



2021-22

Douglas Education Service District

LOCAL SERVICE PLAN

Message from the Superintendent

In normal years, the local service plan process begins in August with a Superintendent Retreat hosted by the Ford Family Foundation, to plan strategically around collective priorities and aspirations for our students in Douglas County. The pandemic made that impossible this year. In September when it became clear that the disruption of the school year would be complete, superintendents agreed to suspend our normal process of reviewing the local service plan and in essence, “roll over” the current service structure into 2021–2022. However, there are some important new additions to ESD services to report to school boards.

The ESD continues to be guided by the strategic goals of the superintendent’s group first established in 2016–17, which are:

- Expand Behavioral Intervention across K–12.
- Continue to Support Early Childhood Initiatives.
- Increase career pathways opportunities for secondary students including Career Technical Education, increased electives, and alternative learning opportunities.
- Expand teacher recruitment, retention, and training efforts across Douglas County.

This year Douglas ESD received a multi-year grant to hire a Safe Schools Prevention Specialist. This position is designed to train and support district staff in the identification and intervention of students at risk for committing suicide. We have also expanded supports for students who need behavioral supports by hiring “skills trainers” to coach and mentor students at the direction of therapists. Douglas ESD has also joined with Lines for Life <https://www.linesforlife.org> to support a regional coordinator of suicide and substance abuse prevention activities associated with this non-profit.

At the end of last school year, the transfer of the Douglas County Science, Technology, Engineering, Arts and Technology (STEAM) hub to Douglas ESD was completed. Our goal in taking on this project is to better align the STEAM Hub with the CTE and Measure 98 goals of districts and use the proceeds from various (STEM/STEAM) grant streams to augment and amplify the work occurring in districts. These efforts apply directly to district goals of increasing career pathway opportunities for students.

On the Early Childhood front, Douglas ESD will take over responsibility for Child Care Resource and Referral, a grant-funded program from Oregon’s Early Learning Division, which will add eight additional staff in two counties to support childcare providers, including schools, with professional development, coaching and technical assistance. As the state of Oregon continues to expand early childhood education and childcare availability, Douglas ESD is uniquely positioned to leverage state investments to benefit Douglas County and the other counties we serve with the South-Central Early Learning Hub. The Parenting Hub, which is also a part of Douglas ESD, has been working with businesses, faith-based groups and public agencies as the Douglas County Childcare Coalition. The aim of this group is to expand childcare options for Douglas County residents including teachers.

The Electronic Information and Design department was created last year to respond to the data reporting needs of various early childhood systems, however, it soon became apparent that the

talents of this small group of people could also help school districts. In developing a new school transfer workflow at no cost, they’ve helped districts streamline the student transfer process and made it more family friendly. EID work on an updated homeschool registration system should also pay benefits as students who have entered homeschool will not mistakenly

be counted against district graduation and dropout rates.

The Regional Educator Network (REN) and Safe Routes to School are both new programs within the Instructional Department at the ESD. The REN is led by a committee of educators who represent each of the districts in our region to meet

the legislative goal of including educator voice in professional and career development systems. Safe Routes to School is a small grant from the Oregon Department of Transportation promoting bicycle safety and projects to improve walking and biking access to schools.

Douglas ESD is also continuing its role to provide technical assistance for district Student Investment Account plans. Based on district goals, we are securing behavior/SPED coaching to support educators; hiring skills trainer coaches to support educators working with students struggling with behavior; hosting teacher affinity groups for new teachers hired in districts with SIA dollars; and facilitating early learning conversations for districts interested in starting pre-schools.

With the approval of a Covid-19 vaccine(s), we can see the light at the end of this long, arduous tunnel that has been the 2020–



Michael Lasher
Douglas ESD Superintendent

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21 school year. After ESD nurses have completed vaccinating school personnel, hopefully before the end of March, we can all turn our attention to the future, including the strategic question: “What did we learn during the pandemic and how can we use this to inform educational practice in the future?”

and “How do we meet the even more diverse needs of learners who have been negatively affected by the disruption to their educational career?”
With a strong recommendation from the Governor in her budget to continue and expand investments in K-12 and early learning, we will all

likely have the resources to expand services and our practice beyond what we have known in the past for the betterment of all children in Douglas County.
Respectfully submitted,

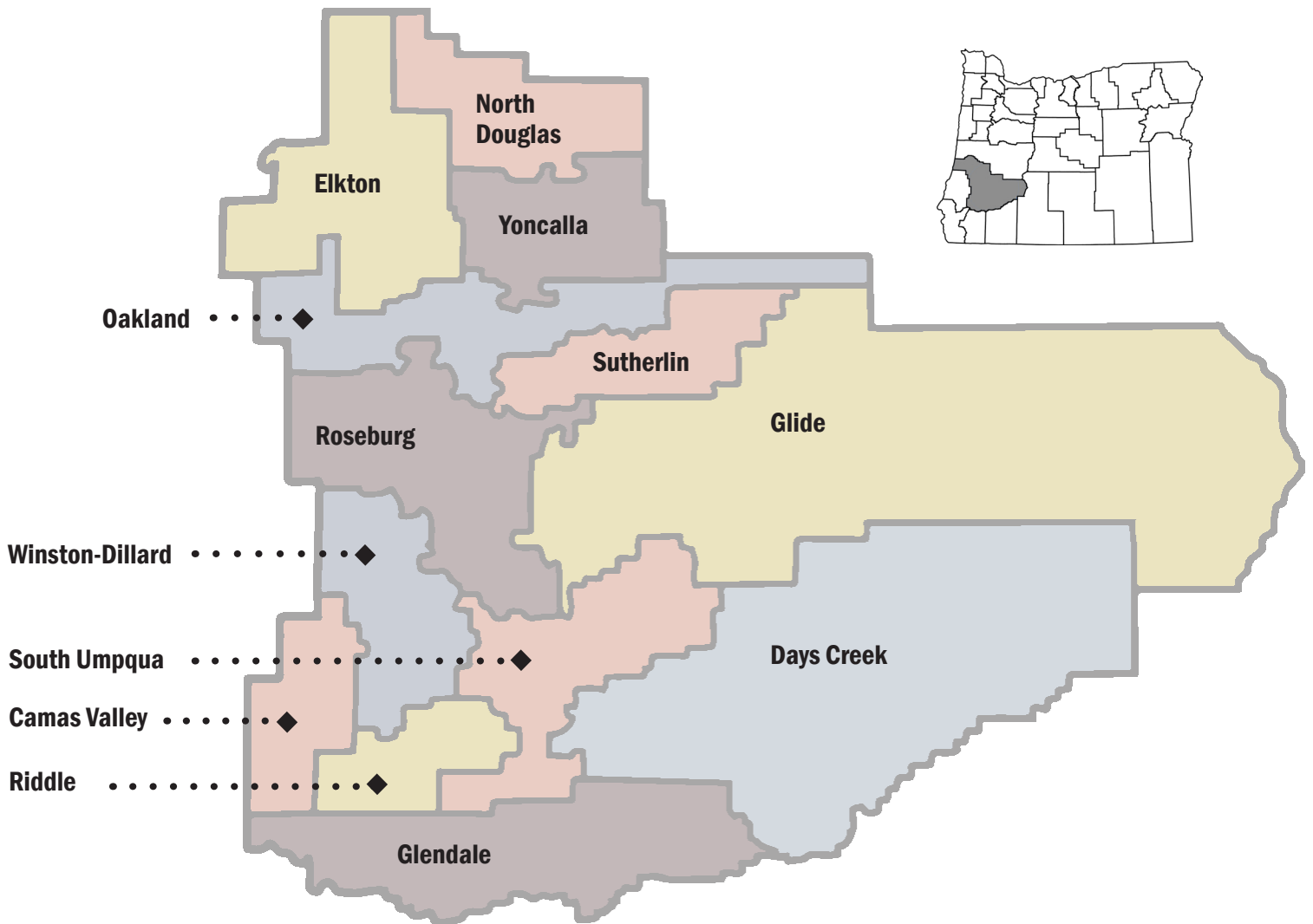
Michael Lasher
Douglas ESD Superintendent



