

Annual Report

2020



Providing Educational Excellence FOR THE BENEFIT OF ALL STUDENTS



Welcome to the 2020-2021 Bay-Arenac ISD Annual Report. This report is designed to provide a summary of the 2020-2021 school year, as well as share some of the many accomplishments we achieved throughout the year.

The fall of 2020 presented us with an opportunity to use the many things that we learned during the previous spring and summer. Some of our experiences helped us plan and prepare for what we would face. While often we found ourselves facing newer, and different, obstacles.

As we look back, our staff has continued to work diligently to ensure that all our students experience a meaningful educational experience, whether in person or remotely.

Deborah Kadish
Superintendent, Bay-Arenac ISD

OUR VISION

Bay-Arenac ISD . . .
a leading educational service organization for the benefit of all students.

BELIEFS AND VALUES

We believe people are most effective when there is:

- a safe, healthy environment
- mutual respect and trust
- a spirit of shared decision-making and cooperation
- a sense of responsibility for performance
- a commitment to professional and personal growth

BAY-ARENAC ISD LOCATIONS

Bay-Arenac ISD Educational Service Center

4228 Two Mile Rd.
Bay City, MI 48706-2324

Conference Center

2939 Bay-Arenac Dr.
Bay City, MI 48706-2324

Bay-Arenac ISD Career Center

4155 Monitor Rd.
Bay City, MI 48706-9211

Bay-Arenac ISD Living & Learning Center

Bay Campus

1435 W. Center Rd.
Essexville, MI 48732-2111

Bay-Arenac ISD Living & Learning Center

Arenac Campus

2032 Pine River Rd.
Standish, MI 48658

BAY-ARENAC ISD BOARD OF EDUCATION

DOUGLAS FURTAH, President

DOUGLAS NEWCOMBE, Vice President

WILLIAM KARBOWSKI, Treasurer **(Deceased)*

THOMAS BOETEFUER, Trustee /Treasurer

RICHARD KOWALSKI, Secretary

RICHARD KLENDER, Trustee

CHARLES ROCHOW, Trustee

BAY-ARENAC ISD PUBLIC, CHARTER AND PAROCHIAL SCHOOLS WE SERVE:

All Saints Central High, Middle & Elementary Schools

Auburn Area Catholic School

Au Gres-Sims School District

Bangor Township Schools

Bay-Arenac Community High School

Bay City Academy

Bay City Public Schools

Bethel Evangelical Lutheran School

Essexville-Hampton Public Schools

Faith Lutheran School

Immanuel Lutheran School

Pinconning Area Schools

St. Bartholomew Evangelical Lutheran School

St. John Lutheran School - Amelith

St. John's Lutheran School

St. Michael Elementary School

St. Paul Lutheran School

Standish-Sterling Community Schools

State Street Academy

Trinity Lutheran School

Trinity Lutheran School (Monitor)

Zion Lutheran School (Bay City)

Zion Lutheran School (Beaver)

Policy Against Discrimination and Retaliation (Title II, Title VI, Title VII, Title IX, Section 504)

The District Board of Education complies with all federal, state and local statutes and laws prohibiting discrimination and retaliation and expressly prohibits unlawful discrimination or unlawful retaliation in any form. Specifically, Bay-Arenac ISD provides equal employment opportunity and treatment regardless of race, religion, color, gender, age, national origin, disability, height, weight, or any other orientation status protected by federal, state or local law.

Grievance Procedure: If any person believes the Bay-Arenac ISD or any part of the school organization is in some way discriminating on the basis of race, religion, color, sex, age, national origin, handicap or disability, height, weight, marital status or any other status protected by federal, state or local law, in providing instructional opportunities, job placement assistance, employment practices, policies governing student conduct and attendance, or in any other services provided by the Bay-Arenac ISD, he/she may bring forward a complaint which shall be referred to as a grievance, to the Bay-Arenac ISD Civil Rights Coordinator at the following address: Becky Smith, Director of Human Resources, Civil Rights Coordinator, Bay-Arenac ISD, 4228 Two Mile Road, Bay City, MI 48706, 989-667-3201.

Over the 2020-21 school year, our BAISD Instructional Services Department continued to focus our efforts on long term outcomes. Our Strategic Plan is in its third year and each priority area is outlined below with highlights of the celebrations we have made thus far. Working with all of our local districts, we have created a culture of collaboration around intentional initiatives. Even with the challenges the pandemic has brought, we have seen the concentrated investment pay off for the staff and students we serve. We are very excited about building our capacity to support one another in these areas and will continue planning for next steps in the upcoming years.

PRIORITY AREA: EARLY LITERACY AND EARLY NUMERACY HIGHLIGHTS

- Partnered with three of our local districts to increase literacy coaching support through a shared model which led to the hiring of three additional coaches heading into the 2021-2022 school year.
- Supported early literacy coaching through facilitation of monthly coaching network meetings as well as virtual and on-site coaching supports.
- Provided early literacy coaching to K-3 teachers focusing largely on Essentials 3 and 9 (small-group instruction and data/assessment) both in person and virtually.
- Participated in the planning and launch of a statewide coaches book study focused on equity in literacy.
- Provided professional learning related to literacy to administrators, coaches, and teachers, both in-person and remotely, at the ISD-, district-, building-, and grade-level,
- Created a vision for math work moving into the 2021-22 school year with a new Math/Science Consultant to support our districts.

