

project RESA

Spotlight

Meeting Date: April 28, 2020

Format Change: The Project RESA team has updated its meeting format to better represent Positive Behavior Intervention and Support systems. The Spotlight meeting minutes have also been modified to reflect this format change.

Agenda Item 1: Behavior Matrix Roll-out

During the February Project RESA meeting, members piloted a behavior matrix to help staff members understand how they can implement the principles of Trust and Transparency with their coworkers, as a department and as an organization. Due to the COVID-19 situation, team members felt that this training would occur best in-person and suggested that all staff participate in the behavior matrix activity this fall. The team will also be developing a PBIS-based “virtual expectations” document to help Project RESA continue to work collaboratively while communicating online.

Agenda Item 2: Progress Update-Trust and Transparency Stories

A subcommittee was formed late in the winter to identify stories that could help staff members relate to and remember our culture Principles, beginning with Trust and Transparency. Team members approved the story regarding Trust, but requested additional research be done to find a story that better exemplified Transparency. Once approved, the stories will be shared as part of the principle training happening this fall.

Agenda Item 3: Opening Day Plans

The team was updated relative to Opening Day plans including next steps for Berrien RESA’s Crucial Conversations learning. Mark Carpenter will once again be the featured speaker and we will learn about Crucial Accountability. The format (in-person or virtual is still to be determined.)

Agenda Item 4: Culture Survey

The Project RESA team suggested that instead of offering staff a culture survey that Management Team consider offering a “check-in” survey focusing on our current non-customary working situation.

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
- Amber Smith
- Amy Hume
- Autumn Poole
- Beth Helm
- Chris Machiniak
- Chris Martin
- Cyndi Ursprung
- Eric Hoppstock
- Evelyn Mendoza
- Jamie Ely
- Jasmine Good
- Jessica McAuliffe
- John Phillips
- Karen Heath
- Katie Sheffic
- Katy Foster
- Kevin Clark
- Kristine Stubelt
- Leanna Sysak
- Melanie Foster
- Melissa Hamill
- Mindy Watson
- Noah Cooperider
- Robin Bourgeois
- 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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What is Project RESA?

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.

Agenda Item 5: Open Enrollment

Every spring, the Project RESA Team invites members of the organization to join the think tank. The team requested an invitation email be sent to all staff with new members' orientation and first meeting to be held on May 27.

Communications from Management Team: None

Communications received from staff via email or online form dealing with our organization's culture: None

Next Meetings:

- (All meetings will be held from 3:15-4:15 p.m.):
 - May 27-Google Meet

Resources

- [Culture Guide FAQ](#)
- [Book study tool \(Chapters 1-3\)](#)
- [Chapters 4-7 \(independent study\)](#)
- [Chapters 8-11 \(with department colleagues\)](#)
- [Series of questions \(from Vital Smarts to guide reading\)](#)