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KALAMAZOO RESA  
ANNUAL  
REPORT

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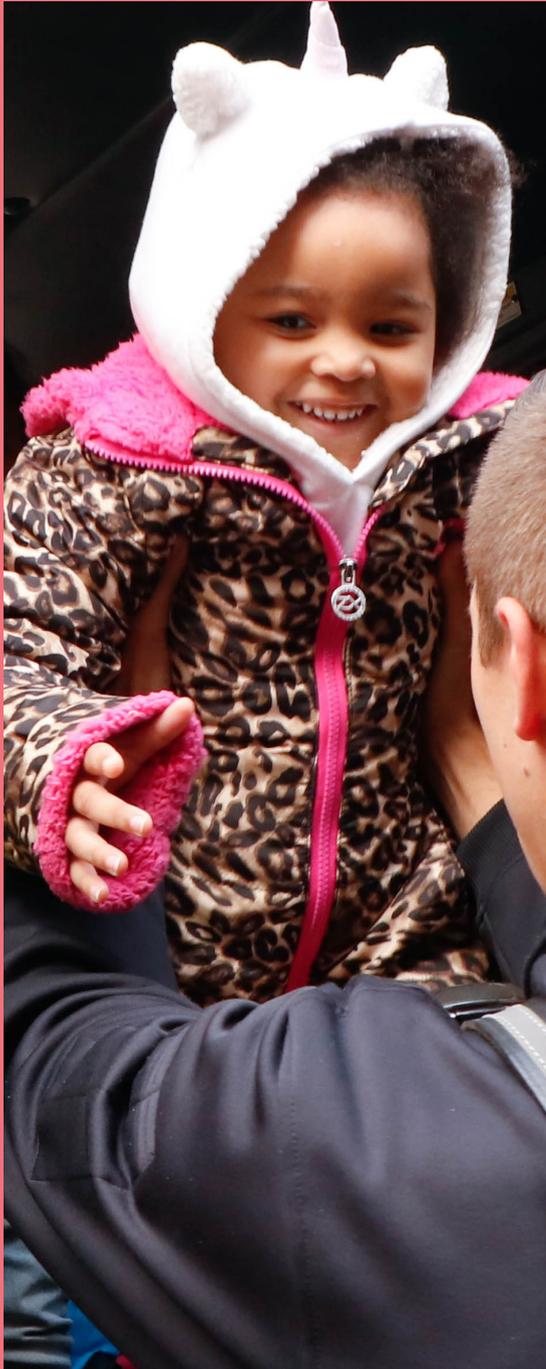
INSPIRING EDUCATIONAL EXCELLENCE

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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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# 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

## 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



It is truly a privilege to be Superintendent at the Kalamazoo Regional Educational Service Agency (RESA). 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 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 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 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 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 black ink that reads "David Campbell". The signature is written in a cursive, flowing style.

David Campbell, Superintendent

# DESIGNING A WORLD-CLASS CAREER & TECHNICAL EDUCATION SYSTEM

Kalamazoo RESA is committed to continuous improvement. Based on an analysis of the outcomes and metrics of our Career and Technical Education (CTE) program, Education for Employment (EFE), as well as feedback from business and community leaders, we embarked on a deep study of this important part of the continuum of educational services.

In the 2018-19 school year, Kalamazoo RESA formed a Strategic Visioning Committee of 30 educational leaders in our service area to assess the needs of the county's existing CTE system. Committee members researched the skills needed for future employment as well as what strategies are working in other parts of the state, county and world that prepare young people to enter a complicated global economy. The committee then met with more than 100 business and community leaders, families, teachers and students to develop a new vision for CTE in Kalamazoo County.

Together, we identified three areas of focus to guide our collaborative K-12+ design:

- 1 Scaling up Career Awareness and Exploration programming beginning in elementary and middle school**, with career readiness coaches to help students see what they can be when they grow up and discover their passions, along with career counselors to help them begin to chart the limitless career pathways they can pursue.
- 2 Creating a centrally located Career Center, with satellite locations, in partnership with the business community** to increase access and provide high-quality supports and career training for students to fill the many good jobs that are available. The Career Center will provide efficient transportation to ensure equitable access for students, more CTE teachers to provide instruction coordinated with the business community and state-of-the-art technology, as well as instructional support staff and career counselors for students and families.
- 3 Opening new opportunities for young people to participate and succeed in work-based learning opportunities**, including co-ops, internships and job shadowing overseen by additional worksite supervisors.

