



Evaluation Summary

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

**Dr. Mike Hernandez
March 9, 2018**



Arkansas Department of Education

Transforming Arkansas to lead the nation in student-focused education

Johnny Key
Commissioner

March 9, 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 Northwest Arkansas Education Service Cooperative. This report includes the self-study report Northwest 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 Northwest Arkansas Education Service Cooperative prepared a comprehensive report illustrative of their organization's goal to meet the diverse needs of all students and educators in the region. 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 in ADE 320 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

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*An Equal
Opportunity
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Visiting Committee
Regional Service Cooperative Education
Northwest AR Education Service Cooperative
January 17, 2018

Position	Representative	Address
Department of Education Staff Member*	Frank Servedio	Four Capitol Mall, Room 109B Little Rock, AR 72201
Teacher*	Carol Massey	214 McCaslan Clinton, AR 72031
Administrator*	Dr. Mike Hernandez	220 Tom Ellsworth Drive Hot Springs, AR 71913
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	Brent Leas	500 Tiger Boulevard Bentonville, AR 72712 479-381-2513 Brentleas@gmail.com
Business/Industry Representative	Mike Harvey	4100 Corporate Centre Dr. #205 Springdale, AR 72762 479-582-2100 mikeharvey@nwacouncil.org
Parent (1) – Local District	Brooke Bradley	PO Box 1314 Farmington, AR 72730 479-530-7961 brookebradley410@gmail.com
Parent (2) – Local District	Cindy Love	13131 Green Earth Rd Prairie Grove, AR 72753 479-871-3907 cindy.love@pgtigers.org

*Must be from outside the Education Service Cooperative Service Area; committee members determined by the ADE

Northwest Arkansas Education Service Cooperative
Evaluation Agenda
January 17, 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.

Northwest Arkansas Education Service Cooperative

Board of Directors

Name	Position	School District
Mr. Dan Jordan	President	Elkins
Dr. Mary Ann Spears	Vice President	Lincoln
Dr. Matthew Wendt	Secretary-Treasurer	Fayetteville
Dr. Debbie Jones	Member	Bentonville
Mr. Jeff Gravette	Member	Decatur
Mr. Bryan Law	Member	Farmington
Mrs. Terrie Metz	Member	Gentry
Dr. Richard Page	Member	Gravette
Dr. Andrea Martin	Member	Greenland
Mr. Clint Jones	Member	Huntsville
Mr. Rick Neal	Member	Pea Ridge
Dr. Allan Williams	Member	Prairie Grove
Dr. Marlin Berry	Member	Rogers
Mr. Ken Ramey	Member	Siloam Springs
Dr. Jim Rollins	Member	Springdale
Mr. John Karnes	Member	West Fork

Northwest Arkansas Education Service Cooperative

On-Site Department Leaders

Department	First Name	Last Name	Phone Number	Job Title
Director's Office	Dr. Charles	Cudney	479-267-7450	Director
Teacher Center	Missy	Hixson	479-267-7450	Assistant Director/Teacher Center Coordinator
Business Office	Jakki	VanHook	479-267-7450	Business Manager
Early Childhood SPED	Colleen	DeVore	479-267-5960	Director, Early Childhood Education
Career and Technical Education	Cheryl	Pickering	479-267-7450	Career and Technical Education Coordinator
Technology	Samuel	Karnatz	479-267-7450	Technology Coordinator
Gifted/Talented Education	Dustin	Seaton	479-267-7450	Gifted/Talented Coordinator
TALENTS (Novice Teachers)	Marcia	Sanders	479-267-7450	TALENTS Coordinator

1.1 ESC Demographics

[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. Dr. Rollins continues to serve as a valued member of the NWAESC board. 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 sixty-five professionals employed by NWAESC.

