ANNUAL REPORT 2022

12 Months of Learning Gains
A YEAR-IN-REVIEW

The Mind Trust
Transformative education. Rooted in equity.
OUR BELIEFS

- Our education system has never effectively served Black, Latino, or low-income students.
- Children—no matter their background or circumstances—can excel under the right conditions.
- The perspectives of community members must be valued and their voices should shape education innovation and transformation.
- Great teachers and school leaders are the most critical ingredients for student success.
- Great schools have the autonomy to innovate and make decisions at the school and classroom levels and are held accountable for achieving excellent results for their students.

MISSION

The Mind Trust strives to provide every Indianapolis student access to an excellent education by amplifying the power of neighborhoods and communities to lead education change, supporting schools to grow and excel in a thriving education ecosystem, and promoting racial equity in education.

VISION

Indianapolis will be a city where every child has access to an excellent education in pursuit of a day when race and income are no longer predictors of life outcomes.

DIVERSITY, EQUITY, AND INCLUSION STATEMENT

The Mind Trust is committed to diversity, equity, and inclusion (DEI) in all we do to ensure present and future educational success for all students in Indianapolis. Upholding these principles is critical for our staff, Fellows, community stakeholders, and partners to spark systemic change. We recognize the past and continued existence of racism and discrimination in our education system, in particular their adverse effects on our students of color.
Our Values

Community
We value the diverse perspectives of our community and stakeholders, particularly those who share the backgrounds of our city’s students. We seek to strengthen our work by acting with empathy, learning from others, and leading through partnership.

Entrepreneurship
We encourage and seek innovations that challenge the status quo. We forge new paths by responding to problems with visionary solutions and pursuing implementation with courage.

Equity
We operate with the unwavering belief that all students and communities deserve the opportunity to thrive. Because of this, we invest in ideas and leaders to build systems that eliminate barriers, elevate opportunity, and amplify the power of communities.

Impact
We act boldly and persistently to create outstanding educational opportunities for all students across our city, both now and in the future. We believe that great schools lead students to academic success, transform communities, and create new opportunities in the lives of their students.

Integrity
We act firmly in accordance with our values. When necessary, we make tough decisions, follow through on our commitments, and are responsible stewards of our resources.

Team
We collaborate to spark innovation and develop transformative ideas. We care for our colleagues, laugh together often, and encourage excellence in one another.

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Dear Friends,

The Mind Trust was proud to work in close partnership with our community over the past year to ensure student learning continued to accelerate. Programs like Indy Summer Learning Labs, our School Fellowship, the Go Farther Literacy Fund, Indiana Learns, and so much more all contributed to a vibrant education landscape.

The past year has not been without its challenges. Yet I have never felt more confident that the education change being driven by our community will lead to the future we all desire for our city: one where every student, no exceptions, has access to an excellent education.

Here are a few highlights from the past year that illustrate what The Mind Trust has done to support better student outcomes:

- **Supported** the launch of four new schools, which brings our total to 45 schools that serve over 12,000 students and will serve more than 21,000 students at scale.

- **Partnered** with United Way of Central Indiana to offer Indy Summer Learning Labs for a second year; 39 sites served 5,000 students across Indianapolis in summer 2022.

- **Distributed** $50,000 through our Go Farther Literacy Fund to 18 recipients who are leading projects that improve student literacy.

- **Celebrated** Stanford University’s CREDO study that showed Indianapolis charter schools lead students to 64 days of additional learning in reading and 116 days of additional learning in math compared to students who attend traditional public schools in Indianapolis.

- **Honored** lifelong education advocate and former Indiana State Senator Teresa Lubbers at our fundraising event, “Celebrating Education Innovation;” nearly 800 community members joined us that evening.

- **Implemented** Indiana Learns at the request of the Indiana Department of Education; this statewide grant program supports reading and math growth for students by funding tutoring and enrichment opportunities.

The work is far from complete. Still, I believe 2022 brought us substantially closer to realizing our vision of a day when every student in our city receives the kind of education promised in our tagline: a transformative education that is rooted in equity.

With gratitude,

Brandon Brown
CEO
GROWING PUBLIC SCHOOL OPTIONS

The Mind Trust has supported the launch of 45 public schools in Indianapolis, including four schools in 2022. We are proud to have helped launch these great school options.

