

Educating Through Adversity



The Mind Trust

Annual Report
2020



Our mission is to provide every student in Indianapolis, no exceptions, with access to a high-quality education.

OUR 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 radical systemic change. We recognize the past and continued existence of institutional racism, discrimination, privilege, and oppression in our education system and society at-large, in particular its adverse effects on students of color. **Read our DEI Commitments on page 4.**

OUR BELIEFS

- * Past and continued institutional racism, discrimination, privilege, and oppression in our education system and society at-large have deeply adverse effects on our students of color and must be disrupted at every opportunity.
- * Children—no matter their background or circumstances—can excel under the right conditions.
- * Great teachers and school leaders are the most important ingredients for student success.
- * Great schools have the autonomy to innovate and make decisions at the school and classroom levels.
- * Great schools are held accountable for achieving excellent results for their students.
- * Neighborhoods and communities must help lead educational innovation and transformation.

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Dear Friends,

2020 was a year like no other, filled with challenges that have tested our community in ways previously unimaginable. Many of us have lost loved ones. Many in our community are facing economic hardship unseen in this country since the Great Depression. And more of us are finally awakening to the deep racial injustices that persist in our country.

Throughout it all, we have realized that no system is exempt from inequities, including our education system. This is why we believe our work is more important than ever and why we remain so committed to pursuing our mission of ensuring that every student, regardless of race or socioeconomic status, receives an excellent education.

To illustrate how we've been able to push our work forward, I'd like to share a few highlights from the past year.

- * Supported the launch of nine new schools, bringing our total to 38, which currently serve more than 12,174 students and will serve as many as 19,558 students at scale.
- * Partnered with local foundations, corporations, and city government to launch the Indianapolis eLearning Fund, which helped raise \$14.7 million to support the eLearning needs of students in our city.
- * Welcomed our seventh cohort of School Fellows, all of whom identify as Black or Latino males, an underrepresented demographic in school leadership.
- * Collaborated with local community organizations and churches to establish 50 Community Learning Sites to provide a safe, supportive environment for students to engage in eLearning.

As a result of the twin pandemics—COVID-19 and systemic racism—that continue to wreak havoc on our community, we know that inequities will widen unless we act urgently to pursue antiracist action on behalf of our city's students. We will not stop until every student in our city can live lives filled with opportunity, dignity, and choice. We ask you to join us.

With gratitude,



Brandon Brown
CEO

A MESSAGE FROM OUR CEO

Our Core 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 not only lead students to academic success, but also transform communities and create new opportunities in the lives of their students.

INTEGRITY

We act firmly in accordance with our values. We make tough decisions when necessary, 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.

14 Years of Increasing Access to a High-Quality School

SCHOOLS AND STUDENTS SUPPORTED

23 + 15 = 38

Innovation
Network
Schools

Independent
Charter
Schools

**SCHOOL
LAUNCHES
SUPPORTED
SINCE 2012**

These schools serve 12,174 students and will collectively serve as many as 19,558 students at scale.



TEACHER PLACEMENT

We have supported the placement of more than **1,640 teachers** in Indianapolis classrooms through our partnership and investment in:

- * Teach For America
- * TNTF's Indianapolis Teaching Fellows
- * Relay Graduate School of Education's Teaching Residency

EXAM RESULTS

High school students attending public charter and IPS Innovation Network Schools schools were over

4x more likely to be proficient

on the 2018–19 ISTEP+ exam rather than their peers in traditional schools.

SCHOOL LAUNCHES SUPPORTED

SCHOOL NAME	YEAR	SCHOOL NAME	YEAR
Christel House DORS–South	2012	pilotED: Bethel Park	2018
Enlace Academy	2013	SUPER School 19	2018
George and Veronica Phalen Leadership Academy	2013	Thrival Indy Academy	2018
Christel House Academy West	2014	URBAN ACT Academy @ Washington Irving 14	2018
KIPP Indy Unite Elementary	2015	Invent Learning Hub	2019
Phalen Leadership Academy @ Francis Scott Key 103	2015	James and Rosemary Phalen Leadership Academy	2019
Cold Spring School @ Marian University	2016	KIPP Indy Legacy High	2019
Global Preparatory Academy @ Riverside 44	2016	Paramount Englewood	2019
Kindezi Academy	2016	Purdue Polytechnic High School North	2019
Phalen Leadership Academy @ George H. Fisher 93	2016	BELIEVE Circle City High School	2020
Avondale Meadows Middle School	2017	Christel House South @ Manual High School	2020
Circle City Prep	2017	Cold Spring Middle School	2020
Edison School of the Arts 47	2017	Emma Donnan Elementary and Middle School, operated by Adelante Schools	2020
Ignite Achievement Academy @ Elder W. Diggs School 42	2017	Phalen Leadership Academy @ Louis B. Russell Jr. School 48	2020
Purdue Polytechnic High School	2017	Phalen Virtual Leadership Academy	2020
Riverside High School	2017	Rooted School Indianapolis	2020
Allegiant Preparatory Academy	2018	Sankofa School of Success @ Arlington Woods School 99	2020
Matchbook Learning @ Wendell Phillips School 63	2018	The PATH School @ School 67	2020
Paramount Cottage Home	2018		

PROFESSIONAL DEVELOPMENT AND COACHING

We have provided

100+

schools with professional development and expert coaching, often significantly offsetting the cost for these supports.



