



# Pinal County

## School Office

Supporting Schools, Shaping Tomorrow

March 20, 2024

Honorable Board of Supervisors  
Historical Courthouse Building  
Florence, AZ 85132

Dear Honorable Board of Supervisors:

Pursuant to ARS §15-365, this office submits annual reports to the Pinal County Board of Supervisors on the following programs administered under the provisions of this statute:

- Pinal County Data Processing Consortium
- Pinal County Professional Development Department

For each program, we are submitting a narrative concerning the activities of the 2023 - 2024 school year. Also included are expenditure reports for each program through March 31, 2024 with projected expenses through June 30, 2024.

If you have any questions about any of these programs, please do not hesitate to contact me. Thank you for your continuing support for our educational and fiscal projects.

Sincerely,

Jill M. Broussard  
Pinal County Superintendent of  
Schools

JMB/tlt

xc: Pinal County School District Superintendents

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## **Pinal County Schools Data Processing Service Fiscal Year 2023/2024 Year End Report**

The purpose of the Pinal County Schools Data Processing Service program (PINALDPS) is to work in conjunction with the Pinal County School Office Fiscal Services Department to provide mandated financial and business support services to the school districts within Pinal County so each district can provide sound fiscal management of local, state and federal dollars.

Major Services Provided by PINALDPS:

- Electronic accounting and informational services for the Pinal County School Office
- Electronic accounting and informational services for Pinal County School Districts
- Electronic warrant information for the Pinal County Treasurer
- Computer hardware/software, internet connectivity, email and web support for the Pinal County School Office

Employees of PINALDPS respond to inquiries and requests from school districts and the Pinal County School Office Fiscal Services Department in an efficient and timely manner. PINALDPS remains flexible and willing to adapt to new technologies and the changing needs of the school districts.

**Pinal County School Office Education Services  
(PCSOES)**

**Programs Administered Under ARS §15-365**

**July 1, 2023 – June 30, 2024**

**Pinal County School Office Education Services (PCSOES)**

Education Service Agencies (ESAs) began as a vehicle to better deliver services and resources to schools. An ESA establishes partnerships that provide leadership and services for enhancing the capacity of schools and communities to meet the needs of all learners.

**Education Services Department**

The Pinal County School Office Education Services Department (PCSO-ES) provides programs and services that support successful student achievement for approximately 2,800 teachers/administrators and approximately 59,800 students within 19 school districts, in addition to the growing number of private and charter schools within the area. We also service one Career Technology Education District (CTED) and one Secure Care Education Program. The purpose of the Education Services Department (PCSO-ES) is to provide services according to Title 15 – Education, Article 1, Section 15-301-C which establishes the office of the County School Superintendent for the purpose of serving as an education service agency that is eligible to receive and spend local, state and federal monies to provide programs and services to school districts and charter schools within the county. This allows the PCSO-ES to assist school districts in improving student performance, to enable school districts to operate more efficiently and economically and to implement educational initiatives assigned by the legislature or the Arizona Department of Education.

Services provided by PCSO-ES range from professional development opportunities targeting the exploration and implementation of research-based standards in core academic areas, to the fluid integration of data analysis and technology to guide instructional decision-making. Professional development courses and sessions are developed around the Arizona Academic Standards, federal, state and local educational program mandates, county and state student achievement data and best instructional practice research.

Educational service and administrative leadership are cornerstones of the PCSO-ES commitment to serve the growing community of educators. All work has been coordinated and funded through Pinal County Schools Intergovernmental Agreements, contracts, and grants written by PCSO-ES personnel as well as funding from the state and the Pinal County School Superintendent's Office. A wide range of services and support are available to meet the diverse needs of the rural and fast-growing communities, providing cost-effective and management-efficient programs that enhance communication and collaboration county wide. Relationships with each school district focus on building capacity for sustainable change. PCSO-ES's commitment to service include:

- Developing effective and useable plans based on needs
- Using research-based strategies, resources and training
- Implementing PD that positively impacts students learning
- Using formative and summative assessments to monitor progress
- Providing a high level of professionalism and credibility in providing services and managing fiscal responsibilities
- Providing access to quality professional development and resources to implement best practices and scientifically based research
- Encouraging collaborative use of services, facilities, knowledge and expertise, programming and funding among schools, districts and Arizona Department of Education
- Providing quality service and support driven by student achievement and district/school needs data
- Servicing as a support agency to keep schools current on new regulations and mandates required by the Federal Elementary and Secondary Education Act
- Collaborating at the local, state and national levels to positively impact teaching and learning
- Providing a platform for supporting the efforts of the Arizona Department of Education to educate school staff members on Arizona Academic Standard reforms, the AzSCI for Science, English Language Development and Language Enhancement, Grants Management, AZ LEARNS, Enhancing Education through Technology and Professional Development Leadership Academy
- Encouraging a close working relationship between the Pinal County School Office and the higher education institutions of Central Arizona College (CAC), Arizona Statute University (ASU), University of Arizona (U of A) and Northern Arizona University (NAU). Representatives from CAC, ASU, U of A and NAU occasionally partner with Pinal County to provide classes and programs
- Providing teachers with training required to meet and maintain certification requirements established by the Arizona department of Education

