

Association of Educational Service Agencies (AESAs)

2020 ANNUAL REPORT



● LEADERSHIP

● NETWORKING

● ADVOCACY

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A Message from AESA Executive Director, Joan Wade, Ed.D.



To say that 2020 was a challenging year is an understatement. The global pandemic is an immense human tragedy that resulted in the loss of life and great disruption to our lives, economy, and world. There was no way that any of us were prepared for a year like we just experienced.

While we faced this global crisis, AESA kept its eye on the future. We know that the future will be more complex and ambiguous than ever before. As educational leaders, we have a responsibility and a moral obligation to take part in the current societal response, to remain calm, and to continue to shape an education system that meets the needs of ALL students, teachers, and leaders throughout every region and state in this great country.

As we look to the future, we are keeping our fingers on the pulse of our members by collecting data through a quarterly CEO Confidence Survey. The results provided AESA direct feedback from top ESA leaders about what they are thinking, what they are concerned about, and what they are planning. Based on the survey results, AESA developed new professional learning opportunities that support our members with the critical issues they face right now.

We added a groundbreaking virtual series on how to price ESA services with confidence. This series helped our members think through innovative pricing strategies. We partnered with our members to offer seminars such as Evaluative Thinking and Continuous Improvement hosted by Puget Sound in Washington and Region 10 in Texas.

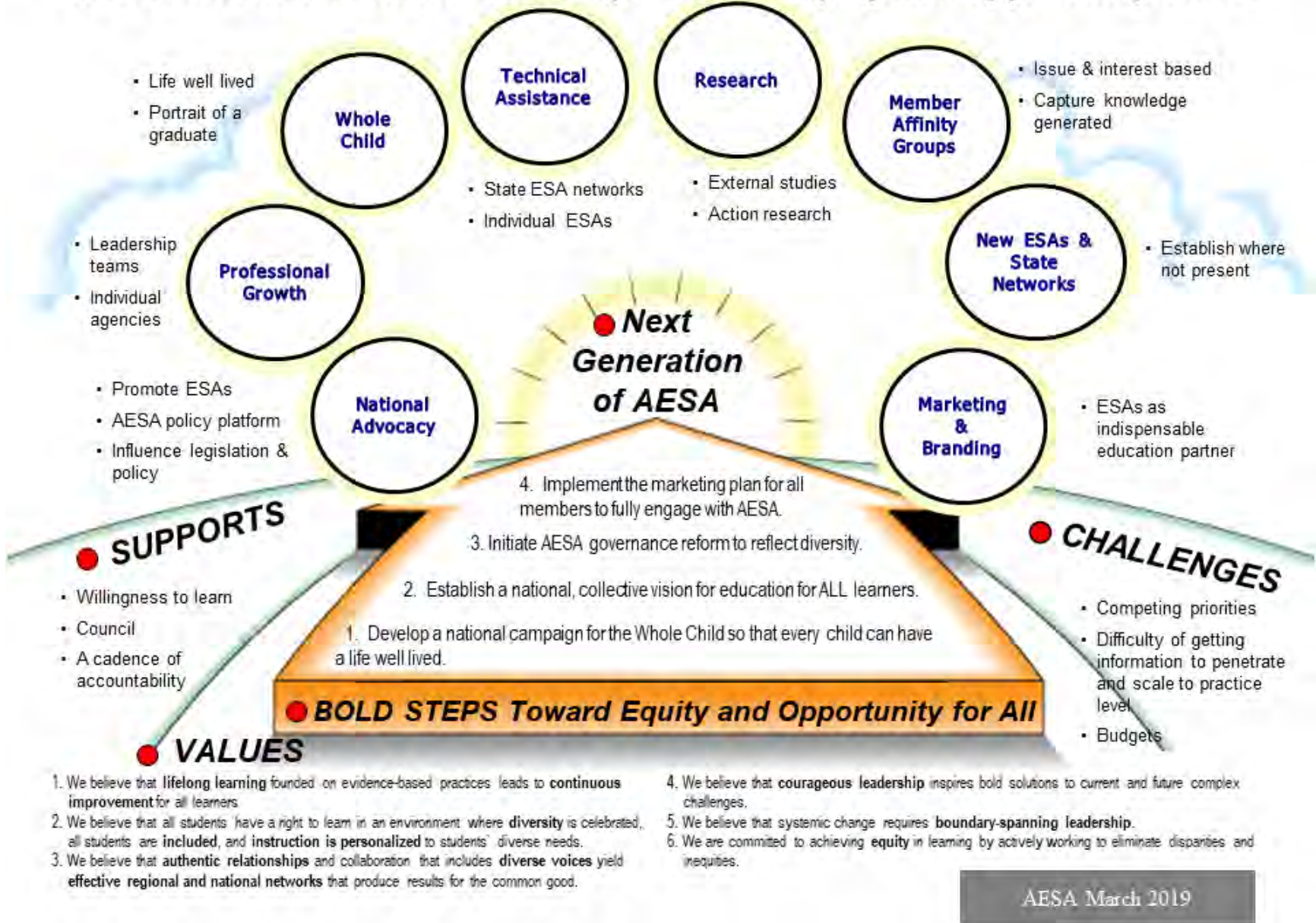
We added support for our members who want to grow and sustain new services by offering the Business Strategy Framework. The framework provides a consistent approach to strategic marketing and supports the decisions ESAs make about what markets and services to develop. ESAs have had tremendous success with revenue growth as they implement the strategies they learned in this training.

AESA leaders had a busy year with the federal advocacy program. The work being done by the AESA Advocacy and Policy Team is outstanding. The key issues that our members identified for the AESA Federal Advocacy Agenda are being addressed in Washington, D.C. To support our advocacy efforts, AESA took the bold step of funding research on state statutes related to ESAs and the impact those statutes have on the ability of ESAs to access different types of state and federal funding.


