

2024
2025

BAY-ARENAC ISD

Annual Report



SUPPORT • FACILITATE • COLLABORATE

MESSAGE

FROM THE SUPERINTENDENT



Dear Community Members,

We are pleased to present the 2024–2025 Annual Report for Bay-Arenac ISD. This past year has been a powerful reflection of our commitment to collaboration, innovation, and student-focused service. Together with our school districts, staff, families, and community partners, we have worked to expand opportunities, remove barriers, and help every learner thrive.

As a regional leader in special education, early childhood development, career and technical training, instructional services, and adult learning, Bay-Arenac ISD continues to support students from cradle to career. Across all programs, we remain guided by our Strategic Plan and driven by a shared purpose—to help every student reach their full potential.

Throughout the year, we have deepened partnerships that support the whole child. We expanded access to school-based mental health services, launched new trauma-informed initiatives, and strengthened the Bay-Arenac Whole Child Network. Our McKinney-Vento program supported hundreds of students experiencing homelessness, while our early literacy programs and Imagination Library reached thousands of young children.

At the Career Center, students designed and launched a regional podcast, led a student-driven CTE mural campaign, and continued to excel in high-wage, high-demand career pathways. Adult and Continuing Education programs helped over 100 students earn their GED or diploma, while the EDGE program supported learners in gaining both credentials and career-ready skills.

This year also brought new growth in school safety, finance, HR, and pupil auditing. Our Business Services team welcomed new staff, improved internal systems, and supported local districts through audits, training, and new internship opportunities. Our Human Resources department invested in employee development, retention, and recruitment across all ISD programs.

Across Bay and Arenac counties, we proudly served more than 14,000 students, supported over 2,000 students in special education, and delivered high-quality programs that continue to improve outcomes and equity for all.

BAY-ARENAC ISD 2024-2025 DISTRICT QUICK STATS

- 14,400+ students within our districts
- 2,200+ students enrolled in Special Education
- 1,000+ students enrolled at the Career Center
- 379 students enrolled in our Adult Education Program
- 3,100 children enrolled in Imagination Library
- 50,000 diapers distributed to local families

As we look ahead, we are excited to continue our work in instructional leadership, early childhood, CTE, technology integration, and student wellness. We are grateful for the incredible staff, families, and community partners who make our work possible.

Thank you for your continued support of Bay-Arenac ISD. Together, we are building a stronger future for every learner in our region.



Michael J. Vieau
Superintendent, Bay-Arenac ISD

2024 2025 DISTRICT QUICK STATS

22,365 STUDENTS
WITHIN OUR
DISTRICTS

2,310 ENROLLED
IN SPECIAL
EDUCATION

1,045 ENROLLED
AT CAREER
CENTER

426 ENROLLED
ADULT
EDUCATION

BAY-ARENAC ISD BOARD OF EDUCATION



RICHARD KLENDER
President



THOMAS BOETEFUER
Vice President



ANNETTE RATAJCZAK
Secretary



DOUGLAS NEWCOMBE
Treasurer



DOUG FURTAH
Trustee



RICHARD KOWALSKI
Trustee



SALLE O'NEILL
Trustee

The Bay-Arenac ISD Board of Education stands together, exemplifying their dedication to **SUPPORT** and **FACILITATE** the growth and success of our students. Their **COLLABORATIVE** efforts ensure a brighter future for our entire community. Their commitment to education inspires others to join in and contribute to our region's ongoing development and success.

OUR MISSION

Striving for Excellence

OUR VISION

Bay-Arenac ISD provides an inclusive environment that serves and empowers our community.

BELIEFS AND VALUES

We believe our community is most effective when there is:

- A safe, healthy, inclusive environment
- Mutual respect with trust and transparency
- Collaborative decision-making
- High expectations for life-long learning, advocacy, and accountability

THE SCHOOLS WE SERVE

6

Public Schools

Au Gres-Sims School District
Bangor Township Schools
Bay City Public Schools
Essexville-Hampton Public Schools
Pinconning Area Schools
Standish-Sterling Community Schools

Parochial Schools

14

All Saints Central High, Middle & Elementary Schools
Auburn Area Catholic School
Bethel Evangelical Lutheran School
Faith Lutheran School
Immanuel Lutheran School
St. Bartholomew Evangelical Lutheran School
St. John Lutheran School - Amelith
St. John's Lutheran School
St. Michael Elementary School
St. Paul Lutheran School
Trinity Lutheran School
Trinity Lutheran School (Monitor)
Zion Lutheran School (Bay City)
Zion Lutheran School (Beaver)

3

Charter Schools

Bay-Arenac Community High School
Bay City Academy
State Street Academy

Community-Based Organizations

9

Bay County Child & Senior Citizen Center
Dow Bay Area Family YMCA
Kid's University
Li'l Sprouts Child Development Center
Little Saints Child Care Center
Michigan Child Care Centers
Northeast Michigan Community Services Agency (NEMCSA)
Ready-Set-Grow, Inc.
River's Edge Learning Tree Child Development Center

BAY-ARENAC ISD POINTS OF PRIDE

● **Employee Recognition Program**

The employee recognition program provides an opportunity to share positive feedback about a Bay-Arenac ISD employee that deserves recognition. Employees are recognized for going above and beyond their responsibilities or acted neighborly, empathetic, or diligently. Recognition came from ISD employees, students, student's families, local districts' staff members, community stakeholders, etc.

● **Active Assailant - Countywide Support Initiative**

Bay County educators and first responders have created a support network for first responders and educators to meet three times yearly to establish common practices and procedures for consistently responding to active assailants within our school districts.

● **Grant Support**

Bay-Arenac ISD has continued to support local districts in their understanding and application of State grants for safety, grow your own and health resource advocates.

● **District Partnerships for Instructional Coaching and Mental Health Support**

Utilizing grant funding, BAISD is able to provide instructional coaching in all local districts, as well as mental health counselors in approximately 30 buildings across our ISD to support students and staff.

● **Annual Fall Conference for all educators in Bay & Arenac Counties**

In November, BAISD Instructional Services hosted their annual fall conference, engaging over 700 PK-12 educators in a variety of professional learning topics at two locations: Bay City DoubleTree and SVSU Curtiss Hall. Sessions included CETA Tool Training and Legal Hot Topics in Special Education, an AI-focused presentation by Dan Fitzpatrick, and Dr. Marcia Tate shared "Instructional Strategies that Engage the Brain."