The PCSO-ES staff members maintain ongoing conversations with Pinal County district and school administrators. Professional development activities are created and coordinated to align with the goals and plans of the individual districts. We are excited about working with schools and community partners to improve achievement for ALL students and seek to continuously improve our services to ensure a positive impact on student achievement. We have a formal plan for collecting information to provide feedback about our services and performance to increase our effectiveness. We believe our children are the key to the future and make their academic success our highest priority.

**Program Resources, Consortia and Services Developed Under the Pinal County School Office Education Service Agency- Education Services Department (PCSO-ES)**

The PCSO-ES provides a wide range of programs and services to the schools located within Pinal County. The PCSO-ES manages several consortia and grant funded programs which provide an opportunity for Pinal County schools to combine resources to ensure high quality educational opportunities.

The following programs, consortia and grants are developed and administered through PCSOES-PDD:

- AZ State Standards
  - English Language Arts
  - Mathematics
  - Science
- Classroom Management Education Program
- School Improvement Education Program
- STEM Education Program
- Social Studies Program
- Special Education Program
- Support Staff Education Program
- Technology Integration Program
- Consortium Steering Committee
- Curriculum Consortium
- Math 20/20
- Broadband Technology Consortium
- Pinal County New Teacher Support Network
- Educational Disparities and Teacher Professional Development Initiative

The following program resources are developed, maintained and administered through PCSOES:

- Pinal County Spelling Bee
- Pinal County School Office Web Page with enhancements (calendar, database....)
- Pinal County ESA Fab Lab
- Online On-Demand Training Workshops

### **Classroom Management Education Program**

The classroom management program provides teachers in Pinal County with the knowledge, instructional tools and support to manage student learning needs in the classroom. The project is designed in a modular format allowing schools to select options that fit their needs. The 2022 – 2023 workshops were offered regionally and on site. Trainings include:

- One on One Coaching
- Motivating and dealing with Challenging Students
- Strategies for Students with Disabilities in the Classroom
- Making Accommodations/Modifications in the Classroom
- Student Engagement
- Building Student/Teacher Relationships
- Supporting Productive Struggle
  
- ACE's Adverse Childhood Experiences

### **English Language Arts (ELA) Education Program**

The PCSOES-PDD provides resources to create systemic change in the culture of Pinal County Schools in which all children will become motivated, self-sufficient, and independent readers. Highly qualified, experienced specialists deliver specialized training to promote and implement research-based effective instructional practices in the following instructional areas. The following services are designed to support and assist schools in making gains in student achievement performance:

- AZ ELA Standards
- Close Reading
- Text Complexity
- Socratic Seminar
- Argument Literacy
- Disciplinary Literacy
- Balanced Literacy
- The Science of Reading
- Reading Foundations
- Assessment
- Phonological Awareness and Phonics
- Word Study and Vocabulary
- Comprehension and Fluency
- DIBELS Next Assessment Training
- Best Practices in Reading Instruction-whole, small and intervention group utilizing data
- On-site – Support to Teachers
- Effective Small Group Instruction
- Data-Driven Reading Instruction – whole, small and intervention groups

### **Consortium Steering Committee**

Consortium Steering Committee meeting is a forum providing timely information from the state and other information based on participants' needs. Participants include Superintendents, Principals, Curriculum Directors, Program Directors, Teachers, University Representative and community liaisons representing Pinal County school districts, private and charter schools, higher education organizations and ESA representatives. Topics and trainings include:

- AZ State Standards
- Increasing Rigor and Relevance in Curriculum and Instruction
- AASA - Statewide achievement test/Arizona Education Learning Accountability System (AELAS)

The Consortium Committee also meets three times a year to help develop a teacher needs survey, to review countywide and local student achievement data, and to help develop a catalog of Professional development opportunities for Pinal County Teachers.

### **Mathematics Education Program**

The Mathematics Department provides various support services to educators relating to mathematics education. To support the Arizona Mathematics Standards, our Mathematics Education Specialists are ADE certified math trainers. The focus of training is on implementing best practices supported by NCTM, NCSM and other professional organizations in Mathematics education.

