

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 Date: January 26, 2022

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

Task Committee Updates

[Positive Morale Task Committee](#)

The group continues to evaluate opportunities to celebrate staff. One activity that took place in December included the delivery of goodie baskets to every building and offsite location in the district. Additional appreciation activities are being discussed.

[Engagement/Wellness Task Committee](#)

The group met to determine what an engaged employee looks like (across the district). To help inform this definition, they would like to begin hosting focus groups at each building as well as virtually to accommodate offsite staff as well as staff that are unavailable during posted meeting times.

Culture Guide Committee

The Culture Guide Committee is continuing to develop and release short videos to help staff learn about the district's 7 Guiding Principles. Their timeline has been adjusted to accommodate staff schedules and the time it takes to record/edit the videos.

HEARTwork 2022 Committee

As part of the Learn by Heart Campaign, the Impact Team requested Project RESA to solicit support for a new Task Committee - the HEARTwork 2022 committee. The group has met twice and is the process of planning an end-of-year countywide education staff celebration.

Communications from Impact Team:

None

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 the principle of Trust.

"Consider aligning more employees schedules regarding start/end times, an hour off the day before a holiday etc. vs. people looking around wondering who is leaving early and why, when it is actually just a different contract. This is not regarding contract days worked but hours in a day."

As a service agency, Berrien RESA staff work a number of different schedules to accommodate stakeholders' needs. Some staff work year round, others work 180 days each year. Some staff start their day at 8:15 a.m., others start their day at 7:30 a.m. Some staff flex their schedule to accommodate classes or childcare needs. Some staff are called upon to work at local districts on holidays and are able to utilize comp time to make up for their missed break. And, as shared in the comment above, some staff have negotiated contracts that include early dismissal before certain holidays. While it may be difficult to track everyone's schedule, if you need assistance or are looking for someone, please reach out to their supervisor or the Human Resource Office. They would be glad to provide you with assistance. Also, keep in mind that the majority of our staff have access to email and Google Chat during business hours- feel free to connect that way as well.

Upcoming Meetings

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

- 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:

Breanna Bell, Director of Human Resources

Berrien RESA , 711 St. Joseph Avenue, Berrien Springs, MI 49103

Title IX Investigators:

Kevin Clark, Technology Services Director and Breanna Bell, 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.

