

Kalamazoo  
RESA

*inspiring educational  
excellence*



**ANNUAL REPORT  
2016/17**

# STRATEGIC PLAN

## 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 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

## 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

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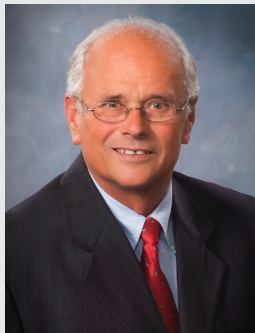
The Kalamazoo RESA annual report provides an overview of the many programs and services we offer to students, families, schools and our community.

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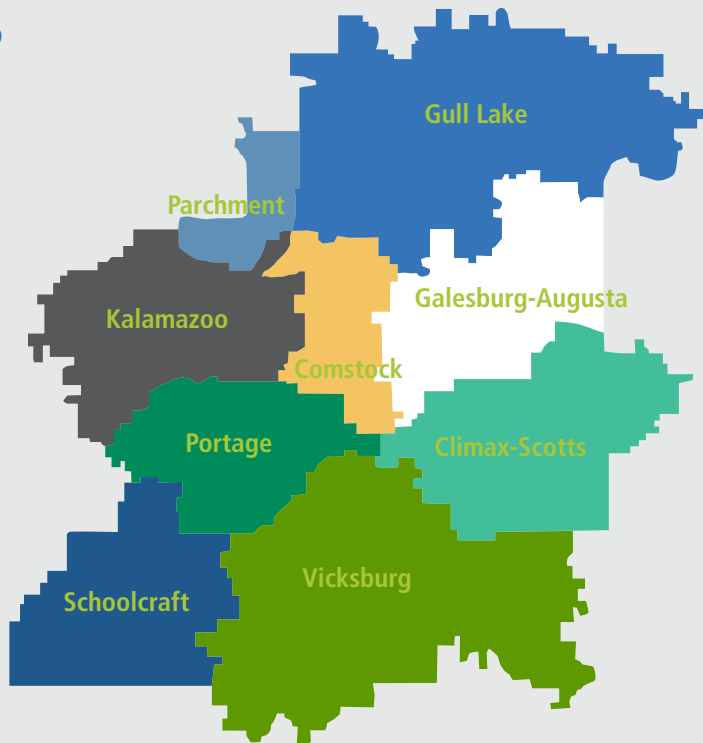
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**Randy VanAntwerp**  
Trustee

## 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



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, Mindy Miller & Dr. Jennifer Sell. Contact information: (269) 250-9200, 1819 E. Milham Ave, Portage, MI 49002.



# LETTER FROM THE SUPERINTENDENT



It is truly a privilege to be Superintendent at the Kalamazoo Regional Educational Service Agency. This community embodies a commendable commitment to educating all children, and I am grateful for the opportunity to be a part of it. Through our collaboration, we are transforming lives, from cradle to career.

Kalamazoo RESA is a leader among Educational Service Agencies/Intermediate School Districts in our state and this continues to be an exciting time for our organization. Together, our skilled and passionate staff are inspiring educational excellence all across Kalamazoo County. They are helping the youngest students to reach their potential by supporting them and their families as they prepare for kindergarten and a life of learning. On the other end of the spectrum, our staff is working to collaborate with our local

districts, community college and the nonprofit community to expand post-secondary options through Early/Middle College. Others are serving educators through instructional coaching, and by providing the latest in educational technology and support. Still others are helping job seekers to find success in the world of work.

I am honored to be part of an organization that has so much to offer. 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 are committed to the continuous improvement and growth of our leadership, as well as our service to the community, families and children we serve. Thank you for your part in supporting learners and educators in Kalamazoo County.

Sincerely,

A handwritten signature in blue ink that reads "David Campbell". The signature is fluid and cursive.

David Campbell, Superintendent



# SPECIAL EDUCATION

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



**WOODSEdge LEARNING CENTER** - WoodsEdge Learning Center provides highly specialized instruction and behavior supports for students ages 3-26, with significant disabilities. In addition, services are provided to all local school districts for students who are Deaf/Hard of Hearing (DHH), or have visual impairments. These services are provided throughout Kalamazoo County.

