



# KALAMAZOO RESA

## **ANNUAL REPORT**

2019-2020

The Kalamazoo RESA annual report provides an overview of the many programs and services we offer to students, families, schools and our community.

“

*If you want to go fast,  
go alone; if you want  
to go far, go together.”*

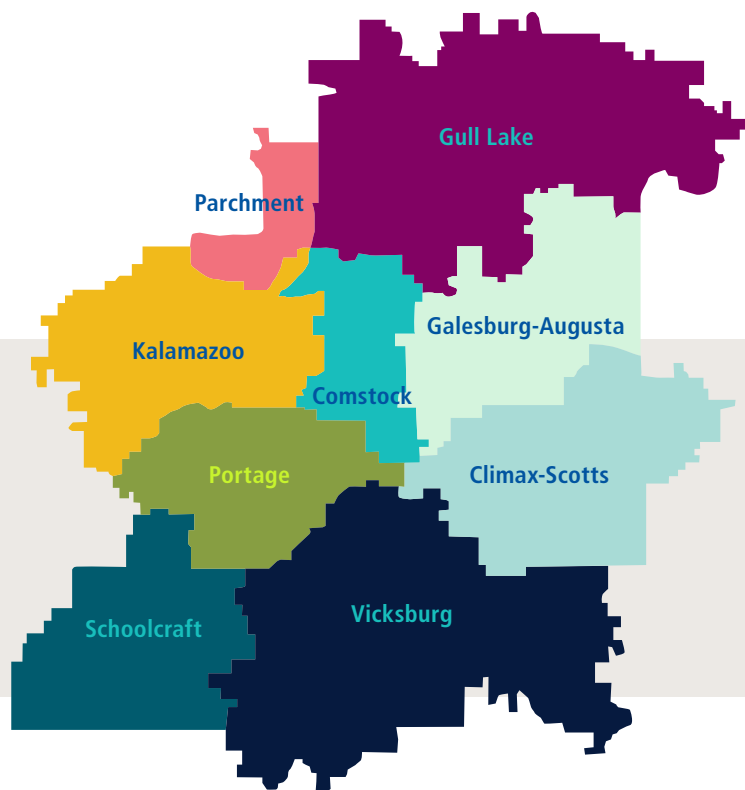
— *African Proverb*

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# 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
- Kalamazoo Covenant Academy
- Lakeside Academy
- Oakland Academy
- Paramount Charter Academy
- Youth Advancement Academy
- 18 Nonpublic Schools in Kalamazoo County



Kalamazoo RESA serves over  
35,000 students in nine counties.

## NON-DISCRIMINATION 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: Assistant Superintendents – Tom Zahrt and Mindy Miller. Contact information: (269) 250-9200, 1819 E. Milham Ave, Portage, MI 49002.

# STRATEGIC PLAN

## & CORE VALUES

### Why do we exist?

To transform lives by inspiring educational excellence.

### What do we do?

Provide a continuum of educational services and support to students, families, school districts and communities.

### How will we succeed?

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

### What are we focused on?

- All learners supported through strong collaborative relationships
- Highly effective employees
- Positive, safe and inclusive organizational culture
- All children ready for kindergarten
- All students transition ready for college, career and life
- Leaders in educational excellence
- A culture of continuous improvement
- Quality and sustainable infrastructure
- Research-based instructional practices
- A continuum of professional development to support high-quality instruction and leadership
- Visibility and understanding of Kalamazoo RESA programs and services

### Core values



COLLABORATION ..... We work together



INNOVATION ..... We find a better way



COMPASSION ..... We lead with heart



TRUSTWORTHY ..... We act with integrity



RESPECT ..... We value all people

# BOARD OF EDUCATION



**SKIP KNOWLES**  
President



**DAVE WEBSTER**  
Vice President



**LYNNE COWART**  
Secretary



**DELORES MYERS**  
Treasurer



**RANDY VANANTWERP**  
Trustee



# LETTER FROM THE SUPERINTENDENT



**DAVE CAMPBELL**  
Superintendent

I feel so fortunate to be a part of KRESA. Our staff and culture are committed to doing our work very well and serving our students, families and schools the best we can during this pandemic. I well up with pride knowing how our educators and staff are working with kids each day at school, and virtually for those who choose that option. It has undoubtedly been exceptionally challenging, but I am so proud to see students engaging with their teachers and classmates in our programs.

Together, our skilled and passionate staff are inspiring educational excellence all across Kalamazoo County. They are helping the youngest students reach their full potential by supporting them and their families as they prepare for kindergarten and a life of learning. Meanwhile, through our emerging Career and Technical Education (CTE) programming, our staff is encouraging young people to see what they can be when they grow up. To help them get there, we are giving them the opportunity to work and learn on worksites to get better acquainted with the professional world and build their skills.

As our society becomes more diverse, we are also growing in our cultural competence to better meet the needs of all kids and families and help them be able to live and work positively with others for the rest of their lives.

Words alone in this Annual Report 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 educational dreams a reality. We are committed to the continuous improvement and growth of our leadership and our service to the children, families and communities we serve.

Through our collaboration, we are transforming lives from cradle to career.

Sincerely,

A handwritten signature in blue ink that reads "David Campbell". The signature is fluid and cursive, with the first name "David" being more prominent.

David Campbell, Superintendent

# DURING THE COVID-19 PANDEMIC

The final months of the 2019-20 school year and the months since have presented extraordinary challenges – but facing these times as a community has shown us what we can accomplish when we work together. While Michiganders were doing their part to flatten the curve by sheltering in place, Kalamazoo RESA staff and educators were in our communities both virtually and physically, continuing to provide high-quality services and resources that not only sustain community through hardship but prepare our young ones for a future beyond.

## During the first three months of the COVID-19 pandemic...

- **Seeds for Success** provided or connected over **50 families** with food, diapers, furniture, tablets, car seats, books, housing resources and activity bags.
- **Audiology Services** partnered with two local volunteer groups to make **1,000+ transparent masks** for staff who work with students with hearing loss.
- **Great Start Collaborative (GSC)** delivered **125 early literacy bags** to families' homes within the first weeks of the pandemic shutdown.
- **Education for the Arts (EFA)** provided **994 students** in special education and alternative programming with workshops taught by professional artists.
- **Instructional Services** partnered with Bookbug bookstore and distributed **1,200+ books** to the homes of students in kindergarten through third grade.
- **YOU** served **9,600 Michiganders** seeking support related to unemployment benefits in its capacity as a partner of Michigan Works! Southwest.
- **The Preprimary Evaluation Team (PET)** provided **76 families** with services, including virtual evaluations, virtual screenings and remote learning plans.



