

Kalamazoo Public Schools

**Design Your Path to
Your Promise**



CTE Teacher User Guide

**Kalamazoo Labor Market Navigator: Promising Progressive
Career Pathways from School to Careers**

From Skills to Pathways: How Career and Technical Education (CTE) Teachers Drive College & Career Readiness

Empowering CTE Teachers to Turn Technical Skills into Aligned Pathways

From hands-on skill building to real-world application, CTE teachers play a pivotal role in shaping students' futures beyond graduation. Every project, new skill, certification, industry connection, and classroom experience helps students see how their learning translates into meaningful careers and postsecondary success.

CTE teachers are uniquely positioned to move students from interest to action, bridging classroom technical skills with workforce readiness, credentials, and postsecondary opportunities.

How do CTE teachers help shape students' futures?

- Champion applied technical skills and career exploration, helping students identify their strengths, interests, and talents and connecting technical education instruction to high-value occupations, industries, and local workforce needs.
- Connect students' interests, personalities, and academics to in- and out-of-school experiences, such as apprenticeships, job-shadowing, internships, and externships, to further help students build in-demand skills for today and tomorrow's workplaces.
- Ignite curiosity about the future through meaningful exposure to a wide array of postsecondary pathways including college, apprenticeships, military, credentials, and full-time careers.
- Make careers tangible and relevant by providing real-world examples, connecting with industry partners, and leveraging labor market data to show students how their skills align directly with regional high-value careers, apprenticeships, workforce needs, work-based learning opportunities, and college programs.
- Guide intentional transitions by supporting students in mapping clear next steps, from middle school exploration to high school programs of study, work-based learning, dual enrollment, and postsecondary credentials.
- Develop career-ready skills for life by embedding employability skills, such as effective communication, work ethic, teamwork, adaptability, and professionalism, into daily instruction so students are prepared for the world of work and continued education.
- Lead through collaboration by partnering with school counselors, families, administrators, and community employers to create a shared, career-ready culture that supports student goals and regional workforce needs.

Did you know?

Research and data show that students who complete a portion of a CTE program of study (CTE concentrators) graduate at higher rates than the overall student population in most states. According to a Career Technical Education data summary, the graduation rate for CTE concentrators nationally is about 95%, which is 10 percentage points higher than the national graduation rate for all students. Additionally, 47 states reported higher graduation rates for secondary CTE learners than for all learners. Learn more good news about CTE concentrators at [Advance CTE](#).

Students' Futures Begin Here!

What is The Kalamazoo Promise?

The Kalamazoo Promise is a unique and powerful scholarship for Kalamazoo Public Schools (KPS) that covers up to 100% of the cost of college degrees and credentials at approved training centers, as well as public and private universities and colleges in Michigan. Learn more about [The Kalamazoo Promise](#).

How can CTE teachers use the Labor Market Navigator (LMN) for Kalamazoo Public Schools to maximize The Kalamazoo Promise?

This step-by-step guide will support you in helping students use the Kalamazoo LMN to navigate their career journeys with clarity and confidence, explore post-secondary options, discover career clusters connected to CTE programs of study, and identify funding opportunities to support their Michigan Educational Development Plan (EDP) and career goals.

Benefit	What it Means for CTE Students and Families
Clarity	There is no need for students to guess which career to choose! They will discover which jobs are growing, the preparation needed, potential wages, and the credentials required or degrees employers are seeking.
Goal-Focused Education	Students can select a CTE or other program of study that leads to strong, in-demand careers in the Kalamazoo region.
Control	Students and families become drivers of educational choices. They may use the data to choose CTE programs of study, courses, internships, apprenticeships, and certifications/degrees that align with their goals.
Smarter Course Selection	When a career path requires a specific certification or degree (e.g., programs offered at Kalamazoo Valley Community College), Promise funds can support specific training, often providing a faster and more affordable route to a high-value career than a four-year degree.
Confidence	Students and families feel secure in their post-high school decisions, whether they choose to attend college, technical school, or start their post-high school career. Students can navigate on- and off-ramps through all of these educational and training options.
Efficient Time Management	Since The Kalamazoo Promise funds are available for a specified time period after graduation, the maps help students plan their educational and progressive career path from start to finish and guide them in adjusting and advancing along the way.
Connection to The Kalamazoo Promise	Students can maximize the benefits of The Kalamazoo Promise by making smart, informed decisions about progressive course pathways and relevant experiences in planning your future career.

