



ANNUAL REPORT 2022

12 Months of Learning Gains

A YEAR-IN-REVIEW



The Mind Trust

Transformative education. Rooted in equity.

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.



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.



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.



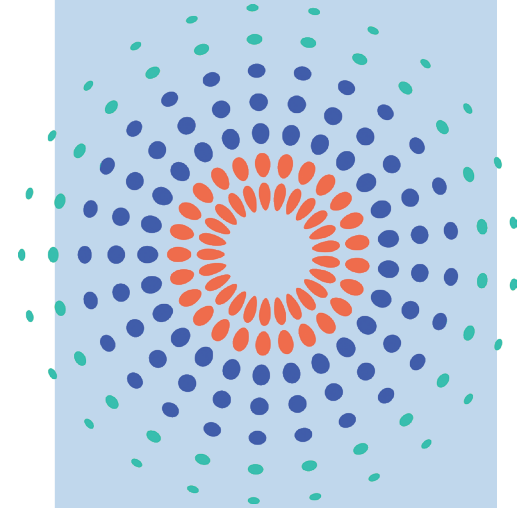
INTEGRITY

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:

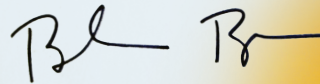
- * **Supported** the launch of four new schools, which brings our total to 45 schools that serve over 12,000 students and will serve more than 21,000 students at scale.
- * **Partnered** with United Way of Central Indiana to offer Indy Summer Learning Labs for a second year; 39 sites served 5,000 students 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.

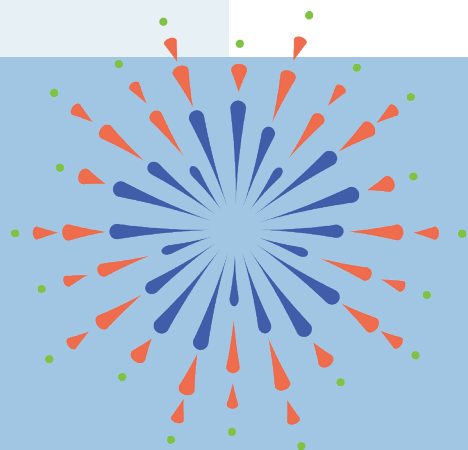
The work is far from complete. Still, I believe 2022 brought us substantially closer to realizing our vision of a day when every student in our city receives the kind of education promised in our tagline: a transformative education that is rooted in equity.

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.

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

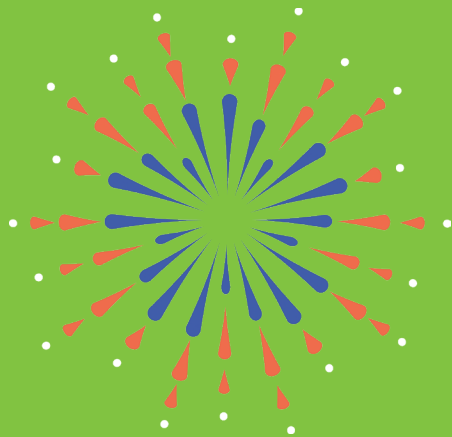
Christel House Academy West

2013

Enlace Academy
George and Veronica Phalen
Leadership Academy
Christel House DORS-South

2003

Charles A. Tindley Accelerated
School, formerly Tindley
Collegiate Academy



ADVANCING OUTCOMES

4

The core goal of The Mind Trust's strategic plan is to triple the academic proficiency of students within Indianapolis Public School (IPS) boundaries by 2027. This focus on outcomes is key: without foundational academic skills, students are much less likely to succeed after high school.

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

Our top-line proficiency goal: triple student math and reading proficiency within IPS boundaries by 2027.

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

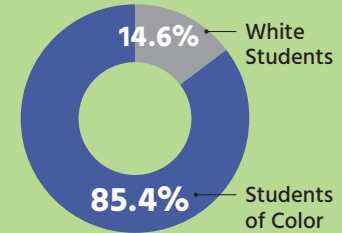
Indianapolis families continue to choose charter and innovation network schools for their students.