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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

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

Meredith Bliss
Meredith.bliss@desd.k12.or.us
Board member since 2019
Zone 1 | Term expires June 30, 2023

Harry McDermott, Vice Chair
Harry.McDermott@desd.k12.or.us
Board member since 2001
Zone 2 | Term expires June 30, 2021

Hank Perry
Hank.Perry@desd.k12.or.us
Board member since 2004
Zone 3 | Term expires June 30, 2023

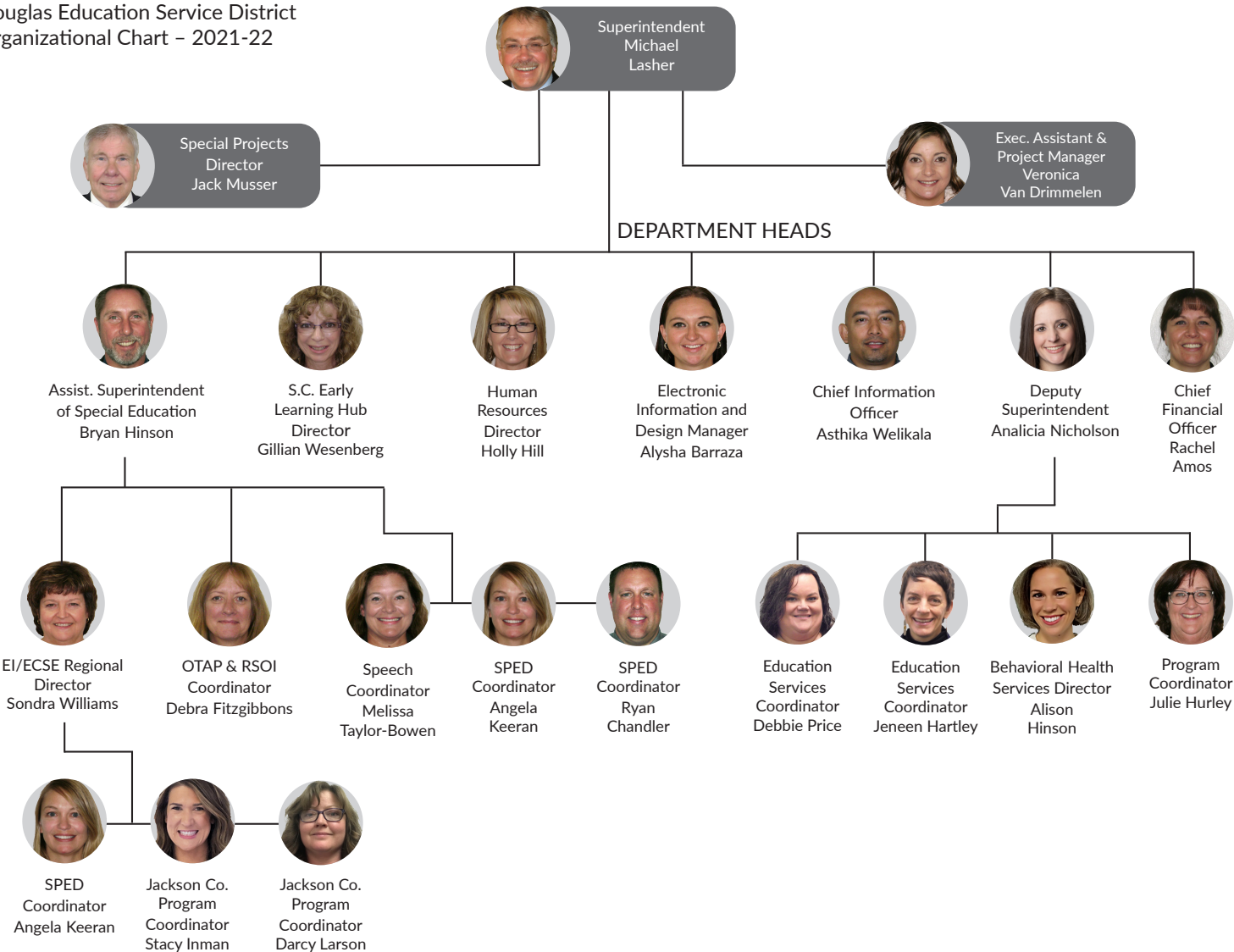
Mike Keizer
Mike.Keizer@desd.k12.or.us
Board member since 2017
Zone 4 | Term expires June 30, 2021

Anita Cox, Chair
Anita.Cox@desd.k12.or.us
Board member since 2013
Zone 5 | Term expires June 30, 2021

Gina Stewart
Gina.Stewart@desd.k12.or.us
Board member since 2017
At Large Position 1
Term expires June 30, 2021

Chris Rusch
Chris.Rusch@desd.k12.or.us
Board member since 2013
At Large Position 2
Term expires June 30, 2023

Douglas Education Service District
Organizational Chart – 2021-22



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, 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.

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, state-provided funding for services and through philanthropic grants.



Resolution process with school boards and direct contracts with school districts



State-provided 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.

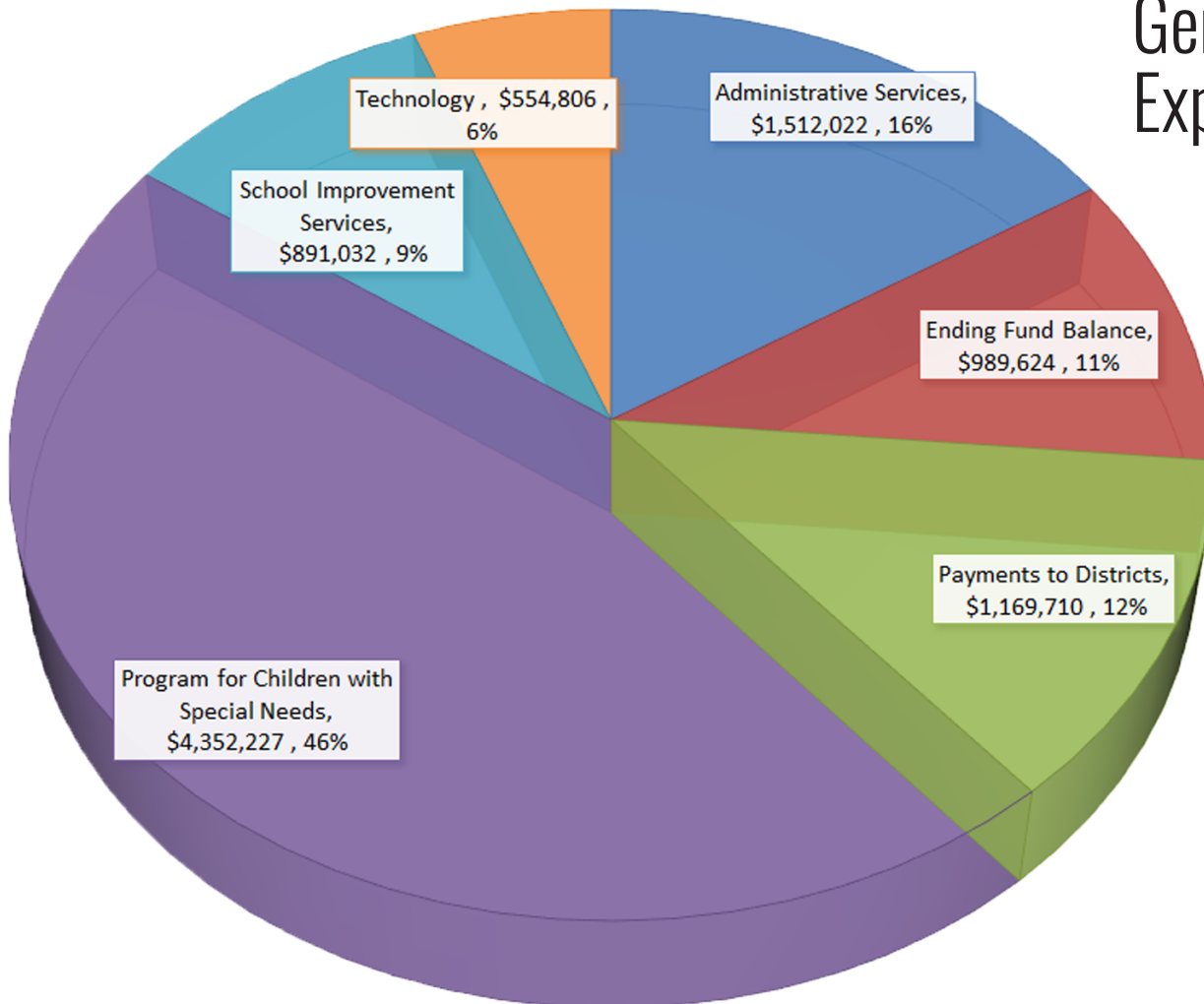
GOAL #4 Douglas ESD will increase visibility and knowledge of services available throughout the broader regional community.