<table>
<thead>
<tr>
<th>Year</th>
<th>Schools</th>
</tr>
</thead>
</table>
| 2022 | Circle City Prep Middle School  
Liberty Grove Schools @ Elder Diggs School 42  
Monarca Academy  
Rooted School Indianapolis Middle School |
| 2021 | Herron Preparatory Academy  
Paramount Online Academy  
Promise Prep |
| 2020 | BELIEVE | Circle City High School  
Christel House Watanabe High School  
Cold Spring Middle School @ Marian University  
Emma Donnan Elementary and Middle School, operated by Adelante Schools  
Phalen Leadership Academy @ Louis B. Russell School 48  
Phalen Virtual Leadership Academy  
Rooted School Indianapolis  
Sankofa School of Success @ Arlington Woods School 99  
The PATH School at School 67 |
| 2019 | Invent Learning Hub  
KIPP Indy Legacy High  
Paramount Englewood  
James and Rosemary Phalen Leadership Academy High School  
Purdue Polytechnic High School North |
| 2018 | Allegiant Preparatory Academy  
Matchbook Learning at Wendell Phillips School 63  
Paramount Cottage Home  
pilotED: Bethel Park  
SUPER School 19  
Thrival Indy Academy  
URBAN ACT Academy at Washington Irving School 14 |
| 2017 | Avondale Meadows Middle School  
Circle City Prep  
Edison School of the Arts 47  
Herron-Riverside High School  
Ignite Achievement Academy @ Elder W. Diggs School 42  
Purdue Polytechnic High School Englewood |
| 2016 | Cold Spring School @ Marian University  
Global Preparatory Academy @ Riverside 44  
Kindezi Academy  
Phalen Leadership Academy @ George H. Fisher 93 |
| 2015 | KIPP Indy Unite Elementary  
Phalen Leadership Academy @ Francis Scott Key School 103 |
| 2014 | Christel House Academy West |
| 2013 | Enlace Academy  
George and Veronica Phalen Leadership Academy  
Christel House DORS-South |
| 2003 | Charles A. Tindley Accelerated School, formerly Tindley Collegiate Academy |
OVER THE PAST YEAR, THE MIND TRUST undertook a variety of strategies and interventions to advance student outcomes with equity in mind. Much of this work also looked to accelerate academics for students who had their learning most disrupted by the COVID-19 pandemic from past school years.

In 2022, we were thrilled to celebrate multiple data reports and studies that showcased the incredible progress occurring for students attending innovation network and charter schools.

CREDO at Stanford 2022 Study
Stanford University’s Center for Research on Education Outcomes (CREDO) released a new study on the academic performance of Indianapolis K–12 charter, innovation network, and traditional public schools in 2022. The study found increased learning gains for students in innovation network and charter schools compared to their local peers in district-run schools. Many of those gains were statistically significant, especially for Black, Latino, and low-income students.

Data from the 2018–19 school year showed students in Indianapolis charter schools achieved growth equivalent to:
- 64 days of additional learning in English Language Arts (ELA)
- 116 days of additional learning in math relative to students at direct-run IPS schools

Meanwhile, students at innovation network schools achieved growth equivalent to:
- 38 days of additional learning in ELA
- 47 days of additional learning in math relative to students in direct-run IPS schools

The Mind Trust also recognizes that simply outperforming the local district is not the goal. The goal is absolute proficiency and achievement for all students.

That’s why we were heartened to see this year’s CREDO study find that students in Indianapolis charter schools achieved growth equivalent to:
Right off the bat Christel House worked to cultivate my daughters’ interests. They offered financial support for a ballet class that my daughter has loved and the approach felt personalized. The teachers worked quickly to address the educational gaps my daughter had without making her feel shame or embarrassment.

**ABIGAYLE GOMEZ / CHRISTEL HOUSE ACADEMY SOUTH PARENT**

- 12 days of additional learning in reading
- 47 days of additional learning in math relative to students across the state of Indiana

These results are especially notable when you consider that thousands more students attend autonomous schools in Indianapolis when this data was gathered compared to the previous CREDO report from 2019.

**Charter and Innovation Network School Enrollment**

Indianapolis families continue to choose charter and innovation network schools for their students.

- In the 2022–23 school year, charter and innovation network schools are serving 26,241 K–12 students.
- 58.3% of students in IPS boundaries attend an autonomous school.
- Charter and innovation network school enrollment has increased 14% over the last five years.
- 40% of IPS students attend an innovation network school.

Charter and innovation network schools serve the majority of public school students within IPS boundaries.

- Within IPS boundaries, the 25 public schools that serve the largest percentage of students who qualify for free or reduced-price lunch are charter and innovation network schools.
- Twenty of the 22 public schools within IPS boundaries that serve the largest percentage of Black students are charter and innovation network schools.
ILEARN 2022: Examining Critical Progress

Each year, Indiana students in grades 3–8 take the ILEARN, a state assessment that measures learning in ELA and math.

While a single test can’t show us everything about an individual student, this data is incredibly important to analyze at the school, district, county, and state levels.

In Indianapolis, public charter schools and innovation network schools achieved proficiency gains meaningfully larger than the state average. Independent charter schools in Indianapolis increased their overall proficiency by 3.8 points, matching or surpassing increases for all 11 Marion County school districts.

Another measure of student learning is the rate at which achievement gaps are narrowed. This is measured by the pass rate for white students in a district or group of schools versus the pass rate for Black or Latino students in the same district or group of schools. In Indianapolis, these gaps are anywhere from 8.2%–44.8%.

Public charter schools in Indianapolis cut their Black-white achievement gap by 2.7 points, which was the largest drop in Marion County. These schools now have the second smallest gap compared to the 11 Marion County districts.

Nine of the 11 Marion County school districts saw their Black-white achievement gap grow in 2022.
### 2022 ILEARN Analysis Analysis for Black Students

For schools within IPS boundaries, independent charter schools saw the highest increase in ILEARN pass rates and the largest decrease in the Black-white achievement gap.

