



2022-23

Douglas Education Service District

LOCAL SERVICE PLAN



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Message from the Superintendent

This year's local service plan process began in August 2021 when many superintendents met at the Douglas ESD to discuss strategic goals and priorities for the region. There were several areas of interest expressed for further investment including autism support, school attendance, nursing, and, especially, behavioral health services.

At the request of several districts, Douglas ESD expanded autism support at the beginning of this school year. That expansion is reflected in this document. Over the course of the fall, we talked about the best way to decide which of the other priorities should be addressed with what we imagined might be a limited increase in funding due to a downturn in district student enrollment. By asking superintendents to prioritize the above areas, the clear and nearly unanimous vote was for more assistance in behavioral health support.

Historically Douglas County has had an ongoing need for robust mental health support. As a result of 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. As we all know, the pandemic has negatively affected the workforce across all sectors, including the mental health field.

In response to this need, our school districts have asked Douglas ESD to provide behavior interventionists, skills trainers, and behavioral instructional assistants to meet the growing numbers of dysregulated students and to also train and support teachers with how to approach complex student behaviors. While we have traditionally provided behavior support personnel to



Michael Lasher
Douglas ESD Superintendent

districts via contract at a “cost-recovery” basis, next year the ESD will use general fund dollars and one-time stimulus payments to reduce the cost of behavioral services by 20%. It will continue to be critical for us to be able to attract and retain staff in behavioral health, however, we have a good track record, which has held up during the pandemic.

This Local Service Plan also reflects a change in school substitute services. Through an RFP process conducted this summer, the ESD awarded a contract to EduStaff to provide substitute services to our constituent school districts. Substitute pools declined because of the pandemic and this new service should provide a solution. EduStaff has a sterling reputation in other parts of Oregon and has an aggressive marketing team, which is known to have done a good job in attracting and retaining new substitutes. Furthermore, contracting with EduStaff will generate overall savings to districts. Douglas ESD will continue to be involved in the substitute teacher process in the areas of licensure and ensuring compliance and clearing of background checks.

Additionally, we added the Teach Umpqua program aimed to build a culture of equity and educational success throughout our county while providing information about education pathways, scholarship, and employment opportunities for teaching and counseling.

Douglas ESD continues to grow in Early Learning. As the state contract holder for Early Intervention and Early Childhood Special Education in Douglas and Jackson County, the South-Central Early Learning Hub, Child Care Resource and Referral, and the Kindergarten Partnership Initiative have received sizable funding increases, which we are using to upgrade and remodel facilities. Our former main office building at 1837 Stephens St. in Roseburg is being remodeled and will be completed at the end of March 2021. This building, renamed the Early Learning and Parenting Resource Center, will be home to all Douglas ESD early learning programs and offer a welcoming environment for families, children, and our staff. We hope you will visit us during our grand opening.

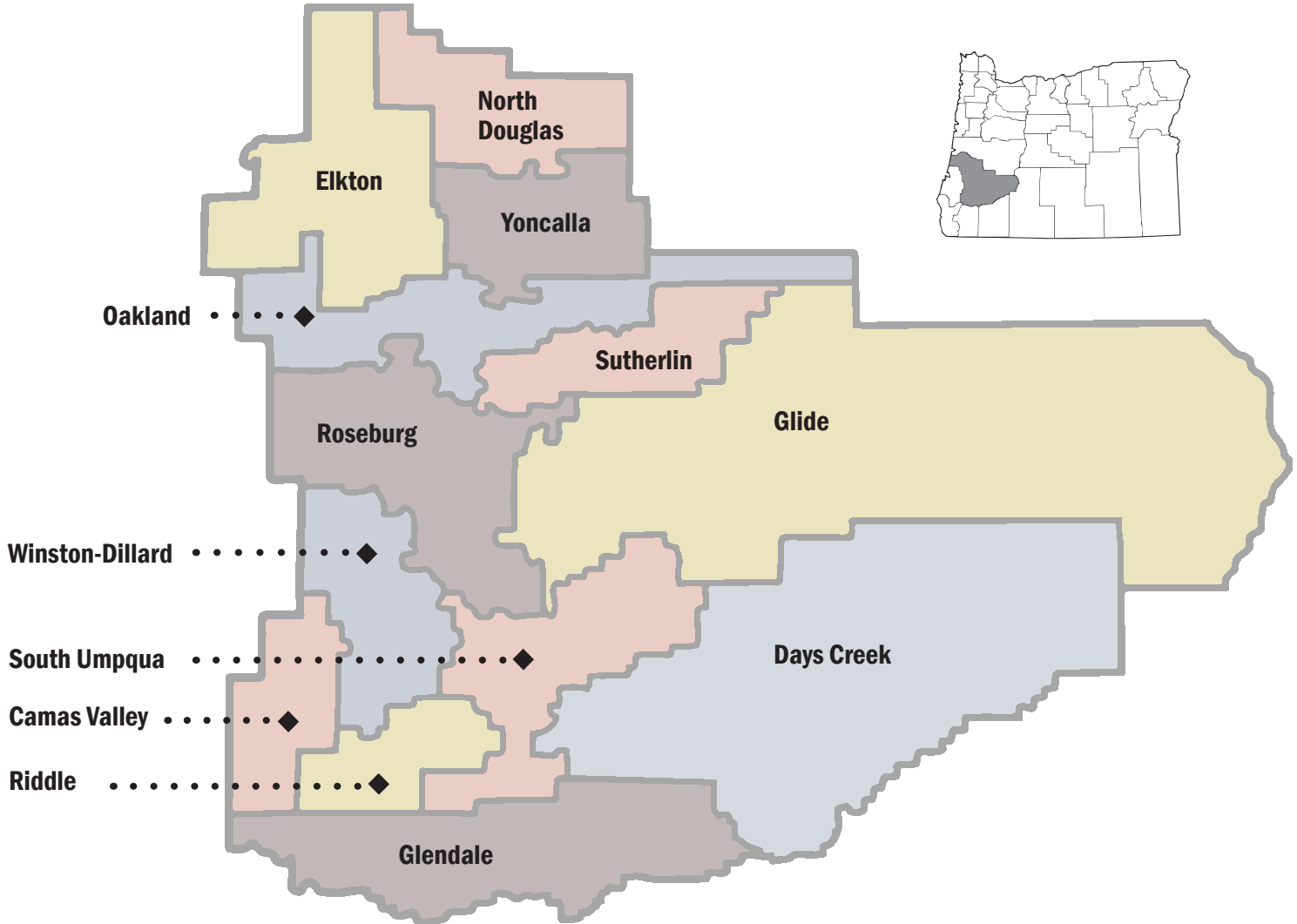
The mission of any ESD is broad, as you can see on page 6, and provides the framework to serve our most important focus, our youth. By prioritizing diversity, equity, and inclusion, Douglas ESD is building a stronger organization that is innovative, responsive, and in service to our community. The agency 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 districts and look for 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,