Our members value the ability to network with ESA colleagues from across the country. AESA expanded its networking opportunities in the AESA Online Community and added three new community of practice networks this year. Entrepreneurial ESAs, Small Staff ESAs, and the Women's Leadership Network are the types of initiatives that demonstrate how courageous leaders work together to meet today's challenges head on!

I am so proud of the work that you do to meet the needs of the students and educators that you serve. I know that ESAs are impacting the future of education. This year proved that ESAs in this country are a tenacious group, passionate about doing what's right for all learners despite any circumstance we face. You are making a difference!

Next Generation of AESA: Bold Steps Toward Equity and Opportunity for All



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Develop a National Campaign for the Whole Child

Advocacy

At AESA, we believe that authentic relationships and collaboration include diverse voices. AESA's effective regional and national networks produce results that improve education for all students. We provide unbiased leadership in Washington, D.C., for our members. In 2020, AESA continued to focus its advocacy work on ESAs and the schools they serve.

AESA held federal advocacy webinars to keep our members up-to-date on important federal policy issues. Noelle Ellerson Ng updates our members in the AESA Community platform, keeping them informed on current legislative topics. That is key to our success when advocating at the state and federal levels. The tenets of our legislative agenda are grounded in:

1. Ensuring there is equity in the education and educational opportunities for all students.
2. The federal government's appropriate role in supporting and strengthening public education.
3. Ensuring that high-quality public education is a viable option for all students in every community.

2020 Policy Priorities

Mental Health: Policy must balance academic and non-academic factors in both the design and evaluation of its proposals. In addition to and including social, emotional, behavioral, and physical health, mental health is essential to the well-being and success of the whole child. Schools and school policy must acknowledge the importance of ensuring that schools, staff, and students can access mental health supports, services, and programs.

IDEA: IDEA defines the role of the federal government in K12 special education. The intention is to level the playing field for students with disabilities, a historically disadvantaged population, and ensure that students with disabilities have equitable access to high-quality educational opportunities. Advocacy around IDEA will relate to both the authorization of the underlying statute and the annual appropriations process.

Educator Shortages: ESAs and the schools they serve are constantly working to ensure they have effective employees. We are currently facing a nationwide educator shortage. AESA remains committed to the broader systemic conversation about educator shortages. We also support a review of educator retention patterns and pathways, both alternative and traditional, including analysis of high-needs schools and teacher diversity.

E-Rate/Education Technology: Education technology, including connectivity, equipment, and professional development for educators, is a critical component to AESA's support of educational equity and opportunity. The E-Rate program single-handedly transformed technology's role in classrooms and libraries across the country by supporting the expansion of internet connectivity. As modernized in 2014, the Lifeline program represents an opportunity for beneficiaries to access the Internet at home; thereby, helping to address and eliminate the homework gap. There is an ever-growing demand for connectivity and bandwidth. E-Rate and Lifeline remain critical components of federal support for ESAs, schools, and libraries, and the students they serve.

Secure Rural Schools (SRS): Secure Rural Schools provides funding for ESAs, schools, and communities that find a portion of their land unavailable for generating revenues or taxes, given the presence of federal lands. The presence of federal land means the community has reduced the ability to generate property taxes (a common source of funding for schools). SRS helps fill some of the void, funding that is especially critical in these rural communities, where a significant portion (sometimes nearing 90%!) of their land is federally held and not subject to regular state and local taxation.


Appropriations: Public education represents one of our nation's earliest forms of public infrastructure and requires continued support and investment from the federal level. Public education works to ensure that our nation's students will become engaged community learners.

Career & Technical Education: ESAs work to ensure all students graduate college and career ready. CTE is the backbone of ESAs' ability to prepare students for careers or additional career-specific training in the K12 setting.

ESSA (Every Student Succeeds Act): ESSA establishes a role for the federal government in K12 education. Designed to level the playing field for a historically disadvantaged population, students in poverty, ESSA was signed into law in 2015. It represents a significant return to the empowerment of state and local education agencies and education professionals related to education, program design, implementation, and students.

Early Childhood Education: Just as ESAs and the schools they serve must be ready for the students they enroll, so too must the students be ready (academically, emotionally, and socially) to learn.

Student Data & Privacy: Schools have always collected a wide range of data, detailing things from enrollment information and student performance to health and disciplinary records, to allow educators, school leaders, and the community to have a glimpse at how the schools and students are doing and to inform teaching and learning. While increased data use has the potential to transform education for the better, empowering students and teachers to expand learning in ways they couldn't before the evolution of digital technology, it also has the potential to put sensitive student information at risk. Effective policies can help curtail some of the risks that accompany student data collection and ensure that data is used ethically to support learning.



Establish a National, Collective Vision for ALL Learners

Mission

Our mission is to support and strengthen regional educational service agencies.

Who We Are

The Association of Educational Service Agencies is a professional organization serving educational service agencies (ESAs) throughout the United States. AESA reaches well over 80% of public school districts, over 83% of the private schools, over 80% of certified teachers, more than 80% of non-certified school employees, and over 80% of public and private school students.

Leadership

The 2020 theme continued to be “Equity and Opportunity for All.” AESA members believe that all students have a right to learn in an environment that celebrates diversity, includes all students, and makes personalized instruction available for every student.

We bring our members together within and across states to learn from one another. Through our national events, regional meetings, and online communities, we create opportunities for ESAs and their employees to innovate and collaborate. Our focus on “Equity and Opportunity for All” is a key strategy as we plan AESA events.

2020 Events

2020 Virtual Summer Leadership Conference – New Times Ahead: Reflect, Reset, Refresh



The 2020 Summer Leadership Conference was our first virtual event. It was evident that 2020 was a tough year for everyone. Attendees at this conference took time to reflect and discuss how to prepare for the unknown future and walked away refreshed and ready to take on new challenges. Sponsored by Classlink, we heard outstanding presentations on leadership by several ESAs from across the country. Region 10 (Texas) facilitated an unconference style of peer-to-peer discussions during the event. Each night featured musical entertainment, Nashville style (where our conference would have been held in this was a “normal year.”), that was enjoyed by all!