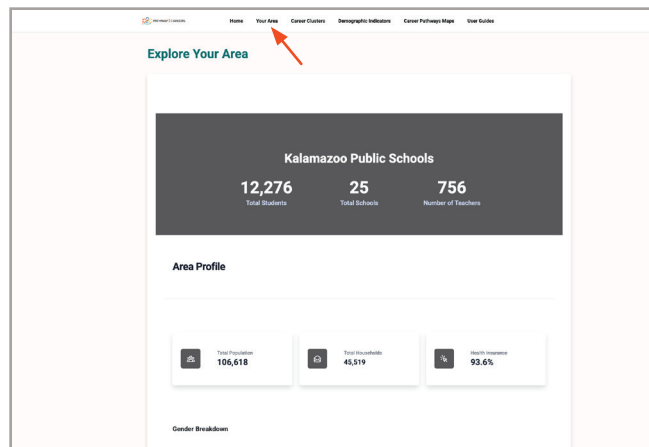
What is The Kalamazoo Labor Market Navigator?

The Kalamazoo Labor Market Navigator (LMN) is an online resource designed just for students in the Kalamazoo Public Schools system. The LMN provides regional information on projected job growth for high-value careers, median wages, and required credentials in Kalamazoo County, presented in clear, easy-to-understand data dashboards and pathway maps supporting students' aspirations, goals, and post-secondary dreams.

Think of The Kalamazoo LMN as a personal, data-driven GPS for the world of work.

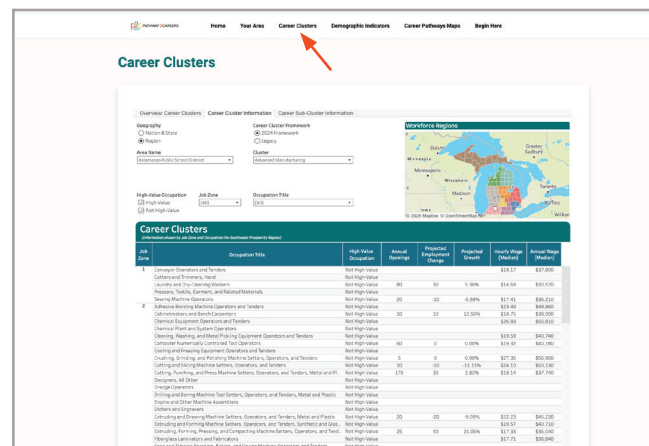
Your Area:

The Kalamazoo LMN *Your Area* tab provides students with a clear picture of their local workforce region through easy-to-understand census data. It highlights key information, such as population data, median household income, and average commuting distance for workers in the area. This snapshot helps students understand the community they live in, the economic landscape around them, and the factors that shape local career opportunities.



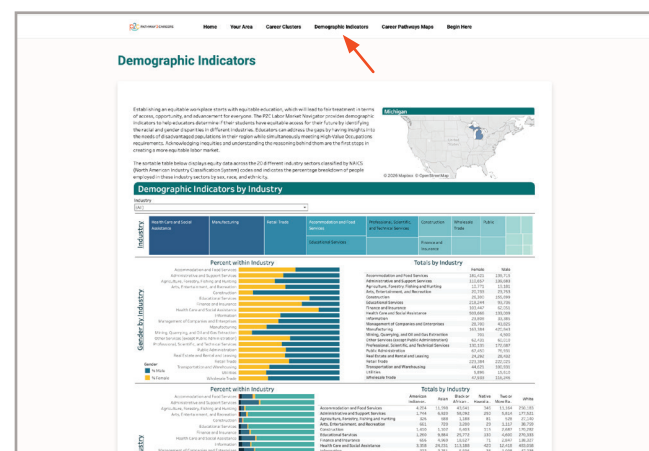
Career Clusters:

The *Career Clusters* tab helps students explore different career areas by grouping jobs into fourteen career clusters and more specific sub-clusters. This organization allows students to browse career opportunities that match their interests, skills, and future goals. By exploring sub-clusters, students can see how career clusters break down into specialized roles, helping them understand which education or training leads to their ideal career.