# UPDATE: DESIGNING A WORLD-CLASS CAREER & TECHNICAL EDUCATION (CTE) SYSTEM

In the fall of 2020, sixth- through eighth-grade students in every district were the first to benefit from KRESA's redesigned Career & Technical Education (CTE) programming. First to be implemented were new experiences in Career Awareness & Exploration (CAE), formerly known as Career Readiness. The new CAE curriculum is designed to be a more purposeful self-exploration process, allowing young students gain a better understanding of themselves and potential career opportunities.

## 2020 Middle School Experiences:

- Discover Careers
- Solve Real-World Problems
- Envisioning Career Possibilities
- Managing Cash & Careers
- Growing an Innovative Mindset



**479**

educators trained



**1,546**

students impacted



## Students are Saying:

*"The resume-builder is so easy to use!"*

*"I went broke in the career game and had to go back and choose a different job. It made me rethink my future career choice."*

*"CAE made me realize how hard it can be to be an adult."*



# SPECIAL EDUCATION

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

# EARLY CHILDHOOD SPECIAL EDUCATION (ECSE)

Kalamazoo RESA's Early Childhood Special Education (ECSE) program is a countywide classroom-based program for children from three to five with significant physical, cognitive, behavioral, communicative or social challenges. ECSE, located at Kalamazoo RESA's West Campus, provides intensive interventions that build the core skills of functional communication, learner behaviors, safety and social interaction.



ECSE expanded to include **children ages 3-5** with developmental disabilities



**70** students served



**9** students were able to transition to kindergarten with typically developing peers at local districts

## EARLY ON

Early On provides home- and community-based support to families with children with developmental delays in motor skills, communicative abilities, social-emotional learning or cognition from birth through age three.



**511** developmental assessments conducted



**398** infants and toddlers served through in-person and remote services in addition to hundreds of food and diaper drops





# PREPRIMARY EVALUATION TEAM (PET)

The Preprimary Evaluation Team (PET) provides developmental evaluations for children three to five, and connects families with community resources and special education support from local school districts.



## DURING THE COVID-19 PANDEMIC

The PET team completed **virtual evaluations**, **virtual screenings** and **created remote learning plans** for children. Additionally, staff gathered and **delivered essential household equipment**, **food** and **diapers** for those families in need.

# AUDIOLOGY SERVICES

The Kalamazoo RESA Audiology team conducts comprehensive hearing evaluations, fits classrooms with hearing assistive technology, educates students about their hearing loss, supports self-advocacy skills, and assists school personnel in ensuring students with hearing loss have the same educational access as their typically hearing peers.



**135**

hearing evaluations  
provided



**6**

students  
newly identified  
with hearing loss



**746**

classroom visits  
for hearing  
impaired students

## DURING THE COVID-19 PANDEMIC



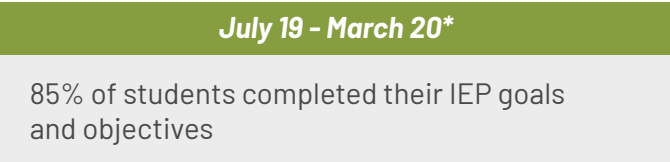
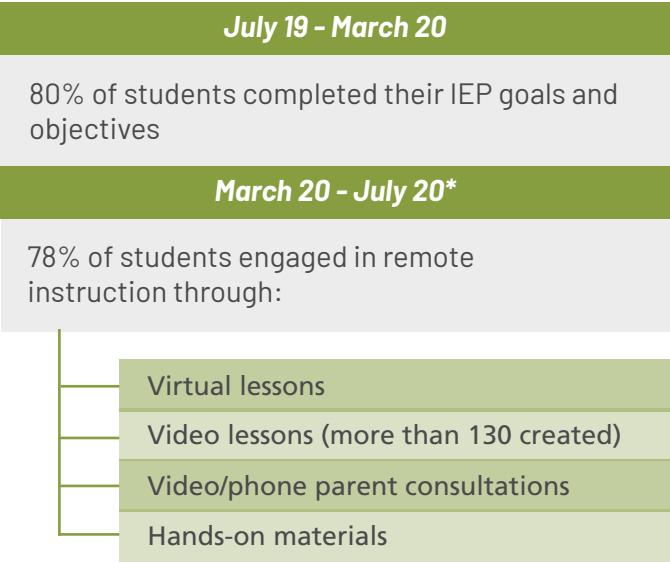
Audiology Services partnered with two local volunteer groups to make over **1,000 transparent masks** used by staff who work with students with hearing loss. The masks provide much needed visual cues to Deaf and Hard of Hearing students who rely on facial expressions and visual cues to communicate.

Audiology Services also developed a **website with valuable resources** on closed captioning, amplification care and effective virtual teaching practices.



# WOODSEGE LEARNING CENTER

WoodsEdge Learning Center provides highly specialized instruction and behavioral support for students between the ages of three to 26 with significant disabilities. In addition, it offers services to all local school districts for students who are Deaf/Hard of Hearing (DHH) or have visual impairments.



\*COVID-19 closures impacted student progress and the ability to accurately assess from March to July 2020



The WoodsEdge Intensive Support Team (IST) serves students and staff in local districts by developing plans, coaching and analyzing data to improve challenging student behavior. Its goal is to keep students in their local district and help them be more successful.



of cases remained in their local district



## VALLEY CENTER SCHOOL (VCS)

Valley Center School (VCS) provides special education services for students eight to 18 with unique emotional or behavioral needs. The school focuses on building the students' social and emotional skills so they can be contributing members of their homes, school and communities. Its curriculum supports reintegration into less restrictive educational environments and allows for progressively more independent school participation. The VCS curriculum serves students who are diploma-bound, those who require an alternative curriculum and students focusing on transitional goals.



44 students served



93% of students report that VCS is preparing them for their future



98% of parents report positive relationships with school staff



100% of students received direct instruction on social-emotional skills in the five competency areas:

- self-awareness, self-management, social awareness, responsible decision-making and relationship skills



30% of students achieved and maintained behavioral goals which allowed access to less restrictive educational placements or experiences

# JUVENILE HOME SCHOOLS (JHS)

Juvenile Home Schools (JHS) make exceptional and equitable educational services available to adjudicated youth by developing academic and emotional skills while restoring students to their families and communities.

To accomplish this, JHS foster caring and structured environments where students can grow. The program creates individualized success plans for each student in conjunction with court and detention staff, caseworkers and families to guide a successful transition back to the community.

Trauma-informed staff members use positive and restorative behavioral interventions to help all students learn with the appropriate supports and resources.