- 221 students served with various disabilities, including severe cognitive impairments, autism and other disabilities
- 83% of all students' onsite Individualized Education Program goals and objectives met
- 92% of all students' offsite Individualized Education Program goals and objectives met
- 75 students with autism in offsite programs located in local districts

**VISUALLY IMPAIRED SERVICES** - Teacher consultants/specialists, orientation and mobility specialists and Braille/media specialists work collaboratively with students who have visual impairments, their families and other school personnel.

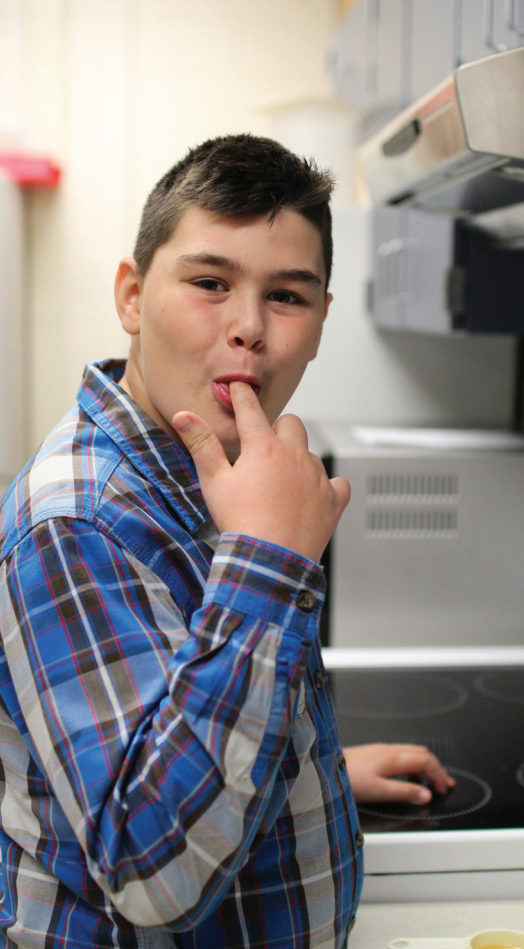
- 91 students served
- 100% graduation rate

**DEAF/HARD OF HEARING SERVICES** - Teachers, teacher consultants, Sign Language Interpreters an audiologist and speech and language therapists work collaboratively with the DHH students, their families and other school personnel to provide necessary instruction and access to instruction.

- 123 students served
- 100% graduation rate



**AUDIOLOGY SERVICES** - The educational audiologist works with students, parents and school professionals to ensure that students with hearing loss are identified, evaluated and managed to provide appropriate access to instruction in the classroom. The audiologist provides hearing evaluations, fits and validates hearing assistive technology in the classroom, educates students about their hearing loss to support self-advocacy skills and assists school personnel in the best practices to use with DHH students.



# SPECIAL EDUCATION



**VALLEY CENTER SCHOOL** - Valley Center School (VCS) provides special education services for students with disabilities in grades 3-12 from the 9 local school districts in Kalamazoo County. The primary focus is to assist students in achieving behavioral goals that facilitate reintegration into less restrictive educational environments and/or allow participation with less restrictions at Valley Center School. Instruction aligns with common core standards and is delivered to individual students at their instructional level. The VCS curriculum serves students who are diploma bound, require an alternative curriculum or are focusing on transitional goals.

- 51 students served
- 96% of students achieved academic growth goals in math and reading
- 33% of students achieved and maintained behavioral goals and participated in less restrictive educational placements in their resident school districts



**JUVENILE HOME SCHOOLS** - The Juvenile Home Schools prepare adjudicated youth to become competent, socially responsible, life-long learners. This is accomplished through a relevant curriculum in a safe and nurturing environment, taught by a staff that is caring, dedicated and respectful of student needs. The multi-tiered system of support at Juvenile Home Schools helps students to successfully transition back to their communities, families and local school districts.

- 300 students served
- 100% of students receive direct instruction in Social Emotional Learning Skills
- 67% of students participated in work-based learning experiences





# SPECIAL EDUCATION



**TRANSITION SERVICES** - The Kalamazoo RESA Transition Coordinator serves as a consultant for students, families and professionals to help individuals with disabilities, between the ages of 16-26, to increase knowledge in the areas of employment, post-secondary education, adult living and community participation. Transition Services supports all Kalamazoo RESA programs, as well as 9 local school districts, to design school and community experiences which ensure students gain the skills and connections necessary to increase successful post-school student outcomes. Data is collected in order to provide support to increase both transition compliance and student outcomes across Kalamazoo County.