2020 Virtual Educators' Call to Action Advocacy Conference



The annual Educators' Call to Action Federal Advocacy Conference provides members with an opportunity to hear from experts on topics important to ESAs. Topics for this year's conference included state policy discussions on COVID-19 and the 2020 election. AESA members held virtual Capitol Hill visits with their congressional delegation and reported that the virtual visits were both productive and insightful. The conference's final day was an update on the Supreme Court regulations by Hogan Lovells legal firm.

2020 Virtual Annual Conference – Leading Forward: A World View



The 2020 annual conference was also held virtually due to the ongoing pandemic. AESA members rose to the challenge! Our members recorded their presentations in advance of the conference allowing attendees to view the presentations while interacting with the presenters in real-time via chat boxes. It truly is not the same as being at an in-person event, but attendees had access to engaging content during the three-day conference. They could also access the presentations for the following three months!



Initiate AESA Governance Reform to Reflect Diversity

Leadership

Courageous leaders inspire bold solutions to current and future complex challenges. AESA members demonstrated their courageous leadership throughout the pandemic as they supported the school districts in their region in innovative ways like never before. Developing remote learning plans, delivering meals to families when school buildings were closed, and facilitating the organization of much-needed vaccinations are just a few of the ways ESA leaders stepped up when needed the most.

The AESA Executive Council and Leadership Team understand that a wide range of perspectives is critical to effective governance. Our boards cast a wide net to ensure representation from all corners of the country, be it gender, race, generational, educational experience, or accomplishments. The AESA Foundation Board of Trustees and the Perspectives Journal editor continue to implement these leadership initiatives. Initiating this bold step has resulted in increasing our members' representation on these important boards.

AESA Executive Council



Jon Sheldahl, President
Chief Administrator
Heartland AEA
Johnston, IA



Wanda Cook-Robinson,
President-Elect
Superintendent
Oakland ISD
Waterford, MI



Jill Broussard, Past President
Superintendent
Pinal County
Florence, AZ



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Agency Administrator
CESA #5
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Ohio Educational Service
Center Assoc (OESCA)
Columbus, OH



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ACES
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Region 20 ESC
San Antonio, TX



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Mountain State ESC
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Executive Director
Metropolitan RESA
Smyrna, GA



Pat Sublette
Executive Director
Columbia Gorge ESD
The Dalles, OR



John Welch
Superintendent
Puget Sound ESD
Renton, WA

State Association Executive Directors

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|  | <p><u>California</u> California County Superintendents Educational Services Association (CCSESA) Karen Stapf Walters Executive Director</p> |  | <p><u>Colorado</u> Colorado BOCES Association Dale McCall Executive Director</p> |
|  | <p><u>Iowa</u> Iowa's Area Education Agencies Cindy Yelick Executive Director</p> |  | <p><u>Massachusetts</u> Massachusetts Organization of Educational Collaboratives (MOEC) Joanne Haley Sullivan Executive Director</p> |
|  | <p><u>Michigan</u> MI Assoc. of Intermediate School Administrators (MAISA) William Miller Executive Director</p> |  | <p><u>Nebraska</u> NE Educational Service Units Coordinating Council Kraig Lofquist Executive Director</p> |
|  | <p><u>New York</u> Boards of Cooperative Educational Services of New York State (BOCES of NY State) Jackie Starks Executive Director</p> |  | <p><u>Ohio</u> Ohio Educational Service Center Association (OESCA) Craig Burford Executive Director</p> |
|  | <p><u>Oregon</u> Oregon Association of Education Service Districts (OAESD) Gary Peterson Executive Director</p> |  | <p><u>Pennsylvania</u> Pennsylvania Association of Intermediate Units (PAIU) John George Executive Director</p> |
|  | <p><u>Washington</u> WA Association of Educational Service Agencies (AESD) Jessica Vavrus Executive Director</p> |  | <p><u>Wisconsin</u> Wisconsin Cooperative Educational Service Agency Statewide Network (CSN) Gary Albrecht Executive Director</p> |

AESA Foundation Board of Trustees



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Executive Director
Region XII ESC
Waco, TX



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Chief Administrator
Heartland AEA
Johnston, IA



Wanda Cook-Robinson, AESA
President-Elect
Superintendent
Oakland Schools
Waterford, MI



Jill Broussard, AESA Past President
Superintendent
Pinal County
Florence, AZ



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Rye Brook, NY



Mike Cook
Executive Director
ESSDACK
Hutchinson, KS



Doreen Marvin
Consultant
Obelisk Consulting Services
Norwich, CT



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Texas
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Executive Director
Kansas
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Executives in Residence

The Executives in Residence program is a yearlong, performance-based opportunity that:

- includes a strong mentor component by CEOs of the executive council and host organizations;
- provides access to a variety of leadership experiences;
- works in a cohort model providing national networking and communication.

The program commences in July of each year and prepares our next generation of CEOs with the necessary skills to lead a successful ESA.

The director of the AESA Executives in Residence Program is Cliff Carmody. Cliff is the executive director of the South West/West Central Service Cooperative in Marshall, Minnesota.



Cliff Carmody

2019-20 Executives in Residence Program Participants:

| Name | Position | Organization | City, State |
|--------------------|---|-----------------|----------------|
| April Estrada | Director of Special Populations | Region 10 ESC | Richardson, TX |
| Valerie Fenn | Chief of ACES Institute | ACES | Hamden, CT |
| Lenny Greaney | Director of Special Education | Bucks County IU | Doylestown, PA |
| Kelly Ingram | Deputy Executive Director, Instructional Services | Region 4 ESC | Houston, TX |
| Dan Mayer | Executive Director | Region V BOCES | Wilson, WY |
| Robby McGowen | Deputy Executive Director, Support Services | Region 4 ESC | Houston, TX |
| Analicia Nicholson | Assistant Superintendent | Douglas ESD | Roseburg, OR |
| Megan Timme | Director of Administrative Services | Region 10 ESC | Richardson, TX |
| Kathy Whitlock | Executive Director, Student & School Success | ESD 112 | Vancouver, WA |





Implement a Marketing Plan for All Members to Engage With AESA

Networking




AESA Communities support our members as they broaden their professional networks. These groups are open to any employee whose ESA is a member of AESA. Communities are formed around common interests or issues and provide AESA members with a place to discuss challenges and support each other. It is a space for ESA professionals to hone their skills and tap into an online network of peers to advise, share, and support each other's work. Participants don't have to travel, commit lots of time, or be limited to professionals in their state or region. Meetings occur electronically throughout the year.

