



# 2023-24

Douglas Education Service District

# LOCAL SERVICE PLAN



**DOUGLAS**  
EDUCATION SERVICE DISTRICT

LISTEN • LEARN • LEAD





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# Message from the Superintendent

**G**reetings! I am Analicia Nicholson, superintendent of Douglas ESD. This is my first year in this role. I have worked for Douglas ESD since 2008 in various K-12 and early learning roles. Most recently, I was the deputy superintendent. I was born and raised on a ranch in Douglas County. My mother was also an educator. It was instilled in me growing up to make a difference where you live, which is the motto of Douglas ESD. I truly believe the students of this community are our future. I look forward to connecting with you.

This year's local service plan process began in September 2022 when superintendents were surveyed to develop strategic goals and priorities for the region. There were several areas of interest expressed for further investment including autism support and behavior services.

Historically, Douglas County has had an ongoing need for robust mental health support. Due to the pandemic, the need for mental health support has increased even more. This crisis is impacting our youth while our partners work on solutions to meet the urgent demand. Districts expressed interest in restarting the Therapeutic Learning Class (TLC) transitional program. Douglas ESD is working with Adapt Integrated Health Care and the Oregon Health Authority (OHA) to determine the possibilities and next steps for this service. Our goal is for students to be in an environment that supports both their education and learning needs.

Support for students experiencing autism was an additional need identified in our survey process. In 2012 there were approximately 10 students experiencing autism in K-12 programs and less than five students in Early Intervention and Early Childhood Special Education (EI/ECSE). Since 2022, there are approximately 140 students identified to have autism in K-12 programs and nearly 20 students ASD eligible in EI/ECSE so far this year. Superintendents identified both the need to increase specialized training to district staff and higher level of services. During 2022, we will work to investigate needs further and work with districts to develop next steps. If there is anything immediately that can be done, Douglas ESD will work towards finding solutions.

Lastly, Douglas ESD received funding to support districts with Student Investment Account (SIA) planning and reporting, attendance, high school success, and federal programs. Douglas ESD has a dedicated full-time employee to school districts to support the SIA plan writing (due in March 2023) and reporting (ongoing). Douglas ESD is working with districts to determine needs in each of the areas and provide support. The Oregon Department of Education (ODE) made this investment after feedback from small to medium school districts of the demand that planning and reporting places on school district staff.

The mission of any ESD is broad, as you can see on page 6, and provides the framework to serve our most important focus, our

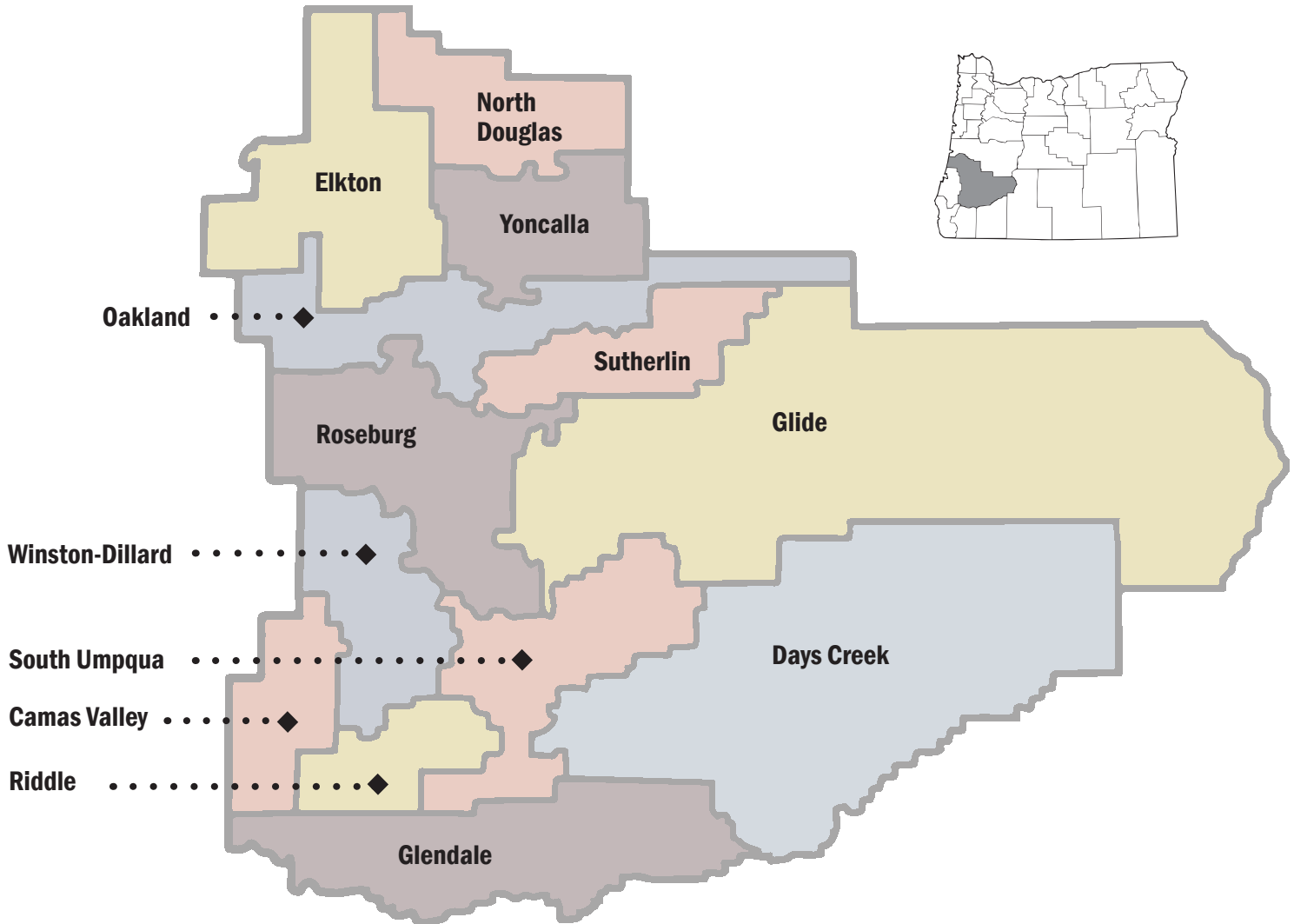
youth. By prioritizing diversity, equity, and inclusion, Douglas ESD is building a stronger organization that is innovative, responsive, and in service to our community. The agency will continue building relationships and partnerships internally and externally.

Our most important constituents are our component school districts. Each district is vital to understanding the unique needs of students. We are delighted to be of service to Douglas County school districts and discover new ways to offer support at every turn. We ask for your approval of this local service plan and look forward to a brighter future together.



