

KALAMAZOO RESA
INSPIRING EDUCATIONAL EXCELLENCE



ANNUAL REPORT | 2015

Kalamazoo Regional Educational Service Agency
www.kresa.org

ANNUAL
REPORT
2015



It is an honor to be the Superintendent at Kalamazoo RESA. This community embodies a commendable commitment to educating all children, and I am grateful for the opportunity to be a part of it. I truly believe our collaboration is transforming lives and inspiring educational excellence in our county, from cradle to career.

I am proud that area leaders look to Kalamazoo RESA to collaborate with many different entities to benefit our entire educational system. I have always had a keen interest in government and policy and how they can positively impact people when developed and applied wisely. Over the years, I have advocated for many reforms to help make schools more relevant for students who are entering an economy and a culture that is changing rapidly. Our students need the highest levels of knowledge, skill, and character. Our schools, in partnership with families, play a key role in that development.

I continue to be impressed with our Kalamazoo RESA staff. They perform their jobs with high levels of both skill and passion. They help the youngest students in Kalamazoo County reach their potential by helping prepare them for kindergarten. On the other end of the spectrum, they are working in collaboration with our local districts, community college and non-profit community to expand post-secondary options through Early Middle College.

Kalamazoo RESA is a leader among Educational Service Agencies/Intermediate School Districts in our state and has numerous assets upon which to build a great future for the children in our county. Words alone cannot do justice to the depth and breadth of our programs, so I invite you to visit any of our Kalamazoo RESA sites to see how public funds, private philanthropy and community engagement combine to make many educational dreams a reality. We will continue to grow our leadership and service to the community, families and children we serve.

Sincerely,

A handwritten signature in black ink that reads "David Campbell". The signature is written in a cursive, flowing style.

David Campbell, Superintendent



BOARD OF EDUCATION

Left to right: Gary Brown, Secretary, David Webster, Vice President, Lynne Cowart, Trustee, Delores Myers, Treasurer, Skip Knowles, President

CONSTITUENT DISTRICTS:

- Climax-Scotts Community Schools
- Comstock Public Schools
- Galesburg-Augusta Community Schools
- Gull Lake Community Schools
- Kalamazoo Public Schools
- Parchment School District
- Portage Public Schools
- Schoolcraft Community Schools
- Vicksburg Community Schools
- Evergreen Academy
- Forest Academy
- Lakeside Academy
- Oakland Academy
- Paramount Charter Academy
- Youth Advancement Academy
- 18 nonpublic schools in Kalamazoo County

STRATEGIC PLAN

Why do we exist?

To transform lives by inspiring educational excellence.

What do we do?

Provide educational services and support for students, families, schools and community.

How do we behave?

We work together. *Collaboration.*
 We find a better way. *Innovation.*
 We lead with heart. *Compassion.*
 We act with integrity. *Trustworthy.*
 We value all people. *Respect*

How will we succeed?

Through highly talented professionals, successful multi-sector partnerships, innovative practices and a relentless drive to improve.

Nondiscrimination Notice

It is the policy of Kalamazoo Regional Educational Service Agency that no discriminating practices based on gender/sex, sexual orientation, race, religion, height, weight, color, age, national origin, disability or any other status covered by federal, state or local law be allowed during any program, activity, service or in employment. The following positions at Kalamazoo RESA have been designated to handle inquiries regarding the nondiscrimination policy. Human Resources Director, Tom Zahrt and Assistant Superintendent Margaret McGlinchey.

Contact information: 269-250-9200.

INSTRUCTIONAL CENTER

The Kalamazoo RESA Instructional Center provides focused, research-based support to districts aimed at improving student achievement.

Professional development opportunities and consultation are provided at Kalamazoo RESA and in local school districts.

In 2014-15:

- More than 124 workshops were offered.
- 1,285 teachers and administrators participated in professional development.
- 597 in-district consulting / workshop days

Other services included:

- Professional development for administrators from 17 districts
 - 29 participants in the Administrators Academy
- Literacy and Positive Behavior Support coaching for schools
- Monthly meetings for:
 - Curriculum leaders
 - Middle school principals
 - Instructional technology coordinators
 - MiBLSi coaches
- School improvement review and feedback
- Capacity-building initiative
- Community trainings
- SCECHs for workshop attendance, teacher mentors, supervision of interns and school improvement meetings

Workshop and consultation topics included:

- Response to Intervention (RTI)
- School Improvement
- Instructional Practices and Strategies
- Professional Learning Communities
- Literacy Instructional Strategies K-12
- How to Prevent Bullying
- Classroom Management
- Multi Tiered Systems of Support
- Common Core State Standards
- Technology Integration
- Social Studies
- Collaboration
- Balanced Leadership
- Formative Assessment
- Math Instructional Strategies
- Positive Behavior Support
- Teaching American History
- Data Management & Analysis

- Next Generation Science Standards
- Eureka Training and Technical Assistance

Data Management & Analysis

Kalamazoo RESA offers data warehousing as well as training and support services on data management and analysis.

