

2024

BAY-ARENAC ISD

# Annual Report



SUPPORT • FACILITATE • COLLABORATE

# MESSAGE

## FROM THE SUPERINTENDENT



### BAY-ARENAC ISD 2023–2024 DISTRICT QUICK STATS

- 14,626 students within our districts
- 2,220 students enrolled in Special Education
- 1,027 students enrolled at the Career Center
- 426 students enrolled in our Adult Education Program

Dear Community Members,

We are excited to share with you the 2023–2024 Annual Report of Bay-Arenac ISD! This year has been an incredible journey, and we're proud to reflect on the progress, achievements, and positive impact we've made together. As a leading provider of special education services, an award-winning Career Center, outstanding Early Childhood Programs, a trusted technology provider, and a statewide leader in Instructional Services, we've had a remarkable year filled with growth, accomplishments, and impactful initiatives.

Our commitment to providing exceptional support and opportunities for students with special needs remains at the heart of our mission. Throughout the year, our dedicated team worked tirelessly to ensure that each student received the individualized care and education they deserve. We continued to develop innovative programs, foster inclusive environments, and strengthen partnerships with families and community organizations. We're thrilled to say that through these efforts, and by providing transportation for over 250 students, we've helped more students reach their potential.

Our Career Center once again demonstrated its excellence, receiving numerous accolades for its comprehensive vocational training programs. We take immense pride in preparing our students for successful careers in high-demand industries. By collaborating with local businesses and facilitating hands-on learning opportunities, our students have gained valuable skills and knowledge that will pave the way for their future success.

Our Early Childhood Programs continue to provide a solid foundation for our youngest learners. We believe early education plays a vital role in shaping a child's future, and our dedicated teachers and staff have created nurturing environments that inspire curiosity, creativity, and a love for learning. By offering a range of high-quality early childhood experiences, we've set our students on a path toward lifelong success.

As a trusted technology provider, Bay-Arenac ISD remains committed to equipping our schools and classrooms with the tools necessary for 21st-century learning. This year, we enhanced our technology

infrastructure, providing secure and reliable platforms for both students and educators. By embracing digital innovation, we've expanded access to educational resources, promoted digital literacy, and fostered a culture of creativity and collaboration within our schools. We have also increased awareness and provided professional development in the area of cybersecurity.

We continue to expand our commitment to lifelong learning through our Adult Education programs. By offering a wide range of educational opportunities for adult learners, we've empowered individuals to enhance their skills, pursue new career paths, and achieve personal and professional goals. Our dedicated instructors and support staff work closely with these learners, providing the resources and support they need to succeed.

Bay-Arenac ISD has established itself as a statewide leader in Instructional Services. Our experienced educators have been instrumental in providing professional development, curriculum support, and instructional coaching to our member districts. By collaborating with teachers and administrators, we've improved instructional practices, promoted data-driven decision-making, and facilitated the implementation of strategies that positively impact student achievement.

In conclusion, we extend our heartfelt gratitude to the entire community for your unwavering support and trust in Bay-Arenac ISD. Together, we have achieved remarkable milestones and made a profound difference in the lives of our students. As we look to the future, we remain committed to excellence, innovation, and providing exceptional educational opportunities for all. We are proud to be an integral part of this community, and we look forward to continuing our journey of success.



Michael J. Vieau  
Superintendent, Bay-Arenac ISD

# 2023 DISTRICT QUICK STATS

**14,626** STUDENTS  
WITHIN OUR  
DISTRICTS

**2,220** ENROLLED  
IN SPECIAL  
EDUCATION

**1,027** ENROLLED  
AT CAREER  
CENTER

**426** ENROLLED  
ADULT  
EDUCATION

# BAY-ARENAC ISD BOARD OF EDUCATION



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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

## ● Power of Families

The Great Start Collaborative and Starting Strong created the event at the Historical Museum of Bay County in collaboration with Delta Kids and the Bay County Library System. This was an intentional opportunity for families to connect based on parents sharing that they are feeling isolated and wanted opportunities to meet, socialize, and network with other families. The event was made possible by a grant from Parents as Teachers.



## ● Diaper Donation

Bay-Arenac ISD serves as the Diaper Warehouse for the Bay-Arenac Diaper Bank. Thanks to the staff at McLaren Bay Region that participated in their Jean Day fundraiser, they were able to purchase over 75 cases of diapers! We couldn't do what we do without the support of our community, and so many generous donors.



## ● Strategic Planning Committee

A committee of stakeholders across BAISD is coming together to create the action plans for our priorities in phase one of implementation.