EDUCATION NONPROFITS

We have built
an ecosystem of
**14 education
nonprofits**
that support schools
and families.



FUNDRAISING FOR EDUCATION

\$134,000,000

The Mind Trust has raised over \$134 million from local and national donors to support **educational equity** in Indianapolis since our founding in 2006.

INVESTING IN NONPROFITS

\$500,000+

Since 2019, we have invested more than \$500,000 in **local nonprofits that serve Indianapolis students** through our School-Community Partnership Investments.

DIVERSITY, EQUITY AND INCLUSION

Our current cohort of Fellows—

100%
of whom are **Black
or Latino men**

—are working to
develop high-quality
schools and a parent
advocacy nonprofit.

FOURTEEN YEARS OF IMPACT



Advancing Diversity, Equity, and Inclusion

Since releasing our Diversity, Equity, and Inclusion statement and commitments in fall 2019, we have continued to pursue antiracism in our organization and community. To us, being antiracist means actively combating inequity, disproportionality, and discrimination whenever and wherever it appears. We continue to look toward our commitments in determining investments, making decisions, and planning for the future.

The Mind Trust's DEI Commitments

We commit to pursuing antiracism by:

- * Creating policies, programs, and opportunities internally and externally that equitably redistribute power and control in our community.
- * Eliminating the predictability of outcomes associated with race or other identity markers through our work for our city's students and our staff.
- * Reflecting on and evaluating the impact of our work by engaging our students, families, and communities.
- * Empowering and elevating current and upcoming leaders of color by investing in them through leveraging our institutional power, privilege, resources, and access.

We believe it is imperative to ensure that the Fellows we support, the staff we hire, and the board that governs us are all reflective of the students and communities we serve. While work remains, we are proud of the strides we have taken to become more diverse, inclusive, and equitable when it comes to representation and empowerment across our organization.

100%

**of current School Fellows
identify as Black or Latino**

45%

**of our Board of Directors
identify as Black or Latino**

45%

**of our staff identify as
Black or Latino**

50%

**of our leadership team
identify as Black or Latino**



DEI Initiatives in 2020

Promise 54 DEI Accelerator

During the 2019–20 school year, key members of our staff engaged in **Promise 54's DEI Accelerator**, a program that involves ongoing coaching support and a professional learning community of other organizations advancing their commitments to DEI.

This program has been a key lever for enhancing our capacity for this work, receiving feedback on our current strategy and protocols, and learning from experts in the field. The Mind Trust is committed to participating in Promise 54's DEI Accelerator for the 2020–21 academic year.



Surge Academy Indianapolis

The Mind Trust partnered with Surge Institute to expand Surge Academy's programming to Indianapolis as part of our commitment to elevating and empowering leaders of color. Surge Academy provides an intensive Fellowship experience, packed with powerful content that explores executive skills such as finance, strategic planning, and change management and includes a deep and unflinching dialogue about personal growth, trauma, and the state of DEI work in the United States. Surge Academy selected 16 Black and Latino leaders for the 2021 inaugural Indianapolis cohort of their Surge Academy Fellowship.



Beloved Community

Beloved Community (Beloved) has long played a critical role in the development of our School Fellows as they refine their school models with equity and antiracism in mind. Beloved takes Fellows through a series of training sessions to build their capacity and knowledge of DEI in the context of running a school.

To learn more, visit themindtrust.org/DEI.



Responding to COVID-19 as a Community

Schools play a critical role in supporting families, children, and neighborhoods. When COVID-19 forced school buildings to close abruptly, The Mind Trust knew we had to activate a collaborative, city-wide effort to help meet the holistic needs of students and their families.

Autonomous Schools Take Action to Support Communities

Autonomous schools had the ability to nimbly respond to rapid changes and made decisions to meet the needs of their communities quickly.



Matchbook Learning at Wendell Phillips School

63 worked diligently to coordinate food distribution and delivery for their families as soon as their school building closed. Given limited transportation availability, they identified this as a major need on top of IPS' food sites.



Enlace Academy was committed early on to provide eLearning support and addressing technology barriers. In April, the school loaned devices to families to expand their teachers' ability to communicate with and provide instruction for students.



Paramount Schools of Excellence created a robust system to support families with eLearning, including setting up a call center, open every weekday from 8AM to 8PM, for families to find help with academics, technology, health, and connections to social services.



Supporting a New Era of Learning Needs

March 17, 2020

The Mind Trust donates \$100,00 to Jim Irsay's Million Dollar Challenge benefiting Gleaners Food Bank of Indiana, which was the contribution that completed the matching amount to secure a \$1 million gift from the Irsay family.