- Organized the Transition Fair in March, which hosted 26 informational booths and was attended by 110 people
- 99% of transition plans were based on age-appropriate assessment and included specific data
- 99% of transition plans included services that will enable students to meet their post-secondary goals



# SPECIAL EDUCATION



**YOUNG ADULT PROGRAM** - The Young Adult Program (YAP) provides special education services for students with disabilities between the ages of 18-26. Our instruction has a specific focus which utilizes the four areas of transition planning: Employment, Postsecondary Education/Training, Adult Living and Community Participation. The Young Adult Program serves students from the 9 local school districts in Kalamazoo County to work toward preparing all students to live a meaningful and purpose-filled life.

- 140 post-secondary students served
- 80% of graduates participated in work-based learning experiences
- 24% of graduates obtained competitive employment
- 53% of graduates participated in volunteer activity
- 100% of graduates were connected with community agencies for post-school support



**PROJECT SEARCH** - Project SEARCH is an unpaid internship program with Bronson Methodist Hospital. The transition program allows students to develop transferrable and marketable skills for competitive employment. The students participate in three 10-week rotations throughout the hospital preparing for the world of work. Project SEARCH students come from the 9 local school districts and have either completed four years of high school or currently are attending the Young Adult Program.

- 72% of students found competitive employment



# EARLY CHILDHOOD SPECIAL EDUCATION

EARLY CHILDHOOD SPECIAL EDUCATION - Early Childhood Special Education provides collaborative diagnostic and intervention services to Kalamazoo County children from birth to age 5.

- 79 students served from ages 3-5 with significant learning and behavior deficits
- 19 students returned to local districts for preschool or kindergarten programming

EARLY ON - Early On provides intervention to families with children from birth to age 3, who have developmental delays and/or disabilities.

- 622 students served
- 56 children served through Tiny Talkers, an intensive speech and language-based group intervention.

PREPRIMARY EVALUATION TEAM - The Preprimary Evaluation Team (PET) provides developmental assessments for children from birth to age 6. Evaluations are conducted onsite, as well as within community preschools, to see the child in their least restrictive environment.

- 360 comprehensive special education evaluations conducted for children living across all 9 local school districts





# EARLY CHILDHOOD

The department of Early Childhood provides services for children from birth to age 5, through a variety of free programs.

**SEEDS FOR SUCCESS** - Seeds for Success is a collaborative effort between Kalamazoo RESA and four community partners to provide support and education to families with children from birth to age 3. Services include developmental screening and assessment, early intervention with child development generalists and specialists, parent education, referrals and playgroups.



**103**

**PLAYGROUPS  
HOSTED**



**362**

**FAMILIES RECEIVED  
HOME VISITS**



**234**

**FAMILIES WERE SERVED  
THAT EXHIBITED ONE OR  
MORE RISK FACTORS**

**GREAT START COLLABORATIVE** - The Great Start Collaborative (GSC) seeks to coordinate countywide efforts to prepare every child for success.

- Launched an initiative to support Breastfeeding in the Workplace, in partnership with the Michigan Breastfeeding Network. GSC recognized PFC Natural Grocery & Deli with a silver award for supporting nursing/pumping employees. In addition, 8 other Kalamazoo County organizations/businesses took the "Anytime, Anywhere" pledge to support nursing families.
- The GSC Coordinator is now a certified trainer for Strengthening Families and the Protective Factors.
- Worked alongside early childhood educators to develop and deliver a training curriculum that equips classroom teachers to address challenging behaviors using a strengths-based perspective.

**GREAT START READINESS PROGRAM** - The Kalamazoo RESA Great Start Readiness Program (GSRP) is an intervention program to support vulnerable preschool children as they gain the skills and knowledge necessary to be successful in school and throughout life.

- 1,463 applications received with 1,081 children served
- 13 private providers with 18 classrooms
- 9 school districts with 40 classrooms

**10**



# EARLY CHILDHOOD

**HEAD START** - According to Jeffrey Trawick-Smith, author of “Early Childhood Development – A Multicultural Perspective,” emotionally healthy children are better able to establish and maintain positive relationships with adults and peers. Social-emotional skills are critical in the success of children’s participation in school and home experiences, as well as their overall development. A goal for Kalamazoo RESA Head Start is to ensure that all students display levels of attention, emotional regulation and behavior in the classroom that are appropriate to the situation and supports available.