## ● Annual Fall Conference for all educators in Bay and Arenac Counties

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

2023

# 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



# 2024 RETIREES

*Congratulations!*



**11**  
Years **PATTI BEHMLANDER**  
Career Center

**8**  
Years **BRIAN DUFRESNE**  
Career Center

**24**  
Years **KIM HALEY-STEIN**  
Special Education

**13**  
Years **JACKIE KRAUSE**  
Special Education

**17**  
Years **DAVE MULDER**  
Building Operations

**27**  
Years **DAVE MULLIN**  
Career Center

**33**  
Years **RUTH PEIL**  
Business Office

**10**  
Years **JEANNE SCHULTZ**  
Business Office

**27**  
Years **JILL VASQUEZ**  
Special Education

**29**  
Years **DIANE YEARKEY**  
Special Education



# HUMAN RESOURCES

## SCHOOL SAFETY

The Bay County Active Assailant Task Force has teamed up with Bay-Arenac ISD and local districts to implement school safety goals for Bay County schools and districts. The following goals have been identified:

**Goal 1:** Increase the adoption and effective use of the RAVE School Notification System across all school districts in Bay County to enhance communication and coordination with neighboring school districts and local first responders, thereby improving emergency response times and overall safety

**Goal 2:** Provide comprehensive education and training to local school districts in Bay County to enhance internal and external understanding of emergency response protocols, ensuring that all stakeholders are prepared to handle various emergencies effectively.

**Goal 3:** Implement and standardize procedures across all Bay County school districts for effectively responding to life-threatening situations by adopting the “Stop the Bleed” initiative and CRASE (Civilian Response to Active Shooter Events) training protocol, ensuring the safety and preparedness of all students, staff, and visitors.

## STOP THE BLEED INITIATIVE – BAY COUNTY

STOP THE BLEED® is a national campaign intended to train, equip, and empower bystanders to help in a bleeding emergency before professional help arrives. It is the medical community’s response to violent incidents throughout the country to prevent further injury or lives lost.

## WHAT IS STOP THE BLEED® PROJECT – BAY COUNTY?

Through a public and private partnership with businesses and foundations in Bay and Saginaw Counties, The Bay County Active Assailant Task Force was able to develop a fund to place STOP THE BLEED® kit stations in every public, private, and parochial school in Bay County. Each station includes 8 STOP THE BLEED® kits, and each kit contains a tourniquet, wound packing gauze, a wound dressing, scissors, gloves, and marker.

With these kits in place, first responders from across the county have pledged to teach the Stop The Bleed program to the school staff and students to make their classrooms safer.

## HIGHLIGHTS

- Maintained an overall staff of largely 350 employees
- Collectively bargain with 3 different groups - ATAS, AFT, Admin
- Hired over 30 employees from May - September for the 2024 -2025 school year
- Participated in a updated Title IX and Teacher Evaluation training
- Implemented an Ethics Training Program for staff
- Facilitated Safe Schools training and compliance for all BAISD employees
- Maintained all employee records and administering benefits
- Continue to update school safety for ISD-owned buildings
- Coordinated with local Dispatch 911 a district-wide all-call for school-related safety concerns
- Continue to lead a countywide initiative for school safety
- 6 BTAM training sessions for leaders across the State, including law enforcement
- Legal - complaints, lawsuits, negotiations
- SSW Job Fair
- Collaborate with local therapy clinic to ensure staffing for OT, SLP, and PT
- Continued support with the BAISD tri-share program for childcare
- Updated the district onboarding program
- Continued with the district-wide mentoring program
- Began the transition to the Skyward applitrac program for application submission
- Collaborated with the Business Office to provide 25 staff members with \$200 per month student loan reimbursement
- Supported a Co-op from MSU
- Updated vision & dental programs district-wide
- Expansion of Great People Doing Great Things

# TECHNOLOGY SERVICES

Bay-Arenac ISD's Technical Services Department provides technology services for the ISD and collaborates on providing various technical services to local districts in Arenac, Bay, Iosco, Midland, Montmorency and Tuscola 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 six local public school districts within Bay and Arenac Counties, as well as the entire ISD and several charter schools. Some of the 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.

## PRINTING & GRAPHIC SERVICES

Services provided to local and non-local school districts included but were 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 collaborated with Career Center Graphic students as they prepared for their Skills USA competitions.

In the past years, students worked on many projects such as designing invitations, printing envelopes, laminating, collating, tabbing, padding, bookbinding, scoring and various other printing and graphics tasks. Along with gaining graphics and printing knowledge, students also gained experience in communication skills, customer relations, money handling, work ethics, and professional behaviors.

# TECHNOLOGY SERVICES

## REMC 6

This year, REMC 6 received an additional \$5,000 in grant funding from the REMC Association of Michigan to provide professional learning and purchase 15 more items for our Maker Material Closet. New materials include classroom sets of Dash Robots, Sphero Indi Robots, Sphero Bolt Robots, Snap Circuits, Circuit Scribes, Keva Planks, and Lux Blox, as well as individual items such as Osmo Genius, MI Mystery Connect materials, and more. All of the REMC 6 Maker Materials are available to local teachers to check out and use in their classrooms. REMC Roadshows are also available by request; these allow teachers in a building to explore the wide variety of materials available in one setting.

In addition, REMC 6 offered 3 Byte-Sized Learning events this spring focused on exploring maker materials, artificial intelligence tools for educators, and new Google tools. 19 individuals attended these professional learning opportunities, representing 12 buildings across 4 districts. Comments from attendees included:

- "I explored a new AI platform and created a lesson plan that I'm going to use tomorrow."
- "It was nice to get out of a conference room and explore tools like Google Lens."
- "The presentations were wonderful and had such a wealth of information. So many topics from today were of use!"

