

Metropolitan School District of Lawrence Township Board Goals 2023-2024



Equity and Anti-Racism

The MSD of Lawrence Township will pursue equitable access and inclusion and continue to examine institutional beliefs, behaviors, policies, programs, practices, and structures in our School Corporation and implement culturally responsive procedures and practices that enhance the educational opportunities for students, families and our community partners . We know that learning from the shared experiences of our diverse community will eliminate discriminatory barriers that impede a growth mindset. All board goals will be examined through the lens of equity and anti-racism.

- Implement Equitable Student Outcomes Action Plan as outlined in the Board-Approved plan.
- Progress and outcomes to be reported on dashboard.



Student Achievement

We are passionate about providing rigorous, high-quality academic achievement in a diverse and enriching environment.

- Graduation Rate - Maintain an average graduation rate of 93% while increasing the percentage of students earning an academic honors or technical honors diploma by at least 5% in every racial sub-group with accelerated growth in underperforming subgroups.
Baseline: 2022 Graduation Rate - 93%
- Rigor Diagnostic - Achieve or exceed an end of year RD score of 10.0, or grow by 2.5 points from BOY to EOY.
- Increase student attendance to 95%.
2022-23 Baseline: 92%



Student Achievement – (continued)

- Average growth of 12% in the number of students meeting grade level proficiency on district benchmark Math and Reading assessments at the mid-year and year-end with accelerated growth in underperforming subgroups.
 - 22-23 Baseline – 7% growth in reading and 8% growth in math
- By June 2024, an average of 80% of all 3rd grade students, who have been enrolled in LT for 3 years, will be proficient on the IREAD3 assessment with accelerated growth in underperforming subgroups.
- Increase by 10% the number of students designated as Approaching, At or Above Proficiency in every sub-group on the annual ILEARN assessment with accelerated growth in underperforming subgroups.



Strategic Plan

District Wide Strategic Plan for 2023-2026

- Begin implementation of the Strategic Plan.
- Monitor and report on progress of the Strategic Plan.
- A Strategic Plan dashboard will be visible and easily accessible on the district website.



People

We value and empower employees to positively impact student achievement.

- All Employees will participate in Common District-Developed PD for all Job Classifications
 - New Hires will receive Equity Onboarding and Ongoing Equity PD in all divisions and schools

- We shall maintain our intentional focus on recruiting and retaining bilingual staff in order to increase racial and ethnic staff diversity by 3%
 - Baseline Bilingual Staff:
 - 2022-2023 – 12%
 - Baseline Racial & Ethnic Diversity
 - 2018-2019 - 42%
 - 2020-2021 - 48%
 - 2021-2022 - 51%
 - 2022-2023 - 54%

- Retain 90% of district effective and highly effective certified teachers.
 - Baseline: 2018-2019 - 87.5%
 - 2020-2021 - 94%
 - 2021- 2022 - 91%
 - 2022-2023 –xx% June 30th all data will be finalized



People - (continued)

We value and empower employees to positively impact student achievement.

- Implement an anonymous employee survey for all staff with an expected completion rate of 80%, the purpose of which is to better understand drivers of job satisfaction.
- Offer an exit interview to every employee that leaves through resignation or retirement.



Operations and Finance

We are responsible for twenty-one facilities and over 2500 employees

- The MSD of Lawrence Township School Board will ensure a strong and stable financial outlook by maintaining a cash balance of \$13M in the education fund at the end of each calendar year.
- All taxing funds will maintain a positive balance at the end of the fiscal year.
 - Baseline: Current Positive Balance
- The MSD of Lawrence Township will increase Minority Vendor Spend by 3%.



Safety and Security

We are committed to creating safe and strong schools for our community.

- Meet requirements per Indiana Code (IC 20-34-3-20) regarding Emergency Preparedness Plans and Drills
- Annual Site and Building Security Assessment
- Review and Update Board Policies and Guidelines
- Expand on updating our internal school plan, including new equipment and personnel