- 1,156 home visits conducted
- 666 students served in 39 classrooms
- 196 3-year-old students returned for a second year in a 4-year-old classroom
- 90% of families attended 2 Parent Teacher Conferences
- 456 students received transportation

The graphs on the next page represent the percentage of Head Start students who demonstrate the skills required to be on pace to engage in a particular domain of learning upon kindergarten entry. These domains, commonly agreed upon by experts and families, are the focus in Head Start classrooms to prepare the “whole” child for kindergarten and beyond. The assessment data, Teaching Strategies Gold, is gathered in an ongoing manner for each individual child over the course of the school year.

# KALAMAZOO RESA HEAD START DATA INDICATING CHILD GROWTH FROM FALL 2016 TO SPRING 2017





# EDUCATION FOR THE ARTS

## EFA HIGH SCHOOL CLASSES -

674 high school students from all 15 Kalamazoo County high schools participated in introductory and advanced-level classes in music, dance, theater, visual and media arts.

“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



## AMAZING WORKS OF ART

- 6,100 K-8 students experienced the Washingtons African American Story Theatre
- 45,000 viewings by K-12 students and teachers of professional, culturally diverse arts exhibits and performances

## EFA SUBSIDIES AND GRANTS

- 196 student scholarships awarded, worth \$72,655
- 41 grants worth \$64,200 awarded to Kalamazoo County educators and students
- EFA reimbursed school districts \$37,704 to support 245 cultural field trips

## IMPACT

- 4,373 students engaged in creative movement and drama residencies in 26 K-8 schools through the PACE Program
- Aesthetic Education program partnered with 200 classroom educators and 32 teaching artists to implement 2,575 workshops for 10,700 students
- 2,352 students took part in the Alternative Arts Initiative which focuses on building a stronger connection between at-risk youth, special education students and the community

# YOUTH OPPORTUNITIES UNLIMITED

Youth Opportunities Unlimited (YOU) has long provided a vast array of employment and training opportunities that support young people in achieving their educational and employment goals. YOU's primary mission is to provide educational credential completion support, dropout prevention and recovery services, as well as employment readiness resources to young people in southwest Michigan.

- 144,653 customer visits to Michigan Works! Southwest Service Centers
- 1,089 employers assisted through Michigan Works! Southwest
- 967 youth served
- \$463,789 reinvested in training and supportive services
- 195 school credits earned

## PROUD PARTNER OF MICHIGAN WORKS! SOUTHWEST

Michigan Works! Southwest is part of the statewide Michigan Works! system established to provide high-quality employment and training services for employers, workers and job seekers. The mission of Michigan Works! Southwest is to prepare a qualified workforce to meet the current and emerging needs of business and industry.



# EDUCATION FOR EMPLOYMENT

Education for Employment (EFE) is an award-winning career and technical education center without walls that offers a wide range of programs to 9-12 grade students. Programs are held in multiple locations: high school buildings, college campuses, and at actual business and industry sites. EFE programs reflect real-world applications and maintain the rigorous requirements of the Michigan Merit Curriculum as well as state, national and industry technical standards.

3600 STUDENTS

160 CLASS SECTIONS

38 AREAS OF STUDY

191 CO-OP INTERNSHIPS  
& JOB PLACEMENTS

\$669,316 IN COLLEGE TUITION  
SAVED BY FAMILIES IN  
KALAMAZOO COUNTY

97% HIGH SCHOOL  
GRADUATION RATE FOR  
ENROLLED EFE STUDENTS

“My EFE course helped verify that my goals were truly what I wanted to do with my life. It also gave me real world practice in my field of study and career. This class was one of the highlights of my high school career; I would definitely take it again.” – Riley Waterman

## MICAREERQUEST

MiCareerQuest Southwest is an experiential career investigation event and a unique hands-on experience designed for 8-9 grade students in Kalamazoo County. Students learn directly from current job-holders what it is really like to be a graphic artist, a nurse, a mechanical engineer and more.

- 4,400 students attended
- 75 business and industry partners
- 300 community volunteers
- 90% of students felt the event was a meaningful experience
- 100% of business partners would participate again



# EARLY/MIDDLE COLLEGE

The Early/Middle College (EMC) program provides students with the opportunity to earn an associate degree while simultaneously earning their high school diploma. With an additional year of high school for program completion, students are enrolled in a focused program of study at Kalamazoo Valley Community College. The local school district pays the tuition fees up to an allocated amount.