Finally, REMC SAVE is a service of the REMC Association of Michigan for all public and private schools statewide and other public agencies. REMC SAVE contracts allow purchasing of a variety of products at highly competitive prices without the need to bid locally. Over the 2022-

2023 school year, districts in REMC 6 saved over \$1,661,000 by participating in REMC.

Looking forward to the 2024-25 academic year, REMC 6 will continue to host Byte-Sized Learning events focused on Esports, Artificial Intelligence, and Technology Tools for Educators. REMC 6 will also hold quarterly meetings on October 3, February 26 and May 8 to emphasize technology developments and programs locally as well as throughout the REMC Association of Michigan. Participants will engage in collaborative discussions designed to foster exploration and implementation of technology support for the classroom. These meetings are intended for PreK-12 educational staff, including teacher leaders, administrators, and coaches/consultants that are currently implementing technology tools in classrooms or are interested in doing so.



# BUILDING THE FUTURE:

## BAISD Postsecondary Annual Highlights and Plans

The BAISD Postsecondary Department has experienced remarkable growth this year as we strive towards our mission of supporting the state's goal of achieving a 60% postsecondary credential attainment rate. Recognizing the critical role of postsecondary training in career development and sustainability, our department is dedicated to equipping all students with the knowledge, resources, and skills needed to make informed decisions about their future paths, whether in skilled trades, certificate programs, degrees, or apprenticeships.

### KEY INITIATIVES

#### CAREER NAVIGATORS

Our dedicated team of career navigators provides comprehensive support to local districts in postsecondary and career planning activities from K-12. Utilizing resources like Xello, an innovative online program for students in grades 6-12, we ensure that students, parents,

and educators have access to a wealth of career and postsecondary options, along with insights into local companies offering relevant opportunities.

#### PROFESSIONAL LEARNING

We offer robust Postsecondary Professional Development sessions, equipping educators with the tools to guide students in exploring postsecondary options and careers. These sessions emphasize the effective use of Xello to maximize its impact on students' career planning.

#### BAY-ARENAC CAREER & COLLEGE ACCESS NETWORK (BACCAN)

Our active participation in BACCAN underscores our commitment to driving systemic changes in postsecondary and career planning. Through this collaborative platform, we aim to increase the number of students and adults attaining postsecondary credentials, facilitating their entry into rewarding careers.



## BUSINESS & EDUCATION PARTNERSHIP (BEP)

Through BEP, we foster strong collaboration between Bay County business and educational leaders to align K-12 education, postsecondary institutions, and businesses. This initiative is designed to enhance the talent pipeline and expand postsecondary training opportunities.

## EARLY MIDDLE COLLEGE (EMC)

The EMC model offers students the unique opportunity to earn a high school diploma while simultaneously working towards an advanced certificate, an Associate Degree, or up to 60 transferable college credits, starting from their junior year.

One of this year's standout achievements was the successful implementation of a financial reality program across all high schools. This interactive simulation imparts essential financial skills, allowing students to experience real-world scenarios including career choices, budgeting, and managing expenses. By partnering with esteemed organizations such as the Bay Area Chamber, MSU Extension, and the Michigan Credit Union Association, we provided enriching experiences that empower students to make informed decisions about their futures.

In collaboration with our incredible postsecondary partners and business leaders, we have made significant strides in advancing career exploration and postsecondary readiness in Bay and Arenac Counties. We eagerly look forward to continuing these efforts in the future.



Our unwavering commitment to providing enriching opportunities, insightful resources, and engaging events remains at the forefront of our mission as we support students in realizing their aspirations.

# 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 2023-24 school year, our BAISD Instructional Services Department continued to focus our efforts on long term outcomes. Our Curriculum Council Strategic Plan is in its sixth year and we are proud to share the highlights!

## MTSS ANNUAL REPORT

### MULTI-TIERED SYSTEMS OF SUPPORT (MTSS) HIGHLIGHTS

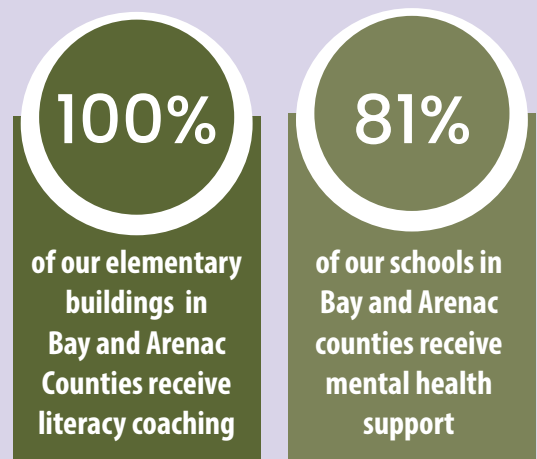
- Facilitated the Michigan Integrated Continuous Improvement Process (MICIP) with all districts with a comprehensive district team
- Continued our shared focus around the implementation of MTSS K-12 in all districts through the MICIP collaboration
- Incorporated our MTSS Scale-Up Plan goals and activities 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 Literacy Network to lead the way for increased literacy achievement
- Continued our "Lead Coach" model for Bay City Public Schools developing the capacity and skill set of BCPS coaches
- Conducted school renewal rounds in several of our elementary schools

