

Kalamazoo RESA Superintendent Job Opening

About the Region

KRESA serves nine local public school districts, five public school academies and 18 nonpublic schools. Our service area includes Kalamazoo County and parts of St. Joseph, Branch, Calhoun, Barry, and Allegan counties. One of the first things you will notice about southwest Michigan is how warm and welcoming your neighbors are. People of all ages, economic statuses and backgrounds love the area's education opportunities, fine arts institutions, and community events. You will enjoy access to world-class art, music, and theater institutions, as well as nationally beloved educational museums. From the Kalamazoo Promise scholarship program to three colleges and universities to continuing education opportunities for retirees, southwest Michigan is a hub of learning. Locals love to spend a Friday night enjoying one of the many downtown festivals and events held year-round or raising a glass to the region's vibrant craft beer scene and feasting at the many incredible locally-owned restaurants. If you're looking for an affordable, exciting, and education-centered community, this is the place to call home.

About Kalamazoo RESA

With over 675 employees serving students from birth to 26 years, KRESA works to provide service for nine local public school districts, five public school academies and 18 nonpublic schools in the KRESA services area. Our programs provide job training for students and adults, professional learning, special education, bus driver safety training, technology services and support, administrative services, leadership training, professional printing services and more in a cooperative and cost-effective manner with a commitment to educational equity as we work to be a diverse, equitable, and inclusive organization. Our core values of Collaboration, Innovation, Respect, Trustworthy, and Compassion are at the heart of all we do and how we make decisions. A Strategic Plan, inclusive of a Continuous Improvement Plan, was revised in October of 2020.

Special Education Services

Kalamazoo RESA provides diverse special education services throughout its service area for students from birth to age 26. We work collaboratively with all of our local districts, public school academies, and family/community partners to provide individualized, high-quality services for students with disabilities in the least restrictive environment.

Early Intervention Programs:

- **Early On** provides in-home and community-based support to families with children with developmental delays in motor skills, communicative abilities, social-emotional learning, or cognition from birth through age three.
- **The Preprimary Evaluation Team (PET)** provides developmental evaluations for children three to five and connects families with community resources and special education support from the local school district.
- **Kalamazoo RESA's Early Childhood Special Education (ECSE)** program is a countywide classroom-based program for children from three to five with significant physical, cognitive, behavioral, communicative, or social challenges.

Center-Based Programs:

- **WoodsEdge Learning Center (WELC)** provides highly specialized instruction and behavior support for students with significant disabilities in grades K-12 with rigorous academic education and an emphasis on the development of skills crucial for safety, communication, and independence.
- **Valley Center School (VCS)** provides special education services for students ages 8-18 with unique emotional or behavioral needs. Its primary focus is to assist students in gaining social and emotional skills that support building students' skills so they will be contributing members in their homes, schools and communities.

- **Juvenile Home Schools (JHS)** make exceptional and equitable educational services available to adjudicated youth by developing academic and emotional skills while restoring students to their families and communities. 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.
- **Kalamazoo RESA's Young Adult Program (YAP)** serves young adults between the ages of 18 and 26 who have completed their high school years. Our young adults are eligible for special education services and receive opportunities to learn and build life skills through continued special education programming.

In-School Services:

The KRESA Specialized Instructional Services (KSIS) department strives to build accessible schools and diverse learning communities for students through high-quality programs and services across Kalamazoo County, including collaborative coaching that increases positive behavior in the least restrictive environments.

- Deaf/Hard of Hearing (DHH) Services
- Regional ASD Classrooms
- Engagement Specialist Services
- Intensive Support Team
- Visually Impaired Services

Early Childhood Programming

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

- **The Head Start/Great Start Readiness Program (GSRP)** is part of the collaborative and inclusive effort of Kalamazoo County Pre-K, which is composed of Head Start, the Great Start Readiness Program and Kalamazoo County Ready 4's. Its mission is to provide equitable, high-quality and developmentally appropriate services to support the whole child and whole family. These programs build a strong foundation for children's developmental skills and empower families to engage in their child's educational journey. Kalamazoo RESA also supports local GSRP programs by providing a highly qualified Early Childhood Specialist to support classroom teaching teams, individualized practice-based coaching, mentorship to program directors and administrators, financial technical support, behavior/social-emotional support, professional development and training opportunities, and data reporting to the State of Michigan.
- **The Kalamazoo County Great Start Collaborative (GSC)** is a partnership of local organizations and parents working to improve the early childhood system for every family in the county.
- **Seeds for Success** is a consortium of five agencies that helps Kalamazoo County families prepare their children, aged zero to three, for a bright future. Its services take an approach based on the Strengthening Families Program and include developmental screenings, parent education, resource connections and community playgroups.

Career Connect Programming

KRESA Career Connect is a continuum of career learning focused on growing Kalamazoo County students' self-awareness, career option awareness, skill development and career pathway planning. Our services harness the support of local education, business, and community partnerships to ensure students are offered the opportunity to earn industry-specific technical skills and earn employer credentials.

Career Connect Programs:

- **Career Awareness & Exploration** programs are designed as part of a purposeful self-exploration process, allowing young students the opportunity to gain a better understanding of themselves and potential career pathways.
- **Work-Based Learning** provides opportunities for students to gain on-the-job experience and career skills through a mutually beneficial employer partnership. At job sites across the county, students gain exposure to a broad spectrum of careers and develop critical teamwork skills to help them succeed in the world of work.

