

Project RESA Spotlight

A Berrien RESA Publication

The logo for Project RESA features the word "project" in a lowercase, sans-serif font, with a pink circle containing a white smiley face above the letter "o". Below "project" is the word "RESA" in a larger, bold, uppercase, sans-serif font. A vertical dotted line is positioned to the right of the logo.

project
RESA

Meeting Dates: November 22 and 30 (October Meeting was Postponed)

Attached, please find the latest issue of the Spotlight!

You are encouraged to share your culture questions and solutions with the Project RESA team. Contact us via email at projectresa@berrienresa.org or you can fill out a [Google Form](#).

Meeting Minutes

At the conclusion of last school year, two surveys were issued to staff; a Positive Morale survey and a Diversity, Equity and Inclusion survey. Since September, Project RESA members have been reviewing survey results and making plans to support next steps. Here is a summary of their recent work:

Positive Morale Task Committee

Based on the [findings from the Positive Morale survey](#), and at the request of the Impact Team, it was determined that additional input is needed from staff to learn how to continue to support positive morale. To answer that call, in November, staff were invited to sign up to be a part of the Positive Morale Task Committee to determine what "meaningful relationships

among coworkers as well as between administrators and staff" should include. The group will also be working to identify opportunities to celebrate staff and offer positive morale activities.

Engagement/Wellness Task Committee

The Engagement/Wellness Task Committee has been working to develop a survey to learn how staff feel about working at Berrien RESA (engagement, satisfaction and wellness). It was suggested that before these attributes can be measured, staff will need to decide what it means to be engaged, be satisfied and be well. This may include hosting focus groups or other information-gathering activities. Stay tuned for more information about how Berrien RESA team members can participate in those conversations.

Diversity, Equity and Inclusion Committee

The results of the [Diversity, Equity and Inclusion survey](#) were influential in establishing one of the district's new Strategic Plan goals; *By 2026, Berrien RESA will participate in fostering an environment that provides equal opportunity for all.* The Impact Team is currently in the process of developing action plans across the organization aimed at supporting improvements relative to this critical area of our culture. Now that this work has grown into a districtwide activity, the DEI Task Committee has been dissolved.

Interview Task Committee

The group was called upon to support the hiring process for the district's new Director of Human Resources. The Interview Task Committee will reconvene as necessary (when hiring administrative level staff).

Culture Guide Committee

The Culture Guide Committee will continue to develop and release short videos to help staff learn about the district's 7 Guiding Principles.

Strategic Plan Task Committee

The Strategic Plan Task Committee completed its work and has passed their Strategic Plan outline to the Impact Team for final completion. This committee has also been dissolved.

Communications from Impact Team:

The Impact Team requested the Positive Morale committee identify what "meaningful relationships among coworkers as well as between administrators and staff" should include. (See above article.)

Communications received from staff via email or online form dealing with our organization's culture:

A question was submitted to the Project RESA team regarding student behavior concerns in one of our programs. After reviewing the question (in collaboration with district leadership), it was determined that the information presented was not a culture concern, but rather a specific

series of questions about how to provide the best educational services to students while at the same time protecting staff from getting injured. The submission was shared with building and department leaders. The concerns are already being addressed within the affected program and additional planning has begun to support anticipated student/staff needs in the future.

It is important to remember that Project RESA Suggestion Box submissions should include cultural suggestions/solutions and ideas. Also, submissions are addressed by the Project RESA team monthly. If you have a need or question that requires immediate attention (student/staff safety, Title IX concerns, worker compensation questions, health insurance questions, etc.), PLEASE DO NOT WAIT FOR PROJECT RESA TO RESPOND. Contact your supervisor or the Human Resources Office right away!

Upcoming Meetings

(All meetings will be held from 3:15-4:15 p.m.)

- No December meeting
- 1-26-22-Admin. Center
- 2-24-22-LEC
- 3-30-22-BLC
- 4-25-22-Admin. Center
- 5-31-22-BLC

Resources

[Culture Guide FAQ](#)

What is Project RESA?

Project RESA is a district-wide think tank that addresses climate and culture topics impacting the organization.

Team Members (2021-22 Roster):

- Abbie Benfield
- Alyson Mol
- Amber Smith
- Bekki Crocker
- Beth Helm
- Chris Machiniak
- Chris Martin
- Eric Hoppstock
- Evelyn Mendoza

- Jasmine Good
- Jenna Hawkins
- Jessica McAuliffe
- John Phillips
- Karen Heath
- Katie Sheftic
- Kevin Clark
- Kimberley Shaffer
- Leanna Sysak
- Libby Wuszke
- Melanie Foster
- Melissa Hamil
- Melissa Springsteen
- Mindy Watson
- Noah Cooperider

Share your ideas! You are encouraged to share your ideas and suggestions with the Project RESA team. Contact us via email at projectresa@berrienresa.org or you can fill out a [Google Form](#) that will allow you to submit your thoughts without anyone knowing who submitted the comment. Please be assured, Berrien RESA cannot identify who submitted comments through the form.



Background: Participants from every department and building were invited to participate in the think tank (February 2017). Nearly 20 people joined the group. Committee members have agreed to serve on the committee for at least one year. An open invitation to participate will be offered to the RESA family annually.



Principles: Project RESA is founded on two overarching principles; candor, and the concept of no authority. This means that all conversations had by Project RESA members will be honest discussions. No authority means that while the group is not a decision-making entity, it will make suggestions on ways in which issues may be resolved. Those ideas will be shared with Berrien RESA's Impact Team. It will be up to the Impact Team to make decisions for the organization.

Communication: To help keep all Berrien RESA team members informed of the topics being discussed by Project RESA, the suggestions being made to the Impact Team, and the decisions being made by the Impact Team regarding those suggestions, Project RESA will be issuing a "Spotlight" after each meeting. Spotlights will be shared via email as well as highlighted during staff meetings



About Us

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Nondiscrimination Clause/Title IX

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Title IX Coordinator/Compliance Officer and for all other concerns:

Lynda Hurlow, Executive Director of Human Resources
Berrien RESA , 711 St. Joseph Avenue, Berrien Springs, MI 49103

Title IX Investigators:

Kevin Clark, Technology Services Director and Lynda Hurlow, Executive Director of Human Resources

Title IX Decision Maker:

Chris Machiniak, Assistant Superintendent

Title IX Appeals:

Eric Hoppstock, Superintendent

[Title IX Final Rule \(Clark Hill\)](#)

For procedural information, please review Berrien RESA's Board policies.