AESA Communities

The AESA Community is our online portal, where groups meet to dialog about important issues that matter to them. There is an all-member section on the platform for AESA members to interact with each other. AESA Communities keep our members connected every day!

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|  | <p>All-Member Community is open to all AESA members and business partners. It's the ideal place to post questions, problems of practice, and resources to reach a broad audience.</p> |
|  | <p>Administrative Support Professionals focuses on ESA administrative support professionals who support the organization's day-to-day operations by assisting with clerical and administrative processes. It is a platform to share information and resources to support and enhance the assistant's role, both personally and professionally.</p> |

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|  | <p>Business Office Officials focus on sharing best practices related to business office operations. The group explores several topics including budgeting, costing, contracts, staff management, data collection related to services, customer service feedback, and more.</p> |
|  | <p>Communications/PR is a professional learning community supporting those individuals at ESAs around the country that have a job function, interest, or expertise related to marketing, branding, communications, social media, design, public relations, and the like! Members of this group post questions, suggestions, ideas, innovations, resources, links, and documents for everyone to access. Together, the group addresses common issues and shares how to communicate to members about ESA programs and services.</p> |
|  | <p>Entrepreneurialism focuses on building stronger ESAs through entrepreneurship by exploring business models and service opportunities that generate and diversify revenue. Group members share best practices, strategies, and resources to design financially viable programs and services that bring value and innovative solutions to ESA members.</p> |
|  | <p>ESA Foundations is for those who work with ESA foundations to ask questions and share ideas/resources related to fundraising, policies, and operations. There aren't many ESA foundations across the country, so this is a great opportunity to connect and learn from each other.</p> |
|  | <p>Equity, Inclusion, and Social Justice is a place for members to share their work involving equity, inclusion, and social justice. This community is for AESA members interested in sharing resources, new learning, and successes around this topic.</p> |
|  | <p>Innovative learning explores the changing instructional landscape as it moves from a traditional teacher-led model toward various student-centered models of blended and personalized learning. Participants share ideas and approaches about how ESAs can support this changing landscape, particularly around ESA services that support schools and promote the shift of instructional practice around these 21st-century pedagogies.</p> |
|  | <p>Leadership explores the actions and activities of leadership from a personal, team, and organizational growth perspective. ESA leaders all face similar issues. By addressing these issues together, participants can utilize brainstorming and problem-solving skills to help each other find viable solutions! The topics are dynamic and ever-changing.</p> |
|  | <p>New CEO supports new and fairly-new CEOs. This community's aim is to connect new CEOs to network, benchmark, learn together, problem-solve, and discuss resource acquisition.</p> |

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|  | <p>Program Evaluation focuses on exploring ways of quantifying the impact of professional learning in educational settings. This community provides a network for practitioners committed to the ongoing improvement of professional learning and other offerings and collaborate to share proven successes and problems of practice.</p> |
|  | <p>Special Education Service Providers Think Tank is for interested special education directors/coordinators to connect quarterly to share their successes, challenges, trends, and innovative ideas related to special education services delivery. Participation in this national forum offers ESA leaders insights related to the provision of cutting-edge special education services to anticipate and meet their clients' needs.</p> |
|  | <p>Teaching & Learning participants have access to other professionals that support or have a passion for curriculum and instruction. Members post questions, offer suggestions, share innovations, explore challenges, and provide resources. This online community helps develop outstanding teaching and learning practices in local educational service agencies.</p> |

Communications Tools



AESA Online News is a weekly digital newsletter that is delivered directly to members' inboxes. It includes news from AESAs about upcoming events and federal advocacy and spotlights our members' and business partners' work.



The Perspectives Journal publishes articles for an annual journal reflecting needs, policies, research, and other issues affecting ESAs. ESAs around the country benefit from the depth of experience and expertise of these leaders.



Social media continues to grow as an important communication tool for AESA members. Join on Twitter @AESANetwork, and be sure to like AESA on Facebook!



National Awards

2020 Peter C. Young Service Award Dr. Mike Cook, ESSDACK (KS)



Dr. Mike Cook, Executive Director, ESSDACK (KS)

The Peter C. Young Service Award recognizes an individual for extensive leadership and service in the advancement of ESAs at the state, regional and national levels. This year's award recipient was Dr. Mike Cook. Mike has been a key member of the AESA family. He served as president of the AESA Executive Council and guided the council's work for nearly a decade. Mike has also served on the AESA Foundation Board for many years. Not only has Mike been a presence in the association, but he has also dedicated his time, talents, and his team to numerous AESA events. Mike puts his auctioneering skills to work at the annual AESA Foundation Auction during the annual conference. He makes things fun and has turned the live auction into the largest fundraiser for the foundation. In addition, Mike and his ESSDACK team stepped up to run the foundation's silent auction. Always the innovator, Mike brought the idea of "6 in 60" and "ESA Talks" sessions to the annual conference. Not only did he come up with the ideas, but he also facilitated the sessions. There is much heavy lifting at the annual conference that is only possible with our members' support. Dr. Mike Cook is one of those members who steps up time and time again. We appreciate Mike's leadership.