More Information:

BAISD's Early Literacy Website
@LitCoachHill @LitCoachMaze

PRIORITY AREA: MULTI-TIERED SYSTEMS OF SUPPORT (MTSS) AND SUPPORTING THE WHOLE CHILD HIGHLIGHTS

- Facilitated the Michigan Integrated Continuous Improvement Process (MICIP) with all districts,
- Created a shared focus around implementation of MTSS K-12 in all districts through the MICIP collaboration.
- Secured additional 31n grant funding.
- Expanded the availability of mental health services and supports to K-12 students by hiring a total of seven Mental Health Counselors moving into the 2020-2021 school year.
- Developed a systematic process to utilize Mental Health Counselors.
- Partnered with BHWorks to implement a referral and treatment plan system.
- Established a Mental Health leadership team that consists of our 31n Coordinator, Network Facilitator, Mental Health Counselors, and Behavior Intervention Specialist.
- Developed a "Whole Child Network" to help adults identify potential mental health issues and to provide interventions, treatment, and support to students and to train and support individuals whose primary role revolves around behavior management, social emotional learning, and student support.

More Information:

BAISD's Mental Health Website

PRIORITY AREA: CAREER EDUCATION HIGHLIGHTS

- Students participated for the first year in the new BAISD EDGE Early Middle College.
- Career Navigators continued the use of Xello to assist students within all districts, mostly done remotely due to the pandemic. Career Navigators are assigned to local districts in order to assist students with career exploration and development of Educational Development Plans.
- We continued the transition of the Great Lakes Bay College and Career Resource Center to BAISD and rebranded it the Bay-Arenac Career & College Access Network, affiliated with the statewide Michigan College Access Network.
- We hosted a virtual college access fair for our area high school seniors. Sixteen postsecondary institutions were available to meet virtually with students, and students also attended seminars on career planning, financial aid and scholarships.
- We began utilizing Xello Inspire to connect students with employers in the region for work-based learning experiences.
- Our Career Education Network, with representatives from our local districts, provided guidance as we prioritized our initiatives.

More Information:

BAISD's Career Education Website

Technology Integration:

BAISD's Technology Website

@MrMarkLyons

BAISD Facebook

<https://www.facebook.com/BAISDESC/>

BAISD Twitter

<https://twitter.com/BAISD>

Professional Learning Catalog:

Link to BAISD PD Catalog



BAY-ARENAC ISD CAREER CENTER OFFERS 27 CTE PROGRAMS

ARTS & COMMUNICATIONS

- Graphics and Printing Communications

AGRICULTURE & NATURAL RESOURCES

- Agriculture & Natural Resources
- Veterinary Science

BUSINESS, MANAGEMENT, MARKETING & TECHNOLOGY

- Computer Programming
- Culinary Arts, Tourism & Hospitality
- Cybersecurity
- Information & Network Technologies
- Marketing & Management

HEALTH SCIENCES

- Dental Occupations
- Forensic Science
- Health Technology/Medical Science
- Nursing Assistant
- Physical Therapy, Occupational Therapy
- Sports Medicine

HUMAN SERVICES

- Careers in Education
- Cosmetology
- Law Enforcement/Criminal Justice

MANUFACTURING & INDUSTRIAL TECHNOLOGY

- Auto Mechanics
- Building Trades 1 & 2
- Collision Repair & Custom Painting
- Diesel/Heavy Equipment
- Electronics/Robotics
- Engineering/Drafting
- Precision Machining
- Small Engine Repair
- Welding

BAY-ARENAC ISD CAREER CENTER MOTTO

"Our students are career ready & college prepared."