Kalamazoo RESA's JHS continue to grow and develop new strategies that meet the needs of individual students. They are committed to becoming national leaders of educational programming for students in the juvenile justice system and strive to be recognized as anti-bias, anti-racist institutions.



students served



of students participated in  
work-based learning experiences or  
hands-on service-learning opportunities



of long-term residents earned high  
school credits to keep up with their  
same-aged peers





## TRANSITION SERVICES

Kalamazoo RESA Transition Services provides consultations for students, families and professionals that help individuals with disabilities between the ages of 16 to 26 increase their knowledge of employment, post-secondary education, adult living and community participation. Transition Services supports all Kalamazoo RESA programs and nine school districts in designing school and community experiences that ensure students gain the skills and connections necessary to increase successful post-school outcomes.

- Hosted the first annual Reality Fair in partnership with Consumers Credit Union and local employer partners. This event focused on increasing financial literacy and interview skills.



**90+ students in attendance**

- Hosted the annual Transition Fair attended by family members, community members and school staff.



**85+ in attendance**



**27 informational booths**

- **129 IEPs** monitored through the state compliance process.



# YOUNG ADULT PROGRAM (YAP)

Kalamazoo RESA's Young Adult Program (YAP) serves young adults between the ages of 18 and 26 who have completed their high school years. Participants are eligible for special education services and receive opportunities to learn and build life skills through continued special education programming. YAP believes that every young adult deserves meaningful opportunities to build a life in which they will thrive.

210

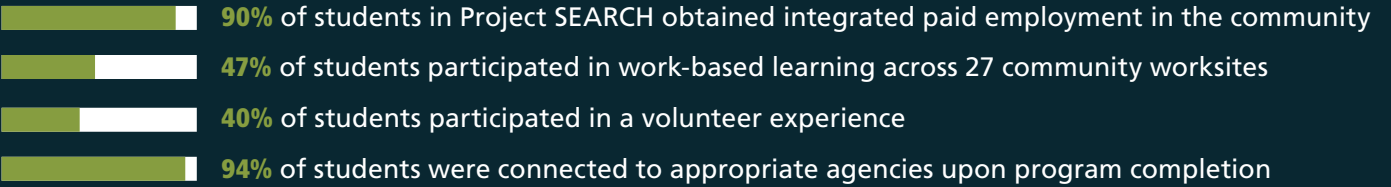
students served

18

students participated in Project SEARCH at Bronson Methodist Hospital or Radisson Plaza Hotel at Kalamazoo Center

55

attended the Community Classroom at KRESA Commons







# EARLY CHILDHOOD

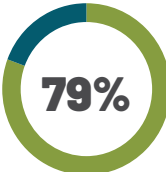
The department of Early Childhood provides services for children from birth to age eight through a variety of free programs.

# SEEDS FOR SUCCESS

Seeds for Success is a consortium of five agencies that help parents across Kalamazoo County set up their children, aged zero to three, for a bright future. Its services take an approach based on the Strengthening Families Program and include developmental screenings, parent education, resource connections and community playgroups. Seeds for Success has expanded to also provide home-based lactation counseling.



Awarded Blue Ribbon Affiliate Status through Parents as Teachers with **94% of standards achieved**



Maintained a **79% retention rate** through the end of its program year



Provided or connected over **50 families** with food, diapers, furniture, tablets, car seats, books, housing resources and activity bags during the COVID-19 shutdown





# GREAT START COLLABORATIVE (GSC)

The Kalamazoo County Great Start Collaborative (GSC) is a partnership of local organizations and parents working to improve the early childhood system for every family in the county.



**14** virtual and in-person Parent Cafés hosted



**30** community partners in the Parent Café model trained

- Parent Cafés are opportunities for parents to connect and reduce their isolation and stress levels.

Topics included:

- Parental Resilience
- Social and Emotional Competence of Children
- Knowledge of Parenting and Child Development
- Concrete Supports in Times of Need
- Social Connections



**125** early literacy bags delivered to families' homes within the first weeks of the pandemic shutdown.

- GSC has continued to provide early literacy resources to local partners, such as Kalamazoo Public Library, AIMS Kidz, KYDNet and many more.



# KRESA HEAD START/ GREAT START READINESS PROGRAM (GSRP)

The Kalamazoo RESA Head Start/Great Start Readiness Program (GSRP) provides families facing poverty a comprehensive, high-quality pre-kindergarten experience for their children aged three to five. Its goal is to partner with families to teach children the importance of language, literacy, numeracy, social-emotional growth and the overall developmental skills needed to engage successfully in kindergarten and life. The program works to increase family engagement and empower families to advocate for their children and children's education, health and overall wellbeing.



## 39 classrooms

- 22 three-year-old classrooms
- 17 four-year-old classrooms



## 498 children with full-day schedules

- 400 children attend five days a week
- 98 children attend four days a week



## 120 children with part-day schedules



**618**

Full Enrollment

**661**

Cumulative Enrollment

**220**

Children enrolled for a second year (moving from a three-year-old classroom to a four-year-old classroom)