In January 2019, Kalamazoo RESA formed three design teams of education, business and community leaders to refine this K-12+ CTE design and presented a report at a community forum. The Kalamazoo RESA Board put a CTE millage on the November 5, 2019 ballot, and we are so thankful the voters of our service area who approved a one-mill property tax so Kalamazoo County could finally have a dedicated local funding source for this vital part of the educational process.

Please visit [kresacte.org](http://kresacte.org) for more details and updates on this important initiative.



# *Special Education*

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*Kalamazoo RESA provides diverse special education services throughout*

*Kalamazoo County and serves eligible students from birth to age 26.*

# EARLY CHILDHOOD SPECIAL EDUCATION

The Kalamazoo RESA Early Childhood Special Education (ECSE) program is a countywide classroom intervention initiative that prepares children aged three to five with behavior, communication or social difficulties for kindergarten. Kalamazoo RESA partners with the Department of Psychology at Western Michigan University to help children build the skills essential to functional communication, learner behaviors and social interaction.

In July 2019, all Kalamazoo RESA ECSE classrooms moved to West Campus at the corner of Croyden and Drake. The location now serves as a centralized special education school serving young children from all districts within Kalamazoo County. The move opened new opportunities for collaboration between the ECSE and Head Start programs.

## EARLY ON

Early On is a support network for families with young children who have developmental delays in motor, communication, social-emotional learning or cognition. From a child's birth through age three, Early On staff works with family members and coordinates services within community and home-based settings.

A continuing partnership with the Seeds for Success program has allowed for more comprehensive family support services, including early identification and intervention for developmental delays, while highlighting protective factors that strengthen families.



**81** children served at centralized West Campus location



**1,077** family referrals

# PREPRIMARY EVALUATION TEAM

The Preprimary Evaluation Team (PET) provides developmental evaluations for children aged three to five.



**375** full evaluations conducted  
—283 in partnership with community preschools—

Increased engagement with community preschool programs has led to a more dynamic evaluation process, with more children supported within general education settings. PET also supports tiered strategies for addressing challenging behavior in Kalamazoo RESA's Early Childhood Special Education program.

To continue improving its efficacy, PET examines its best practices with a third-party evaluation program that gathers feedback from various stakeholders.

# AUDIOLOGY SERVICES

The Kalamazoo RESA Audiology team works to ensure students who are deaf and hard-of-hearing (DHH) have the same educational access as their typically hearing peers. Its staff provides comprehensive hearing evaluations, selects and fits hearing assistive technology in the classroom, educates students about their hearing loss to encourage self-advocacy skills and assists school personnel in providing appropriate instruction. The Audiology Services department also supports DHH consultants manage hearing-assistive technology and provide on-site non-diagnostic hearing screenings at school sites.



**221** hearing evaluations provided



**13** students identified with hearing loss



**756** classroom visits for DHH students

# WOODSEGE LEARNING CENTER

WoodsEdge Learning Center (WELC) is a special education school dedicated to serving students with significant disabilities. The center provides highly specialized instructional and behavioral support for students between the ages of three and 26, as well as services to students who are deaf and hard-of-hearing (DHH) or visually impaired (VI) at all local school districts.

WELC also operates satellite classrooms in Parchment Community Schools and Portage Public Schools for students with autism and those who are DHH. These classes allow for more intensive support while enabling students to spend time in general education classrooms for parts of the school day.



**183** on-site students



**81%** of students completed their IEP goals and objectives



**80** off-site students



**85%** of students completed their IEP goals and objectives



**91** visually impaired students served



**113** deaf and hard-of-hearing students served



**100%** graduation rate for visually impaired and deaf and hard-of-hearing students

# VALLEY CENTER SCHOOL

Valley Center School (VCS) is designed to help students with unique behavioral and emotional needs reintegrate into less restrictive environments. The school serves students between the ages of eight and 18 who are diploma-bound, require alternative curriculum or are focusing on transitional goals. The VCS curriculum teaches social-emotional skills in the five competency areas of self-awareness, self-management, social awareness, responsible decision making and relationship skills.



**49** students served



**31%** of students achieved and maintained behavioral goals



**100%** of students reported school staff have high expectations for them



**100%** of students received direct social-emotional skills instruction



# JUVENILE HOME SCHOOLS

Juvenile Home Schools (JHS) make exceptional and equitable educational services available to adjudicated youth by developing academic and emotional skills while working to restore 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 make use of 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.



