

project RESA

Spotlight

**Meeting Dates: September 23,
October 16 and October 22, 2019.**

Goal of meetings:

- Review and develop answers to department/program meeting questions, determine what the book study will look like and decide how to measure progress related to the Culture Guide Principles.

Old Business:

- Reviewed questions asked during staff meetings held after Opening Day. Developed a [Culture Guide FAQ](#).

New Business:

- Created a staff survey to collect baseline data about Berrien RESA's culture. The survey will be deployed multiple times during the school year to help measure progress.
- Developed a book study tool for the first few chapters of Crucial Conversations. The first book study will be held at upcoming staff meetings. The [book study tool](#) as well as a [series of questions](#) have been made available to guide staff in their reading.

Communications from Management Team:

- The Team requested that staff members finish reading Crucial Conversations by the end of winter break so that we can begin working on the Culture Guide principles. The Team also requested that Project RESA create a reading timeline.

Book Study Timeline:

Chapters 1-3	End of October
Chapters 4-7	End of November
Chapters 8-11	End of Winter Break

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

- *A question was asked about how Berrien RESA communicates staff member responsibility changes internally*. The question highlighted a situation where information was shared during a local district meeting and then was relayed back to our own staff before they were informed of the change by Berrien RESA supervisors. Unfortunately, the situation made the employee feel frustrated and embarrassed.*

- *After further investigation, the Project RESA team learned that the local district employee had misrepresented what was heard regarding the responsibility shift. Regretfully, the situation caused an employee to feel uninformed. However, regardless what transpired, this situation provides a welcomed opportunity to review how our organization shares this type of information within our own family.*

- *In an effort to help all Berrien RESA staff members learn about job shifts and to help us welcome new team members, the Communication Office (in collaboration with the Human Resource Office) will share employee announcements as soon as information becomes available. (Should a staff member not want information shared, Berrien RESA will respect the wishes of the individual. This is sometimes the case when staff members retire.)*

- **This question was summarized in an effort to maintain confidentiality.*

What is Project RESA?

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

Team Members:

- Allison Dorich
- Amanda Lezotte
- Amy Hume
- Autumn Poole
- Chris Machiniak
- Chris Martin
- Cyndi Ursprung
- Eric Hoppstock
- Evelyn Mendoza
- Jamie Ely
- Jasmine Good
- Jessica Mcauliffe
- John Phillips
- Kaitlin Bergman
- Karen Heath
- Katy Foster
- Kevin Clark
- Ke Ke Dickerson
- Kristine Stubelt
- Leanna Sysak
- Melanie Foster
- Melissa Hamil
- Mindy Watson
- Sokhom Teng
- 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.

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Next Meetings:

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

- November 20-Room A, Admin.
- January 30-DL, Admin.
- February 24-DL, Admin.
- March 31-BLC (may change based on construction progress)
- April 28-DL, Admin. (Open enrollment)
- May 27-LEC

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

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 Management Team. It will be up to Management 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 Management Team, and the decisions being made by Management 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.