Respectfully submitted,  
**Analicia Nicholson**  
Douglas ESD Superintendent

# Our Component School Districts



**CAMAS VALLEY SD #21**  
 Superintendent: Don Wonsley  
[don.wonsley@camasvalley.k12.or.us](mailto:don.wonsley@camasvalley.k12.or.us)

**NORTH DOUGLAS SD #22**  
 Superintendent: Jody Cyr  
[jody.cyr@northdouglas.k12.or.us](mailto:jody.cyr@northdouglas.k12.or.us)

**SUTHERLIN SD #130**  
 Superintendent: Terry Prestianni  
[terry.prestianni@sutherlin.k12.or.us](mailto:terry.prestianni@sutherlin.k12.or.us)

**DAYS CREEK SD #15**  
 Superintendent: Steve Woods  
[steve.woods@dayscreek.k12.or.us](mailto:steve.woods@dayscreek.k12.or.us)

**OAKLAND SD #1**  
 Superintendent: Jeff Clark  
[jeff.clark@oakland.k12.or.us](mailto:jeff.clark@oakland.k12.or.us)

**WINSTON-DILLARD SD #116**  
 Superintendent: Kimberly Kellison  
[kellisonk@wdsd.org](mailto:kellisonk@wdsd.org)

**ELKTON SD #34**  
 Superintendent: Andy Boe  
[andy.boe@elkton.k12.or.us](mailto:andy.boe@elkton.k12.or.us)

**RIDDLE SD #70**  
 Superintendent: Dave Gianotti  
[dave.gianotti@riddle.k12.or.us](mailto:dave.gianotti@riddle.k12.or.us)

**YONCALLA SD #32**  
 Superintendent: Brian Berry  
[brian.berry@yoncalla.k12.or.us](mailto:brian.berry@yoncalla.k12.or.us)

**GLENDALE SD #77**  
 Superintendent: Bridget McMillen  
[bridget.mcmillen@glendale.k12.or.us](mailto:bridget.mcmillen@glendale.k12.or.us)

**ROSEBURG SD #4**  
 Superintendent: Jared Cordon  
[jcordon@roseburg.k12.or.us](mailto:jcordon@roseburg.k12.or.us)

**GLIDE SD #12**  
 Superintendent: Patrick Mayer  
[pmayer@glide.k12.or.us](mailto:pmayer@glide.k12.or.us)

**SOUTH UMPQUA SD #19**  
 Superintendent: Kate McLaughlin  
[kate.mclaughlin@susd.k12.or.us](mailto:kate.mclaughlin@susd.k12.or.us)

One of the many roles of the Douglas ESD is to provide services to administrators, teachers, staff and students in our 13 local component school districts.

Education in Douglas County covers 5,071 square miles, containing the rural locales of Camas Valley and Days Creek as well as the small towns of Elkton, Drain, Riddle, Glendale, Oakland and Yoncalla. Central, mid-sized school districts

are South Umpqua, Winston-Dillard, Glide, Roseburg and Sutherlin.

Education service districts were created in part to provide cooperative services to school districts and to support students within our region with cost-effective professional assistance. Our mission is to add value to public education so that cooperation among the districts and the ESD

results in higher-quality, less-expensive and more diversified services.

We strive to ensure all students in our 13 Douglas County component school districts have access to the same types of services available to those in a Portland, Salem or Eugene school district by working together cooperatively.



**Analicia Nicholson**  
Superintendent



**Bryan Hinson**  
Deputy Superintendent  
Special Education Director



**Veronica Van Drimmelen**  
Exec. Assistant  
Facilities Supervisor



**Asthika Welikala**  
Chief Information  
Officer



**Venice Anderson**  
Chief Financial  
Officer



**Jeneen Hartley**  
Director  
Education Services



**Holly Hill**  
Director  
Human Resources



**Julie Hurley**  
Exec. Director  
Early Learning



**Racheal Aiken**  
Assistant Director  
Business



**Tracy Ollivant**  
Assistant Director  
Human Resources



**Amy-Rose Wooten**  
Director  
Behavioral Health



**Gillian Wesenberg**  
Director  
SCELH



**Sondra Williams**  
Director  
EI/ECSE Regional



**Alysha Barraza**  
Manager  
Electronic  
Information & Design



**Ryan Chandler**  
Coordinator  
SPED



**Heather Freiling**  
Coordinator  
CCC&R



**Debra Fitzgibbons**  
Coordinator  
OTAP & RSOI



**Angela Keeran**  
Coordinator  
SPED/ ECSE



**Reina Pike**  
Coordinator  
Education Services



**Melissa Taylor-Bowen**  
Coordinator  
Speech



**Windy Digby**  
Program Admin.  
EI/ECSE



**Ana Mannenbach**  
Program Admin.  
EI/ECSE



**Stacy Inman**  
Program Admin.  
EI/ECSE



**Darcy Larson**  
Program Admin.  
EI/ECSE



**RaeAnn Malone**  
Program Admin.  
Communications

## BOARD OF DIRECTORS



**Meredith Bliss**

Zone 1 | Term expires June 30, 2023



**Mike Keizer, Vice Chair**

Zone 4 | Term expires June 30, 2025



**Anita Cox**

Zone 5 | Term expires June 30, 2025



**Harry McDermott, Board Chair**

Zone 2 | Term expires June 30, 2025



**Gina Stewart**

At Large | Term expires June 30, 2025



**Gayl Bowser**

Zone 3 | Term expires June 30, 2023



**Chris Rusch**

At Large | Term expires June 30, 2023

## DOUGLAS ESD

# BOARD GOALS

### **GOAL #1- Purpose of ESDs**

Douglas ESD will provide leadership and increased capacity in early learning, behavioral intervention, career technical education, K12, post-secondary education, and to support the region in meeting the ESSA (Every Student Succeeds Act) goals.

### **GOAL #2- Local Service Plan**

Douglas ESD will support the shared goals of district superintendents, expand service offerings through the Local Service Plan to meet those goals, and continue to provide services to improve school district efficiencies.

### **GOAL #3- Diversity, Equity, and Inclusion**

Douglas ESD will lead and increase capacity in the region in diversity, equity, inclusion and accessibility in its hiring, operation, and commitment to serving marginalized and underserved people.

### **GOAL #4- Expansion/Entrepreneurial**

Douglas ESD will be a leader in Douglas County and beyond for contracts and initiatives as well as partnerships relating to student learning, wellbeing, and school district support.

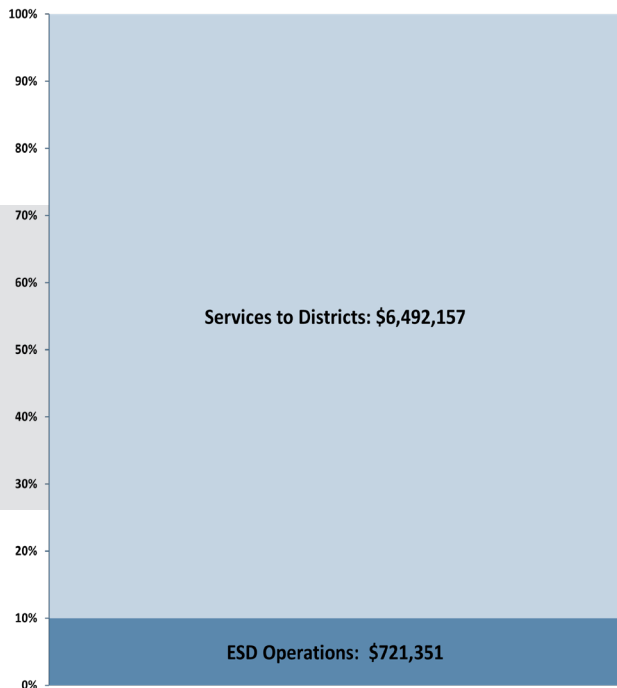
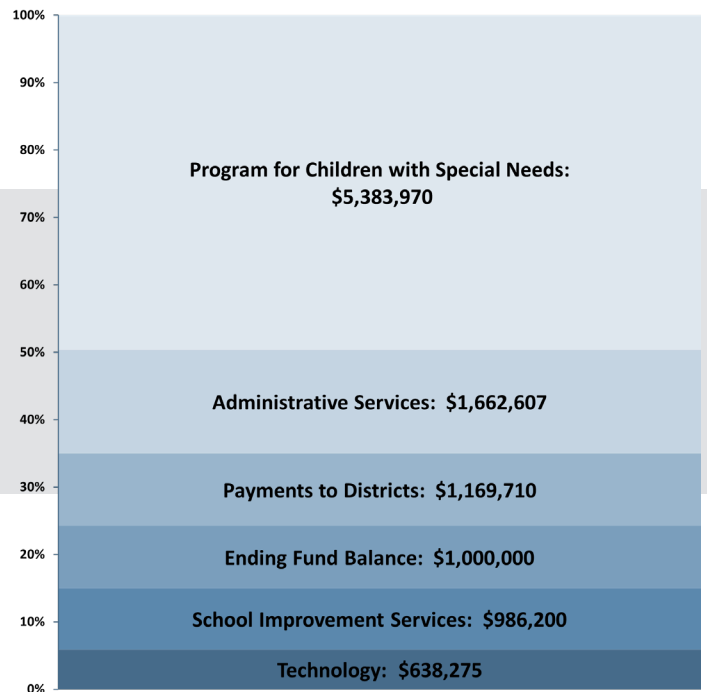
### **GOAL #5- Communication**

Douglas ESD will increase visibility and knowledge of services available throughout the broader regional community.