To continue with 21<sup>st</sup> Century Learning, the Math and Science departments collaborate to develop integrated Science, Technology, Engineering and Math (STEM) interdisciplinary programming focused on project-based learning. Project-based instruction provides opportunities for students to develop necessary teamwork skills to work effectively in groups to solve real world problems. Corporations hire high school graduates trained in effective teamwork and leadership skills, and problem-solving skills in the workplace. Training focuses on developing student conceptual understanding of applicable mathematics and science concepts, application of mathematics and science application standards to real world problems, and project-based learning. The purpose of teacher professional development in STEM is to increase teacher content knowledge, how to develop and support STEM programs, coaching for STEM teachers, and providing updated curricular information on STEM instruction.

Equity and access to high-level math courses is increasingly a focus of training in mathematics education. Mathematics education acts as a “gatekeeper”, allowing only the top performing students access to the highest-level math courses in high school (Honors Math, AP Math, Calculus, etc.). In turn, many students are denied opportunities for awards, scholarships, and opportunities to attend prestigious universities. To combat practices that are biased, professional development includes strategies that encourage inclusion and foster mindsets so that all students can understand and engage in rigorous mathematics learning. Workshops include:

- Developing Mathematical Mindsets
- Implementing Rich Math Tasks
- Promoting Equity in Mathematics Through the Student Mathematical Practices
- Elevating Student Discourse
- Questioning in the Math Classroom
- Integrating the Student Math Practices
- Investigating Mathematical Practices
- Math Curriculum Planning
- Conceptual Understanding in Mathematics
- Supporting Productive Math Struggle
- Building Thinking Classrooms
- Math 20/20 Training
- Implementing Small Group Math Instruction

## **Science/STEM Education Program**

The Science Department provides a variety of support services to educators relating to science and STEM education. The Framework for K-12 Science Education prescribes a roadmap of best practices for connected and coherent K-12 education concepts. The science department is providing support for Pinal County educators to help continue to build conceptual and instructional shifts that are required in science education, with a focus on three-dimensional instruction as supported in the Framework for K-12 Science Education. Implementation of the **Arizona Science Standards** is being supported through Professional Development Sessions, lesson planning, lesson demonstrations and coaching. To continue with 21<sup>st</sup> Century Learning, the Math and Science departments collaborate to develop integrated Science, Technology, Engineering and Math (STEM) interdisciplinary programming focused on project-based learning. Project-based instruction provides opportunities for students to develop necessary teamwork skills to work effectively in groups to solve real-world problems. Corporations seek out school graduates who have been trained in effective teamwork and leadership skills, as well as problem-solving skills in the workplace. Training focuses on developing students' knowledge of applicable mathematics and science concepts, application of mathematics and science standards to real world problems and project-based learning. The purpose of teacher professional development in STEM is to increase teacher content knowledge, provide guidance and support in developing STEM programs, coaching for STEM teachers and provide updated curricular information on STEM instruction. Services and workshops include:

- Arizona State Science Standards
- Three-Dimensional Instruction in Science
- Phenomena Based Instruction
- Three-Dimensional Assessment
- Science and STEM Discourse
- KIDWind Challenge
- Partnership with ASTA/ADE to facilitate Instruction for Best Practices in Science Education
- Disciplinary Literacy in Science
- Science Teacher Coaching/Mentoring
- Project-based Instruction in STEM Education
- STEM Coaching/Mentoring with Pinal County Schools
- Coding
- Internet Safety & Digital Citizenship
  
- Partnerships with local businesses (I.e. Lucid and Orsted)

## **School Improvement Education Program**

The PCSOES-PDD assists districts in their efforts to implement effective educational practices to improve student achievement. District educators have benefitted from trainings including:

- Using data to make instructional decisions (Galileo, DIBELS, Next, AASA...)
- Assessment strategies to monitor student learning
- The role of formative and summative assessments
- Analysis of and strategic planning for professional development of teachers and leaders
- Active Engagement
- Writing Clear Objectives



- Differentiated Instruction
- Curriculum Consortium
- Supportive School Culture
- Professional Learning Communities
- Cognitive Coaching

### **Special Education Program**

The PCSOES-PDD Special Education program provides training to General and Special Education staff to promote the understanding of strategies, instruction and law requirements relating to students with special needs. Topics include:

- Secondary Transition Community of Practice Meeting and Professional Development
- Accommodations and Modifications in the Classroom
- Support to Specific Special/General Education Teachers in Classrooms
- Strategies to Promote Appropriate School and Behavior Skills Needed for Students with Disabilities
- AZ State Standards and its Impact on Students with Special Needs
- Special Education Director Meetings and professional Development
- Partnering with First Things First
- Support ADE with Transition Conference
- Creating Trauma Informed Schools

### **Support Staff Education Program**

The PCSOES-PDD coordinates with countywide testing sites for the Para Pro test.