<table>
<thead>
<tr>
<th>SCHOOL DISTRICT</th>
<th>2022 BLACK PASS %*</th>
<th>2021–22 BLACK PASS % CHANGE</th>
<th>2022 BLACK-WHITE ACHIEVEMENT GAP</th>
<th>2021–22 BLACK-WHITE ACHIEVEMENT GAP CHANGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Independent Charter Schools</td>
<td>13.5%</td>
<td>4.1%</td>
<td>8.4%</td>
<td>-2.7%</td>
</tr>
<tr>
<td>School Town of Speedway</td>
<td>34.3%</td>
<td>3.2%</td>
<td>24.2</td>
<td>-0.7%</td>
</tr>
<tr>
<td>Franklin Township Com Sch Corp</td>
<td>13.9%</td>
<td>3.0%</td>
<td>26.0%</td>
<td>-0.2%</td>
</tr>
<tr>
<td>Indianapolis Public Schools (direct-run, magnet, and innovation)</td>
<td>5.0%</td>
<td>2.3%</td>
<td>31.5%</td>
<td>7.1%</td>
</tr>
<tr>
<td>MSD Decatur Township</td>
<td>10.2%</td>
<td>1.9%</td>
<td>8.2%</td>
<td>0.1%</td>
</tr>
<tr>
<td>Perry Township Schools</td>
<td>9.8%</td>
<td>1.7%</td>
<td>28.1%</td>
<td>1.9%</td>
</tr>
<tr>
<td>Marion County (all districts + charters)</td>
<td>8.0%</td>
<td>1.4%</td>
<td>24.7%</td>
<td>2.3%</td>
</tr>
<tr>
<td>MSD Washington Township</td>
<td>8.9%</td>
<td>0.8%</td>
<td>44.8%</td>
<td>0.9%</td>
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<tr>
<td>MSD Lawrence Township</td>
<td>8.3%</td>
<td>0.8%</td>
<td>31.1%</td>
<td>1.8%</td>
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<tr>
<td>All Townships Combined</td>
<td>8.2%</td>
<td>0.5%</td>
<td>25.3%</td>
<td>2.5%</td>
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<tr>
<td>MSD Wayne Township</td>
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</tr>
<tr>
<td>MSD Warren Township</td>
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<td>-0.1%</td>
<td>13.1%</td>
<td>0.9%</td>
</tr>
<tr>
<td>Beech Grove City Schools</td>
<td>1.9%</td>
<td>-0.5%</td>
<td>18.8%</td>
<td>5.0%</td>
</tr>
<tr>
<td>MSD Pike Township</td>
<td>7.4%</td>
<td>-0.6%</td>
<td>35.5%</td>
<td>6.3%</td>
</tr>
</tbody>
</table>

* STUDENTS WHO PASSED BOTH MATH AND ELA PORTIONS OF ILEARN
SAT 2022: College-Readiness in Marion County

In spring 2022, all Indiana juniors were required to take the SAT, which has replaced the ISTEP+. Indiana is one of 10 states that administers the SAT as a high school accountability exam. Nearly 77,000 Indiana students took the SAT in spring 2022, compared to 22,886 in 2021.

Statewide results found that 32.88% of students tested at the college-ready level in math and 52.48% tested at the college-ready level in reading. Students who attend Indianapolis innovation network high schools outperformed the majority of their peers across Marion County. Results were especially noteworthy among Black students.

In Marion County:

- Black students at innovation high schools outperformed 10 of the 11 Marion County school districts in reading and writing college-readiness.
- Black students at innovation high schools outperformed nine of the 11 Marion County districts in math college-readiness.
- Black students at innovation high schools outperformed the state, township, and Marion County average college-readiness rate in both math and reading and writing.

As Indiana faces a decrease in students who are entering and graduating from college, it is imperative that we provide students with the support and academic rigor needed to be academically ready for college.
2022 SAT RESULTS

Reading/Writing and Math Results For Black Students

Nine of the top 10 high schools within IPS boundaries for black student math and reading/ writing college-readiness are charter and innovation schools.

Reading/Writing Results For Latino Students

Seven of the top 10 high schools within IPS boundaries for latino student reading/writing college-readiness are charter and innovation schools.

Math Results For Latino Students

Four of the top five high schools within IPS boundaries in math college-readiness for latino students are charter and innovation schools.
THE ENTIRETY OF OUR RACIAL equity programming is focused on improving student proficiency. That is because student proficiency is a marker of how prepared students are for success after high school and in life. Prepared students can leave their K–12 experience ready to be tomorrow’s leaders who can craft a more equal society.

The Mind Trust is committed to pursuing equity by actively combating inequity, injustice, and discrimination in the Indianapolis education system. We look toward our commitments to guide everything we do as an organization.

Our Diversity, Equity, and Inclusion Commitments are:

Create policies, programs, and opportunities internally and externally that close racial disparities.

Eliminate the predictability of outcomes associated with race or other identity markers through our work for our city’s students and our staff.

Reflect on and evaluate the impact of our work by engaging our students, families, and communities.