The Douglas ESD receives 10 percent of its revenue from our tax base and the state school fund. Other funding for our organization comes from grants, contracts and substitute/

district purchases. Contract funding is our largest revenue stream and it goes to the support of programs like our EI/ECSE, early learning and other statewide programs.

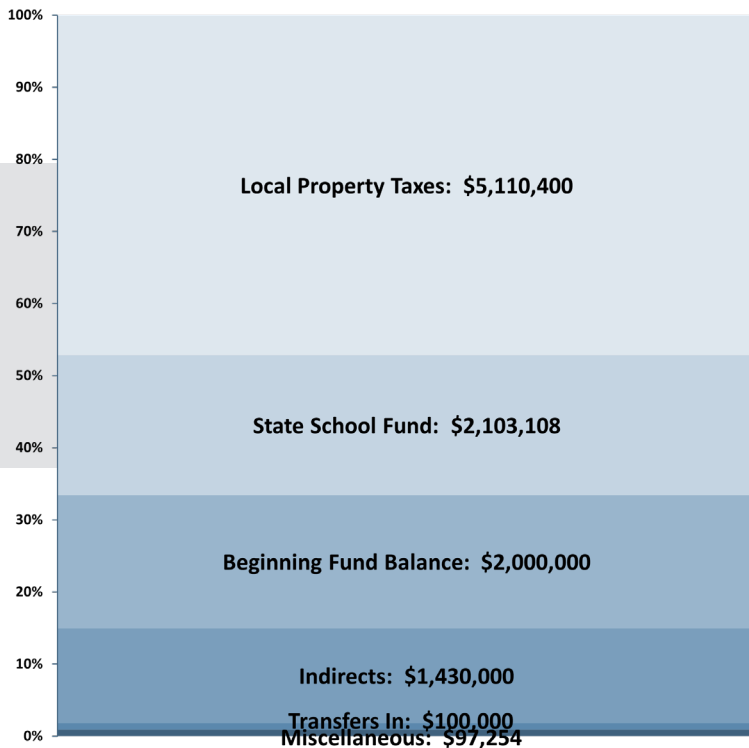
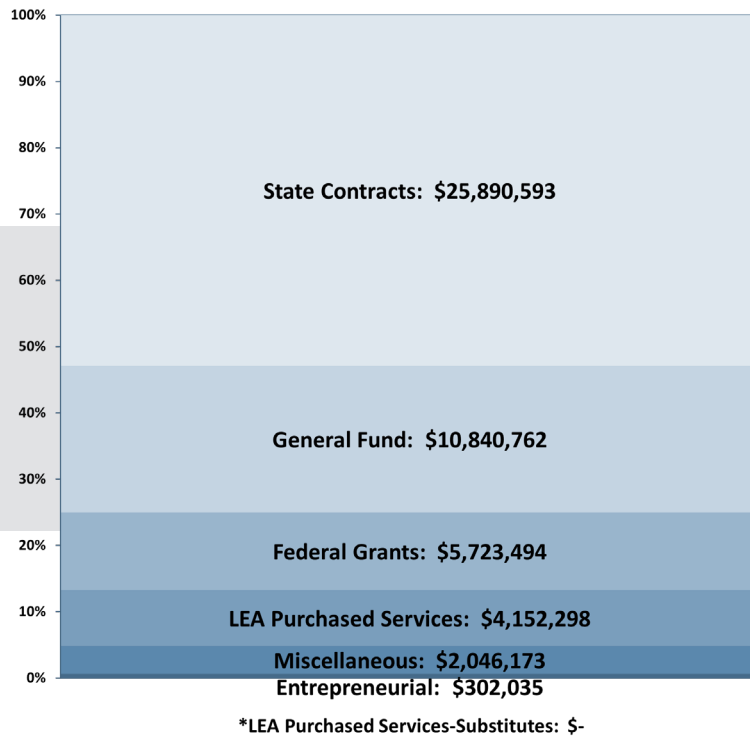
## Douglas ESD General Fund Expenditures



## Douglas ESD Douglas ESD Tax and SSF Funding Required Distribution



## Douglas ESD Revenue



## Douglas ESD General Fund Revenue Detail

# About the Local Service Plan

We specialize in four main service areas:

- Services to children with special needs
- Instructional services, curriculum and professional development
- Information technology
- Administrative services including, fiscal, printing and communications

Beyond our mission and geographic boundaries of Douglas County, the Douglas ESD serves an even larger region through several

statewide contracts. Those contracted services include:

- Early Intervention/Early Childhood Special Education in Douglas, Jackson, Josephine, Klamath and Lake counties
- South-Central Oregon Early Learning Hub in Douglas, Lake and Klamath counties
- Oregon Technology Access Program, statewide
- Regional and Statewide Services for Students with Orthopedic Impairments

Among our main services areas is a wide range of programs, from behavioral supports and speech and language services to career and technical education assistance. In adapting our services to meet the priorities identified annually by superintendents, we have also helped to boost mental health services for students, increased preschool enrollment, and assisted with recruiting teachers.

The Local Service Plan is how Douglas ESD communicates our full range of services to school districts, allowing educational leaders an opportunity to review and give feedback on how we can better serve the districts.

## Funding Sources

The Local Service Plan is developed in partnership with our component school districts. The plan details how various programs and services are funded, including through the resolution process with school boards, direct contracts with school districts, philanthropic grants, state funding that includes Student Investment Account (SIA) grants, and federal funding that includes Elementary and Secondary School Emergency Relief Fund (ESSER) and Coronavirus Aid Relief and Economic Security (Cares) for services.



**Resolution process with school boards and direct contracts with school districts**



**Federal and State Funding for services and REN: Regional Educators Network**



**Philanthropic grants**



## RESOLUTION & CONTRACT SERVICES

### Audiology

- **FTE:** 1.0
- **How it's funded:** General Fund &
- **Cost to districts:** FREE

The audiologist conducts hearing tests in the lab at the Douglas ESD, as well as attend IEP meetings for students with deaf / hard of hearing eligibilities. They also tune and service equipment for students who are deaf / hard of hearing for educational benefits.

### Autism

- **FTE:** 3.0
- **How it's funded:** General Fund & State Funds
- **Cost to districts:** FREE

The Douglas ESD works closely with the Southern Oregon Regional Autism Team and the Oregon Autism Commission to ensure we are providing, to all staffs and districts, training and coaching that follows best practices for children with autism. This training and coaching helps develop professionals who are qualified to meet the needs of our students.

### Complex Needs Classroom

- **FTE:** 3.0
- **How it's funded:** General Fund
- **Cost to districts:** FREE

The Complex Needs Classroom, operated by the Douglas ESD and located at Fir Grove Elementary in Roseburg, serves medically fragile students whose disabilities are restrictive enough that general education classrooms don't meet their needs. Occupational, physical and visual therapists and a registered nurse help classroom staff develop or refine instruction. Douglas ESD provides this specialized classroom to all member school districts. Students can range in age from pre-kindergarten to 21 years old. Classroom activities are designed to strengthen and build on motor and communication skills. Students in the program frequently participate in general education programs and other activities with other students in their age groups.

