March 2020

Message from the Superintendent:

Kent ISD continued to make great progress toward fulfilling our mission in 2018-2019! We strive to provide value-added services to our stakeholders through collaboration and leadership for learning.

A few of our core values at Kent ISD include accountability, continuous improvement, and customer satisfaction. To that end, we have compiled this inaugural Annual Report of programs and services that we provide to our constituent school districts.

We have attempted to capture key metrics of how our customers utilize our various services and how these programs may be of benefit to our stakeholders. Our goal is to get better, so if you have questions about the data or any of the report’s contents please don’t hesitate to call me at (616) 365-2217.

Kent ISD aspires to be the community’s first choice for educational services. If you would like to know more about how Kent ISD can be of service to your school community please call.

Respectfully,

Ron Caniff
Superintendent, Kent Intermediate School District
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Kent ISD - Serving Students, Educators & Community

Through collaboration and leadership it is our goal to support public schools so that every student in every classroom achieves every day. We hope this report demonstrates how seriously we took that commitment in the 2018-2019 school year and how we will continue to provide excellent service to our customers in the future. In this report, you’ll see metrics that show the impact of our services and specific explanations of our programs. Below is just a snapshot of the many ways we support education across our 20 districts.

Serving Students and Educators

- We help teachers succeed in the classroom through training, coaching and curriculum development based on the latest instructional research
- We support Special Education through resources, consultation and technical assistance
- Our Early Childhood programs connect parents with free/low-cost preschool, quality childcare, parental coaching and other resources for families
- Our unique high school programs offer amazing opportunities to students
  - Prepare for a cutting edge career at Kent Career Tech Center
  - Get hands-on job training and academic support at Kent Transition Center
  - Earn an Associates Degree with Launch U
  - Learn online with in-person support at Myschool@Kent
  - Engage in project-based learning in partnership with local organizations at Kent Innovation High

Saving More for Districts

By pooling resources, expertise and dollars, we save districts money to invest more in instruction. Our expert support staff help lower administrative costs for districts by providing services like payroll, Human Resources, IT help desk and data warehousing.

We also use collective purchasing to save on essential services and supplies including trash/recycling bids, beverage purchasing, classroom technology and more.

Community Initiatives

We are proud to advocate for our schools and help communities understand the importance of quality public education. We partner with other ISDs to support state legislation that secures school funding, lead the charge on local millage efforts, and conduct research to set instructional goals and analyze assessments.

Through School News Network, we also provide families a direct look into classrooms, improving perceptions of schools across West Michigan.

“I used to say all students could learn, but through my work with the ISD I understand how that is true.”
- Nick Vanderhyde, Teacher, Alpine Elementary

Who We Serve

20 Public School Districts, plus some local private schools and 23 charter schools

280 Schools

8,856 Educators

106,642 Students
Kent ISD Finances

Kent ISD is financed by Kent County taxpayers through authorized property tax millages. The total millage rate for 2019-2020 was 5.6113 mills which assist in operating three major funds.

The General Education Fund
Provides instructional support, administrative services, countywide Great Start Readiness Programs, and Adult Education services for Prosperity Region 4. The General Education Fund budget for the 2019-20 fiscal year is $49 million. Kent ISD was authorized to collect 0.0884 of a mill for 2019-2020. The millage provides just over $2 million annually for general operating purposes. In addition, the State of Michigan provides approximately $2.5 million in funding towards general operating purposes. The funding from the millage and state finances the instructional support and administrative services provided by Kent ISD. The General Fund also includes approximately $35 million annually in grant funding, the Great Start Readiness Program ($23 million), and Adult Education ($7 million) are the two largest grants. At the end of the 2018-19 fiscal year, the General Fund had $4.7 million in fund reserves.

The Special Education Fund
Provides educational consulting, student services and special education administration for local districts and center programs. The Special Education Fund budget for 2019-20 fiscal year is $205 million. Kent ISD was authorized to collect 3.6558 mills for 2019-20. The millage provides $87 million annually for special education services and $2.1 million for capital projects. Local districts receive approximately $62 million in funding for local district special education programs through a portion of the millage levied. $22 million of the funds raised from the millage are used to support center based special education programs and services. The Special Education fund also receives $25 million in federal IDEA funds and $7.5 million in Medicaid funding. The majority of these funds are distributed to the local districts to support local special education services. At the end of the 2018-19 fiscal year, the Special Education Fund had $5.4 million in fund reserves.

The Career Technical Education Fund
Provides vocational technical education programs for all Kent County students. The Career Technical Education Fund budget for the 2019-20 fiscal year is $31 million. Kent ISD was authorized to collect 0.9762 of a mill for 2019-2020. The millage provides over $21 million annually for career technical education services and $2.1 million for capital projects. The state provides approximately $4.6 million in funding for career technical programs and the federal government approximately $1.7 million. These sources of revenue finance the 22 career technical programs offered by Kent ISD. At the end of the 2018-19 fiscal year, the Career Technical Education Fund had $10.4 million in fund reserves.

In addition to the three major funds, Kent ISD also collects 0.8909 of a mill in 2019-2020 for regional enhancement funding which provides $23 million to local districts at $225 per student. Finally, Kent ISD operates blended on-line learning and project based high schools to serve specific needs for our local districts and students. The costs of the blended on-line learning and project based high school are shared by the local districts and Kent ISD.