Empower and elevate current and upcoming leaders of color by investing in them through leveraging our resources and access.

Our Leadership and Racial Equity team led several initiatives in 2022 for schools, organizations, and our staff.

The Achievement Project
The Achievement Project is an opportunity for parents and schools to work together to co-create a solution for improving student achievement. Parents attend sessions to learn more
about state academic requirements and standards and then collaborate with a school on designing and implementing programming that will aid students in becoming academically proficient.

KIPP Indy Public Schools piloted The Achievement Project in the 2021–22 school year and engaged 161 elementary and middle school parents in reviewing their children’s academic progress and understanding how they can best support their students outside of school.

KIPP Indy Public Schools continued The Achievement Project this year and The PATH School and Adelante Schools kickstarted this initiative with their families for the 2022–23 school year.

Go Farther Literacy Fund
The Mind Trust’s Go Farther Literacy Fund supports solutions that address our city’s literacy crisis and ensures all children read at or above grade level. Awards range from $150–$5,000.

In January 2022, we awarded $50,000 to 18 families, schools, and organizations. That brings the total investment through this initiative to $80,000 in just two years. Our fund is modeled after Educate78 and Energy Converters: People’s Literacy Fund in Oakland, CA.
MelanatED Leaders
Founded in 2019, MelanatED Leaders creates a community where Black and Latino leaders across the Indianapolis education sector connect and support one another in their short- and long-term career challenges and aspirations. The organization focuses on three pillars: community, capacity, and candor.

The community pillar involves community gatherings and networking opportunities for leaders of color to forge deep relationships and build one another up. The capacity pillar speaks to how MelanatED Leaders events offer high-quality professional development and training in areas like board service, fundraising, and executive leadership.

Lastly, the candor pillar is lived out through the mentoring, coaching, and consultancies that MelanatED Leaders provides for its network.

MelanatED Leaders also completed its second year of working with Teach For America alumni of color on adaptive education leadership and leading through lines of difference.

Developing a Culturally-Responsive ELA Curriculum for Indiana Schools
The Mind Trust has partnered with Lavinia Group to develop a culturally-responsive ELA curriculum that is Indiana-focused and state-standards-aligned. This curriculum will meaningfully highlight the contributions of Black and Latino Hoosiers while engaging students with materials and projects that embrace a diversity of backgrounds and cultures.
A group of Indianapolis educators are writing month-long unit plans for K–2, 3–5, 6–8, and 9–12 grade bands. Following development, Lavinia Group will train interested educators on the curriculum with plans to pilot the curriculum at select Indianapolis schools in summer 2023.

**Surge Academy Indianapolis**

Sixteen Black and Latino leaders participated in Surge Academy Indianapolis’ second cohort in 2022. The program took participants through an intensive Fellowship experience that explored executive skills development, strategic planning, and change management. Surge Academy also prioritizes dialogue on racial equity throughout its programming.

**The Mind Trust’s Vendor Diversity**

Pursuing equity means accounting for where each dollar is spent and who those dollars are going to. Last year, The Mind Trust increased our total funds spent with organizations led by people of color to 36%. That represented a 10 point increase over our baseline of 26%.

We are thrilled to report continued progress in this regard, with 49% of our total funds spent with organizations led by people of color in 2022.

**Diversity Volunteering Initiative**

Part of living out our commitments to DEI is ensuring that each of our staff contribute to and invest in diverse organizations across our city.

Our Diversity Volunteering Initiative connects staff to diverse organizations around the city who have expressed a need for capacity-building, consulting, or programmatic support. In 2022, our staff volunteered 245 hours, which averaged over 10 hours per staff. We are on track to meet our fiscal year goal of 360 hours.

Some of The Mind Trust’s Curriculum and Vendor Partners

- **Instruction Partners**
- **Attuned Education Partners**
- **Listen to Our Future**
- **Lavinia Group**
- **Startops**
- **The Indy Equity Collaborative**
- **Transcend**
Schools and Students
The Mind Trust has supported the launch of 45 schools since 2006 that collectively serve more than 12,000 students. These schools are providing innovative, high-quality options to families within IPS boundaries.

In addition, a variety of programs for schools, educators, and community organizations offer targeted, high-quality resources to advance educational outcomes and ensure all students receive an excellent education that prepares them for the future they want.

School Fellowships
The Mind Trust supports the launch of high-quality public schools in Indianapolis through our School Fellowships that provide talented school leaders the time, expertise, and support necessary to launch and lead exceptional schools. Fellows receive coaching, training, and resources, as well as support once schools are launched.

Since 2013, The Mind Trust’s Fellows have launched 27 charter and innovation schools in Indianapolis.

Capacity Building Awards
Launching new schools takes time, investment, and resources. One way The Mind Trust supports the expansion of quality public school options is through Capacity Building Awards.

These one-time awards help proven school operators expand their school or network to serve more families. In 2022, we distributed four awards totaling $2.4 million that will support these schools and networks in adding an additional campus:

 BELIEVE | Circle City High School, Herron Classical Schools, Paramount Schools of Excellence, and Purdue Polytechnic High Schools
The self-reflection questions for addressing curriculum bias were really helpful. One strength of today’s session was the opportunities to put into practice the key ideas we discussed today through practical case studies.