## Parent Collaboration and Child Growth Activities



**371** Education Goals



**632** Home Visits



**564** Parent-Teacher Conferences



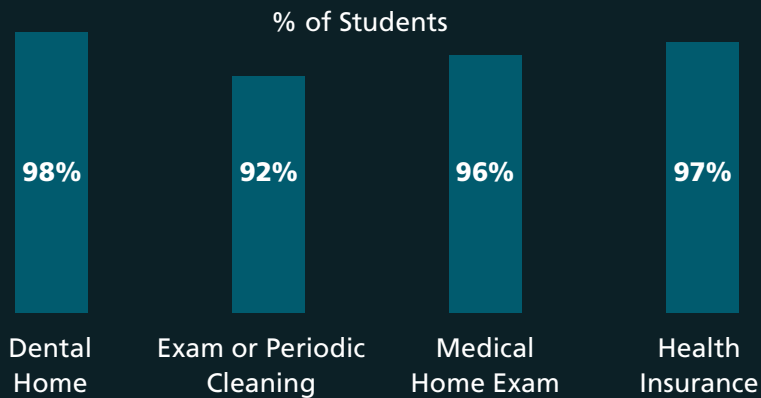
**578** Individualized Curriculum



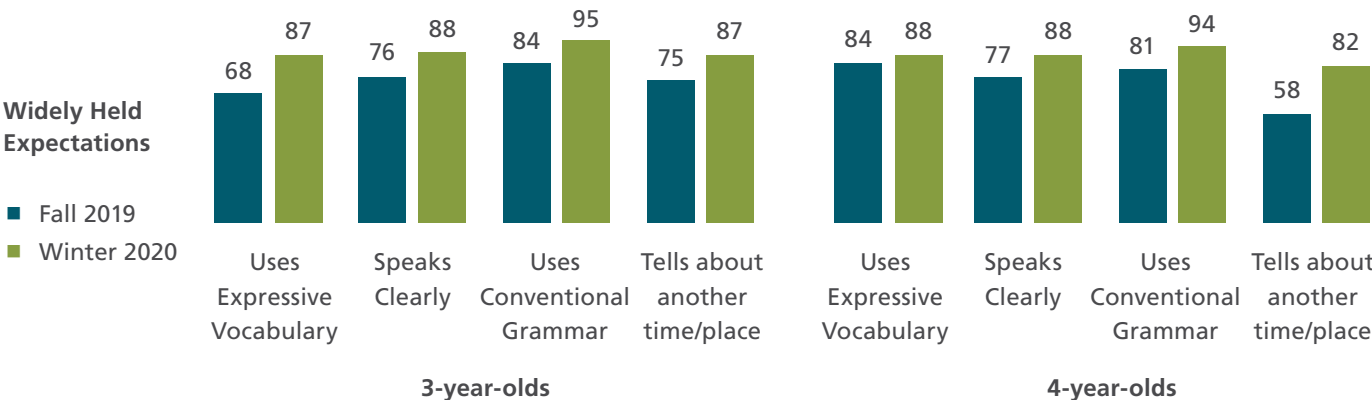


### Health

Kalamazoo RESA Head Start is committed to providing comprehensive health supports to all families. These services include but are not limited to, Well Child Exams and a Dental Exam and Cleaning.



### Child Assessment Data





# SECONDARY PROGRAMMING

Kalamazoo RESA's secondary programming empowers students to discover their future and equips them with the experiences to reach it.



# YOU

YOU, formerly Youth Opportunities Unlimited, helps individuals complete their education, find employment and thrive in their communities. The program offers a wide range of services that strengthen participants through academic enrichment, workforce readiness and the development of social skills while empowering them to become critical thinkers, problem solvers, graduates and leaders.

Program services include:

- Career coaching
- Career exploration
- Employability skills training
- Mentorship
- Work-based learning
- Paid internships
- In-demand career credential training
- Supportive services
- High school diploma completion
- High school equivalency preparation
- Credit recovery
- Post-secondary access
- Volunteer income tax assistance
- Business services



## 559

Work-Based Training  
Participants Served



## 70%

Employment Rate



## \$15.54

Average Hourly Wage  
at Placement



## 294.5

High School Credits  
Earned



## 83%

Credential Rate





## DURING THE COVID-19 PANDEMIC

*As a Michigan Works! Southwest partner, YOU implemented and facilitated a centralized hotline for the Michigan Works! Southwest system.*

*By the end of June, YOU served **9,600** Michiganders seeking support related to unemployment benefits.*

## VIRTUAL MYCITY

YOU's MyCITY Summer Youth Employment Program typically focuses on in-person, on-the-job, paid work experiences. COVID-19 presented a unique challenge, and the YOU team developed a new virtual 2020 MyCITY experience for participants. Activities included career exploration, employability skills and group projects.



**97%** of MyCITY participants agreed with the statement: "Participating in this summer's MyCITY program helped me improve my time management skills."



**85%** of MyCITY participants agreed with the statement: "I feel more confident completing group work online than I did at the beginning of the summer."

As stated by participants:

- "I now know how to participate in an interview properly and how I should carry myself."
- "This summer, I learned about financial literacy. Learning about this allowed me to create a goal that I was passionate about reaching and lay out a plan for how I would achieve that goal."

## CONSUMERS ENERGY FOUNDATION PEOPLE AWARD

YOU was the first recipient of a \$25,000 Consumers Energy Foundation People Award to support its Career Pathway Initiative work. The Career Pathway Initiative provides career readiness training, job training in high-demand fields, internships, apprenticeships and work-based learning opportunities.

## VOLUNTEER INCOME TAX ASSISTANCE (VITA) PROGRAM

YOU took on the Volunteer Income Tax Assistance (VITA) program, partnering with organizations in identified neighborhoods for those most at risk of being affected by economic, racial and social disparities. New sites included low-income housing complexes, neighborhood associations, local shelters and other non-profit organizations that work with at-risk populations. During the onset of COVID-19, a virtual model of assistance was implemented to ensure that services continued.



**1,500+**

clients served



**\$ 2 million**

in refunds returned to  
the community



**11**

new VITA sites added within  
Kalamazoo's city limits

# EARLY/MIDDLE COLLEGE (EMC)

Students who participate in the Early/Middle College (EMC) program have the opportunity to simultaneously earn both an associate degree and a high school diploma. With school districts covering tuition fees up to a designated amount, students enroll in a focused program of study at Kalamazoo Valley Community College (KVCC) and Kalamazoo Community College (KCC) and graduate after an additional year of high school.

**446**  
students enrolled  
countywide

**365** active

**81** completed

**4,073**  
credits earned  
for KVCC students

**3.24**  
average GPA  
for KVCC students

**81**  
EMC Graduates

**73** at KVCC

**8** at KCC

**35** Associate Degrees

**5** Certificates of Achievement  
(COA)

**34** Michigan Early Middle College  
Association (MEMCA) certificates

**11** Michigan Transfer Agreements  
(MTA)

## Students are Saying:

*"EMC has been one of the best experiences of my life! I am truly friends with my mentor, loved being off the high school campus and enjoyed a challenge."*

*"You learn so much about what to expect from a college environment, and it really pushes you to work harder and realize the greater potential within yourself. Especially if you plan to go to a four-year university, EMC is the perfect way to get a feel for college life, manage your time and become an adult."*

*"EMC is amazing financially, and you get to ease into college, so it doesn't overwhelm you. It gives you some freedom and a sense of responsibility."*



**84.4%** of students felt successful because of the EMC support

**91.4%** of students felt their experience with their EMC mentor was very helpful

**90.6%** of students would recommend the EMC program to other students

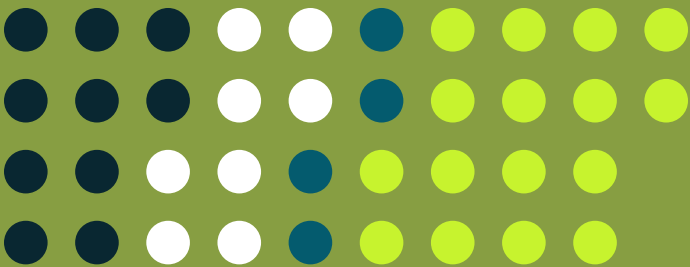
**90.3%** of students would do the EMC program again if they had the opportunity