2020 E. Robert Stephens Award Dr. Sheldon Smith, San Luis Obispo County Office of Education (CA)






The E. Robert Stephens Award recognizes individuals whose research advances the understanding of educational service agencies at the regional, state, and/or national levels. This year's recipient, Dr. Sheldon Smith, is the San Luis Obispo County Office of Education (COE) Assistant Superintendent, Business Services, and the Business Advisory Services Chair. He authored the "2019 Emergency Recovery Guide for California County Offices of Education". He played an integral role in the research, creation, and development of the guide with the intent to make the response/recovery distinction explicit to COE administrators, who then can convey these concepts to their respective school districts.





Dr. Sheldon Smith, Asst. Superintendent, Business Services, San Luis Obispo County Office of Education

Member Services

AESA provides several valuable services to member ESAs.

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|  | <p>AESA Connect provides a streamlined, user-friendly process for event registration that provides automated registration notifications, payment receipts, event reminders, and more. Users have easy access to event participation history. System administrators can track registrations and produce reports to aid in invoicing and other event management tasks.</p> |
|  | <p>AESA Meeting Manager allows users to go paperless with board meetings. This program includes the ability to: access information 24/7 from any computer, tablet, or smartphone; search current and archived information; manage calendars online; link directly to the user's public website; download, store, and print board packets and other information; upload and manage documents (handbooks, policies); create agendas from scratch or existing templates; link goals to specific board meeting agenda items; categorize meetings (regular, emergency, committee); instantly notify and alert board members when updates or the agenda is available; engage "auto-pilot," for those who want to follow the main screen.</p> |
|  | <p>Executive Searches are designed especially for educational service agencies. Selecting the right CEO for an agency is the board's most important role. Finding a CEO who will achieve the ESA's vision and mission and serve the school districts in its region is an important decision that will impact school districts' effectiveness, efficiency and improve student achievement in your region. AESA offers a highly-customized service with maximum flexibility in the decision-making process.</p> |
|  | <p>Board Training and Support provides customized training to equip ESA board members with the necessary knowledge, skills, and abilities to fulfill their board member responsibilities. AESA develops customized training programs that provide information on effective governance specifically designed for ESAs. AESA will provide additional training topics upon request.</p> |
|  | <p>Communication Audits/Reviews are conducted by highly-qualified communication consultants who audit internal and external communication by visiting on-site, using surveys, focus groups, interviews, and reviewing the communication processes and products currently developed by the agency. The consultant works with your designated staff to develop a preliminary communication plan. The final communication plan results from collaboration with agency staff, using local audit results, researched best practices, and consideration of the agency's goals and needs.</p> |

Member Services, cont.

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|  | <p>Retirement Program Through our national business partnership with PlanMember Services, AESA members and their employees can now enjoy the AESA PlanMember Program's many benefits. This model 403(b) and 457(b) plan solution can help ESAs attract and retain quality employees while helping their employees achieve a financially secure future. Through our partnership, ESA employees also enjoy exclusive discount pricing brought by the combined purchasing power of ESAs nationwide. In addition to this AESE-endorsed retirement program, AESA members also have access to the PlanMember Workplace Savings Program that provides a valuable array of additional employee saving and benefit programs.</p> |
|  | <p>Site Visits help ESAs that want to benchmark with another highly effective ESA. AESA advises on an ESA to benchmark with, explore their products and services, investigate evidence of success, and follow up with a retreat to share and implement outcomes with your leadership team members. When well planned and coordinated, site visits are powerful professional learning experiences that can make significant contributions to advancing your organization.</p> |

Professional Learning

This framework is a powerful tool that will help your leaders assess new opportunities and evaluate existing services. The framework provides a consistent approach to strategic marketing or understanding what your organization's markets/services should be in and why. The framework sets your team on the right path to discovering game-changing insights about the services they offer by focusing on three specific areas with questions designed to encourage deeper thinking that will uncover previously unrecognized keys to success.



The three key areas investigated in all options include:

- **Customers - how to create value;**
- **Competition - how to capture value;**
- **Partners - how to deliver value.**

There are two workshop formats to choose from and enhanced opportunities as well!

Premiere Workshop with Dr. Duncan Simester, Economics & Marketing Professor, MIT Sloan School of Business Marketing



MIT Sloan School of Business Marketing Professor Duncan Simester leads you through this Business Strategy Framework workshop. Dr. Simester has taught this same framework to scores of Fortune 500 companies around the world. Companies such as Cisco, Fidelity, L'Oréal, and others use this training to discover and develop new leaders within their organizations. Dr. Simester teaches this session, tailored for ESAs, in true MBA style using business cases and hands-on work with real-team projects to enhance the learning. This workshop is offered only once per year.

Practitioners-Level Workshop: Develop New Leaders in Your Organization

AESA business experts facilitate the Practitioners-Level Business Strategy Framework. AESA offers the same basic workshop as Dr. Simester's Premiere-Level Workshop, with the primary difference being this workshop features former ESA leaders trained by Dr. Simester. In this format, the presenters rely on several real-life ESA examples to illustrate concepts rather than utilizing the business case approach, just like in the Premiere-Level Workshop. This workshop also incorporates hands-on work with real-team projects to enhance the learning experience.

Customized Workshops for Your ESA!

2020 brought a lot of changes in the operations for ESAs. Pricing is challenging when things are "normal." AESA designed the Pricing with Confidence Workshop so our members can price their services with confidence in an environment that is constantly changing. AESA helps its members understand the underlying principles that create a firm foundation upon which to build. This series provides training in and practice applying fundamental principles to guide ESA leaders to price confidently in any environment.



ESA Women's Leadership Network 2.0 - Learning, Connections & Support

AESA believes that authentic and collaborative relationships across all facets of its multi-dimensional membership strengthens the impact of ESAs locally and nationally. The Women's Leadership Network inspires courageous leadership and builds collaborative relationships between women leaders from all roles within ESAs.

ESA Community of Practice: Entrepreneurial ESAs

The purpose of this network is to learn with other Entrepreneurial ESAs. Topics include entrepreneurial partnerships, sales and marketing, internal processes, new products/services, and artificial intelligence.



Small ESA Community of Practice

Network and learn with other ESAs that have a small staff in a community of practice. Sessions are held virtually six times during the year with 90-minute sessions.