RELAY PARTICIPANT TESTIMONIALS

Relay Educator Workshops
The Mind Trust partnered with Relay Graduate School of Education to offer two educator workshops in fall 2022.

One workshop series, Accelerating Student Learning, supported 18 educators in creating inclusive and supportive learning environments through culturally-responsive practices, rigor, and intentional student work analysis. The second workshop series, Data Deep Dive, helped 16 educators explore how to collect, organize, and respond to student data in real-time and through comprehensive analysis.

Greenhouse Executive Educational Experience Fellowship
The Greenhouse Executive Educational Experience Fellowship (E3) aids high-performing school leaders in developing the key skills and competencies needed to lead strong teams as CEOs and executive-level leaders of schools in our city.

Greenhouse E3 Fellows learn how to drive results across several schools and successfully manage the complexity of multi-school organizations. During this two-year Fellowship, Fellows attend 10 multi-day, intensive sessions with their cohort.

The Mind Trust is supporting a number of local leaders through Greenhouse E3 for the upcoming school year, including providing executive leadership coaching to leaders currently acting as CEOs.

SCHOOLS UNDER DEVELOPMENT

BELIEVE | Circle City High School 2
FOUNDED BY Kimberly Neal, Charter School Fellow alumna
BELIEVE Circle City High School will open a second high school campus with capacity to serve up to 400 students.

Edison School of the Arts 2
FOUNDED BY James Hill, Innovation School Fellow
James Hill leads a School Fellow team representing Edison School of the Arts, which is working to replicate the successful, arts-driven model at Edison School of the Arts.

Engaged Community Schools
FOUNDED BY Brandon House, Innovation School Fellow
Brandon House is developing a K-8 school model that aims to develop students through rigorous academic programming supported by deep community partnerships and social-emotional development.

Herron Preparatory Academy 2
FOUNDED BY Janet McNeal, Charter School Fellow alumna
Herron Classical Schools, a high-performing network of three Indianapolis schools, is developing a second elementary school campus.

Matchbook College, Career, and Technical Institute
FOUNDED BY Aaron Etherington, Charter School Fellow Matchbook College, Career, and Technical Institute will equip students on the westside of Indianapolis with the skills, knowledge, training, and certifications to enter college or a living-wage career immediately after high school.

Paramount Schools of Excellence All-Girls STEM School
FOUNDED BY Tommy Reddicks, Charter School Fellow alumna Paramount Schools of Excellence, a successful network of four Indianapolis schools, is developing an all-girls STEM school that will serve up to 500 students.
SCHOOLS AND STUDENTS
(CONTINUED)

Talent Innovation Fund
The Mind Trust’s Talent Innovation Fund enhanced local talent efforts by providing Indianapolis schools and nonprofits the opportunity to develop initiatives focused on attracting and retaining high-quality educators.

The Talent Innovation Fund sought to increase the number of high-quality instructional staff in Indianapolis classrooms, increase the quality of current instructional staff, retain a higher percentage of high-quality instructional staff in Indianapolis classrooms, and increase diversity of instructional staff to better reflect student demographics.

🌟 2022 Recipients
Christel House Indianapolis, Enlace Academy, Paramount Schools of Excellence, Purdue Polytechnic High Schools, and Shepherd Community Center

High-Dosage Tutoring
High-dosage tutoring is a proven, effective strategy for increasing student outcomes. The Mind Trust launched a high-dosage tutoring pilot for the 2021–22 school year targeting students in grades 3–8.

Numerous students across three autonomous schools received regular in-person or virtual tutoring.

The Mind Trust produced a best-practices report on the back of this successful pilot. The report provides a roadmap for Indianapolis schools to implement high-dosage tutoring as a means of improving student proficiency.

For the 2022–23 school year, The Mind Trust expanded high-dosage tutoring to include high school juniors who are receiving targeted SAT support.
Recruiting Teachers for Indianapolis Classrooms

The Mind Trust supports Teach For America (TFA) and TNTP’s Indianapolis Teaching Fellows (ITF) as leading pipelines to ensure classrooms within IPS boundaries are staffed by diverse, high-quality educators.

For the 2022–23 school year, TFA and ITF placed a combined 62 first-year teachers, of whom 63% identify as people of color.

These programs represent a consistently and highly diverse pipeline for new teachers. Only 27% of IPS teachers identify as people of color and just 7% of teachers statewide identify as people of color despite significant research indicating that all students benefit from experiencing diverse classroom teachers.

System-Wide Supports

The Mind Trust recruits national nonprofit organizations to Indianapolis and supports innovative ideas that become new nonprofits in an effort to bolster the work happening in Indianapolis schools.

We have built a network of 15 education nonprofits currently serving educators, students, and families throughout our city.