- * 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.

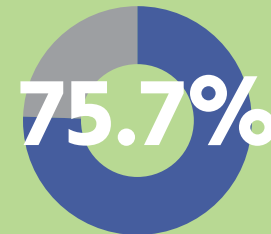
Charter and innovation network schools serve the majority of public school students within IPS boundaries.

- * 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.

IMPACT NUMBERS



AUTONOMOUS SCHOOL DEMOGRAPHICS



OF AUTONOMOUS SCHOOL STUDENTS QUALIFY FOR FREE OR REDUCED-PRICE LUNCH

58.3%

OF PUBLIC SCHOOL STUDENTS WITHIN IPS BOUNDARIES ATTEND AN AUTONOMOUS SCHOOL

ADVANCING OUTCOMES

(CONTINUED)

6

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

Indianapolis charter schools increased their overall ILEARN proficiency scores by 3.8 points in 2022.



WITHIN IPS BOUNDARIES, 10 OF THE 12 PUBLIC SCHOOLS THAT ACHIEVED THE LARGEST PROFICIENCY OUTCOMES FOR BLACK STUDENTS WERE CHARTER AND INNOVATION SCHOOLS

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 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.

SCHOOL DISTRICT	2022 BLACK PASS %*	2021-22 BLACK PASS % CHANGE	2022 BLACK-WHITE ACHIEVEMENT GAP	2021-22 BLACK-WHITE ACHIEVEMENT GAP CHANGE
Independent Charter Schools	13.5%	4.1%	8.4%	-2.7%
School Town of Speedway	34.3%	3.2%	24.2	-0.7%
Franklin Township Com Sch Corp	13.9%	3.0%	26.0%	-0.2%
Indianapolis Public Schools (direct-run, magnet, and innovation)	5.0%	2.3%	31.5%	7.1%
MSD Decatur Township	10.2%	1.9%	8.2%	0.1%
Perry Township Schools	9.8%	1.7%	28.1%	1.9%
Marion County (all districts + charters)	8.0%	1.4%	24.7%	2.3%
MSD Washington Township	8.9%	0.8%	44.8%	0.9%
MSD Lawrence Township	8.3%	0.8%	31.1%	1.8%
All Townships Combined	8.2%	0.5%	25.3%	2.5%
MSD Wayne Township	8.4%	0.4%	9.4%	2.0%
MSD Warren Township	3.9%	-0.1%	13.1%	0.9%
Beech Grove City Schools	1.9%	-0.5%	18.8%	5.0%
MSD Pike Township	7.4%	-0.6%	35.5%	6.3%

ADVANCING OUTCOMES

(CONTINUED)

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 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.



Within IPS boundaries, charter and innovation schools are leading the pack in preparing students for college.

2022 SAT RESULTS

Reading/Writing and Math Results For Black Students



Polytechnic High School
Englewood



Polytechnic High School
North

**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



**Christel
House®
Indianapolis**



Polytechnic High School
Englewood



Polytechnic High School
North

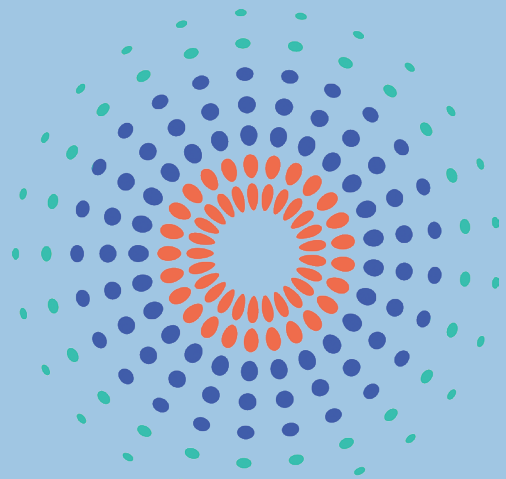
**SEVEN OF THE TOP 10 HIGH SCHOOLS
WITHIN IPS BOUNDARIES FOR
LATINO STUDENT READING/WRITING
COLLEGE-READINESS ARE CHARTER
AND INNOVATION SCHOOLS.**

Math Results For Latino Students



Polytechnic High School
Englewood

**FOUR OF THE TOP FIVE HIGH SCHOOLS
WITHIN IPS BOUNDARIES IN MATH
COLLEGE-READINESS FOR LATINO
STUDENTS ARE CHARTER AND
INNOVATION SCHOOLS.**



FOCUS ON EQUITY

The Mind Trust pursues racial equity out of a recognition that it is not only just, it is a means of securing the future for generations to come.

