

KALAMAZOO RESA ANNUAL REPORT



2017/18

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 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

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

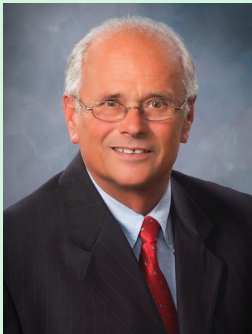


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BOARD OF EDUCATION



SKIP KNOWLES
President



DAVE WEBSTER
Vice President



LYNNE COWART
Secretary



DELORES MYERS
Treasurer

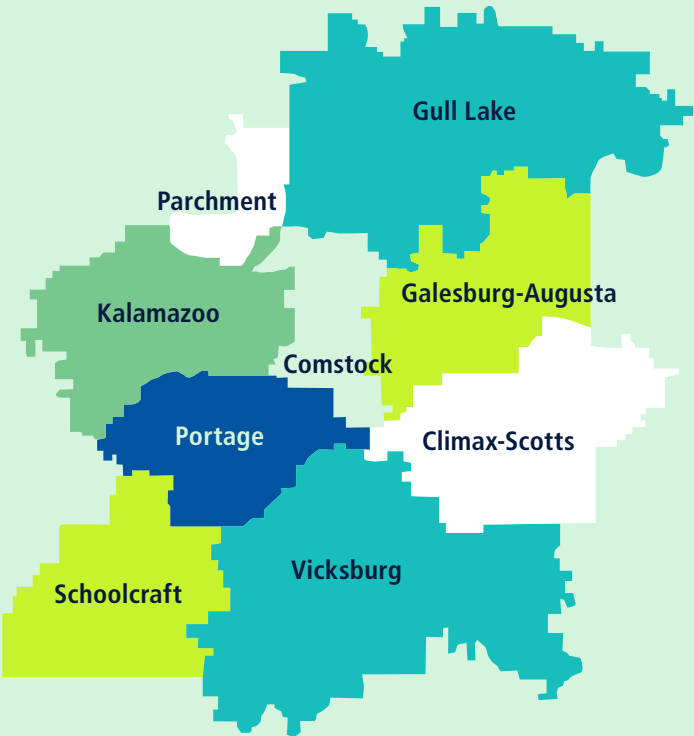


RANDY VANANTWERP
Trustee

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. 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, with the first name "David" being more prominent.

David Campbell, Superintendent



SPECIAL EDUCATION

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

WOODSEGE 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.

65% *of all students' onsite Individualized Education Program goals and objectives met*

63% *of all students' offsite Individualized Education Program goals and objectives met*

221 *students served with various disabilities, including severe cognitive impairments, autism and other disabilities*

76 *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.

95
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.

130
students served

100%
graduation rate

AUDIOLOGY SERVICES

The educational audiologist provides comprehensive hearing evaluations, selects and fits hearing assistive technology in the classroom, educates students about their hearing loss to support self-advocacy skills and assists school personnel in providing appropriate instruction in the classroom ensuring students with hearing loss have the same educational access as their typically hearing peers.

183 *hearing evaluations provided*

16 *students newly identified with hearing loss*

394 *classroom visits for DHH students*



VALLEY CENTER SCHOOL

Valley Center School (VCS) provides special education services for students with disabilities in grades 3-12 from the nine 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 Michigan Department of Education core standards in all academic areas and social emotional learning competencies. The VCS curriculum serves students who are diploma bound, require an alternative curriculum or are focusing on transitional goals.



JUVENILE HOME SCHOOLS

The Juvenile Home Schools seek to be national leaders and models of educational programming for students in the Juvenile Justice system. We exist to provide exceptional and equitable educational services to adjudicated youth, supporting both academic and social/emotional growth, while restoring students to their families and communities. This is accomplished by providing a caring and structured environment for individual growth. Our trauma-informed staff believe that all students can learn with appropriate supports and resources. We utilize positive and restorative behavioral interventions while working closely with the court staff, detention staff, caseworkers and families to plan for the success of each student. We continue to grow and plan for new ways to meet the individual needs of our students for a successful transition back to the community and are committed to becoming an Antiracist/Antibias institution.





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 nine 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.