GOAL #5 Douglas ESD will pursue the development of an early learning and parenting resource center to meet the needs of ESD programs, staff, and the community.

Agency Funding

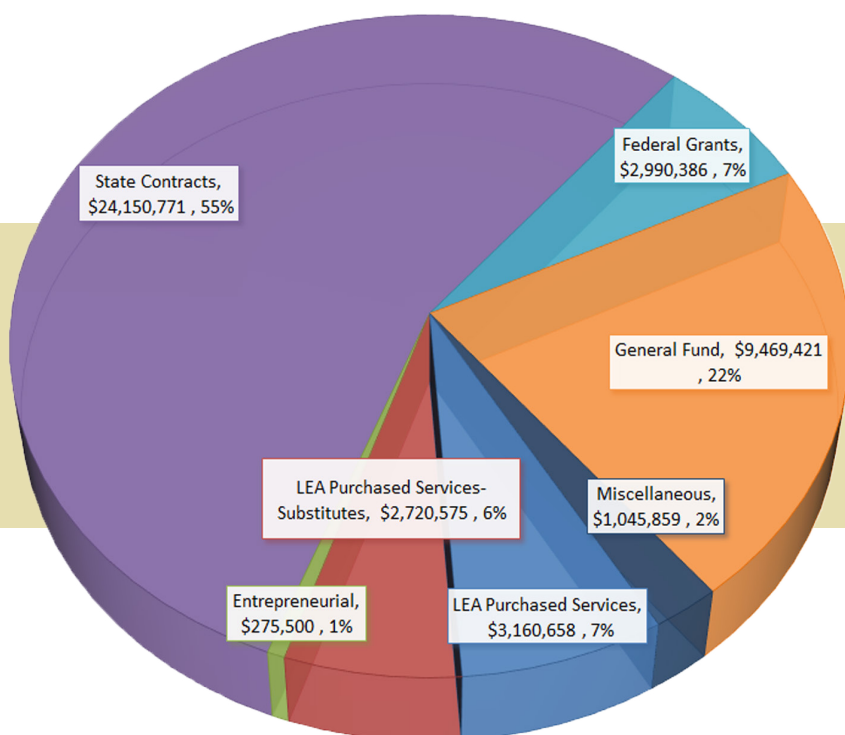
The Douglas ESD receives 22 percent of its revenue from our tax base and the state school fund. Other funding for our organization comes from grants, contracts and substitute/district purchases. Contract funding is our largest revenue stream and it goes to the support of programs like our early learning hub and other statewide programs.

Douglas ESD General Fund Expenditures

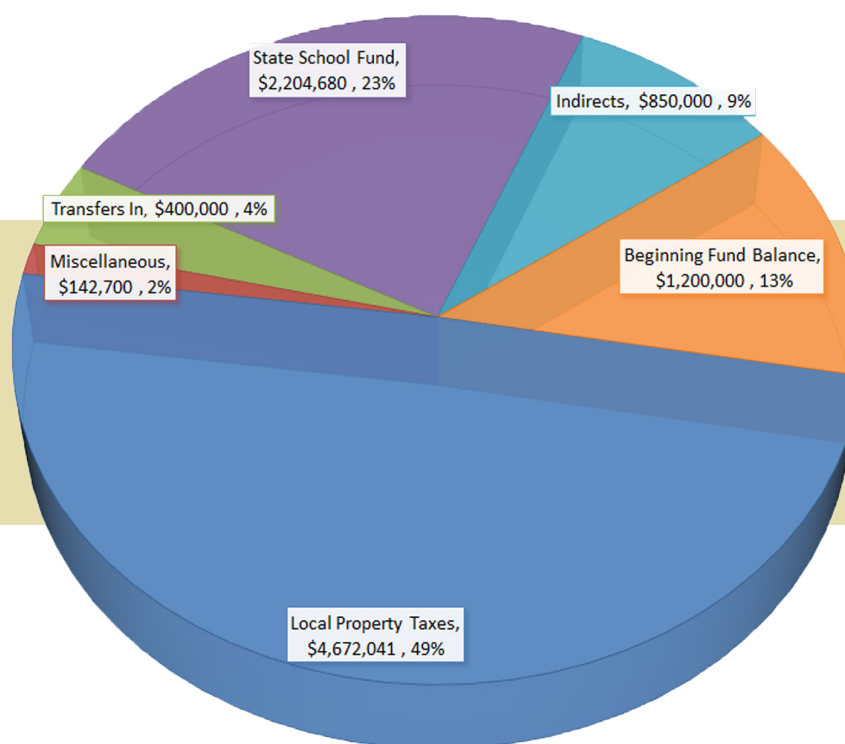


An Education Service District plays a key role in: Ensuring an equitable and excellent education for all children in Oregon; Implementing the Oregon Educational Act for the 21st century; Fostering the attainment of high standards of performance by all students in Oregon's public schools; Facilitating organizational coordination and cooperation among educational, social service, health care and employment training agencies.

Agency Funding



**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:** 1.75
- **How it's funded:** ESD General Fund (Partial) & 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:** 3.0
- **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 suit their needs. These children often have a number of medical complications. Most have varying degrees of visual impairments and all are in wheelchairs.

At least once a week, occupational, physical and visual therapists and a registered nurse visit to help classroom staff develop or refine instruction. Douglas ESD provides this specialized classroom to all member school districts. In the past, students from as far as Drain and Canyonville have traveled to the CNC. 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 also are coached to make choices through the use of assistive technology, such as switches and buttons. The class also makes weekly visits to the YMCA of Douglas County to go swimming. Students in the program frequently participate in general education programs with other students in their age groups.

Nursing Services

- **Number of FTE:** 6.0
- **How it's funded:** ESD General Fund and contracts with districts.
- **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

Special Needs Services



Students participate in a PartnerSports Camp activity.

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)

- **Number of FTE:** 4.25
- **How it's funded:** Contracts with districts & 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:** 16.4 SLPs; 10.0 SLPAs
- **How it's funded:** ESD General Fund
- **Cost to districts:** FREE

For more than 30 years, certified

OTAP/RSOI

BY THE NUMBERS • 2019-20

2,176

receive OTAP/RSOI newsletters and event emails.

39

virtual newsletters were distributed.

82,725

newsletter views across four continents.

46

face-to-face and webinar trainings delivered.

1,042

people attended trainings.

1,487

certificates were issued for 1,487 contact hours for trainings.

28

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

142

professionals and parents attended the annual two-day Feeding Seminar.

210

professionals and parents attended the three-day virtual combined OTAP/RSOI annual conference, AT-TIES Together.

39

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

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. Speech and language services are provided in all school districts in Douglas County. At any given point in the school year, over 1,000 students are receiving direct and/or consultative and collaborative services through the program.

There is a local and national shortage of speech language pathologists, so the Douglas ESD is involved in ongoing efforts — what could be called a grow-our-own program — to recruit, train and retain these specialists. We are exploring 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). Examples include the augmentative and alternative communications assessment services initiated in the 2018-19 school year, 21st-century supports through technology, and screening processes that address the broad scope of supports and needs for students.



STATE-FUNDED

Low-incidence itinerant/Consultative Services

■ **Number of FTE:** 1.5

■ **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.

