

Recommendations to Improve Efficiency of Shared Services

There are six overall recommendations to improve the fiscal and operational efficiency of Wyoming's current BOCES/BOCHES system structure. For each recommendation, specific action steps are provided for consideration to support WDE to operationalize each recommendation.

- » **Recommendation 1.** Review statutes to identify legislative barriers and systemic disincentives for greater BOCES/BOCHES collaboration.
 - **Action Step 1.1.** Clarify the legislative statutes regarding BOCES/BOCHES funding authorities and regional boundaries to build a common understanding among BOCES/BOCHES and district leaders.
 - **Action Step 1.2.** Create a subcommittee within ACES tasked with enhancing collaboration and problem solving across BOCES/BOCHES and making recommendations to the state legislature.
 - **Action Step 1.3.** Expand existing ACES legislative and professional development sessions to include state legislators and district leaders.
- » **Recommendation 2.** Establish processes and structures to support increased communication and coordination between BOCES/BOCHES, districts, and WDE.
 - **Action Step 2.1.** Utilize a virtual platform that allows for a quick, easy, and cost-effective way to connect and collaborate.
 - **Action Step 2.2.** Identify a BOCES/BOCHES liaison at WDE to help increase communication between the BOCES/BOCHES and SEA.
 - **Action Step 2.3.** Administer short surveys to district leaders and staff each spring to solicit feedback regarding BOCES/BOCHES services.
- » **Recommendation 3.** Develop a robust knowledge management system within and across BOCES/BOCHES and districts to support high-quality implementation and create operational efficiencies.
 - **Action Step 3.1.** Build a mentorship program through ACES to support onboarding of new BOCES/BOCHES leaders and governing board members.
 - **Action Step 3.2.** Establish a virtual community of practice among BOCES/BOCHES.
 - **Action Step 3.3.** Create common training sessions and onboarding materials for BOCES/BOCHES and district leaders, staff, and governing board members on existing rules, operations, regulations, and key implementation challenges to ensure effectiveness in delivering services.
 - **Action Step 3.4.** Design common tools (e.g., needs assessment, evaluation) and templates that can be customized for the context of each BOCES/BOCHES and that can be used by new leaders.
 - **Action Step 3.5.** Investigate integrating key operational systems (e.g., technology,

payroll, accounting, human resources).

- » **Recommendation 4.** Support BOCES/BOCHES in identifying and securing appropriate funding for services.
 - **Action Step 4.1.** Conduct a standardized cost analysis of each BOCES/BOCHES that is shared with member districts to provide transparency regarding the actual costs of provided services.
 - **Action Step 4.2.** Develop and strengthen relationships with national and state organizations to help identify grant opportunities to mitigate reduced funding.
 - **Action Step 4.3.** Develop a grant opportunity database and provide grant writing technical assistance to support BOCES/BOCHES in securing additional funding to support programming.
 - **Action Step 4.4.** Explore opportunities to incentivize collaborative grant writing and share grant writing processes among BOCES/BOCHES.
 - **Action Step 4.5.** Establish a workgroup to analyze the current BOCES/BOCHES funding structure to consider recommendations for improvement.
- » **Recommendation 5.** Build equitable processes and systems to share available services, address service needs, and identify challenges in service delivery.
 - **Action Step 5.1.** Publicize BOCES/BOCHES trainings and professional development that teachers, school staff, and administrators from any region can attend.
 - **Action Step 5.2.** Provide professional development and technical assistance to improve the effectiveness of online/virtual service delivery.
 - **Action Step 5.3.** Provide professional development and technical assistance on continuous improvement and self-monitoring.
 - **Action Step 5.4.** Build local and federal partnerships to support BOCES/BOCHES services.
 - **Action Step 5.5.** Ensure that services are culturally relevant to tribal communities and are provided by staff trained in cultural competence.
- » **Recommendation 6.** Use a multi-pronged approach to address educator shortage and staffing challenges for BOCES/BOCHES.
 - **Action Step 6.1.** Explore ways to ease requirements that make it difficult to share staff across BOCES/BOCHES and districts and or for educators to meet licensure requirements.
 - **Action Step 6.2.** Explore the feasibility for BOCES/BOCHES to operate alternative teacher licensure programs.
 - **Action Step 6.3.** Explore the feasibility of using micro credentialing to help educators develop competencies and mastery in particular academic areas.