Demographic Indicators:

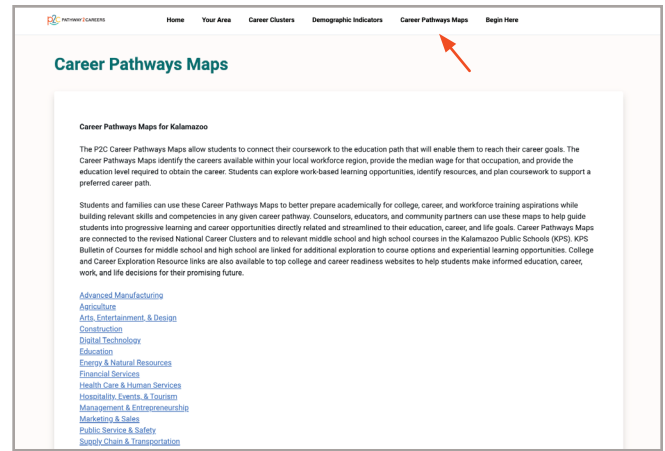
The *Demographic Indicators* tab provides a clear view of the local workforce, displaying data on gender balance, diversity, and other population trends. This information highlights where opportunities exist, including non-traditional but high-demand pathways, such as females entering fields like electrical engineering. By understanding these trends, students can identify careers where their strengths and perspectives are needed and valued.



Career Pathways Maps:

The *Career Pathway Maps* tab allows students to connect middle and high school course selection, Career and Technical Education (CTE), Early Middle College, Dual Enrollment, Education for the Arts (EFA), and apprenticeships to local careers and future educational degree or certification pathways. The maps illustrate which jobs are in demand in the region, what education or credentials are needed, and median wages. The maps make it easy for students to plan smart course schedules, explore career options early, and take steps now that align with future goals.

Learn more about [The Kalamazoo Labor Market Navigator](#).



Preparation Starts Now

Why is early career preparation critical?

Preparing early opens doors to valuable skills and connections that help students confidently enter the workforce. Early preparation supports:

- Closing the Skills Gap:** Many rewarding careers, such as information technology and construction, require specialized technical expertise rather than a four-year degree. The earlier students identify these pathways, the sooner they can prepare by choosing the right CTE program of study, certifications, or work-based learning experiences.
- Maximizing Students' Time:** High school is the perfect time to explore career fields risk-free through job shadowing, work-based learning experiences, summer jobs, electives, clubs, and extracurriculars. The LMN and Kalamazoo Promising Progressive Career Pathways Maps help students prioritize which experiences will matter most on a resume. For example, if a student in an HVAC program of study aims to work in the industry, applying for an apprenticeship with a local HVAC company can lead them directly into the workforce upon completion.
- Securing Students' Financial Future:** Getting an early start on a career allows students to gain experience and develop workplace skills sooner, helping them reach financial independence more quickly. By understanding the typical entry-level and median wages in their chosen fields, students can set clear, achievable salary and lifestyle goals, plan expenses, and make informed decisions about education, training, and career opportunities.



Local Workforce Data: Understanding the Kalamazoo Promising Progressive Career Pathways Maps

Why Use Local Workforce Data?

Because employers in your students' community need their talent and skills!

Bottom Line: Using local workforce data ensures career decisions are based on real, tangible opportunities available in the Kalamazoo area.

What are the Kalamazoo Promising Progressive Career Pathways Maps?

The Kalamazoo Promising Progressive Career Pathway Maps help students connect their high school coursework to local, in-demand careers and the education needed to pursue them. These maps identify available careers in the Kalamazoo region, their median wages, and the required education level, allowing students to plan their studies, seek in- and out-of-school experiences, find resources, and explore work-based learning opportunities.

Every map is built around three key elements:

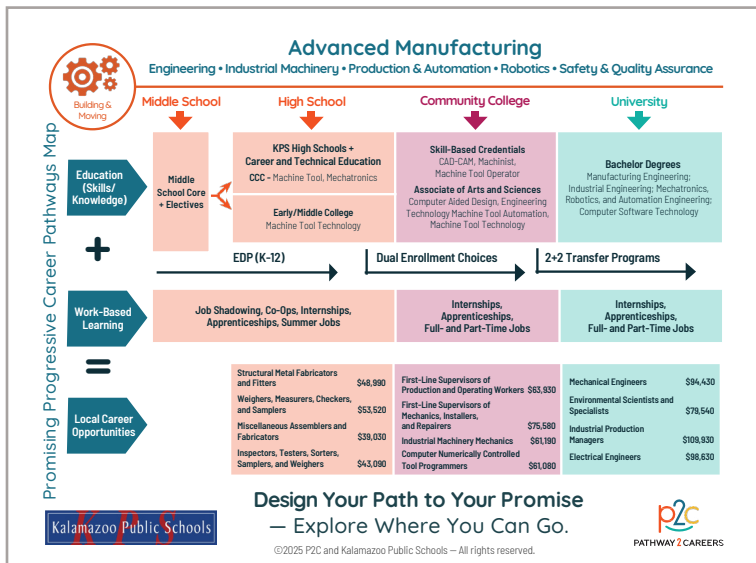


- **Job Titles & Median Wages:** See the specific job titles available in that field, along with the median annual salary.
- **Education Requirements:** Students and families will know exactly what kind of education is needed, whether it's a high school diploma, industry certification, associate's degree (2 years), bachelor's degree (4 years), or advanced degrees (6+ years).
- **Entry Points:** The maps offer students multiple ways to begin their journey. Students do not always need a four-year degree to begin a career. Many pathways provide earn-and-learn opportunities, allowing students to work in a part-time job or apprenticeship while continuing their education.

Guiding Students' Future: A CTE Teacher's Guide to the Kalamazoo Career Pathways Maps for Experiential Learning

1. **Encourage Students to Explore Careers by Cluster** within the cluster aligned to their current program of study or their Educational Development Plan (EDP) (e.g., Agriculture, Construction, Marketing & Sales).
2. **Help Them Identify a Target Career Pathway:** Students can explore career pathways that offer strong earning potential and promising growth in the region. They can select the role that best matches their interests and long-term goals, which then becomes their destination as they map out the education and training steps needed to reach it.
3. **Trace the Steps Backward:** Once students choose a target career pathway, they may review the post-secondary education, certifications, or training it requires. Then work backward from that goal to identify each step along the way, including what program of study to choose in high school, which post-secondary path to follow, in- and out-of-school experiences (e.g., Career and Technical Education, apprenticeships, Dual Enrollment), and the milestones they will need to meet. This process supports clear short-term goals for today and long-term goals for the future.

4. Find Students' Entry Point: Students can look for "bridge" jobs or part-time roles that allow them to get their foot in the door in an industry, gain work experience, and learn about workplace processes while saving money for further education. For example, a student interested in healthcare might work as a medical assistant or a pharmacy technician, gaining hands-on experience and learning how a clinic or a pharmacy operates while completing relevant certifications or courses.



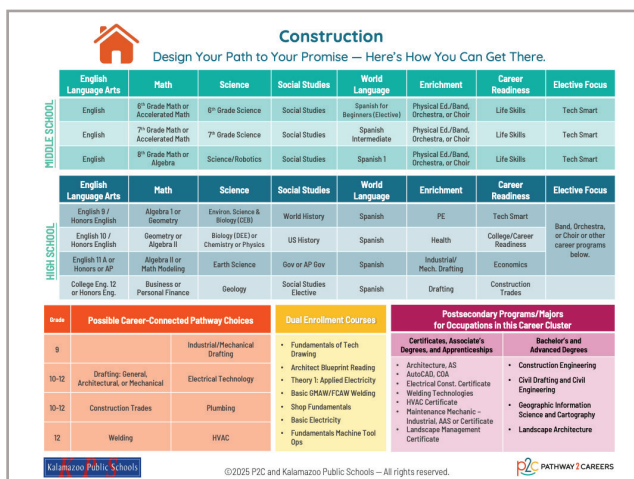
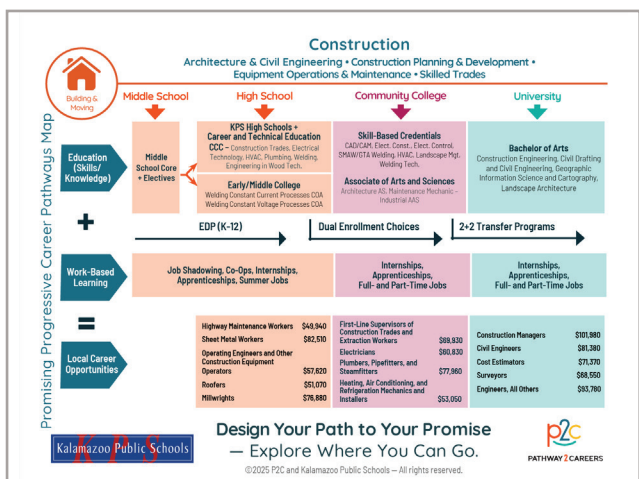
Across the top row, moving from left to right, the education pathways available within a specific career cluster are displayed. These opportunities begin in middle school and continue through high school, then progress into community college programs, university majors, and degrees.