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. The mission of this program is 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.

In the program:

■ Assessment is a critical component in education of the student.

■ Standards-based instruction is used to promote success and encourage graduation.

■ Services are delivered by qualified professionals.

■ The physical, emotional and social safety of students and staff are priorities.

■ ESD collaborates with partners, including parents, county juvenile departments, the Oregon Youth Authority, school districts, education service districts, mental health and other community groups.

■ GED prep courses are offered.

■ Credit recovery options are provided.

■ College-level CLEP testing is offered.

■ Employment coaching is available for students.

Oregon Technology Access Program (OTAP)

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

Assistive technology empowers learners of all ages to better access their environments with tools and strategies to overcome potential barriers. This includes tools for communication, mobility, access to curriculum, alternative methods of computer access, access to recreational opportunities, job readiness, independence and therapy.

Oregon Technology Access Program (OTAP) services include consultation and support for assistive technology, augmentative and alternative communication (AAC), and accessible educational materials, AEM. OTAP provides resources for those who support people with disabilities, from birth to age 21. Professional development offerings include the annual technology conference, now combined with the annual TIES Conference, Therapy in Educational Settings. This new pairing is expanded to three days of sessions from local, state and national experts.

The AT Teams Project is training to assist districts in developing and implementing processes for providing assistive technology and accessible educational materials supports in their respective districts. OTAP also provides customized, on-site workshops, as well as remote training via webinars and recorded video, including ECHO Voices in partnership with the University of Wyoming ECHO networks. ECHO Voices supports those who work with learners with complex communication needs.

The program maintains a short-term loan library of assistive technology and materials to districts and families for trial before purchase. OTAP solicits guidance



Students participate in PartnerSports Camp.

from districts, families and service agencies for program focus and activities. In addition, OTAP's Professional Learning Team, which consists of representatives from across the state, provides input to ensure its services are timely and relevant. OTAP services are available to districts, staff and families statewide. OTAP is administered by Douglas ESD, under contract with the Oregon Department of Education. The program has been an integral component of the Douglas ESD since 1988.

Regional Services for Students with Orthopedic Impairments (RSOI)

- **Number of FTE:** .7
- **How it's funded:** State Contract
- **Cost to districts:** FREE

RSOI provides services to professionals, students and families to support learners with orthopedic impairments. RSOI also provides support for learners with complex feeding needs in the school environment. RSOI serves learners

from birth to 21.

RSOI is funded by a grant from the Oregon Department of Education. Its purpose is to provide support for low-incidence learners, particularly those with orthopedic impairment. This grant has been housed at the Douglas ESD for more than 30 years.

RSOI delivers training for a variety of professionals, including physical therapists, occupational therapists, speech pathologists, special education teachers, nurses and administrators. Through RSOI, these professionals have access to statewide conferences, technical manuals, technical assistance and customized training, delivered live and via virtual formats. RSOI provides remote training via webinars and recorded video, including ECHO TIES, Therapy in Educational Settings. ECHO TIES is in partnership with the University of Wyoming ECHO networks. The ECHO TIES network supports those who work with learners with orthopedic impairment. ECHO sessions are based on feedback from focus groups and regional programs about training topics identified as

Special Needs Services

relevant statewide.

RSOI supports feeding teams throughout the state to ensure safety for learners who must be fed in their school environments. RSOI also supports provision of accessible educational materials for access to curriculum, particularly for those with deficits in motor/sensory skills. The RSOI database currently provides information and training to more than 2,200 people.

RSOI coordinates an annual statewide feeding seminar. The seminar covers two days of relevant topics by state and national experts in the field. RSOI also delivers an annual statewide conference, TIES, Therapy in Educational Settings. This conference is now combined with the AT NOW assistive technology conference. AT-TIES Together is expanded to include three days of sessions from local, state and national experts in the areas of therapy in educational settings, assistive technology (AT), augmentative and alternative communication (AAC), and accessible educational materials (AEM), all guided by the principles of Universal Design for Learning (UDL). These conferences bring professionals from across Oregon and Washington.

Transition Network

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

The Douglas ESD has partnered with the Oregon Department of Education to improve post-educational outcomes for students with disabilities. In April 2013, then-Gov. John Kitzhaber signed an executive order to improve Oregon's delivery of employment services for people with intellectual and developmental disabilities. The order also aims to integrate employment for individuals with intellectual and developmental disabilities, employment that is consistent with their abilities and choices. Another part of the goal is to employ them in a field that benefits individuals, families, our communities, the economy and the state.

Douglas ESD is committed to developing partnerships and resources that enable a student's educational team to craft an integrated, community employment or a post-secondary education plan.

Through an ODE grant, we are fortunate to have one of the eight Transition Network Facilitators in the state. The Douglas ESD Transition Network Facilitator is serving to develop transition

partnerships in Douglas, Coos and Curry counties. These partnerships bring together educational staff, vocational rehabilitation, developmental disabilities networks, community partners and parent advocacy services.

In addition, Pre-employment Transition Services (Pre-ETS) works with local school districts to coordinate and create the provision of Pre-ETS and to build partnerships with community/county/state agencies and school districts.

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

The Youth Transition Program (YTP) is a collaborative partnership between the office of Oregon Vocational Rehabilitation, Oregon Department of Education and the University of Oregon. The purpose of the YTP is to prepare youth with disabilities for employment or career-related postsecondary education or training.

The program is currently available through the ESD at Sutherlin High School, Riddle High School and South Umpqua High School.

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.



RESOLUTION & CONTRACT SERVICES

Behavior Intervention Specialist & Behavior Support Services

- **Number of FTE:** 6.0
- **How it's funded:** ESD General Fund & contracts with districts
- **Cost to districts:** Based on level of support and days of service per week

The behavior interventionist spends 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. Behavior interventionists also use the Ready, Set, Learn framework, which was designed to help students in grades pre-kindergarten through six whose behavior disrupts classroom learning. Douglas ESD operates the program, which deploys a team of behavior specialists to work with families, students and schools.

Although not all Ready, Set, Learn 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. By increasing children's resilience and coping skills, the educational team seeks to improve their ability to engage and focus on school academics. Services may be provided at a child's school, home, or sometimes other locations in the community. Children are referred to the program by schools who

identify them as needing help to enter or return to classes.

Fully licensed with experience in schools, the behavior interventionist may assist districts in learning to complete functional behavioral assessments and behavior intervention plans. The interventionist may also support a family that is trying to access mental health or other support agencies. Other services may be provided at district request.

Education Support — Director of Behavioral Health

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

The behavior services director provides training on classroom management, student behavior, nonviolent crisis prevention training (student restraint training), 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.



STATE-FUNDED

Therapeutic Learning Class

- **Number of FTE:** 6.0
- **How it's funded:** State Contract
- **Cost to districts:** FREE

The Therapeutic Learning Class is a transitional program serving students in kindergarten through eighth grade. This program is designed to help children who are unable to function successfully in a regular academic setting due to emotional, behavioral, and/or mental health needs. The program is a collaborative partnership between Douglas ESD and Compass Behavioral Health. Our program is a

certified psychiatric day treatment program through Oregon's Addictions and Mental Health Division.

The classroom is not meant to be a permanent placement and serves only to assist children in gaining skills to consistently perform in the general academic class. Students may stay in the class until they are capable of maintaining appropriate behavior in the regular academic class through the use of effective coping skills, interventions and individualized learning strategies. The therapeutic learning class incorporates a balance of academics and classroom behavior management, with evidence-based therapeutic practices. Some examples of therapy that may occur in the classroom are individual therapy, group therapy and family therapy.

Family therapy is an important part of the program and may take place at the program site, in the home or other locations as needed. Classroom staff all share the same goal of teaching students skills to cope with emotional difficulties, ways to manage disruptive behavior and how to improve academic ability, while also supporting the family.

This program is often used as a step down for children returning from residential placements. The staff works frequently with many agencies, including Department of Human Services, Greater Oregon Behavioral Health Inc., Court Appointed Special Advocates, etc.



