

Metropolitan School District of Lawrence Township 2024-2025 Board Goals

Approved
8/12/2024



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 monthly.
- Report updates to the Board twice a year.



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.
- Rigor Diagnostic Achieve or exceed an end of year Rigor Appraisal score of 9.0 for 24-25
- Increase student attendance to 95%.
- Increase model attendee rate by 10% for students enrolled at least 162 days. Per the IDOE GPS Dashboard, the model attendee rate is the number of students with at least 94% attendance divided by the total number of students enrolled.



Student Achievement – (continued)

- Average growth of 15% 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.
- By June 2025, increase the IREAD3 proficiency percentage of 3rd grade students, who have been enrolled in LT for 2 or more years, by 10%.
- 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

- Continue with Year 2 implementation of the Strategic Plan.
- Monitor and report on progress of the Strategic Plan twice a year to the Board.
- A Strategic Plan dashboard will be visible and easily accessible on the district website. The dashboard will be updated quarterly.



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%

Bilingual Staff:

- 2023-2024 - 14%

Racial & Ethnic Diversity

- 2023-2024 - 45%



People - (continued)

We value and empower employees to positively impact student achievement.

- Retain 90% of district effective and highly effective certified teachers.
- Implement an anonymous employee survey for all staff to better understand drivers of job satisfaction and increase the participation percentage each year.
- Offer an exit interview to every employee that leaves through resignation or retirement.



Operations and Finance

We are responsible for 21 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 \$14M 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.
- Launch the HelpMe app for safety resources and anonymous reporting.