2024
2025

TRANSPORTATION STATS

Dean Bay-Arenac ISD has a fleet of 30 school buses driving over 4238 miles daily (approximately 762,840 miles per school year), we are a mixed bus fleet (conventional diesel and minitour gas). Our Transportation staff includes bus drivers, bus aides, Dispatcher, Transportation Supervisor and mechanic. Our staff is trained in MDOT required skills, CPR/healthcare, and Crisis Prevention. It was our pleasure to have had Dean Transportation award us the Supervisor of the Year award during our Dean Fall In-Service made possible only by the support of our ISD supporters.

Dean Bay-Arenac ISD Transportation buses to 11 ISD schools within Bay and Arenac counties, as well as to 7 Bay City Public-Special Education classrooms. We have 25 routes, transporting 250+ students to and from school. We also transport

students on field trips and other community-based events. It has been our pleasure to assist our BAISD community partners by assisting schools with McKinney-Vento displaced students and student families, as well as Bay City Public Schools special education student riders when we have had the buses and staff available. Also, we continue to participate in community events such as the Saint Patrick's Day parade, hosting pop-can drive for our ISD classrooms, hosting Trunk or Treat events at the Transportation Center, and added a pop machine at the bus garage to help the Learning Library. Dean Bay-Arenac Transportation looks forward to serving our ISD community into the future, continuing to provide a professional, caring, and reliable transportation service.



250+ STUDENTS



30 BUSES



11 BAISD SCHOOLS

7

BAY CITY SPECIAL EDUCATION CLASSROOMS

4238 MILES PER DAY

762,840 MILES PER YEAR

25 ROUTES



2025 RETIREES

Congratulations!



25
Years **DARLENE AHLBERG**
Career Center

30
Years **BETH BRIGGS**
Special Education

26
Years **LISA FORREST**
Career Center

7
Years **AMY HESSE**
Career Center

36
Years **JOE IDALSKI**
Building Operations

24
Years **LORI JOHNSTON**
Special Education

25
Years **ASHLEY KLOHA**
Adult Education

32
Years **LEANNE PEARCE**
Special Education

30
Years **JENELLE PHIBBS**
Special Education

21
Years **KIM PRUDER**
Special Education

38
Years **SUSAN WELTER**
Special Education

20
Years **CONNIE WITZKE**
Special Education

HUMAN RESOURCES

The Human Resources department remained committed to supporting nearly 350 employees while advancing key initiatives that strengthen workplace culture, compliance, and safety. This year, HR successfully bargained with five employee groups, welcomed over 30 new staff members for the 2024–2025 school year, and streamlined hiring through the Skyward application system. Training remained a priority with updated Title IX and Teacher Evaluation sessions, the launch of an Ethics Training Program, and district-wide Safe Schools compliance. HR also continued to lead countywide school safety initiatives, coordinating with Dispatch 911, updating safety measures for ISD-owned buildings, and facilitating six BTAM training sessions for leaders and law enforcement statewide.

In addition to compliance and safety efforts, HR focused on programs that support staff well-being, growth, and recognition. This included updating the onboarding and mentoring programs, administering benefits and employee records, and collaborating

with local clinics to ensure school social work and speech therapy staffing. Partnerships with the Business Office and local agencies expanded support for staff through student loan reimbursement, childcare assistance, and wellness initiatives. Features such as the Bay City Spotlight article highlighted the contributions of employees, while internships and “grow your own” opportunities supported workforce development.

Retention efforts remained central to HR’s mission. Expanded tuition reimbursement, two no-cost health insurance options with no waiting period, and a wide range of Section 125 plans supported employee needs. Seminars on retirement and insurance provided additional support, while collaboration with unions yielded meaningful improvements such as increased planning time for teachers, enhanced personal leave options, and recognition of long-term service. HR continues to invest in staff success while ensuring a safe, ethical, and supportive environment for all employees.



TECHNOLOGY SERVICES

SUPPORTING INNOVATION THROUGH REGIONAL COLLABORATION

During the 2024–2025 school year, Bay-Arenac ISD's Technical Services Department continued to play a vital role in supporting technology infrastructure and digital learning environments across the region. Through strategic collaboration and shared services, the department helps districts maximize resources while expanding student access to reliable, secure, and innovative technology.

Technical Services provides comprehensive support to the ISD and local districts across Arenac, Bay, Iosco, Midland, Montmorency, and Tuscola counties. These cooperative efforts allow participating districts to benefit from economies of scale, enhanced expertise, and coordinated technology planning, ultimately strengthening instructional delivery and improving student achievement.

Within Bay and Arenac Counties, the department delivers network support services to six local public school districts, the entire ISD, and several charter schools. Key services include:

- Firewall management and network security
- Web filtering and student internet safety
- Off-site data backup and disaster recovery
- Maintenance and support of a 100+ mile fiber Wide Area Network (WAN)
- General network infrastructure and server support

In addition to infrastructure services, Bay-Arenac ISD facilitates a regional collaboration for hosting and licensing student and financial management systems serving 17 school districts. By centralizing these systems, districts reduce administrative burden, improve operational efficiency, and realize meaningful cost savings. This collaborative model also fosters shared expertise, enabling districts to learn from one another and continuously improve processes.

Through innovation, partnership, and responsible stewardship of resources, the Technical Services Department remains committed to delivering secure, efficient, and forward-thinking technology solutions that support educators and empower students across the region.

REMC 6

This year, REMC 6 received an additional \$7,500 in grant funding from the REMC Association of Michigan to expand professional learning opportunities and enhance its maker resources. Funds were used to purchase new materials—including Sphero RVR robots, Sphero Indi Robots, Makedo kits, and Clixo sets—which are available for educators across the region to check out and integrate into classroom instruction. REMC Roadshows also continue to be offered by request, providing building-level opportunities for teachers to explore the full range of available instructional materials in one collaborative setting. Quarterly REMC 6 Team Meetings were held throughout the year with an intentional focus on strengthening career connections within classrooms and across district lines. Team members include educators and staff from Au-Gres Sims, BAISD Career Center, Bay City Public Schools,

TECHNOLOGY SERVICES

Bangor Township Schools, Essexville-Hampton Public Schools, Standish-Sterling Community Schools, Tawas Area Schools, and Zion Lutheran School (Bay City).