April 8, 2020

The Mind Trust is a founding partner of the Indianapolis eLearning Fund (IEF), which launched with more than \$2.6 million from 24 other key civic, philanthropic, and corporate donors. The Fund is administered by the Indianapolis Mayor's Office of Education Innovation (OEI) and supports four key areas: technology access, a county-wide eLearning strategy, social-emotional supports, and a statewide eLearning lab. Learn more at indy.gov/elearning.

April 27, 2020

The advisory committee for the Indianapolis eLearning Fund unanimously approves the release of \$1.5 million in targeted aid to public school districts and public charter schools across the city to fund critical device and internet connectivity needs for students and families.

July 20, 2020

The Indianapolis eLearning Fund and the College Football Playoff Foundation announce a \$2.4 million investment to create the Indiana eLearning Lab (inearninglab.com), a free, online hub of learning resources to help educators and families provide interactive learning opportunities for students.

August 19, 2020

More than \$11.5 million is awarded to Marion County schools by the Governor's Emergency Education Relief fund to help schools and districts provide their students access to Wi-Fi and devices to support eLearning. The IEF submitted the proposal to the governor on behalf of Marion County schools.



Community Learning Sites

In rapid response to the concerns expressed by families most in need of support, The Mind Trust has invested more than \$500,000 to create Community Learning Sites in partnership with local community centers and churches.

Community Learning Sites are small hubs where K–12 Indianapolis students are provided eLearning support and supervision at no cost to their families. Sites provide access to Wi-Fi, breakfast and lunch, and adult support to complete eLearning assignments.

The Mind Trust committed to support site partners in a variety of ways, including:

- * Recruiting and matching eLearning Facilitators to sites.
- * Help navigating school age child care regulations with Indiana's Family and Social Services Administration.
- * Continuous communication with site partners to understand emerging needs.
- * Coordinating community response, including in-kind donations to offset costs, like J2 Medical Supply, Innopower, and the Indianapolis Recorder donating 10,000 face masks to sites, Teachers' Treasures donating school supplies, and USA Football donating desks.

As of November 2020:

50

Total number of site locations
since August 2020

100+

Number of students on waiting lists
at different site locations

21

Number of eLearning Facilitators
The Mind Trust helped place at sites



Community Learning Sites were made possible, in part, by generous contributions from individual and corporate donors across Indianapolis, including the Mayor's Office of Education Innovation.

"This eLearning site has been such a blessing for our family. My husband and I both work full time outside of the home and were unsure what to do when eLearning was announced. We have appreciated the availability, the location and the staff. We feel our children have been safe and cared for throughout their time here."

—Mother of Shepherd Community Center participant

Empowering Parents to Drive Education Change

EmpowerED Families is a nonprofit, parent-driven organization led by The Mind Trust's Education Entrepreneur Fellow Ontay Johnson. It will independently launch in summer 2021.



The mission of EmpowerED Families is to build Indianapolis parent and family power and voice through relationships and rallying behind the strengths

of parents to weave together the home, school, and community in order to fight for educational equity. EmpowerED Families listens, organizes, and educates parents to bring the change they want to see in the Indianapolis education system.

During its founding year, EmpowerED Families has:

- * Organized community discussions called house meetings, that have brought families and caregivers from all school types together to discuss education issues.
- * Launched the Parent Advocates Fellowship, with 8 Black and Latina Parent Advocates who receive training in community organizing and advocacy.
- * Begun building a policy platform around the needs identified by families in Indianapolis, which will be shared publicly in May 2021.

To learn more, visit EmpowerEDFamiliesIndy.org.