98%

of transition plans for students with IEPs in Kalamazoo County included services that will enable the students to meet their post-secondary goals

Organized the Transition Fair in March, which hosted 25 informational booths and was attended by

over 100

students, family members, community members and school staff

County Wide Transition Team met

8 times

throughout the school year. CWTT includes parents, staff, administrators and community agencies working collaboratively to support students with disabilities through various committee work and by hosting informational speakers



152

post-secondary students served

85%

of students volunteered

73%

*of students participated in
web-based learning*

96%

*of exiting students connected
to appropriate agencies*

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 nine local school districts in Kalamazoo County to work toward preparing all students to live a meaningful and purpose-filled life.

13%

*of students obtained
competitive employment*

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 nine local school districts and have either completed four years of high school or currently are attending the Young Adult Program.

90%

*of students found competitive
employment in the community*

EARLY CHILDHOOD SPECIAL EDUCATION

County-wide early childhood classroom program for children ranging from 3-5 years of age with significant behavioral, communication and social challenges.

Kalamazoo RESA partners with Western Michigan University's Psychology department to provide intensive behavioral interventions to students to build core skills of functional communication, learner behaviors and social interaction.



EARLY ON

Early On provides home and community-based interventions to families with children ages birth through 3 years of age who have developmental delays in motor, communication, social-emotional learning or cognition.

The team has strengthened their workforce by adding a School Social Worker and participating in a state pilot to intentionally focus on the social-emotional development of infants and toddlers.

*In 2017, 37% of students
who aged out of
Kalamazoo RESA ECSE
programming were able to
transition to Kindergarten
at their local district.*