- Implemented a Learning Lab Structure and provided facilitator training for professional learning in 2 local school districts
- Provided professional learning related to literacy for administrators, coaches, and teachers
- Enhanced the work of the Math/Science Consultant to support our districts in implementation of the Early Math Essentials
- Continued the Math Network as an avenue to collaborate on K-12 Mathematics
- Facilitate MiStar Science PLC as an avenue to collaborate with secondary science educators around best practices in science instruction
- Increased capacity of the "General Education Supervisor" to coordinate the efforts of literacy and math and deepen the MTSS work
- 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

## SUPPORT STATS



## WHOLE CHILD HIGHLIGHTS

- Secured additional local district commitment to further expand the 31n grant-funded availability of mental health services and supports to 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 whose primary role revolves around behavior management, social-emotional learning, and student support
- Continued 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
- Deepened relationship with Bay-Arenac Behavioral Health/Mobile Response Team to improve communication and systems for mental health support and suicide prevention in schools.
- Continued Restorative Practices Learning and System Support through training and our “Restorative Practices Coordinator Network” and customized local district professional development
- Continued providing learning surrounding ACEs, trauma-informed and resilient-focused approaches, and Non-Violent Crisis Intervention to help reduce the use of seclusion, restraint, suspensions, and expulsion
- BAISD provided Behavioral Threat Assessment and Management (BTAM) training to local district teams to systematically identify, assess, and manage potentially dangerous or violent situations.
- Provided training to BAISD school-based mental health professionals and local district staff in developing systems and skills for Critical Incident Stress Management in schools to mitigate the stress and impact of an event, minimize further trauma, accelerate healing, and screen for additional treatment needs in the event of a school crisis.



*Literacy Coach facilitating a data review meeting*

# STAFFING STATS

6

Literacy Coaches

1

Math Consultant

1

Science/Technology Coach

1

Health Education Coordinator

14

Mental Health Counselors

3

Office Personnel

3

Administrators



Participants working together during the Coaching Network





# TRUANCY

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 2023-2024 school year, an estimated 265 student referrals have been made from the districts for truancy, with 53 of these cases progressing to court intervention. In addition to submitting juvenile petitions, 18 adult petitions have been filed against parents for educational neglect to hold parents, not just students, accountable.

The ISD Truancy Officer works with districts to:

- investigates each case/referral of nonattendance, processes paperwork, and meets with school administration, parents and students to establish expectations.
- files petitions and works with the Court system on the local districts' behalf
- When requested, meets with students/classes in the school setting to discuss the importance of regular attendance

## OUTREACH & ENGAGEMENT

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 7 of the 13 Bay City Public 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, processes paperwork
- Filing petitions 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

Research has proven that regular school attendance is one of the main contributing factors in a successful education. For the 2023-2024 school year, an estimated 175 student referrals have been made from 7 of the 13 schools within the Bay City Public School District for truancy, with 35 of these cases progressing to court intervention.

# 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 students were reported as experiencing homelessness in the 2023-24 school year.

The BAISD McKinney-Vento Grant Coordinator:

- Supported the use of grant funds to provide:
  - reimbursement to students/schools for personal care items as needed, laundry vouchers for students graduation gowns, transportation costs, and community collaboration;
  - Provided emergency food baskets to districts when requested
  - gas cards for parent engagement with tickets to school activities, such as sports, drama, music, etc. for identified students;
  - connected local schools with community resources to obtain glasses for multiple MV students
  - worked with shelters to assist with identifying and placement youth in early childhood programs
  - connected alternative education program with youth shelter and transitional housing options
  - Assisted with obtaining vital records for school enrollment
  - Obtained grant through Delta Dental for toothbrushes and toothpaste to distribute to schools for hygiene requests
  - Obtained grants through WalMart and Meijer for purchasing high needs requested items for MV students
  - Provided school supplies to local districts to distribute to MV students
- Assisted with Food Pantry giveaway, Coats for Kids and Diaper Pantry
- Created Remind 101 for student awareness updates for summer communication
- Developed a resource library compiled on updated website for local district liaisons to access information regarding resources and services available
- Worked with Dean Transportation to support special education students identified as experiencing homelessness who were in need of transportation.
- 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
- Worked with other regional directors to provide assistance for clothing vouchers and other resources in other areas
- The Good Samaritan provides assistance with transportation, tutoring, and additional educational navigation assistance by having a mentor work with students and schools directly to ensure they are staying on track and attending school.
- The Bay Area Women's Center provides education on domestic violence to schools and communities and how homeless can be more at-risk and ways to receive assistance.
- Work through the ARP II grant allowed for hiring of Youth Advocate Lead (Grant Process/Support and Community Connections) and Youth Advocate (In-School/ Family Support)
  - Provided in person training and MV informational resources to each school BAISD programs and staff
  - Provided additional staff training to each department requested by local school districts