Row two highlights work-based learning opportunities that students can begin exploring in middle school. Activities like job shadowing or volunteering offer an authentic career experience before formal employment. As students get older, these work-based learning opportunities expand, allowing them to gain valuable hands-on skills and experience over time.

The bottom row displays local job examples and their median wages. Notice how earnings typically

increase at each level of education (from high school to university). This data helps students strategically choose their postsecondary education pathway by showing whether it provides a clear financial advantage. Explore the Kalamazoo Labor Market Navigator for a complete list of occupations, including growth rates, potential wages, projected openings, and other relevant demographic information.

Try This: Ask students to locate the map representing their program of study. Analyze the median wages, education requirements, and long-term career outlook for each option. Then discuss how each pathway aligns with their interests, strengths, and future goals. Next, help students identify any steps they can take now to get started. As the CTE teacher, next steps may include helping students connect with a local employer to schedule a job shadowing opportunity, apprenticeship, internship, or externship that aligns with their EDP.



What courses should students take on their career journey?

Starting in middle school, students can choose elective courses that build their knowledge, skills, and abilities in a specific career field. In high school, they can further this preparation by adding career-connected pathways and dual enrollment, positioning them to successfully pursue postsecondary programs or majors.

- The courses in the top row are required middle school courses, along with electives. To view the full middle school catalog, click on the words “Middle School” on the left.
- The courses in the middle row are high school choices that students can make to fulfill graduation requirements while preparing for a future career. To view the full high school catalog, click on the words “High School” on the left.
- Along the bottom row are a combination of high school CTE courses you can take, apprenticeship programs and certifications, as well as college-level dual enrollment courses that will help you prepare for a college-level credential or degree. If this is the career field you want to pursue, there are also community college and university majors that will allow you to access high-value careers in the Kalamazoo community.

Advanced Manufacturing									
Design Your Path to Your Promise — Here's How You Can Get There.									
	English Language Arts	Math	Science	Social Studies	World Language	Enrichment	Career Readiness	Elective Focus	
MIDDLE SCHOOL	English	8 th Grade Math or Accelerated Math	8 th Grade Science	Social Studies	Mandarin Chinese	Physical Ed./Band, Orchestra, or Choir	Life Skills	Tech Smart	
	English	7 th Grade Math or Accelerated Math	7 th Grade Science	Social Studies	Spanish for Begin. (Elective)	Physical Ed./Band, Orchestra, or Choir	Life Skills	Tech Smart	
	English	8 th Grade Math or Algebra	Science/Robotics	Social Studies	Spanish Intermediate	Physical Ed./Band, Orchestra, or Choir	Life Skills	Tech Smart	
HIGH SCHOOL	English Language Arts	Math	Science	Social Studies	World Language	Enrichment	Career Readiness	Elective Focus	
	English 9 / Honors English	Algebra I and Geometry	Environ. Science & Biology (CEB)	World History	Mandarin Chinese	FE	Tech Smart	Band, Orchestra, or Choir and other career-related programs below.	
	English 10 / Honors English	Geometry or Algebra II	Biology (DEI) or Chemistry or Physics	US History	Mandarin Chinese	Health	College/Career Readiness		
	English 11 & 12 / Honors or AP	Algebra II or Pre-Calculus	Physics or Chemistry or Earth Science	Gov or AP Gov	Mandarin Chinese / French	Drafting	Economics		
College Eng. 12 or Honors Eng.	Pre-Calculus or AP Calculus	Astronomy or Geology	Social Studies Elective	Mandarin Chinese / French	Fine Arts	Electronics & Robotics			
Grade	Possible Career-Connected Pathway Choices		Dual Enrollment Courses		Postsecondary Programs/Majors for Occupations in this Career Cluster				
9	Computer Science/Software Engineering	Information Technology	<ul style="list-style-type: none"> • Beginning Computer Skills • Fundamentals of Tech Drawing 		<ul style="list-style-type: none"> • Mechanist Certificate • CAD-CAM Certificate • Machine Tool Operator, COA • CNC Operator, COA • Computer Aided Design, AAS • Engineering Technology, AAS • Machine Tool Tech., AAS 			<ul style="list-style-type: none"> • Mechanical Engineering • Manufacturing Engineering • Industrial Engineering • Robotics Technology • Electrical/Electronic Engineering Technology 	
10-12	Electronics & Robotics I and II	Drafting: General, Architectural, and Mechanical	<ul style="list-style-type: none"> • Fundamentals of Machine Tool Ops • Basics of Mechanical Science • Trends in Manufacturing • CAD Design 						
10-12	Computerized Manufacturing	Mechatronics: Robotics & Automation							
11-12	Statistics	Machine Tools							