In addition, REMC 6 is offering five Byte-Sized Learning events this year focused on maker materials, Canva, digital citizenship, educational technology updates, and artificial intelligence tools for educators. These sessions have been very well received, with participants from all over the Great Lakes Bay Region attending. Feedback from attendees highlights the immediate classroom impact of this learning:

- “I loved doing a lesson that we would do with our students.”
- “I learned about a lot of new STEM activities that I can use immediately with my students.”
- “The amount of career resources provided will be incredibly helpful for my computer science curriculum planning.”

REMC 6 also launched several new initiatives this year, including Summer Coffee chIT chATs, virtual Lunch and Learn sessions with Educational Technology and Assistive Technology vendors, expanded after-school professional learning, and conference support for educators. Small grant initiatives supported innovative after-school programming such as STEM Clubs, STEM Nights, and Career Connection events across local districts.

Finally, REMC SAVE— a statewide service of the REMC Association of Michigan—continues to provide significant financial value to local districts. Through competitively priced contracts that eliminate the need for local bidding, REMC 6 districts realized more than \$2 million in savings over the past year.

PRINTING & GRAPHIC SERVICES

The Printing and Graphics Services Department at Bay-Arenac ISD plays a key role in supporting internal operations and strengthening communication across the district. The team provides graphic design, digital printing, website support, and social media management to ensure materials reflect the quality and professionalism of our programs.

In 2024–2025, the department supported events, outreach, and instruction by producing flyers, certificates, signage, and campaign graphics aligned with the Strategic Plan. The team also managed BAISD’s online presence across Facebook, LinkedIn, and Twitter, promoting student success, upcoming events, and program highlights to keep the community informed and engaged.

Additionally, the department maintained the BAISD website as an accessible, up-to-date resource for families, staff, and community members. Their work ensures consistent, high-quality communication across platforms.

INSTRUCTIONAL SERVICES

BAISD's Instructional Services Department provides service and support to local educational leaders and educators in accomplishing their initiatives through leadership, coaching, instructional support, and professional development. Over the 2024-25 school year, the BAISD Instructional Services Department continued to focus efforts on long term outcomes. The Curriculum Council Strategic Plan is in its seventh year and we are proud to share the highlights!

MTSS ANNUAL REPORT

MULTI-TIERED SYSTEMS OF SUPPORT (MTSS) HIGHLIGHTS

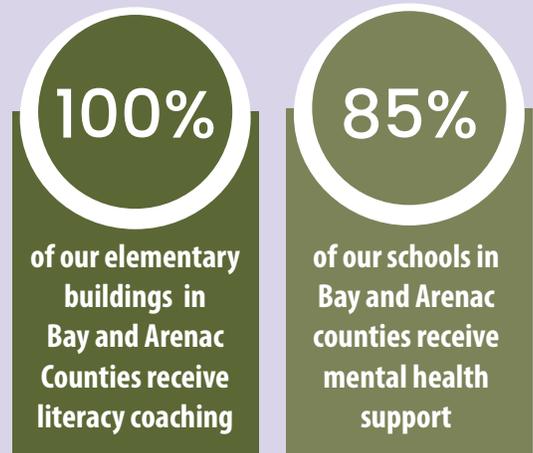
- Facilitated the Michigan Integrated Continuous Improvement Process (MICIP) with all districts with comprehensive district teams
- Continued our shared focus around the implementation of MTSS K-12 in all districts through MICIP collaboration
- Incorporated our MTSS Scale-Up Plan goals and activities into our BAISD Strategic Plan

EARLY LITERACY AND EARLY NUMERACY HIGHLIGHTS

- Continued partnerships with local districts to increase literacy coaching support through a shared model and continuation of our own BAISD K-5 Literacy Leaders Network to lead the way for increased literacy achievement
- Continued implementation of the "Lead Coach" model for Bay City Public Schools developing the capacity and skill set of BCPS literacy coaches
- Implemented a Math Learning Lab Structure and provided facilitator training for professional learning in 2 local school districts

- Provided professional learning related to literacy, math, leadership, and MICIP for administrators, coaches, and teachers
- Provided 18 hours of professional learning to new teachers hired in Bay and Arenac counties
- Enhanced the work of the Math Consultant and added a math coach to support our districts in implementation of the Early Math Essentials and Number Corners
- Continued the Math Network, Coaching Collaborative Network, Principal's Network, and New Teacher Network as an avenue to collaborate on current initiatives and educational trends related to each groups' role in early literacy and numeracy.
- Continued facilitating MiStar Science PLC to provide opportunities for collaboration with secondary science educators around best practices in science instruction

SUPPORT STATS



- Added an Assistant Director of Instructional Services to coordinate the efforts of math, science, and PBL and to expand the MTSS work while increasing the capacity of the General Education Supervisor to coordinate the efforts of literacy instruction and coaching. Partnered with HIL (High Impact Leadership) to coordinate and provide facilitators to our local schools to support them through the work of HIL in continuous improvement



BAISD Literacy Coaches host a book tasting as an engagement strategy aligning with Essential Practice 1 for our local teachers in the K-5 Literacy Leader Network.

WHOLE CHILD HIGHLIGHTS

- Secured additional commitment from local districts to further expand 31n grant-funded mental health services and supports for K-12 students.
- Continued partnership with BHWorks to implement a referral and treatment plan system
- Continued our “Whole Child Network” to help adults identify potential mental health issues to provide interventions, treatment, and support to students, and to train and support individuals involved in behavior management, social-emotional learning, and student support
- Sustained the partnership with TRAILS to Wellness to proactively increase awareness among school staff of suicidal behaviors and develop school protocols for suicide prevention, risk management, and intervention. This partnership also provides training in evidence-based practices to staff supporting the Whole Child, equipping students with tools to enhance their overall well-being and mental health.
- Strengthened and expanded the relationship with the Bay-Arenac Behavioral Health/Mobile Response Team to enhance communication and systems for mental health support and suicide prevention in local schools.
- Continued Restorative Practices Learning and System Support through training, our “Restorative

Practices Coordinator Network,” and customized professional development for local district personnel.