Michael Lasher
Douglas ESD Superintendent

Our Component School Districts



CAMAS VALLEY SD #21

Superintendent: Don Wonsley
don.wonsley@camasvalley.k12.or.us

DAYS CREEK SD #15

Superintendent: Steve Woods
steve.woods@dayscreek.k12.or.us

ELKTON SD #34

Superintendent: Andy Boe
andy.boe@elkton.k12.or.us

GLENDALE SD #77

Superintendent: David Hanson
david.hanson@glendale.k12.or.us

GLIDE SD #12

Superintendent: Mike Narkiewicz
mike.narkiewicz@glide.k12.or.us

NORTH DOUGLAS SD #22

Superintendent: Jody Cyr
jody.cyr@northdouglas.k12.or.us

OAKLAND SD #1

Superintendent: Patti Lovemark
patti.lovemark@oakland.k12.or.us

RIDDLE SD #70

Superintendent: Dave Gianotti
dave.gianotti@riddle.k12.or.us

ROSEBURG SD #4

Superintendent: Jared Cordon
jcordon@roseburg.k12.or.us

SOUTH UMPQUA SD #19

Superintendent: Kate McLaughlin
kate.mclaughlin@susd.k12.or.us

SUTHERLIN SD #130

Superintendent: Terry Prestianni
terry.prestianni@sutherlin.k12.or.us

WINSTON-DILLARD SD #116

Superintendent: Kevin Miller
kevin.miller@wdsd.org

YONCALLA SD #32

Superintendent: Brian Berry
brian.berry@yoncalla.k12.or.us

Our Mission | Education in Douglas County

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.

The Mission of an ESD is: To assist school districts and the Department of Education in achieving Oregon's educational goals by providing equitable, high-quality, cost-effective and locally responsive educational services at a regional level.

Education in the early days of our county was as rustic as the people who founded it.

Once Oregon settlers founded a community, schools soon followed. Pioneers could load precious little on their wagons. But they made space for their books, and carried the tomes thousands of miles across the country. These books formed the foundation upon which early education was built.

Early schools in Douglas County were rudimentary, and there was no mandate to keep records of student attendance or achievement. School buildings themselves were transient and often served other purposes through the year. Records and schoolhouses that did exist were often lost during mergers or to disasters, like a fire.

Mid-19th century was a boom era for Douglas County education. Research by local historians suggests that the first schools in the county sprung up in Days Creek, Elkton, Oakland, Glide, Umpqua, Winston-Dillard and Yoncalla.

Days Creek saw the first school established in 1854 in a small log

cabin. Oakland — which holds the state designation as school district No. 1 — organized as a district in 1854. That same year schools began operating in Myrtle Creek, Umpqua and the Winston-Dillard area. Roseburg, which eventually consolidated 16 smaller school districts, began as a private school in 1854. At one point, there were 171 tiny school districts, often single-room school houses.

Mergers and consolidation winnowed those old buildings and

today there are 14 school districts in Douglas County. Of those 14, Douglas ESD's component districts include all but the Reedsport School District, which is tightly connected and served by the coastal communities and South Coast ESD.

Over 16 decades later, schools look very different from those known to the first settlers, but the fundamental mission remains the same — to provide Douglas County children with the best possible education.



BOARD OF DIRECTORS

Harry McDermott, Board Chair

Harry.McDermott@desd.k12.or.us
Board member since 2001
Zone 2 | Term expires June 30, 2025

Meredith Bliss

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Board member since 2019
Zone 1 | Term expires June 30, 2023

Gayl Bowser

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Board member since 2021
Zone 3 | Term expires June 30, 2023

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Board member since 2017
Zone 4 | Term expires June 30, 2025

Anita Cox

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Board member since 2013
Zone 5 | Term expires June 30, 2025