Services provided during 2014-15 included:

- 814 authorized user accounts
- Bimonthly user group meetings
- Training on District Data Analyzer for local district staff

This workshop provides a lot of new information or new ways to think of things.

I would recommend this session because it was very engaging, real world, knowledgeable.

Very informative with how to implement routines in the classroom.

This workshop strengthened my understanding and will help me to implement.

Knowledge shared is much more powerful than keeping it a secret.

It made me evaluate my instruction, language and conceptual understanding of my students.

Gives you a better working understanding of what is right for kids.

It's applicable, interesting and useful. Fabulous day of learning!

— *Comments from participants in Instructional Center workshops*

BUSINESS OFFICE

The Kalamazoo RESA business office provides local schools with a variety of administrative and fiscal services, including:

- 788 employees and substitute teachers fingerprinted by the Kalamazoo RESA Human Resources department
- Business office services for local school districts including payroll, accounts payable, accounts receivable, business manager services and grant accounting
- Pupil auditing and training
- Countywide transportation coordination
- Fiscal services for cooperative programs such as EFE, EFA and special education
- Coordinated cooperative purchasing
- Monthly business manager meetings
- 403(b) compliance through the MRIC consortium
- Medicaid outreach and fee-for-service processing, generating more than \$1,464,685 in revenue countywide
- Enhancement millage administration
- State reporting and data collection
- Backup accounting and payroll staff
- The Kalamazoo RESA attendance office was involved with 460 truancy referrals during 2014-15
- AppliTrack job posting and applicant tracking consortium
 - o Ten districts within Kalamazoo RESA currently participate
 - o 714 jobs posted

TRANSPORTATION

The Regional Transportation Safety Institute provided training and management consultation services to 130 schools in nine intermediate school districts.

During the 2014-15 training cycle:

- 273 new bus drivers were trained
- 792 bus drivers received continuing education
- 40 drivers trained in evasive maneuvers on a closed course, unique in the United States
- 648 employees participated with random drug and alcohol testing
- 96 transportation supervisors were trained
- 231 Commercial Driver's License skills tests were performed

REGIONAL EDUCATIONAL MEDIA CENTER (REMC)

REMC 12 is one of 22 such centers in the state. It offers services in educational technology support, printing, shredding, graphics, bindery, regional delivery, instructional videos, the Teacher Materials Center and cooperative purchasing.

REMC 12's service area includes school districts in Barry, Kalamazoo and St. Joseph counties and parts of Van Buren County. Many other school districts throughout Michigan take advantage of REMC 12's printing operation.

Services and savings provided to schools during 2014-15 included:

- 60,365 documents and boxes delivered
- 14,379 jobs printed
- 688 instructional videos, kits, assistive technology and technology items loaned
- \$2,502,072 saved through REMC Bid Save Project
- \$83,905 saved on Discovery Education streaming licenses
- 39,085 videos/segments streamed through Discovery Education
- 10,299 non-video (articles, images, quizzes, writing prompts, clipart) downloads through Discovery Education
- \$9,581 saved on public performance licenses



SPECIAL EDUCATION

Kalamazoo RESA provides diverse special education services throughout Kalamazoo County and serves eligible students from infancy to age 26.

Audiology Services – The audiologist selects, fits, assesses and maintains assistive listening technology and provides consultation services to facilitate the educational development of hearing impaired students, in addition to providing full audiological evaluations and hearing screenings for students with suspected hearing loss.

Early On Services – Provides early intervention to families with children with developmental delays and/or disabilities from birth to age 3.

Deaf and Hard of Hearing Program and Services – Teachers and teacher consultants, an audiologist and speech and language therapists work collaboratively with Deaf and Hard of Hearing students, families and other school personnel to provide necessary instruction and access to instruction, through appropriate services, materials and equipment.

Juvenile Home Schools – Provides educational programming to adjudicated youth through the Intensive Learning Center and Youth Center School.

Preprimary Evaluation Team (PET) – Provides developmental assessments for children from birth to age six.

Transition Services – Provides a coordinated set of activities through the school, along with other agencies, to promote successful movement from high school to adult life by focusing on the areas of post-secondary education, employment, community participation and independent living skills.

Visually Impaired Services – Teacher consultants/specialists, orientation and mobility specialists and Braille/media specialists work collaboratively with students with visual impairments, their families and other school personnel in order to provide access to instruction through appropriate services, materials, and equipment.