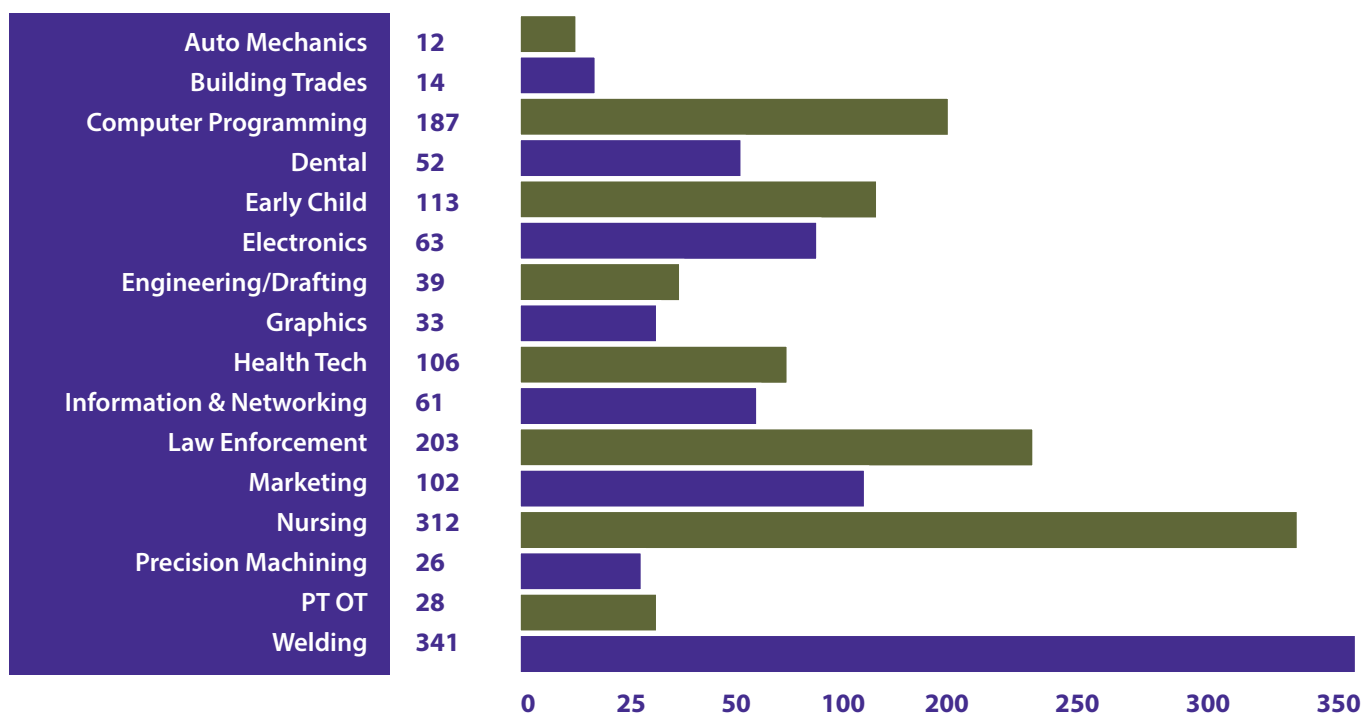
ARTICULATION & CERTIFICATIONS

Two of the ways the Career Center is able to help students make the successful transition from high school to college or work is by offering college credit and industry standard certifications. Currently, all of the programs offer either one or two of these opportunities. To receive college credit or test for certifications, a Career Center student would need good grades, good attendance and be able to demonstrate the maturity to bypass college level courses. Students earning college credit can save tuition costs, shorten the time they spend in college and reduce the duplication of courses. High school academic credit is also available.

LIST OF CREDENTIALS:

- AHA Basic Life Support (BLS)
- SE Entry-Level Certification - STRUCTURAL ANALYSIS AND DAMAGE REPAIR
- ASE Entry-Level Mechanical and Electrical Components
- ASE Entry-Level Non-Structural Analysis and Damage Repair (Body Components)
- ASE Entry-Level Painting and Refinishing
- AWS SENSE Level I -Drawing and Welding Symbol Interpretation
- AWS SENSE Level I -Safety and Health of Welders
- AWS SENSE Level I -Shielded Metal Arc Welding
- AWS SENSE Level I -Thermal Cutting Processes -Manual Air Carbon Arc Cutting (CAC-A)
- AWS SENSE Level I -Thermal Cutting Processes -Manual Oxyfuel Gas Cutting (OFC)
- AWS SENSE Level I -Thermal Cutting Processes -Manual Plasma Arc Cutting (PAC)
- AWS SENSE Level I -Thermal Cutting Processes -Mechanized Oxyfuel Gas Cutting (OFC)
- Basic Life Support (BLS)
- Certified Nurse Assistant
- Certified Solidworks
- Certified Welder
- CPR and AED
- CPR, AED and First Aid Combo
- Heartsaver AED
- Heartsaver CPR
- NRA ProStart
- OSHA-10 hour
- S/P2 (Safety Certifications)
- Security Pro
- ServSafe-Allergen
- ServSafe-Manager

NUMBER OF CERTIFICATIONS BY PROGRAM 2020-2021



STATE RECOGNITION

The Michigan Association for Career and Technical Education recognizes individuals who have made significant contributions toward Career and Technical education programs and shown a professional commitment toward CTE. The Career Center is delighted to share two teachers earned State recognition for the 2020-2021 school year.

Lisa Forrest, Marketing and Management Instructor, was awarded the 2021 MI ACTE Teacher of the Year Award. Lisa has been teaching at the Career Center since 2002. "When you enter Bay-Arenac ISD Career Center's Marketing and Management program you are drawn to student work being highlighted, multiple displays of students, involvement with DECA, (DECA is a student club organization that prepares emerging leaders and entrepreneurs for careers in marketing, finance, hospitality and management in high school and colleges around the globe) and a classroom that promotes organization and student led projects. As

the instructor, Lisa takes pride in creating an atmosphere that is professional and reflective of students and their work. Lisa works tirelessly in developing curriculum that supports real world experiences. Lisa works collaboratively with every department at the Career Center. She has been a mentor for numerous staffs and this award is a testament to Lisa's dedication and belief in students' achievements.



Elizabeth Wise, PT/OT/Sports Medicine Instructor, was awarded the 2021 MI ACTE New Teacher of the Year. She has been teaching for three years. Elizabeth also earned recognition as the Region 1 ACTE New Teacher of the Year, representing 15 states across the US. She will go on as a National finalist, where the national winners will be announced at the ACTE Virtual Awards Gala, an award presentation recognizing the best CTE educators in the country, which will take place on November 30, 2021 during ACTE's CareerTech VISION 2021 Hybrid conference.

Elizabeth has developed an expectation for high quality and student success. She has examined all aspects of her curriculum and integrated opportunities for students to be immersed in career exploration of Physical Therapy, Occupational Therapy and Sports Medicine. Elizabeth has created opportunities for students to participate in mentorships supporting understanding of components in PT/OT/SM. She has increased business and industry partnerships, through participation in her advisory, taking field trips to offices to explore new technologies and supporting connections for students completing mentorships in their offices and schools. Elizabeth has expanded her students' educational connections by organizing guest speakers on the latest advances in the field. She then has explored these concepts with students to provide them with the latest and greatest understanding of PT/OT/SM.