Community Engagement



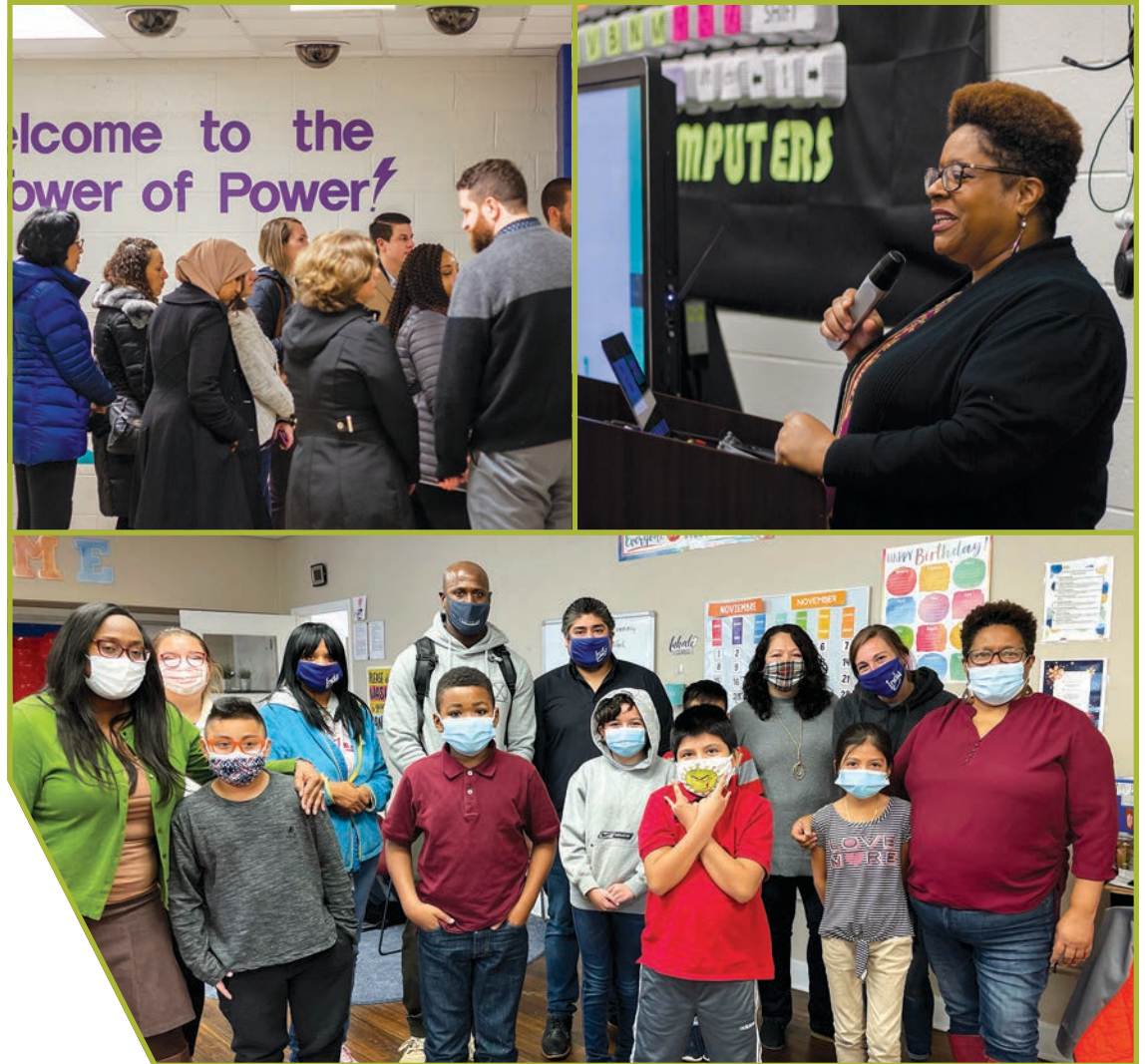
Our community engagement work centers on empowering Indianapolis communities to advocate for the changes they want to see in our city's schools. The Mind Trust believes equity can be achieved when families, students, educators, and neighbors have the opportunity to connect and voice their lived experiences to create change.

Multi-Pronged Approach to Achieve Equity

Engaging our community is essential to our mission of ensuring every student has access to a high-quality education, regardless of zip code, race, or other identifiers. Essential to this is creating opportunities for Indianapolis parents, students, educators, and the community to learn about, contribute to, and advocate for our city's education system, with the ultimate goal of creating equitable, high-quality schools for every student.

We do this by:

- * Amplifying the success and priorities of all stakeholders in our work to drive action and build support for their vision of the Indianapolis education system.
- * Intentionally engaging and elevating Black, Latino, and other historically marginalized communities and providing opportunities for them to help shape our work.
- * Empowering grassroots stakeholders to advocate for their educational interests.
- * Facilitating strong community partnerships to promote great schools that equitably serve all students.



School-Community Partnership Investments

School-Community Partnership Investments (SCPIs) are awards that empower community organizations to partner with schools in creating programs that expand educational opportunities for Indianapolis students and families.

The Mind Trust continues to prioritize SCPIs as a way to help eliminate barriers to student success, expand the impact of local nonprofit organizations, and foster partnership between schools and nonprofits.



Since 2019, The Mind Trust has awarded more than \$500,000 in SCPI funds to various organizations that support students and families, including Edna Martin Christian Center, Boys & Girls Clubs of Indianapolis, and Gleaners Food Bank.

2020 SCPI Awards

Our most recent awards are all investments made in local nonprofits led by people of color.

Asante Children's Theatre, a Program of Asante Art Institute

\$10,000 to provide charter and Innovation Network Schools with culturally-authentic and relevant programming that facilitates a deeper understanding of cultural bias, racial disparities, and historical factors.

Bloom Project, Inc.

\$10,000 to facilitate the Royal MENTality program, which equips young men of color with professional skills, networking opportunities, and academic support to help them make well-informed decisions about their transition into post-secondary education and the workforce.

Kheprw Institute

\$10,000 to sustain the Democratizing Data project, in partnership with New America, which trains and develops intergenerational, grassroots organizations to use public data to inform community projects and public policy in Indianapolis.

La Plaza

\$15,000 to fund Tu Futuro and Leadership Institute for Latino Youth programs in Lawrence Central and Lawrence North High Schools.

The Champion Project

\$5,000 to provide college coaching and tours for students in IPS Innovation Network School and Indianapolis charter schools.

Highlighting Schools and Champions for Education

Inaugural Latino Luncheon

In February 2020, The Mind Trust invited dozens of civic and business leaders from the Indianapolis Latino community to join us for the first Latino Leadership Luncheon. Nearly 30 leaders came together and shared their insight about how The Mind Trust can best engage the Latino community, learn more about the community's unique needs and concerns, and build intentional relationships.