- Trainings
- Roles/Responsibilities
- Strategies for Working with Students with Disabilities

### **Broadband Technology Consortium**

The broadband technology consortium was developed for Pinal County school districts to submit a group application for federal funding through E-Rate to build high speed fiber optic infrastructure to all 19 school districts and county libraries. The goal of this federal funding is to bring high speed broadband internet into rural schools and areas. By joining the consortium schools were able to take advantage of the following:

- No construction costs of the fiber optic network to school district (WAN)
- 85% subsidized rate for broadband internet
- E-rate billing done by Pinal County ESA
- Broadband recommended FCC speeds at lower cost

### **Technology Integration Program**

The technology integration program is designed to provide current and sustainable professional development that positively impacts student achievement by promoting the use and integration of educational technology in the classroom. The goal is to improve teaching practices and student engagement by facilitating and assisting with the effective use of technology in K-12 classrooms and in teacher education programs for Pinal County Schools. The Technology Department provides a variety of support services to educators related to educational technology. Education Specialists implement current best practices and emerging technologies. Trainings and workshops include:

- Assessment Technology (AASA)
- Data Analysis
- Technology Integration into the AZ State Standards
- SAMR Model of Integration
- Strategies to Engage Learners Using current Technology Tools and Applications (ie. Drones, AI)
- Interactive Project-Based Approaches (i.e. Podcasting, Animation, Video Editing)
- Mobile App Development
- County Wide App Contest for Schools
- Software Programming
- Multimedia Projects
- Distance Learning (ITV and Webinar)
- Blended Learning
- Traveling Fabrication Lab (Fab Lab)

### **Pinal County New Teacher Support Network**

The Pinal County New Teacher Support Network (PCNTSN) started during the 2021-2022 school year to address the large number of teachers who leave the profession during the first three years of service. Additionally, schools in Pinal County and across the state are relying on under-certified teachers and teachers from outside of the country to fill empty teaching positions. Because of their lack of experience and knowledge, these teachers are more likely to leave the profession. The PCNTSN was created to meet the needs of these teachers by providing training, coaching, health-and-wellness resources and the opportunity to network with other new teachers from across Pinal County.

The program consists of...

- regular virtual Zoom sessions that include training on topics such as classroom management, planning, student engagement, assessment and more. Each of these sessions also includes a “Be Well, Teach Well” lesson, where participants learn strategies to improve their mental and physical health and wellbeing.
- coaching meetings are provided by the education specialist of Pinal County Education Services. These are one-on-one interactions where participants are encouraged to reflect and grow their practice. These coaching sessions are conducted in various formats including observation and feedback, model lessons, lesson planning, whisper coaching, team teaching or other coaching activities.

- A four-day summer academy during which participants receive intensive professional learning on effective instruction.

### **Governor's Educational Disparities Grant and and Teacher Professional Development Initiative**

Pinal County aims to mitigate the negative economic impact of Covid-19 public health pandemic by re-engaging students in learning by meeting **academic** and **social emotional** (\*ACEs) **needs** and addressing learning loss, through **grade-level coursework, ACE's Workshops** and subsequent **coaching**. Building teacher knowledge of content and consistent practice of effective pedagogy which will result in an increase in ***effective K-8 mathematics teaching and learning***.

The Educational Disparities and Teacher Professional Development Grant offers a unique opportunity for Pinal County which will bring transformative change to county districts and surrounding areas. As a county, we are committed to fostering learning environments that are safe, and supportive which will empower our students to excel. To achieve this, it is imperative that teachers are well equipped not only with subject matter expertise but also the skills to address the diverse and often complex needs of our students.

#### **Teacher elements of the initiative are:**

- a. Enhancing Teacher Mathematical Knowledge K-8: We aim to provide educators with cutting-edge professional development opportunities and resources to enable them to teach math more effectively. A stronger foundation in mathematics will lead to improved student outcomes, bridging gaps in understandings and fostering a love for the subject.
- b. Implementing Trauma-Informed Practices: Recognizing that many of our students may face traumatic experiences, we intend to provide trauma informed trainings to enable teachers to create compassionate and supportive classrooms which are crucial for the emotional well-being of students.

#### **For Administrators/Leaders/Leadership Teams:**

- 6 Leadership Sessions (During school time)
- 4 Math 20/20 Trainer of Trainers Training for sustainability purposes