An interesting fact about this duo of winners is that Lisa has been Elizabeth's mentor for the past three years. Mentor teachers and their mentees work, grow and learn from each other. They have supported each other through development of curriculum, implementation of their online management system Canvas, classroom challenges and leading Career Center wellness activities for staff.

CONNOR MORIN

Connor Morin, a junior in the Cybersecurity Program at the Career Center, came into the program knowing that cyber was a career choice for him. He had already spent years in the IT field at a young age in the City of Pinconning as part of their help desk. In addition, with this prior knowledge, he stepped into the program and began immediately shooting to the top of the program. Connor took every aspect and ran with it, and stepped up to be a leader in BPA (Business Professionals of America) and Air Force Association's CyberPatriot Competition. Within the BPA competition, he competed in multiple security events and took the virtual competition of Cybersecurity by storm. Connor made it through two rounds of the virtual competition where he demonstrated knowledge of computer security, cybersecurity management and basic network function tasks in multiple computer and mobile platform environments. Within those two rounds, he had to complete a 50 question security exam and also complete a Bluetooth hacking presentation to an industry professional. Connor felt confident that he did well in both rounds and he did just that as he took first place in the nation in Cybersecurity.



TOY DRIVE

10th annual Good Samaritan Rescue Mission toy drive develops a new partnership on the way to a huge success!

It was in November of 2011 when the SkillsUSA local officer team from the Bay-Arenac ISD Career Center visited the Good Samaritan Rescue Mission in Bay City for a tour. While on the tour, the students learned about a former Career Center student named Stephanie Mielens who volunteered at the Rescue Mission when it was just getting started. Stephanie was killed in a car crash in 2005, and a playground was built in her honor at the facility.

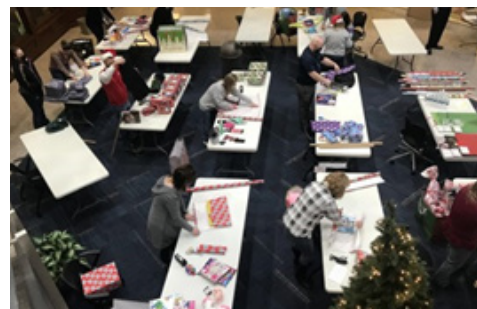
While on that tour, one of the SkillsUSA local officers shared with the other students that he and his mom had been a resident at the Good Samaritan Rescue Mission when he was younger. The group of Career Center students decided then and there, that they would do something to help the homeless in our community.

The first Good Samaritan Rescue Mission toy drive in 2011 was a success. Every year since then, thanks to the generosity of the Career Center staff and students, every single child that has found themselves at the Rescue Mission on Christmas morning, has received a giant bag of new toys to open.

The challenges of the global Covid-19 pandemic would present a huge obstacle for the local SkillsUSA officer team and the 2020 Good Samaritan Rescue Mission toy drive. The Career Center students were in remote learning. The local SkillsUSA officers met via Zoom in late November and decided that now, more than ever, the toy drive needed to happen.

The local SkillsUSA officer team created a plan that included social media posts and a spot where Career Center staff and students could drop off new toys in a bin between the front doors at the Career Center. Lynsday Myers, local SkillsUSA chapter president, decided to reach out to Judy Cox, principal at Western High School, to see if they could help. The staff and students at Western High School responded in a huge way and a minivan full of toys was delivered to the Career Center for the toy drive!

Career Center staff socially distanced in the lobby at the school and wrapped every present for the children. The partnership with Western High School staff and students meant that despite the global pandemic, all 18 children at the Good Samaritan Rescue Mission in Bay City once again received a giant bag of new toys to open on Christmas morning. Because of Stephanie Mielens, and thanks to the newly developed partnership with Western High School, the 10th annual Good Samaritan Rescue Mission toy drive was a huge success.



Adult Education

BAISD Adult and Continuing Education continues to serve students ages 16 years old and older through technical training and those pursuing their high school diploma or GED. We strive to provide support, programs and scheduling that accommodate our students' needs. We offer classes late afternoon and evening at the Career Center and morning and afternoon at Bay City and Standish MiWorks! Our referral process and partnership with MiWorks! has resulted in many new opportunities for our students.

Our Education Delivering Great Employees (EDGE) program has led the State for the third consecutive year in several core performance outcomes! The goal of this state grant is to help adults who are in need of their high school credential get started on a career pathway in an in-demand job by completing a diploma or high school equivalency at the same time they complete Career Technical Training. There are 10 programs statewide. For three years we had the highest rate of high school diploma or equivalency, highest rate of participants entering postsecondary and the second highest rate of participants enter employment.

This has been an outstanding opportunity for adults in our community who are in need of both career training and their high school credential. Career Technical Training programs offered in 2020-2021 were Bridge to Healthcare with CNA Training, Welding, Auto Technology and Medical Office Assistant.

BAISD Adult & Continuing Education continues to be a testing site for the ETS Parapro and GED tests.

Our graduating class included 68 who earned their high school diploma or GED which is an increase from last year. Our program served 297 academic and Career Technical Training students during the 2020-2021 school year.