Education Tours

The Mind Trust is proud to **highlight successful public schools that are currently providing students with quality education through Education Tours.**

In February 2020, we visited Cold Spring School, an IPS Innovation Network School specializing in environmental studies and human interactions with nature.

Through Education Tours, hundreds of community members have been exposed to the work of more than 25 great public schools and have deepened their understanding of The Mind Trust's work. We look forward to continuing in-person Education Tours once it is safe for schools and participants.



Growing Great Schools



The Mind Trust supports the launch of high-quality schools in Indianapolis through our School Leader Fellowship, which provide talented school leaders the time, expertise, and support necessary to launch and lead exceptional schools.

Our School Fellowship: Nationally Unique, Locally Grown

Our School Fellowship provides exceptional school leaders the opportunity to spend one to two years developing sustainable school models for Indianapolis that attract and retain high-quality, diverse talent; commit to equitably serve their school community; and have an academic vision of excellence for all students.

Since 2014, The Mind Trust's School Fellowship has supported the launch of 22 IPS Innovation Network Schools and charter schools.

Fellows receive extensive supports that embed them in the communities their schools will serve and expand their capacity for equity-driven leadership and service, in addition to technical assistance to launch their organization and school.

Our Fellows access:

- * Regular, high-quality professional development and trainings.
- * Personalized coaching and support from a network of educational and executive leaders.
- * Collaboration with a cohort of talented education leaders with similar goals and diverse backgrounds.
- * Opportunities to travel and engage with leaders at the nation's best innovative schools.
- * Extensive expertise and feedback on the school design and building process.

"Indianapolis Public Schools is grateful to The Mind Trust for its commitment to provide these Fellowships that allow our exceptional educators the opportunity to step away and focus on new, innovative ways to continue to engage our students and perpetuate the high standards we hold for educating our children. When these leaders complete this Fellowship, they're ready to hit the ground running with proven strategies and techniques that offer growing options to meet the needs of our students' many learning styles and interests."

—Indianapolis Public Schools Superintendent Aleesia Johnson

Five Schools Currently Under Development



Geoffrey Fenelus
Promise Prep



Morris Harbour
Liberty Grove Schools



Francisco Valdiosera
Monarca Academy



Herron Preparatory Academy



Paramount Virtual School of Excellence

100%

of current School Fellows
identify as Black or Latino

Nine New Schools Launched in Fall 2020



Arlington Woods School 99 operated by Sankofa School of Success

Led by Innovation School Fellow Tihesha Henderson



BELIEVE | Circle City

Led by Innovation School Fellow Kimberly Neal



Christel House at Manual High School

Led by Charter School Fellow Sarah Weimer



Cold Spring Middle School

Received an Implementation Investment for grade expansion



Emma Donnan Elementary and Middle School operated by Adelante Schools

Led by Innovation School Fellows Eddie Rangel and Matthew Rooney



The PATH School at School 67

Led by Innovation School Fellow Alicia Hervey



Phalen Leadership Academy at Louis B. Russell, Jr. School 48

Received an Implementation Investment to support their restart of IPS' Louis B. Russell School 48