STATE-FUNDED

EI/ECSE Regional Coordination for Southern Oregon

- **Number of FTE:** 1.8
- **How it's funded:** State Contract & Federal funds
- **Cost to districts:** FREE

The Early Intervention/Early Childhood Special Education (EI/ECSE) program provides 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. On average, more than 1,500 children receive services each month.

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. Douglas ESD is one of nine agencies contracting with the Oregon Department of Education to provide a statewide system of free services for families of young children with developmental delays and disabilities. 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.

Early Intervention consists of individually designed services for children from birth to age 3, as well as support for parents. The goals are to enhance a child's physical, cognitive, communication, social or emotional and/or adaptive development. Early Childhood Special Education consists of instruction for children ages 3 to the point at which they are eligible to attend public school. Types of instruction include speech/

language, physical, mobility and social or emotional. The child's needs upon evaluation determine the goals and services offered. Staff members adapt materials, equipment and the environment to help children function and learn successfully. 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:** 64.04 (77 staff members)
- **How it's funded:** State Contract, contracts with Jackson County School Districts & 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. 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.

EI/ECSE Douglas County

- **Number of FTE:** 53 (61 staff members)
- **How it's funded:** State contract, federal sources and ESD General Fund
- **Cost to districts:** FREE

More than 400 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. Evaluations take place four and five days a week. EI (birth to 3) services are delivered to children in their natural environments. This could be a park, a grandparent's home, daycare, or anywhere in the community that seems natural to the child, though typically it will be in the child's home.

Children are re-evaluated for continued program eligibility prior to age 3. Children ages 3-5 are also referred by parents, childcare providers, community preschools and healthcare providers in areas that affect development. Children who qualify may receive services in an ECSE preschool classroom. The ECSE classrooms are located throughout the county – Myrtle

Creek Elementary, Sunnyslope Elementary, Yoncalla Elementary, and three classrooms at a location in the Green area. 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. By working with the school districts, the goal is to help make this transition to kindergarten as smooth as possible for the child and family.

South-Central Early Learning Hub

■ **Number of FTE:** 4.75

■ **How it's funded:** State contract and grants

■ **Cost to districts:** FREE

The South-Central Early Learning Hub is one of 16 early learning hubs across the state put in place in 2013-14 as part of a statewide plan to institute an early care and education (ECE) developmental continuum from birth to school entry, which includes family choice and decision-making at all levels of decision making in the ECE sector.

The ECE planning emphasizes program quality (i.e. culturally responsive, inclusive, developmentally appropriate) for equitable and inclusive access to high-quality ECE opportunities. An early learning hub is a coordinating

body that pulls together partners, the community and resources to focus on producing an aligned, coordinated and inclusive family-centered system with healthy, stable, attached families so that children are ready for kindergarten. Community members and agencies connected to early childhood education — health care, teachers, human and social services, K-12 school districts, families, and the private sector — collaborate with the hubs to focus their efforts, resources and strategies to collectively ensure all children are ready for school by kindergarten and reading by third grade.

The Hub has been part of Douglas ESD since July 2014 and is projected to serve 10,816 children through an inclusive culture throughout 19 districts in Douglas, Klamath, and Lake counties. The Hub also administers several programs, including:

■ **Preschool Promise**, a state-funded, quality, full-time preschool program.

■ **Community UPLiFT**, referrals and outreach for parents with children 0-5.

■ **County initiatives.**

■ **Authentic parent/community engagement.**

■ **Early attendance in life and early literacy.**

■ **Various other early learning and family engagement activities** — the Hub collaborates with cross-sector partners for provision of services for children 0-5 and their families.

Kindergarten Partnership and P-3

■ **Number of FTE:** 1.20

■ **How it's funded:** State contract

■ **Cost to districts:** FREE

KPI, a program of the South Central Early Learning Hub and Douglas ESD, serves Douglas, Klamath and Lake counties by promoting, supporting and funding

innovative strategies and activities that offer:

■ **Kindergarten readiness skills and smooth transitions.**

■ **Family engagement in children's learning connecting families and schools.**

■ **Professional development to early learning and PreK to third grade school professionals and administrators.**

■ **Alignment, connection and collaboration with early learning professionals and early learning educators.**

KPI works with early learning partners, school district leaders and educators along with families to offer READY! for Kindergarten workshops, authentic family/community engagement, collaborative early learning teams, kindergarten camps, Play2Learn groups, Growing Early Mindsets (GEM) and professional development opportunities based on regional need.



GRANT-FUNDED

Business Champions for Kids

■ **Number of FTE:** 1.1

■ **How it's funded:** Ford Family Foundation & Oregon Community Foundation Whipple Fund

■ **Cost to districts:** FREE

Developed in 2017, Business Champions for Kids seeks to help employers promote practices that help them attract and keep good employees. Program leaders start their joint work with businesses by identifying family-friendly practices. How do they look? What does the company already have in place? How can employers strengthen those practices? What new incentives or policies might benefit the business, and what are the steps to getting them in place?

Research tells us that early childhood development plays a crucial role in setting infants and

toddlers on a path to successful adulthood. We also know that employees who have a choice will opt to work for companies that make family-friendly practices a priority.

Business Champions for Kids doesn't suggest changes without first taking a good look at the business and making sure those practices could work for them. Some examples are bringing in parenting classes, connecting employees to community services or considering schedules with more flexible hours.

In addition, Business Champions for Kids seeks to recognize employers of all sizes and industries that support working families. This not only boosts the 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. Their children will be equipped to take their places as the next generation of great employees and productive citizens.

Biz 4 Kids, in conjunction with Care Connections and Education, is also co-leading an effort to develop a collective community plan for childcare solutions for Douglas County. The Douglas County Childcare Coalition was formed in response to the overall child care crisis in the county. More than a total of 30 local businesses, nonprofits, public and education sectors are included in the partnership. The collective collaboration increases awareness, builds an early child care workforce, finds suitable facilities and expands business involvement. Support is made available to providers in navigating licensure, training, marketing, food programs and subsidized programs.

Take Root Parenting Hub

■ **Number of FTE:** 1.1

■ **How it's funded:** Oregon Parenting Education Collaborative grant & 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 Department of Human Services, will allow parents and their children to attend the series together for a unique learning opportunity.

To ensure that an ESD is locally responsive, an ESD shall provide: Opportunities for component school districts to participate in decisions about the services that are offered by the education service district; and a variety of flexible service delivery models.



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. Office managers, particularly those in smaller districts with fewer employees, frequently tell program staff that they lack the time to learn the intricacies of data collection. Having assistance from the program allows them to complete other

duties. At the same time, they have input into the process and express appreciation for the training they receive.

District Test Coordination

- **Number of FTE:** .5
- **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:** 2.0
- **How it's funded:** ESD General Fund
- **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.

Instructional Services Coordination

- **Number of FTE:** 1.8
- **How it's funded:** ESD General Fund
- **Cost to districts:** FREE

Instructional Services Coordination is available to all 13 school districts within Douglas ESD and benefits every student.

Services include the following:

- Coordination of resources and delivery of professional development opportunities. These support educators in the areas of curriculum, instruction and assessment.
- School-specific, on-site professional development for teachers, administrators and classified staff.
- Summer professional development programs for administrators and teachers, both locally and statewide.
- Leadership, direction and support to assist districts seeking to comply with local, state and federal mandates.
- Technical assistance to districts prior to state monitoring visits (Title programs, for example) and/or submission of desk audit materials. Links with Oregon Department of Education, U.S. Department of Education, SSA, EAC or other agencies.
- Participation in monthly meetings with superintendents, special education, curriculum/school improvement.
- Grant research and writing is provided upon approval of 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 1,446 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

School-to-Career assists schools and districts by helping students make successful transitions from high school to their next steps, whether that's work, further education or military service.

The program's current roster is made up of students in Roseburg, and Yoncalla high schools. School-to-Career coordinates the Pre-Teach Program at Roseburg High School. Participating students do a one- or two-period practicum at a local elementary school to gain insight into what teachers do.

The goal is to help all students

find direction for their lives after high school. Students also learn about the importance of getting good grades, volunteering and school involvement. They also get information about college, scholarships, financial aid forms, job skills, resumes, job openings, graduation requirements, test information, job shadows, internships and military options.