### Nursing

- **FTE:** 8.25
- **How it's funded:** General Fund, Grant Funded & Contracts
- **Cost to districts:** Dependent on district size & complexity

School nursing services provide the following services to districts: chronic disease management; care coordination between home, school and community health care resources; required training for school personnel regarding medication administration in schools; treatment of severe allergic reactions (use of EpiPens, for example) and training on diabetes and glucagon.

Our nursing staff members also delegate tasks to individual school staff members for students with complex medical needs. In addition, they assist with school district health care decisions and policies and also write protocols for numerous health conditions. Other activities and services, too numerous to list, are provided according to school district needs.

### Special Education Administrative Support

- **FTE:** 2.5
- **How it's funded:** Contracts
- **Cost to districts:** Dependent on district size & complexity

Douglas ESD offers Special Education Administrative Support to school districts through a team of special education administrators and consultation services. These contracted specialists provide districts with up-to-date support on the special education process and compliance reporting. Administrators help ensure district compliance and offer state-of-the-art guidance for special education practices within each district. They also keep up with new interpretations of rules and procedures, best practices, monitoring and state reporting. Each participating school district is assigned a special education administrator, who ensures each district is receiving the best services at the lowest cost.

## Special Education Evaluation and Support (SEECs)

- **FTE:** 4.25
- **How it's funded:** General Fund & Contracts
- **Cost to districts:** Dependent on district size & complexity

Support from a licensed school psychologist, expertise in autism spectrum disorders and traumatic brain injury are all part of the support available to school districts through the SEECs program. This contracted service helps school districts ensure that special education evaluations and re-evaluations are conducted by specialists who are trained to assess children with any special education eligibility. School psychologists knowledgeable in differential diagnosis are able to help districts assess students with accurate eligibilities.

All districts contracting for these services receive coaching and modeling for students with autism spectrum disorder and traumatic brain injury.

## Speech-Language Therapy Program

- **FTE:** 29
- **How it's funded:** General Fund
- **Cost to districts:** Dependent on district size & complexity

For more than 30 years, speech-language pathologists and licensed speech language pathology assistants have been boosting communication skills for Douglas County students coping with difficulties in learning to listen, speak, read and/or write. At any given point in the school year more than 1,000 students are receiving direct therapeutic, evaluative, consultative, and/or collaborative services through the program. Douglas ESD is involved in ongoing efforts to recruit, train and retain these specialists. We continually explore new programs

to meet needs of students in specialized areas of communication, as well as meet or exceed the national standards set by the American Speech Language Hearing Association (ASHA).



## STATE-FUNDED

### Horizons

- **FTE:** 10.25
- **How it's funded:** General Fund
- **Cost to districts:** FREE

The Horizons program was designed for students who are living under the care of the Department of Human Services (DHS) in Foster Group Homes that are certified as Behavior Rehabilitation Services (BRS). These students come from a variety of diverse life experiences, many of which include trauma exposure and other social determinants of health such as poverty and substance abuse. These students are unable to be housed in other settings due to their high-level behavioral and mental health needs. This program partners with DHS and the Juvenile Department to provide for the social, emotional and educational needs of these students with the intent of preparing them for a return to their resident districts. The staff also works to prepare students for life after high school whether they choose to join the workforce or go to college.

### Juvenile Department Education Program

- **FTE:** 1.25
- **How it's funded:** General Fund State Funds & Contracts
- **Cost to districts:** FREE

Douglas ESD contracts with the Oregon Department of Education to run the Juvenile Detention Education Program to provide a high-quality education to

students detained in the Douglas County Juvenile Detention Center. Education is provided by a licensed teacher who supports students who are detained. GED prep courses are offered, credit recovery options are provided, college-level CLEP testing is offered and employment coaching is available for students. In the program, assessment is a critical component in the education of the student. Standards-based instruction is used to promote success and encourage graduation. We collaborate with partners, including parents, county juvenile departments, the Oregon Youth Authority, school districts, education service districts, mental health, and other community groups.

### Low-Incid. itinerant/Consult

- **FTE:** 2
- **How it's funded:** General Fund & State Funds
- **Cost to districts:** FREE

Consultative services are provided for students with orthopedic impairment, autism spectrum disorder, traumatic brain injury and/or other health impairment with significant motor involvement. Services are provided by occupational therapists, physical therapists, a complex needs nurse and other consultants.

### Oregon Technology Access Program (OTAP)

- **FTE:** 1.0
- **How it's funded:** State Funds
- **Cost to districts:** FREE

Oregon Technology Access Program (OTAP) supports teams who support learners with disabilities from birth to 21, served by public educational programs in Oregon. The program has been an integral component of the Douglas ESD since 1988. OTAP coordinates and facilitates professional development, communities of

practice and technical assistance in the areas of Assistive Technology, Augmentative and Alternative Communication, Universal Design for Learning and AEM, Accessible Educational Materials. OTAP leads the Oregon AEM Cohort in partnership with the National AEM Center to develop an equitable and comprehensive statewide system for the timely provision of AEM to ALL learners. OTAP offers a short-term device loan program to allow educators and families to trial tools before purchasing.

## Regional Services for Students with Orthopedic Impairments (RSOI)

- **FTE:** .1
- **How it's funded:** State Funds
- **Cost to districts:** FREE

Regional and Statewide Services for Students with Orthopedic Impairments (RSOI) provides professional development and resources to build capacity for those who support Oregon's learners with orthopedic impairment from birth to 21. Professionals receive technical assistance for best practices in therapy, safe feeding practices, assistive technology, Accessible Educational Materials (AEM) and Universal Design for Learning (UDL). RSOI works closely with Regional Inclusive Services Teams, Early Intervention and Early Childhood Special Education Programs, school districts and state licensing boards in the provision of related services to empower students through access to their curriculum and learning environments. RSOI has been housed at the Douglas ESD for more than 30 years.

## Transition Network

- **FTE:** 2.0
- **How it's funded:** Grant Funded
- **Cost to districts:** FREE

The Douglas ESD partners with the Oregon Department of Education to improve educational outcomes and employment for students with intellectual and developmental disabilities

by providing resources and individualized plans. The Transition Network team partners with students, families, and school districts to prepare and employ youth in a field that benefits the individuals, our community, the economy and the state. Partnerships with community, county and state agencies are integral to this program.

## Youth Transition Program

- **FTE:** 2.0
- **How it's funded:** Contracts and DHS
- **Cost to districts:** Subsidized cost based on district size

Description: Youth Transition Program (YTP) is a collaborative partnership between the office of Oregon Vocational Rehabilitation, Oregon Department of Education and the University of Oregon. YTP partners with committed school districts to prepare youth with identified special needs for employment or career-related postsecondary education and training. Douglas ESD currently coordinates the YTP program at Sutherlin School District, Riddle School District and South Umpqua School District. The YTP team partners with other transition specialists in the community committed to providing youth with opportunities to receive training and education to be competitive for positions within the workforce.

## PARTNERS IN SERVICE

The Southern Oregon Regional Programs for the Visually Impaired and Deaf/Hard of Hearing provide services in Douglas, Jackson, Josephine, Klamath and Lake counties. Program staff members in Douglas County are based at the Douglas ESD site on Stephens Street.

Itinerant teachers for the visually impaired provide assessment of vision needs, ongoing in-service consultation for classroom teachers and support staff, compensatory skills development (such as braille, orientation/mobility, use of appropriate assistive technology), equipment and materials (curriculum, educational aids), individualized instruction, home instruction and parent training, transition activities and also social and recreational opportunities to further communication and pro-social behaviors.