Our Adult Education staff is committed to working collaboratively with all stakeholders to ensure success for all students.





Special Education

BAISD takes pride in providing a continuum of special education programs and services to students with diverse needs who live in Bay and Arenac counties. Programs and Services range from providing assistance to students within their own district classrooms to the operation of special schools and programs in separate facilities.

Our Special Education Department provides leadership and support in the implementation of Special Education Programs and Services county wide. We strive to provide current information on rules, regulations, procedures and policies in the operation of special education for local districts, public school academies and non-public school settings.

SPECIAL EDUCATION PROGRAMS AND SERVICES

The Bay-Arenac ISD offers a variety of special education programs and services to 2,356 eligible students. These programs and services are provided either in the local school districts or in BAISD special education facilities. Self-contained programs are provided by BAISD at the preschool, elementary, middle school, high school and transition levels. Local school districts also operate a variety of different special education programs of their own.

Special education services are provided to the following districts (including all parochial schools within the local district) and public school academies including; Au Gres-Sims, Standish-Sterling, Pinconning Area Schools, Bangor Township, Bay City Public, Essexville-Hampton, Bay Arenac Community High School, Bay City Academy and State Street Academy.

STAFFING

Special education services provided to BAISD programs, local districts (including all parochial schools within the local district) and public school academies include:

Position	Number of staff
Speech-Language Pathologists	27
Occupational Therapists	10
School Social Workers	15
School Psychologists	12
Physical Therapists/Physical Therapy	6
Teacher Consultant – Hearing Impaired	1
Educational Audiologist	1
Orientation and Mobility Specialist	1
Teacher Consultant – Visually Impaired	1
Transition Coordinator	1
Teacher Consultants	7
Behavior Support Specialists	2
Autism Specialist	2
Curriculum Coach	1

BAISD currently has 24 special education classrooms in Bay County and five special education classrooms in Arenac County. In Bay County, 12 classrooms are run out of our center program, the Living and Learning Center – Bay Campus and 14 classrooms are located in our local districts. In addition to special education classrooms in self-contained settings, local districts run special education programs within the local districts' public school buildings.

BAISD employs eight special education administrators who provide supervision and direction to each of the local districts.

BAY-ARENAC ISD SPECIAL EDUCATION CENTER BASED PROGRAMS

The process for assigning pupils to our school was developed in accordance with the Least Restrictive Environment (LRE), Free and Appropriate Public Education (FAPE) and the Individuals with Disabilities Act (IDEA). Placement into the program occurs through the Individualized Education Planning (IEP) team meeting. Students are eligible for programs and services based on their individual needs which are identified through a rigorous data collection process. Students who are eligible for programs and services in a center program experience significant academic, behavioral or social difficulties, which adversely impact their progress in the curriculum. Students come to our programs from local education agencies (LEAs) or Early Childhood Special Education Programs (ECSE).

CURRICULUM

Our goal for students in our special education classrooms is to provide an opportunity to learn skills that allow them to become participating and productive members of the community in which they live. To reach these goals students receive academic, adaptive, social emotional and communication support through multiple curriculums. The curriculum which has been adapted includes functional academics, leisure/recreation, independent living, health and community-based experiences. The curriculum is structured in a way that allows each teacher the opportunity to deliver the curriculum through a tier approach so each child is receiving the information at their ability level. All students work toward individualized goals as defined in their Individual Educational Plan (IEP). Parents and guardians are considered essential participants in their student's education.

Our students participate in the Unique Learning System (ULS). ULS is a standards-based set of interactive tools specifically designed for students with special needs to access the general curriculum. Readtopia is utilized for all center-based classrooms as well. Our students with severe disabilities also participate in the MOVE (Mobility Opportunities via Education) Program. This program is designed to help people with severe disabilities learn the skills needed to sit, stand, walk and transition. Combining natural body mechanics with instruction, learning occurs while students are engaged in real life activities. In addition, all students K-12, experience the Michigan Model for Health. This is a comprehensive, skills-based health education curriculum that supports the goal of helping young people live happier and healthier lives.

TRANSITION PROGRAMS

Transition programs are offered to students with disabilities 18 years of age and older and are provided by the school in collaboration with community agencies and local businesses. BAISD's Transition Programs provide an opportunity for students to participate in a set of activities that allow for successful movement from high school to adult living. Students have the opportunity to:

- Increase independence;
- Improve self-determination;
- Improve social and communication skills within the community;
- Identify leisure and recreation areas that increase social participation;
- Experience work-based learning and volunteer opportunities in local businesses;
- Prepare themselves for community living and participation in community events.

COMMUNITY COLLABORATION

BAISD continues to increase collaboration with families and community agencies. The increased effort has helped prepare students for successful transitions between home, school and work. Community partnerships include formal arrangements between a student receiving special education services, an association, a private sector organization or public institution to provide a program, service or resource that will help support student achievement. A few examples of successful community collaborations include:

- Local state park offering summer programming in collaboration with Michigan Rehabilitation Services;
- Community conversations with local businesses supporting employment for students with disabilities;
- Quarterly meetings with Michigan Rehabilitation Services, Do-All, New Dimensions, Disability Network, BAISD, Bay Arenac Behavioral Health, MDHHS, AOI and Michigan Works;
- Work based learning opportunities with local businesses resulting in student employment;
- Collaboration with Bay Arenac Behavioral Health for support services for students.