**96.8%** of students thought participating in EMC made a difference



# 38 Programs of Study Offered

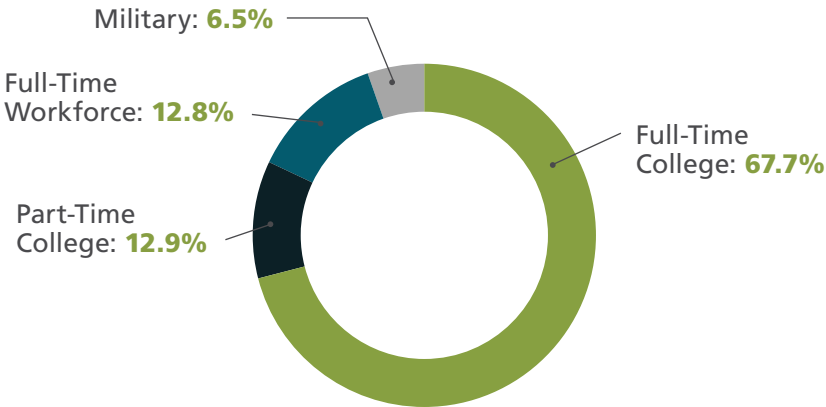
- Transfer Associate in Arts (AA) and Associate in Science (AS) programs of study
- Associate in Applied Science programs
- Certification programs
- Certificates of Achievement programs



of students said participation in the EMC program helped them make decisions about their next step in life.



## 5th-Year Students' Next Steps After Exiting EMC



# CAREER & TECHNICAL EDUCATION (CTE)

Career & Technical Education (CTE), formally known as Education for Employment (EFE), is an award-winning career and technical education program that offers a wide range of hands-on career preparation programs to students in grades 9-12. Programs are held in multiple locations: high school buildings, college campuses, and business and industry work sites. EFE/CTE courses reflect real-world applications and maintain the rigorous requirements of the Michigan Merit Curriculum, as well as state, national and industry technical standards.

## 2,200 students enrolled countywide



**98%** high school graduation rate



**85%** of students would rate the quality of their class with a letter grade of A or B



**200** intensive work-based learning experiences



**70%** of students reported that an EFE/CTE class helped them decide what career they would like to pursue after high school



**Hands-on learning, exceptional teachers and meeting new people** are the top three things students say they liked most about their EFE/CTE class



**258** students earned **632** transcribed college credits, saving over **\$130,000** in college tuition and books

## Students Enrolled in the Following Career Clusters:



Agriculture, Food and Natural Resources



Education and Training



Law, Public Safety and Security



Architecture and Construction



Finance



Manufacturing



Arts, A/V Technology and Communication



Health Science



Marketing, Sales and Service



Business, Management and Administration



Hospitality and Tourism



Transportation, Distribution and Logistics



Human Services



Information Technology

# EDUCATION FOR THE ARTS (EFA)

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

## K-12 | AESTHETIC EDUCATION (AE)

The Aesthetic Education (AE) program provides opportunities for classroom teachers to partner with EFA teaching artists to collaboratively develop and implement inquiry-based units of study focused on specific, live works of art that students experience. In 2019, AE welcomed **18** new teachers to the program through the introductory training.



**163** teachers in **24** schools partnered with **27** teaching artists to implement **408** workshops.



EFA partnered with **two** schools (Comstock Elementary and Parchment Central Elementary) to integrate Aesthetic Education in EVERY classroom.



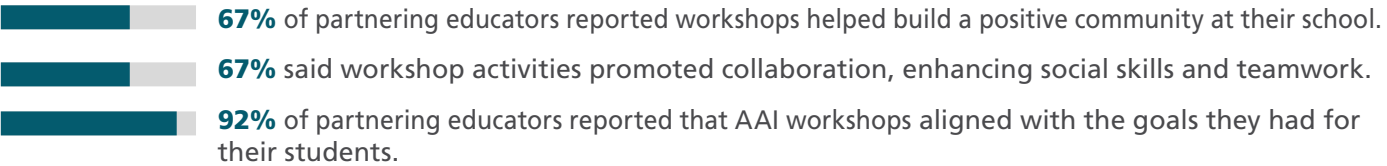
More than **3,930** students from around Kalamazoo County participated in workshops.



**9,287** attended **7** performances and visual arts exhibitions.

## K-12 | ALTERNATIVE ARTS INITIATIVE (AAI)

AAI brings engaging artistic experiences to students in non-traditional education settings.



### DURING THE COVID-19 PANDEMIC

*The Alternative Arts Initiative provided workshops with professional teaching artists to 994 students in special education and alternative programming. 782 students in special education and alternative programming attended professional works of art.*

## K-12 | EFA PRESENTS!

Featuring artists from Zimbabwe to England and New Orleans to Harlem, EFA Presents! provided schools with easy access to **ten** performances and visual arts exhibitions from around the world. The works of art were available to schools at little to no cost.

- Admission provided to **10,640** students and teachers.

## K-8 | THE PACE PROGRAM

The PACE Program provides creative movement and creative drama residencies taught by professional Teaching Artists free-of-charge to K-8 schools within Kalamazoo County. All residencies included an opportunity for students to attend a free professional performance in the discipline they were studying.

- **3,931** students in **24** schools participated in planned residencies.
- **3,517** students and teachers attended a professional performance by Pilobolus of Connecticut, Theater Unspeakable of Illinois, Dance Theatre of Harlem of New York and Tall Stories of England.

## EFA RE-GRANTING PROGRAMS

- **252** student scholarships worth **\$93,100** were awarded to K-12 students
- **\$9,000** in block grants awarded for student tuition to the Kalamazoo Institute of Arts, Kalamazoo Civic Theatre and the Gilmore International Keyboard Festival's Camp Gilmore.
- **7** student artistic equipment grants worth a total of **\$20,000** were awarded to students in grades 6-12 purchasing high-quality artistic equipment such as instruments and cameras.
- **19** school project grants worth **\$30,000** were awarded to schools in Kalamazoo County for artistic projects such as artist residencies and art field trips.
- **15** artistic development grants worth **\$20,500** were provided to Kalamazoo County educators to continue their artistic growth and assists by funding artist retreats, workshops, institutes, university or college course work and other opportunities.

## EFA CULTURAL FIELD TRIP REBATE PROGRAM

Through grant funding from local foundations, this program provided subsidies to local K-8, special and alternative education schools for field trips that included performances and exhibitions offered by Kalamazoo Symphony Orchestra, Kalamazoo Institute of Arts Gilmore Keyboard Festival and EFA.

- The program supported **474** buses that transported **24,311** students and teachers.
- EFA reimbursed school districts a total of **\$37,000**.

## EFA HIGH SCHOOL CLASSES

Introductory and advanced level classes are taught in music, dance, theater, visual, literary, and media arts.

- **639** high school students participated





# SERVICE CENTER

The Service Center makes educational services more efficient and cost-effective for school systems across Kalamazoo County and beyond.