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Kent ISD 2018-2019
Total Expenditure Summary

- **Direct Services**: $296.5 Million
- **Indirect Services**: $36.3 Million

Direct Services are Kent ISD resources that are either distributed to local districts or services provided by Kent ISD that support local districts. Indirect services are administrative-specific resources required to operate the ISD, as well as interfund transfers and capital outlay for ISD facilities.
Teaching & Learning

Teaching and Learning (T&L) staff assist and support districts in meeting their instructional needs. This function is carried out by support specialists, consultants, and instruction coaches through a broad range of services including curriculum consulting, instructional coaching, professional learning coordination and delivery, and special populations support. We understand the importance of providing relevant, research based, high quality services, and resources.

High Quality Professional Learning

With the many responsibilities of managing a classroom, it can be hard for teachers to stay up to date with innovative methods in their subject area. That’s where we can help.

• Our team brings current best practices directly to districts through consultation and support.
• Our staff are members and leaders in more than 30 national, state, and regional organizations. We can provide unique resources and connections to local educators.
• Through collaboration, we reduce cost and enhance quality. We provided 861 educators from 150 districts with professional learning opportunities lead by renowned national presenters.
• We help teachers bring their new skills into classrooms through in-depth book studies, implementation plans, and one-on-one coaching.

“Penny Kittle and Kelly Gallagher have enhanced my teaching with many of their ideas on reading and writing. Kent ISD can help me meet my goals by continuing to host leaders who help teachers meet requirements in ways that provide students with choices that encourage them and advance their skills in both reading and writing.” – Teacher

Active Learning in Professional Learning

100% of session were rated as very good or excellent
94% of attendees would recommend course to colleagues
100% of sessions model active learning
99% of attendees reported courses helped them to build knowledge, develop skills, change attitudes and beliefs, and inspire action/change in practice

“Active learning” means learners engage with the material, participate in the class, and collaborate with each other. “Active learning” means learners engage with the material, participate in the class, and collaborate with each other. Stanford University. The data in this chart was collected from the participants of professional learning at Kent ISD in 2018-2019.
The Teaching & Learning department understands that planning and support for implementation is necessary to create change in educator practice and impact student learning. Implementation is key to success. We work with districts to create implementation plans that will positively impact student learning.

Implementing Learning into the Classroom

- Our Literacy Coaches directly impacted almost 300 educators with the implementation of literacy essentials.
- 89% of those coached in literacy essentials implemented a positive school climate that increase student achievement.
- 75% of local districts received implementation services from our Math Coaches.
- 95% of local districts received training to implement The Next Generation Science Exemplar Learning System into the classroom.

Networking Opportunities

- 615 educators participated in Kent ISD networks.
- 99% of attendees reported that networks helped them build knowledge, develop skills, change attitudes and beliefs, and inspired action/change in practice.

Our Literacy Coaches provided Instructional Rounds and Supports, spending 46.5 hours observing 185 classrooms from 9 schools. Their findings show positive trends in countywide literacy education.

2018-2019 Kent County Trends in Literacy Education

- 89% Positive School Climate Supports Student Learning
- 56% Abundant Resources Available to Staff
- 44% Learning Targets Posted in Classrooms

“Attending meetings kept me up to date on everything EL (English Learners). It also helps me to connect with other EL professionals, so I benefit from their knowledge and experiences.”

–Teacher

Students Impacted by Special Populations Services

- 15,070 English learner students
- 2,768 Immigrant students
- 2,457 Students that are experiencing homelessness
- 287 Unaccompanied homeless youth
The Teaching and Learning department understands that highly effective professional learning is an investment. We provide research based professional learning with highly qualified presenters at a lower cost to districts through collaborative cost reduction. Bringing multiple districts together for professional development allows for networking, collaboration, reduced costs, and higher levels of learning.

Affordable Professional Learning Opportunities

- Provided districts with 185 (60%) professional learning opportunities for free.
- The average professional learning costs $40 per course, which is approximately $7 per credit hour, $258 less than the national average.

Our Partnerships

- Create STEM (MSU) - provides free training and materials to elementary and high school educators.
- MiSTAR (MTU) - helps implement quality resources and provides funds for local teachers to create science curriculum.
- GVSU, Cornerstone, Aquinas, Calvin University Leaders of Tomorrow, a program to prepare pre-service teachers to work in tomorrow’s classrooms.
- Community libraries (KDL, GRPL) - trains more than 180 librarians on Michigan’s Read by Grade Three law, Individualized Reading Plans, and the Read At Home Plan.

“Teachers and administrators who routinely develop their own knowledge and skills model for students that learning is important and useful.” – Learning Forward
Multi-Tiered System of Supports (MTSS) is a framework to provide all students with the best opportunities to succeed academically and behaviorally in school. MTSS practices are based on what research has shown to create sustainable change that provides the most effective instruction to all students. The MTSS and Continuous Improvement Team is committed to providing training, coaching, and data coordination supports for local districts as they implement an MTSS framework according to their unique needs and circumstances.

Continuous Improvement Services
Provides support and technical assistance to all local districts, charters, building leaders and teams.
- We host quarterly network meetings for updates and assistance with state and federal programming
- We provide MI Excel Support Services to 10 buildings in 8 districts to assist Michigan’s lowest achieving schools

Data Coordination
Supporting districts to gather, organize, and analyze data to make informed decisions including:
- Early Warning Indicators for dropout prevention
- Student Risk Screening Scale for early identification of behavioral and emotional needs
- Initial and extensive reading assessment
- School-wide discipline outcomes

“We appreciate your willingness to meet us where we are in terms of knowledge and capacity. We always feel comfortable approaching the MTSS team for clarification and guidance in how to move forward.” – Steve Johnson, MTSS Coordinator, Cedar Springs Public Schools
Multi-Tiered System of Supports and Continuous Improvement

Professional Learning Opportunities
Provides educators with the tools for implementing MTSS as well as continuing education credits in these areas:

• **District Installation:** Helps districts build their capacity to support their schools with implementing MTSS.