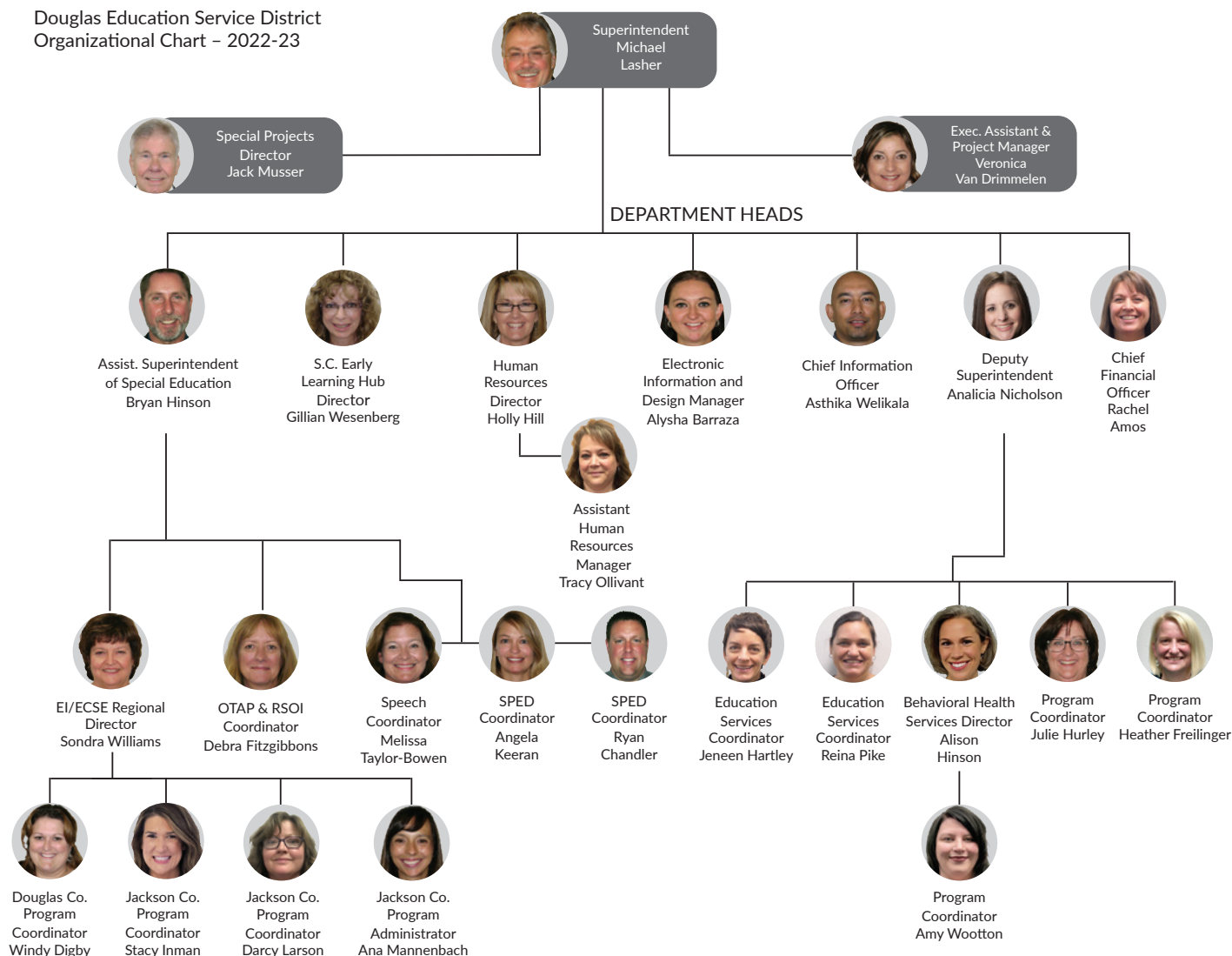
Gina Stewart

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Board member since 2017
At Large Position 1
Term expires June 30, 2025

Chris Rusch

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Board member since 2013
At Large Position 2
Term expires June 30, 2023

Douglas Education Service District
Organizational Chart - 2022-23



About the Local Service Plan | Board Goals

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.

We specialize in four main service areas:

- Services to children with special needs
- Instructional services, curriculum and professional development
- Information technology
- Administrative services including, human resources, 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 responding to COVID-19 and 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.

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



Philanthropic grants

DOUGLAS ESD

BOARD GOALS

GOAL #1 Douglas ESD commits to providing leadership and increased capacity in early learning, behavioral intervention, career technical education, K12, and post-secondary education to support the region in meeting the ESSA (Every Student Succeeds Act) goals.

GOAL #2 Douglas ESD will be recognized as the go-to agency in Douglas County and beyond for contracts and initiatives relating to student achievement and school district support and equity.

GOAL #3 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.

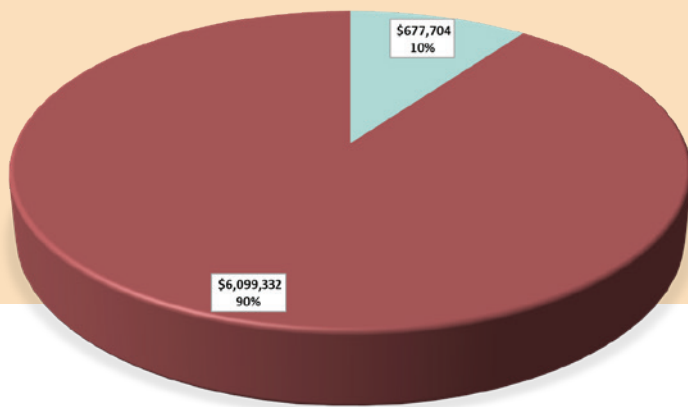
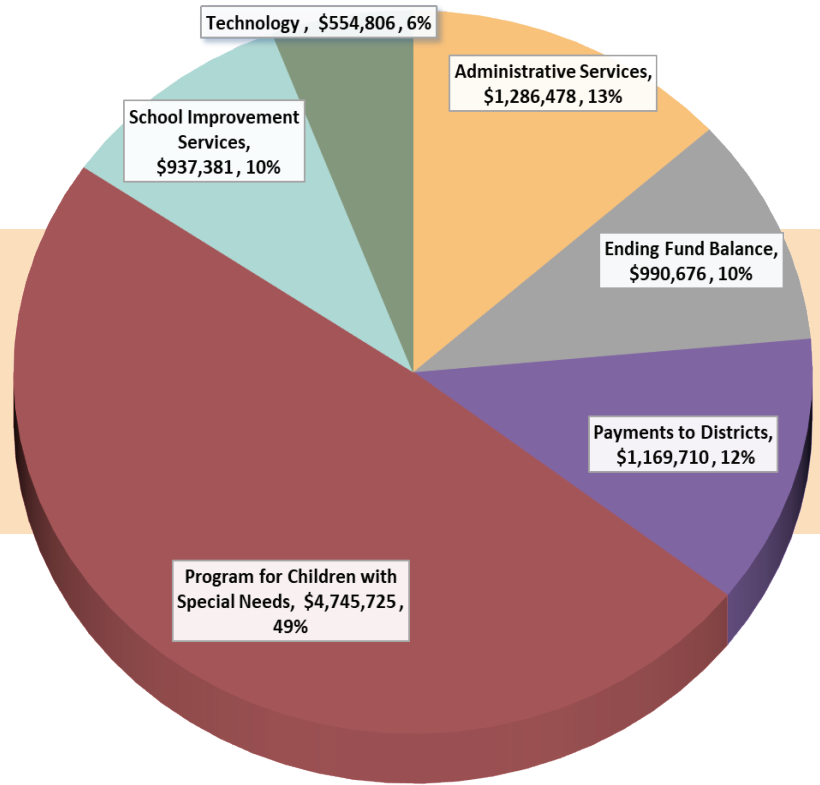
GOAL #4 Douglas ESD will increase visibility and knowledge of services available throughout the broader regional community.