- **National Nonprofits Recruited**
  Relay Graduate School of Education, Stand for Children, Surge Academy, TFA Indianapolis, TNTP

- **Local Nonprofits Launched**
  Center for Innovative Education Solutions, EmpowerED Families, Enroll Indy, Foster Ed, Global Citizen Year, Seton Education Partners, Summer Advantage USA, Teach Indy, Teach Plus, The Expectations Project

Reducing Barriers to Educator Licensing

Marian University’s Fred S. Klipsch Educators College and The Mind Trust formed a partnership in 2022 to significantly reduce the cost of teacher and school leader licensure programs.

The partnership will cover two-thirds of the cost of two leadership licensure programs and five teacher licensure programs as a means of increasing the number of licensed teachers and school leaders.

IMPACT NUMBERS

1,750+
TEACHERS PLACED IN INDIANAPOLIS CLASSROOMS

12K+
12,000+ STUDENTS SERVED BY THESE 45 SCHOOLS

THE MIND TRUST HAS SUPPORTED THE LAUNCH OF 45 SCHOOLS SINCE 2006
WE ARE FORTUNATE TO BE ABLE to partner with nonprofits, funders, and local and state government, all in service of providing better opportunities for students in Indianapolis and beyond.

This collaborative work truly defined much of 2022 at The Mind Trust as we advanced multiple large-scale projects in partnership with key organizations.

**Indy Summer Learning Labs**
The Mind Trust partnered with United Way of Central Indiana to offer Indy Summer Learning Labs for a second year.

In 2022, Indy Summer Learning Labs served 5,000 students at 39 sites. Results from this year’s programming include:

- A 25 percentage point increase in basic and proficient scores for ELA from pre- to post-assessment
- A 24 percentage point increase in basic and proficient scores for math from pre- to post-assessment
- 93% of participating families surveyed rated their experience as good or great

A recent study from the Indiana Department of Education analyzed learning growth data for students who attended Indy Summer Learning Labs. They found that students who participated in summer 2021 indicated statistically significant gains in learning above pre-pandemic rates of learning.

POWERED BY THE MIND TRUST

During its first 16 years, The Mind Trust has built a strong reputation as a leader in education change and in the nonprofit sector.
Indiana Learns

Indiana Learns is a statewide grant program that supports reading and math growth for eligible students by funding tutoring and enrichment opportunities.

Eligible families can access up to $1,000 in funds that can be leveraged for high-dosage tutoring that boosts reading and math growth. The initiative will serve tens of thousands of Indiana students, helping them get back on track following the pandemic’s disruptions to their academic progress.

The Indiana Department of Education contracted with The Mind Trust to manage implementation of Indiana Learns. More at IndianaLearns.org.

IndyNet Internet Pilot

The Mind Trust, United Way of Central Indiana, and the Richard M. Fairbanks Foundation partnered to lead the IndyNet Internet Pilot.

This pilot sought to address the digital divide for K-12 students who lack high-speed internet access at home. IndyNet helped make affordable internet accessible to more Indianapolis families. Following the pilot’s conclusion, we released a joint report that highlights the lessons learned from the initiative.

These lessons included:

- The importance of establishing community trust when advancing internet connectivity projects
- The need to address language barriers head-on
- Consistent use of plain language that resonates with community members
- Community engagement must be at the heart of technology solutions
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**COMMUNITY OUTREACH**

Our community outreach work prioritizes empowering Indianapolis communities to advocate for the changes they want to see in our city’s schools. Equity is possible when families, students, educators, and neighbors connect and voice their lived experiences to catalyze change.

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**Celebrating Education Innovation**

The Mind Trust’s fundraiser, Celebrating Education Innovation, took place on November 4, drawing a crowd of nearly 800 community members.

Two awards capped off a night of celebrating the incredible education progress Indianapolis has made over the past two decades since the passage of the 2001 charter school law.

Former Indiana Senator Teresa Lubbers was honored for her dedication in securing the charter school law’s passage and the impact she has had on thousands of Indianapolis students.

The Outstanding Educator award went to Terrence Jackson, a middle school math teacher at Paramount Englewood, for his classroom excellence.

The event also featured a fireside chat with Indianapolis sports icons Tamika Catchings and Marlin Jackson and the premier of a video highlighting the work of Christel House Indianapolis and KIPP Indy Public Schools through the lens of how deep community partnerships have contributed to those networks’ success.

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More than 200 attendees learned about 16 autonomous high schools at the 2022 Indy Schools High School Fair.

Several school groups performed at Celebrating Education Innovation, The Mind Trust’s fundraiser.
Enrollment Open Houses
Navigating school choice can be challenging for parents as they seek to find a school that best fits their child’s needs.

The Mind Trust’s open houses offer parents and community members the opportunity to tour, explore, and learn about high-quality, innovative, and equitable school options across Indianapolis.

In fall 2022, we held open house events at:

- Paramount Cottage Home
- Emma Donnan Elementary and Middle School, operated by Adelante Schools
- Purdue Polytechnic High School Englewood
- Victory College Prep

Indy Schools High School Fair
The Mind Trust hosted the first Indy Schools High School Fair in spring 2022. This free event exposed families to the academic, athletic, and extracurricular opportunities at 16 autonomous high schools within IPS boundaries.