• **Behavior:** Implementing Positive Behavioral Interventions and Supports (PBIS) improves school climate and promotes pro-social behaviors.

• **Reading:** We coach districts in scientifically based reading research to improve student outcomes and meet state initiatives like Read by Grade Three.

• **Data Review:** District and school leadership teams engage in ongoing data-based decision making to refine their MTSS implementation plan.

Additional Professional Learning

• **School Mental Health Collaborative – Integrating mental health supports for students** – quarterly meetings/282 attendees

• **Strengthening Reading Instruction** - 268 attendees

Professional Development Hours

![Professional Development Hours Chart]

- 38.5 Reading
- 61 Behavior
- 22 District Implementation
- 82.5 Data Review

“*It is very helpful to have support that is tailored to our district needs and we really appreciate that the ISD does this for us! Thank you for all you do!*”

– Kim Chausow, Director of Curriculum and Community Enrichment, Thornapple Kellogg Schools

Professional Learning Provided

- 853 Attendees
- 1,849 Continuing Education credits earned
- 110 Social Work Continuing Education credits earned
The Information and Technology Services (I&TS) department uses technology to enable and empower staff and students while constantly improving services for our community of learners. I&TS provides a robust infrastructure to support the needs of an incredibly diverse set of educational programs and professional services.

Application Hosting
Kent ISD hosts a large number of applications that are used by our constituent districts.
- PowerSchool – 9 Districts
- MiPSE – 20 Districts
- Moodle – 16 Districts
- Follett Destiny - 13 Districts
- Our School Data – 20 Districts

Professional Services
- Delivered 3,494 hours of consulting, training and technical support directly to our constituent districts
- Directly impacted 11,457 staff

$1,528,039 Annual Savings to Local Districts

$252,300.00 Application Hosting
$218,375.00 Professional Services
$582,788.00 Data Center Services
$474,576.00 Regional Technology Staffing

“*We really are able to realize some dollar savings by utilizing the ISD and some of the expertise. I think technology may be one of the biggest bargains we get from the ISD.*”

– Jeff Malloch, Director, Business and Finance, Cedar Springs Public Schools
Public education is a rapidly evolving sector. In recent years, we've gained insights in student engagement, school funding, student mental health and other areas impacting a student’s educational trajectory. Research is required to reflect on our past practices and plan strategically for the future to best meet the needs of each and every child.

Major Projects Completed

Academics
- Deep dive into the PSAT & SAT assessments to set instructional improvement targets
- Contextualizing student academic growth within educator evaluation
- Predicting student retention under Michigan’s Read by Grade Three law to align teaching strategies
- Monitoring progress on the Kent Intermediate Superintendents Association’s (KISA) academic goals and links to educational equity and opportunity
- Examining gaps in achievement and growth for special education and general education students
- Measuring the impact of early childhood education on kindergarten readiness
- Supporting the Reading Now Network data tool, a tool comparing demographically similar schools on assessment outcomes

Student Experience
- Leveraging labor market data to support students in viable, high-demand career pathways.
- Prioritization of mental wellbeing funding and services countywide through a needs assessment of local school districts and community agencies.
- Policy and research support on the implementation of an equitable school funding formula with partners including West Michigan Talent Triangle, School Funding Research Collaborative and Launch Michigan

School Attendance Really Matters
14% gap in proficiency rates for chronically absent 3rd graders versus their peers

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52% 38%
Students Attending Regularly Students Chronically Absent
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“Unpacking achievement data allows us to see opportunity gaps based not only on socioeconomic status, but also its relationship with race. It is here that our work takes root. We are fortunate to have partners like Kent ISD advancing educational equity.”

- Mary Kay Murphy, Program Director, Leading Educators of Greater Grand Rapids
Regional Education Media Center (REMC)

REMC 8 serves Kent, Ionia and Montcalm Counties and provides equitable access to information, professional development opportunities, teaching materials, and resources through collaborative partnerships and consortium activities.

Providing More Value to Schools

The project aggregates the purchasing power of schools statewide and provides large volume bid prices on a variety of educational resources. Products include supplies, equipment, software, computer and networking, paper and catalog discounts.

This chart shows savings for each of the Kent ISD area public school districts.