GOAL #5 Douglas ESD will be a leader in the region in diversity, equity, inclusion and accessibility in its hiring, operation and commitment to serving marginalized and underserved people.

Agency Funding

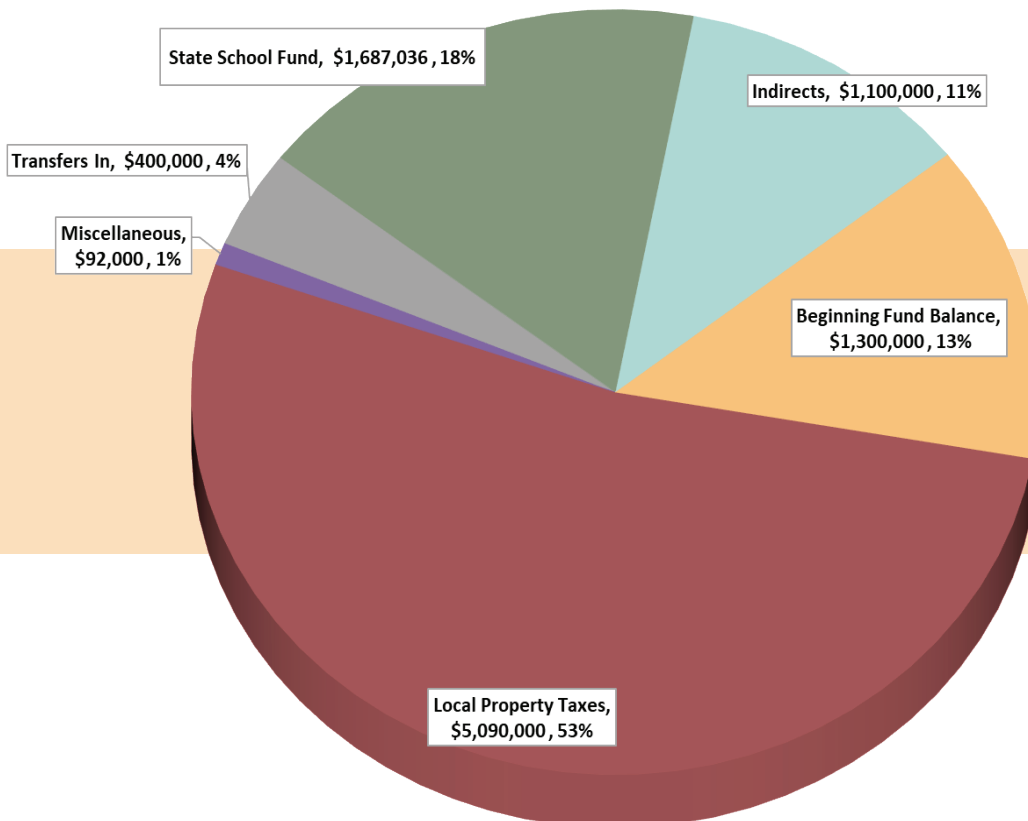
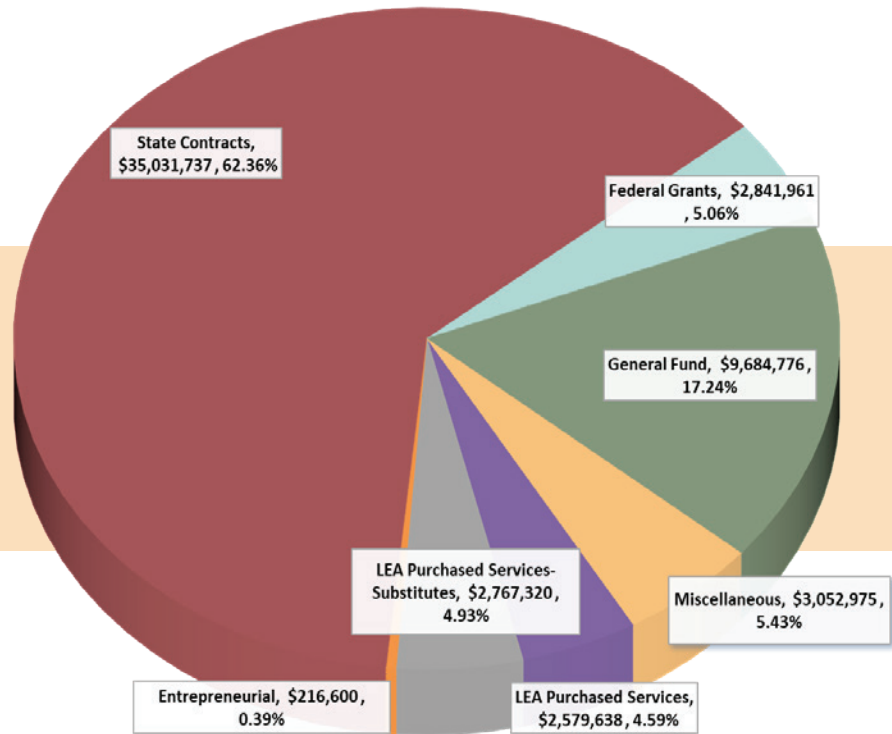
The Douglas ESD receives 10 percent of its revenue from our tax base and the state school fund. Other funding for our organization comes from grants, contracts and substitute/district purchases. Contract funding is our largest revenue stream and it goes to the support of programs like our EI/ECSE, early 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

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

Autism

- **Number of FTE:** 3.0
- **How it's funded:** ESD General Fund (Partial) and State Contract (Partial)
- **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

- **Number of FTE:** 3.5
- **How it's funded:** ESD 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

- **Number of FTE:** 9.0
- **How it's funded:** ESD General Fund, contracts with districts and grants
- **Cost to districts:** Subsidized cost dependent on district size

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

- **Number of FTE:** 2.5
- **How it's funded:** Contracts with districts
- **Cost to districts:** Dependent on size and complexity per district

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,



Students participate in a PartnerSports Camp activity.

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)

- **Number of FTE:** 3.25
- **How it's funded:** Contracts with districts and ESD General Fund
- **Cost to districts:** Subsidized cost dependent on district size

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

- **Number of FTE:** 17.0 SLPs; 11.0 SLPAs
- **How it's funded:** ESD General Fund
- **Cost to districts:** FREE

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

OTAP/RSOI

BY THE NUMBERS • 2021-22

1,976

receive OTAP/RSOI newsletters and event emails.