Thirty two 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	Status	Documentation
1	ESC region includes at least three (3) but no more than nine (9) counties	NWAESC serves 3 counties: Benton, Madison, and Washington	Map of NWAESC
2	ESC region includes at least ten (10) but no more than thirty-five (35) school districts	NWAESC serves 16 public school districts	NWAESC Demographics for 2016-2017
3	ESC region includes at least twenty thousand (20,000) pupils in K-12 average daily membership (ADM)	NWAESC serves approximately 86,000 students	NWAESC Demographics for 2016-2017
4	ESC region includes at least one (1) postsecondary education institution	NWAESC partners with 5 postsecondary institutions	Map of NWAESC Region with IHEs
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. (Rand McNally)	One district is 50 miles from NWAESC; all others are less. The average distance is 23 miles.	Distance from NWAESC to Schools

Evaluation Documentation

Click on the links below to access the evaluation documentation:

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



Evaluation Scoring Rubric for the Northwest Arkansas Education Service Cooperative

Evaluation Date: January 17, 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: 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 Provides evidence that exceeds the expectation in at	Meets 3 of the 3 criteria AND Provides evidence that exceeds the expectation in at	Meets 3 of the 3 criteria listed below: 1. Assist member districts in meeting or exceeding accreditation standards and equalizing	Meets 2 of the 3 criteria	Meets 1 of the 3 criteria	4.2 Score 5/5

	<p>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>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>2. Using educational resources more effectively through cooperation among school districts; and</p> <p>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>			
<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 5. Other committees of local school personnel are convened to be 	<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>

			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 style="text-align: center;"><u>AND</u></p> <p>All audit findings are addressed</p> <p style="text-align: center;"><u>AND</u></p> <p>Best practices are shared publicly</p>	<p>Meets 5 of the 5 criteria</p> <p style="text-align: center;"><u>AND</u></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 style="text-align: center; font-size: 24pt;">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 style="text-align: center;"><u>AND</u></p> <p>Records of internal improvement in efficiency of operation are available upon request</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: The executive committee or board of directors meets more than required.</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 style="text-align: center;"><u>OR</u></p> <p>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</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 style="text-align: center; font-size: 24pt;">5/5</p>

	<i>MAY Substitute: The executive committee or board of directors meets more than required.</i>					
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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 study has been performed for 1/3 of member districts annually and the findings</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>

	have been shared in a face-to-face meeting with the superintendent <u>AND</u> Best practices are shared publicly					
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Notes:

Total Education Service Cooperative Evaluation

Northwest Arkansas Education Service Cooperative

January 17, 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 Northwest Arkansas Education Service Cooperative	5/5
Recommendations: Please see comments in next section.	

Signatures of Evaluation Committee Members:		

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

Highlights of Cooperative

The partnership NWESC has built with Walton Arts Center and Kennedy Center of Performing Arts is unique for a cooperative. Through these partnerships, area teachers receive curriculum and resources, and students are provided opportunities for field trips which 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.

NWESC offers a Business Manager Boot Camp to develop a support network for school business office personnel and provides relevant training, updates, and coding changes.

Partnering with John Brown University, the cooperative staff developed EASEL training which has been disseminated across the state to provide program assistance for ESL populations in the state.

School districts within the cooperative have a diverse set of needs: one of the largest and smallest districts, four charter schools with multiple campuses, and a culturally and linguistically diverse student population. The cooperative staff are responsive to individual requests for assistance in meeting the unique needs of the individual teacher, school, or district.

Cooperative staff developed Google resources for both literacy and math components that are available to all teachers. Video clips of model teaching techniques, units, and other resources are readily available.

Building the rotation process of summer professional development using Solution Tree was a strong request from all 16 districts. Rotating PLC Institutes, providing follow up trainings, and Assessment Institutes has met all building and district wide needs.

The novice teacher program at the coop is built to give support to building level administrators as well as the novice teacher to ensure a focus of keeping the teacher at that school. Mentorship is handled within the district and teachers still get opportunities for professional development, but the program also focuses on building a supportive environment in the building. The committee feels this program needs to be noted for its potential for teacher retention and watched in the coming years to see the outcomes.

NWESC has added a satellite office in Rogers that provides an additional location for professional development.

Evaluation Review

Committee asked for and received updated personnel licences.

The Coop has an additional group, The Group, that influences policy and procedures within the Coop. This is an addition to the board and TCC committee.

Recommendation

Work to improve the number of participants in the User Satisfaction Survey and the Professional Development Needs Survey. Increase Board awareness of the importance of participation by all schools.

Continue to look for ways to share information publicly even down to the student/community level when applicable.

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