

Project RESA Spotlight

A Berrien RESA Publication



Meeting Date: September 27, 2021

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

Agenda Item 1: Onboard New Members New team members were welcomed. They also learned about meeting norms and expectations.

Agenda Item 2: Project RESA Internal Survey The Project RESA team participates in a routine internal survey to measure participation during each meeting. Responses have remained unchanged over the past year. The group felt that the survey was not providing valuable information and decided to suspend the data collection activity.

Agenda Item 3:

Task Committees Updates

- Diversity, Equity and Inclusion (DEI) - Survey results (in summary form) were shared. Survey results were forwarded to the Impact team to determine next steps.
- Engagement/Well-Being - The group is developing a routine engagement survey to be issued to Berrien RESA staff multiple times each school year. The survey is still in development.
- Positive Morale - Survey results (in summary form) were shared. Survey results were forwarded to the Impact team to determine next steps.
- Culture Guide - The task committee is preparing to begin filming informational videos about each culture principle.
- Strategic Plan - Strategic plans goals have been drafted and are undergoing review by the Impact Team.

Communications from Impact Team:

None.

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

New Question/Comment: I feel that there were valid concerns brought up about identifying questions on the "Diversity, Equity and Inclusion (DEI) Survey". I was not happy to see that the public response of the team members was to immediately be dismissive of the concerns, rather than taking the time to listen and change the survey to be more inclusive and to avoid possible retributions.

Suggested Solution from Submitter: Listen to the concerns of those who raise them, and take time to consider how things can be changed. If project RESA wants to use the information gathered from the survey to improve the organization, but people are saying the survey is flawed, how will you get any useful information out of it?

Principle: Trust

Response from Project RESA Team: After reviewing the question, it was understood that this was a comment for the Project RESA Team, not the Impact Team. During the Project RESA meeting the comment was addressed along with a reminder to all members to adhere to meeting norms and expectations.

New Comment: I believe everyone has their views.

Suggested Solution from Submitter: Follow the rules and laws and respect each other through our HEART. I don't see a lot of problems everyone is talking about.

Principle: Amazing People (HEART)

Response from Impact Team: Thank you for the feedback.

New Question/Comment: I enjoyed seeing employees recognized for their years of service at the closing ceremony, but I noticed that Parents or Teachers aren't recognized for their years

of service. These staff members provide so much support to families within our communities and I think they should be recognized along with Berrien RESA employees.

Suggested Solution from Submitter: Recognize our Parents as Teacher staff members for their years of service as well.

Principle: Amazing People (HEART)

Response from Impact Team: Parents as Teachers are contracted staff members through EduStaff. While they are technically not Berrien RESA employees, they should be recognized for their service. In fact, Berrien RESA contracts with three third-party vendors; EduStaff, First Student and EnviroClean. To thank all of the teams for their work, the Impact Team will be exploring opportunities to share our gratitude for everyone who supports our education family.

Upcoming Meetings

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

- 10-26-21 - LEC
- 11-30-21 -BLC
- 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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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.