Valley Center School – Provides special education services and the general curriculum to students with emotional impairments or unique behavioral needs. Students are referred from local school districts within the county.

WoodsEdge Learning Center – Serves students between the ages of 3 and 26 with autism or other cognitive and physical disabilities. The school also operates 14 classrooms for students with autism, located in Parchment, Portage and Schoolcraft, as well as the Deaf and Hard of Hearing Program

(3 classrooms located in Portage) and Visually Impaired Services. Our mission, “We are an innovative school dedicated to developing independence in our students,” and our vision, “A community without barriers,” drive instructional decisions.

Young Adult Program (YAP) – Provides special education services to young adults, 18-26 years old, with a developmental disability. The goal is successful transition into a meaningful and more independent lifestyle.

During 2014-15, Kalamazoo RESA provided special education services to students from all nine public school districts in Kalamazoo County:

- The Preprimary Evaluation Team (PET) and the Early On team completed more than 700 evaluations.
 - o The Early On staff worked with over 250 families
- The WoodsEdge Learning Center:
 - o 4 early childhood special education classrooms provided service to approximately 90 students
 - o 9 classrooms for students with Autism Spectrum Disorder provided service to approximately 75 students
 - o 13 classrooms for students with cognitive and other disabilities provided service to 150 students



- o 14 classrooms for students with Autism Spectrum Disorder located within local school buildings provided services to approximately 100 students
- o 153 students participated in Deaf and Hard of Hearing services, programming and/or screenings and evaluations
- o 105 students received services for the visually impaired; including 30 screenings/evaluations conducted during the year in local districts, at WoodsEdge Learning Center, and in the Early On Program.

SPECIAL EDUCATION

- 65 full audiological evaluations and 65 Great Start screenings were conducted in the Audiology Clinic at Kalamazoo RESA
- 135 post-secondary students with disabilities in the Young Adult Program and Project SEARCH
- 100 students in the Juvenile Home Schools Intensive Learning Center and Youth Center School received educational programs and services
- 40 students with severe emotional or behavioral impairments or unique behavioral needs at Valley Center School

WoodsEdge Learning Center’s “Mission in Action”

1. WE are committed to making sure that every student has a way to communicate.
2. WE allow students time to do things independently.
3. WE ask: What am I doing for my students that they could do for themselves?
4. WE use state of the art technology to foster independence.
5. WE implement evidence based practices.
6. WE use a team approach.
7. WE recognize each student as a unique individual with unique strengths and needs.

Valley Center School Mission and Beliefs

Valley Center School is committed to maximizing the individual achievement of students referred by local districts, enabling them to function successfully in the community. We accomplish this by providing a small, specialized environment and working with parents and the community.

We Believe . . .

- Every individual deserves to be treated with dignity and respect.
- Every individual can learn.
- Learning enhances self-worth and self-worth enhances learning.
- Everyone is unique.
- Educational expectations need to be considered on an individual basis.
- Individuality and diversity are valued.
- Learning is a lifelong challenge.
- Students learn best when the home, school and community work together.



EDUCATION FOR THE ARTS

Education for the Arts (EFA) strives to enhance arts education for all K-12 students through artist residencies, student scholarships, grants, performances by professional artists, visual arts exhibits, professional development opportunities and high school arts classes.

EFA High School Classes:

- 401 high school students participated in an EFA Excellence in the Arts class. Classes are available to highly talented and/or motivated 9-12th grade students from the 15 Kalamazoo County high schools. Introductory and advanced level classes are taught in music, dance, theater, visual and media arts.

EFA Re-Granting Programs:

- 161 student scholarships worth \$72,001 were awarded. Scholarships are funded by the Irving S. Gilmore Foundation and are available to any K-12 student whose legal residence is within Kalamazoo RESA's boundaries. The scholarships may be used for projects like private lessons, internships, mentorships and art camps. Block grants for student tuition worth \$9,500 were also made to the Kalamazoo Institute of Arts, Kalamazoo Civic Theatre and the Gilmore International Keyboard Festival's Camp Gilmore.
- 11 student artistic equipment grants were awarded worth a total of \$23,250. Students in grades 6-12 may apply for a scholarship for the purchase of high-quality artistic equipment such as instruments and cameras. This project is also funded by the Irving S. Gilmore Foundation and requires students to live within Kalamazoo RESA's boundaries.
- 24 school project grants worth \$30,773 were awarded to schools in Kalamazoo County. These funds are used for artistic projects such as artist residencies and art exhibitions.
- 22 artistic development grants worth \$22,410 were provided to Kalamazoo County educators. EFA believes in supporting an educator's desire to continue their artistic growth and assists through funding of artist retreats, workshops, institutes, university or college course work and other opportunities.