49

virtual newsletters were distributed.

112,473

newsletter views across four continents.

74

face-to-face and webinar trainings delivered.

1,218

people attended trainings.

4459

contact hour certificates were issued for trainings

28

people from three statewide teams participated in 2019-20 AT Teams Project.

166

professionals and parents attended the three-day virtual AT-TIES Together.

52

sessions were offered over the course of the AT-TIES Together conference.

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

- **Number of FTE:** 10.5
- **How it's funded:** State Contract
- **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

- **Number of FTE:** 1.0
- **How it's funded:** State Contract
- **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-incidence Itinerant/Consultative Services

- **Number of FTE:** 2.0
- **How it's funded:** State Contract and ESD General Fund (partial)
- **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)

- **Number of FTE:** 1.7
- **How it's funded:** State Contract
- **Cost to districts:** FREE

Oregon Technology Access Program (OTAP) supports those who support learners with disabilities from birth to 21, served

Special Needs Services

by public educational programs in Oregon. OTAP leads the Oregon AEM Cohort in partnership with the National AEM Center. The statewide Cohort goals are focused on: 1) Development of an equitable and comprehensive statewide system for timely provision of AEM, 2) Consistent communication and most importantly, 3) Student advocacy. The program has been an integral component of the Douglas ESD since 1988. Oregon Technology Access Program (OTAP) builds team capacity through professional development, communities of practice, consultation, technical assistance and a short-term device loan program.

Regional Services for Students with Orthopedic Impairments (RSOI)

- **Number of FTE:** .8
- **How it's funded:** State Contract
- **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

- **Number of FTE:** 2.0
- **How it's funded:** Oregon Department of Education Grant
- **Cost to districts:** FREE



An ESD's role is one of leadership and service:

Education service districts shall maintain the distinction between their role as service organizations and the regulatory role of the Department of Education and other state agencies.

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

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

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 post-secondary 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.



RESOLUTION & CONTRACT SERVICES

Behavior Intervention Specialist & Behavior Support Services

- **Number of FTE:** 11.0
- **How it's funded:** ESD General Fund and contracts with districts
- **Cost to districts:** Based on level of support and days of service per week

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.

Education Support — Behavioral Health Coordination and Mentoring

- **Number of FTE:** 2.0
- **How it's funded:** ESD General Fund and ESSER II
- **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

- **Number of FTE:** 1.0
- **How it's funded:** State Contract
- **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.

Education Support — SSA Instructional Assistant Coach & SPED/Behavioral Instructional Coach

- **Number of FTE:** 2.0
- **How it's funded:** SSA Fund
- **Cost to districts:** FREE

The SSA Instructional Coach works across districts to coordinate and mentor instructional assistants and paraprofessional providers individually, in cohorts, and workgroups. 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.





STATE-FUNDED

EI/ECSE Regional Coordination for Southern Oregon

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

The Early Intervention/Early Childhood Special Education (EI/ECSE) program provides free services for families with children who have 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 Jackson County

- **Number of FTE:** 65.75 (70 staff members)
- **How it's funded:** State Contract, contracts with Jackson County School Districts and Federal Sources.
- **Cost to districts:** FREE

Jackson County Early Intervention/Early Childhood Special Education

(EI/ECSE) program was established within the Douglas ESD in July 2009. This 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 500 children each year. The Early Intervention Program serves families with children ages birth to 3. Most services are delivered in the child's home through a parent coaching model. Each family is assigned a Service Provider, 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. Quality services will continue to be provided for children ages birth through 5 that include: developmental screenings and evaluations; support and education for children who experience developmental delays or special needs; parent coaching and training.

EI/ECSE Douglas County

- **Number of FTE:** 63.0 (66 staff members)
- **How it's funded:** State contract, federal sources and ESD General Fund
- **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.

South-Central Early Learning Hub

- **Number of FTE:** 7.0
- **How it's funded:** State and Private Grants
- **Cost to districts:** FREE

The South-Central Early Learning Hub 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

- **Number of FTE:** 1.1
- **How it's funded:** Ford Family Foundation and Oregon Community Foundation Whipple Fund
- **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.



Success Story: Take Root Parenting Connection

Expanded social media presence by further utilizing Facebook for family activities and live workshops, and increasing usage of YouTube and Instagram.



Success Story: Biz4Kids

In partnership with Care Connections and Education, the Douglas County Childcare Coalition distributed much needed supplies to childcare programs across the county.

Take Root Parenting Connection

- **Number of FTE:** 1.1
- **How it's funded:** Oregon Parenting Education Collaborative grant and numerous smaller grants
- **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

- **Number of FTE:** 8
- **How it's funded:** State, Federal and Grant Fund
- **Cost to districts:** FREE or based on level of service

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.

Success Story: Care Connections & Education

Care Connections & Education Network and short-term cohort opportunities have supported more than 100 participants seeking to learn more about program quality improvement, business training, best practices for the care of infants and toddlers, social emotional intelligence and college success.





RESOLUTION & CONTRACT SERVICES

Basic Attendance

- **Number of FTE:** Function of Education Services
- **How it's funded:** ESD General Fund
- **Cost to districts:** FREE

Director of Education Services provides support and consultation to districts with less than 1,000 ADM in dealing with attendance issues. Service includes issuing letters and citations as prescribed in state law and regulations.

Data Collection Support

- **Number of FTE:** .5
- **How it's funded:** Contracts with districts
- **Cost to districts:** Based on size of district

Data Collection Support has prepared 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. We also offer support for regional data warehouse data submission and 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

- **Number of FTE:** .2
- **How it's funded:** Contracts with districts
- **Cost to districts:** Based on number of schools

District Test Coordination provides oversight and coordination for all state assessment administration (Smarter Balanced assessments, OAKS Science and 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, impropriety 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

- **Number of FTE:** 2.8
- **How it's funded:** ESD General Fund and ESSER II
- **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.
- Provides critical support to address student challenges due to the COVID-19 pandemic.
- 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

- **Number of FTE:** 2.0
- **How it's funded:** ESD General Fund and SIA Fund
- **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 Educational Services Advisory Committee.