# BAISD EDGE EARLY/MIDDLE COLLEGE

- Met with local community agencies, sharing MV information to strengthen relationships/partnerships to support student's needs
- Revised McKinney-Vento Processes and Procedures for liaisons and local districts that helped to ensure that homeless students receive the support and services they need to succeed in school despite the challenges of homelessness.
- Provided resources for Good Samaritan and The Women's Center for student learning spaces, including computers, printers, desks, chairs and inspirational wall art, etc to support student learning activities
- Partnership with United Way of Bay County to expand MV youth advocate role into "Community Mental Health Worker" to support the new CIE (Community-governed Infrastructure) to support holistic coordination of care and equitable systems for the school age students identified as McKinney-Vento
- Purchased washer and dryers to 6 school buildings to provide on-site laundering opportunities to families and students
- Assisted in acquiring laundry vouchers from community resources for families in need
- Provided high need/high frequency requested items (clothes, hygiene products, socks, underwear, etc) to schools, unaccompanied youth, and students residing in motels

We are absolutely thrilled to announce that the first cohort of Bay-Arenac ISD Early Middle College has successfully graduated! It is a momentous occasion filled with pride and excitement for all involved. These brilliant and dedicated students have achieved something truly extraordinary, and their hard work, determination, and passion have paid off in the most remarkable way.

Witnessing these young minds cross the stage, donned in graduation regalia, marks the culmination of years of effort, perseverance, and growth. From the first day they embarked on this unique educational journey, they have exemplified excellence, setting the bar high for future cohorts to come.

As they move on to the next chapter of their lives, we are confident that they are well-prepared to tackle any challenges that lie ahead. The BAISD Early Middle College has not only provided them with a solid academic foundation but also fostered a spirit of innovation, curiosity, and adaptability that will serve them well in a rapidly changing world.

We extend our heartfelt congratulations to each graduate, their families, teachers, and the entire Bay-Arenac ISD community. This milestone is not just a testament to the success of this program but also a celebration of the boundless potential that lies within each student. We cannot wait to see the incredible impact they will make as they venture forth into the world, carrying with them the knowledge and experiences gained during their time in the BAISD Early Middle College.

Here's to the graduates, the trailblazers, and the future leaders – your achievements have inspired us all, and we are eager to see the bright futures you will create. Congratulations on this extraordinary achievement!

# 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 2022-2023 fiscal year, we successfully implemented the new software, marking a significant milestone in our journey towards a more streamlined and efficient finance office. This implementation has allowed us to centralize our data, ensuring all information is stored in one location, thereby enhancing accessibility and reliability.

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 seeking ways to enhance our services. In alignment with this goal, we are excited to announce that we now have an intern in place who is



actively contributing to our efforts. Additionally, she is extending her support to local schools by assisting in their business offices. This initiative not only bolsters our mission but also reflects our dedication to nurturing and developing the next generation of professionals through our evolving 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 combined districts within Bay-Arenac receive a total of over \$128 million in state aid annually.

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. The 10 districts and PSAs in Bay and Arenac County serve approximately 15,000 students.

In the 2023-24 period, training was conducted to offer support and guidance regarding the obligations for pupil accounting and GAD workshops. Additionally, 13 newsletters were disseminated on pupil accounting matters. The procedure for audit documentation is consistently revised to enhance the efficiency of the audit process. 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, which was provided to one local high school. 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. In addition, electronic teacher certification was successfully completed in partnership with the Career Center Director, aimed at assisting local districts in meeting attendance requirements. 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, significant collaboration took place with the EMC Coordinator to establish timelines and procedures for the BAISD Edge EMC program, while also coordinating efforts with the pupil accounting staff.

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 many documents. In the 2023-24 school year, 86 desk audits and 25 field audits were conducted and certified as required by the State. Eight graduation audits were conducted for the year. There were 108 Section 25 submissions, 1 denied and 106 approved.

# ADULT & CONTINUING EDUCATION

Bay-Arenac ISD Adult and Continuing Education continues to serve students ages 16 years old and older through Career 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 2024 graduating class included 98 who earned their high school diploma or GED. Our program served 426 academic and Career Technical Training students during the 2023-2024 school year.

Our Education Delivering Great Employees (EDGE) program continues to have a positive impact on our community as 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. Bay-Arenac ISD Adult Education's EDGE program is one of 10 programs statewide. There were 48 students who participated in one of the training programs, 27 completed their program, and 16 earned a high school diploma or GED, as well. 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 2023-2024 were Bridge to Healthcare with CNA Training, Welding, Auto Technology, Medical Office Assistant, and Building Trades.

Bay-Arenac ISD Adult & Continuing Education continues to be a testing site for the ETS Parapro and GED tests. Our Adult Education staff is committed to working collaboratively with all stakeholders to ensure success for all students



# CAREER CENTER CAREER CONNECTIONS

Christa McAullife and Handy Middle School students participated in the BAISD Career Center Career Connections program during the 2023-2024 school year. Students had the opportunity to attend 3 sessions throughout the year. While enrolled, the students learned about safety, participated in hands-on projects, identified future careers, and gained an understanding of the career pathway. This opportunity supports the Education Development plan of each participant, providing a focus for students' future goals.