<table>
<thead>
<tr>
<th>District</th>
<th>Quantity</th>
<th>Education List Price</th>
<th>REMC Save Price</th>
<th>Savings</th>
<th>Percent Savings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Byron Center Public Schools</td>
<td>43,850</td>
<td>$2,830,578</td>
<td>$2,461,241</td>
<td>$369,339</td>
<td>13%</td>
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<td>Caledonia Community Schools</td>
<td>37,662</td>
<td>$1,346,504</td>
<td>$878,124</td>
<td>$468,381</td>
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<td>Cedar Springs Public Schools</td>
<td>39,103</td>
<td>$1,377,416</td>
<td>$809,936</td>
<td>$567,480</td>
<td>41%</td>
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<td>Comstock Park Public Schools</td>
<td>7,444</td>
<td>$72,515</td>
<td>$41,690</td>
<td>$30,825</td>
<td>43%</td>
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<td>East Grand Rapids Public Schools</td>
<td>35,507</td>
<td>$212,450</td>
<td>$133,309</td>
<td>$79,140</td>
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<td>Forest Hills Public Schools</td>
<td>67,097</td>
<td>$1,296,556</td>
<td>$802,864</td>
<td>$493,692</td>
<td>39%</td>
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<td>Godfrey-Lee Public Schools</td>
<td>21,234</td>
<td>$221,657</td>
<td>$130,340</td>
<td>$91,316</td>
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<td>Godwin Heights Public Schools</td>
<td>5,932</td>
<td>$363,033</td>
<td>$175,518</td>
<td>$187,515</td>
<td>52%</td>
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<td>Grand Rapids Public Schools</td>
<td>101,198</td>
<td>$5,528,184</td>
<td>$3,760,093</td>
<td>$1,768,095</td>
<td>32%</td>
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<td>Grandville Public Schools</td>
<td>26,860</td>
<td>$1,510,171</td>
<td>$947,953</td>
<td>$562,217</td>
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<td>Kelloggsville Public Schools</td>
<td>29,174</td>
<td>$852,474</td>
<td>$585,780</td>
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<td>Kenowa Hills Public Schools</td>
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<td>$774,602</td>
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<td>Kent City Community Schools</td>
<td>17,232</td>
<td>$336,184</td>
<td>$189,618</td>
<td>$146,567</td>
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<td>Kentwood Public Schools</td>
<td>79,651</td>
<td>$4,291,920</td>
<td>$2,778,824</td>
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<td>Lowell Area Schools</td>
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<td>$1,105,734</td>
<td>$623,863</td>
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<td>Northview Public Schools</td>
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<td>$349,637</td>
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<td>Rockford Public Schools</td>
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<td>$1,085,140</td>
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<td>Sparta Area Schools</td>
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<td>$815,764</td>
<td>$504,524</td>
<td>$311,239</td>
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<td>Thornapple Kellogg School District</td>
<td>24,332</td>
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<td>$380,814</td>
<td>$376,330</td>
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<td>Wyoming Public Schools</td>
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<td>$19,602,901</td>
<td>$11,980,848</td>
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<td>REMC 8 Totals</td>
<td>1,106,437</td>
<td>$47,853,531</td>
<td>$29,888,414</td>
<td>$10,267,106</td>
<td>37%</td>
</tr>
</tbody>
</table>

$10,267,106 Saved on supplies

1,106,437 Items purchased through REMC 8

37% Saved versus list price of items

Every dollar saved through your REMC today is one more dollar to invest in instruction tomorrow.
Career Readiness staff provide support to educators in local school districts to better connect and prepare students for viable employment opportunities after high school. Our vision is for every student to leave their K-12 experience with an informed career plan.

Program Participation

- 17,788 Students were directly impacted by our programs
- 1,873 Teachers & Counselors were directly impacted
- 1,646 business professionals participated in our programs
- 164 Companies partnered with Career Readiness
- 98% of employers said they are likely to participate in our programs again
- 97% of employers say participation helped promote careers in their industry

Educators believe what they learn at Career Readiness training directly benefits their students*

- 50% Strongly Agree
- 43% Agree
- 7% Disagree

*Survey responses of 216 educators after a training event, strongly disagree was an option but was not selected

Impacting Students and Educators

- 94% Student program participants said the experience increased their understanding of careers
- 80% Student program participants said the experience will help them plan for the future
- 98% Educators who say our STEM content helps them demonstrate STEM applications in the workplace

We helped 10,000 middle and high school students explore careers in one day at MICareerQuest, which we helped create and continue to support annually.
Kent Career Tech Center offers more than 20 career-focused programs for 11th and 12th grade students (and one for 10th graders), public, private and homeschooled throughout Kent ISD. Students learn from industry experts who are also credentialed teachers. Students work hands on with state-of-the-art equipment as they gain technical training, professional certifications and high school, college and technical school credit.

Our Students
• 2,312 students from 62 schools attended our programs
• 3,189 prospective students visited our programs to fill the 1,360 open seats
• 95% of first year 10th and 11th grade students returned for a second year
• 81% of graduating seniors planned to attend postsecondary training/education

"KCTC has so much to offer. Without it I would have no clue as to what I would be doing for my career."
– former KCTC Student

Our Seniors’ Post Graduation Plans

- 14% Employment in CTE Field
- 7% Vocational Program
- 43% 4 Year College
- 18% 2 Year College
- 3% Apprenticeship
- 3% Military
- 13% Undecided*

*Undecided seniors either did not report post-graduations plans or had plans unrelated to Tech Center programs

Our Impact

- 5,130 Number of industry and professional certifications students earned including - CNA, ASE, OSHA, CISCO, ICAR, NCATT, and more
- 4,590 Free college credits (articulated and dual enrolled) students earned through our programs (based on $431 per credit)
- $2 million Saved by families in college tuition through our free credit options
- 277 Companies belong to our advisory committees and help keep programs on the cutting edge

“KCTC has given my son an opportunity to grow and be a leader. He loves it there and has learned so much in the IT program.” – parent 2018
Kent Innovation High is a fully integrated Project-Based Learning school which serves students from local school districts with a focus on building college and career readiness skills such as collaboration, communication, critical and creative thinking, research and information, and student agency.

Kent Innovation High as a Lab School

As a lab school we connect educators to Project-Based Learning (PBL) through collaboration, professional development and exposure to PBL in action. KIH contributes to lab school work with educators, in schools, and with community organizations.

KIH Lab School Collaborations

- With Kent ISD School Districts: 38
- With school districts beyond Kent ISD: 34
- With community organizations: 25
- With school buildings: 58
- With educators: 243

Our Students

Our students come from 19 school districts across Kent County, resulting in a uniquely diverse student body. Students report that working closely with peers from different backgrounds is a huge benefit of their experience at Innovation High.

KIH Student Backgrounds

- 26% Urban
- 14% Rural
- 60% Suburban

“Kent Innovation High prepared me by getting hands-on experience and working with community. Working in groups has taught me how to communicate professionally and hold others accountable.”