OTHER FUNDING

Regional Educator Network

- **Number of FTE:** 2.0
- **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.

Perkins Regional Coordinator — Reserve & Basic Grant

- **Number of FTE:** .2
- **How it's funded:** Federal grant
- **Cost to districts:** FREE

Career and technical education 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 CTE 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 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. The Douglas ESD manages the grant by completing state reports, writing the grants and managing fiscal affairs. 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:** 1.0
- **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:** Teaching children how to safely walk and bike to school is our top priority and will empower them to choose active transportation later in life. We have ready-to-implement bike and pedestrian curriculum available for teachers, as well as virtual lessons, activities, and videos to use for distance learning.

- **Encouragement:** We organize fun, inclusive events, such as Walk and Bike to School Day, to encourage walking and bicycling for school commutes and to celebrate active transportation.



Educators participate in a Summer STEAM Institute workshop.

■ **Equity:** We recognize that people can have unique barriers to living healthy, fulfilled lives, and aim to make walking and biking a healthy choice for all kids.

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:** 3.0 plus 5 regular contracted personnel for special projects.

■ **How it's funded:** Grants and allocations from state funding.

■ **Cost to districts:** FREE

The 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. Primary strategies include:

■ **Professional Development for Educators:** A week long summer institute provides a variety of sessions for in-school and beyond school educators each August to support the delivery of quality STEAM education. Follow-up sessions and support occur throughout the year.

■ **Resource Lending Library:** Over 100 different items and kits are available for checkout to meet the learning needs of students PreK to Higher Education. Lesson plans have been developed for many of the items. An online checkout system can be found at www.umpquasteamhub.org

■ **STEAM Leadership Development:** Through specialized professional development and professional learning communities, STEAM Champions are being supported to strengthen early childhood education, K-12 education and computer science. Strengthening PK – elementary education is a priority.

■ **STEAM Ambassadors/Youth Voice:** Through BrightWorks Clubs, students across Douglas County have the opportunity to explore various career pathways in STEAM fields, develop leadership skills and complete a project connected to their community.

■ **Oregon Connections:** In partnership with STEAM Hubs all across Oregon, the UVSH supports an Oregon Connections license for all educators in Douglas County. Through Oregon Connections, teachers and students have access to virtual, live industry chats and field trips, recorded presentations from career experts and a variety of resources valuable for supporting the development of plans for the future.

■ **Bright Futures Umpqua:** The UVSH provides mentors for youth across the county, assisting them in developing career and post-secondary education plans for the future. An essential toolkit for this work can be found at www.brightfuturesumpqua.com.

TECH SUPPORT

BY THE NUMBERS

\$20,000

in hardware and licensing cost savings for districts when ESD implemented a Shared Video Surveillance system.

\$625,000

saved when ESD IT provided a VoIP phone system and integrated paging system to Yoncalla, Glide, Winston-Dillard, Glendale, Sutherlin, Riddle, Days Creek, Camas Valley and Oakland school districts.

\$5,000

in cost savings for servers when ESD acquired virtual servers and Visions accounting systems. Districts were also able to eliminate the need to purchase servers for Visions, Destiny and Exchange software.

\$60,000

saved through a shared solution for WiFi deployment throughout the county.

\$50,000

saved in antivirus software licensing fees due to ESD consortium purchase.

\$45,000

a year saved for all districts by provisioning a shared internet security solution for CIPA filtering.



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.

More than 5,600 videos were streamed to classrooms from July 1, 2018 to June 30, 2019.

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. As part of the online access, Douglas ESD provides 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) service for all districts. Douglas ESD provides all the server and client licensing for file and print services, as well as Antivirus.

Douglas ESD also provides the management for all WiFi access in the county schools. In addition, Douglas ESD provides server provisioning, hosting and backup services for districts at no cost. VoIP telephone service and support, as well as video conferencing services, are also provided to districts.

By aggregating IT services, districts benefit through lower costs and better efficiency. Tapping into our existing infrastructure

eliminates the need for districts to build their own. It also offers shared services like Firewall, Internet filtering, Licensing, Email Archiving, and application hosting. Centralized, shared T1 and SIP trunk lines for VoIP provide greater capacity and lower costs.

Douglas ESD also provides expertise to component districts to migrate and fully utilize Office 365 cloud computing service for email and file storage.

Site-based IT Services

■ **Number of FTE:** 5.5

■ **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.

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. Douglas ESD works with districts' staff to understand the specific and individual needs that best serve districts' schools, staff, and most importantly, the students.

Douglas ESD Business Services heads up the school business officials group for the county, coordinating and bringing in training as requested by the group. District business managers can draw on Business Services staff to attend training around the state and bring back valuable insight and suggestions. It's a resource that adds personnel and flexibility to managers' schedules.

Douglas ESD Business Services also offers specific business services of payroll, accounts payable/receivable, grant invoicing, fiscal oversight, budget preparation and business officials to districts by contract. Douglas ESD currently serves eight districts, each of which selects specific services contracted through the Douglas ESD. Districts can request partial or full contracted business services on a temporary or indefinite basis.

Communications

- **Number of FTE:** 2.0
- **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.
- 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:** 1.0
- **How it's funded:** ESD General Fund & contracts with districts
- **Cost to districts:** Free coordination. Districts pay based on number of substitutes and duration of use.

Substitute Services coordinates the registration, evaluation and payment of licensed substitutes. Douglas ESD uses an online system for scheduling of substitutes across Douglas County and has offered the administration and support for this service since 2007. We provide professional development programs targeting the unique needs of substitute teachers. For districts who add classified staff, there is an additional fee for AESOP use.

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.

Human Resources

- **Number of FTE:** 6
- **How it's funded:** Contracts with districts
- **Cost to districts:** Based on number of service days

Douglas ESD Human Resources Department serves not only our own organization — Douglas ESD along with the Jackson County EI/ECSE program — but also six local school districts (Glendale, Days Creek, Reedsport, Riddle, Camas Valley and Yoncalla). In addition the HR department serves the out-of-county Butte Falls School District.

Our HR service contracts vary, depending on needs identified by local superintendents. Some of the services include, but are not limited to: processing leave and ensuring compliance under OFLA/FMLA, Worker's 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 assignments.

Within this complex and necessary field, the Douglas ESD HR Services offers expertise and experience that enables districts to recruit and keep school staff and teachers focused on their primary jobs, whether it's in front of the classroom or maintaining the classroom.

**ADMINISTRATIVE & SUPPORT SERVICES
CONTINUED ON NEXT PAGE**

High-quality printing and design

Douglas ESD Print Services is available to all nonprofit and government agencies in Douglas County. Although it does not serve children directly, our materials reach classrooms countywide and therefore benefit thousands of students and their families on a daily basis.

Print Services provides printed materials using Xerox machines, offset presses, a large format printer and a laser envelope printer. 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. The shop provides printing on standard and specialty papers, as well as multiple paper sizes ranging from business cards to poster size.

Through outside vendors, the shop can produce special jobs (banners, magnets and buttons, for example). In addition to printing, the shop 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.

By providing timely and cost-effective printing services to districts, the Print Services supports efforts of districts to bolster their children's educational experiences.



Print Services' Eric Andrews and Cory Nichols serve local school districts and community organizations.



Print Shop customer notes...

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

Administrative & Support Services

Electronic Information & Design

■ **Number of FTE:** 2.75

■ **How it's funded:** Grant funding, district contracts, outside contracts, state funding, interdepartmental, ESD General Fund.

■ **Cost to districts:** Most services FREE to districts; custom services cost dependent on district size and complexity

Current service areas include:

■ Supporting the Douglas ESD South-Central Early Learning Hub (and two other Hubs in Oregon) with grant and data management, including Preschool Promise Coordinated Enrollment.

■ District support includes Preschool Promise Reporting Services for North Douglas, Sutherlin, Winston-Dillard, South Umpqua, Klamath, Lake, and other community organizations.

■ Supporting Douglas ESD Educational Services for Home School Notification and Interdistrict-Transfer Systems, provided free to districts.