Career Connections is a collaborative project that involves high school students mentoring middle school students in a career pathway, helping them to understand the educational pathway, unique experiences of the career center and helps connect them to industry opportunities in our community.

A mini educational grant from the Bay Area Community Foundation helped to cover the costs of materials for one of the sessions.



# CAREER CENTER STUDENT CLUBS

## CAREER CENTER SKILLSUSA STUDENTS ARE CHAMPIONS IN THE SKILLED TRADES!

Bay-Arenac ISD Career Center Building Trades students are back to back State Champions in the SkillsUSA Masonry competition. What makes this accomplishment even more amazing is that the students that won were considered “non-traditional students for their gender” in the Career Center’s Building Trades program.

In April of 2023, the SkillsUSA State Masonry contest was won by Adrianna Maziarz. She is a senior from Bay City Western High School and is committed to a career in the construction trades. Adrianna will be starting her career at Pumford Construction in Saginaw. She also will be finishing her associate’s degree in Construction Management from Delta College. Adrianna wants to thank her teachers for all of the training, and tips along the way. She is especially thankful for their support during the SkillsUSA competitions.

In April of 2024, the SkillsUSA State Masonry contest was won by Stephanie Barris. She is a junior from Bay City Western High School and is returning for her senior year in the Building Trades 2 program. Stephanie is undecided about what career she will be pursuing in the future. She wants to thank her Career Center teachers for their patience with her. She appreciates them treating her equally, and for giving her their time and attention. Stephanie would definitely recommend the Career Center to anyone who is considering a career in the construction trades.



*SkillsUSA State Masonry contest was winner Adrianna Maziarz.*



*SkillsUSA State Masonry contest was winner Stephanie Barris.*



## HIGH SCHOOL STUDENTS ACHIEVE EMT CERTIFICATION AMIDST ACADEMIC RIGORS

Health Technology Medical Science 2nd year students, Olivia McCallum (Bay City Western) and Emmaline Derocher (Bay City Western) stand out as shining examples of ambition and a commitment to their future. Despite the academic rigors and numerous responsibilities they faced, these two students embarked on a journey at the start of their senior year, towards EMT certification, driven by their passion for healthcare and helping others.

Their determination took root during their junior year, as they discovered their calling to make a meaningful impact in people's lives through emergency medicine. With a clear plan in mind,

Olivia and Emmaline committed themselves to pursuing the challenging path towards EMT certification, initiating their training during their senior year.

Their hard work and dedication concluded in the successful completion of the comprehensive EMT certification exam, a testament not only to their academic capabilities but also to their unwavering commitment to serving their community in times of need.

Looking ahead, Olivia and Emmaline will be traveling to Houston Texas in June since they also placed first in EMT at the Michigan HOSA State Leadership Conference and will be representing us at the HOSA International Leadership Conference. We wish them all the best.



# CAREER CENTER STUDENT CLUBS

## VETERINARY SCIENCE STUDENTS TRAVEL TO NATIONAL FFA CONVENTION

For the first time in Career Center history a Veterinary Science team has qualified for the National FFA Convention. The team of Ashlynn Herber (Bay City Central/SVSU), Hailey Duncan (Bay City Western), Emalee Hoisington (Pinconning Central/Delta), and Khloe Harroun (Bay City Western) placed 32 out of 45 teams and brought home a bronze team award. Individually, each member garnered distinction, with Ashlynn clinching Silver and Khloe, Hailey, and Emalee securing bronze awards. These students placed first in the state of Michigan during the 2022-23 school year which qualified them to compete at the National Convention in November of 2023.



## BAISD CAREER CENTER STUDENTS ARE LEADERS AT THE STATE LEVEL!

Three BAISD Career Center students were elected and served as State Officers in their respective National Student Club organizations. This incredible accomplishment happened in Business Professionals of America (BPA), HOSA – Future Health Professionals and SkillsUSA.

For the 2023-2024 school year, Caitlyn Musser served as the SkillsUSA State Treasurer. Caitlyn is a student from Bay City Wester High School and is enrolled in the Graphics and Printing Communications program at the Career Center. Caitlyn plans to continue her education in Graphic Design at Central Michigan University. Caitlyn says, "The Career Center is a special place where people can discover their passions and build their futures, and most importantly it is a place where we are raised as champions."

For the 2024-2025 school year, Aubrey Boler will serve as the Business Professionals of America (BPA) State Parliamentarian. Aubrey was a student in the

Career Center's Computer Programming class for the past two years and attends Pinconning High School. She also served as our local chapter President for the 2023-2024 school year. She plans to continue her education in Computer Information Systems at Eastern Michigan University. Aubrey states, "I truly appreciated the flexibility of the Career Center and the opportunity to concentrate on a career field that interests me."

For the 2024-2025 school year, Isabella Bigelow was elected to serve as a HOSA state officer. Isabella is a student from Bay City Western High school and enrolled this year in our Careers in Nursing program and next year will be in our Advanced Careers in Health Care program at the Career Center. Isabella will be traveling with our HOSA chapter to the International Leadership Conference this June in Houston, Texas and will serve as the Voting Delegate for Michigan and will also be the Michigan Flag bearer at the opening session.