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



161 parents were engaged by The Achievement Project during the 2021–22 school year.



The Go Farther Literacy Fund supported 18 projects in 2022.

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.

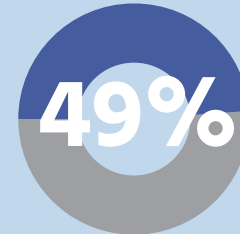
Go Farther Literacy Fund

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.

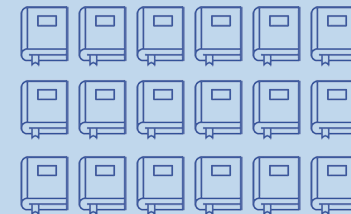
Awards range from \$150–\$5,000.

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.

IMPACT NUMBERS



OF TOTAL ORGANIZATIONAL FUNDS SPENT WITH ORGANIZATIONS LED BY PEOPLE OF COLOR



18 LITERACY PROJECTS FUNDED

245

HOURS SPENT VOLUNTEERING WITH ORGANIZATIONS LED BY PEOPLE OF COLOR

FOCUS ON EQUITY

(CONTINUED)

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.

The Mind Trust has partnered with Lavinia Group to develop a culturally-responsive ELA curriculum.



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

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The Mind Trust believes in community and wants to support community initiatives. Pair that with our equity core value and it's important to recognize that if our volunteering doesn't mirror that, we aren't getting equity right.

PATRICK JONES / SENIOR VICE PRESIDENT OF LEADERSHIP AND EQUITY

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.

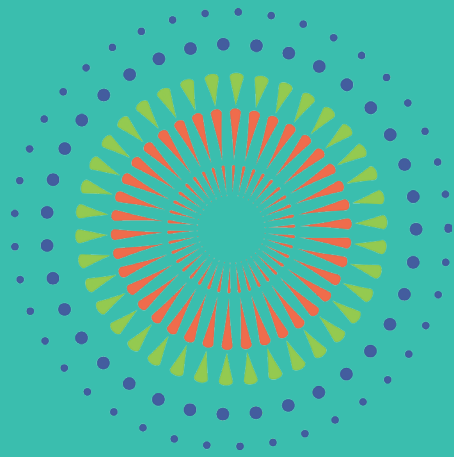
Diversity Volunteering Initiative

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





SCHOOLS AND STUDENTS

The Mind Trust is committed to attracting and retaining world-class talent, launching and supporting high-quality schools, and engaging and educating the Indianapolis community.

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 Mind Trust distributed \$2.4 million in Capacity Building Awards in 2022.





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 alumnus
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)

16

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.

The Mind Trust's high-dosage tutoring program targets students in grades 3–8 and high-school juniors.



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.

Reducing Barriers to Educator Licensure

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.