– Former KIH Student

KIH Collaborations

- 44 Businesses and organization partners
- 54 Student/partner projects completed
- 19 Local school districts represented
Kent Transition Center

Kent Transition Center (KTC) provides hands-on learning, career exploration, and work internship opportunities for 11th and 12th grade students with disabilities or special needs. KTC prepares students for employment by teaching career and employability skills for success in work and life.

Our Programs

285 students attended manufacturing, retail marketing, hospitality, child & family care and automotive technology programs.

8 Week Summer Employment Program with Michigan Rehabilitation Services
• 34 students participated
• Students earned a total of $39,840
• 14 businesses partnered as job sites

CORE Program
• Job training for students with an Individualized Education Program (IEP) not prepared for other KTC programs
• Academic, job, and employability skill training through immersion in a workplace at Mary Free Bed YMCA
• 44 students participated

“The teachers at KTC are amazing. They care about us students and want to help us the way we learn individually. The students at KTC are so kind and caring. KTC is wonderful. I am so thankful I have the opportunity to go here.”

– Student

Program Overview

86.7%
Alumni surveyed who are employed or continuing education

166
Business and industry internships provided

340
Visits by prospective students

2018 KTC Employment Rate Vs. State & National

KTC Employment Sources

<table>
<thead>
<tr>
<th>Source</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>KTC Student Employment Rate</td>
<td>62.2%</td>
</tr>
<tr>
<td>2018 National employment rate of people with disabilities</td>
<td>33.6%</td>
</tr>
<tr>
<td>2018 MI employment rate of people with disabilities</td>
<td>19.1%</td>
</tr>
<tr>
<td>Employment aligned with KTC Program</td>
<td>71.4%</td>
</tr>
<tr>
<td>Hired Directly from Internship</td>
<td>21.4%</td>
</tr>
</tbody>
</table>

KTC Student Employment Rate

Employment aligned with KTC Program

Hired Directly from Internship

2018 KTC Employment Rate

Vs.

State & National
MySchool@Kent provides flexible, blended learning for 6th-12th graders who want non-traditional education. Certified teachers, comprehensive counseling, academic coaches, on-site mental health support, and interventionists help students succeed. The program’s flexibility and customization, plus full time, part time and specialty options year-round, allow students to get ahead, get caught up, start college early, work, focus on their needs and interests, overcome obstacles and more.

Program Participants
• More than 800 students completed courses through us
• 30% – increase in overall enrollment
• 80 – number of seniors we helped graduate with local district diplomas
• Number of middle school program students increased from 17 to 47

“Thank you for the program being here as an option for me to be a part of. It has saved me a lot of valuable time so that I could put more towards excelling in my learning. This is the best place I could have ever asked for.”
– Student

Reasons students say they attend MySchool
• 82.5% – flexibility
• 60% – flexibility/support for emotional or mental health needs
• 12% – flexibility to attend to physical health concerns
• 18% – to make time for extracurricular commitments
• 18% – to accommodate family commitments
• 16% – for credit acceleration
• 12% – for credit recovery
• 10% – discipline issues at their local high school
• 30% – attendance issues at their local high school

“I love the flexibility of the program. I have the opportunity to work wherever and whenever I want which gives me the freedom to do things that may not have been possible before.”
– Student

Engagement Online

2.5 million
Minutes of online student engagement

3,000+
Courses completed during the school year

598
Classes completed through our summer school program
Launch U

Launch U is an early-middle college program started in fall 2017. The program allows high school students to earn an Associate Degree in Mechanical Design or an Associate of Arts Degree (beginning fall 2019) from Grand Rapids Community College while earning their diploma. Students begin the program in 10th grade and finish after a 13th year of schooling at GRCC. The program is free to students.

Program Highlights

• Students attend GRCC courses taught by GRCC faculty on the Kent ISD campus
• Built-in college preparation courses help students adjust to the rigor of the program so they can be successful
• 43 students from 20 schools and 15 districts attended the program
• Seven mechanical design professionals visited our classes to speak with students about their career
• Students visited two local companies to see mechanical design in action
• Began enrollment for the General Associate Degree program launched in Fall 2019

What Our Students Say About the Program

“Launch U has made it possible for me to get a head start on life. It’s teaching me more responsibility. Also, it allows me to see if this is the type of work I want to do.”
– Korey, 11th grade student

“Launch U is not only a chance to gain a college education, but a chance to develop oneself in a way that benefits skills such as cooperation, presentation, leadership, and work-ethic.”
– Keaton, 11th grade student

“Launch U has allowed me to meet GRCC professors and students from other schools that I would’ve never met. It puts me out into the real world quicker and will impact my life in the future by allowing me to get a good job faster.”
– Matthew, 12th grade student

“Launch U takes a little more time, a bit more personal responsibility, and more overall effort...but the social, financial, and educational rewards make it all worthwhile.” – Melissa, parent
The Kent ISD Special Education department provides local school districts high-quality resources, consultation and technical assistance to support the needs of special education students, while also meeting state and federal statutory requirements. Our goal is to ensure each and every child—regardless of disability—is able to meet their maximum academic, social and behavioral potential.

