

MSD of Lawrence Township

Strategic Plan Close Out & Extension



Summary of 2023-2026 Strategic Plan

Academic Achievement

- **Success:** Expanded Access to Advanced Learning and College/Career Pathways
 - Elementary - High Ability
 - Middle School - Advanced High School Coursework
 - High School - High-Wage/High-Demand Pathways
- **Continued Work:** Adapting to Indiana's New A-F Accountability Model
 - Aligning systems, supports, and instructional practices
 - Continue to emphasize literacy achievement, mathematics achievement, and graduation indicators.



Summary of 2023-2026 Strategic Plan

Culture

- **Success:** Staff Training
 - 66 educators earned the Applied Educational Neuroscience (AEN) certification through Butler University with Dr. Lori Desautels.
- **Continued Work:** Train-the-Trainer Model
 - Implementation of a train-the-trainer model of the AEN/Adult MTSS framework to improve educator wellness.



Summary of 2023-2026 Strategic Plan

Staffing and People

- **Success:** Reduction in Emergency Permits
 - Implemented an annual licensure tracking system that keeps teachers informed of their certification status and guides them through the DOE renewal process. The system encourages full licensure programs and expands pathways. The system emphasizes the importance of recruiting fully-licensed teachers.
- **Continued Work:** Exit Surveys
 - A system has been developed to monitor exit survey data. We will continue to analyze how information is shared with supervisors and utilized to reduce staff turnover and improve employee satisfaction.



Summary of 2023-2026 Strategic Plan

Facilities

- **Success:** Blue Ribbon Phase 1
 - During the 2023-2026 period, we completed our Blue Ribbon Phase 1 plan, renovating or building all 23 district facilities.
- **Continued Work:** Blue Ribbon Phase 2
 - We have now begun Blue Ribbon Phase 2 with work that will span all 23 district facilities yet again, including our transformation of the McKenzie Center for Innovation & Technology.



Summary of 2023-2026 Strategic Plan

Technology

- **Success:** Maximize Technology Use for Students and Staff
 - The Technology Division sustained our annual 1:1 initiative and refresh plan. All students are provided an iPad in grades K-1, and a Chromebook in grades 2-12 to access curricular resources. We also supported the implementation of a K-12 pilot of School AI. Technology purchased new 3D printers for every makerspace (Elementary and MS) in 2025 and new VR Headsets for each elementary school in 2026 to support STEM initiatives and ongoing innovation. All teachers and administrators in MSDLT also received new laptops in 2026.
- **Continued Work:** Increase Effectiveness of Technology for Parents and Families
 - Our work continues this summer as we update parent resources on our district website to support commonly used applications such as Skyward, Canvas, Seesaw, Parent Square, etc. We are committed to providing user-friendly documents, videos, and other resources that can be accessed in the user's preferred language.



Summary of 2023-2026 Strategic Plan

Finance

- **Success:** Progress Towards Goals Within Our Budget
 - Annual raises for staff
 - Elementary space expansion nearing completion & on budget
- **Continued Work:** Communication
 - Regularly cadenced interdepartmental budget meetings



Stakeholder Survey

In Winter, 2026, JRK Consulting conducted a stakeholder survey to gauge progress toward the existing strategic plan and identify areas to include in the new work. During the process **614 stakeholders** responded to three versions of an online survey:

- 542 in English
- 61 in Spanish
- 11 in Haitian Creole



Demographics Summary

Stakeholder Group	Number of Responses	% of Respondents
Students	35	7%
Parent / Family / Guardian	353	65%
Certified Staff	113	21%
Classified Staff	55	10%
Administrators	25	5%
Community Member	34	6%
TOTAL	614	



Demographics Summary

Stakeholder Group	% of Respondents	% of MSDLT Enrollment
Black	25%	45%
Hispanic / Latinx	8%	32%
White	58%	15%
Asian	2%	1%
Native American / Pacific Islander	1%	<1%
Multiple Races	4%	7%
Prefer not to answer	6%	



2026 Survey Findings Summary

Strengths

- Inclusive culture
- Curriculum and cultural events that represent the students in the district
- Academics, postsecondary offerings, and career pathways
- High quality facilities

Challenges

- Safety and behavior
- Testing pressures
- Technology and phone policies
- Communication gaps



Focus Areas for the 2026-2027 School Year

- Align academics, communication, and programs with student identities, interests, and needs
- Maintain high-quality facilities
- Fiscally-sound decisions
- Support safe instructional environments
- Clear, timely, and accessible communication with families
- Increased student achievement

