

project RESA

Spotlight

What is Project RESA?

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

Team Members:

- Amanda Lezotte
- Amber Smith
- Amy Hume-Sizer
- Autumn Poole
- Beth Helm
- Chris Machiniak
- Chris Martin
- Eric Hoppstock
- Evelyn Mendoza
- Jasmine Good
- Jessica McAuliffe
- John Phillips
- Karen Heath
- Katie Sheffit
- Katy Foster
- Kevin Clark
- Leanna Sysak
- Melanie Foster
- Melissa Hamil
- Mindy Watson
- Noah Cooperider
- Robin Bourgeois
- Tiago Baltazar

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.

Meeting Date: May 11, 2021

Meeting Minutes

Agenda Item 1: Task Committees

Updates

- **Culture Guide** - Committee is working on closing Day activities.
- **Strategic Plan** - After soliciting staff interest, the following individuals joined the Strategic Plan Task Committee:
 - *Scott Knoll*
 - *Kerenda Applebey*
 - *Amy Hume*
 - *Craig Blasko*
 - *Melissa Springsteen*
 - *Rebecca Miles*
 - *Jessica McAuliffe*
 - *Leanna Sysak*
 - *Roy Wirtz*
 - *Eric Hoppstock*
 - *Karen Heath*
 - *John Phillips*
- **Diversity, Equity and Inclusion (DEI)** - Liaisons continued to work on surveys
- **Engagement/Well-Being** - Liaisons continued to work on surveys
- **Positive Morale** - Liaisons continued to work on surveys

Agenda Item 2: Diversity, Equity and Inclusion survey

Project RESA reviewed updates made to the Diversity, Equity and Inclusion survey. The DEI Task Committee plans to share the draft with the countywide DEI think tank comprised of local district leaders and school board presidents for feedback.

Agenda Item 3: Closing Day Celebration

Discussed event details and asked if any specific support was needed by those task committees who are participating in the event.

Communications from Impact Team: None

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

Comment 1:

"I recently spoke with one of our employees who has been required to stay home with young children who were quarantined. Because extra days are no longer

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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.

given, this person will possibly use all their sick days due to the quarantine. If another quarantine occurs, it will likely result in unpaid sick days being taken.

What a missed opportunity to show our staff they are valued, trusted and respected. The vast majority of staff at RESA go above and beyond, both in time and energy, to ensure they do their jobs well. Even when days are missed, the workload remains, and our staff continually rise to the challenge of making up for missed days without letting work quality suffer. It is hard to sustain that momentum when a colleague is seen struggling and not feeling valued. Especially when the solution would minimally impact the organization and could not be easily taken advantage of.

Seemingly small acts add up and, in turn, create our culture. We must ask what culture we aim to create."

Staff solution: See above

Principle: Amazing People

Comment 2:

"Thank you all for doing a great job."

Staff solution: Keep up your dedication.

Principle: Amazing People (HEART)

Reminder/New Practice

The anonymous form is truly anonymous. If comments are emailed to the projectresa@berrienresa.org account, the submitter's name will be attached to the email (it won't be anonymous). New practice - Out of respect for email submitters, we will ask if they would like their name shared with the Project RESA/Impact Team along with their comments.

Next Meetings:

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

- May 26

Resources

- [Culture Guide FAQ](#)