# BUSINESS OFFICE

The Kalamazoo RESA Business Office supports school districts’ and students’ success through the accurate and effective management of financial resources and business functions. The Business Office manages the financials of approximately 30 departments and programs within Kalamazoo RESA and 10 area school districts.



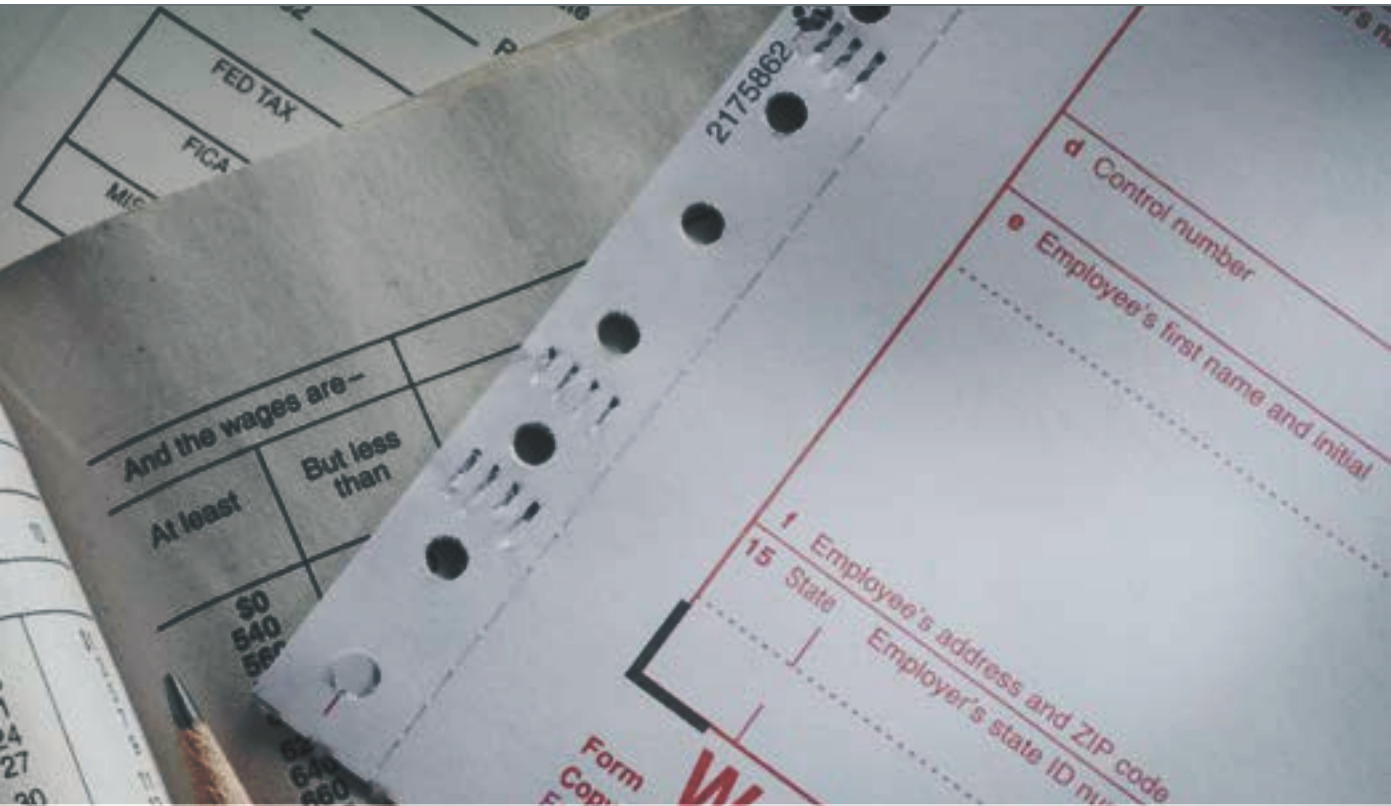
**\$150.8 million** managed, including  
\$22.4 million in federal grants



**\$413,000** saved by local school  
districts through collaboration  
and consolidation of business  
functions to Kalamazoo RESA



**89%** customer satisfaction



# HUMAN RESOURCES

The Kalamazoo RESA Human Resources (HR) department ensures an inclusive, equitable and safe work environment by providing high-quality HR services and recruiting qualified and diverse individuals.



**252** jobs posted for  
**9** school districts



**662** people fingerprinted for  
**23** local districts and schools



# COMMUNICATIONS

The Communications Team’s mission is to share the inspiring stories of those served by Kalamazoo RESA and raise awareness of its programs and services. It supports all of the organization’s departments with professional media and marketing services, including print and digital promotions, photography, videography, graphic design and website creation and management.



43 stories shared



48 events supported



57 newsletters written



9 logos created



432 design projects completed



21 presentations created



6 new websites created



1,750,910 kresa.org page views



16 website sections updated

## @KALRESA SOCIAL MEDIA



### New Page Likes

KRESA: ▲ 10.91%

YOU: ▲ 23.78%

Head Start: ▲ 29.79%



### People Reached

KRESA: ▲ 111.50%

YOU: ▲ 65.80%

Head Start: ▲ 13.00%



### People Reached

KRESA: ▲ 34.20%



### Engagement

KRESA: 0.93%\*

(\*Median across industries: 0.05%)