The EFA Rep | The EFA Rep provided high-quality professional works of art in dance, music, theater, and visual arts to schools participating in all EFA programs. In 2014-15, 30,950 students and teachers attended professional works of art through Education for the Arts programming.

Artists on the 2014-15 EFA Rep came from near and far, including artists from Kalamazoo, the Netherlands, New York City, Los Angeles, and more. The EFA Rep included:

- Parsons Dance of New York
- The Ebony Hillbillies of New York
- "Double Take: Artists Respond to the Collection"
- "Kachinas"
- "Manxmouse" by Theatergroep Kwatta of the Netherlands
- Sonic Escape
- "Nature Seen Through the Eyes of Charley Harper"
- "Charlotte's Web" by WMU Department of Theatre
- Diavolo: Architecture in Motion of Los Angeles
- The Washingtons: Story Theater School Tour

EFA Presents! | The EFA Presents! Program provided free and low-cost admission for 9,485 students and teachers to attend professional works of art on the EFA Rep. Students and teachers also access the EFA Rep through PACE, Aesthetic Education and Alternative Arts programs.

EFA Cultural Field Trip Rebate Program:

The Washingtons Story Theater School Tour | During January-May 2014, 5,700 students and teachers attended one of 27 performances by master storytellers Dr. Von and Fran Washington. The Washingtons bring African American history and everyday situations to life, while entertaining and educating.

Alternative Arts Initiatives:

The Alternative Arts Initiative (AAI) is a program that reaches students in alternative and special education classrooms. During the 2014-15 school year, the program reached 2,250 students and teachers across fifteen alternative and special education sites. Students participating in the program were provided with opportunities to work with professional artists in theatre, music, visual arts, dance, and literary arts, as well as attend high-quality works of art. AAI students attend EFA Presents! works of art, but in addition repertoire is selected and created to enhance their cognitive, physical and emotional objectives. In 2014-15 this additional AAI repertoire included in-school performances by the Keith Hall Jazz Quintet, The Rhythm Life Collective (Dunuya Drum and Dance), Crawlspace Theatre, and WMU Theatre Department's production of Charlotte's Web.

During the school year, AAI students were celebrated throughout the community through the Art Hop in downtown Kalamazoo. In 2014-15 there was a concerted effort by the AAI to help build a stronger connection between at risk youth and their role in the community. The Art for Peace Forum was the culmination of in depth residency work with alternative

students around the topic of using art to foster peace and awareness. The Peace Forum consisted of four alternative schools coming together build a stronger community using the arts as a tool for advocacy.

“Well, my experience with EFA was amazing. It showed me how to find new friends and cooperate with people. It was a fun experience and helped me get some of my acting skills out.”

– Former EFA Student

Aesthetic Education Program

- 151 classrooms in 30 schools participated in EFA's Aesthetic Education Program.

- Over 190 classroom Educators from Kalamazoo County, attended Education for the Arts, Introductory and Advanced Level Summer Institute Professional Development.

- EFA Aesthetic Education Program partnered with WMU and Third Coast Writers' Project to provide 20 educators with professional development in utilizing the arts to support writing.

- 70 Head Start Educators attended a professional development and participated in a project around the visual arts exhibition, Nature Seen Through the Eyes of Artist Charlie Harper. The project involved over 700 Head Start Students with their resulting artwork being featured in the June 2015 Art Hop.

- For each work of art that a student attends, EFA trained teaching artists and classroom educators facilitate six experiential learning sessions prior to attending the work of art and two post-work of art sessions. Students are engaged in the process of artmaking, and gain skills in description, analysis and interpretation. More than 3,300 students each were prepared to attend 2-3 professional works of art through these workshops by EFA teaching artists and classroom teachers.

- In addition EFA expanded the Aesthetic Education program into 5 new buildings, including 2 middle schools and one high school. These schools included, Portage Haverhill Elementary, Kalamazoo Public School's Edison Environmental Science Academy, Portage Central Middle School, Kalamazoo Public School's Linden Grove Middle School and Kalamazoo Central High School.