Professional Development for School Districts
- Integrating assistive technology in student learning (ex. text-to-speech software or auditory devices)
- Designing plans to advance educational goals of students with disabilities (IEP and Section 504 Plans)
- Post-high school transition planning for students
- Addressing student behavior and fair disciplinary practices
- Promoting research-based practices for Autism Spectrum Disorder
- Implementation of Child Find, an identification process for students in need of special education services
- Connecting students with disabilities in non-public schools to services and resources
- Comprehensive guidance for students with traumatic brain injury
- Technical assistance for school-based Medicaid billing, covering costs for specific services for special needs students

Direct Consultation to Local School Districts
- 90 referrals for resources to aid non-verbal communication for students with severe speech or language challenges (alternative augmentative communication)
- 70 referrals to assistive technology tools.
- 99 referrals for student behavior resources

Internal Department Accomplishments
- Established 2022 departmental strategic plan.
- Conducted comprehensive district survey to better understand how Kent ISD could best support regional partners in special education.

Technical Assistance Provided for the Provision of Programs & Services for the Identified Disability

Our vision: To empower the community with opportunities for students with disabilities to exceed expectations within their natural environment in their journey to become global citizens.
Center Programs provide specialized services to meet the needs of students with individual education programs (IEPs) who have complex needs. Kent ISD operates 9 Center Programs for students, birth to age 26, who live in Kent County and its member districts. Placement is determined through the IEP team process when the team determines highly specialized services are needed to meet the individual needs of a student.

880 Students Served

- Early Childhood Center serves 75 pre-school students with complex needs
- Oral Deaf - serves more than 100 students who are deaf or hard of hearing from birth through secondary education
- KEC Oakleigh serves 50 students who have a significant emotional impairment in grades K-8
- KEC Beltline serves 70 students who have a significant emotional impairment in grades 9-12 and to age 26
- Pine Grove Learning Center serves 110 students with severe cognitive impairments, severe multiple impairments and autism K-12 and to age 26
- Lincoln School serves 135 students with severe cognitive impairments, severe multiple impairments and autism, K-12 and to age 26
- Lincoln Developmental Center serves 100 students with severe cognitive impairments, severe multiple impairments and autism, K-12 and to age 26
- Community Transition Campus serves 240 students age 18 to 26 who are learning adult living and employability skills

Our vision: Center Programs will empower and equip students with the strategies and skills needed to maximize their participation and independence and to ensure equitable access in school, community, career, and life.

Center Programs Student Disabilities

- 31% Cognitive Impairment
- 27% Severe Multiple Impairment
- 7% Various Health Impairment
- 4% Other Impairments*
- 26% Autism
- 3% Early Childhood Developmental Delay
- 2% Deaf and Hard of Hearing

* Other Impairments include Physical Impairment, Speech Language Impairment, Specific Learning Disability, Traumatic Brain Injury, Visual Impairment and Emotional Impairment

Continuous Improvement

Center Programs began implementing systems of support and communication to help meet the needs of students and educators. These systems come from the Multi-Tiered System of Supports (MTSS) model, which helps initially with school culture and desired behaviors. It continues into academics and many levels of support to the classroom.

Classrooms piloting assistive technology and electronic communication devices such as ipads that can “speak” for a student when he or she presses a word or phrase on screen.

Center Program coaches provide professional learning opportunities and build staff expertise in social/emotional learning, autism and specially designed instruction.
Early On Kent ISD offers early intervention services for infants and toddlers, birth to three years of age, with developmental delay(s) and/or disabilities, and their families. Early intervention services include Child Find (outreach and referral coordination), developmental evaluations, home visits, and service coordination for families.

Child and Family Outcomes
Infants and Toddlers receiving Early On services demonstrated substantial improvement in these areas:
- 56.17% of infants and toddlers demonstrated improved positive social-emotional skills.
- 70.87% demonstrated improved acquisition and use of knowledge and skills.
- 64.44% demonstrated improved use of appropriate behaviors to meet their needs.

Families Participating in Early On report that services have helped them in these areas:
- 76.73% of families report that services have helped them know their rights.
- 70.20% report that services have helped them effectively communicate their child’s needs.
- 88.57% report that services have aided them in helping their children develop and learn.

Continuity of Service from Early Intervention to Special Education
Below is an overview of how many children have received early intervention and special education services by age level. You can determine at what point children began receiving intervention services and if they continued to receive services or not through the third grade.
- 20.2% of students with early intervention services did not require special education after Kindergarten.
- 33.1% of students receiving special education after Kindergarten did not receive early intervention services.
- 44.1% of students receiving special education after Kindergarten received early intervention services.

“**The goal of early intervention is to enable young children to be active and successful participants in the early childhood years and in the future in a variety of settings.”**

– Early On Michigan
Great Start Readiness Program (GSRP) is a statewide preschool education program for four-year-olds who qualify and may be at-risk for academic failure. Children enrolled in GSRP are better prepared for success in Kindergarten and throughout their K-12 experience.

**Program Participation**
- 191 classrooms in local school districts and community based organizations
- 54 geographic locations in and beyond Kent County
- 3,138 children enrolled

**Instruction**
2 GSRP staff in every classroom:
- One staff member with a teaching certificate or Bachelor’s degree
- One staff member with a child development certification

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“*I’m having wonderful experiences with the children in my classroom. I have seen tremendous growth in all my students*”

– GSPR Teacher
Great Start to Quality (GSQ) is Michigan’s quality rating and improvement system for childcare and preschool supporting early childhood providers to improve quality and helping parents find and choose programs that meet their children’s needs. The GSQ Kent Resource Center also provides improvement supports like educational materials, professional development, and coaching for early childhood providers.

Program Outcomes

- Staff answered 834 phone calls from parents trying to find child care or other Early Childhood resources.
- 58% of licensed child care and preschools in Kent County are working on quality improvements and have a Star rating.
- 30% of 1 and 2 Star licensed child care and preschools improved quality to 3, 4, or 5 Stars.
- 24% of 4 Star preschools improved quality — achieving 5 Stars!
- Five Learning Communities help connect providers to the quality movement and to each other. Providers meet at different locations near them in Kent County.