**266** students served



**100%** of long-term residents earned high school credits on pace with same-aged peers



**82%** of students participated in work-based learning experiences

# TRANSITION SERVICES

Kalamazoo RESA's Transition Services ensure students with disabilities gain the skills and connections necessary for successful post-graduation outcomes. The program's staff collaborates with all of Kalamazoo RESA's programs and nine school districts to design classroom and community experiences for students aged 16 to 26 that increase knowledge of employment, post-secondary education, adult living and community participation.

**254** IEPs monitored,  
including transition  
plans for students  
with disabilities in  
Kalamazoo County



*The annual Transition Fair featured 25 informational booths and was attended by over 80 students, family members, community members and school staff.*

# YOUNG ADULT PROGRAM

The Kalamazoo RESA Young Adult Program (YAP) prepares students with disabilities to live meaningful and purpose-filled lives with special instruction and work-based learning opportunities. Designed for students between the ages of 18 and 26, its curriculum focuses on four areas of transition planning: employment, post-secondary education and training, adult living and community participation.



**185** students served



**95%** of students connected to appropriate agencies upon graduation



**41%** of students participated in work-based learning at 27 worksites



**12%** of students obtained competitive employment



**32** attended the Community Classroom at KRESA Commons



**73%** of students participated in a volunteer experience

YAP partners with local employers for Project SEARCH, a transition program that teaches workplace skills with on-the-job experience.



**7** students participated in Project SEARCH at Bronson Methodist Hospital



**100%** of students in Project SEARCH obtained paid employment in the community



# *Early Childhood*

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*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 their children, aged zero to three, up 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' work has expanded to also provide home-based lactation counseling.

Collaboration with community partners, including the Kalamazoo Public Library, El Concilio, Comstock Public Schools and the Great Start Collaborative, has resulted in two new community playgroups, one of which specifically supports Spanish-speaking families.



**300** consultations provided to breastfeeding mothers in Kalamazoo County



**215** families served,  
— 44% had two or more identified risk factors —

# GREAT START COLLABORATIVE

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

The GSC first offered training for community partners and parents in Kalamazoo County on building the Five Protective Factors, a national framework for reducing stressors for families and removing barriers to service.

The GSC has expanded its outreach efforts to families that are typically hard to reach by Trusted Advisors, partners who identify and serve parents in marginalized communities, ensuring they:

- are more informed about the early childhood development services within Kalamazoo County.
- have access to high quality books to improve early literacy development.
- are resilient and confident in their roles as fully capable caretakers, informed of the developmental needs of their children.



**1,200+** quality books and 300 educational toys distributed



**8,000+** informational English and Spanish hand-fans shared



# GREAT START READINESS PROGRAM

The Great Start Readiness Program (GSRP) provides high-quality preschool programs to the county's four-year-olds. It equips vulnerable children with the skills they need to build a foundation for success in school and life.



**1,052** children served



**59** GSRP classrooms



**1,160** applications received



**300** hours per month of coaching support for classroom teams and programs

# HEAD START

Kalamazoo RESA Head Start makes innovative and comprehensive pre-kindergarten available to at-risk three- and four-year-old children. Its team works to increase family engagement, empowering caregivers to advocate for their children's education, health and overall well-being. Head Start also supports families outside the classroom by facilitating access to food and shelter as well as mental health and substance abuse counseling.



**670** enrolled



**605** families served



**527** families received support services



**875** students and adults participated in family events



**81** Community Partner volunteers with the Health Services Advisory Committee



**20** Community Partner volunteers at Head Start events



**500** students transported to and from school daily



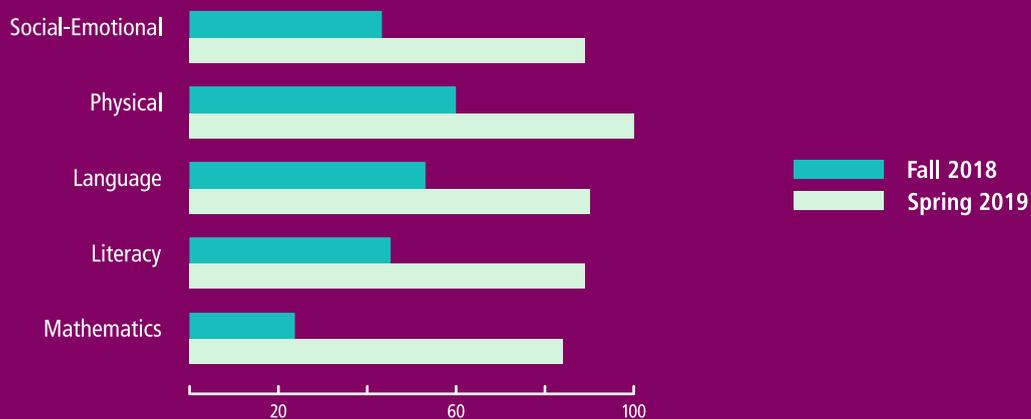
**31** families experiencing homelessness acquired housing  
—a 22% increase from the previous year—