How do students take advantage of college and career exploration resources?

As the first Promise community in the country, students have access to a wide range of programs and tools designed to help them prepare for and step into rewarding future careers. Whether they plan to pursue a two or four-year degree, attain a certification, or enter into the workforce, these resources can place students on the right path in the right direction. To learn more about any of the resources, click the link to go to a specific page.

Kalamazoo Public Schools College and Career Awareness & Exploration Resources

Higher Education

- Career Connect**
Early/Middle College Programs
Kalamazoo County Early/Middle College (CEC) is an innovative early college program, which gives students the opportunity to earn an associate degree or certificate with an additional year of high school.
- Kalamazoo VALLEY**
Kalamazoo Valley Community College seeks to provide every student with clear, flexible program options that provide a mix of educational skills and experiences that will prepare students for advanced coursework at top universities and meaningful opportunities for employment in a changing world.
- Kalamazoo College**
Kalamazoo College offers qualified high school students the opportunity to enroll in courses while concurrently enrolled in high school during the fall, winter, and spring terms.
- Western Michigan University**
Dual enrollment through Early College Programs at WMI provides eligible high school students with credits that may be applied toward high school graduation requirements, as well as a college or university program.
- The Kalamazoo Promise**
Choosing a career path is one of the biggest and most important decisions you'll ever make. The good news is that The Promise is here to help you find and pursue the career path that fits you best.

Local Career Training Programs

- Career Launch Kalamazoo**
This modernized Youth Apprenticeship Program that provides flexible occupational training programs that cultivate well-educated, highly skilled workers able to meet the demands of a competitive global economy in careers that are in high demand.
- Kalamazoo RESA Career Connect Campus**
New in the 2023-2026 school year, students will have the opportunity to participate in programs at the Career Connect Campus (CCC). The inaugural class of students at the CCC will learn from industry experts in a new, state-of-the-art facility.
- Teach Kalamazoo**
Kalamazoo's Grow Your Own (GYO) Teacher Residency program includes apprenticeships and numerous on-ramps into the teaching profession for undergraduate and graduate students, staff, parents, paraprofessionals, for anyone with an existing bachelor's degree, and/or anyone who is interested in entering the honorable and fulfilling profession of teaching.

Labor Market Tools

- Michigan Pathfinder**
Pathfinder uses current labor market, wage, and institutional data and metrics to help you create an individualized career roadmap. This free tool provides information to students, parents, and guidance staff to make informed choices about educational and career options.
- Pure Michigan Talent Connect**
Michigan's free online career exploration tool that provides information on in-demand careers and the degrees or credentials needed to pursue them.