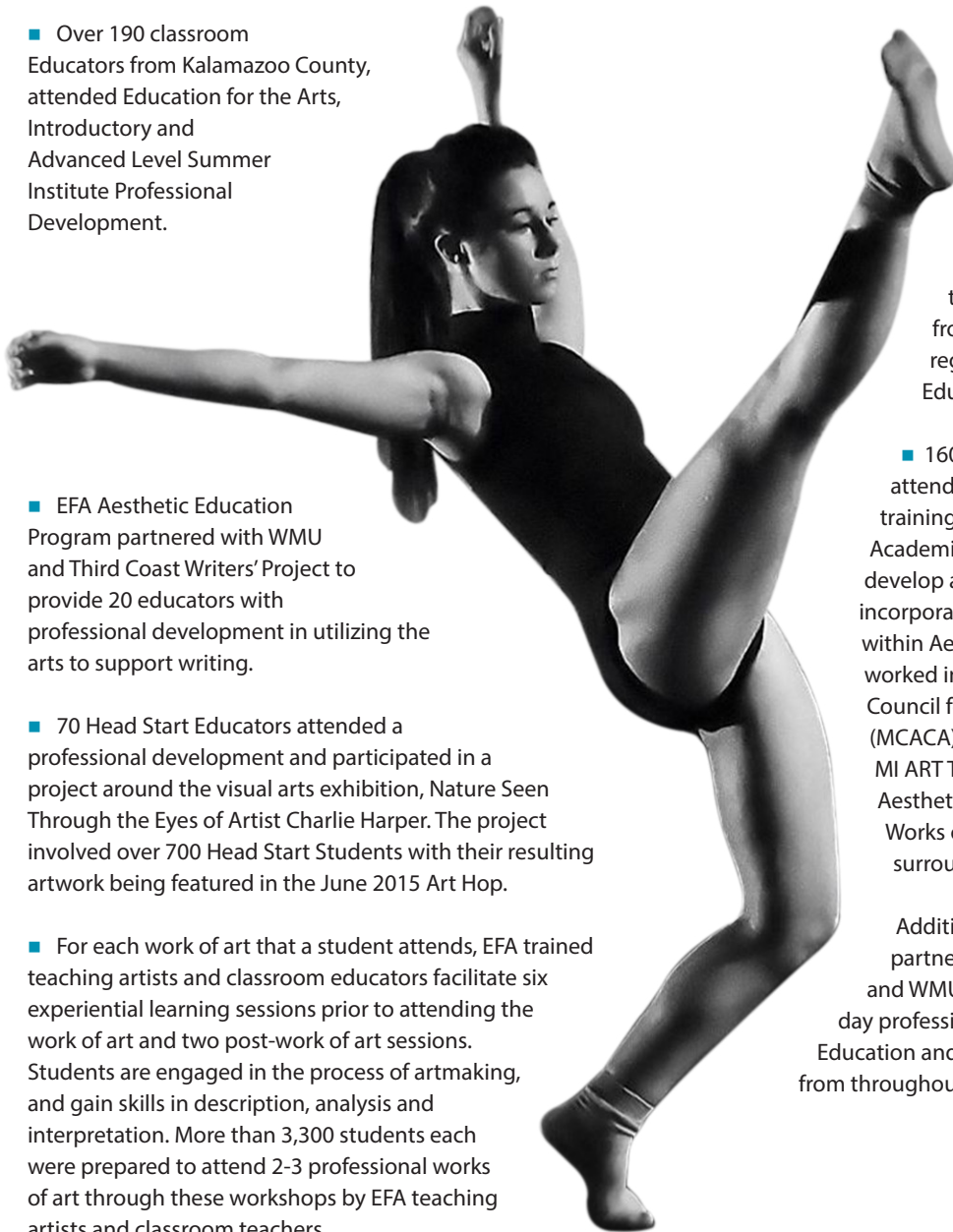
- Developed and published Window on the Work study guides that documented the creative and critical elements of works under study for all repertoire selections. The committees consisted of EFA Aesthetic Education Program staff, teaching artists, and classroom teachers.

- Provided professional development and training in the Lincoln Center Education Aesthetic Education Program through specific workshops for each work of art presented for 198 educators from 30 different schools throughout Kalamazoo County.

- Thirty local educators, teaching artists, and arts administrators from Kalamazoo County and surrounding regions attended the EFA/Lincoln Center Education five-day introductory training.

- 160 local educators and teaching artists attended (one of four) two day advanced trainings. This year, EFA partnered with KPS Academically Talented teacher Nancy Klee to develop and present an advanced training that incorporated literacy and writing standards within Aesthetic Education. This year EFA also worked in collaboration with the Michigan Council for the Arts and Cultural Affairs (MCACA) to promote and utilize MCACA's new MI ART Tours App through a two-day advanced Aesthetic Education training focused on Public Works of Art in downtown Kalamazoo and its surrounding neighborhoods.

Additionally the Aesthetic Education Program partnered with the Third Coast Writing Project and WMU's English department to present a 1 day professional development in Aesthetic Education and Writing Around Art for 20 educators from throughout the state of Michigan.



“In Aesthetic Education workshops we are always creating- and we are learning to be creative. We have to think outside the box; we are learning problem solving.”