■ Supporting Nursing Services with student information, secure record/information storage, and data analysis.

■ Providing a Closed Loop Referral

System for Community UPLiFT reaching families through over 40 community organizations with automated referrals; removing barriers through single entry process, and data capture.

■ Providing the TLC special needs services program with electronic registration, attendance tracking and secure record keeping.

■ Supporting Douglas ESD's Horizon foster child education program with form design, information gathering, record/information storage, and reporting capabilities.

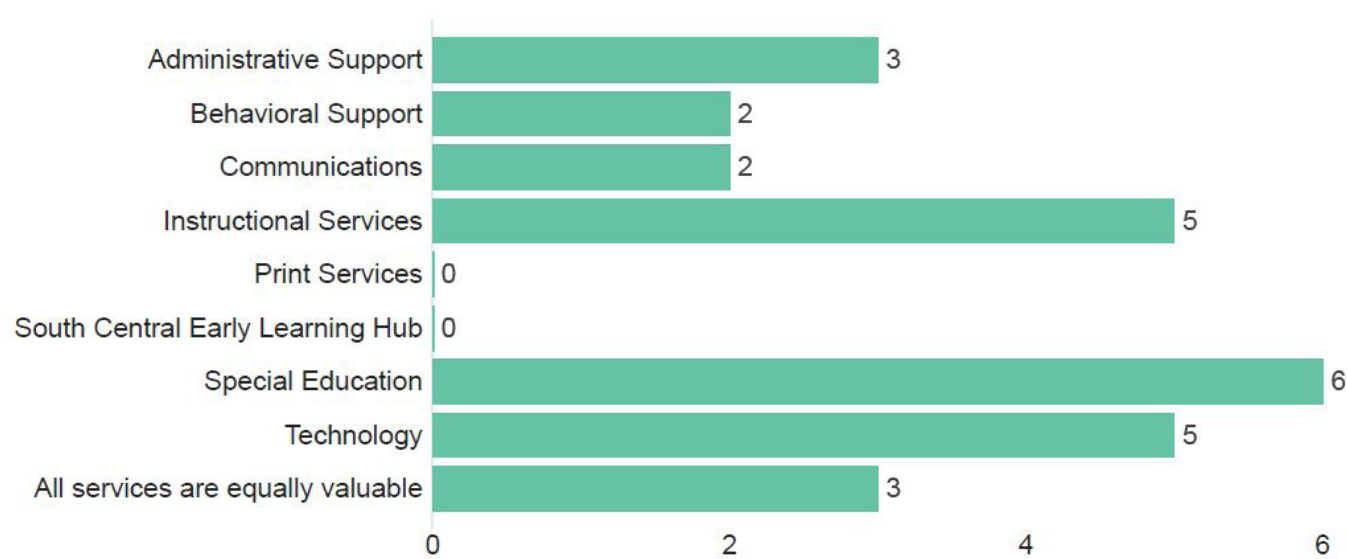
Survey Results

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 “pretty good” or “excellent.” The majority of respondents also rated Douglas ESD’s customer service to be “excellent” or “pretty good.” 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.

An Education Service District shall remain accountable to: The public at large; the component school districts; and the State Board of Education.

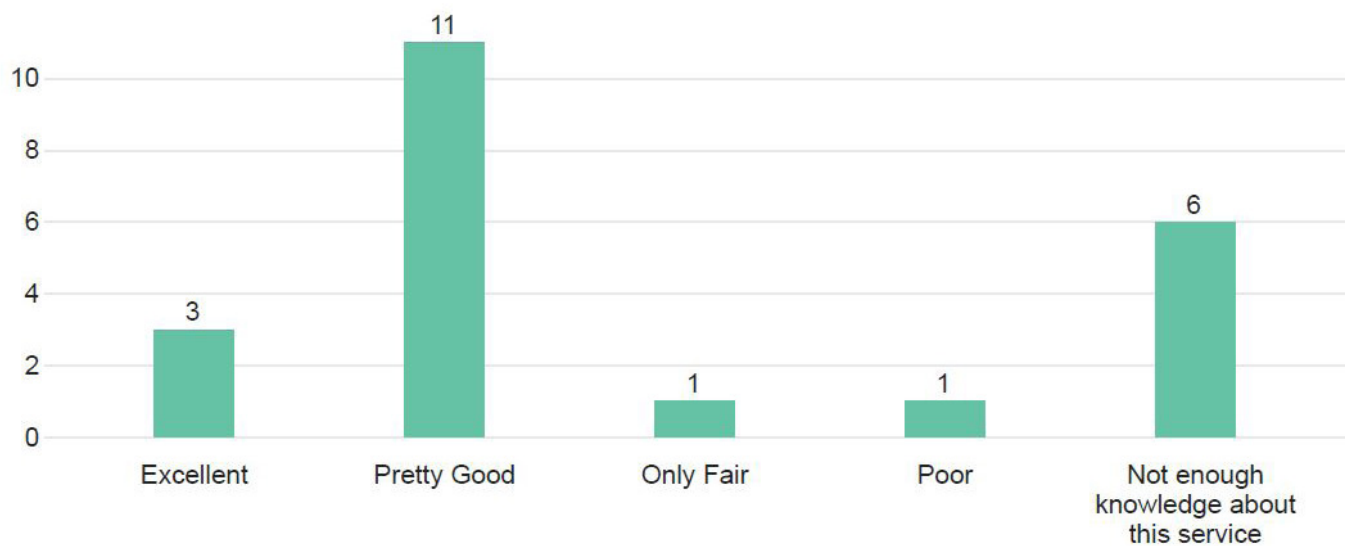
Most Valuable Service to Your School District