Reading Leaders Book Club

As lifelong readers and leaders, we all know the importance of reading and literacy well beyond the pre-k12 classroom where it is often assigned. This book club is designed for AESA members, past and present, to share their love of reading.

Budget and Financial Summary

Financial Summary (Audited)

| Revenues | June 30, 2018 | June 30, 2019 | June 30, 2020* |
|------------------------------|------------------|------------------|--------------------|
| Corporate Support | \$424,542 | \$485,900 | \$477,902 |
| Membership Dues | \$274,376 | \$272,892 | \$280,140 |
| Sponsored Dinners | \$26,758 | \$20,000 | \$17,000 |
| Other Income | \$16,551 | \$201 | \$4,946 |
| Interest Income | \$7,159 | \$18,893 | \$19,884 |
| Royalty Payment | \$3,148 | \$1,712 | \$722 |
| Event Net Proceeds | \$225,696 | \$168,069 | \$175,530 |
| Member Services | \$0 | \$16,943 | \$27,525 |
| Total Revenues | \$978,230 | \$984,610 | \$1,003,649 |
| Expenses | | | |
| Personnel Costs | \$427,553 | \$503,667 | \$561,788 |
| Contracted Services | \$240,040 | \$256,377 | \$264,269 |
| Furniture/Equipment/Supplies | \$5,569 | \$6,243 | \$5,525 |
| Meeting & Travel Expenses | \$115,104 | \$111,014 | \$69,994 |
| Other Expenses | \$18,170 | \$14,830 | \$71,368 |
| Total Expenses | \$806,436 | \$892,131 | \$972,944 |

* Unaudited

Attendance at AESA National Events

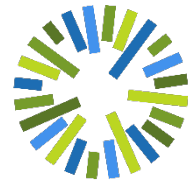
2019/2020 Event Comparisons:

| Event | Number of Attendees | Number Increase | % Increase |
|---|---------------------|-----------------|------------|
| 2019 Summer Leadership Conference | 116 | 8 | 7.4% |
| 2020 Virtual Summer Leadership Conference | 132 | 16 | 14% |
| 2019 Educators' Call to Action | 71 | -7 | -8.9% |
| 2020 Virtual Educators' Call to Action | 93 | 22 | 31% |
| 2019 Annual Conference | 879 | -18 | -2% |
| 2020 Virtual Annual Conference | 386 | -493 | -56% |

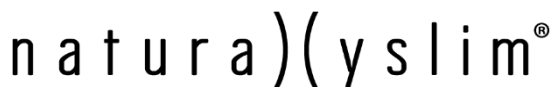
Annual Conference Attendance Details:

| Type | 2019 | 2020 (Virtual) |
|-------------------|------------|-------------------|
| Regular Attendees | 695 | 309 |
| Business Partners | 49 | 47 |
| Exhibitors | 135 | 30 |
| Total | 879 | 386 |

Business Partners



BEHAVIOR
ADVANTAGE



PATHWAY 2 CAREERS
Education with Destination



Leadership Team

Executive Team



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AESA Membership

| | | |
|---|---|--|
| <p>ALASKA SERRC-Alaska's Ed Resource Center</p> <p>ARKANSAS Arch Ford ESC Arkansas River ESC Crowley's Ridge ESC Dawson ESC DeQueen-Mena ESC Great Rivers ESC Guy Fenter Cooperative Northcentral Arkansas ESC Northeast Arkansas ESC Northwest Arkansas ESC Ozark's Unlimited Resources ESC South Central ESC Southeast Arkansas ESC Southwest Arkansas ESC Wilbur D. Mills ESC</p> <p>ARIZONA Apache County Cochise County Coconino County Gila County ESA Graham County Greenlee County La Paz County Maricopa County Office of Education Mohave County Navajo County Pima County Pinal County Santa Cruz COE Yavapai County ESA Yuma County</p> <p>CALIFORNIA Alameda County Office of Education Alpine County Supt of Schools Amador County Office of Education Butte County Office of Education Calaveras County Office of Education California County SESA Colusa County Office of Education Contra Costa COE Del Norte COE El Dorado County Office of Education Fresno County Office of Education Glenn County Office of Education Humboldt County Office of Education Imperial County Office of Education Inyo County Office of Education Kern County Supt of Schools Kings County Office of Education Lake County Office of Education Lassen County Office of Education Los Angeles COE Madera County Office of Education</p> | <p>CALIFORNIA, cont. Marin County Office of Education Mariposa County Office of Education Mendocino COE Merced County Office of Education Modoc County Office of Education Mono County Schools Monterey COE Napa County Office of Education Nevada County Office of Education Orange County DOE Placer County Office of Education Plumas County Office of Education Riverside County Office of Education Sacramento COE San Benito COE San Bernardino Co Office of Ed San Diego COE San Francisco City/County Office of Ed. San Joaquin COE San Luis Obispo COE San Mateo COE Santa Barbara COE Santa Clara County Santa Cruz COE Shasta County Office of Education Sierra Co Office of Education Siskiyou County Office of Education Solano County Office of Education Sonoma County Office of Education Stanislaus COE Sutter County Office of Education Tehama County COE Trinity County Office of Education Tulare County Office of Education Tuolumne Cnty Supt of Schools Office Ventura County Office of Education Yolo County Office of Education Yuba County Office of Education</p> <p>COLORADO Adams County BOCES Centennial BOCES Colorado BOCES Assoc. Colorado River BOCES East Central BOCES Education reEnvisioned BOCES Front Range BOCES Grand Valley BOCES Mountain BOCES Mt. Evans BOCES Northeast BOCES Northwest BOCES Pikes Peak BOCES Rio Blanco Special BOCES Rocky Mountain School of Exped Lrng San Juan BOCES</p> | <p>COLORADO, cont. San Luis Valley BOCES Santa Fe Trail BOCES South Central BOCES Southeastern BOCES Uncompahgre BOCES Ute Pass BOCES</p> <p>CONNECTICUT ACES Capitol Region Education Council Cooperative Educational Services EASTCONN EdAdvance LEARN Regional ESC</p> <p>FLORIDA Heartland Educational Consortium North East FL Educ Consortium Panhandle Area Ed Consrtm (PAEC)</p> <p>GEORGIA Metro RESA Middle Georgia RESA Pioneer RESA</p> <p>IOWA Central Rivers AEA Grant Wood AEA 10 Great Prairie AEA Green Hills AEA Heartland AEA (AEA 11) Keystone AEA (AEA 1) Mississippi Bend AEA (AEA 9) Northwest AEA Prairie Lakes AEA (AEA 8)</p> <p>ILLINOIS Bureau/Henry/Stark ROE #28 Champaign/Ford ROE #9 Kane County ROE #31 West 40 ISC #2</p> <p>INDIANA Central Indiana ESC East Central ESC Northern Indiana ESC Region 8 ESC Southern Indiana ESC Wabash Valley ESC West Central Indiana ESC</p> |
|---|---|--|