– Aesthetic Education student

PACE Program | In 2014-15, the PACE Program engaged 3,672 students in free dance and/or theater residencies in 26 schools. Professional teaching artists typically worked with students once to three times per week for two to three months. The teaching artists developed and facilitated a total of 1,536 individual workshops. Workshops typically ran 30 to 90 minutes depending on student grade level. Residencies were presented in regular classrooms and specials classes, as well as in optional before-school, lunch-and-learn, and after-school programs. At the end of a residency, students performed their original creative work in their own schools for their peers and families.

Compared to last year, the number of students increased 25% and the number of schools increased 18%. This school year had the highest participation since the program started in 1997. Participating schools included 11 Kalamazoo schools (1,810 students), two Portage schools (783 students), two Vicksburg schools (434 students), two Parchment schools (190 students), two Comstock schools (103 students), one Galesburg-Augusta school (54 students), one Schoolcraft school (26 students), and five private or charter schools (272 students).

“The PACE program was a fabulous, interactive program that the students truly enjoyed. The instructor was astounding and worked wonderfully with the students and staff.”

– Classroom Teacher

EDUCATION FOR EMPLOYMENT

Education for Employment (EFE) is a nationally recognized career preparation program that partners with post-secondary education institutions and business and industry. EFE provides students with practical work experience and hands-on training.



During the 2014-15 school year:

- 181 classes were offered in 38 areas of study.
- Approximately 3,500 high school students enrolled.
- 78 scholarships worth \$54,400 from post-secondary schools, community organizations and business and industry were awarded to outstanding seniors.
- 9 post-secondary partners offered college credit through EFE programs (Baker College, Davenport University, Ferris State University, Grand Rapids Community College, Kalamazoo Valley Community College, Kellogg Community College, Michigan Career Tech Institute, Northwestern Michigan College, University of Northwestern Ohio)
- 656 students received college credit at Kalamazoo Valley Community College.
- More than 400 business and industry partnerships in the EFE program and work-based student placements including internships, apprenticeships, and cooperative education
- Students enrolled in an EFE course had a 96.8% graduation rate.
- EFE students who have completed their programs have a 97.5% post-secondary/employment placement rate.

TECHNOLOGY SERVICES (SOUTHWEST MITECH)

The Kalamazoo RESA Technology Services Department, also known as Southwest MiTech, exists to improve the lives of students in SW Michigan through technology services and resources. We strive to deliver excellent customer service, technology leadership, and innovative solutions to the technology challenges schools face.



Services provided during 2014-15 included:

- Over 1.6 Gbps of Internet bandwidth with packet shaping, 25% bursting, and BGP fail-over for added redundancy
- Maintained/improved connectivity to local districts with 24x7 monitoring and alerting on all WAN circuits
- E-rate filing for Internet bandwidth and fiber connections
- Formed an E-rate consortium to reduce consulting fees for districts
- Managed 97 domain names and 6 security certificates
- Managed 15,879 staff and student computer login accounts in Active Directory.
- Hosting of over 230 servers for MiCase, Kalamazoo RESA, and school districts throughout SW Michigan.
 - Gradebook and Student Information Systems (SIS)
 - Data Warehousing (Pinnacle and Ed-Fi)
 - Library Systems (Follett Destiny)
 - Food Services (Meal Magic)
 - Human Resources System
 - Financial Systems (MiCase FA, School Finance)
 - Records Management (OnBase)
 - Learning Management Systems (Edgenuity, Moodle, Read 180)

- File Servers
- TRIG Regional Data Hub
- Internet Content Filter
- VOIP Phone System
- Video Surveillance
- Video Streaming (Discovery Ed. and MiStreamnet)
- SIRENS system to provide notification to schools of students who are detained by law enforcement for various offenses
- TIENET IEP management (3 Counties)
- County-wide Transportation System (Versatrans)
- Storage server for offsite backup of data
- Network Services (AD, DNS, DHCP, SPAM filtering, MDM, Terminal Services, etc.)

- Hosted quarterly Regional Technology Support Group meetings and monthly Instructional Technology meetings
- Provided use of Basecamp Project Management System provided for management of countywide and regional initiatives
- Computer lab, mobile cart and Polycom video conferencing at Kalamazoo RESA Service Center made available to local districts
- Hosting of various videoconferences in the Wile Auditorium
- Provided full technology staffing solutions to Galesburg-Augusta Community Schools, Gull Lake Community Schools, Van Buren ISD, Paw Paw Public Schools, Hastings Area Schools, Delton Kellogg Schools, Allegan AESA, Fennville Public Schools, Kalamazoo Math and Science Center, Outlook Academy, Lakeside Academy, and Glenn Public Schools.
- Provided partial technology staffing solutions to Schoolcraft Community Schools, Allegan Public Schools, Mattawan Community Schools, Van Buren ISD, and Portage Public Schools
- Led the Technology Readiness Infrastructure Grant (TRIG) Consortium for schools in Allegan, Barry, Berrien, Cass, St. Joseph, Kalamazoo, and Van Buren Counties.