College & Career Exploration and Resources

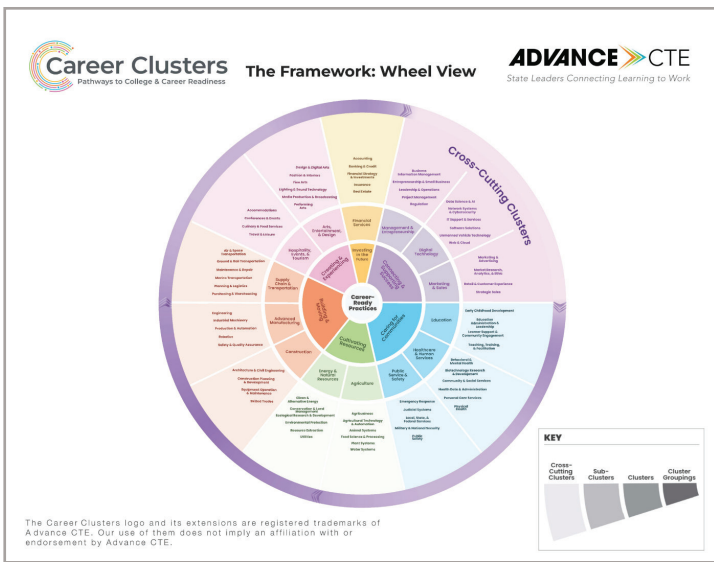
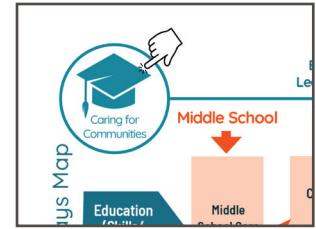
- Xello**
Xello Career Exploration
Kalamazoo Public Schools uses the Xello platform so students in grades K-12 can build self-knowledge and explore options beyond high school.
- mc dm**
Michigan Career Development Model
The Michigan Career Development Model (MCDM) is a framework, guided by legislation that engages school communities, students, and their support networks in intentional and meaningful career awareness, exploration, and preparation.
- ADVANCE CTE**
Advance CTE National Career Clusters Framework
The National Career Clusters® Framework provides a shared structure and language for CTE program design across the United States. The new framework provides meaningful career exploration and preparation experiences through Career Technical Education (CTE) that prepare students for the changing and interconnected world of work.
- pathfinder**
Michigan Pathfinder
Pathfinder provides valuable information to help students make informed choices about educational and career options.
- ONET Online**
ONET provides a collection of resources to inform students' college and career journey: a Career Exploration Tool, ONET Interest Profiler, My Next Move, Career One Stop, and Get My Future.
- Federal Student Aid**
FAFSA
Need some financial assistance to pursue higher education? Click here to access the Free Application for Federal Student Aid (FAFSA) to explore what financial aid and programs are available to you.

- CollegeBoard**
SAT/PSAT - College Board
The SAT and PSAT are standardized tests meant to show colleges and universities how prepared students are for college by measuring key skills like reading comprehension, computational ability, and clarity of expression.
- EBSCO Learning Express**
EBSCO Learning Express provides online platforms for academic skills building, standardized test preparation, and career-oriented digital content. It helps students prepare for college, explore careers, and accelerates their journey into careers.
- careeronestop**
Credential Center
Certifications demonstrate for employers that job candidates have specific skills or knowledge in an occupation, industry, or technology. This site helps students explore training associated with certifications and credentials.
- APPRENTICESHIP USA**
Apprenticeship USA
Discover apprenticeships across industries, how programs are started by employers, and how to become an apprentice.
- ASVAB**
ASVAB Career Exploration
The Armed Services Vocational Aptitude Battery (ASVAB) is a multiple-aptitude battery that measures developed abilities and helps predict future academic and occupational success in the military.

How can I learn more about Career Clusters?

The final two pages of the Kalamazoo Career Pathways Maps are provided by Advance CTE, an organization dedicated to helping students, teachers, counselors, parents, and employers make clear connections from school to work. These pages display career clusters and their related sub-clusters, allowing students to explore the wide range of careers available within a specific career field. For example, students interested in the medical field can explore the Healthcare and Human Services cluster, which includes multiple sub-clusters that extend beyond direct patient care roles such as nurses or doctors. This structure helps students better understand the full spectrum of career opportunities available within their community.

These pages can also be accessed by selecting the Cluster icon located in the top left corner of pages 1 and 2. The Education Cluster icon is shown as an example.