AESA MEMBERSHIP, cont.

KANSAS

ESSDACK
Keystone Learning
NW Kansas Education Service Center
Orion Education & Training
Smoky Hill Education Service Center
Southeast Kansas ESC Greenbush
Southwest Plains RSC

KENTUCKY

Central Kentucky EC
Green River Regional Ed Co-Op Inc.
Kentucky Educational Dev Corp
Kentucky Valley Educational Co-Op
Northern KY Coop for Ed. Services
Ohio Valley Educational Co-Op
Southeast/South Central EC
West Kentucky Educational Co-Op

MASSACHUSETTS

ACCEPT Education Collaborative
Assabet Valley Collaborative
Bi-County Educational Collaborative
CAPS Education Collaborative
CASE Collaborative
Central MA Collaborative (CMC)
Collaborative for Educ Services (CES)
CREST Collaborative
EDCO Collaborative
FLLAC Collaborative
Lower Pioneer Valley EC
MA Org of Educ Collaboratives (MOEC)
North River Collaborative
Northshore Education Consortium
READS Educational Collaborative
SE Massachusetts Educ Collaborative
SEEM Collaborative
Shore Educational Collaborative
South Coast Educational Collaborative
South Shore Educational Collaborative
Southern Worcester County EC
The Education Cooperative (TEC)
Valley Collaborative

MICHIGAN

Allegan Area Educational Service Agency
Alpena-Montmorency-Alcona ESD
Barry Intermediate School District
Bay-Arenac ISD
Berrien RESA
Branch Intermediate School District
COOR Intermediate School District
Calhoun ISD
Charlevoix-Emmet ISD
Cheboygan-Otsego-Presque Isle ESD
Clare-Gladwin RESD
Clinton County RESA
Copper County ISD
Delta-Schoolcraft ISD

MICHIGAN, cont.

Dickinson-Iron ISD
Eastern Upper Peninsula ISD
Eaton Regional ESA
Genesee ISD
Gogebic-Ontonagon ISD
Gratiot-Isabella RESD
Hillsdale County ISD
Huron Intermediate School District
Ingham Intermediate School District
Ionia County ISD
IOSCO RESA
Jackson County ISD
Kalamazoo RESA
Kent Intermediate School District
Lapeer County ISD
Lenawee ISD
Lewis Cass ISD
Livingston ESA
Macomb ISD
MAISA/MASA
Manistee ISD
Marquette/Alger RESA
Mecosta-Osceola ISD
Menominee County ISD
Midland County ESA
Monroe County ISD
Montcalm Area ISD
Muskegon Area ISD
Newaygo County Regional ESA
Oakland ISD
Ottawa Area ISD
Saginaw ISD
Sanilac Intermediate School District
Shiawassee RESD
St. Clair RESA
St. Joseph County ISD
Traverse Bay Area ISD
Tuscola Intermediate School District
Van Buren ISD
Washtenaw ISD
Wayne County RESA
West Shore ESD
Wexford-Missaukee ISD

MINNESOTA

Intermediate District #917
Intermediate District #287
Lakes County Service Cooperative
Metro ECSU
NE Metro Intermediate District #916
Northeast Service Cooperative
Northwest Service Cooperative
Resource Training and Solutions
Sourcewell
South Central Service Cooperative
Southeast Service Cooperative

MINNESOTA, cont.

Southwest Metro Intermediate District
SWWC Service Cooperative

MISSISSIPPI

Delta Area Assoc for Imprvmt of Schools
East MS Center for Educ Dev
Gulf Coast Ed Initiative Consortium
N Mississippi Ed Consortium
S-RESA
SW Mississippi Education Consortium

MISSOURI

EducationPlus

MONTANA

School Services of Montana
Western Montana Prof Learning Collaborative

NEBRASKA

Educational Service Unit 01 (Wakefield)
Educational Service Unit 02 (Fremont)
Educational Service Unit 03 (Omaha)
Educational Service Unit 04 (Auburn)
Educational Service Unit 05 (Beatrice)
Educational Service Unit 06 (Milford)
Educational Service Unit 07 (Columbus)
Educational Service Unit 08 (Neligh)
Educational Service Unit 09 (Hastings)
Educational Service Unit 10 (Kearney)
Educational Service Unit 11 (Holdrege)
Educational Service Unit 13 (Scottsbluff)
Educational Service Unit 15 (Trenton)
Educational Service Unit 16 (Ogallala)
Educational Service Unit 17 (Ainsworth)
Educational Service Unit 18 (Lincoln)
Educational Service Unit 19 (Omaha)
NE ESU Coordinating Council

NEW JERSEY

The Educational Svs Commission of NJ
Essex County ESC
Hunterdon County ESC
Monmouth-Ocean ESC
Morris County ESC
Morris-Union Jointure Commission
Northern Region ESC (NRESC)
Somerset County
Sussex County ESC
Union County Educ Service Commission

NEW MEXICO

Central Region Education Cooperative
High Plains REC
NE Regional Education Cooperative
Northwest REC 2
Pecos Valley REC #8
Region 9 Education Cooperative
Regional Education Cooperative 1
Regional Education Cooperative 7
Regional Educational Center 6
Southwest REC

AESA MEMBERSHIP, cont.