Star Rated Childcare Providers in Kent County

- 17 1 star
- 36 2 star
- 202 3 star
- 77 4 star
- 33 5 star
- 31* 5 star

* Providers who improved to or were added to this Star Rating since 2017

Go to www.greatstarttoquality.org to see Star ratings based on state quality standards for care, safety, professionalism and early learning.
Bright Beginnings is an educational support program for parents with children prenatal through pre-kindergarten. Parent educators provide training and developmental tools in playgroups at partner locations and one-on-one in parent’s homes to help support academic, physical and socio-emotional growth so children are better prepared for school and success.

Our Impact

Of students enrolled in Kent ISD’s Early Childhood programs, including Bright Beginnings, low-income Hispanic and low-income African American students were much more likely to be categorized as Demonstrating Readiness or Approaching Readiness than they were to be categorized as Emerging Readiness, the lowest ranking.

Evaluations of Bright Beginnings also showed that program participants regularly outperformed their peers on the 3rd grade state standardized assessments in the areas of English Language Arts and Mathematics.

"The value of the program goes well beyond the impact on a child's test scores or readiness for school. Bright Beginnings Parent Educators have a passion and enthusiasm for learning that sets children on the right course for school and life.”

– Kevin Polston, Godfrey Lee Superintendent
Kent ISD is the second largest Adult Education service provider in Michigan. We provide General Education Development (GED) preparation and testing, Adult Basic Education, English as a Second Language (ESL) classes, and technical training programs. Our mission is to provide coordinated career and technical educational training opportunities which lead to employment and post-secondary school enrollment.

**Program Participation**
- 1,181 Total Students ages 18 - 85
- 732 English Language learners enrolled in English as Second Language (ESL)
- 241 Adult Basic Education students read below 9th grade level
- 59 countries and one U.S. territory represented
- 71% of students are parents of school age children
- 46% of students are employed after exiting program

**Community Outreach**
- 30 onsite visits with potential employers
- 10 onsite visits by community partner agencies
- 7 satellite locations within business and community organizations

“I came back because I wanted to complete some things. I wanted to be more self-sufficient and because my five-year old told everybody I was gonna graduate”

– Deloise Anderson (GED Graduate)
The goal of the Office of School Participation and Truancy Response is to reduce absenteeism, tardiness and early departures from school. Doing so maximizes instructional time for every student. This results in a greater likelihood that students stay in school and continue to graduation.

**Connections, Assistance and Support**

- We are a coordinating link between schools and community partners, including the justice system, to maximize school staff time and efforts through our contacts and relationships.
- From the first sign of attendance issues, to referrals to our office, we help schools walk through the referral process and assist in best practices and legal requirements, supporting districts with knowledge, direction, and a firm foundation on research and data.
- We provide guidance, support and customized training in close partnership with school staff.
- All initial court actions are based on diversion models, where participants may emerge without formal charges if they increase their school attendance.
- We work with the school to determine the best assistance we can provide to a student and family, from mental health services, third party mediation, or coordination with medical professionals; we aim to meet the needs of the student to offer the very best chance of success.

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"The office works so hard to make sure we’re keeping students in class and helping schools reduce chronic absenteeism. They are amazing advocates for schools and students."

– Judge Kathleen Feeney

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**Impact of Attendance**

**Strive for Less than 5**

This community-wide campaign encourages the goal of five or fewer absences for students. We ask schools to begin interventions as soon as an absence pattern emerges. Referrals to our office should happen when absence is ten percent or more, which indicates chronic absenteeism.

88%

September attendance is highly predictive of school year attendance. Of students who will miss 5 or more days in September, 88% go on to be chronically absent all year.

10% each year

Beginning in kindergarten, each year of chronic absenteeism reduces the likelihood of graduation by at least 10%.
The Business Services department exists to provide accurate, detailed and relevant financial information and resources to local districts and Kent ISD. Our mission is to be service-based to both internal and external stakeholders, providing the ultimate in customer service while assuring maximum financial integrity for our stakeholders.

Services & Initiatives

- Local District Business Services: We provide payroll services for 4 local districts and one public school academy and accounts payable services for 2 local districts. We bill districts $11.66 per student for payroll and $5.31 per student for accounts payable services. Districts benefit from cost savings, increased expertise in certain aspects of payroll, and consistent support from our cross-trained staff.
- Financial Audit: Kent ISD periodically conducts a consortium bid of financial audit services for local districts and the ISD, providing an average cost savings of 20% for each district.
- Financial Analytic Tools: Kent ISD operates a consortium of 15 local districts to provide the Eidex financial and education software information tool.
- Kent ISD Itinerant Agreement: We work with districts to dually employ special education professionals to provide itinerant support services. These employees fall under local district master agreements, but we process their payroll and benefits. This program provides up to $2 million annually in additional state funding that is passed along to the local districts.
- Beverage Consortium: We coordinate a county-wide beverage consortium that provides additional funding for districts.

“Without the leadership of Kent ISD, I don’t know if that Enhancement Millage would have passed.”
– Jeff Malloch, Director of Business & Finance, Cedar Springs Public Schools
The mission of the Human Resources Department is to provide quality services to attract, develop, motivate and retain a diverse workforce within a supportive work environment. We do this with an emphasis on customer satisfaction, accountability, collaboration, community orientation and continuous improvement. We serve our customers by providing value-added services through collaboration and leadership for learning.