- Continued providing education on Adverse Childhood Experiences (ACEs), trauma-informed and resilience-focused approaches, Positive Behavioral Interventions and Supports (PBIS), and Non-Violent Crisis Intervention to reduce the use of seclusion, restraint, suspensions, and expulsions.
- Provided Behavioral Threat Assessment and Management (BTAM) training to ISD and local district teams, equipping them with a systematic approach for identifying, assessing, and managing potentially dangerous or violent situations.
- Partnered with Starr Commonwealth to deliver 10-Steps to Trauma-Informed Resilient Schools training to local educators, emphasizing resilience and understanding how trauma affects children and their school experiences. Educators who completed this training earned the designation of Starr Commonwealth Certified Trauma and Resilient Specialist in Education.
- Collaborated with the CAN Council to provide training on the HOPE Framework, highlighting the transformative impact of Positive Childhood Experiences (PCEs) in reducing the effects of Adverse Childhood Experiences (ACEs).

TRUANCY

STAFFING STATS



BAISD's Truancy Officer provides assistance to districts on guidance and support with school attendance. The Truancy Officer's role also includes educating parents and students about Michigan's truancy law, emphasizing the importance of regularly attending school, and explaining the consequences of frequent absences.

Research has proven that regular school attendance is one of the main contributing factors in a successful education. For the 2024-25 school year, an estimated 306 student referrals have been made from the districts for truancy, with 49 of these cases progressing to court intervention. In addition to submitting juvenile petitions, 2 adult petitions have been filed against parents for educational neglect to hold parents, not just students, accountable.

Collaborative efforts with the Bay County Courts and Bay City Public Schools' Outreach and Engagement Coordinator led to a thorough revision of our truancy processes and procedures, to enhance clarity, consistency, and alignment with district and court guidelines. As part of the implementation, we will be working closely with each district to provide comprehensive training on the updated protocols, ensuring that all schools are equipped to support their students effectively and apply the procedures consistently during the 2025–2026 school year.

The ISD Truancy Officer works with districts to:

- Investigate each case or referral of nonattendance, process paperwork, and meet with school administration, parents, and students to establish expectations.
- File petitions and coordinate with the Court system on behalf of local districts.
- Meet with students in the school setting, when requested, to emphasize the importance of regular attendance.

OUTREACH & ENGAGEMENT COORDINATION

BAISD receives a grant called the Regional Assistance Grant to support Bay City Public Schools efforts to increase student engagement and attendance. The Outreach and Engagement Coordinator provides assistance to 3 of the Bay City Public Secondary Schools, which includes the duties of a truancy officer and provides proactive guidance and support with school attendance. Additional intentional support provided by the Outreach and Engagement Coordinator includes:

- Implementation of a universal district truancy protocol
- Implementation of a universal data tracking system
- Identification and implementation of Tier 1, 2, and 3 supports to address challenges before making a truancy referral
- Providing training and support to school staff on ways to reach students/families including, but not limited to...
 - phone calls to address attendance concerns and identify barriers
 - in-person school meetings between staff, students, and family to address students' challenges to lack of regular daily attendance
 - implementation of attendance agreement plans
 - home visits
 - outside agency referrals
 - weekly truancy court hearings
 - implementation of initiatives with students; such as check in and check out or weekly attendance check ins
 - weekly visits to schools for attendance meetings, student and/or parent meetings
- Investigation of each case/referral of nonattendance

- Filing petitions with the prosecutor, and working with the court system on the local districts' behalf
- Attending weekly truancy hearings representing as a liaison between the student/family, school, and the court
- Development and implementation of schools building attendance teams within their buildings

Research has proven that regular school attendance is one of the main contributing factors in a successful education. For the 2024-2025 school year, an estimated 101 students were referred for truancy to the Outreach & Engagement Coordinator, from 3 secondary BC schools supported by the RAG grant. Each student that was referred was offered additional resources, and supportive services by the Outreach & Engagement Coordinator in hopes to improve daily, on-time school attendance. Juvenile petitions were filed with the Bay County prosecutor on 32 students, offering the highest level of support to removing barriers and challenges that may have prevented regular school attendance.

Let's make

EVERY



day count

Bright Futures begin with
good school attendance!

MCKINNEY-VENTO FEDERAL ACT

BAISD provides a McKinney-Vento Grant Coordinator to provide assistance on meeting the requirements of the McKinney-Vento Homeless Assistance Act of 1987. Throughout Bay and Arenac schools, almost 500 600 students were reported as experiencing homelessness in the 2024-25 school year.

The BAISD McKinney-Vento Grant Program:

- Supported local schools in the provision of high need/high frequency requested items for McKinney-Vento (MV) eligible students for services including hygiene products, clothing, laundry vouchers, graduation gowns, emergency food baskets, and transportation costs.
- Distributed gas cards and tickets to school activities, including sports, drama, and music events, to support parent engagement for identified students.
- Tutoring costs and resources were provided for districts to utilize.
- Coordinated with local shelters to support the identification and placement of eligible youth in early childhood education programs and to provide awareness of and access to transitional housing options for unaccompanied youth.
- Obtained grant funding from Delta Dental, Walmart, and Meijer to support the provision of daily hygiene and other essential high needs items for McKinney-Vento eligible students.
- Selected as a Michigan Association of School Boards Educational Excellence Award Recipient securing additional funding to support the MV program and eligible students.
- Participated in community events, including National Night Out, Sterling Health Fair, Food Pantry giveaways, and Angel Tree, to increase awareness of McKinney-Vento eligibility and improve access to resources for eligible students.
- A communication platform was created using Remind 101 to increase awareness of community resources and opportunities among MV eligible students, caregivers, and educators.
- Collaborated with Studio 23 on an Art Contest as a way to bring about awareness and increase the visibility of students experiencing homelessness and help reduce stigma.
- Continued the services of the Youth Advocate to work directly with students eligible for MV services, helping to facilitate connections to community agencies and reduce barriers to attendance and academic challenges.
- Created a bus advertisement through Bay Metro to raise awareness of the McKinney-Vento Act and provide a direct link to resources for students and families in Bay and Arenac counties.
- Provided customized training and informational resources to BAISD and local district MV staff, as well as local school internal departments as requested.
- Engaged with local community agencies, to share information on the MV Act and resources, strengthen strong partnerships to better support students' needs.
- Maintained partnerships with The Good Samaritan Rescue Mission and the Bay Area Women's Center to support the continuation of student learning spaces through the provision of additional resources.
- Continued our partnership with United Way of Bay County to expand MV youth advocate role into "Community Health Worker" to support the new Community Information Exchange (community-governed infrastructure) for holistic coordination of care and equitable systems for the school age students identified as McKinney-Vento eligible.