Advanced Manufacturing: Engineering and Producing Tomorrow's Solutions	
Cluster Definition: The Advanced Manufacturing Career Cluster blends innovative technologies and practices to enhance design and production. It covers areas such as engineering, research and development, automation and artificial intelligence, equipment maintenance, safety protocols, and quality control. This Cluster aims to increase efficiency, reduce waste, ensure safety, and produce high-quality goods, driving the industry's growth and adapting to modern demands.	
Sub-Clusters	Example Programs of Study
Engineering: Careers that use engineering principles to develop and improve manufacturing processes and systems and to design products. Professionals in this field tackle production challenges, boost efficiency, leverage advanced technologies, and contribute to the sector's advancement. The manufacturing sector encompasses numerous types of engineering, including mechanical, electrical, chemical, biopharmaceutical, materials, and industrial. This Sub-Cluster also involves research and development and prototyping for emerging products and systems.	Engineering & Technology Pre-Engineering Semiconductor Manufacturing Engineering Technology
Industrial Machinery: Careers focused on working with manual equipment, such as computer-numerical-controlled (CNC) machines, 3D printers, quality control equipment, material handling tools, maintenance and repair devices, specialized machining and surface treatment machines, fabrication equipment, and energy management systems. Professionals in this field set up, operate, maintain, and repair advanced machinery, ensuring efficient and safe performance.	Industrial Machine Mechanics Precision Machining
Production & Automation: Careers centered on the hands-on management and execution of manufacturing processes. This field involves automation, overseeing production lines, quality control, assembly and product finishing, and ensuring efficient workflow. This Sub-Cluster includes specialized sectors such as processed food and beverage production and textile manufacturing, emphasizing efficiency and adherence to industry standards across diverse production types.	Apparel & Textile Production Manufacturing Production Process Development
Robotics: Careers involved in developing, implementing, and maintaining technologies that deploy robotics. This field encompasses roles focused on programming robots, overseeing production lines enhanced by robotics, mechatronics, and smart manufacturing concepts; and ensuring that these technologies operate efficiently and safely.	Industry 4.0 Robotics Technology
Safety & Quality Assurance: Careers dedicated to ensuring workplace safety, worker health, environmental compliance, and product quality. Professionals in this field develop and implement standards and practices to maintain safe and sustainable operations while conducting rigorous testing and inspections to uphold product integrity.	Safety & Environmental Assurance

Ready to Navigate?

Help students design their *path* to their *promise* today! Encourage students to discuss careers with their parents, guardians, school counselors, and career coaches to incorporate career data into their middle and high school course schedules.



Explore [The Progressive Promising Pathways Maps](#).

Glossary of Terms

Term	Definition
Labor Market	The relationship between the demand for workers by employers and the supply of workers (people seeking jobs) in a specific geographical area (Kalamazoo County)
Workforce Region	A geographic area defined by employment and economic trends, used to organize local labor market data, showing which industries, occupations, and skills are most in demand
Workforce Data	Current information about jobs, such as median wages, the number of existing jobs, and how many jobs are expected to be created (growth)
Job Zone	The level of education required for an occupation: <ul style="list-style-type: none"> • Job Zone 1: Some may require a high school diploma • Job Zone 2: Most require a high school diploma • Job Zone 3: Most require a trade certification or associate degree • Job Zone 4: Most require a bachelor's degree • Job Zone 5: Most require a master's or doctorate degree
High-Demand Occupation	Occupations that are growing or stable in predicted job openings in a specific workforce region
High-Wage	A wage higher than the Michigan median wage of \$46,940
High-Value Occupation	Occupations that are both high-wage and high-demand
Low-Value Occupation	Occupations that are low-wage (below \$46,940) and/or low-demand (unstable growth or below 0%)
Median Wage	The middle point of wage distribution, meaning half of the people working in a specific occupation earn more than this amount, and half earn less
Career Cluster	A grouping of occupations and industries based on similar skills and knowledge
Sub-Cluster	A specific grouping of occupations within a larger Career Cluster that share similar skills
Career Pathways Map	A visual representation that groups jobs based on career cluster and shows the typical progression, from middle and high school required education, career-connected pathways, dual enrollment options, postsecondary programs and majors, work-based learning options, and links to college and career resources
CTE Concentrator	A secondary student who has earned three (3) or more credits in a single CTE program area (e.g., health care or business services), or two (2) credits in a single CTE program area.
CTE Completer	A secondary student who is a CTE concentrator in a program of study who has earned an industry certification related to the program of concentration as identified on the <i>Secondary CTE Program to Certification Linkage List</i>
Industry Certification	A formal document (like a license or certificate) proving that a person has specific skills required by an industry, often earned faster and is less expensive than a college degree (e.g., welding certificate, IT certification)

In partnership with Kalamazoo Public Schools



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