Teachers for the deaf and hard of hearing deliver instruction through infant/parent home intervention programs, preschool, elementary and secondary levels. Direct instruction includes language, auditory compensation, cognitive development, reading/comprehension skills and academic subjects based on the district's curriculum and the student's needs. Assessment, assistive technology, training in communication and many more services are provided to students, parents, school staff and community members.



## RESOLUTION & CONTRACT SERVICES

### Behavior Intervention Specialist & Behavior Support Services

- **FTE:** 5.0
- **How it's funded:** General Fund, Grant Funded, & Contracts
- **Cost to districts:** Dependent on district size & complexity

Behavior interventionists spend time weekly in each district that contracts for this service to help school districts with classroom and student-specific issues that may impede learning. Using a school district's positive behavior system, the interventionist may work with the classroom teacher, principal, student, family or other agencies to help students succeed. Although not all students share the same types of challenges, all face conditions that make it difficult to learn and thrive in a classroom environment. The program uses methods known as trauma-informed practices, which address what happens to children who have experienced trauma that increases their chances for depression or other mental illness, chronic diseases and violence. Other services may be provided at district request.

Douglas ESD has partnered with Umpqua Health Alliance to provide a Floating Behavior Interventionist free of cost to districts who hope to try this service or who need additional support through what we know and understand to be a year with high needs. Please reach out to the Behavior Department on how to access this support.

### Behavioral Health Coordination and Mentoring

- **FTE:** 2.0
- **How it's funded:** General Fund & Federal Funds
- **Cost to districts:** FREE

Behavioral Health Coordination and Mentoring provides training on Trauma-Informed Practices, social-emotional-learning, classroom management, student behavior, nonviolent crisis prevention training (student restraint training), student suicide prevention and threat assessment, Collaborative Problem Solving, Growth Mindset and Positive Behavioral Interventions and Supports (PBIS). This licensed staff member is a liaison to mental health and related services, providing districts with a bridge between mental health and school districts.

### Education Support — Student Safety Prevention Specialist

- **FTE:** 1.0
- **How it's funded:** State Funds & Grant Funded
- **Cost to districts:** FREE

The School Safety and Prevention Specialist works with the Oregon Department of Education (ODE) and through the designated Education Service District to provide equity-based training and technical assistance to school districts for the development, implementation, and maintenance of the statewide School Safety and Prevention System. The SSPS can offer support in creating school or district-wide policy around suicide protocols, as well as implementation of policy. This position also supports free of

cost training to staff, and students around prevention of bullying and harassment, suicide prevention and protocol, as well as other topics related to student safety.

### Education Support — SSA Instructional Assistant Coach

- **FTE:** 1.0
- **How it's funded:** Federal Funds
- **Cost to districts:** FREE

The SSA Instructional Coach works across districts to coordinate and mentor instructional assistants and paraprofessional providers individually, in cohorts, and work-groups. This classified staff position develops and provides training for paraprofessional roles on developmentally appropriate and trauma-informed behavior intervention practices and social-emotional learning. The position offers ongoing technical assistance by phone or in person for paraprofessionals seeking program support and working with children, educators, and their families.

### Therapeutic Learning Class

- **FTE:** 3.0
- **How it's funded:** State Funds
- **Cost to districts:** TBD

The therapeutic learning class program is under development and is a transitional program, which will serve students in kindergarten through sixth-grade. This program is designed to help support the emotional, behavioral and mental health needs of students. The classroom is not meant to be a permanent placement and serves to assist children in gaining skills to be successful in an academic setting.



## STATE-FUNDED

### EI/ECSE Regional Coordination for Southern Oregon

- **FTE:** 2.0
- **How it's funded:** State Contract & Federal Funds
- **Cost to districts:** FREE

The Early Intervention/Early Childhood Special Education (EI/ ECSE) program provides free services for families with children with developmental delays. This arm of the department coordinates EI/ECSE programs throughout the five county region (Douglas, Josephine, Jackson, Klamath and Lake) of Southern Oregon. Douglas ESD administers the programs in Douglas and Jackson counties and subcontracts with other educational agencies to provide the services in Josephine, Klamath and Lake counties. Oregon's system of contracting with regional coordinating agencies like Douglas ESD promotes consistent services, program development and qualified staff statewide that individual school districts would find difficult to replicate. Types of instruction include speech/ language, physical, mobility and social or emotional. The child's needs upon evaluation determine the goals and services offered. Early Childhood Special Education services can help minimize school-age learning problems, increase functional physical abilities, and decrease the risk of developing secondary disabilities.

### EI/ECSE Douglas County

- **FTE:** 65.5
- **How it's funded:** Federal Funds, State Funds, & Contracts
- **Cost to districts:** FREE

More than 300 students, ages birth to 5, in 13 school districts are receiving program services through the Douglas ESD EI/ECSE program. Children are referred to the program as a result of suspected developmental delays or other identified disabilities. The children are evaluated by a team of specialists to determine eligibility. Children who qualify may receive services in an ECSE preschool classroom. There is a collaborative, social-emotional preschool shared with Roseburg School District at Eastwood Elementary. Other services are provided in speech/language groups, Head Start, Preschool Promise, Title 1 classrooms and other preschool sites across the county. Transition to kindergarten begins when the child approaches age 5. The school district and ECSE staff determine if an evaluation is needed to meet the needs of the child when entering school. Those available are specialists in autism, behavior, physical and occupational therapists, speech/language pathologists, early intervention teacher, school psychologist and nurses.

### EI/ECSE Jackson County

- **FTE:** 75.25
- **How it's funded:** Federal Funds, State Funds, & Contracts
- **Cost to districts:** FREE

Jackson County Early Intervention/ Early Childhood Special Education (EI/ECSE) program was established within the Douglas ESD in July 2009. The Jackson County program has many similarities to the Douglas County EI/ECSE program in regards to services for children and families. It supports EI/ECSE services for the nine school districts within Jackson County, serving more than 800 children each year.

The Early Intervention Program, servicing families with children ages birth to 3, provides services within the child's natural environment. Most services are delivered in the child's home through a parent coaching model. Each family is assigned a case manager, who resides on a multidisciplinary team of Infant Family Teachers, Speech and Language Pathologists, Occupational Therapists, and Physical Therapists to meet each child's unique needs.

The Early Childhood Special Education Program, servicing children ages 3 to kindergarten, provides supports based on the child's development needs. These services include ECSE classrooms, speech and phonology groups, and inclusive therapies within community preschools. Jackson County ECSE holds five ECSE sites within the county, supporting children who need specialized instruction and targeting individual goals to prepare children for kindergarten. There are two ECSE locations in Medford, one in Phoenix, one in White City, and one in Sams Valley. Much like Early Intervention, each child is assigned a case manager and services are built to meet the child's needs.

**Success Story:** Douglas EI/ECSE was able to provide a sound booth for pediatric audiology at the remodeled Early Learning Parent Resource Center. Pediatric audiology services are now close to home for Douglas County students, birth to 5 and K-12.

## South-Central Early Learning Hub

- **FTE:** 7.0
- **How it's funded:** State Funds & Grant Funded
- **Cost to districts:** FREE

South-Central Early Learning Hub (ELH) is part of a statewide plan that institutes an early care and education (ECE) developmental continuum from birth to school entry. We coordinate with partners to provide families with resources to ensure children live in healthy, stable attached families, an important component to kindergarten readiness and literacy. We provide culturally responsive, inclusive, equitable access to services while including families in the decision-making process. During the year, nearly 11,000 children are projected to be served throughout 19 districts in Douglas, Klamath, and Lake Counties. The Hub also administers programs such as Preschool Promise Coordinated Enrollment, Community UPLiFT (referrals and outreach for parents with children 0-5, and up to 21 with special needs) and Kindergarten Readiness Partnership and Innovation (KPI).