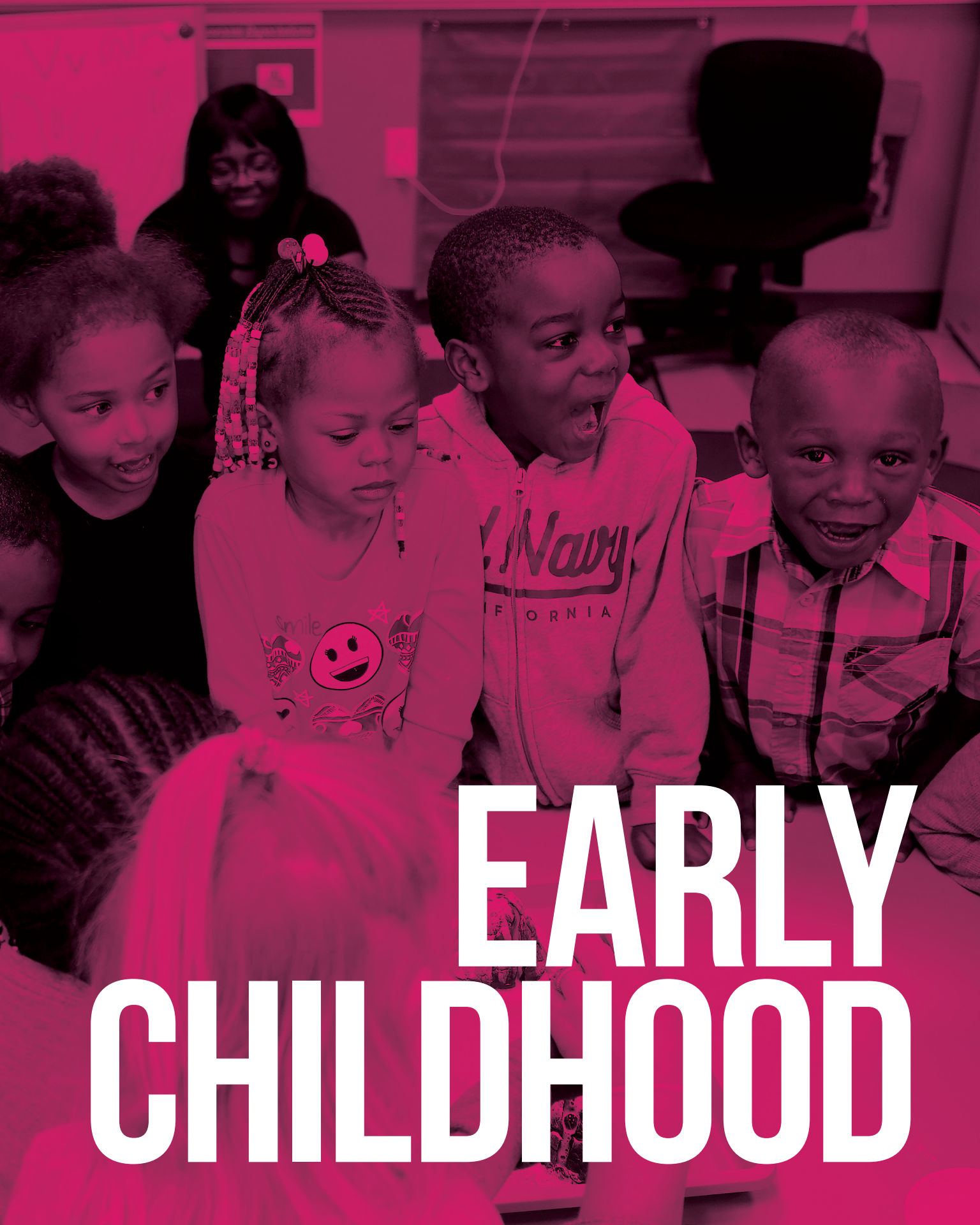
PREPRIMARY EVALUATION TEAM

The Preprimary Evaluation Team (PET) provides developmental evaluations for children ages 3-5 on behalf of the nine local school districts.

*In 2017, 345 comprehensive
evaluations were conducted to
determine special education eligibility.*

Increased collaboration with community preschool programs has allowed a more dynamic evaluation process and more children to be supported within their general education settings. The team is also providing support for tiered strategies in Kalamazoo RESA's ECSE program around challenging behavior.

*In 2017, Early On
conducted 790
developmental
assessments across
Kalamazoo County.*



EARLY CHILDHOOD

The department of Early Childhood provides services for children from birth to age 8, through a variety of free programs.

SEEDS FOR SUCCESS

Seeds for Success is a consortium of five agencies providing home visiting to families of young children across Kalamazoo county. Services include developmental screenings, parent education, referrals to resource connections and community playgroups.

In 2017, all family support specialists were trained in the Parents as Teachers model for expanded service delivery to children age 5. A specific emphasis has been placed on serving children who are not able to access high quality preschool programming.

Of the 215 families served, 44% had two or more identified risk factors.

Seeds for Success and Early On have a strengthened collaboration, allowing for more comprehensive family support services and earlier identification of developmental delays.

GREAT START COLLABORATIVE

GSC hosted and organized several screenings of the powerful film, Resilience, as part of an overall focus on becoming a trauma-informed community. Moving beyond the “what is trauma?” and “what is toxic stress?” conversation to one that looks at practices which retraumatize families and those that build their Protective Factors. In partnership with parents, the GSC developed accessible materials to educate and engage on Protective Factors including bookmarks, posters, resource pages and more.

With parents leading the way, the GSC developed informational hand fans to be shared across community with churches, schools and organizations. We distributed over 8000 hand fans in English and Spanish, containing information about local early childhood services and quality child care.

Through a grant from Michigan Department of Education, the GSC partnered with trusted community leaders to work with specific marginalized populations. Work focused on fathers, Spanish-speaking families, teen/young parents and urban Native American families to build early literacy skills and promote the Protective Factors. We distributed more than 1200 quality books, over 300 educational toys and countless materials promoting early childhood development.

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.

963

children served

1,138

apps received

14

*community based organizations
with 22 classrooms*

9

*school districts
with 40 classrooms*

11

*Head Start sites with
17 blended classrooms*

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.

Cumulative enrollment

661

*Total number of
families served*

610

*Single-parent
families*

405

*Two-parent
families*

205

*Increased the number of children
in a full day program*

260%

*Decreased the number of children
in a part-day program*

60%



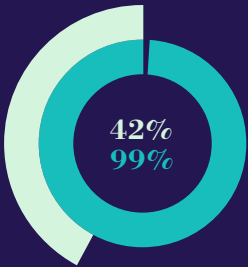
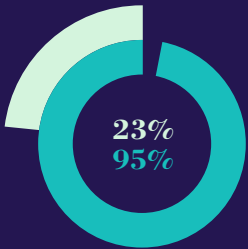
STUDENTS MEETING OR EXCEEDING EXPECTATIONS IN ALL DOMAINS ACCORDING TO TEACHING STRATEGIES GOLD

The graphs on the this 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.