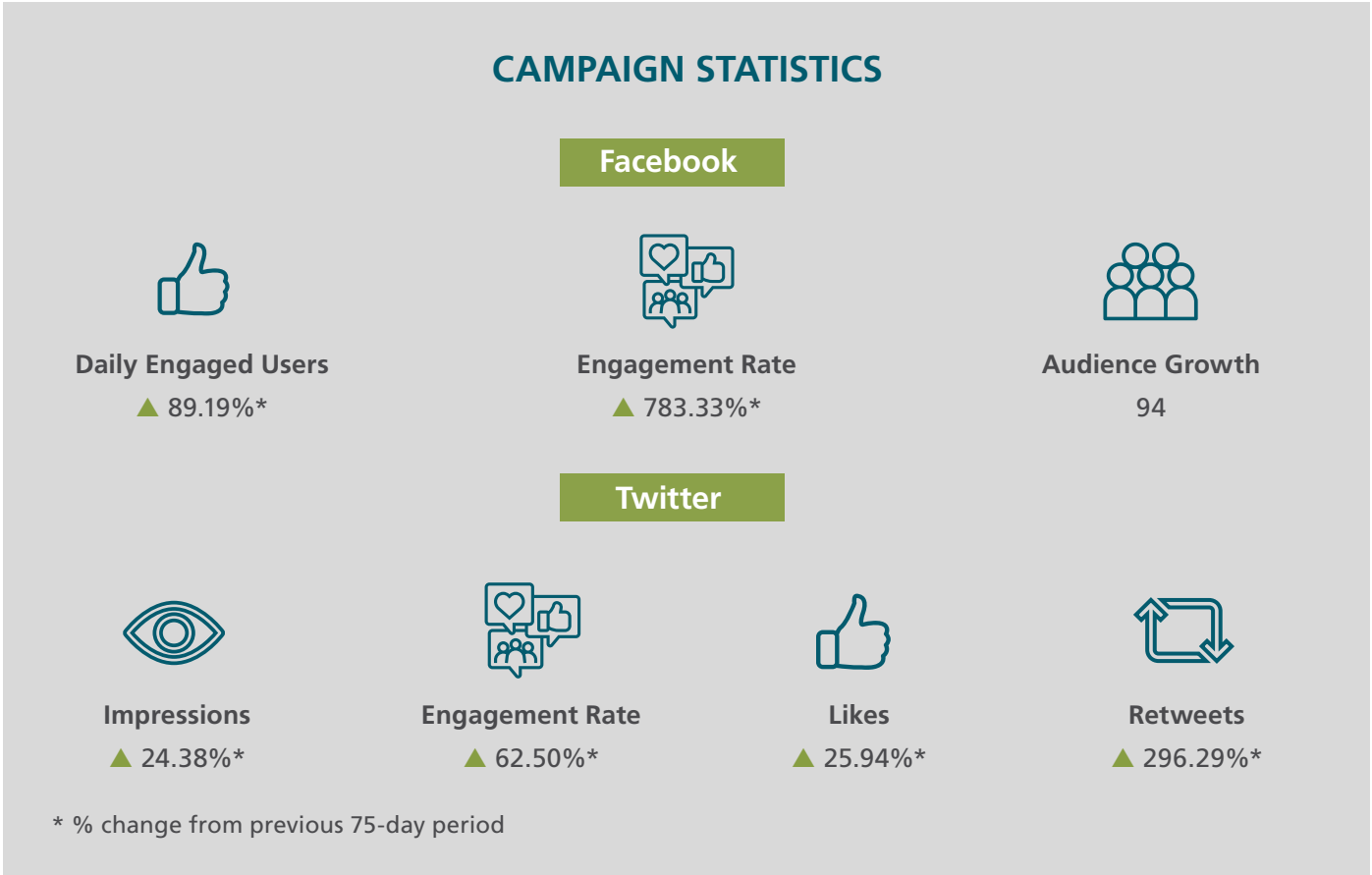


# CTE Millage Campaign | Aug. 26 – Nov. 8

In November 2019, Kalamazoo County voters were to decide whether to fund the redesign of its Career and Technical Education (CTE) program and the construction of a cutting-edge Career Center. To prepare for the vote, the Communications Team developed a strategy to educate the community of the importance of the project and coordinate the support of local school districts and community partners.

### Created:

- Comprehensive CTE brand identity
- Informational campaign website
- Graphics and digital assets
- Three social media kits for community partners
- Print materials and copy
- Community presentations
- Television commercial and campaign videos
- And more!



Received the **National School Public Relations (NSPRA) Gold Achievement Award**

# INSTRUCTIONAL SERVICES

The Kalamazoo RESA Instructional Services department builds teacher and leader capacity through tailored professional learning and instructional coaching. Its consultants offer support in the areas of climate and culture, whole-child support, early literacy/English language arts, mathematics, science, STEM, school improvement and leadership development. The department also designs strategic plans with districts to leverage resources, align services with improvement plans and organize service work over a sustained period.

## Coaching & Consulting



**371**  
days



## Professional Learning



**43**  
workshops  
(64 sessions)



**1,362**  
workshop  
participants



**96**  
districts represented

- In-County: 26 districts
- Out-of-County: 70 districts

## Regional Assistance Grant

- Hosted first annual Educating Out of the Box Symposium conference for alternative school collaborative with over 200 teachers and administrators in attendance.
- Established an alternative school leadership professional learning cohort, as well as in-district supports, training and materials to strengthen district instructional and student support systems.

## During the COVID-19 Pandemic

### English Language Arts (ELA)

#### Planning:

- Convened six action teams to support local districts' Return to Learn Plans:
  - Instructional Planning
  - Professional Learning
  - Social-Emotional Health and Wellness
  - Systems to Support Learning
  - Advocacy for All
  - Transportation
- Continuity of Learning Plan and Extended Continuity of Learning Plans Supports

#### Virtual Professional Development: Grab & Go Mini-PD Series

The ELA team developed a series of professional development opportunities for the Kalamazoo County educators.

Topics covered:

- Teaching foundational skills in a remote setting
- Virtual Learning Hub resources
- Strategies to promote active engagements and educator spotlights
- Professional development planning for virtual delivery
  - Planned virtual Add+VantageMR math recovery courses
  - Planned distance learning professional development to support virtual teaching

## STEM Digital Lessons

Working with REMC and IC colleagues, picture books were read and recorded and then paired with a STEM activity for a virtual learning setting.

- Created KRESA At-Home Learning website resources
- Vetted resources to share via the KRESA website to support at-home learning for teachers, parents, and students for ELA, math, science, social studies and SEL supports
- Created support videos for virtual engagement
- Created shareable resource collections for schools

## Book Distribution in Three School Districts

Distributed over 1,200 books to students in kindergarten through third grade, in partnership with Bookbug bookstore.

- Provided over 800 children's books to students on topics such as managing emotions, dealing with change, and being brave in hard times





# REGIONAL EDUCATIONAL MEDIA CENTER (REMC-12W)

The Regional Educational Media Center (REMC) is one of Michigan’s 22 technology resource centers. Its classroom resources, teacher training and purchase savings through REMC Save enhance learning and promote equal access to technology. REMC-12W operates the REMC Workroom and the REMC Innovation Center, and its service area includes school districts in Barry, Kalamazoo and St. Joseph counties, as well as a portion of Van Buren County.