PARENT ADVISORY COMMITTEE

The Parent Advisory Committee (PAC) was established by the Michigan Mandatory Education Act to ensure parents have input into the development of the Intermediate School District plan for the special education programs and services. Parents are identified by their local boards of education. During the 2016-2017 school year the BAISD PAC approved our updated BAISD plan. The plan can be found at www.baisd.net.

EARLY ON

BAISD made significant changes to our early intervention service delivery model in 2020-2021. We have expanded our student served population for infants and toddlers by over 100% in the last three years. In addition, staff were able to fully connect safely with families during our closures using a hybrid home visiting and playgroup model. Families and home visitors would connect virtually and in person to engage in developmentally appropriate learning activities and coaching for parents. Furthermore, acquisition of GEER grant funding allowed our infants and toddlers to have access to activity bags filled with activities and materials specifically chosen to assist their families with enhancing the child's growth and development. We were also one of 11 ISD Early On Departments selected to participate in the State Systematic Improvement Plan with a focus on enhancing social emotional development for children in our region. Finally, BAISD's results and compliance indicators as evidenced through the State Performance Plan also demonstrate that 100% of our students receive a timely provision of special education services and 100% of students have timely transition plans by their 3rd birthday.

EARLY CHILDHOOD SPECIAL EDUCATION

During the 2020-2021 school year, Early Childhood Special Education staff focused heavily on access and inclusion. Services were provided to families both in person as well as offering virtual options for student programming. We have continued to focus on inclusive practices and are increasing our Inclusion Support Specialists to continue to offer supports to teachers in local programs that are servicing children with special education needs. We also successfully completed our first year in the Inclusion Builder's Grant, as one of seven ISDs selected to receive this funding. Collaboration with the Career Center has allowed us to prepare for opening an inclusive general education preschool which will begin during the 2021-2022 school year. This program will allow for more high-quality locations for preschool within our region, additional early childhood services for children with special needs and opportunities for Career Center students to participate in work-based learning and observation of additional job opportunities in education.

GREAT START COLLABORATIVE

In addition to our on-going early childhood system-building efforts, the Bay-Arenac Great Start Collaborative worked on several new initiatives this past year. Below are just a few examples:

- Connecting families to community resources, local events and updated COVID-19 family supports via social media and the website: <https://www.bayarenacgreatstart.org/>
- Implemented the Michigan Tri-Share Child Care Pilot program across the Great Lakes Bay Region, in partnership with Saginaw ISD. <https://www.businesssupportingparents.org/childcare.html>
- Implemented the Talking is Teaching Campaign to promote family literacy, including a map of the Little Free Library locations:

<https://www.bayarenacgreatstart.org/>

<https://talkingisteaching.org/>

<https://www.bayarenacgreatstart.org/parents/little-free-library/>

- Partnered with the Bay Area Chamber of Commerce Foundation and Bay Area Community Foundation to submit a grant application for the Child Care Innovation Fund, which would establish a capital investment fund for child care programs:

<https://www.ecic4kids.org/child-care-innovation-fund/applicants/>

- Accelerated efforts to build child care supply for the early learning ecosystem, including the Arenac Community Center and Intergenerational Care Program on the campus of New Hope Bay - Montessori Children's House of Bay City
- In partnership with the Michigan ACE Initiative, Michigan Health Improvement Alliance (MiHIA), and the Bay-Arenac ISD Whole Child Network/Social-Emotional Learning Network, we continued efforts on ACE awareness and building community resilience

STARTING STRONG

On October, 1, 2020, the Starting Strong team was notified of having achieved "Blue Ribbon Affiliate Status," as a result of a one-year Quality Endorsement and Improvement Process (QEIP program audit). The evidence-based home visiting program has worked to maintain fidelity to the 21 Essential Program Requirements and 81 Quality Standards.

During COVID and based on the national, state and local guidance, the program continued services in a virtual and a hybrid format, utilizing remote learning technology to preserve services for families.

GREAT START READINESS PROGRAM

The Great Start Readiness Program (GSRP) is Michigan's state-funded preschool program for four-year-old children with factors which may place them at risk of educational failure. The program is administered by the Michigan Department of Education, Office of Great Start. Research on preschool programs and specific research on GSRP indicates that children provided with a high-quality preschool experience show significant positive developmental differences when compared to children from the same backgrounds who did not attend a high-quality preschool program.

As with all programs in 2020-2021, COVID significantly impacted all aspects of the GSRP. The Preschool Program Quality Assessment (PQA) which is a rating instrument designed to evaluate the quality of early childhood programs and identify staff training needs was not required this year, but staff continued to focus on quality to ensure students received quality education. This year we implemented the Inclusive Classroom Profile (ICP) to identify areas for growth in classrooms. This data as well as data from the TS Gold, an assessment of children in early childhood programs, helped the staff to develop professional development. Over 100 hours of targeted professional development was provided to roughly 160 early childhood providers.

GREAT START

Working parents and their employers in the Great Lakes Bay Region are getting a little help from the State of Michigan with child-care expenses. The Michigan Women's Commission (MWC) awarded a \$300,000 grant to the Saginaw Intermediate School District to offer the MI Tri-Share Child Care Program to employers and

employees in the Great Lakes Bay Region. The MWC is located within the State of Michigan's Department of Labor and Economic Opportunity.