BAISD EDGE EARLY/MIDDLE COLLEGE

We are proud to celebrate another successful year for Bay-Arenac ISD Early Middle College as our newest cohort of students completed the program and graduated. Each graduating class represents the dedication, perseverance, and commitment that define the Early Middle College experience.

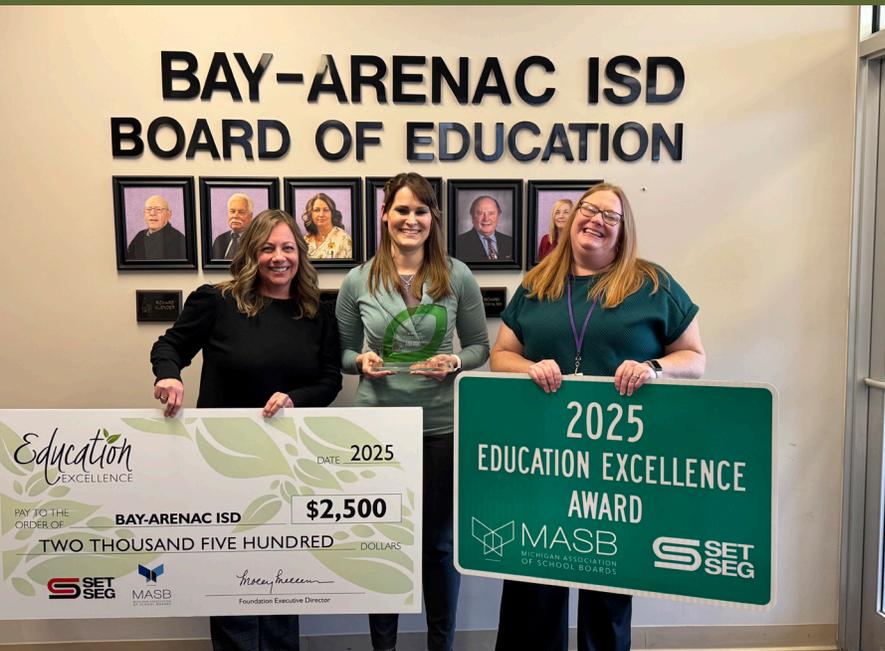
This year also marked a significant milestone for the program, with record enrollment exceeding 200 students. This growth reflects the continued confidence families and districts place in Early Middle College and the value it provides in expanding postsecondary opportunities for students across our region.

Throughout their time in the program, students balanced rigorous academic coursework with college-level expectations, demonstrating resilience, responsibility, and a strong work ethic. Watching them cross the stage marked not only the completion of their high school journey, but also the achievement of substantial college credits and expanded pathways for their futures.

The BAISD Early Middle College continues to provide students with a strong academic foundation while fostering independence, critical thinking, and adaptability. These graduates leave well-prepared for continued education, careers, and lifelong learning.

We extend our congratulations to the students, their families, our dedicated staff, and our higher education partners whose collaboration makes this program possible. Each graduating cohort strengthens the legacy of the Early Middle College and sets a powerful example for those who follow.

We look forward to seeing the positive impact these graduates will make in their communities and beyond.



The McKinney-Vento team received a 2025 Education Excellence Award from representatives of the SET SEG Foundation and the Michigan Association of School Boards.

- Learned and collaborated with MV program leaders and experts from across the country at the 2024 National Conference for the National Association for the Education of Homeless Children and Youth in Orlando, Florida.
- Partnered with the United Way of Bay County Back to School Program, The Well Outreach of Standish, and the Michigan Improvement Alliance to support back-to-school initiatives in Bay and Arenac Counties.
- Presented on Chronic Absenteeism and McKinney-Vento at the MDE Special Populations Conference.
- Provided advocacy information during November Homeless Awareness Month to all districts.
- Collaborated with Early Education to provide resources and education.
- Provided support to help eligible students enroll in summer camps.

BUSINESS SERVICES

At Bay-Arenac ISD, the Business Services department comprises a team of dedicated professionals who are committed to fostering successful educational outcomes for all students through sound fiscal management practices. Our staff oversees all financial transactions and operations within the ISD, including budgeting, financial reporting and analysis, grant processing, cash flow monitoring, external audit planning and preparation, and accounts payable and receivables. We strive to maintain the highest standards of financial integrity and transparency, and work diligently to support the educational mission of Bay Arenac ISD. We are dedicated to collaboration and knowledge sharing to help us build a successful partnership between our ISD business office team and the local school business office staff, ultimately benefiting the entire educational community within Bay and Arenac Counties.

During the 2023–24 fiscal year, the Finance Department prioritized internal learning and development as we recently welcomed several new team members. A significant portion of our efforts focused on evaluating and strengthening our internal processes. These improvements are designed to build long-term stability and resilience within the department—ensuring consistency and excellence well beyond staffing transitions.

Our commitment to excellence doesn't stop here. This year, we are continuously working to deepen our understanding of all aspects of the software. By doing so, we aim to leverage its full potential, optimizing our processes and maximizing efficiency. Our ongoing efforts ensure that we can consistently meet our goal of maintaining a high-performing finance office, capable of operating with utmost efficiency and accuracy.

At BAISD, we are committed to excellence and continuously seek ways to enhance our services. In



alignment with this commitment, we are proud to announce the launch of our internship program. During the 2023–24 year, we welcomed two new interns who made meaningful contributions to our team. Their work supported not only BAISD but also extended to our local districts by assisting in their business offices. This initiative strengthens our mission while demonstrating our dedication to developing the next generation of professionals through a growing and impactful internship program.

Bay-Arenac ISD maintains its position as a fiscally sound institution, dedicated to providing quality education and meeting the needs of our students. Through prudent financial management and strategic planning, we have established a solid foundation that allows us to navigate challenges while ensuring the uninterrupted delivery of education.