## GRANT-FUNDED

### Business Champions for Kids

- **FTE:** 1.5
- **How it's funded:** State Funds & Grant Funded
- **Cost to districts:** FREE

Business Champions for Kids (Biz 4 Kids) helps employers promote practices that help them attract and keep employees through implementing family-friendly practices. We seek to recognize employers of all sizes and industries that support working families. This not only boosts an employer's profile, but also signals to the region and beyond that Douglas County is a place for families to grow and thrive. The program's goal is to enhance family stability by encouraging parents to stay in the workforce while having access to childcare and parenting resources. Biz 4 Kids, in conjunction with Care Connections and Education, co-leads the Douglas County Childcare Coalition, which was formed in response to the overall child care crisis in the county.

## Take Root Parenting Connection

- **FTE:** 2.0
- **How it's funded:** Grant Funded
- **Cost to districts:** FREE

Take Root provides education opportunities for parents in Douglas, Lake and Klamath counties. The program offers educational series that span several weeks, as well as targeted one night workshops. Parents study topics ranging from self-care to nonverbal communication to positive discipline methods. These educational opportunities are completely free of charge, and come with free child care and a light refreshment. Take Root also presents several series aimed at serving a priority population, including grandparents raising grandchildren and Spanish speaking parents. One-night workshops focus on a particular topic, ranging from taming tantrums to caring for children with ADHD. In 2020, Take Root will be expanding its program to offer group series for parents, teenagers and adolescents. This new opportunity, made possible through funding from the Department of Human Services, will allow parents and their children to attend the series together for a unique learning opportunity.

## Care Connections and Education

- **FTE:** 10
- **How it's funded:** State, Federal and Grant Fund
- **Cost to districts:** FREE

Child Care Resource and Referral Agency (CCR&R) serves to promote the health, safety and development of young children in childcare settings as part of Oregon's Early Learning System in Douglas, Klamath and Lake Counties. A wide variety of program services include recruiting, training and promoting retention of a high-quality, diverse early learning and child care workforce through professional development and collaborating with community partners to align and coordinate local early learning systems. Staff serves as community experts for child care systems and the early learning workforce. The work prioritizes support for early educators (public and private) across the county serving children furthest from opportunity representing various sectors across the Continuum of Care to participate in Professional Development opportunities.





## RESOLUTION & CONTRACT SERVICES

### Basic Attendance

- **FTE:** Function of Education Services
- **How it's funded:** General Fund, State Funds, & Grant Funded
- **Cost to districts:** FREE

The Education Services department, which includes the Youth Re-engagement Mentor team, provides support and consultation to districts around student engagement and attendance. Services include consulting on strategies and promising practices for chronically absent and disengaged students, including the issuing letters and citations as required by law.

### Data Collection Support

- **FTE:** .5
- **How it's funded:** Contracts
- **Cost to districts:** Dependent on district size & complexity

Data Collection Support prepares school and student information systems data for submission to the Oregon Department of Education to meet state and federal mandates. The program also provides data management support to schools and districts. Data Collection Support currently assists five districts in Douglas County. This data goes to and from the Oregon Department of Education and outside vendors for analysis. Districts that contract for this service receive expertise from a dedicated person who is knowledgeable in all reporting requirements, with the backing of our IT Department to support the technical requirements. This service allows school office staff to more easily complete other duties. At the same time, they have input into the process and express appreciation for the training they receive.

## Success Story: Data Collection Support

Although the core of the support remains within the realm of state data collections needs and requirements, support services have grown to include SIS support and customized district and school data research, analysis and reporting.

### District Test Coordination

- **FTE:** .2
  - **How it's funded:** Contracts
  - **Cost to districts:** Dependent on district size & complexity
- District Test Coordination provides oversight and coordination for all state assessment administration (ELA, Math, Science, Social Science, assessments, Kindergarten Assessment, ELPA21, Extended Assessments, and NAEP). Such support and coordination includes helping educators understand the nuances of the Oregon K-12 assessment and accountability policies at both state and local levels; as well as data management, propriety investigation and reporting, facilitation of the adoption of local district policies, district and school test window coordination and outreach to parents and the community.

### Instructional Coaching Support

- **FTE:** 2.8
- **How it's funded:** General Fund & Federal Funds
- **Cost to districts:** FREE

Instructional Coaching Support benefits all students in the Douglas ESD's 13 districts by assisting schools and teachers in a variety of ways. Instructional Coaching Support provides assistance through on-site and in-service trainings as well as consultation and materials for classrooms. Other services include:

- Developing and coordinating professional development opportunities.
- Advising teachers and administrators on strategies, products and resources.
- Planning and carrying out strategies with teachers in classrooms.
- Works with classroom teachers to support student learning and may assist across disciplines to implement learning strategies.
- Administers professional learning to expand and refine effective instruction.

## Success Story: Instructional Coaches

Held on-site Learning Walks and training sessions, which gave new teachers time to observe their colleagues.

## Instructional Services Coordination

- **FTE:** 3.0
- **How it's funded:** General Fund & State Funds
- **Cost to districts:** FREE

Instructional Services Coordination is available to all 13 school districts within Douglas ESD and benefits every student. Services include: coordinating of resources and delivery of professional learning to educators in the areas of curriculum, instruction and assessment; providing onsite visits and technical assistance to districts prior to state monitoring visits and/or submission of desk audit materials; assisting districts seeking to comply with local, state and federal mandates and grant research and writing is provided upon approval of the Douglas County District Innovation Delegation.

## Notification System for Home-Schooled Children

- **FTE:** .2
- **How it's funded:** General Fund
- **Cost to districts:** FREE

Douglas ESD is responsible for the notification system for home-schooled students. This process requires informing families of their responsibilities in home schooling children and collecting assessment data. Currently there are 1,954 students who have sent notice for home schooling in Douglas County. The department processes notifications for students in Douglas County whose parents or legal guardians intend to educate their children at home. Home-schooled students between

the ages of 6 (if the birth date is prior to Sept. 1 for a given school year) and 18 are required to send notification of their intent to home school to the local education service district. The educational progress of the home-schooled students is monitored by comparing results from standardized achievement tests at the completion of grades 3, 5, 8 and 10.

## School-to-Career

- **FTE:** .5
- **How it's funded:** Contracts
- **Cost to districts:** Dependent on district size & complexity

Douglas ESD provides School-to-Career support to districts by helping students explore opportunities to make successful transitions from high school to their next steps, whether that's work, further education or military service. The program currently serves Roseburg and Yoncalla high schools. School-to-Career coordinates information about college, scholarships, financial aid forms, job skills, resumes, job openings, graduation requirements, test information, job shadows, internships and military options. Students also learn about the importance of getting good grades, volunteering and school involvement.

## Youth Reengagement

- **FTE:** 3.5
- **How it's funded:** Grant Funded
- **Cost to districts:** Free

Youth succeed in life if they have at least one meaningful relationship with a caring adult. Douglas ESD employs three Youth Development Mentors to support

our community's youth who identify as being disengaged with learning and life. In partnership with school districts, youth-serving organizations, public agencies, and families, the mentors work individually with youth to discover what youth need. Youth are referred online by the school district, community partners, or families and receive dedicated support to create a personalized plan for a meaningful future. Mentors support the youth with reconnection to school and/or find an alternative path to graduation and additional support. Youth who the Mentors work with are under-engaged, credit deficient, have dropped out of school, or have been dis-enrolled due to 10 consecutive absences.