NEW YORK

BOCES of New York State
Broome-Tioga BOCES
Capital Region BOCES
Cattaraugus/Allegany/Erie/WY BOCES
Cayuga-Onondaga BOCES
Center for Instruction, Tech & Innov
Champlain Valley Educ Services
DCMO BOCES
Dutchess BOCES
Eastern Suffolk BOCES
Erie #1 BOCES
Erie 2-Chautauqua-Cttrgus BOCES
Franklin-Essex-Hamilton BOCES
Genesee Valley BOCES
GST BOCES
Hamilton-Fulton-Montgomery BOCES
Hrkmr-Fulton-Hmltn-Otsego BOCES
Jffrsn-Lwis-Hmltn-Hrkmr-Oneida BOCES
Madison-Oneida BOCES
Monroe #1 BOCES
Monroe 2-Orleans BOCES
Nassau BOCES
Oneida/Herkimer/Madison BOCES
Onondaga-Crtland-Mdson BOCES
Orange-Ulster BOCES
Orleans-Niagara BOCES
Otsego-Northern Catskills BOCES
Putnam/ Nrthrn Westchester BOCES
Questar III BOCES
Rockland BOCES
Southern Westchester BOCES
St. Lawrence-Lewis BOCES
Sullivan County & BOCES
Tompkins-Seneca-Tioga BOCES
Ulster BOCES
WA-Sartga-Wrrn-Hmltn-Essex BOCES
Wayne/Finger Lakes BOCES
Western Suffolk BOCES

NORTH CAROLINA

Western NC Education Support Alliance

NORTH DAKOTA

Central Regional Educ Assoc
Great Northwest Educ Cooperative
NE Education Services Cooperative
North Central Educ Cooperative
Red River Valley Educ Cooperative
Rough Rider Educ Services Program
South East Education Cooperative

OHIO

Ashtabula County ESC
Brown County ESC
Butler County ESC
Columbiana County ESC
East Central Ohio ESC
ESC of Central Ohio
ESC of Lake Erie West

OHIO, cont.

ESC of Lorain County
ESC of Medina County
ESC of Northeast Ohio
ESC of the Western Reserve
Fairfield County ESC
Gallia-Vinton ESC
Hamilton County ESC
Jefferson County ESC
Mahoning County ESC
Mercer County ESC
Mid-Ohio ESC
Montgomery County ESC
Muskingum Valley ESC
North Point ESC
NW Ohio Educ Service Center
OH Educ Service Center Assoc
Pickaway County ESC
Stark County ESC
Summit County ESC
Tri-County ESC
Trumbull County ESC
Warren County ESC
Wood County ESC

OREGON

Clackamas ESD
Columbia Gorge
Douglas ESD
Grant ESD
Harney ESD
High Desert ESD
InterMountain ESD
Jefferson County ESD
Lake County ESD
Lane Education Service District
Linn-Benton-Lincoln ESD
Malheur ESD Region 14
Multnomah ESD
North Central ESD
Northwest Regional ESD
Oregon Assoc of ESDs
South Coast ESD Region 7
Southern Oregon ESD
Wallowa Region 18 ESD
Willamette ESD

PENNSYLVANIA

Allegheny Intermediate Unit 3
Appalachia Intermediate Unit 8
ARIN Intermediate Unit 28
Beaver Valley IU 27
Berks County IU 14
BLaST Intermediate Unit 17
Bucks County Interm Unit 22
Capital Area IU 15
Carbon-Lehigh IU 21
Central Intermediate Unit 10
Central Susquehanna IU 16

PENNSYLVANIA, cont.

Chester County IU 24
Colonial Intermediate Unit 20
Delaware County IU 25
Intermediate Unit 1
Lancaster-Lebanon IU 13
Lincoln Intermediate Unit 12
Luzerne Intermediate Unit 18
Midwestern Intermediate Unit 4
Montgomery Co Intermediate Unit 23
Northeastern Education IU 19
Northwest Tri-County IU 5
PAIU
Pittsburgh Mount Oliver IU 2
Riverview Intermediate Unit 6
School District of Philadelphia
Schuylkill Intermediate Unit 29
Seneca Highlands IU 9
Tuscarora Intermediate Unit 11
Westmoreland IU 7

RHODE ISLAND

East Bay Educational Collaborative
Northern Rhode Island Collaborative
West Bay Collaborative

SOUTH CAROLINA

Low Country Education Consortium

TEXAS

Region 01 ESC
Region 02 ESC
Region 03 ESC
Region 04 ESC
Region 05 ESC
Region 06 ESC
Region 07 ESC
Region 08 ESC
Region 09 ESC
Region 10 ESC
Region 11 ESC
Region 12 ESC
Region 13 ESC
Region 14 ESC
Region 15 ESC
Region 16 ESC
Region 17 ESC
Region 18 ESC
Region 19 ESC
Region 20 ESC

UTAH

Central Utah Educational Services
NE Utah Educational Services
SE Education Service Center
SW Education Development Center

VERMONT

Champlain Valley Educator Dev Ctr
Vermont Learning Collaborative

AESA MEMBERSHIP, cont.

WASHINGTON

Capital Region ESD 113
Educational Service District 105
Educational Service District 112
Educational Service District 123
North Central ESD
NorthEast Washington ESD 101
Northwest ESD 189
Olympic ESD 114
Puget Sound ESD
WA State Assoc of ESDs

WISCONSIN

CESA #01
CESA #02
CESA #03
CESA #04
CESA #05
CESA #06
CESA #07
CESA #08
CESA #09
CESA #10
CESA #11
CESA #12
CESA Statewide Network

WEST VIRGINIA

Mountain State ESC

WYOMING

Fremont County BOCES
Northeast Wyoming BOCES
Region V BOECS



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