As we move forward, we remain committed to maintaining our fiscal stability and ensuring the highest standards of education for our students. We will continue to embrace new technologies, collaborate with stakeholders, and adapt to emerging trends in education to provide the best possible learning experience.

PUPIL ACCOUNTING & AUDITING

The Bay-Arenac ISD Pupil Auditor conducts audits of student enrollment and attendance records in all schools at least twice a year as mandated by state law. These audits are necessary to determine student eligibility for district funding. The districts within Bay-Arenac receive a minimum foundation of \$9,608 per student.

The ISD Pupil Auditor provides auditing and technical services, pupil accounting training, answers questions, and prepares updated forms for 10 local districts and PSAs. This ensures that these districts will be eligible to receive their full State Aid funding and ensure all students are meeting the State requirements. The 10 districts and PSAs in Bay and Arenac County serve approximately 14,400 students.

In the 2024-25 period, training was conducted to offer support and guidance regarding the obligations for the pupil accounting general collections and GAD workshops. Additionally, over 30 newsletters were disseminated on pupil accounting information and updates. The procedures for audit documentation are consistently reviewed to enhance the efficiency of the audit process for everyone. Training is regularly reviewed and updated to address frequently asked questions and provide clarifications as needed throughout the year. Districts have the opportunity to receive one-on-one training on pupil accounting as requested. The auditor collaborates with the ISD's technology department to prepare bi-monthly agenda items and resources for the Great Lakes Skyward User Group meetings. The ISD Pupil Auditor remains dedicated to collaborating with the special education department to assist districts in comprehending and fulfilling special education compliance requirements. Throughout the year, collaboration with the EMC Coordinator and district/building accounting staff to ensure students and districts can meet requirements. In the 2024-25

school year, a detailed Pupil Accounting and Training Guide was developed to assist in completing documentation for the general collections. The newly created Guide also has many other valuable resources relating to pupil accounting, MSDS, MDE, and CEPI that provide links and would be extremely helpful to new staff in pupil accounting.

Auditing requirements have been fulfilled 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 providing documents and assurances to CPA firms as requested for all local districts. The auditor provides a dropbox for electronic submission of documents. In the 2024-25 school year, 86 desk audits and 16 field audits were conducted and certified as required by the State. Six graduation audits were conducted for the year. There were 74 Section 25 submissions. The ISD Auditor provides the DS4021 audit information to the LEA and PSA financial auditors as required annually.



ADULT & CONTINUING EDUCATION

During the 2024–2025 school year, Bay Arenac ISD Adult and Continuing Education served students ages 16 and older through Career Technical Training and high school completion opportunities, including diploma and GED programs. The program remained dedicated to providing flexible scheduling and supportive services to meet the needs of adult learners. Classes were offered in the late afternoon and evening at the Career Center, as well as in the morning and afternoon at Bay City and Standish MiWorks! sites, ensuring accessibility for students balancing work, family, and education.

The graduating class of 2025 included 107 students who earned their high school diploma or GED, contributing to a total of 379 individuals served across Academic and Career Technical Training programs. The Education Delivering Great Employees (EDGE) program continued to make a significant impact, aligning with its mission as a state-funded initiative to support adults in earning both a high school credential and a career pathway certificate simultaneously. Bay Arenac ISD was proud to be one

of only nine programs across Michigan offering this opportunity. In 2024–2025, 45 students enrolled in EDGE training programs, 29 successfully completed their training, and 19 also earned their high school diploma or GED. This dual achievement provided participants with stronger opportunities for workforce entry and advancement. Career Technical Training offerings during the year included Bridge to Healthcare with CNA Training, Welding, Auto Technology, Certified Clinical Medical Assistant, Building Trades, and CNC Machining.

In addition to its instructional programs, BAISD Adult and Continuing Education continued to serve as an official testing site for both the ETS Parapro and GED exams. The Adult Education staff remained committed to working collaboratively with students, community partners, and stakeholders to ensure every learner had the tools and support needed to succeed. The 2024–2025 school year reflected not only academic achievement but also the program's ongoing commitment to workforce development and community impact.



CAREER CENTER

#IAMCTE

The Bay-Arenac ISD Career Center is a place where students learn, talent grows, and innovative ideas are developed. In an effort to support the BAISD Strategic Plan and support communication within our school and community, students from the Graphics & Printing Program, under the direction of Jacob Dewar, Instructor, and Sydney Favero, Student Support Specialist, created an #IAMCTE mural. The idea for the mural was part of Mr. Dewar's Ferris State Master's project. Jacob wanted to incorporate a wall graphic that shows why CTE matters. Career and Technical Education is changing lives across the country. Over 12 million students participate in CTE programs each year (Advance CTE, 2024). CTE helps students earn college credits, industry certifications, and real-world experience. Students in CTE graduate at a higher rate than the national average and leave prepared for careers and college. At the BAISD Career Center, our programs enable students to be truly Career-Ready and College-Prepared, however many people are unaware of the opportunities that are available.

First year students, Terence Watkins, Maelyn Nietzel, Sarah Luptowski, and Izabella Gale in the Graphics & Printing program collaborated, designed, printed, and installed a creative wall graphic where first impressions matter! The wall promotes Career and Technical Education and gives students, families, and industry partners a place to take photos and celebrate CTE pride. The purpose of the mural is to develop a student-driven CTE branding campaign to enhance communication, recruit students, and engage with the local community within the BAISD Career Center.

The mural incorporates the terms Support, Facilitate, and Collaborate, which are part of the BAISD's Strategic Plan. The students added the word Innovate to highlight the creative work that takes place within the walls of the Career Center.



The **#IAMCTE** wall graphic was created as more than a class project -

- It is a chance to tell the story of CTE!
- It is a chance for the students to share their talents!
- It is a chance to inspire others!

CONNECTING WITH CAREER & TECHNICAL EDUCATION



Career and Technical Education provides amazing opportunities for students. The CTE programming at the Bay-Arenac ISD Career Center is extremely successful. Students are immersively exploring careers through high level training, earning college credits, earning credentials and certification, and connecting with employers for future employment. Even with all the successes, CTE, historically has a perception of lower level education.