Through the program, child-care expenses are shared by an employer the employee, and the State of Michigan with each contributing up to one-third of the costs. For example, under this program, an employee paying \$9,000 in annual child care services will now pay \$3,000, the employer will cover \$3,000, and the State of Michigan will cover \$3,000. Participating employers within Bay, Arenac, Midland, Isabella, Clare, Gladwin, Gratiot and Saginaw counties will also receive a tax credit at the end of the year to mitigate the employer's contributions.

Currently, four employers in the region have expressed interest in the program participation – Vantage Plastics of Standish, Fullerton Tool of Saginaw, Forward Corporation, and The Design Company, based in Standish. Rich Van Tol, Director of the Great Start Collaborative, says the program has room for more employers. "We're absolutely still looking for employers," Van Tol says. "Employers can reach out to me. We need more employers to participate. We'll be trying to recruit more employers over the next month or two."

Van Tol hopes to help between 70 and 80 people in this area through the grant. "If employees are interested, they should contact their employer's HR (Human Resources) department," he says. For many families, paying for child care is an obstacle to employment.

As advocates for expanded child care options, the MWC conducted a statewide survey on child care use which "shows a majority of parents prefer to care for their children themselves or use family and friends for child care during the pandemic. When asked about post-pandemic care plans, nearly half of the respondents report a desire to send their kids outside the home to licensed child care centers." Survey results indicating family needs, along with the desire to strengthen the talent pipeline for employers, were key factors for launching, MI Tri-Share Child Care Program.

In 2020, the Great Lakes Bay Regional Alliance and the Business Advisory Council for Early Childhood created a community resource platform that connects local businesses with their community's early childhood systems. In providing such resources, it gives local businesses the ability to better retain their employees, all the while connecting families with early childhood support and learning services.



The state, employers, and employees work together to pay child-care expenses in a pilot program available in Bay County now.

Early Childhood

The program is open to additional applicants from qualifying counties. Participating employers must agree to identify and recruit eligible employees, provide the employer portion of each participating employee's child care costs, and maintain communication with the facilitator hub regarding each employee's continued employment and eligibility.

Eligible employees must be employed by a participating employer and have an income above 150% and below 250% of the Federal Poverty Level (FPL), and not otherwise be eligible for the Child Development and Care Program (commonly called the child care subsidy). Designed for working families, eligibility is targeted at Asset Limited, Income Constrained, Employed (ALICE) families across the region.

Human Resources

The BAISD Human Resources Department has continued to support our district's mission of educational excellence during the 2020/2021 school year. The department has maintained the district goals of helping to attract, motivate and retain a highly-talented, committed and diverse workplace, promote fair and equitable treatment of staff and students and provided opportunities for training and development. BAISD values and rewards productivity and achievement of its staff members, and respects the worth and dignity of all those individuals who comprise the staff and customers of BAISD. We provide quality services to our employees and local school districts in the areas of staffing, fingerprinting, background checks and teacher certification approvals.

HIGHLIGHTS

- Maintained an overall staff of largely 300 employees.
- Collectively bargained with eight different union and policy groups.
- Hired over 20 employees during the 2020 -2021 school year.
- Updated job descriptions for proper compliance with the Americans with Disabilities Act.
- Participated in an updated Title IX training.
- Processed over 500 fingerprints for BAISD and local school districts.
- Coordinated the Substitute Automated Calling System, WillSub, for six local districts, three charter schools, ISD run programs and more.
- Facilitated Safe Schools training and compliance for all BAISD employees.
- Maintained all employee records and administered benefits.
- Organized county wide initiatives for Covid-19 including vaccinations, sports testing and a county wide return to learn plan.
- Updated school safety for ISD owned buildings to include a safe system provided by Lockout USA.
- Coordinated with local Dispatch 911 a district wide all-call for school related safety concerns.

BAISD's Technical Services Department provides technology services for the ISD and collaborates on providing various technical services to local districts in Arenac, Bay, Iosco and Midland counties. Collaboration efforts allow districts and the ISD to leverage financial resources to provide students with increased access to technology and improve student achievement. Network support services are provided to the eight local public school districts within Bay and Arenac Counties, Tawas Area Schools, as well as the entire ISD and several charter schools. These services include firewall management, web-filtering, off-site backup, support of a large 100+ mile fiber Wide Area Network and general network and server support for school districts. The ISD supports a collaboration for hosting and licensing of student and financial management software for 17 school districts. This enables districts to save staff time and other financial resources. Districts are encouraged to leverage the shared knowledge gained through these collaborative efforts.

REGIONAL EDUCATIONAL MEDIA CENTER 6 (REMC6)

REMC 6 continues to expand participation levels from the local districts at its technology meetings. The tech group meets four times during the course of the school year, and meetings focus on peer-to-peer technology-centered professional development. Members of this group share the information received with colleagues in their local building/district. By working with peers, teachers are able to make strong connections and share ideas with fellow educators in the region. REMC 6 also provides free professional learning opportunities throughout the school year through virtual courses. All courses offer SCECHs for the educators.

REMC 6 provides Maker training, classroom tech demos, curriculum and materials to be used with local districts to support and expand curricula and learning. A few examples of trainings and events include coding, drones, 3D printing, video game development and other STEAM related activities. REMC also provides large-volume contracts for a variety of educational resources, including furniture, school and office supplies, software and digital services and technology. The program saves time and money by providing bids compliant with the Michigan Revised School Code. By using REMC SAVE contracts, Michigan schools have saved nearly \$1 billion since 1990.