## 270 STUDENTS FROM KALAMAZOO COUNTY ENROLLED

TRANSFER DEGREES AVAILABLE IN:



ASSOCIATE OF ARTS & ASSOCIATE OF SCIENCE

CERTIFICATES AVAILABLE IN:



AUTOMOTIVE BRAKE SYSTEMS, GRAPHIC DESIGN,  
MACHINIST, PC SUPPORT TECH AND WELDING

ASSOCIATE OF APPLIED SCIENCE AVAILABLE IN:



ACCOUNTING, ADMINISTRATIVE ASSISTANT, CULINARY ARTS, GRAPHIC  
DESIGN, INFORMATION TECHNOLOGY AND MACHINE TOOL

# PROJECT LEAD THE WAY

Project Lead The Way (PLTW) provides transformative learning experiences for K-12 students and teachers across the country. This Science, Technology, Engineering, and Mathematics (STEM) program creates an engaging, hands-on classroom environment and empowers students to develop in-demand knowledge and the skills necessary to thrive in the careers of tomorrow.

- 16,000 students impacted by PLTW programming
- \$787,000 donated to PLTW programs by 59 business partners
- 13 elementary schools, 13 middle schools and 4 high schools in Kalamazoo County have at least one PLTW course





# INSTRUCTIONAL CENTER

The Kalamazoo RESA Instructional Center provides focused, research-based support to school districts aimed at improving student achievement. Professional development opportunities and consultation are provided at Kalamazoo RESA and in local school districts.



**51**

WORKSHOPS OFFERED



**1297**

EDUCATORS PARTICIPATED IN PROFESSIONAL DEVELOPMENT

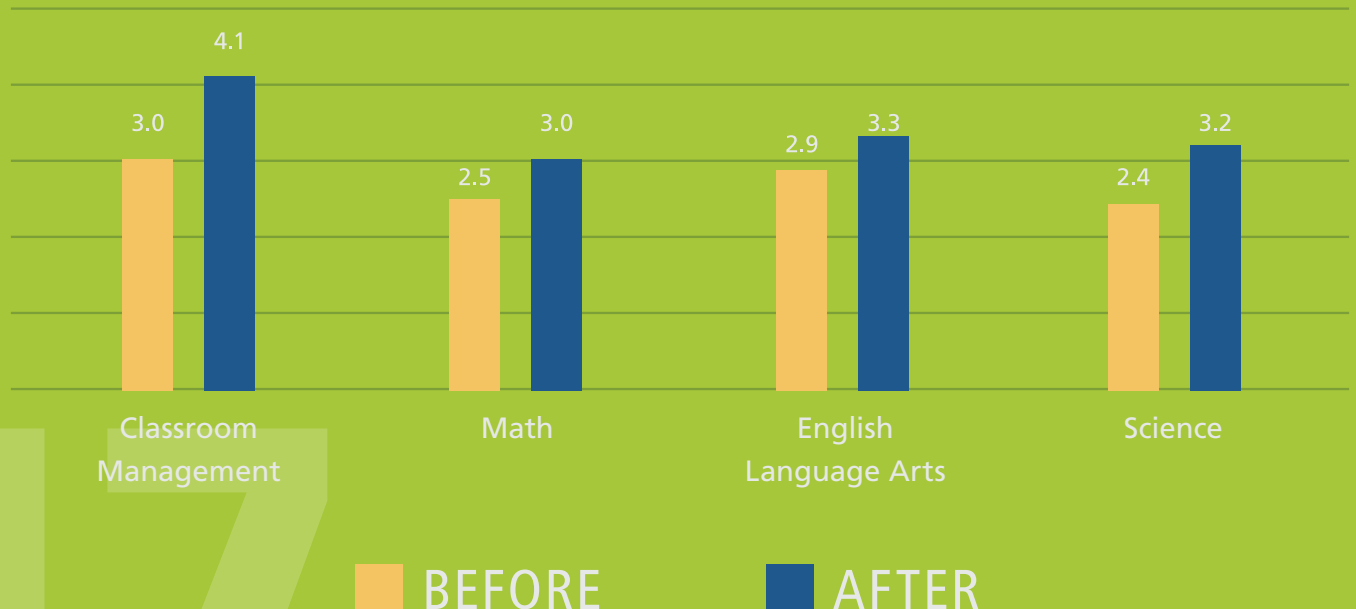


**628**

IN-DISTRICT COACHING, CONSULTING, AUDIT AND TRAINING DAYS

## TEACHER CONFIDENCE SURVEY: BEFORE AND AFTER INSTRUCTIONAL COACHING

CONFIDENCE IS RATED OUT OF 5



# REMC-12W

The Regional Educational Media Center (REMC) is one of 22 centers in the state. In 2016/17 it offered services in educational technology support, regional delivery, instructional videos, the Workroom, formerly the Teacher Materials Center, the Innovation Center and cooperative purchasing. REMC-12W's service area includes school districts in Barry, Kalamazoo, St. Joseph counties, as well as part of Van Buren County. Services and savings include:

- \$988,163 saved through REMC Bid Save Project
- \$37,406 saved on Discovery Education streaming licenses
- \$9,581 saved on public performance licenses
- 684 assistive technology devices, videos and other resources were loaned out by REMC SnapMedia
- 16 TinkerZoo and technology trainings serving 280 participants in the REMC-12W service area

# MICASE

MiCase exists to provide and support applications that serve K-12 business offices in Michigan. In June 2017, the MiCase consortium was disbanded with Kalamazoo RESA returning to governance of MiCase. This was done to allow MiCase to be much more nimble and responsive to customer needs.

- 51 districts used MiCase financial accounting and human resources software package and support
- 3,800 calls relied on help desk phone support
- 5 ISDs and 17 school districts received Hyland OnBase Records Management System
- 23 districts supported using the Edupoint Synergy Student Information System
- \$500,000 was saved by school districts that was then returned to the classroom
- 13 districts migrated to the MiSuite HR/Payroll System
- \$641,788 in total savings to local school districts

# BUSINESS OFFICE

The Kalamazoo RESA Business Office ensures success of school districts and students through the effective management of financial resources and business functions. The Business Office provides financial management to approximately 30 departments and programs within Kalamazoo RESA, as well as 9 local school districts.

- \$104.1 million managed, including \$16.5 million in federal grants
- \$456,000 saved annually by local school districts through collaboration and consolidation of business functions to Kalamazoo RESA

# KRESA PRINT CENTER

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

- 278 schools and nonprofits served
- 12,199 items printed
- \$163,037 saved by schools and nonprofits



# HUMAN RESOURCES

The Kalamazoo RESA Human Resources department supports a fair and equitable work environment by providing high-quality human resources. This is accomplished by providing a safe, helpful and inclusive environment and through the recruitment of qualified and diverse individuals.

- 868 employees and substitute teachers fingerprinted
- 631 jobs posted by 10 school districts using the AppliTrack system





# SOUTHWEST MITECH

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

Southwest MiTech helped districts spend more time, and focus more money on teaching and learning by providing technology staffing and services to 14 school districts:

- Galesburg-Augusta Community Schools
  - Gull Lake Community Schools
  - Portage Public Schools
  - Van Buren ISD
  - Gobles Public Schools
  - Paw Paw Public Schools
  - Hastings Area Schools
  - Delton Kellogg Schools
  - Allegan AESA
  - Fennville Public Schools
  - Kalamazoo Math and Science Center
  - Outlook Academy
  - Lakeside Academy
  - Glenn Public Schools
- Provided 13 Gbps of Internet bandwidth to 25 school districts
  - Hosting of over 200 servers and applications for MiCase, Kalamazoo RESA, Michigan Data Hub and school districts throughout southwest Michigan
  - As a leading innovator, Kalamazoo RESA is currently ranked 14th largest K-12 cloud-based data center by Amazon web services
  - Hosted quarterly Regional Technology Support Group meetings and monthly Instructional Technology meetings

## OUR K-12 PARTNER DISTRICTS RATE US:



**4.58/5** for Positive Interactions  
with Our Staff



**4.5/5** for Overall Satisfaction



**4.41/5** for Responsiveness

# TRANSPORTATION

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



# 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 2017, the Foundation awarded:

- \$18,000 in scholarships to children of Kalamazoo RESA Employees
- \$4,800 in Employee Enrichment Grants to Kalamazoo RESA staff
- \$4,400 to Youth Opportunities Unlimited participants
- \$11,500 to Targeted Assistance Grants (TAG) for employees pursuing a degree in education
- \$12,200 to EFE Outstanding Seniors

## BOARD OF TRUSTEES

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1819 EAST MILHAM AVENUE | PORTAGE, MI 49002 | 269.250.9200 | WWW.KRESA.ORG