POINTS OF PRIDE

- Achieved “Three Nines” or 99.9% uptime on all hosted servers
- Achieved “Three Nines” or 99.9% uptime on Internet service provided to districts
- Filed for eRate and distributed \$144,175.32 in reimbursements to schools in Kalamazoo, St. Joseph, and Van Buren Counties

MICASE

In July 2007, Kalamazoo RESA formed the MiCase consortium with Allegan Area Educational Service Agency, Lewis Cass Intermediate School District and Van Buren Intermediate School District. Since that time, Berrien RESA, West Shore Educational Service District, Menominee County Intermediate School District and St. Joseph County Intermediate School District have joined the consortium.

Kalamazoo RESA serves as fiscal agent for MiCase. The following services were provided by the consortium during the 2014-15 school year:

- MiCase financial accounting and human resources software package and support for 59 districts
- Hosted and Supported the Pinnacle web-based Student Information System in 41 districts
- Managed and maintained 47 data analysis application in Pinnacle Insight
- Assisted Allegan, Kalamazoo and Van Buren County Schools with use of Maximus Tienet Special Education System
- Help desk phone support for over 4,500 calls
- Consortium discount and hosting for Follett Destiny Library System for 29 school districts and 4 public libraries
- Hyland OnBase Records Management System provided for 5 ISDs and 15 school districts
- 2,720 seats of Michigan Virtual High School courses provided at consortium discount for a savings of \$104,755
- Workforce Software web-based time and attendance system in use by 5 ISDs and 10 school districts
- WebEx software is being used by 5 ISDs at a consortium discount for a total savings of \$109,440
- Provided consortium discount for parent notification through Bright Arrow for 3 school districts, School Messenger for 25 districts, and Honeywell Instant Alert for 18 school districts.
- Continued full scale development of web-based Payroll and Financial Accounting system
- Consortium discount for Edgenuity online learning system with 707 Edgenuity User licenses, 25 GED Virtual Tutor licenses and 61 ACT Virtual Tutor licenses with savings of \$414,050
- Supported Edupoint Synergy SIS as the SIS for 23 districts
- Supported Pearson PowerSchool SIS for 9 districts
- Began to explore the Illuminate DnA product to see if it will replace or compliment the Pinnacle Insight system
- Reached an agreement with NWEA for discounts on the NWEA Assessment system for MiCase districts.

Points of Pride:

- Saved districts an estimated \$859,795 through hosting and negotiated consortium discounts
- Assisted with the development of the TRIG Data Integration project as Project Manager and pilot data hub host
- Assisted implementation of Illuminate DnA for 5 districts
- Successfully migrated 1 district to the new MiSuite HR/Payroll System
- Successfully migrated 4 districts to the new MiSuite HR System

ENERGY CONSERVATION

Currently Vicksburg, Galesburg-Augusta, Schoolcraft, Climax-Scotts and Kalamazoo RESA participate in the Kalamazoo RESA energy conservation consortium. The team researches new technology and works with vendors to implement alternative options for saving energy and resources. Energy savings are calculated using Energy-CAP software, which adjusts for load changes, facility changes, differences in billing periods and weather fluctuations to ensure that all reported savings are accurate. This approach to measurement and verification offers full transparency and integrity.

In 2014-15, the participating districts saved a total of \$544,877 or 27 percent, on projected energy costs.

Climax-Scotts	\$20,692	37.5%
Galesburg-Augusta	\$99,791	36.2%
Kalamazoo RESA	\$75,478	24%
Schoolcraft	\$58,294	27.1%
Vicksburg	\$290,622	47%

KALAMAZOO RESA FOUNDATION

The Kalamazoo RESA Foundation is committed to:

- Supporting Kalamazoo RESA's programs and services
- Developing exemplary and innovative education programs
- Growing staff skills through professional development and training opportunities
- Supporting research and evaluation

In 2015, the Foundation awarded:

- \$38,830 in scholarships to high school seniors and college students
- \$5,000 in Employee Enrichment Grants to Kalamazoo RESA staff
- \$2,600 to Youth Opportunities Unlimited participants

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KALAMAZOO RESA HEAD START

Kalamazoo RESA Head Start offers comprehensive pre-kindergarten services to children from all nine school districts in Kalamazoo County. Services provided in addition to educational services include developmental and health screenings, family support services and referrals to community based organizations.

