

Southwest Educational Service Cooperative Evaluation

Evaluation Date: April 19, 2023

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
<p>Evaluation Notes: Nine out of nine districts responded to the survey with an overall average rating of 99% satisfied from 156 responses. However, additional means of increasing stakeholder input is needed. Evidence from the interviews did not fully support the survey results. It was noted that more content specific professional development is requested. Interviewees indicated they value the “Teach by Southwest Conference” and want to see it continue. The Southwest Educational Service Cooperative plays a critical role in supporting novice teachers in this area. Evidence was provided to indicate the program is meeting the needs of local novice teachers and more training around content and inclusive practices was requested.</p>	
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
<p>Evaluation Notes: Average rating on the survey was a 3.95 for the 2021-2022 school year from 1,869 responses. Average rating on the survey was a 3.96 for the 2020-2021 school year from 2091 responses. Evidence provided that the survey was distributed electronically after each session. Participants that were involved in professional learning were satisfied with results and training. One comment from an administrator was that districts and schools who actively participate get the services requested. Training specific to content, Inclusive Practices, behavior supports and using data to drive instruction was requested.</p>	

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 and building leaders. Co-op received 32 responses from 9 districts. Follow-up interviews are also conducted at the beginning of the school year with each district leadership team by the co-op Director and TCC. Nine out of nine districts received an on-site visit. Results are reviewed by coop leadership, superintendents, and Teacher Center Committee. The educational service cooperative's responsiveness and willingness to support when districts reach out was a recurring theme throughout various interviews. One interview group was quoted, "They get right back in contact with us." and they "help us make sense of it all, putting the pieces together."	
1D. Provide Assistance (4.2) <i>District Cost Analysis connected to examples provided.</i>	
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 accreditation standards is provided by Southwest ESC. Consortium services are provided to local districts assisting districts to meet or exceed standards. The following services were documented by the committee: Early Childhood Special Ed Services, CTE/Perkins, and Ed. Examiner. Several mentioned that on-going communication from ESC to districts about state initiatives or requirements was helpful, "I never feel blindsided because they have always informed us beforehand." Co-op received a \$5 million grant to support behavioral and mental health for districts within the 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: <ol style="list-style-type: none"> 1. A teacher center will provide, if funds are available, curriculum development assistance, educational materials, and staff development services to teachers within the area 2. A teacher center committee is composed of at least one (1) representative from the staff of each school district 3. At least one-half (½), but not more than two-thirds (⅔) of the members are classroom teachers 4. The committee meets at least three (3) times per year; and 5. Other committees of local school personnel are convened to be responsive to the member districts. 	3 Meeting Standards
Meets 4 of the 5 criteria	2 Alert
Meets 3 or less of the 5 criteria	1 In Need of Improvement
Evaluation Notes The Southwest ESC provided evidence of the required Teacher Center Committee (TCC) meeting dates along with the TCC member list with appropriate proportions of representatives. Meetings agendas were provided from across the year. Evidence that ESC provided support in curriculum needs, selection of educational materials and provides professional development when requested..	
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 Southwest ESC provided evidence that they have established relationships with several 3 year universities (SAU, UAHT and HSU).	

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: All staff were properly certified and knowledgeable in their speciality area, personnel policies were posted to the website, and evaluations were available upon request.	
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 Board of Directors met 11 times and meeting agendas, notes, etc. were made available. While the information was complete, there was a disconnect between services and cost associated with services. While all districts are members, not all Superintendents are active on the board.	

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: There is a disconnect between the SWAESC and some members of the SWAESC BOD on the value of the consortium and the overall professional development provided. It was mentioned that SWAESC sends out monthly reports on all cost and expenditure items in response to the same question; however it wasn't clear to the districts what they were being charged for in place of consortium fees.	

Total Evaluation Score

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

Evaluation Notes:

The cooperative was welcoming and well organized for the evaluation. Building level interviews and personnel were very complimentary of the staff and support of the cooperative. The novice teacher program is quite robust and received many positive comments. This is a collaborative effort of the educational cooperative. The region does have a large number of novice Superintendents who need additional support for themselves and their schools. While cooperative offers a multitude of services, not all districts are making the most out of the services that are provided. It was unclear if the lack of cohesion and services was due to changes in leadership throughout the region or lack of proactiveness on the part of the cooperative. There are definitely services being offered from the cooperative and as one Superintendent put it, " I get out, what I put in". Although sentiments of another Superintendent were, they felt like they were paying for services that were already paid for or not at the level expected. Either way- the work and aspirations of the region are for continuous improvement. The Department will offer additional leadership support to the Cooperative and regional districts. Dr. Bailey and Ms. Morris were receptive to feedback and are committed to supporting their districts.

Committee Members:

Stacy Smith, DESE	Lindsey Swagerty, ERZ	Jennifer Sanders, Parent
Bridget Buckley, Administrator	Hope Worsham, DESE	Jimmy. Courtney, Business & Parent
Angela Miller, ESC TCC	Kathryn Dickson, School Board	

Committee Chair Signature: *Stacy Smith*