During the event, over 200 attendees learned about innovative high school options in Indianapolis, attended workshops on navigating college and careers, learned more about summer enrichment opportunities, and received targeted enrollment support from Enroll Indy. Twenty community organizations and local universities were also on hand to share resources, scholarships, and other opportunities for families and students.

The Mind Trust has leveraged the Indy Schools brand in innovative ways throughout 2022 to support schools with enrollment and educate families about their 60+ autonomous school options in Indianapolis.

School Engagement Staff Trainings
The Mind Trust’s Community Engagement team offered a series of three training sessions for school engagement staff in 2022.

These trainings attracted over 75 attendees and focused on topics such as:

- Social media and graphic design
- Community asset mapping and family engagement
- How to support families in using the Enroll Indy platform

IMPACT NUMBERS

800
ATTENDEES JOINED US AT CELEBRATING EDUCATION INNOVATION

86
OUTREACH EVENTS, NEIGHBORHOOD MEETINGS, AND BOARD MEETINGS ATTENDED TO SUPPORT FAMILY KNOWLEDGE AND ENGAGEMENT

$160K
IN SCHOOL-COMMUNITY PARTNERSHIP INVESTMENTS DISTRIBUTED
School-Community Partnership Investments

The Mind Trust’s School-Community Partnership Investments (SCPIs) empower community organizations and schools to partner in creating programs that expand educational opportunities for Indianapolis students and families.

In 2022, The Mind Trust awarded $160,000 in SCPIs to 13 Indianapolis organizations.

Strategic community partnerships can be difficult to develop and maintain for schools, with funding a key factor. Since SCPIs were first distributed in 2019, over $350,000 in funding has been given to local organizations, the majority of which are led by people of color.

2022 SCPI Highlights

Aspire House Indy was awarded $25,000 to host Bla-Tina Brainstorm, a STEM-focused summer camp for girls of color.

Circle City (IN) Chapter of the Links, Incorporated was awarded $10,000 to provide mentoring, academic, and personal support to female students of color through their Real World, Real Girls programming.

Weatherhouse Co. was awarded $5,000 to produce a student-led short-film that was written, created, and directed by a team of Black and Latina students representing Indianapolis charter and innovation schools.
EmpowerED Families
EmpowerED Families launched in 2021 through one of The Mind Trust’s Education Entrepreneur Fellowships. Their mission is to connect with Indianapolis parents, families, and community and school leaders to help build parent power and activate change. EmpowerED Families rallies behind the strengths of parents to weave together the home, school, and community to fight for high-quality education.

Kim Graham became the Director of Organizing and Partnerships for EmpowerED Families in September 2022 and has led the organization’s work to activate families of color concerning IPS’ Rebuilding Stronger Plan.

Get involved by visiting EmpowerED FamiliesIndy.org.

Out in the Community
The Mind Trust’s Neighborhood Education Advocates (NEAs), a group of community members focused on educating families on education initiatives in their neighborhoods and equipping families to advocate for change, have worked hard to engage families across Marion County.

In 2022, they hosted four phone banks to ensure families are aware of high-quality school options and attended:

- 51 community outreach events
- 15 parent and neighborhood community meetings
- 20 IPS Board meetings

Through this strategic outreach, NEAs have shared critical information with thousands of Indianapolis families, ensuring they are aware of the school options available to them.
## Our History

### Public Charter Schools
Mayor Bart Peterson became the first mayor in the country to authorize public charter schools—putting more control in the hands of educators and communities. Policy advisor David Harris created the Mayor’s Charter School Office, known today as the Mayor’s Office of Education Innovation.

### Education Entrepreneurship
The Mind Trust recruited TFA and TNTP (formerly The New Teacher Project) to Indianapolis, reaching more children in marginalized communities, and launched the Education Entrepreneur Fellowship to develop education nonprofits.

### Innovation School Fellowship
Indiana passed legislation allowing the governing board of IPS to authorize innovation network schools within the district. The Mind Trust partnered with the Mayor’s Office and IPS to develop the Innovation School Fellowship, which gives talented leaders resources and time to launch autonomous district schools in Indianapolis. In the 2021–22 school year, 40% of students in IPS attended an innovation network school.

### Improving Access
The Mind Trust examines its programs, policies, and investments on an explicit foundation of DEI, taking concrete action to close opportunity and achievement gaps specifically for Black, Latino, and low-income students.

### Opportunity Schools
After winning Harvard University’s Innovations in American Government Award, David Harris and Bart Peterson founded The Mind Trust. Harris raised $73 million to develop innovative schools that give every child the opportunity for a world-class education.

### Recognized Results
A study by Stanford University’s Center for Research on Education Outcomes found that students in Indianapolis charter and innovation schools made significant academic gains compared to their peers in traditional district schools.

### Addressing Covid-19 Challenges
The Mind Trust worked to address challenges caused by the COVID-19 pandemic faced by schools, educators, students, and families. The organization provided training for educators on virtual learning, became a founding partner of the Indianapolis eLearning Fund, and launched Community Learning Sites around the city.

### Celebrating Education Innovation, Indiana Learns
The Mind Trust was selected by the Indiana Department of Education to manage Indiana Learns, a statewide grant program that connects elementary students to reading and math tutoring at no cost to families. In fall 2022, we celebrated two decades of education progress in Indianapolis at Celebrating Education Innovation, a fundraiser that drew nearly 800 attendees.