*Caitlyn Musser*



*Aubrey Boler*



*Isabella Bigelow*

# EARLY CHILDHOOD

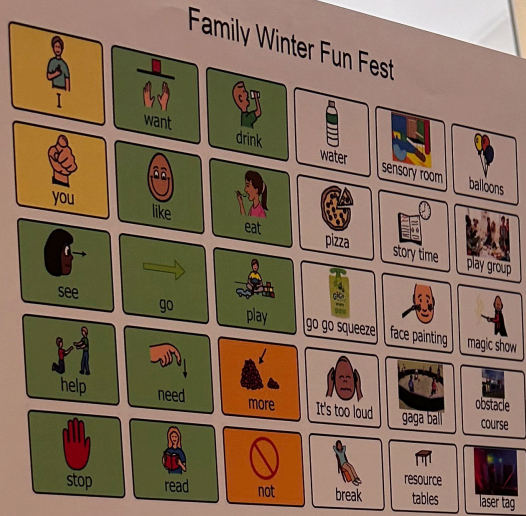
## GREAT START COLLABORATIVE

[www.bayarenacgreatstart.org](http://www.bayarenacgreatstart.org)

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

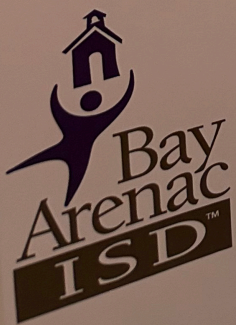
- The Great Start Family Coalition continues to offer an array of parent education opportunities such as the Great Lakes Bay MotherBaby Cafes, Great Start Parent Network meetings, and other parent education events. This year, we have expanded our collaboration with the CAN Council of the Great Lakes Bay Region to co-sponsor the new 24:7 Dads program.
  - Continued partnership with Great Lakes Bay Parents to include a one-stop calendar of events, Great Start newsletter, Talking is Teaching newsletter, website and social media promotions: [greatlakesbaymoms](http://greatlakesbaymoms) and [stempipeline](http://stempipeline)
  - We are collaborating with Develop Iosco and the Regional Child Care Planning grant to enhance child care supply in the Quad Counties of Alcona, Arenac, Iosco and Ogemaw. For more information, visit: <https://develop-iosco.org/child-care-coalition>
  - We have continued our partnership with Saginaw ISD as the Facilitator Hub to support the Michigan Tri-Share pilot, 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), and Central Michigan University, we will be implementing a screen time public awareness campaign, 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





Throughout today's event you will see CORE communication boards! CORE boards help support children and adults that use Assistive or Alternative Communication (AAC) to communicate with others.

To use the board, simply point to the word you want to communicate to your communication partner and say the word if you are able. Take turns conversing in this manner. Everyone can try out the CORE boards to support inclusion and belonging for children and adults regardless of their communication abilities. Thank you for taking the time to trial the CORE Communication board. Together we can build the future a little brighter for everyone in our community.



# EARLY CHILDHOOD



## PRESCHOOL

### EARLY CHILDHOOD SPECIAL EDUCATION

The Build Up MI Program, which serves to identify children ages 3 and up, that may require special education services received 102 referrals this year. This resulted in 86 evaluations for service. This program allows students to be identified sooner, and for interventions to be provided as early as preschool.

Bay-Arenac operated 4 sections of Early Childhood Special Education this year. Furthermore, the ISD supported access to special education services embedded within the Career Center Prek Program as well as access to special education early childhood services in many local preschool programs. This expansion of early childhood special education services allows for more support to local districts and students attending preschool that require special education services.

This year all Early Childhood Special Education and General Education staff participated in Pyramid Model Training designed to support multi-tiered



instruction in preschool settings. This program, hailed as the gold standard for early childhood, helps to support students of varying capacities in whatever preschool program they are enrolled.

Early Childhood Special Education Programs also have been expanding their use of AAC or Augmentative/Assistive Communication. Roughly 74% of this student population has access to AAC devices empowering them to communicate with others and access their own voice!

## GSRP

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.

The 2023-2024 school year brought expansion into Essexville-Hampton Public Schools and another site in the Auburn area, Kids University. Additionally, we expanded our learning with the Pyramid Practices model. We have begun the process of implementing Early Childhood Positive Behavioral Interventions and Supports (PBIS) with the creation of an Implementation Team and plans for professional learning in the fall.

We look forward to the upcoming years and PreK for All. We will continue to advocate for programming for all of our children.



## HOME VISITING SERVICES

### EARLY ON

Bay-Arenac Early On program continues to support roughly 200 students annually.

The Early On Team has 366 referrals that result in 206 evaluations for the 2023-2024 school year.

In addition,BAISD's results and compliance indicators, as evidenced through the State Performance Plan, demonstrate that roughly 75% of our students are demonstrating positive social emotional skills, with Early On Infants and Toddlers meeting all State Targets for the knowledge and acquisition of new skills, and use of age appropriate behavior. Furthermore, 94% of parents surveyed indicate that the program has helped their child develop and learn.

Early On Special Education has continued to extensively used AAC (Augmentative and Assistive Communication) Devices to support total communication for students. Over 1/3rd of this

# EARLY CHILDHOOD

student population has access to some form of AAC. This access to voice early supports the research affiliated with early language acquisition and development.