## OTHER FUNDING

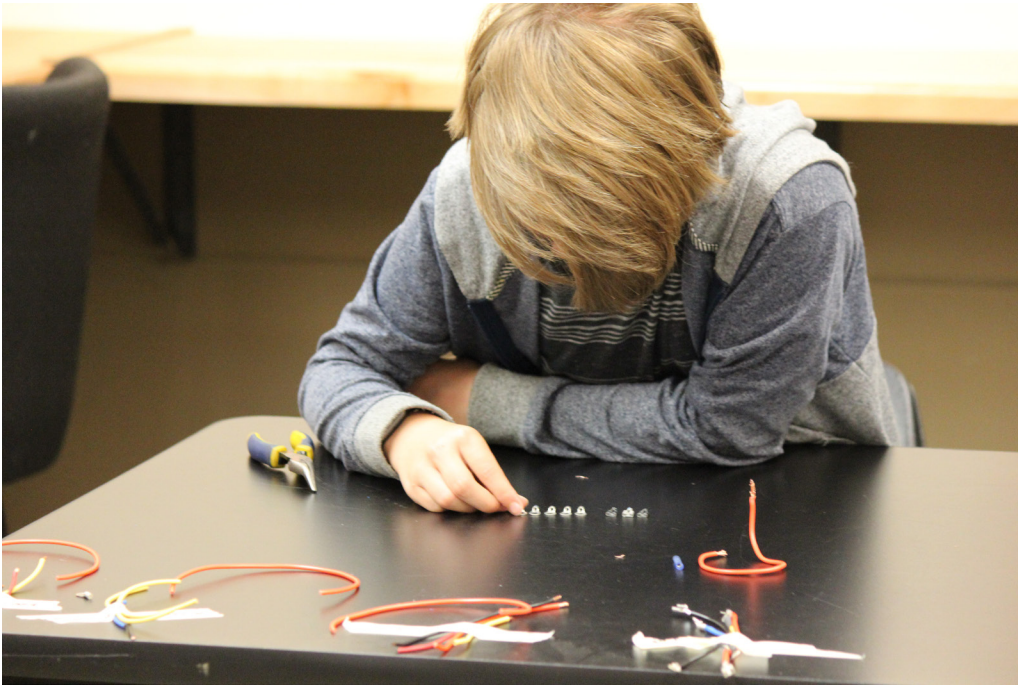
### Regional Educator Network

- **FTE:** 2.75
- **How it's funded:** State Funds
- **Cost to districts:** FREE

The goal of Douglas ESD REN is to advance the profession of teaching in Douglas County through authentic communication and systemic change. Our aim is to ensure that professional learning opportunities match the needs and innovate the instructional practice of local educators. We are also focused on building an inclusive community and creating more equitable practices that result in an increased sense of belonging for all.

### Perkins Regional Coordinator — Reserve & Basic Grant

- **FTE:** 1
- **How it's funded:** Federal Funds
- **Cost to districts:** FREE



Career and technical education (CTE) prepares youth and adults for careers that demand skills that suit today's fast-paced technology and workforce. Plugging students into relevant training helps them become more engaged and perform to a higher standard. Our program serves all districts and Umpqua Community College in Douglas County, and there are 11 districts that are part of a consortium working together to serve the needs of CTE students. Our county CTE program includes six programs of study including business management, construction, agriculture and science technology, manufacturing, construction, culinary, drafting and engineering, information communication and technology, and early childhood education. All but the early childhood education and drafting programs are part of the consortium. Douglas ESD also develops an annual update to the five-year Perkins plan for the consortium,

ensures activities meet the grant requirements and prepares and submits the CTE annual report.

## Safe Routes to School

- **FTE:** .6
- **How it's funded:** Grant Funded
- **Cost to districts:** FREE

Safe Routes to School (SRTS) programming creates safe, convenient and fun opportunities for children to use active transportation for their school commute. These initiatives promote vibrant communities, increase physical activity, and improve walking and biking safety conditions throughout the community. Three key elements of SRTS programming are: Education, encouragement and equity. SRTS programming is available to all 13 school districts within Douglas ESD and adapts its services to meet the needs and interests of each individual school.

## Grow Your Own Grant for the Teach Umpqua Program

- **FTE:** 1.25
- **How it's funded:** State Funds & Grant Funded
- **Cost to districts:** FREE

Teach Umpqua is committed to recruiting and retaining a diverse team of teachers and counselors within Douglas County. The Teach Umpqua goal is to teach our area youth with the residents of our community. Students learn best when they see themselves reflected in their teachers/counselors and/or in their curriculum/learning materials. Teach Umpqua is a program that builds a school wide culture of equity and educational success throughout our county while providing information about education pathways, scholarship opportunities, and employment opportunities for teaching and counseling while offering mentorship.

## Technical Assistance

- **FTE:** 3.0
- **How it's funded:** Federal Funds, State Funds & Grant Funded
- **Cost to districts:** FREE

Technical Assistance is available to all 13 districts within Douglas County to support well-rounded education efforts. Services include: data analysis and grant/report writing assistance to alleviate administrative burden; coordination with other ESD teams to increase student and family engagement, to support student and staff well-being initiatives, and to improve educational opportunities and sense of belonging for historically marginalized students and staff.



## RESOLUTION & CONTRACT SERVICES

### Digital Curriculum

- **FTE:** Functions of Network Services
- **How it's funded:** General Fund
- **Cost to districts:** FREE

The Douglas ESD delivers digital curriculum to school personnel and students to enhance instruction and student learning through streaming media. This service is available to all districts and provides schools with access to streaming media libraries selected for educational content.

### Network Services

- **FTE:** 1.5
- **How it's funded:** General Fund
- **Cost to districts:** FREE

Network Services provides internet connectivity to over 60 school sites. We provide all districts with a content filtering service compliant with the Children's Internet Protection Act (CIPA) as well as Routing and Domain Name System (DNS). Our services include server and client licensing for file and print services as well as antivirus protection, management for all WiFi access, server provisioning, hosting and backup, VoIP telephone service and support and video conferencing. By aggregating IT services, districts benefit through lower costs and efficiency. Additional shared services include firewall, Internet filtering, licensing, email archiving, and application hosting. Centralized, shared T1 and SIP trunk lines for VoIP provide greater capacity and lower costs. We also offer expertise to migrate and fully utilize Office 365 cloud computing service for email and file storage.



### Site-based IT Services

- **FTE:** 6.5
- **How it's funded:** Contracts
- **Cost to districts:** Based on number of service days

Douglas ESD provides on-site technical expertise to maintain, support, and improve computing infrastructure in local districts.

This ensures continuous delivery of online resources and distance education to students and staff. We currently serve eight districts this way. The districts benefit by not having to employ a full-time technician. They instead have access to a team of shared IT professionals, enabling districts to receive better quality and superior IT expertise at the school level.

## Success Story: IT Services

Disconnected more than 200 plain old phone service (POTS) lines by aggregating all of the services in one place.



## RESOLUTION & CONTRACT SERVICES

### Business Services

- **FTE:** 8.0
- **How it's funded:** Contracts
- **Cost to districts:** Dependent on size & complexity per district

Douglas ESD Business Services offers direct, indirect and advisory services. Business Services administration works with fiscal staff of districts to understand the specific and individual needs that best serve each district school, staff, and most importantly, the students. We also offer specific business contract services of payroll, accounts payable/receivable, grant invoicing, fiscal oversight, budget preparation and business manager staff assigned to districts. Currently serves six districts, with contracts created to meet their needs. Districts can request partial or full contracted business services on a temporary or indefinite basis. Douglas ESD Business leads the Services Douglas County Business Officials group, a resource that supports and informs district business managers by coordinating training opportunities, reporting of vital information from conferences around the state, and strategizing impacts of legislation and fiscal changes.

### Communications

- **FTE:** 3.5
- **How it's funded:** General Fund
- **Cost to districts:** Dependent on size & complexity per district

Communications works with schools and community partners

to provide effective public outreach to increase opportunities for all children, birth to adulthood. Strategies include communications templates, video/photography, media support, and social media guidance. We also provide crisis communications support.