Notification System for Home-Schooled Children

- **Number of FTE:** .2
- **How it's funded:** ESD 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

- **Number of FTE:** .5
- **How it's funded:** Contracts with districts
- **Cost to districts:** Based on percent of FTE provided

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

- **Number of FTE:** 2.5
- **How it's funded:** OR Youth Development Division, Whipple Foundation, Oregon Community Foundation
- **Cost to districts:** Free

Youth succeed in life if they have at least one meaningful relationship with a caring adult. Douglas ESD employs two Bright Futures Youth Reengagement 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 by district, community partners, or families and receive dedicated support to create a personalized plan for a meaningful future. Men-

tors support the youth to reconnect with school and/or find an alternative path to graduation and needed supports. We have also created the Youth Advisory Crew comprised of local youth.

OTHER FUNDING

Regional Educator Network

- **Number of FTE:** 1.5
- **How it's funded:** Oregon Educator Advancement Council
- **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.

Success Story: Regional Educator Network

Launched a mentoring program last year open to all districts. Nine new teachers participated.

Perkins Regional Coordinator — Reserve & Basic Grant

- **Number of FTE:** .7
- **How it's funded:** Federal Grant
- **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

Education Services



Children participate in a STEAM workshop.

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 eight 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

- **Number of FTE:** .9
- **How it's funded:** Oregon Department of Transportation Grant
- **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.

STEM/STEAM

- **Number of FTE:** 1.0 plus 5 regular contracted personnel for special projects
- **How it's funded:** Grants and allocations from State Funds
- **Cost to districts:** FREE

Douglas ESD serves as the fiscal agent for the Umpqua Valley STEAM Hub (UVSH), one of 13 STE(A)M Hubs in the state of Oregon. The mission of the UVSH is to support and provide inspiring, engaging, authentic STEAM learning experiences for youth in Douglas County preparing them for future careers and a meaningful future. The UVSH provides professional development for educators, STEAM leadership development, STEAM Ambassadors/Youth Voice, and community access to Oregon Connections, a virtual platform for career exploration.

UVSH also manages a STEAM Resource Lending Library with over 300 different items and accompanying curricula for PreK to post-secondary educators to check out and use in their classrooms.

Teach Umpqua

- **Number of FTE:** 1
- **How it's funded:** ODE/State Grant
- **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 schoolwide 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.

Success Story: Teach Umpqua

Twelve students attending teaching credential or counseling programs received scholarships toward tuition to aid in their goal of becoming teachers and counselors in Douglas County. By removing financial and other barriers through this program, we hope to increase the future great educators of Douglas County.



RESOLUTION & CONTRACT SERVICES

Digital Curriculum

- **Number of FTE:** Included in Network Services
- **How it's funded:** ESD 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

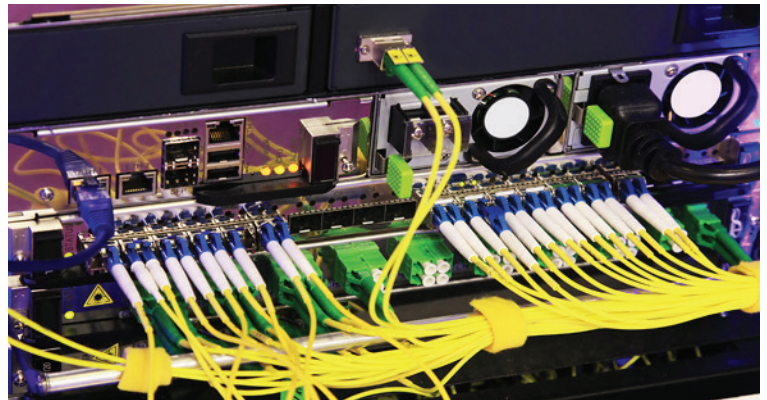
- **Number of FTE:** 1.5
- **How it's funded:** ESD General Fund
- **Cost to districts:** FREE

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

- **Number of FTE:** 6.5
- **How it's funded:** Contracts with districts
- **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.

TECH SUPPORT

Provides districts cost savings in hardware, licensing, WiFi, internet security and virtual servers.

Administrative & Support Services



RESOLUTION & CONTRACT SERVICES

Business Services

- **Number of FTE:** 8.0
- **How it's funded:** Contracts with districts
- **Cost to districts:** Based on district size and complexity

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

- **Number of FTE:** 2.5
- **How it's funded:** ESD General Fund
- **Cost to districts:** FREE

Communications staff members work with districts and ESD staff to find and implement strategies that broaden local communities' understanding of the myriad changes to education in Oregon. Communications services are available to assist districts to: Develop communications plans that can be comprehensive and large-

scale, or topic-specific; evaluate and improve current communications strategies, write and distribute press releases to local media; write, design, edit and/or advise on district publications; cultivate and maintain relationships with local media outlets and individual reporters; develop, manage and/or monitor social media forums and other district communications channels; take photographs and video and develop plans that support district efforts to pursue bonds. Douglas ESD communications services are also available to nonprofit and government agencies through intergovernmental contracts. Through these contracts, we are able to grow and expand this department to better serve our school districts.

Countywide Licensed Substitute Services

- **Number of FTE:** .2
- **How it's funded:** ESD General Fund and contracts with districts
- **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

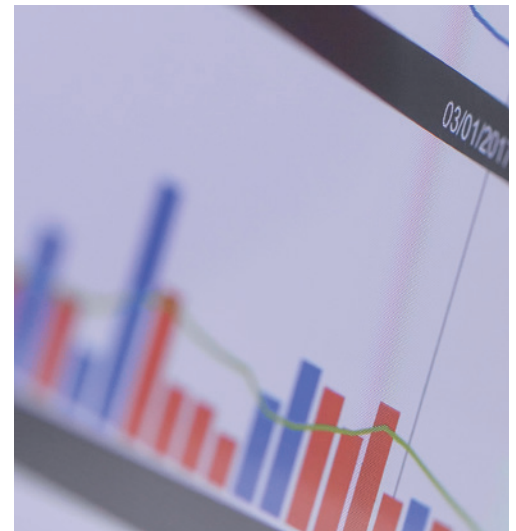
- **Number of FTE:** .33
- **How it's funded:** ESD General Fund
- **Cost to districts:** FREE

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

- **Number of FTE:** 2.75
- **How it's funded:** Grant Funds, district contracts, outside contracts, State Funds, Interdepartmental and ESD General Fund
- **Cost to districts:** Most services FREE to districts; custom services cost dependent on district size and complexity

Electronic Information & Design services include grant data management, home school notification online forms, inter-district transfer systems, referral systems, secured record/information storage, data analysis, a mandatory reporting platform and automation for performing alerts. Some of these services extend beyond the agency to support school districts and organizations.