# IMPACT OF HEAD START ON CHILD DEVELOPMENT

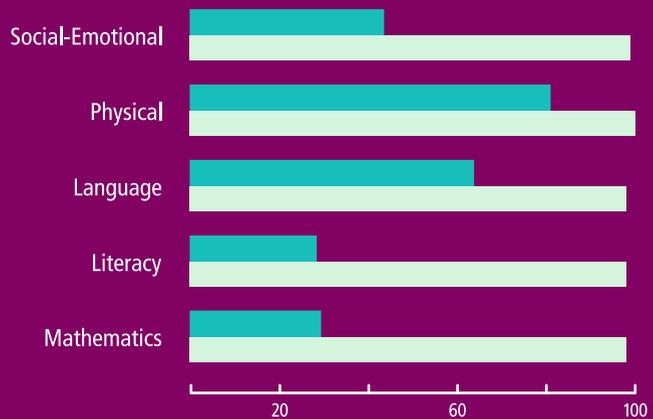
The graphs on the this page represent the percentage of Head Start students who demonstrate the skills required to be on pace for a particular domain of learning upon kindergarten entry. These domains are the focus in Head Start classrooms to prepare the “whole” child for kindergarten and beyond. The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

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

### FOUR-YEAR-OLD



### THREE-YEAR-OLD





# *Secondary Programming*

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

# CAREER READINESS

The Kalamazoo RESA Career Readiness initiative supports all K-12 students in the development of self-awareness and career option awareness. The program works directly with educators at every grade level to design curriculum that enhances students' understanding of the connection between coursework and the world of work. The Career Readiness team also collaborates with local businesses and school districts to create career exploration experiences for administrators, teachers and students.



**1,200** students impacted through career conversations with more than 30 business and community partners



**6** businesses recruited as first-time partners



**1,045** Career Chat Challenges at 17 middle and high schools



**352** presentations to educators on how to infuse classrooms with career learning

# PROJECT LEAD THE WAY

Project Lead the Way (PLTW) provides transformative Science, Technology, Engineering and Mathematics (STEM) learning experiences for K-12 students and educators across the county. PLTW empowers students to develop the in-demand knowledge and skills they will need to thrive in the careers of tomorrow.



**10,774** students impacted



**90** PLTW teachers



**35** schools in Kalamazoo County offered one or more PLTW course



**81%** of students reported they are more on-task in their PLTW course



**92%** of teachers said their students' problem-solving abilities have improved

# EDUCATION FOR EMPLOYMENT

Education for Employment (EFE) is an award-winning career and technical education center without walls. It offers a wide range of hands-on career preparation programs to students in grades nine through 12. EFE's programs are held at multiple locations—high school buildings, college campuses and at actual business and industry worksites. Students enrolled in EFE experience real-world applications of coursework and earn credit that meets both nationwide industry standards and the rigorous requirements of the Michigan Merit Curriculum.



**3,590** students served



**3,901** college credits earned



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



**589** students earned articulated credit



**2,000+** work-based learning experiences



**97%** high school graduation rate for enrolled students

# MICAREERQUEST SOUTHWEST



MiCareerQuest Southwest is an annual career investigation event for all eighth-grade students. The event gives local employers an opportunity to engage with students by creating interactive displays that teach them about a variety of career paths. Students learn directly from current jobholders about what an average day might look like in the career of a graphic artist, nurse, mechanical engineer and more.



**4,300** students attended



**500** community volunteers



**90%** of students felt the event was a meaningful experience



**100%** of business partners would participate again



**81** business and industry partners

**MiCareerQuest**  
SOUTHWEST

# EARLY/MIDDLE COLLEGE

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 graduate after an additional year of high school.