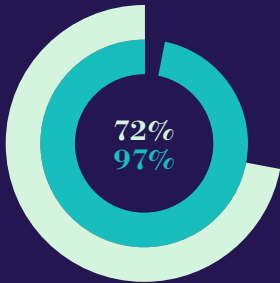
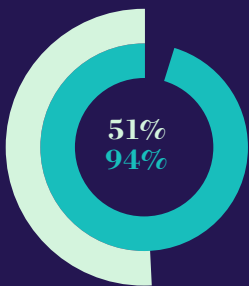
- FALL 2017
- SPRING 2018

SOCIAL EMOTIONAL

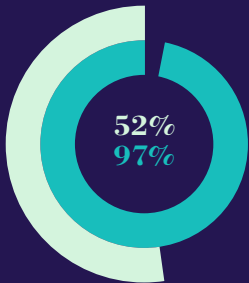
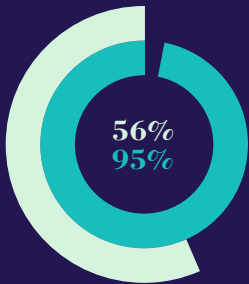
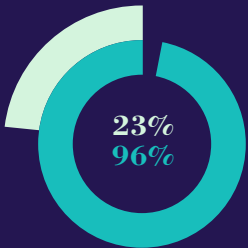
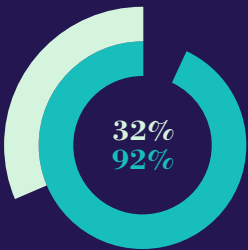
THREE-YEAR-OLD



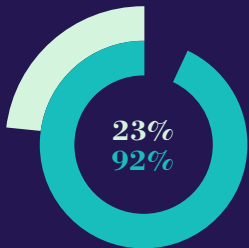
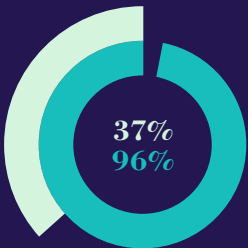
FOUR-YEAR-OLD