PUPIL ACCOUNTING

The ISD Pupil Auditor provides auditing services and pupil accounting training, answers questions and prepares updated forms for 10 local districts and PSAs to ensure districts can receive their full state aid funding. The 10 districts and PSAs in Bay and Arenac County serve close to 16,000 students. Auditing requirements are met for all of the following: graduation and dropout reporting, days and hours state requirements, teacher certification audits, fall and spring pupil collections for state aid for all categories of pupils, processing and auditing all Section 25 requests, and in providing documents and assurances to CPA firms as requested for all local districts. In the 2020-2021 school year, 72 desk and 20 field audits were conducted as required by the State as well as numerous additional remote learning programs due to the pandemic. During 2020-2021, there were additional trainings and State meetings to provide assistance and information on requirements during the pandemic learning. One-on-one training was offered to districts. During 2020-2021, the ISD Auditor and Superintendents worked to reduce Section 25e requests between districts. The auditor met with districts personally to discuss pupil accounting procedures and days/hours. Three graduation audits were conducted for the year. There was collaboration with the Adult Ed program to clarify GED and adult learners to assist with graduation reporting and record transfers at the district level.

MCKINNEY-VENTO FEDERAL ACT

The ISD provides a McKinney-Vento Grant Coordinator to provide assistance to 10 local districts and PSAs to answer questions on meeting the McKinney-Vento Homeless Assistance Act of 1987.

Monthly meetings were held to discuss reporting and provide community agency information. Grant funds are reimbursed to local districts to assist with stop-gap transportation needs for helping families experiencing homelessness as well as direct personal care items as needed and community collaboration. A resource library has been compiled in a Livebinder to house information for district liaisons and community access. The Grant Coordinator also works with local community agencies to provide school supplies and backpacks to local districts for students experiencing homelessness as well as working to provide awareness and referrals from those agencies to help ensure students are being identified. We were proud to partner with Feed the Children's Homeless Education & Literacy Program (H.E.L.P.) to assist in providing supplies to students of homeless families and at-risk of homelessness, consisting of 400 backpacks and several cases of books in efforts to bring help and hope to families in need throughout Bay and Arenac counties in all the LEAs.

Throughout Bay and Arenac schools, almost 300 students were reported as experiencing homelessness in the 2020-2021 school year, which was a substantial decrease (almost half) from the prior year. In 2021-2022 there will be a focus on awareness and reducing stigma to help increase identification after the pandemic to help reach students at risk and struggling to provide resources.

The grant also provides a success coach that worked with a pilot district at Bay Arenac Community High School, to offer case worker assistance to provide resources, as well as promote additional training and informative sessions to youth experiencing homelessness such as college information and a mini Junior Achievement Program. Through the grant, we were also able to send summer encouragement cards to

youth identified as experiencing homelessness to encourage success and motivation for the upcoming year, especially after this challenging year, to encourage engagement and to stay in school. The grant also provides a newsletter for liaisons with important details and timelines of the Act.

The grant provided student intervention assistance with Grad Alliance. The program called over 60 students identified as experiencing homelessness to offer assistance in coaching and resources to encourage academic success. Over 608 calls were made to offer intervention. A total of 14 students committed to coaching with 442 interventions/calls being made to provide assistance for success in school.

The grant also provided collaboration with the new youth shelter at Good Samaritan and allowed for referrals and transportation assistance. A small collection of library books on homelessness were purchased to rotate at the buildings for students. The McKinney-Vento fund works in collaboration with local district Title 1 McKinney-Vento Set-Asides to assist families experiencing homelessness to support their education.



Printing & Graphic Services

Printing & Graphic Services provided multiple services to local and non-local school districts, including but not limited to, design, marketing and printing multiple types of forms, brochures, business cards, catalogs, testing materials, posters, textbooks, ID badges, annual reports and newsletters.

Printing & Graphic Services worked in collaboration with STEM in the Great Lakes Region to produce multiple marketing items and distribution of brochures. The department also collaborated with Early Childhood to provide items for the Parents as Teachers Program, as well as the Talking is Teaching Program.

Throughout the pandemic, Printing & Graphic Services provided districts with thousands of student packets and informational mailings to ensure all educational materials for remote learning were available to students.

Building Operations had another busy year with Covid protocols, remote and in-house learning, and keeping the staff and students safe and comfortable in our facilities.

The following projects were or were nearly completed during the 2020-2021 school year:

CAREER CENTER

- Mechanical Room C air handling units Phase 2 of the project completed
- LED lighting hallways, offices and classrooms installed
- LOCKOUT security system installed
- New air compressor for Auto Shop classes installed
- New tire changing system for Auto Shop installed
- New phone system
- Waiting on Trane system upgrade for HVAC

EDUCATIONAL SERVICE CENTER

- New roof top AC unit for Printing Dept.
- LED light installed
- New landscaping
- New phone system
- Waiting on Trane system upgrade for HVAC

CONFERENCE CENTER

- LED lighting installed
- Waiting on Trane system upgrade for HVAC

LLC BAY

- LED lighting installed
- New boilers and air handling units completing
- LOCKOUT security system installed
- Waiting on Trane system upgrade for HVAC

NEW BUS GARAGE

Completed and temporarily open, still waiting on a few odds and ends and garage doors.