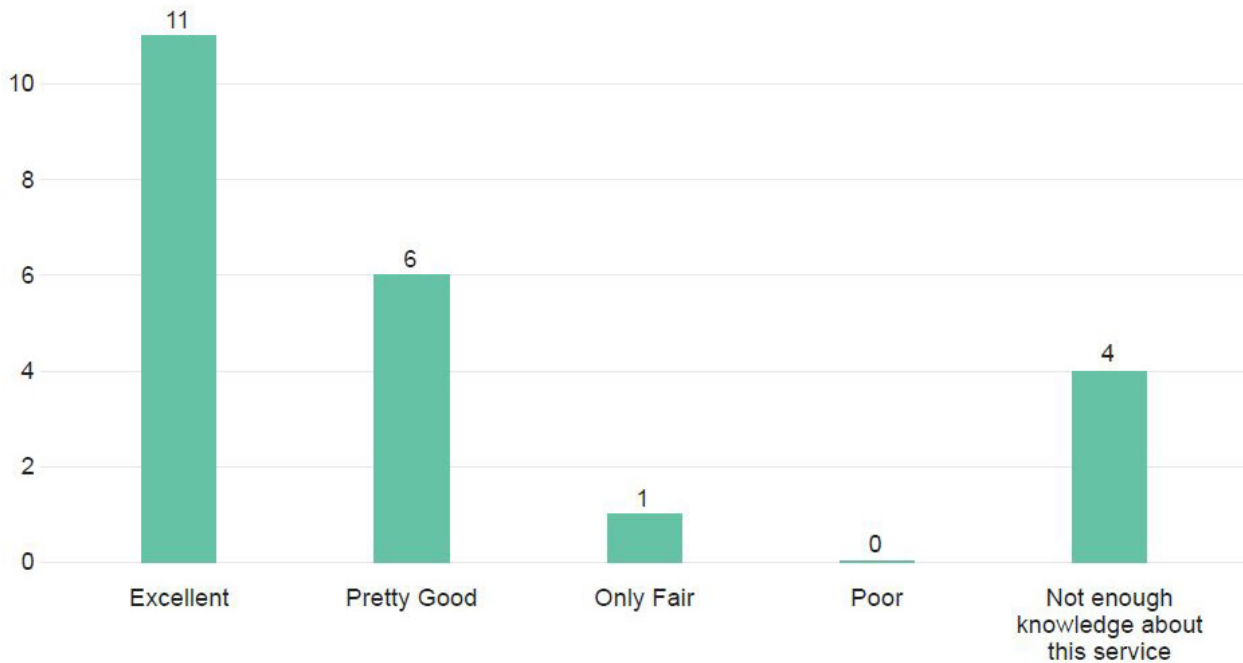
Administrative Support



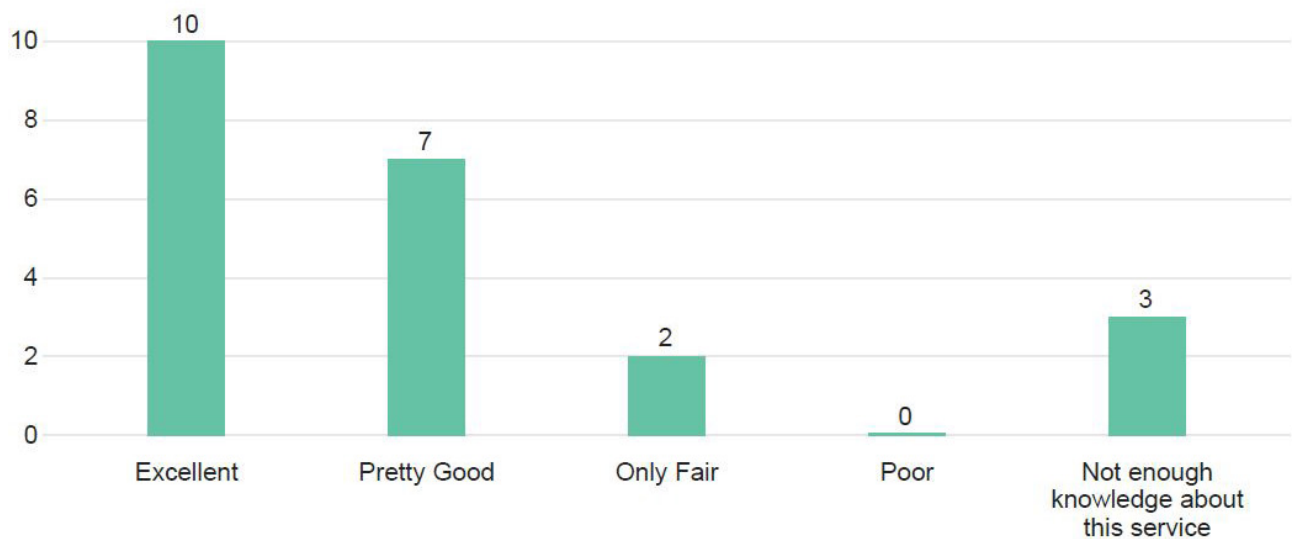
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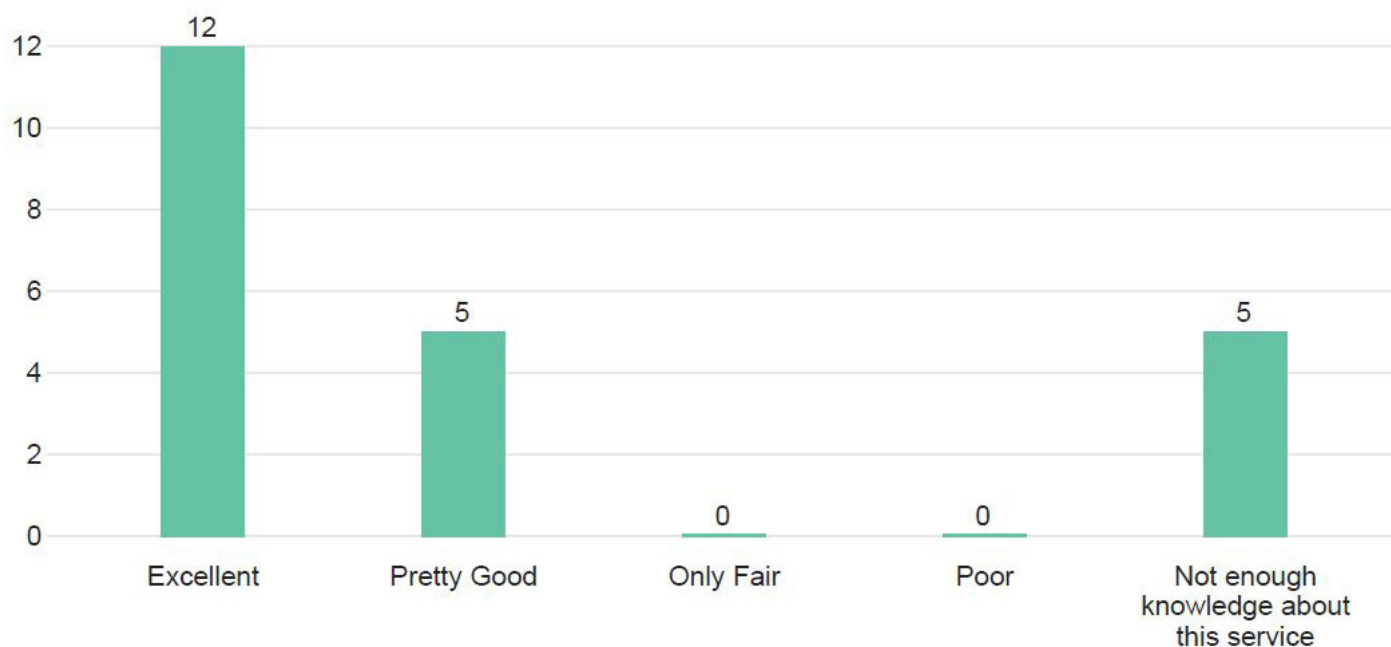
Communications Services



Instructional Services



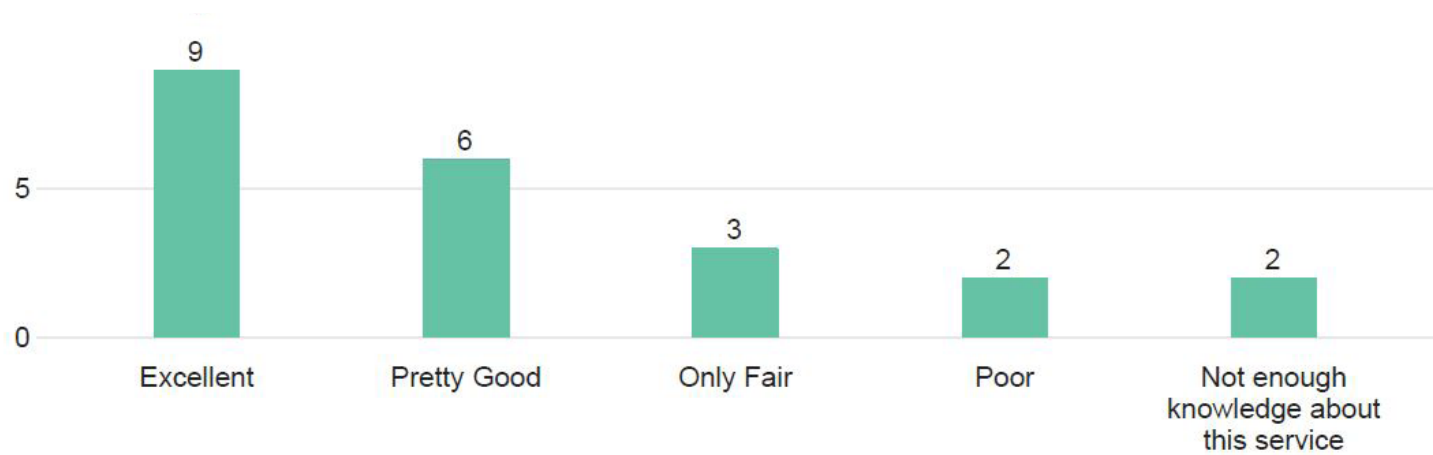
Print Services



Special Education Services



Technology Services



South Central Early Learning Hub



**1409 NE Diamond Lake Blvd. Suite 110
Roseburg, OR 97470
T: (541) 440-4777
F: (541) 440-4771**