*EMC has been very beneficial to my learning and general growth as a person. I feel lucky to have gone through this program.*

—EMC Participant



**347** students enrolled



**3** certificates of achievement earned



**64** EMC students completed the program



**25** associate degrees earned



**2,681** credits earned at KVCC



**3.30** overall GPA for KVCC EMC students



**32** Michigan Early Middle College Association certificates earned

# YOUTH OPPORTUNITIES UNLIMITED



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

## Services

- Employer and Community Partnerships
- Career Coaching
- Career Exploration
- Credit Recovery
- High School Equivalency
- High School Diploma Completion
- In-Demand Career Credential Training
- Post-Secondary Access
- Barrier Support Services
- Work-Based Training



**89%** employment rate



**81%** credential rate



**399** high school credits earned



**766** work-based training participants



**\$11.46** average hourly wage at placement

# MYCITY

MyCITY is a gateway to career exploration, credential training and paid work experience for over 300 youth in Kalamazoo and Battle Creek. The program has three phases: an introduction to the world of work followed by expanded career exploration and experience, and finally, the specialized training, certification and real-world connections needed for a competitive career.

*MyCITY was selected as the 2019 Youth Program of the Year by the National Association of Workforce Development Professionals*

## Kalamazoo

— 342 youth employed

## Battle Creek

— 113 youth employed

# BRIDGING OPPORTUNITIES

Bridging Opportunities is a multi-agency initiative designed to reduce the amount of crime committed by juveniles in Kalamazoo. The program was established in 2017 when Kalamazoo County's Juvenile Courts and the Kalamazoo Department of Public Safety (KDPS) assembled a group of agencies, including YOU, to focus on youth development strategies.



**25** juveniles identified for program participation



**48.7%** decrease in juvenile offenders in the City of Kalamazoo  
— 380 offenders in 2018, 195 offenders in 2019 —

# EDUCATION FOR THE ARTS

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

## K-12 | Arts For All

**Aesthetic Education (AE):** Students in the AE program investigate and engage with high-quality works of art.



**176** educators taught artists to design and implement workshops for 4,290 students

**EFA Presents!** This program brings artists and artwork from all around the world to Kalamazoo County students.



**26,430** students and teachers experienced performances and exhibitions

## Alternative Arts Initiative (AAI):

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



**2,358** students took part

## K-8 | The PACE Program

PACE provides in-school drama and creative movement residencies that allow students to develop original work.



**4,646** students and 143 teachers from 28 schools participated

## High School Classes | Excellence in the Arts

Courses are available to highly talented and/or motivated students in grades nine through 12 at 15 Kalamazoo County high schools. EFA instructors teach introductory and advanced courses in music, dance, theater and visual and media arts.



**700** high school students enrolled



### **Mother of Trees** Multi-Sensory Theater Project

Mother of Trees shared the true story of Wangari Maathai, a Kenyan woman who empowered her community to plant the country's Green Belt of trees. This year's live, multi-sensory theater experience was designed for students on the autism spectrum. The project also featured a unique collaborative component with the Kalamazoo RESA Young Adult Program (YAP). YAP students worked actively with professional theater artists and were responsible for roles during the production, including stage management, technical operations, musical performance and acting.



# *Service Center Departments*

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



# 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/management.

## Stories



**58** stories shared

## @kalresa Social Media



**95%** increase  
in retweets

## Design



**10** logos created



**63** events covered  
and supported



**138%** increase in  
Instagram views



**374** design  
projects completed



**31** newsletters  
written



**95%** increase in engaged  
Facebook users



**24** presentations  
created



## Websites



**10** new websites created



**1,646,979** kresa.org page views

—May 2019 had the most per month at 187,144—



**29** website sections updated for equal access  
under the Americans with Disabilities Act

# 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 help them leverage resources, align services with improvement plans and organize service work over a sustained period.

The Instructional Services department drives innovation by collaborating on local, state and federal grant projects in the region. Funds were leveraged to build capacity in K-12 districts and schools in the following areas:

- Early Literacy Initiative
- Early Grade Reading Grant
- High-Impact Leadership Grant
- Literacy Action Network
- Mi-STEM Advisory Committee Grant
- Mi-STEM Regional Supports
- Multi-Tiered System of Supports (MTSS) County Supports
- Regional Assistance Grant
- Social-Emotional Learning
- Trauma-Informed Practices