Phalen Leadership Academy Virtual

Received a Capacity Building Award to support the launch of a virtual school

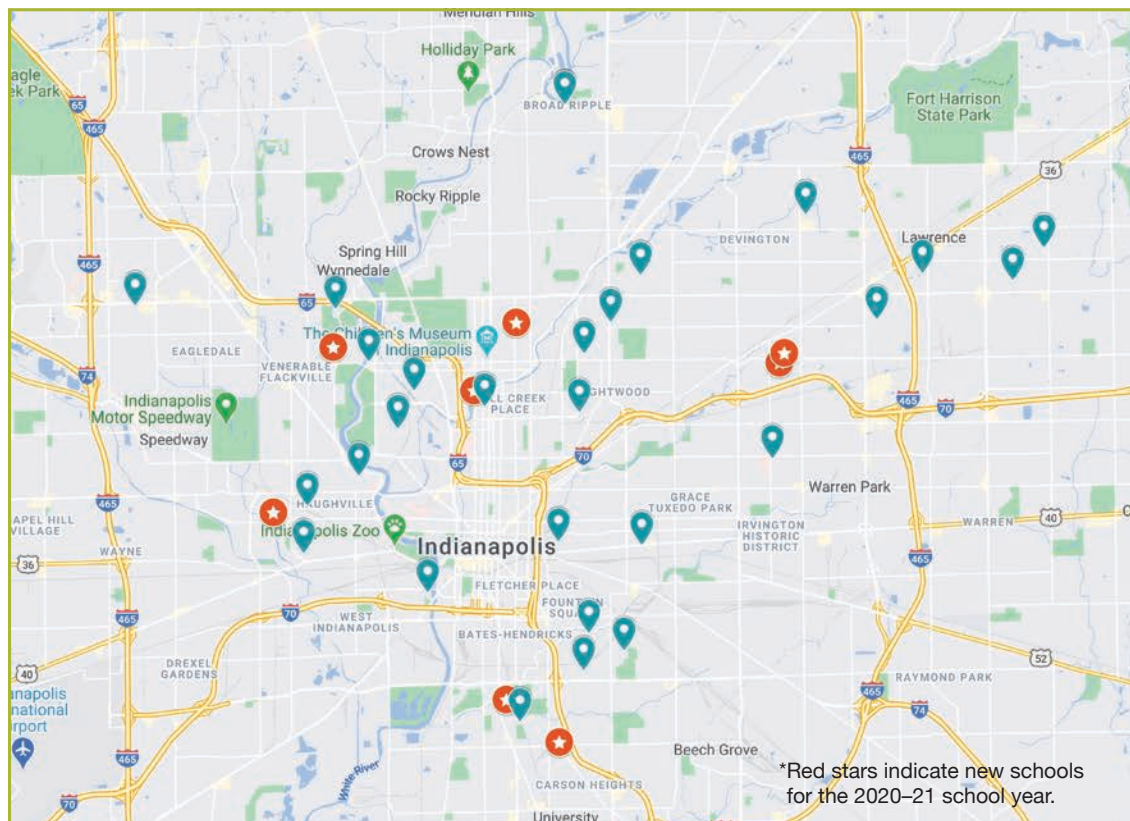
GROWING GREAT SCHOOLS



Rooted School Indianapolis

Led by Charter School Fellow Ma'at Lands

The Mind Trust has supported the launch of 38 schools that serve students across Indianapolis.



*Red stars indicate new schools for the 2020-21 school year.

Supporting Great Schools

A group of five people, four women and one man, are seated around a dark wooden conference table in a meeting room. They are all wearing face masks. The man, wearing a black face mask and a light blue polo shirt, is gesturing with his hands while speaking. The women are listening attentively. On the table are several laptops, water bottles, and a small potted plant. The background features a blue wall with green and blue acoustic panels and a white brick wall with a small plant in a planter. The room is brightly lit, and the overall atmosphere is professional and collaborative.

Access to a high-quality education requires students to have equitable access to great educators and an ecosystem that continuously develops and recognizes them. We provide schools and educators with targeted, high-quality resources necessary to attain and sustain success for their students.

What We Do

The Mind Trust's school support and talent work helps teachers, school leaders, and network executives move toward and maintain high-quality outcomes for students. Our support includes:

- * Building and partnering with our city's network of education support nonprofits and teacher prep programs.
- * Offering world-class academic support for schools in partnership with nationally-recognized professional development and coaching organizations.
- * Making significant investments in school leader development and coaching.

We offer these supports at significantly reduced costs to Indianapolis schools to ensure as many educators as possible can benefit.



World-Class Academic Support: Math Super Pilot

The Mind Trust launched a mathematics instruction super-pilot with Instruction Partners and eight local public schools from three high-quality charter networks: Christel House Schools, Tindley Accelerated Schools, and Victory College Prep. Schools will receive three years of coaching for math teachers and school leaders to help them shift from a procedural model of instruction to a conceptual one.



Investment in School Leaders: Talent Innovation Fund

The Mind Trust selected five recipients for Talent Innovation Fund awards, investing \$109,000 into projects that implement locally-driven, creative approaches to solve an education talent challenge in Indianapolis. The recipients were: Indianapolis Public Schools, the Educate ME Foundation, Inc., Matchbook Learning at Wendell Phillips School 63, Promise Prep, and Tindley Summit Academy.

School Support's Impact

100+

schools have received targeted support from our team.

11

workshops were offered in-person and virtually to provide professional development on instruction, operations, finance, leadership, and more.

166

educators attended school support workshops over the past year.

101

local participants in the highly-acclaimed Relay Graduate School of Education's National Principals Academy Fellowship.

This Fellowship experience is supported by The Mind Trust and the Richard M. Fairbanks Foundation.

Five-Year Talent Strategy

Our Talent Strategy Goal

The Mind Trust's 2020–25 Talent Strategy aims to recruit, develop, recognize, and retain high-quality diverse educator talent into the city of Indianapolis by ensuring schools set conditions for educators to feel supported and respected in their buildings and community.

Six Focus Areas

1 School talent systems and structures:

Develop and maintain equitable talent practices across all school types, spur innovation, and support a thriving talent ecosystem.

2 Recruitment of educators to Center Township:

Create a welcoming, supportive environment for educators, broaden recruitment pipelines, and intentionally focus on educators of color.

3 Educator development: Provide opportunities for educators to receive development, mentor others, and create equitable talent practices to sustain a thriving, diverse ecosystem.

4 Educator recognition: Support leaders in recognizing and rewarding their staff, provide opportunities for educators to receive monetary and non-monetary rewards, and create a supportive, welcoming environment.

5 Educator retention: Support broad, diverse talent pipelines, provide opportunities for educators to lead and be recognized, and support city-wide retention of high-quality educators.

6 Re-imagining of Teach Indy: Teach Indy launched in 2018 as a partnership between The Mind Trust, Indianapolis Public Schools, and the Mayor's Office to recruit teachers to Center Township schools. An upgraded **TeachIndyNow.org** launched in fall 2020 as a one-stop destination for educators at all levels to find job opportunities, professional development, and community.