PHYSICAL

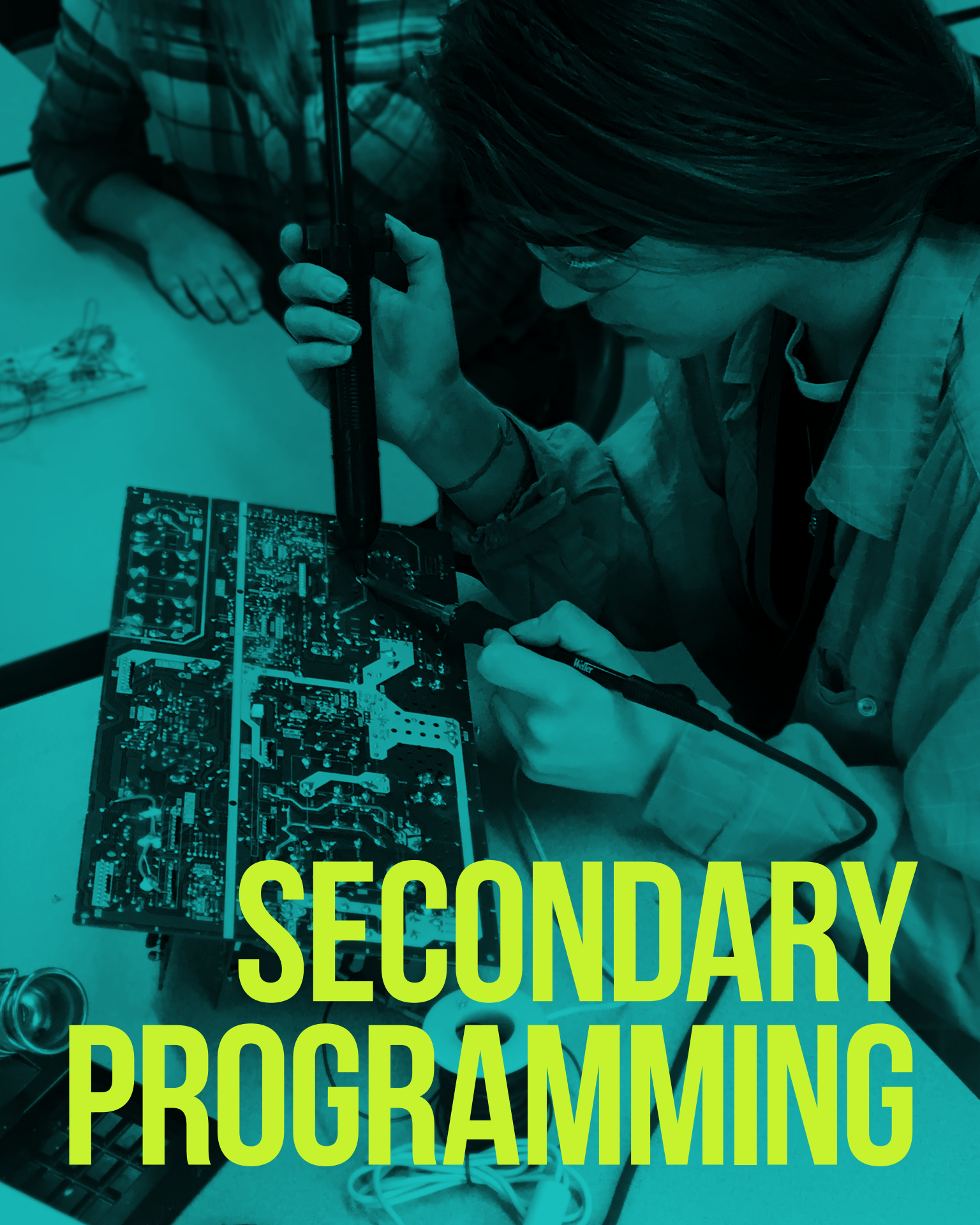


LANGUAGE



LITERACY

MATHEMATICS



SECONDARY PROGRAMMING

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 students in grades 9-12. 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.

3,500 | **160** | **38**
students | class sections | areas of study

97% | **201**
high school graduation rate
for enrolled EFE students | co-op, internships,
& job placements

\$2.3 million
in college tuition saved by families in Kalamazoo County

MICAREERQUEST SOUTHWEST

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.

MiCareerQuest
SOUTHWEST

4,400 | **300**
students attended | community volunteers

75 | **90%**
business and
industry partners | of students felt the event was
a meaningful experience

100%
of business partners would participate again

STEM EDUCATION

Project Lead The Way (PLTW) provides transformative learning experiences for K-12 students and teachers across the county. 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.

*Over 16,000 students
impacted by PLTW
programming*

\$920,000
donated to PLTW programs
by 27 business partners

*All elementary schools, 14
middle schools and 4 high
schools in Kalamazoo County
have at least one PLTW course*

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.

CERTIFICATES (CERT)

Certificate programs prepare graduates for a specialized occupation. They require successful completion of 30 credit hours or more.

Administrative Support
Graphic Design
Machinist
Office Management

CERTIFICATES OF ACHIEVEMENT (COA)

Certificate of Achievement programs requires fewer courses than a regular certificate program providing training in a specific set of skills for employment in a specific occupation. They require successful completion of more than three but less than 30 hours of credit.

Auto Brake Systems
Auto Suspension/Steering
AUTOCAD
CNC Operator
Dietary Manager
Help Desk
Inventor
Machine Tool Operator
Network Manager
Office Support Specialist
PC Support Technician
Software Specialist
Welding
Word Processing Specialist

280

Students from Kalamazoo County enrolled





YOUTH OPPORTUNITIES UNLIMITED

YOU provides participants opportunities to explore their career and life's passion in a manner designed to yield positive results for themselves, their employers and the prosperity of the community.

MyCITY provides summer employment, career exploration and high-demand credential training opportunities to over 400 youth in Kalamazoo and Battle Creek.

SERVICES

- Business Services — Career Coaching
- Career Exploration — Credit Recovery
- High School Diploma Completion — High School Equivalency Preparation
- Post-Secondary Access — Supportive Services
- Vocational Training — Work-Based Training

IMPACT

86%

Credential Rate

79%

Employment Rate

\$11.66

Average Hourly Wage

423.5

High School Credits Earned

629

*Work-Based Training
Participants Served*

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

569 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.

AMAZING WORKS OF ART

5,495 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

194 student scholarships

awarded, worth \$91,250

42 grants worth \$64,689

awarded to Kalamazoo County educators and students

\$50,000 awarded

to Kalamazoo arts organizations for student grants and partnership programs

187 cultural field trips

supported by EFA reimbursed school districts \$31,368

IMPACT

7,473 K-12 students

and teachers were provided free or low-cost admission to a diverse selection of performances and visual arts exhibitions through EFA Presents!

4,543 students

engaged in creative movement and drama residencies in 26 K-8 schools through the PACE Program

Aesthetic Education program partnered with 163 classroom educators and 21 teaching artists to implement

*1,991 workshops for
11,500 students*

2,143 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

“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.”