**48** professional learning workshops offered



**1,132** educators from 89 different districts and intermediate school districts participated in professional learning



**1,255** days of coaching, consulting and training

# IMPACT OF INSTRUCTIONAL COACHING ACCORDING TO A SURVEY OF 173 EDUCATORS



Increased my attention to data



Increased my confidence in delivery of instructional content



Increased my ability to differentiate instruction



Increased my ability to manage my classroom



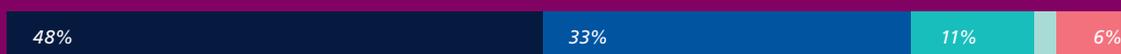
Improved student achievement



Increased student engagement and active responding



Improved the way I plan and prepare instruction



Improved the way I deliver instruction





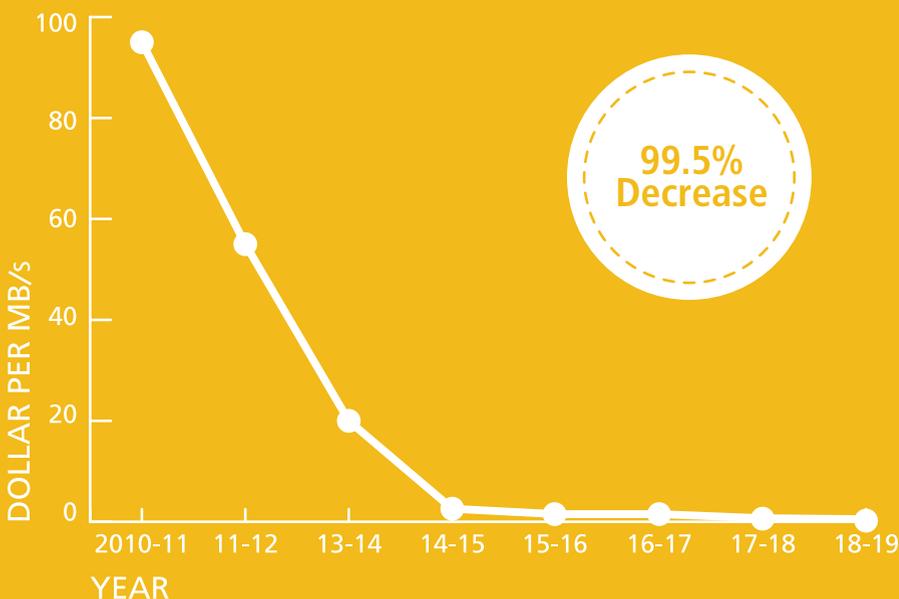
# SOUTHWEST MITECH – TECHNOLOGY SERVICES

The Kalamazoo RESA Technology Services department, also known as Southwest MiTech, delivers innovative solutions to the technology-related challenges faced by schools with excellent customer service.

## Points of Pride

- Southwest MiTech provided shared technology services and staffing solutions to 17 area school districts.
- Kalamazoo RESA is a cloud infrastructure innovator and was ranked the 12th-largest K-12 cloud-based data center by Amazon Web Services (AWS).
- 44 Michigan school districts received the fully web-based MISuite HR, Payroll and Financial Accounting system.
- Southwest MiTech led the MiDataHub initiative for all Michigan schools, a data exchange that saves districts an estimated \$56 million annually in data integration and management costs.

## Cost of K-12 Internet



**\$507,670** saved  
to partner  
school districts



**22,000** student  
accounts managed



# 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.



**11,036** projects printed



**\$175,432** saved by schools and nonprofits



**287** schools and nonprofits served

# TRANSPORTATION

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



**235** new bus drivers trained



**615** bus drivers received continuing education



**91** transportation supervisors trained



**119** drivers trained in evasive maneuvers on a closed course



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



**129** 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

## Ex Officio Members

David J. Campbell — *President*

Scott Thomas — *Treasurer*

Eric Stewart — *YOU, Michigan Works!*

Karen Carlisle — *Foundation Consultant*

Angie Straley — *Recording Secretary*

## Board of Trustees

Rex Bell  
*Chairman*

Kevin McCarthy

Gary Brown  
*Vice Chairman*

Delores Myers

Jason Novotny

Nancy Gallihugh

Larry Wile

Shirley Johnson



**4** Targeted Assistance Grants awarded to teachers seeking certification worth \$12,000



**\$70,091** in grants and scholarships



**12** scholarships to YOU students totaling \$4,500



**31** named scholarships for a total of \$25,091



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



**47** scholarships worth \$23,500 to students of Kalamazoo RESA employees



# KALAMAZOO RESA

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