Success Story: Electronic Information & Design

The electronic Nursing platform, although already a huge success for consecutive years, expanded into support for Speech and Behavioral Services.

Administrative & Support Services

Human Resources

- **Number of FTE:** 7
- **How it's funded:** ESD General Fund and contracts with districts
- **Cost to districts:** Based on level of service desired

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

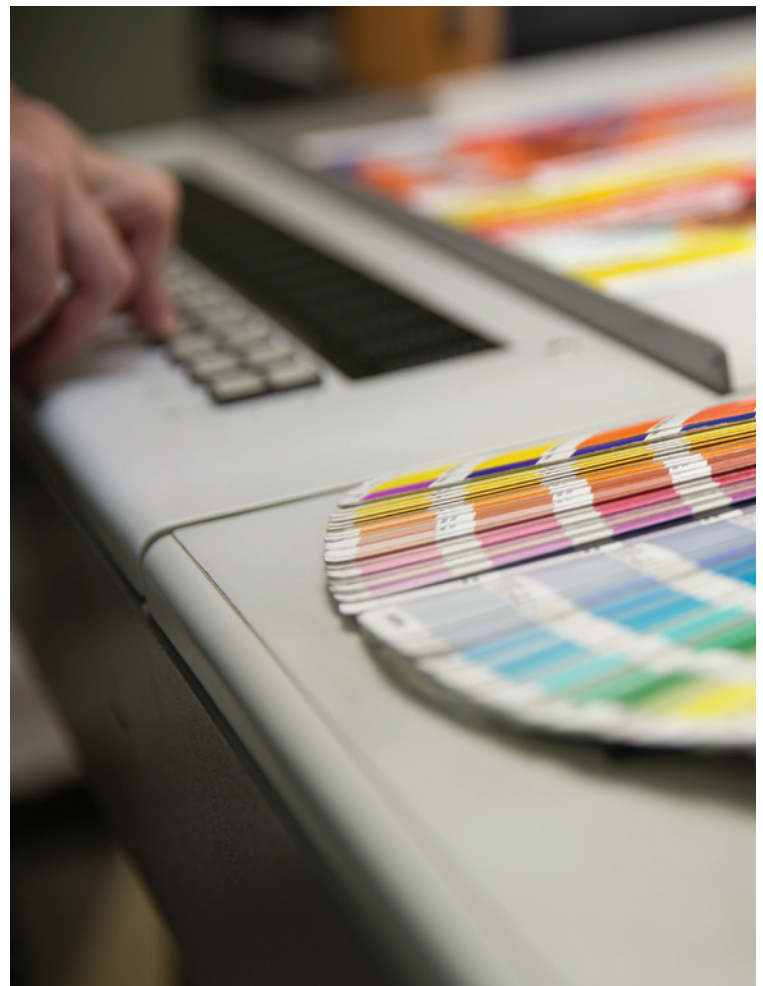
- **Number of FTE:** 1.5
- **How it's funded:** Fee for service costs to districts: based on size and scope of service(s)

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.

Success Story: Print Services

As an office manager at Canyonville School, I always take advantage of the services available from the ESD print team. I can't say enough about the customer service, affordability, and quick turnaround time provided to us. Communication is top notch and they're quick to meet the needs of our school every year.

— Kathy Brown, Canyonville Elementary School



Survey Results

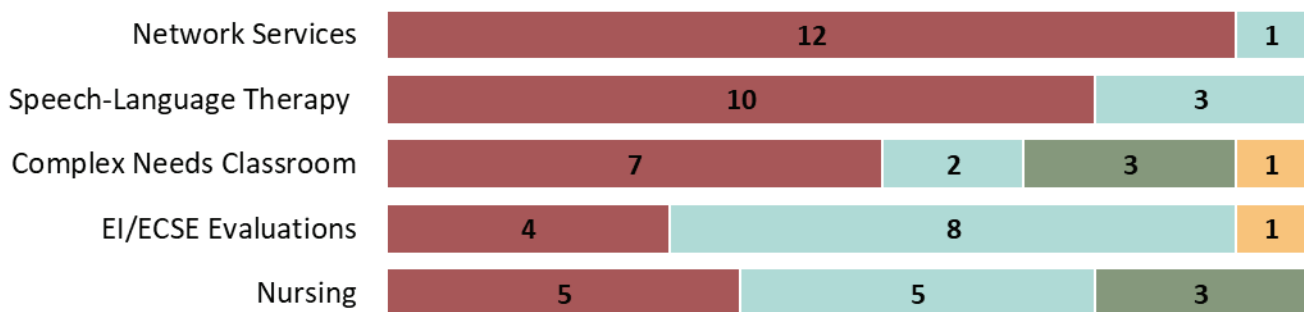
At Douglas ESD, our employees serve in myriad roles intended to support school districts, and they take that responsibility seriously. That's why we seek feedback each year from district administrators, to help us learn and grow. This feedback is crucial to our various programs and supports as we examine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