—Alternative Arts Initiative Teacher Quote



“We are learning how to reflect on music and art by observing, comparing and creating art.”

—Aesthetic Education Student Quote





SERVICE CENTER DEPARTMENTS

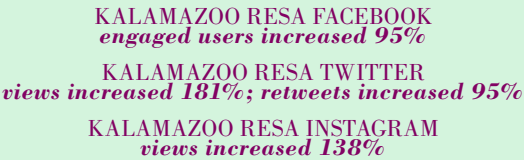
COMMUNICATIONS

The Communications team supports all Kalamazoo RESA programs by providing professional media and marketing services, including event coverage, photography, writing, newsletters, videos, graphic design, advertising, social media and website services. It is the mission of the Communications team to ensure Kalamazoo RESA’s inspiring stories are shared with the students, families and communities we serve.

DESIGN WORK



SOCIAL MEDIA



STORIES



WEBSITES



ADVERTISING



INSTRUCTIONAL SERVICES

Kalamazoo RESA's Instructional Services provides focused, research-based supports to schools and districts aimed at strengthening the process of continuous improvement through enhancing district systems, building teacher and leadership capacity and improving student growth and achievement. Professional learning opportunities, coaching and consultation are provided to local school districts in English Language Arts, Mathematics, Science and Culture and Climate.

The Instructional Services Department works to build sustainable systems by leveraging local, state and federal grant funds and programming to support K-12 districts and schools. Funds from the following areas have catalyzed educational innovation through a three-pronged approach to capacity building, coaching and consulting.

- Early Literacy Initiative
- Literacy Action Network
- Early Grade Reading Grant
- Math & Science Partnership Grant
- Regional Assistance Grant
- Mi-STEM Regional Supports
- Multi-Tiered System of Supports County Supports
- Trauma-Informed Practices
- Social-Emotional Learning

49

*Internal
workshops offered*

823

*Days of Coaching, Consulting, &
Training (grant & district funded)*

928

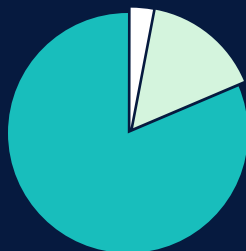
*Educators from 68 different districts
and ISDs participated in professional
learning opportunities*

TEACHER CONFIDENCE SURVEY

IMPACT OF COACHING SUPPORTS ON INSTRUCTIONAL PRACTICE

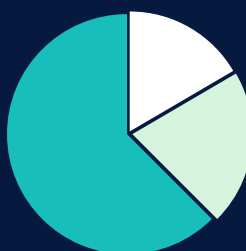
● Strongly Agree ● Agree ● Neutral ● Disagree ● Strongly Disagree

Q1: Coaching has improved the way I deliver instruction



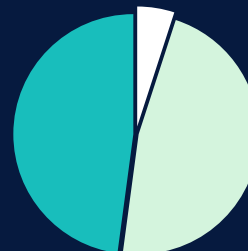
ENGLISH
LANGUAGE ARTS

40/50 Strongly Agree
8/50 Agree
2/50 Neutral



MATHEMATICS

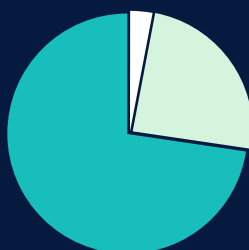
31/49 Strongly Agree
11/49 Agree
7/49 Neutral



CULTURE &
CLIMATE

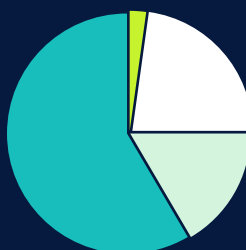
9/19 Strongly Agree
9/19 Agree
1/19 Neutral

Q2: Coaching has Increased student engagement & active responding in my classroom.



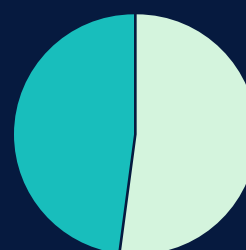
ENGLISH
LANGUAGE ARTS

36/50 Strongly Agree
12/50 Agree
2/50 Neutral



MATHEMATICS

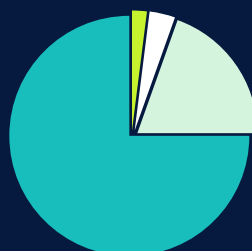
28/49 Strongly Agree
9/49 Agree
11/49 Neutral
1/49 Disagree



CULTURE &
CLIMATE

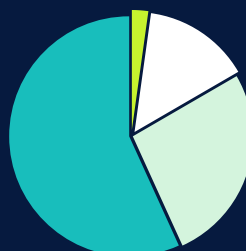
9/19 Strongly Agree
10/19 Agree

Q3: Coaching has increased my confidence in the delivery of instructional content.