To better inform the community about Career and Technical Education, our Career Center programs have partnered to develop a podcast to share student success. Our goal is to empower students from our programs to speak at different venues throughout Bay and Arenac counties. During these podcast sessions, students will articulate what they are currently learning, the successes they achieved, and educate individuals from the community about CTE.



Our inaugural podcast was held at Legacy Coffee House in downtown Bay City. Two students from our Health Technology program ran the interview portion of the podcast and a student from the Cyber program was the sound technician. Students set up in the corner seat of Legacy Coffee House, where they discussed their Career Center experiences and took turns interviewing patrons and the owner. The discussion was well received and the community learned a lot about CTE. In addition, the conversation supported the students in having a greater confidence in their work and an understanding of the need to share their stories. Our goal will be to air the podcast and continue to find new locations to help grow awareness around Career and Technical Education.

OUTSTANDING BUSINESS/EDUCATION PARTNERSHIP AWARD



Huge congratulations to Cambron Engineering on receiving the Mi ACTE 2025 Outstanding Business/Education Partnership award! This award is given out annually at the Michigan Career Education Conference to a local business for their outstanding contribution to Career and Technical Education.

Jeff Kuch, Vice-President, and Bob Field, President of Cambron Engineering, are a community partner that supports the BAISD Career Center in Bay City, MI. They see the benefit of helping to grow students for the workforce. They are committed to developing individuals that are knowledgeable, who understand the industry and they support multiple approaches to connect opportunities for students.

Cambron has worked with our Career Center, multiple other businesses, and Delta College to align opportunities for high school students. They

continually review curriculum, both at BAISD Career Center and Delta College to manage requirements for students to be supported through the experience that leads to an apprenticeship in the field.

Jeff is instrumental in supporting SkillsUSA competition, providing feedback to students, directly aligning with the curriculum in Precision Machining. Cambron supports Milling and Lathe inspection and operations.

Cambron has been a partner to the Bay-Arenac ISD Career Center for over 20 years. During which they have supported students learning opportunities in the field and helped to align connections for students. Their dedication to student success has made our program a leader in Machining.

2025 STUDENT CLUB SUCCESS!

It was another great year for students in the Career Center's student clubs! Students in every program across the building worked hard to improve and showcase their skills and leadership abilities in competitions at the local, regional, state, and national level.

Ninety-three students competed at Business Professionals Of America (BPA) regionals, with 34 moving on to state competition. Kyler Klein (John Glenn) was selected as State Executive Officer at the state conference and will serve in that leadership position for the 2025-26 school year. Twelve students took first place at the state conference and moved on to the national competition in Orlando, Florida. Of those, six were top-ten finalists and the Software Engineering Team earned third place!

Students in the Marketing & Management program competed in DECA. Four students received first place at regional competition and then also received first place at the state level. They traveled to Orlando to compete at the international level!

Students in the Agriculture & Natural Resources and Veterinary Science programs competed in FFA. Thirty-six students advanced from the regional skills competition to the state skills competition. Rylee McQuarter (John Glenn), Sidonie Mulholland (Garber), and Sidney Wolfgang (Standish-Sterling Central) earned their State Degrees which come with six credits at MSU! Sidney also earned the Gold Academic Excellence Award!

The Career Center's health programs competed in HOSA, sending 187 to regional competition. Of those, 62 advanced to state competition, and eleven are eligible to compete at the international leadership conference in Nashville, Tennessee!



One hundred and fifty-one students competed in SkillsUSA regional competition this year. Eighty-one students moved on and competed at the state competition in Grand Rapids. Eighteen students took first place at the state competition and will be travelling to Atlanta, Georgia the last week of June to compete at the National Competition. The Career Center's SkillsUSA chapter earned the Gold Chapter of Distinction Award for the fifth consecutive year. The Career Center's chapter is the only one in the state of Michigan to be recognized at this level.

EDUCATOR EXTERNSHIP

In collaboration with the MiSTEM Network and SK Siltron CSS, educators came together to participate in a Computer Science Educator Externship, the goal of our externship was to empower educators and students by strengthening relationships between education and industry.

Middle and High Schools educators teaching Computer Science, Electronics, and Industrial Arts visited SK Siltron CSS, learning about career opportunities for their students. Educators gained a deep understanding of the silicon carbide manufacturing process and the career pathways available to students.

The educators then shared in professional learning around project based learning focusing on developing critical thinking skills, designing

collaborative experiences, and connecting students across educational levels. Educators participated in collaborative conversations, allowing them to gain a better understanding of business/industry needs.

Participants were able to purchase materials that will support their ideas. They will share concepts at Teacher Con in July, 2025.

This opportunity was provided by Grand Valley State University through the MiSTEM Network Advisory Council Grant. The funding for this program was coordinated by the CSforMichigan Collaborative. Special thanks to Adrienne Cole, BAISD Science & Instructional Technology Coach and Eric Stasser, retired BAISD Engineering/Drafting Instructor for their leadership with this externship.



East Central
Michigan Region



EARLY CHILDHOOD

GREAT START COLLABORATIVE

www.bayarenacgreatstart.org

The Bay-Arenac Great Start Collaborative focused on several initiatives this past year. Below are just a few examples:

- The Great Start Family Coalition continues to offer an array of parent education opportunities such as the Great Lakes Bay MotherBaby Cafes, Great Start Parent Network meetings, and other parent education events. In addition, the GSFC and GSC will continue to partner with organizations such as Great Lakes Bay Health Centers and the CAN Council of the Great Lakes Bay Region to promote fatherhood programs such as the Meeting of the Dads and 24:7 Dads programs.
- Our partnership with Great Lakes Bay Parents has been enhanced to include a one-stop calendar of events, Great Start newsletter, Talking is Teaching newsletter, website and social media promotions (this includes our integration with the STEM Pipeline Calendar): <https://greatlakesbayparents.com/> and <https://www.stempipeline.com/calendar/>
- We are collaborating with Develop losco and the Regional Child Care Planning grant to enhance child care supply in the Quad Counties of Alcona, Arenac, losco and Ogemaw.
- We have continued our partnership with Saginaw ISD as the Facilitator Hub to support Mi Tri-Share Program, supporting employers with talent recruitment/retention and employees to mitigate the expense of child care
- In partnership with the Bay-Arenac ISD Whole Child Network/Social-Emotional Learning Network, Michigan Health Improvement Alliance (MiHIA),



Sunrise Community Resource Center GSC Room

and Central Michigan University, we are in the early stages of implementation of a screen time public awareness campaign, as well as continuing to support Parent-Child Interaction Therapy (PCIT) and are sustaining efforts regarding PACE awareness and building community resilience (PACE = Positive & Adverse Childhood Experiences).

