary institutions on a regular basis AND Best practices are shared publicly	Collaborates with more than one (1) postsecondary institutions on a regular basis	Shall cooperate with the state-supported postsecondary institution located within its area	Cooperates with one (1) postsecondary institution within the state	Does not cooperate or collaborate with a postsecondary institution	16.00 Score 5/5

Notes:

Section 2: Staff Qualifications and Administration Effectiveness

Rubric

Reference in Current Rules	5 Excellence	4 Exceeding Standards	3 Meeting Standards	2 Alert	1 In Need of Immediate Improvement	Score
<p>11.00 Director</p> <p>12.00 Personnel</p> <p>14.00 General policies, rules and regulations</p> <p>21.00 Policies, procedures, expenditures, reports and audits</p>	<p>Meets 5 of the 5 criteria</p> <p>AND</p> <p>All audit findings are addressed</p> <p>AND</p> <p>Best practices are shared publicly</p>	<p>Meets 5 of the 5 criteria</p> <p>AND</p> <p>All audit findings are addressed</p>	<p>Meets 5 of the 5 criteria listed below:</p> <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 	<p>Meets 4 of the 5 criteria</p>	<p>Meets 3 or less of the 5 criteria</p>	<p>11.00,12.00, 14.00, and 21.00 Score</p> <p>5/5</p>
<p>3.00 Board of Directors</p> <p>8.00 Executive Committee</p>	<p>The Board of Directors meet at least eight (8) times each year, and written policies and procedures for operation are filed with the State Board</p> <p>AND</p> <p>Records of internal</p>	<p>The Board of Directors meet at least eight (8) times each year, and written policies and procedures for operation are filed with the State Board</p> <p><i>MAY Substitute:</i> <i>The executive committee or board of directors</i></p>	<p>The Board of Directors meet at least eight (8) times each year, and general fiduciary responsibilities for the cooperative are documented</p> <p>OR</p> <p>The executive committee meets at least nine (9) times per year, and the board of directors meets at least three (3) times</p>	<p>The Board of Directors meet less than eight (8) times each year, and/or general fiduciary responsibilities for the cooperative are minimally documented</p>	<p>The Board of Directors meet less than eight (8) times each year, and/or general fiduciary responsibilities for the cooperative are not adequately documented</p>	<p>3.00 and 8.00 Score</p> <p>5/5</p>

	<p>improvement in efficiency of operation are available upon request</p> <p><i>MAY Substitute: The executive committee or board of directors meets more than required.</i></p>	<p><i>meets more than required.</i></p>	<p>annually. The president of the board shall serve as chair of the executive committee</p>			
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Notes:

3: Extent of Local Financial Support

Rubric

Reference in Current Rules	5 Excellence	4 Exceeding Standards	3 Meeting Standards	2 Alert	1 In Need of Immediate Improvement	Score
<p>18.00 Programs and Services</p> <p>19.00 Participation of Local School Districts</p> <p>22.2 Extent of Local Financial Support</p> <p>24.00 Technology Centers</p> <p>25.00 Mathematics and Science Center</p>	<p>Meets 3 of the 3 criteria</p> <p>AND</p> <p>Programs and services are documented based on needs assessment and evaluation is reported</p> <p>AND</p> <p>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</p> <p>AND</p> <p>Cost analysis</p>	<p>Meets 3 of the 3 criteria</p> <p>AND</p> <p>Programs and services are documented based on needs assessment</p> <p>AND</p> <p>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</p> <p>AND</p> <p>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)</p>	<p>Meets 3 of the 3 criteria listed below:</p> <ol style="list-style-type: none"> 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 	<p>Meets 2 of the 3 criteria</p>	<p>Meets 1 or less of the 3 criteria</p>	<p>18.00, 19.00, 22.2, 24.00 and 25.00 Score</p> <p>5/5</p>

	<p>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</p> <p>AND</p> <p>Best practices are shared publicly</p>					
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Notes:

**Total Education Service Cooperative Evaluation
Southwest Arkansas Education Cooperative
February 13, 2018**

Cooperative Evaluation Level		Determination of Rating
5	Excellence	Must receive a majority score of 5 on categories (at least 6 out of 9 categories); and NO scores below 3
4	Exceeding Standards	Must receive at least 6 scores of 4 or some combination of 4 or 5; and NO scores below 3
3	Meeting Standards	Must receive at least 6 scores of 3 or some combination of 3, 4, or 5; may include only one score of 2 (if some combination of 4 or 5 was assigned) with no additional scores below 3
2	Alert	Scores 2 in 2 or more categories
1	In Need of Immediate Improvement	Scores 1 in 1 or more categories

Overall Score for the Southwest Arkansas Education Cooperative	5/5
Recommendations: Please see comments in next section.	

Signatures of Evaluation Committee Members:		
Carol Massey	Linda Haynes	David Rainey
Eddra Phillips	Heather Wheelington	Mike Hernandez
Frank Servedio	Lindsey Townsend	Renee' Holland

*Signatures are on file in the Office of Coordinated Support and Service.

Highlights of Cooperative

SWAEC's Summative PD Evaluation participants indicate their professional development received had a high correlation with their Professional Growth Plan. This desirable alignment is possibly due to the Professional Development Review Day conducted with principals and superintendents.

Coop leadership and staff have a high level of involvement in local community organizations taking leadership roles in United Way, Southwest Arkansas Arts Council Board, Kiwanis, and Junior Auxiliary.

SWAEC supports the UAHT Foundation through their work with the annual Beads and Bags fundraiser and by providing technical support for Kid's College. Through the teacher center, products are made and sold with 100% of funds raised given to foundation.

SWAEC partnered with SAU to host a Girls in Agriculture Day. This day was designed to promote interest in nontraditional careers through hands-on activities and discussion forums.

The SWAEC's Teacher Center provides all member districts, as well as, the local community, churches, and daycares printing services including posters, notepads, banners, button maker, invitations, and business cards. The center has a number of ellison cutters, copiers, laminators, silhouette machines, and binding machines. They have also started printing on t-shirts for school teams/competitions and community functions.

The Autism Team, The A Team, (two speech therapists, a special ed teacher and a behavior specialist) uses screening instruments, extensive observations, scales and other measures to assess and identify students who meet criteria for autism support.

APPEL Program at SWAEC has been the fiscal manager of three APPEL sites across the state. Due to their skill in handling these programs, they were given their own site in June 2017. This program takes a vested interest in their student teachers. They provide professional training and opportunities for growth in classroom management skills, establishing positive relationships, and providing engaging learning environments for students. This support system encourages the continuance of well prepared teachers into life-long educational careers.

SWAEC and Hope School district sponsor a radio show, EduTechGuys, which is a weekly online and radio podcast. State and national speakers such as Dave Burgess, Justin Baeder, and Richard Byrne have been featured on the show.

Student GPS Dashboard Partnership with ADE is administratively housed at SWAEC. This program is a powerful tool for administrators and teachers to identify problems and plan interventions.

Student Voice & Student Engagement Institute was hosted at SWAEC during summer PD in 2017. This institute is a one-of-a-kind learning experience that examines how student voice and student engagement can drive school improvement efforts and enhance teaching and learning.

Evaluation Review

In future, document how the survey results are reviewed by Coop Board.

Work with member districts to increase participation in Teacher Center Committee meetings.

Recommendation

Encourage greater participation in the User Satisfaction Survey.

Consider working closer with the districts to reduce the cancellation of workshops due to participation numbers and cost. For example, having an on-site trainer (CGI) or partnering with other area cooperatives to provide the needed training.

Consider building on strong local community involvement by outreaching to a wider business community across member school districts.

Develop a plan for assisting school districts in meeting accountability challenges of the new ESSA.