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

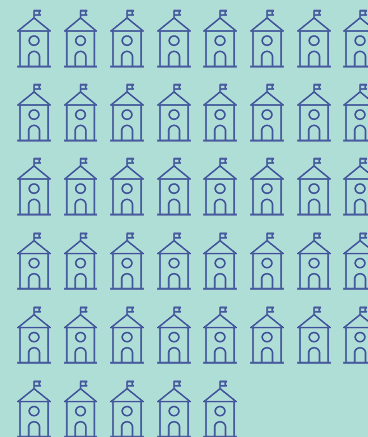
* Local Nonprofits Launched

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

IMPACT NUMBERS

1,750+

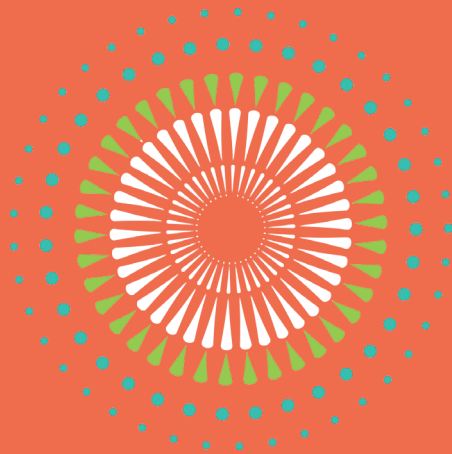
TEACHERS PLACED IN INDIANAPOLIS CLASSROOMS



THE MIND TRUST HAS SUPPORTED THE LAUNCH OF 45 SCHOOLS SINCE 2006

12K+

12,000+ STUDENTS SERVED BY THESE 45 SCHOOLS



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.

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



Students who participated in Indy Summer Learning Labs in 2022 saw leaps in their proficiency scores for math and ELA.

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.**



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.

Families eligible for Indiana Learns grants can access up to \$1,000 in funds for tutoring services.



The Indiana Department of Education contracted with The Mind Trust to manage implementation of Indiana Learns. **More at [IndianaLearns.org](https://www.IndianaLearns.org).**

IndyNet Internet Pilot

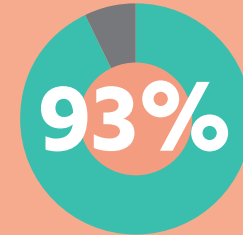
The Mind Trust, United Way of Central Indiana, and the Richard M. Fairbanks Foundation partnered to lead the IndyNet Internet Pilot.

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

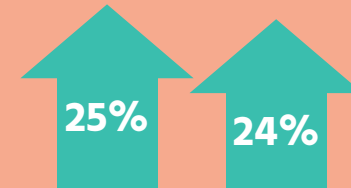
IMPACT NUMBERS



OF FAMILIES PARTICIPATING IN 2022 INDY SUMMER LEARNING LABS WERE SATISFIED

5,000

STUDENTS SERVED AT 39 INDY SUMMER LEARNING LAB SITES



INDY SUMMER LEARNING LABS STUDENTS SAW A 25 PERCENTAGE POINT INCREASE IN SCORES FOR ELA AND A 24 PERCENTAGE POINT INCREASE IN SCORES FOR MATH

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.

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.

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

COMMUNITY OUTREACH

(CONTINUED)

22

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



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

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.



Neighborhood Education Advocates inform families about education initiatives in their communities.



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.

EmpowerED Families rallies community members and parents to fight for high-quality education.



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.

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.

2001

2008

2014

2019

2021

2006

2011

2018

2020

2022

THE MIND TRUST FOUNDED

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.

OPPORTUNITY SCHOOLS

With publication of the Opportunity Schools report, The Mind Trust led the reform of IPS to allow more school autonomy. The organization also launched its Charter School Incubator to support the launch of new public schools.

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

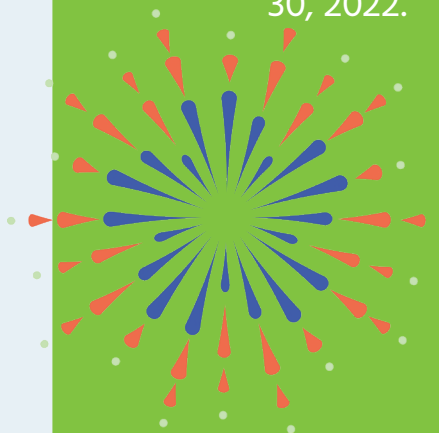
The Mind Trust worked to address challenges caused by the COVID-19 pandemic faced by schools, educators, students, and families. The organization provided training for educators on virtual learning, became a founding partner of the Indianapolis eLearning Fund, and launched Community Learning Sites around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