**\$4,534,943**

saved through REMC Save on devices and supplies, including paper, software and hardware



**\$48,430**

saved on Discovery Education streaming licenses



**682**

devices, maker kits, videos and other resources loaned out for classroom use from REMC-12W SnapMedia\*



**6**

SWMI Instructional Technologist and Media Specialist trainings, serving 11 partnering districts\*



**5**

REMC technology integration related trainings, serving 231 participants\*

\*no checkouts occurred March 2020 through June 2020

# TECHNOLOGY SERVICES

# SOUTHWEST MITECH

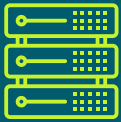
The Kalamazoo RESA Technology Services Department, also known as Southwest MiTech, exists to improve students’ lives in Southwest Michigan through technology services and resources. It strives to deliver excellent customer service, technology leadership and innovative solutions for the technology challenges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



96.96% rated their customer service experience as excellent

## Provided shared technology services and staffing solutions to:

- Galesburg-Augusta Community Schools
- Gull Lake Community Schools
- Gobles Public Schools
- Hastings Area Schools
- Delton Kellogg Schools
- Allegan AESA
- Fennville Public Schools
- Martin Public Schools
- Kalamazoo Math and Science Center
- Outlook Academy
- Lakeside Academy
- Plainwell Community Schools
- Glenn Public Schools
- Marcellus Public Schools
- Kalamazoo Covenant Academy



**180+** servers and applications hosted for KRESA, the Michigan Data Hub and school districts throughout southwest Michigan



**42** fully web-based MiSuite HR, payroll and financial accounting systems developed and provided for 42 districts throughout Michigan



As a cloud infrastructure innovator, KRESA was ranked the **12th-largest** K-12 cloud-based data center by Amazon Web Services (AWS)



Hosted quarterly Regional Technology Support Group meetings



Partner districts saved **\$588,912**



**22,000+** student accounts managed



The Michigan DataHub initiative provided data integration services to over **80%** of all districts in the state. This work is estimated to save districts **\$56 million** annually in data integration and management costs

# KRESA PRINT CENTER

The KRESA Print Center offers a wide variety of print services for nonprofit organizations, including concept development, shredding, graphics, bindery and delivery.



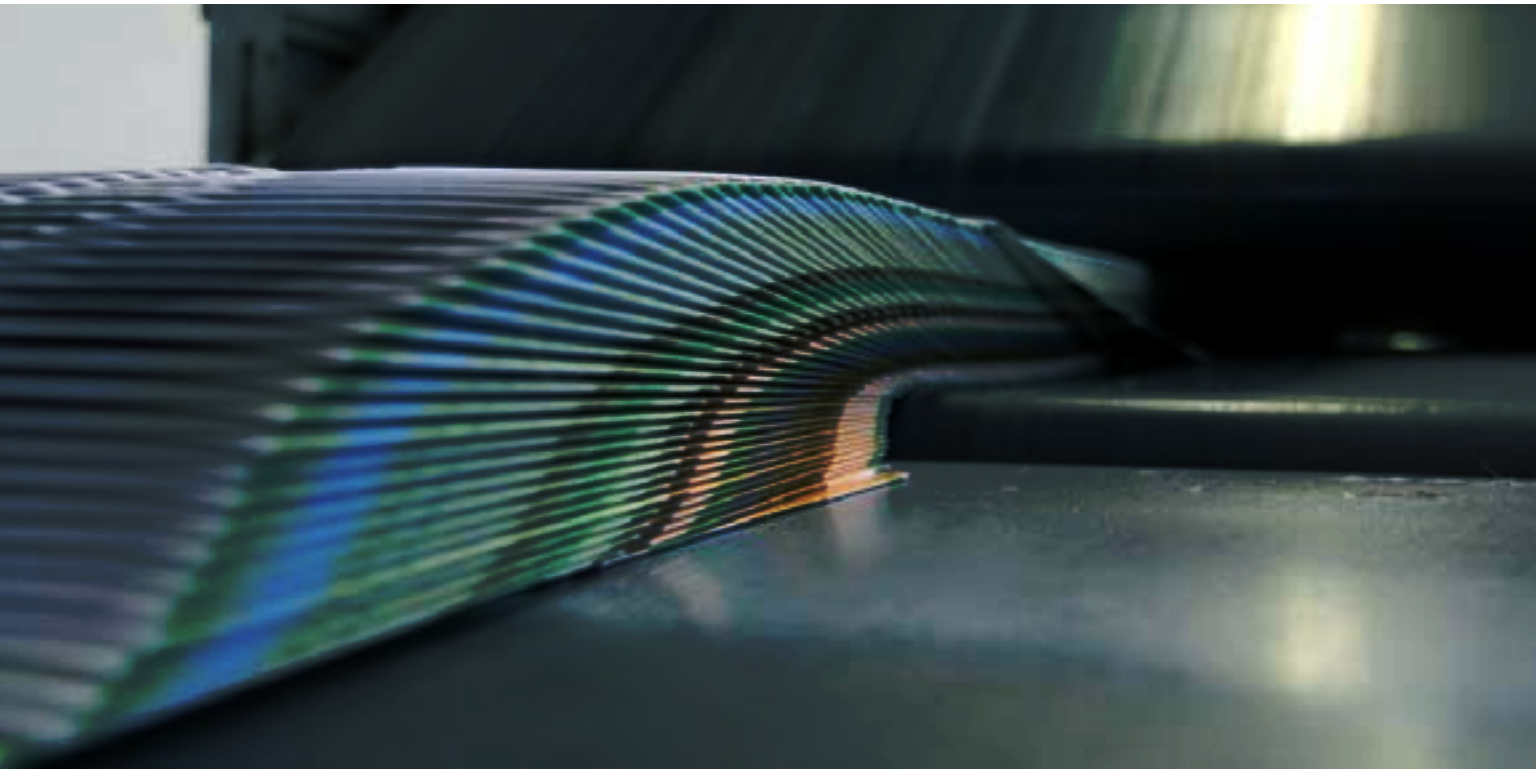
**247** schools served



**8,301** projects completed



**\$155,397** saved by schools



*“The staff and services at the KRESA Print Center are top-notch. They have a courteous and professional staff; they care about doing great work and it shows in their final product. I would recommend the KRESA Print Center to anyone.” — Kelli Rider, Kalamazoo Hackett High School*



# TRANSPORTATION

Dedicated to the safety of children, the Regional Transportation Safety Institute of Kalamazoo RESA has established a long history of providing quality state-mandated safety certification training and prompt management consultation services to the transportation staff of 130 schools in nine intermediate school districts.



**232** new bus drivers trained



**901** bus drivers received continuing education



**540** employees participated in random drug and alcohol testing



**53** transportation supervisors trained



**87** Commercial Driver's License skills tests performed



# 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 2020, the Foundation awarded:



**\$68,136** in grants and scholarships



**36** scholarships to students of Kalamazoo RESA employees for \$18,000



**9** scholarships to YOU participants for a total of \$6,500



**11** Employee Enrichment Grants worth \$5,000



**6** Targeted Assistance Grants worth \$12,000



**34** named scholarships for a total of \$26,636

## Ex Officio Members

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Scott Thomas, Treasurer

Paige Daniels, YOU – Michigan Works!

Karen Carlisle, Foundation Consultant

Angie Straley, Recording Secretary

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“

*Character cannot be developed in ease and quiet. Only through experience of trial and suffering can the soul be strengthened, ambition inspired and success achieved.”*

— Helen Keller



# KALAMAZOO RESA

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