

Educator Supports Center of Excellence Update

Strengthening local school districts and educators by providing professional learning, consulting, coaching, and educational resources.

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Update:

Kalamazoo RESA Educator Supports team has made significant progress in advancing continuous improvement across the county. For the 2024–25 school year, the department was focused on refining its framework to better measure the effectiveness of services and building equity capacity through culturally responsive practices.

Key metrics highlight steady growth: professional learning opportunities have increased from 70 in 2022–23 to 217 in 2024–25, while participation has risen from 1,725 to 3,293 educators. Coaching and consulting days have also expanded from 1,280 to 1,611, alongside 2,247 coaching interactions, support for 408 educators, and the facilitation of 12 professional networks.

Coaching impact data in relation to teacher practice shows clear movement through the stages of exploration, installation, and initial implementation toward full implementation, with pre- and post-assessments reflecting growth in essential knowledge, classroom routines, and active engagement.

Bright spots include strong gains in staff relationships, communication, and supervisor trust, with HumanEx survey scores now consistently above 4.38. Educator feedback reinforces this impact, with 94% of participants reporting that sessions directly improved instructional delivery and 96% finding the learning valuable.

Looking ahead, the team will narrow its focus on teacher practice and systems data, incorporate student-centered data from coaching cycles, and pursue a new culture and climate goal that integrates perspectives from both special education and general education to better serve educators and students across Kalamazoo County.