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
Tequilla Brownie
Kaitlyn Burtner
Porsche Chisley
Christopher and Ellie Clapp
Emily Deltz
Nate Dunlevy
Robert Enlow
Sally Esbaum
Thenice Gall
Joshua Gill
Kristin and Zachary Grimme
Tom Hanify
David and Marion Harris
Kye Hawkins and
Ryan Heffernan
Stacy and Jesse Helmuth
Ashley Hightower
Jon Hixon
Kim Howell
Patrick Jessee
Patrick Jones

Steven L. Jones
Karen and Doug Kelsey
Pegg Kennedy
Emily Krueger
J.A. and Elizabeth Lacy
Corrie and John Lapp
Maggie Lewis
Allison Litton
Kelli Marshall
Sara and Mike Marshall
Kay Mason
Carson and Betsy McCaw
Mark Miles
James Miller
Ann and Jim Murtlow
John Mutz
Dale Neuburger
Eric Neuburger
Robert Norman
Jane Pauley and
Gary Trudeau
George E. Pillow
Leigh Ann and Robert Pusey
Thomas and Bonnie Reilly
Jeff Robinson
Blake Roebuck
Jeanne Rush
Lauren and Rick Rush
Deb Schuck
Jim and Amy Schumacher
David and Anne Shane

Robert Shegog
William Shrewsbury
Linda and Ronald Snow
Ann Stack
Candace Staniel
Jason Strahan
Mary Ann Sullivan
Sandra Sumner
Mike Suzuki
Justin Testerman
Tricia Theisen
Lane Velayo
Lisa Vielee
Greg Wagoner
Joe White
Shannon Williams

Corporations, Foundations, and Organizations

2022 College Football
Playoff Indianapolis
Host Committee
AT&T Foundation
Barnes & Thornburg LLP
Bellwether Education
Partners
Beloved Community
Bloomberg Philanthropies
The Douglas and Angela
Braly Family Foundation
Butler University

City Fund
EdChoice
EDGE Mentoring
Eli Lilly and Company
Foundation
Elliot Company of
Indianapolis, Inc.
Empowerment Centre
Faegre Drinker
The Glick Fund
Goelzer Investment
Management, Inc.
Lilly Endowment Inc.
D.R. Lecklider & Associates
Marian University
Martin University
MelanatED Leaders
Midwest Language Services
Nicholas H. Noyes, Jr.,
Memorial Foundation, Inc.
The Palmer Family Foundation
Powers & Sons
Richard M. Fairbanks
Foundation
Rosenberg Solutions, Inc.
Simon Youth Foundation
Stand for Children – Indiana
Strategic Learning Solutions
Taft
Teach Plus Indiana
T-Mobile for Education

BOARD OF DIRECTORS

Jim Schumacher,
Board Chair
Principal, GRE Capital

Ann Murtlow,
Treasurer
*Former President and
CEO, United Way of
Central Indiana*

Samuel Odle,
Secretary
*Senior Policy Advisor,
Bose Public Affairs
Group*

Miriam Acevedo Davis
*President and CEO,
La Plaza*

Gary Borden
Partner, City Fund

Tequilla Brownie
*Chief Executive
Officer, TNTP*

David Harris
*Executive Vice
President, Christel
House International*

Steven Jones
*Dean for Professional
Development and
Director of Malcolm
X Institute Black Studies,
Wabash College*

Maggie A. Lewis
*CEO and Executive
Director, Boys & Girls
Clubs of Indianapolis*

Leigh Ann Pusey
*Senior Vice President,
Corporate Affairs and
Communications,
Eli Lilly and Company*

David Shane
Retired CEO, LDI, Ltd.