### Contracted Communications Support

- **FTE:** 3
- **How it's funded:** General Fund
- **Cost to districts:** FREE

Communications provides tailored and district specific communication strategies and plans. Strategies include social media management, website management, training, and video/photography services. Districts benefit from having a communications professional dedicated to their team. They have access to our full team of marketing and communications professionals and are better able to serve their students, staff & communities.

### Countywide Licensed Substitute Services

- **FTE:** .1
- **How it's funded:** General Fund & Contracts
- **Cost to districts:** Free coordination.

Substitute Services continues supporting districts while partnering with EduStaff, LLC as a third-party employer for licensed and classified substitutes. EduStaff will market, recruit, hire substitutes and provide appropriate training. We continue offering guidance for substitute teaching licensure. Additionally, the professional learning programs we offer address the unique needs of

substitute teachers.

### Courier

- **FTE:** .33
- **How it's funded:** General Fund
- **Cost to districts:** FREE

Douglas ESD's courier department provides each school in every component district with service one day a week. In addition, as of July 2018, Douglas ESD provides book-sharing services for libraries throughout Douglas County.

### Electronic Information & Design

- **FTE:** 3.75
- **How it's funded:** General Fund, State Funds, Grant funded & Contracts
- **Cost to districts:** Dependent on district size & complexity

Electronic Information & Design services include grant data management, while providing home school notification online forms, inter-district transfer systems, referral systems, secured record/information storage, data analysis, mandatory reporting platform and automation for performing alerts. Some of these services extend beyond the agency. The services include supporting assigned Early Learning Hubs, Preschool Promise Coordinated Enrollment, Home School Notifications, Inter-District Transfer, Community UpLiFT closed loop referrals, Nursing, Behavioral and Speech services record keeping/data analysis, as well as Douglas ESD mandatory reporting automated alerts.

# Administrative & Support Services

## Human Resources

- **FTE:** 7
- **How it's funded:** General Fund & Contracts
- **Cost to districts:** Dependent on district size & complexity

Douglas ESD Human Resources Department serves our agency and beyond. Our services enable districts to recruit and keep school staff and teachers focused on their primary jobs. Service contracts vary, depending on needs identified by local superintendents, include but are not limited to: processing leaves and ensuring compliance under OFLA/FMLA, Workers' Compensation compliance, contract management and compliance, Oregon law compliance, collective bargaining, unemployment claims, investigations, staff training, professional licensure requirement and compliance, job descriptions, personnel file compliance, recruitment, retention assistance, policy services and substitute teacher support. We also provide exceptional guidance to individuals interested in obtaining teaching licenses.

## Print Services

- **FTE:** 1.5
- **How it's funded:** Fee for service
- **Cost to districts:** Dependent on district size & complexity

Print Services provide timely and cost-effective printing services to districts, which supports efforts of districts to bolster children's educational experiences. Our materials reach classrooms countywide and therefore benefit thousands of students and their families on a daily basis. We provide printed materials using various types of printers using a range of paper types and sizing formats. To complement the printing services, design and layout assistance is also available. Bindery services include coil and GBC (plastic comb) book binding, collated saddle-stitched booklets, stapling, punching, numbering, folding and paper cutting. Through outside vendors, the shop can produce special jobs (banners, magnets and buttons, for example). The shop also offers direct mail service with the ability to address and tab mailers, flyers and postcards. In addition to printing, the print shop offers T-shirt printing. Douglas ESD Print Services is available to all nonprofit and government agencies in Douglas County.



At Douglas ESD, our employees serve in myriad roles intended to support school districts, and they take that responsibility seriously. That's why we seek feedback each year from district administrators, to help us learn and grow.

This feedback is crucial to our various programs and supports as we examine our scope of services we offer and determine the most effective way to distribute resources. This year, the majority of survey respondents once again reported

that their overall impression of the organization is "good" or "excellent." The majority of respondents also rated Douglas ESD's customer service to be "good" or "excellent."

We are thankful for this input and take all comments, both positive and instructive, to heart. We look forward to another year of serving school districts, employees and students. Following are the ratings school district officials gave our individual programs and services.

Our service areas are divided into Large and Small Services. Large Services are monetarily greater and consist of a large number of personnel, while Small Services cost less and require less personnel. Our thirteen component districts ranked the importance of the services in each area.

## Overall impression of the Douglas ESD's customer service

■ Excellent ■ Pretty Good ■ Only Fair ■ Poor



## Rate Behavioral Services

■ Excellent ■ Pretty Good ■ Only Fair ■ Poor



## Rate Business Services

■ Excellent ■ Pretty Good ■ Only Fair ■ Poor



## Rate Communications

■ Excellent ■ Pretty Good ■ Only Fair ■ Poor



## Rate Education Services

■ Excellent ■ Pretty Good ■ Only Fair ■ Poor



## Rate Human Resources

■ Excellent ■ Pretty Good ■ Only Fair ■ Poor



## Rate Information Technology (IT)

■ Excellent ■ Pretty Good ■ Only Fair ■ Poor



## Rate Nursing Services

■ Excellent ■ Pretty Good ■ Only Fair ■ Poor



## Rate Special Needs Services

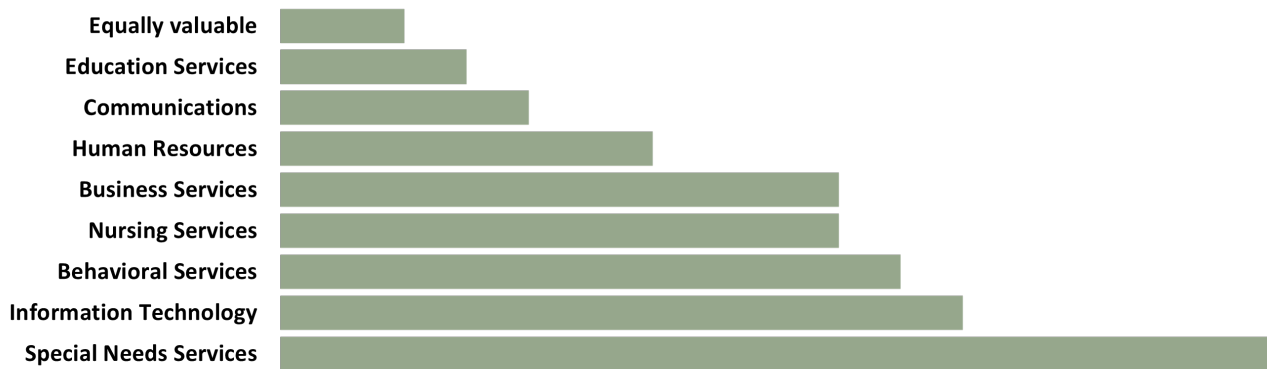
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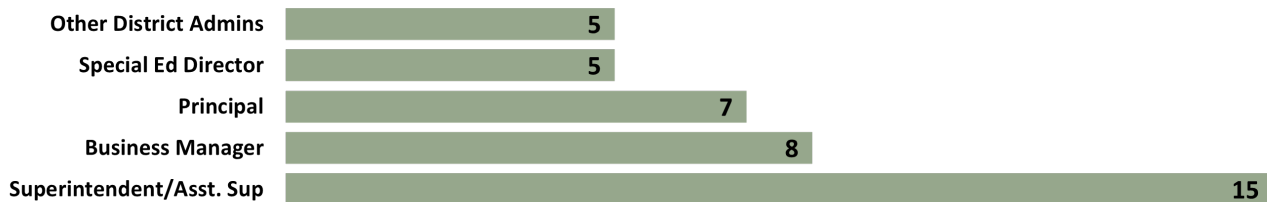


Thank you to the forty school officials who provided valuable feedback about our various programs and services.

## Services that are most valuable to your school or district



## What position do you hold with your school district?









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