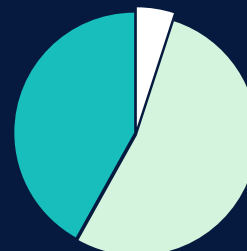
ENGLISH
LANGUAGE ARTS

37/50 Strongly Agree
10/50 Agree
2/50 Neutral
1/50 Disagree



MATHEMATICS

28/49 Strongly Agree
13/49 Agree
7/49 Neutral
1/49 Disagree



CULTURE &
CLIMATE

8/19 Strongly Agree
10/19 Agree
1/19 Neutral

REMC-12W

The Regional Educational Media Center (REMC) is one of 22 centers in the state. It offers services in educational technology support, regional delivery, instructional videos, the REMC Workroom (formerly the Teacher Materials Center), the REMC 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:

\$1.22

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

\$2.69

*million saved through REMC Save Spot
Device Purchasing*

\$9,581

*saved on public performance licenses
based on a two year consortium pricing*

961

*devices, maker kits, videos and other
resources were loaned out for classroom
use from REMC SnapMedia*

12

*TinkerZoo and technology related
trainings serving 405 participants were
held in the REMC Innovation Center*

*9 SWMi Instructional Technologist and Media
Specialist meetings/trainings, serving a regular
attendance of approximately*

28 participants

*representing 13 of our REMC 12W partnering districts
were held in the REMC Innovation Center*

\$32,239

saved on Discovery Education streaming licenses

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 11 local school districts.

\$117

*million managed, including
\$18.1 million in federal grants*

\$479,000

*saved annually by local school districts through collaboration
and consolidation of business functions to Kalamazoo RESA*

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.

POINTS OF PRIDE

- Provided 13 Gbps of Internet bandwidth to 25 school districts
- Hosting of over 180 servers and applications for Kalamazoo RESA, The Michigan Data Hub and school districts throughout SW Michigan
- Developed and provided the fully web-based MiSuite HR, Payroll and Financial Accounting system for 44 districts throughout Michigan
- As a cloud infrastructure innovator, Kalamazoo RESA was ranked the 12th largest K12 cloud-based data center by Amazon Web Services (AWS)
- Hosted quarterly Regional Technology Support Group meetings and monthly Instructional Technology meetings
- Provided shared technology services and staffing solutions to Galesburg-Augusta Community Schools, Gull Lake Community Schools, Gobles Public Schools, Paw Paw 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, Glenn Public Schools, Marcellus Public Schools and Kalamazoo Covenant Academy
- Led the Michigan DataHub initiative for all Michigan schools, saving districts an estimated 56 million dollars annually in data integration and management costs, once fully implemented
- In 2013 we managed around 4,000 student accounts and now we manage over 20,000 students accounts



CUSTOMER REVIEWS

99.4%

rated their support interactions as positive or very positive

95%

said technology issues were resolved in a timely fashion

95%

said our communication were clear

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.

768 *jobs posted by 10 school districts using the Applicant Tracking system*

821 *employees and substitute teachers fingerprinted*

KRESA PRINT CENTER

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



280
schools and nonprofits served

10,850
jobs printed

\$164,101 *saved by schools and nonprofits*

TRANSPORTATION

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



144

*drivers trained in
evasive maneuvers*

30

*transportation
supervisors trained*

252

new bus drivers trained

127

*commercial Driver's License
skills tests were performed*

824

*drivers received
continuing education*

582

*employees participated with
random drug and alcohol testing*

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 2018, the Foundation awarded

\$63,000

in grants and scholarships

*36 scholarships to students of
Kalamazoo RESA employees for*

\$18,000

9 scholarships

to YOU students for a total of

\$3,100

8 Employee Enrichment Grants worth

\$6,400

4 Targeted Assistance grants worth

\$12,000

36 Named Scholarships for a total of

\$23,840

EX OFFICIO MEMBERS

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President

Scott Thomas

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Eric Stewart

YOU - Michigan Works!

Karen Carlisle

Foundation Consultant

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KALAMAZOO RESA

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