Bill Shrewsberry
*President and CEO,
Shrewsberry and
Associates, LLC*

**Mark Miles, Board
Member Emeritus**
*President and CEO,
Penske Entertainment
Corp.*

**Jane Pauley, Board
Member Emeritus**
*Anchor, CBS Sunday
Morning*



50%

**OF OUR BOARD IDENTIFY
AS PEOPLE OF COLOR**

(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*

Lauren I. Peterson
*Vice President of
Community Engagement*

Michael Prihoda
*Manager of
Communications*

Chelsea S. Reed
*Communications
Consultant*

Jeremy Smith
*Senior Director
of Corporate &
Individual Giving*

Kateri Whitley
*Senior Director of
Communications*

Shannon Williams
*Executive Vice
President*

GREAT SCHOOLS

Jenny Cloncs
Senior Director of Talent

Paula Glover
*Director of Recruitment
and Project Management*

Luke Lennon
Senior Director of Schools

Kelli Marshall
*Senior Vice President
of Schools*

Jazmin Sanders
*Manager of School
Support and Incubation*

LEADERSHIP & RACIAL EQUITY

Patrick Jones
*Senior Vice President of
Leadership & Racial Equity*

Lauren Lopez
Director of Racial Equity

Kurt Waywood
Manager of Leadership

OPERATIONS & FINANCE
Monica Casillas
Manager of Operations

Corrie Lapp
*Senior Vice President
of Finance*

Dani Neal
Director of Operations



50%

**OF OUR STAFF IDENTIFY
AS PEOPLE OF COLOR**

Madeline Poulakidas
*Director of Finance
and Operations*

STRATEGY & SPECIAL PROJECTS

Porsche Chisley
*Senior Director
of Special Projects*

Kristin Grimme
*Senior Vice President
of Strategy*

Mia Kern
*Manager of Special
Projects & Data*

Lisa Miller
Executive Assistant

INDIANA LEARNS
Lorna McClurkin
Operations Manager

Seana Murphy
*Senior Director
of Indiana Learns*

Sarah Pederson
Program Manager

Alli Vanneman
*Marketing and
Engagement Manager*

(STAFF AS OF
JANUARY 1, 2023)

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. SUMMARIZED 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
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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. SUMMARIZED 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**

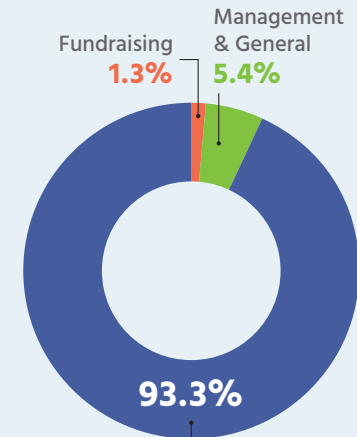
EXPENDITURES

The Mind Trust's Programs and Investments in Partner Organizations	\$18,326,749
Management & General	\$1,059,448
Fundraising	\$254,871

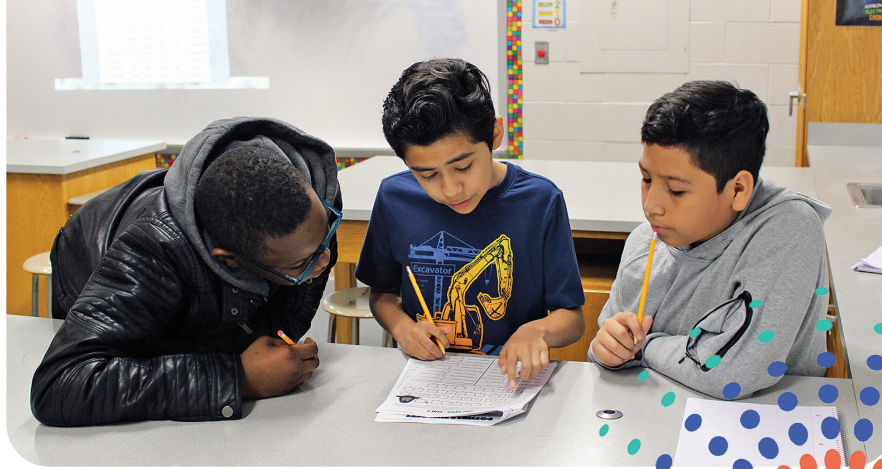
TOTAL EXPENSES **\$19,641,068**

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





The Mind Trust

Transformative education. Rooted in equity.

1630 N. Meridian St., Suite 450
Indianapolis, IN 46202
themindtrust.org



@themindtrust