

Human Resources Department

Board Report

Month: July 2025

Administrator: Meredith Lewis/ Diane Owen-Rogers

Update:

Humanex Survey Results/Culture & Belonging Roadmap

The Director of Culture and Belonging (C&B) has completed 18 meetings with individual and/or small groups of administrators to review HumanEx culture survey results and discuss continuous improvement plans related to C&B for the 2025-26 school year. The information gathered in these meetings will inform Admin meeting content, professional development sessions, and systems work. Administrators participated in a whole group session in June to review the full organization's HumanEx data. Additionally, the July Admin Team retreat will provide time to dig more deeply into C&B strategies to support continuous improvement for the 2025-26 school year.

Union Negotiations

Negotiations with the MEA continued following the results of the union decertification vote for the CTE Instructors who elected to maintain their union representation. Our team met with their negotiation team on June 30th during which the MEA presented a counter proposal. KRESA's bargaining team is preparing a counterproposal for our next meeting scheduled for July 15th.

Leadership Coaching & Development Update

As part of our ongoing commitment to effective and aligned leadership development, we are streamlining our coaching model for the 2025–26 school year and focusing on consistent, organization-wide support that strengthens leadership practices across our administrative team. We are concluding contracts with individual leadership coaches once existing agreements are fulfilled. Beginning in July at the ELT and Administrative retreats, we





KALAMAZOO RESA

Operational Supports

are pleased to welcome Dr. Debbie McFalone as our primary leadership coach and facilitator. Dr. McFalone brings deep experience in educational leadership and will support both group and individual learning aligned to our strategic priorities.

Action Item:

N/A

Fiscal Impact:

N/A

Attachments:

N/A