How you can get involved

Visit **TheMindTrust.org/Talent** to learn more. School leaders, teachers, nonprofit organizations, businesses, or higher education institutions interested in partnering can contact Sara Marshall, Senior Director of Talent, at **smarshall@themindtrust.org**.



Supporting a Strong School Ecosystem

We believe schools thrive when they collaborate effectively with strong community partners. To support Indianapolis schools, we recruit national nonprofit organizations to Indianapolis and support innovative ideas that become new nonprofit organizations. We have helped build a network of **13 education nonprofits** currently serving Indianapolis educators, students, and families.

5 National Nonprofits Recruited

Relay Graduate School of Education
Stand for Children
Surge Academy
Teach For America
TNTP

8 Nonprofits Launched

Center for Innovative Education Solutions
EmpowerED Families
Enroll Indy • FosterED
Global Citizen Year
Summer Advantage USA • Teach Plus
The Expectations Project

High-Quality Teacher Prep Programs

The Mind Trust recruited three national nonprofit teacher training programs to Indianapolis to help recruit and prepare exceptional talent for our schools. Teach For America, TNTP's Indianapolis Teaching Fellows, and Relay Graduate School of Education's Teaching Residency have created critical teacher pipelines for Indianapolis schools.

In 2020:

Teach For America 13TH INDY COHORT	Indianapolis Teaching Fellows 14TH INDY COHORT	Relay Teaching Residency 2ND INDY COHORT
21 schools	40 schools	6 schools
44% teachers of color	60% teachers of color	100% teachers of color

Notably, these teacher prep programs far outpace local and statewide averages when it comes to educator diversity with 26.8% of teachers within IPS identifying as people of color and only 7.3% of Indiana teachers identifying as people of color.



Key Conditions for Success

We believe Indianapolis charter and Innovation Network Schools share key conditions for success:

- * Exceptional school leaders with the talent and vision to build schools where teachers are supported and students achieve at high levels.
- * School-level autonomy that empowers leaders and teachers to make the critical decisions necessary to meet the needs of students and families.
- * High levels of accountability that hold schools to rigorous academic, financial, and governance standards.

In January 2019, Stanford University's Center for Research on Education Outcomes (CREDO) released findings that stated on average, Indianapolis charter schools and IPS Innovation Network Schools are providing students with significant learning gains relative to traditional public schools.

In 2016–17:

Students in **Indianapolis charter schools** made learning gains equivalent to:



77 days
of additional
learning in reading



100 days
of additional
learning in math

Students in **Innovation Network Schools** made learning gains equivalent to:



53 days
of additional
learning in reading



89 days
of additional
learning in math

CREDO also found that Black and Latino students who attended Indianapolis charter schools in 2016–17 saw reading and math growth relative to their peers in traditional public schools.

Black students made learning gains equivalent to:



65 days
of additional
learning in reading



83 days
of additional
learning in math

Latino students made learning gains equivalent to:



100 days
of additional
learning in reading



94 days
of additional
learning in math

Results for Students of Color

Black students in Indianapolis charter and IPS Innovation Network Schools passed both the English and math ILEARN exams at **double the rate** of their traditional public school peers. Moreover, Black students attending independent charter schools in Indianapolis passed at **almost three times the rate** of their traditional public school peers. Latino students in independent charter schools passed both the English and math exams at almost double the rate of their traditional public school peers.

High school students attending autonomous schools were **over four times** more likely to be proficient on the 2018–19 ISTEP+ exam compared to their peers in traditional schools.

While unacceptable proficiency gaps continue to exist for Black and Latino students relative to their white peers, we continue to see that students of color who attend autonomous schools are much more likely to demonstrate proficiency.

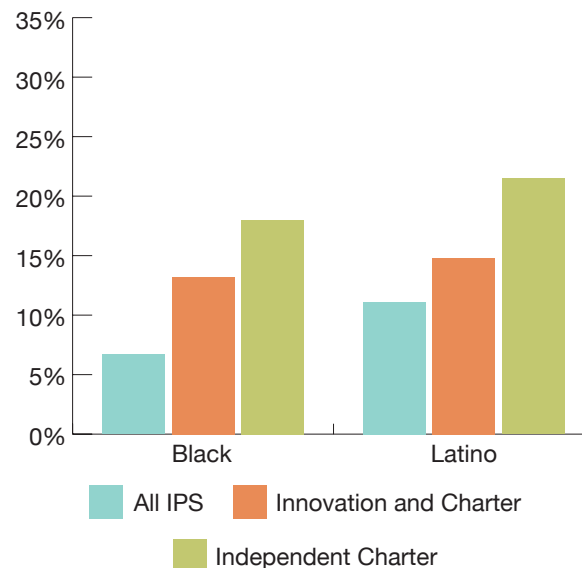
Enrollment

With more than 31,000 students in 2020–21, IPS currently enjoys its largest total enrollment since 2011, an increase driven exclusively by the growth of Innovation Network Schools.