HR & Diversity, Equity, Inclusion Services

- Overseeing the functions of the more than 1,600 full-time and part-time Kent ISD staff serving our schools
- Supporting districts with consulting, legal and technical assistance
- Assisting districts with the negotiations process for their bargaining units; working with 8 units at Kent ISD
- Providing a networking group called KHR to assist school HR administrators Lead Learning in their own districts; including a discussion forum, resources and leadership
- Beginning a partnership with the National Equity Project and facilitating multiple cohort groups seeking improvements in their organizations
- Offering a regional conference on the teacher pipeline called The Fierce Urgency of Now, to create more diversity in school staff
- Introducing regional leaders to the Hire Reach initiative and its inclusive hiring practices
- Engaging regional educators with consultant Zaretta Hammond and her work in Culturally & Linguistically Responsive Teaching

The REP Report - Key to Kent ISD Funding & Compliance

State funding for Kent ISD depends on timely compliance with the federal report known as the Registry of Educational Personnel (REP).

- This database records several details of every employee, such as employment status, certifications held and effectiveness rating
- In addition to reporting every Kent ISD staff member, we also report for all the EduStaff substitutes (approximately 3,500 entries)
- We support the local districts with REP training sessions and working groups, plus host related presentations with MDE

Kent ISD Diversity Vision

Kent ISD will be a place where all persons feel welcomed, have a right to be treated equitably and without prejudice, and have a responsibility to treat others the same way.
The Legislative Affairs team provides leadership and representation on education policy and school funding issues throughout the West Michigan Talent Triangle, a consortium between Kent, Muskegon and Ottawa Area ISDs. Our goal is to advance policies to support the experiences of each and every student in West Michigan.

Advocacy Highlights:
- Advocated for more than $300 million, now in state budgets, toward a more equitable school funding system – one that provides additional resources for English learner students, special education students and high-poverty students.
- With input from district superintendents, worked on roughly 90 different legislative bills impacting schools and their students.
- Hosted multiple policy collaborative events with area superintendents and state legislators to promote collaboration and trust between the two sectors. Every school district and more than 20 lawmakers participated.

Policy Topics
- Increased school funding
- Equitable distribution of local tax revenues
- Early literacy development
- Fair teacher evaluation procedures
- Mitigating educator shortage
- Flexibility in high school graduation requirements

“Legislative Affairs is valued by policy makers, business leaders, community leaders, and education leaders for expertise in crafting solutions that represent what’s best for kids. Without question, public education is better off because of these efforts.”
– Kevin Polston, Superintendent, Godfrey-Lee Public Schools

“The Legislative Affairs team is critical in ensuring that the voice of public schools and the students we serve are well represented in Lansing.”
– Dr. Mike Shibler, Superintendent, Rockford Public Schools

Education Policy Work
- 500 Directly lobbied over 50 state lawmakers multiple times for a total of 500 legislative contacts in the past year, advocating for public education issues
- 216 In-person updates for school board members, superintendents, business managers, HR staff and curriculum directors on legislative action and forecasts
School News Network

School News Network (SNN) is a news organization created in collaboration with area superintendents, led by Kent ISD and supported by community sponsors. SNN journalists report from classrooms and tell the stories of our schools in a way no one else does. This nation-leading initiative is available free at SchoolNewsNetwork.org and through Weekly Headlines emails.

In the Newsroom

- Our 20 local districts, Kent ISD and GRCC have their own sections on SNN, with pages full of articles about their students, educators and initiatives.
- Important education issues are explored in several ongoing series, and periodic commentary, including:
  - The Road to Reading
  - Rockstar Teachers
  - Homeless – with Homework
  - Meet the Future
  - Bridging the Talent Gap
  - Grads with Grit
  - State of the Arts
- SNN is staffed with a team of professional journalists who are assigned to one or more districts, aided by a videographer, photographer and web experts.
- Readers view our stories from their pc, tablet, phone and on social media:
  - Facebook - 2,737 followers
  - Instagram - 436 followers
  - Twitter - 1,393 followers

SNN Readers
Parents and Staff Believe in Public Schools

Our professional third-party survey shows that more than 75% of readers give an A or B grade to both their own school district AND West Michigan public schools. That doesn’t happen in other places! Typically, people give their local school a good grade, while scoring all others much lower. The difference: in every SNN article, our readers get to see learning taking place in classrooms and dedicated staff helping students.

“I can read about all the unique, exciting and positive things that are going on in many school districts. I love how it celebrates the positive. It also inspires me to be a better teacher, gives me a deeper perspective about my students, and reminds me to think outside the box.”

– 2019 Survey Respondent
Facilities

The Facilities Department strives to provide safe and healthy environments that are conducive to learning and meet the needs of students, staff and outside guests. We serve as a resource for all issues related to maintenance, custodial and grounds operations in K-12 schools.

Service Impact
Coordinated and issued a trash/recycling bid for 7 local districts. This process saved each district the time and money involved with preparing and issuing their own individual bid, as well as allowing vendors the option to provide pricing that included multiple districts under one contract.

Professional Development
Hosted 6 meetings of the Southwest Michigan Facilities & Operations Directors group, including members from 15 school districts and 30 vendor organizations. Discussion topics included water quality issues, hazardous waste removal and energy efficiency projects.

We are available for local district consultation. Our staff have expertise in a variety of areas, including:
• Building Controls
• Lighting
• Electrical Repairs
• Custodial
• Energy Savings
• Compliance
• Purchasing

We are available for consultation to all districts, please give us a call at (616) 365-2290 or email facilities@kentisd.org

Impact on Local Districts

88
Items given away to 6 districts during 2 surplus events including a washer and dryer, mower, oven, dishwasher, and other kitchen equipment and tools

22,260
Miles driven by our courier service delivering items to districts

Our Custodial Staff cleans the equivalent of approximately 175 homes on a nightly basis!