## STARTING STRONG

The Starting Strong team maintained its “Blue Ribbon Affiliate Status,” as a result of the national Quality Endorsement and Improvement Process with the Parents As Teachers National Center. The Starting Strong team has worked hard to achieve and retain fidelity to the 21 Essential Program Requirements and 81 Quality Standards.

Starting Strong has maintained FULL ENROLLMENT. During the school-year, the home visiting staff made bi-weekly home visits to more than 50 families, including more than 70 children. Relative to parent and child education outcomes (student growth outcomes), the program met and/or exceeded goals using the Ages & Stages Questionnaire and Parent Interactions with Children: Checklist of Observations Linked to Outcomes (PICCOLO) in the domains of parent encouragement and teaching.

Additionally, the Bay-Arenac ISD Starting Strong program was awarded the national Power of Families grant and partnered with Delta College PBS Kids, the Bay County Library System and the Bay County Historical Museum to establish a new PBS Reading Room exhibit at the museum.





## BIRTH TO AGE 5 LITERACY SUPPORT NETWORK HUB

In 2021, Bay-Arenac ISD was awarded a literacy hub grant designed to service students ages birth-5 years old. One of the goals of this work was to support children, families, and communities that have historically had limited access to literacy materials. Various projects completed throughout this grant provided opportunities to purchase resources to support the literacy needs of all students. One of those projects was to purchase braille books and a braille learning kit to be added to the libraries in the Great Lakes Bay Region. We hope these books and resources are a benefit to the libraries and that the children and families in the community have expanded access to materials that can meet their diverse needs.

## 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 850,000 books have been delivered. Currently, there are almost 3100 children in Arenac and Bay Counties currently enrolled in Imagination Library, costing just over \$7000 each month to purchase and ship books. The Imagination Library is completely funded through private and foundation donations as well as grant awards. This year Imagination Library was able to ascertain \$25,000 dollars in grant funding from the Community Foundation.

### 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 200 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 was awarded almost \$200,000 from the Michigan Health Endowment Fund to bring PCIT and a screen time awareness campaign to Bay and Arenac Counties. This grant and continued work is through collaboration with WellSpring, CMU, and MiHIA. On site locations are currently available for PCIT in both Bay and Arenac Counties and soon there will be a virtual option for families. PCIT is an evidence-based, short-term parent coaching program designed to increase positive parent-child interactions for families with children from 21/2 to 6 years old.

# SPECIAL EDUCATION

## PROGRESS MONITORING SYSTEMS

The Bay-Arenac ISD Special Education department trained all special education staff within all districts and is implementing a progress monitoring system to gather data on student goals and objectives. Currently over 1,800 students have been entered into the system, equating to approximately 5,000 data points entered monthly. This data allows teams to more easily visualize student progress and make instructional changes for students. Implementation and training continues into next year, with an added focus on analyzing this data.

## DATA & ACTION TEAMS

The Special Education team came together with the Pinconning School District to look at data and created an action plan with the Michigan Department of Education with the Office of Special Education. The team took a deep dive look into their school data to determine the needs and next steps moving forward together. This was a collaborative effort and will be implemented and moved forward into the coming school year.



*Bay-Arenac ISD's Data and Action Teams*

# VULNERABLE OR IMPAIRED PERSON ENROLLMENT (VIP)

Vulnerable or Impaired Person Enrollment (VIP Program) is a service which helps support the location of students with disabilities if ever they were to become lost and unable to identify him/herself by maintaining a repository of the person's fingerprints and photography in a State database. Three locations in the Bay Arenac ISD hosted this program to the public and local districts. This was in collaboration with the Michigan State Police.



Vulnerable or Impaired Person Enrollment (VIP Program) is a service which helps support the location of students with disabilities if ever they were to become lost and unable to identify him/herself by maintaining a repository of the person's fingerprints and photography in a State database.

Contact your Bay-Arenac ISD teacher or Ellen Bauer today about completing enrollment paperwork for one of our events.



**Non-BAISD students:**  
Ellen Bauer at [bauere@baisd.net](mailto:bauere@baisd.net) or (989)667-3205

## BAY COUNTY

**Thursday, April 18, 2024**

MACGREGOR ELEMENTARY  
1012 Fremont St., Bay City  
9:00 am - Noon

**Friday, April 19, 2024**

LLC-BAY CAMPUS  
1435 W. Center Rd., Essexville  
9:00 am - Noon

## ARENAC COUNTY

**Friday, May 10, 2024**

PINCONNING HIGH SCHOOL  
605 W. 5th St., Pinconning  
9:00 am - Noon

# STUDENT STATS

190

Center based programs including ECSE & Post Secondary

208

Early On

154

Outpatient/ GSRP Ancillary Services

# INCLUSIVE OPPORTUNITIES

Special Education programs across the ISD have been partnering with districts to offer opportunities for engagement with non-disabled peers. This includes Bay City Academy sending students to LLC Bay Campus as reading buddies and shared enrollment for multiple students receiving center programming within Bay City Schools and Pinconning Schools.



### **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.