### The Mind Trust Celebrates 15 Years
The Mind Trust celebrated its 15th anniversary, most notably by elevating the voices of key stakeholders past and present through a web feature series and rolled out a new strategic plan with the headline goal of tripling student proficiency within IPS boundaries by 2027. We also launched Indy Summer Learning Labs in partnership with United Way of Central Indiana.

### Timeline
- **2001**: The Mind Trust founded.
- **2006**: Opportunity Schools.
- **2008**: Education Entrepreneurship.
- **2011**: Innovation School Fellowship.
- **2014**: Improving Access.
- **2019**: Recognized Results.
- **2021**: Celebrating Education Innovation, Indiana Learns.
- **2022**: The Mind Trust celebrates 15 years.
OUR GENEROUS DONORS

The following list represents contributions from donors who supported The Mind Trust from July 1, 2021, through June 30, 2022.

**Individuals**
Anonymous (3)
Miriam Acevedo-Davis
Sheri Anderson
Susan Baughman
Ray and Mary Benson
Jon and Judy Birge
Araceli Booth
Bryan Brenner
Brandon and Taylor Brown
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Bloomberg Philanthropies
The Douglas and Angela Braly Family Foundation
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EDGE Mentoring
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Jane Pauley, Board Member Emeritus

OF OUR STAFF IDENTIFY AS PEOPLE OF COLOR

50%

(BOARD AS OF DECEMBER 31, 2022)

THE MIND TRUST STAFF

Brandon Brown
CEO

Kay Mason
Executive Assistant to the CEO

ENGAGING COMMUNITIES

Allison Edwards
Manager of Digital Communications

Stacy Helmuth
Senior Director of Development

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Michael Prihoda
Manager of Communications

Chelsea S. Reed
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Corrie Lapp
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Dani Neal
Director of Operations

OF OUR STAFF IDENTIFY AS PEOPLE OF COLOR

50%

Madelene Poulakidas
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Kristin Grimme
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Mia Kern
Manager of Special Projects & Data

Lisa Miller
Executive Assistant

INDIANA LEARNs

Lorna McIlrkin
Operations Manager

Seana Murphy
Senior Director of Indiana Learns

Sarah Pederson
Program Manager

Alli Vanneman
Marketing and Engagement Manager

(BOARD AS OF DECEMBER 31, 2022)
HOW YOU CAN SUPPORT THE MIND TRUST

Are you looking to deepen your impact on Indianapolis students and schools? Multiple opportunities exist for you to influence educational equity for students across Indianapolis.

Consider donating to The Mind Trust so that we can ensure every student, regardless of race, socioeconomic status, or zip code, receives an excellent education.

Here are a few examples of the kind of impact your gift can have:

- $25 provides an afternoon of canvassing daycares to tell families about high-quality kindergarten options.
- $50 supports educators participating in innovative professional development programs.
- $75 helps us engage families at community events across the city, educating parents and caregivers about high-performing schools in their areas.
- $100 allows us to engage translation services to ensure high-quality school choice information is available to families in their preferred language.
- $250 covers the cost of one equity coaching session for a school leader.

Give now online by visiting themindtrust.org/donate or by texting DONATE to (888) 294-2519. We are also happy to accommodate a gift of stock or other alternate gift. Please contact Jeremy Smith at jsmith@themindtrust.org.
FINANCIALS

The Mind Trust, Inc.
SUMMARIED STATEMENT OF POSITION
As of June 30, 2022

ASSETS
Cash & Cash Equivalents $15,734,735
Investments (at fair value) $1,725,506
Receivables & Prepaid Expenses $1,441,576
Fixed Assets $81,999
TOTAL ASSETS $18,983,816

LIABILITIES AND NET ASSETS
Liabilities
Accounts Payable (includes accrued expenses) $1,958,140
TOTAL LIABILITIES $1,958,140
Net Assets
Without Donor Restrictions $6,868,589
With Donor Restrictions $10,157,087
TOTAL NET ASSETS $17,025,676
TOTAL LIABILITIES AND NET ASSETS $18,983,816

The Mind Trust, Inc.
SUMMARIED STATEMENT OF ACTIVITIES
For the twelve months ending June 30, 2022

REVENUE/SUPPORT
Gifts, Grants, & Sponsorships to The Mind Trust $9,808,915
Government Grants $490,870
Interest & Other Income $537,846
TOTAL REVENUE AND SUPPORT $10,837,631

EXPENDITURES
The Mind Trust’s Programs and Investments in Partner Organizations $18,326,749
Management & General $1,059,448
Fundraising $254,871
TOTAL EXPENSES $19,641,068

2021–22 EXPENSES
A BREAKDOWN OF OUR $19.6 MILLION IN EXPENDITURES FOR THE YEAR

- The Mind Trust’s Programs and Investments in Partner Organizations 93.3%
- Management & General 5.4%
- Fundraising 1.3%
Thank you for supporting our mission!
The Mind Trust
Transformative education. Rooted in equity.

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