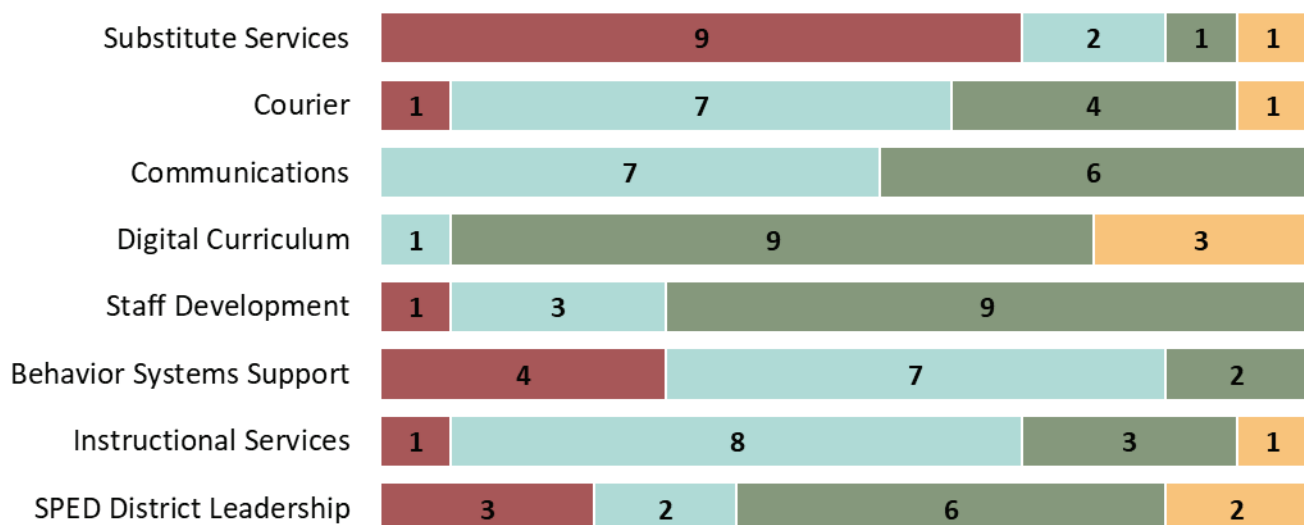
Our service areas are divided into Large and Small Services. Large Services are monetarily greater and consist of a large number of personnel, while Small Services cost less and require less personnel. Our thirteen component districts ranked the importance of the services in each area.

Large Local Service Plan services

■ Essential ■ Useful ■ Nice to Have ■ Unnecessary

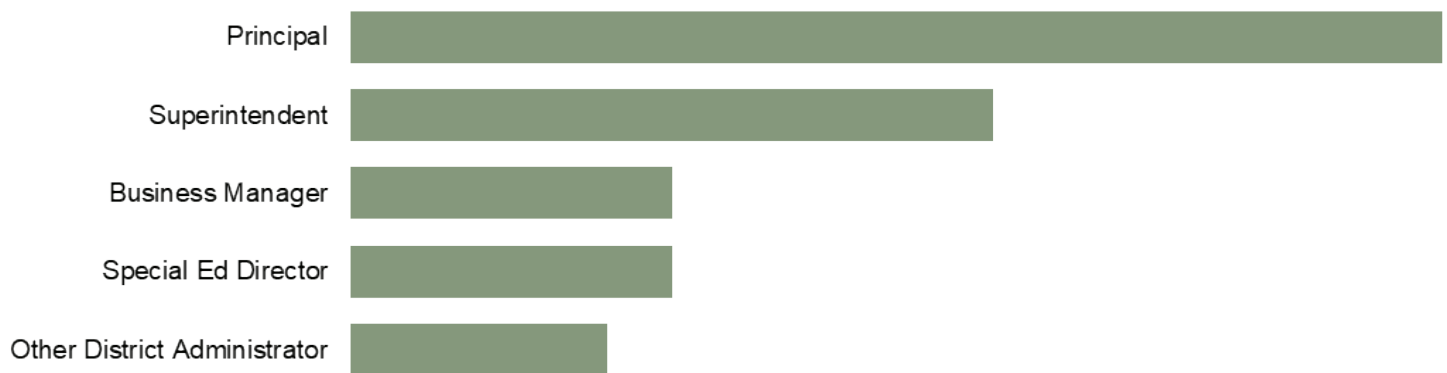


Small Local Service Plan services



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

What position do you hold with the school district?



How long have you worked for the school district?



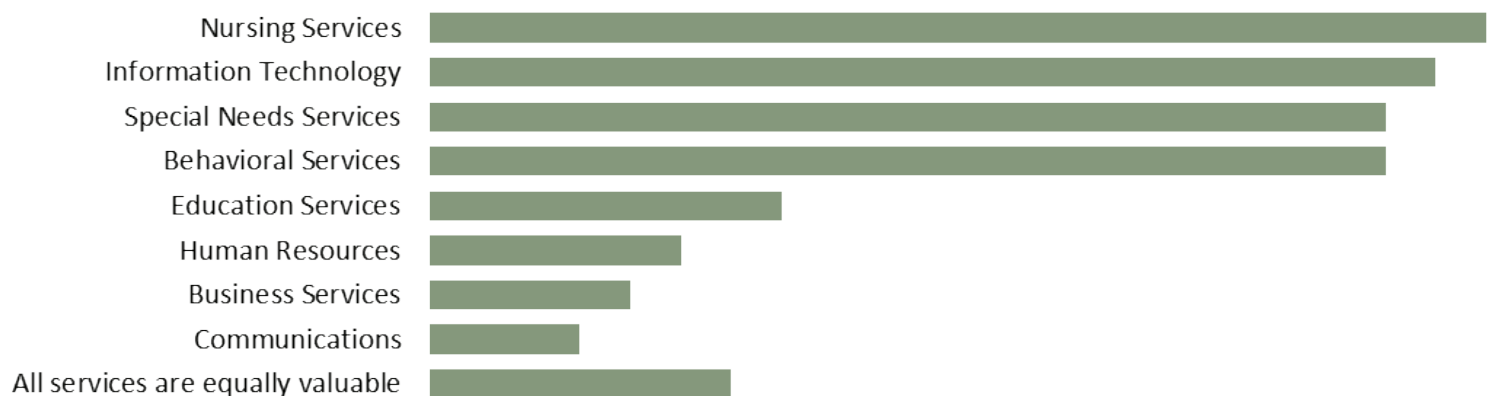
What is your overall impression of the Douglas Education Service District?



What is your overall impression of the Douglas ESD's customer service?



Which service(s) are most valuable to your school or district?



BEHAVIORIAL SERVICES



BUSINESS SERVICES



COMMUNICATIONS SERVICES



EDUCATION SERVICES

Excellent



Good



Fair



Poor



HUMAN RESOURCES SERVICES

Excellent



Good



Fair



Poor



INFORMATION TECHNOLOGY (IT) SERVICES

Excellent



Good



Fair



Poor

NURSING SERVICES

Excellent



Good



Fair



Poor

SPECIAL NEEDS SERVICES

Excellent



Good



Fair



Poor



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