Kalamazoo RESA Head Start provides a high quality classroom learning environment to teach school readiness skills in the areas of literacy, math, social emotional, and fine and gross motor skills to help children and families successfully engage and enter kindergarten. Three-year-olds attend a half-day program four days a week, while four-year-olds attend a school-day classroom four or five days a week (depending on the location).

- 732 children served
- 14 locations
- 44 classrooms

GREAT START

Kalamazoo RESA provides Great Start early childhood programs to children from birth to age 3 and their families. Services provided include developmental screening and assessment, early intervention with child development generalists and specialists, parent education, referrals and playgroups.

During 2014-2015:

- 77 playgroups were hosted countywide.
- 104 families received monthly home or mail visits.
- 103 at-risk families received two or more home visits per month.
- 264 CPS referrals for zero-three year-old developmental screening.

These numbers do not include children from birth to age 3 who are involved in Early On or the Family, Infant, Toddler (FIT) special education program. Those figures are included in the special education section of this annual report.



YOUTH OPPORTUNITIES UNLIMITED (Y.O.U.)

Youth Opportunities Unlimited offers innovative programs addressing the educational and employment needs of the community. Y.O.U. currently operates programs serving youth and adults in Branch, Kalamazoo, and St. Joseph counties.

College and Training Access Services

Career Exploration utilizing WorkKeys, Career Ready 101, and O*NET. Tours of educational institutions including colleges, universities, career and technical training centers. Assisting with: enrollment, financial aid, and scholarship applications, tutoring for entrance exams, hosting FAFSA/VITA events, tuition incentive program, Kalamazoo RESA Foundation Scholarship, Kalamazoo Promise, and dual enrollment.

Credit Recovery & Graduation (CRG) Program

Provides youth an opportunity to recover credits, with referrals from school counselors, and stay on track for high school graduation. 2014-2015 celebrates the 10th anniversary of the CRG program. In 10 years:

- 1,059 students served
- 1,530 courses completed
- 765 credits earned toward graduation

In 2014-2015

- 105 youth served

Education Reconnection

Assists youth who have dropped out of school with reconnection to an established educational pathway along with a focus on career and work readiness. Working in concert with several Kalamazoo County school districts, some youth attend high school completion classes at Y.O.U. while simultaneously participating in paid work experience.

- 56 youth served
- 73% active participation
- 160 courses completed

Employment Services/One-Stop Operator

Employment Services located at the Michigan Works! Service Centers in Kalamazoo and St. Joseph counties assists area job seekers with: connecting to local employers, enhancing employability skills, and conducting job search efforts. Resume development, workplace skills workshops, and referrals to recruiting employers and in-demand trainings are among the many services provided.

- 110,549 customers served
- 4,582 received resume assistance
- 1,186 job seekers attended employability skills workshops
- 320 Employer of the Day events

Business Solutions Team Professionals

Regularly partner with local economic developers and training institutions in providing employer solutions to business challenges related to growth, talent recruitment, layoff

aversion, business attraction, and workforce retention. Staff provide supportive services to local employers, such as: recruiting top-line qualified talent; writing job descriptions; providing talent readiness and job fit assessments; and linking employers to training fund assistance.

Jobs for Michigan's Graduates

Part of a nation-wide youth program that helps young people who are at risk of dropping out, or who have already disconnected, to graduate and make successful transitions to post-secondary education or meaningful employment.

- 36 youth served in Kalamazoo and St. Joseph counties.

Summer Youth Employment Program (SYEP)

In partnership with the City of Kalamazoo, SYEP collaborated with community-based work sites to provide eligible youth, ages 14-17, with summer employment. This dynamic six-week program offered young people an opportunity to earn money while learning first-hand about the world of work.

- 150 students participated

Talent Tours

Y.O.U. partners with area employers from various industries to bring youth onsite to learn about career opportunities available in the local area. Youth visited employers from industries such as manufacturing, healthcare, energy, hospitality, and public safety.

Trade Adjustment Act (TAA) Program

The TAA program assists workers who have lost their jobs as a result of being displaced due to foreign competition. Services include job search and placement assistance, occupational skills training, supportive services, and waiver completions for trade act benefits.

- 160 individuals assisted

Workforce Investment Act Youth (WIA)

WIA Youth Services provides eligible youth intensive assistance in attaining basic educational credentials, transitioning to post-secondary education or training, building work-readiness skills and preparing for their future careers. Staff work with each youth to develop a comprehensive, individual service plan to reach educational and employment goals. Youth receive assistance with high school completion, enrollment in college or certification programs, and basic skills tutoring and credit recovery. Youth complete training to enhance employability and work readiness skills. They may also have the opportunity to build their work history and gain relevant experience through paid work experience. Follow-up services are also available to assist with retention in school and employment.

- 626 youth were served