- The Great Start Collaborative members, including multiple corporate sponsors, continue to host the annual Winter Family Fun Fest event in February

EARLY CHILDHOOD PROJECTS

IMAGINATION LIBRARY

The Bay-Arenac ISD Imagination Library program has been delivering books to children in Bay and Arenac Counties since January 2005. Since that time, more than 1 million books have been delivered. Currently, there are almost 3100 children in Arenac and Bay Counties currently enrolled in Imagination Library, costing just over \$8000 each month to purchase and ship books. The Imagination Library is funded through private and foundation donations as well as grant awards. This year, Imagination Library was largely funded through grant dollars from 32p(6) and local donations.

MATH IN THE MAIL

Math in the Mail is a free service for qualifying three year olds. Math in the Mail provides age appropriate manipulatives to families to engage and support early math skills within the home. Math in the Mail has used this year to shift roles and spread the work across all of the ISDs. Bay-Arenac ISD has a team to support the work including planning, kit assembly, and delivery.

Math in the Mail provided six math focused kits to almost 300 eligible three year olds in Bay and Arenac Counties.



BAY-ARENAC DIAPER BANK

BAISD continues to serve at the Warehouse for the Diaper Bank. This year saw opportunities for partnerships with Mid Michigan Community Action Agency to bring additional diapers in the Warehouse. In 2023 almost 50,000 diapers were given out to families in need in Bay and Arenac Counties.

PARENT-CHILD INTERACTION THERAPY (PCIT) AND SCREEN TIME

BAISD continued the work on PCIT and a screen time awareness campaign with collaboration from WellSpring, CMU, Great Lakes Bay Regional Alliance, and MiHIA. While BAISD continued to support and help programs to understand the referral process for PCIT, there was also a focus on the development of a screentime campaign. The development of a website, housed on greatlakesparents.com, and a targeted campaign were the next steps in this grant as it draws to an end.

EARLY CHILDHOOD



MIFAMILY ENGAGEMENT & EARLY LITERACY GRANT

The MiFamily Engagement Center has focused on strengthening family engagement and literacy across Region 5, using data-driven strategies to address community needs. To ensure our initiatives were aligned with local priorities, we gathered information from Great Start Collaboratives (GSCs), K-12 curriculum leaders, superintendents, family engagement professionals, literacy coaches, family liaisons, and other key academic and community stakeholders. Through one-on-one discussions, strategic planning analysis, and regional meetings, critical areas of need were identified, including attendance and engagement challenges, access to regional literacy resources, and promoting alternatives to screen time while instilling healthy use.

Recognizing the impact of chronic absenteeism on family engagement and student success, the MiFamily Engagement Center is collaborating with Safe and Civil Schools, Region 5 ISDs, and regional community partners to develop attendance and engagement focused tiers of intervention. This includes forming building-level attendance teams, providing family engagement strategies and resources to improve school-home connections, and integrating best practices from the MiFamily Engagement Framework, like including wraparound services from community partners to support attendance efforts.

To increase access to literacy resources and encourage early literacy, the MiFamily Engagement Center is working to expand efforts to provide families with free, high-quality reading materials. Through a Little Library initiative, each Region 5 ISD will be provided resources to place book-sharing stations in high

family traffic community spaces, ensuring that children and caregivers have access to literacy rich environments outside of homes. Additionally, work to expand the Talking is Teaching campaign on a regional level is underway. This will equip families with simple, everyday strategies to boost language development through talking, reading, and singing with similar messaging across the region.

With concerns about excessive screen time affecting children’s learning and development, especially literacy development and family connection, the MiFamily Engagement Center is partnering with the Great Lakes Bay Regional Alliance, Dr. Sarah Domoff, and regional Great Start Collaboratives to promote healthy screen time habits. This initiative includes educational resources for families, schools, and childcare providers, encouraging a balanced approach to technology use while prioritizing family engagement and developmentally appropriate alternatives.



SPECIAL EDUCATION



MEDICAID REIMBURSEMENT

Bay-Arenac ISD participates in a federal and state-funded Medicaid reimbursement program that provides the opportunity to deliver healthcare services to children in Bay and Arenac counties. The School Services Program's (SSP) purpose is to ensure students receive needed health care (medical, emotional, behavioral and transportation-related) services at school. Medicaid reimbursement is an important source of funding for Special Education Services within Bay-Arenac ISD.

RANDOM MOMENT TIME STUDY

The RMTS is the federally accepted method of documenting the amount of staff time spent on direct service and administrative outreach activities. The RMTS is a program requirement that helps schools receive federal reimbursement for time spent on allowable related activities. We're happy to report that Bay-Arenac ISD and local district staff who received the RMTS during the 24-25 school year were in 100% compliance for completing these surveys!

LEAST RESTRICTIVE ENVIRONMENT

Least Restrictive Environment Capacity Building Process with the Office of Special Education.

The Office of Special Education is conducting their first monitoring of LRE at the ISD level. Bay-Arenac volunteered to be in the first cohort. The following is the projected schedule.

Year 1: Monitoring activities conducted

Year 2: Data analysis and system improvement planning

Years 3-6: Implementation/ review/modification of the system improvement plan

Year 1: New monitoring cycle begins

Each cohort participant will be asked to prepare a detailed description in response to three specific questions related to the LRE requirements.

- What system is in place to ensure everyone knows the LRE requirements.
- Who determines whether districts are implementing the requirements correctly?
- Where are the materials and staff that provide the appropriate technical assistance for improvement?

The Office of Special Education prepared a graphic that details the 3 questions that each special education department must be prepared to answer and have an action plan to address.

Over the next five years BAISD will work with their state consultant Emily Adema to implement an action plan developed in collaboration with all local districts.

What system(s) is in place to:

1.



2.



3.





Educational Service Center

4228 Two Mile Road
Bay City, MI 48706-2324
Phone: 989.686.4410
Fax: 989.667.3286

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.