- **Career & Technical Education (CTE)** offers a wide range of hands-on career preparation programs to students in grades 9-12. Its courses reflect real-world applications and maintain the rigorous requirements of the Michigan Merit Curriculum, as well as state, national and industry technical standards. CTE offers courses in the following career pathways:
 - Agriculture, Food and Natural Resources
 - Human Services
 - Architecture and Construction
 - Information Technology
 - Arts, A/V Technology and Communications
 - Law, Public Safety, Corrections and Security
 - Business Management and Administration
 - Manufacturing
 - Education and Training
 - Marketing
 - Finance
 - Science, Technology, Engineering and Mathematics
 - Health Science
 - Transportation, Distribution and Logistics
 - Hospitality and Tourism

- **Education for the Arts (EFA)** enhances art education for all K-12 students through artist residencies, student scholarships, grants, visual exhibits, professional development opportunities, high school arts classes and performances by professional artists.
- **Early/Middle College (EMC)** allows students to simultaneously earn both an associate degree and a high school diploma. Students enroll in a focused program of study at Kalamazoo Valley Community College (KVCC), with their school district covering tuition fees up to a designated amount, and graduate after an additional year of high school.
- **Youth Opportunities Unlimited (YOU)** provides career coaching, internship opportunities, barrier remediation and supportive services to students across Kalamazoo County. YOU hosts the popular MyCITY series of programs, winner of the 2019 National Association of Workforce Development National Program of the Year.

General Educational, Business and Technology Services

KRESA offers a broad spectrum of services in the areas of general education, including curriculum, instruction, and professional development, as well as school safety, truancy, pupil accounting, business, and finance. All departments provide support and facilitation for local district collaboration, including:

- Business Office
- Attendance Office
- Human Resources
- Transportation
- Communications
- Technology Services/Southwest MiTech
- Instructional Services and Community Supports (ISCS)
- Print Center
- Regional Educational Media Center (REMC-12-W)
- Kalamazoo RESA Foundation
- Southwest MISTEM

District Information

Demographics:

ISD Enrollment	34,000 LEA membership/500 ISD membership
Annual Operating Budget	\$157,000,000
General Fund Projected Fund Balance	15% General Fund
Taxable Value	\$9,086,074,886

Tax Rates:

General Fund	0.1428
Special Education	4.3604
Vocational Education	0.9903
Total	5.4935

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
- Forest Academy
- Kalamazoo Covenant Academy
- Oakland Academy
- Paramount Charter Academy
- Youth Advancement Academy
- 18 Nonpublic Schools in Kalamazoo Count

Selection Criteria

KRESA is seeking a leader with a proven track record that reflects the following qualities, characteristics, and skills:

- ✓ Minimum of a Master's degree required
- ✓ Michigan Administrative Certificate or equivalent; Superintendent or ESD/ISD/RESA experience preferred
- ✓ Visionary, innovative, and equity leadership, with a proven track record of engaging others, working individually and collaboratively simultaneously, and building coalitions to achieve the vision and maintaining the core values at KRESA.
- ✓ Understanding of the mission and purpose of the KRESA, with a strong sense of accountability for providing innovative, high quality, and efficient services to support all stakeholders.
- ✓ Able to maintain and continuously improve upon a culture that is positive, welcoming, safe, and inclusive for all built upon the Anti-Bias/Anti-Racist principles.
- ✓ Successful experience and strong belief in maintaining and creating purposeful partnerships with local service agencies, as well as the Kalamazoo RESA Foundation, businesses, and community leaders.
- ✓ Strong, proactive communication skills, including listening, with the ability to forge consensus throughout our diverse communities to courageously respond or take action.
- ✓ Ability to delegate, support, coach, and promote a highly talented work force.
- ✓ Able to demonstrate forward thinking in their knowledge of and support for the entire range of KRESA programs and services, including special education, general education, career technical education, technology, and early childhood education.
- ✓ Proven leadership ability with skills in implementing change, successful systems, creative problem solving, intelligent risk taking, and team building.
- ✓ Understands and promotes the power of regional collaboration while working with local districts for equitable, high-quality teaching and learning, increased student achievement and career readiness.
- ✓ Strong political and public relations skills with high visibility within KRESA programming, local districts, and the community at large; ability to articulate issues and advocate for public education on public policy issues.
- ✓ Successful experience in the effective management of resources and ability to generate new sources of revenue outside of traditional sources; understanding of school finance; and the use of data to drive decisions.

- ✓ High moral and ethical character; impeccable integrity and trustworthiness.
- ✓ A personal commitment to equity work through learning and building positive, trusting relationships.
- ✓ Embraces and practices a growth mindset while promoting a culture of continuous improvement.

The Board of Education welcomes all applicants for this position. Due consideration will be given to all applicants who can demonstrate a high degree of congruency with the above identified profile. While no preference for a specific applicant has been pre-determined by the Board of Education, Superintendent and/or ESD/ISD/RESA experience is preferred, but not required.

Salary and Contract

The KRESA Board of Education will provide a competitive, regional compensation package. The actual salary and benefits will be commensurate with the demonstrated education and experience of the successful candidate. A multi-year contract with provisions for annual review and extension will be offered.

Search Timeline

Application deadline	Friday, March 31, 2023, at 4:00 pm
Candidate selection for interviews	April 10, 2023
Initial interviews	April 17 and 18, 2023
Second interviews	May 1, 2023
Site visits	To be determined
Start date	July 1, 2023

KRESA Board of Education

Virgil "Skip" Knowles, President
David W. Webster, Vice President
Lynne Cowart, Secretary

Dr. Delores G. Myers, Treasurer
Randy VanAntwerp, Trustee

Applicants should not contact Board Members.

All inquiries should be through:

Dave Killips, MLI Regional President
dkkillips@gmail.com or 734-320-6572

Kalamazoo Regional Educational Service Agency is an equal opportunity employer.

KALAMAZOO RESA
INSPIRING EDUCATIONAL EXCELLENCE