There are more students currently attending public schools, which include traditional schools, IPS Innovation Network Schools, and charter schools, within IPS boundaries than at any time since 1993. **In 2020–21, 37% of IPS students attended an Innovation Network School.**

A family's ability to choose and access a school that works for their student has led to increased public school enrollment after decades of decline both within IPS and within urban districts nationally.

ILEARN Subgroup Proficiency—Combined Math and ELA by Sector



In 2020–21,
37%
of IPS students attended an
Innovation Network School.

Financials

THE MIND TRUST, INC.
Summarized Statement of Position
 As of June 30, 2020

ASSETS

Cash & Investments	\$19,362,516
Receivables & Prepaid Expenses	\$3,264,816
Fixed Assets	\$24,158

Total Assets	\$22,651,490
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LIABILITIES AND NET ASSETS

Accounts Payable (includes accrued expenses)	\$481,590
SBA PPP Loan Payable	\$492,100

Total Liabilities	\$973,690
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Without Donor Restrictions	\$3,432,482
With Donor Restrictions	\$18,245,318

Total Net Assets	\$21,677,800
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Total Liabilities & Net Assets	\$22,651,490
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THE MIND TRUST, INC.
Summarized Statement of Activities
 For the twelve months ending June 30, 2020

REVENUE/SUPPORT

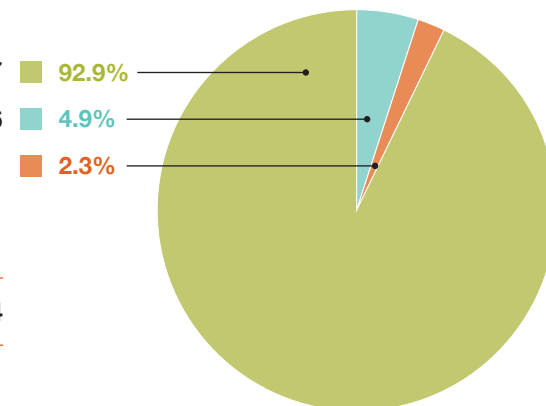
Gifts, Grants, & Sponsorships to The Mind Trust	\$20,018,727
Grants for Partner Organizations	\$40,000
Interest & Dividends	\$209,255

Total Revenue and Support	\$20,267,982
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EXPENDITURES

The Mind Trust's Programs & Investments in Partner Organizations	\$13,829,537
Management & General	\$722,376
Fundraising	\$337,641

Total Expenses	\$14,889,554
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Principal, GRE Capital

Ann Murtlow, Treasurer

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Shannon Williams, Senior
Vice President of Community Engagement

Our Donors

The following list represents contributions received from generous donors who supported The Mind Trust during the time period of July 1, 2019, through June 30, 2020.

Individuals

John and Kathy Ackerman
Anonymous (3)
Berghoff Family Fund
Kenneth and Kenya Bradshaw
Brandon and Taylor Brown
Raymond and Mary Benson
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Community Foundation
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Community Foundation
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Kite Realty Group
Lilly Endowment Inc.
Nicholas H. Noyes, Jr., Memorial Foundation, Inc.
OneAmerica Foundation
Steel House
Teach For America Indianapolis
The City Fund
The National Bank of Indianapolis
The Walton Family Foundation
Walker Family Foundation

Ways You Can Support Our Mission



Are you interested in deepening your impact on Indianapolis students and schools? Multiple ways exist for you to join us as we pursue educational equity for all students in Indianapolis together.

Donate

Consider donating to The Mind Trust so that we can ensure every student, regardless of race or socioeconomic status, receives an excellent education. Your donation supports work in schools and classrooms that directly improve student experiences and outcomes. Donate online at themindtrust.org/donate.

Interested in making a gift of stock or other alternate gift? Please contact Stacy Helmuth, Director of Development, at shelmuth@themindtrust.org.

Volunteer

We continually seek to connect our community with opportunities to personally and directly impact students. Visit themindtrust.org/volunteer to let us know if you would like to:

- * Serve on an Innovation or charter school board.
- * Connect a school with businesses or community partners.
- * Volunteer at a school.
- * Deepen your involvement with The Mind Trust.

History of Our Work

2001

Indianapolis Mayor Bart Peterson becomes first mayor in the nation to authorize public charter schools. Today, his mayor-sponsored charter school initiative has grown to 43 schools serving nearly 18,000 students.

2006

The Mind Trust is founded by David Harris and Bart Peterson.

2008

The Mind Trust recruits Teach For America and TNTP to Indianapolis. The organization launches its Education Entrepreneur Fellowship to support the development of new education support nonprofits.

2011

The Mind Trust releases the Opportunity Schools report, which proposes a dramatic restructuring of IPS.

2012

Launched the Charter School Incubator, the organization's first effort to support the launch of new

schools. The George and Veronica Phalen Leadership Academies and Christel House International were the first recipients of \$1 million awards to launch schools. Each network now has several schools in Indianapolis, serving thousands of students.

2014

Indiana legislators pass a law empowering Indiana school districts to launch Innovation Network Schools, a new type of fully autonomous district school.

2018

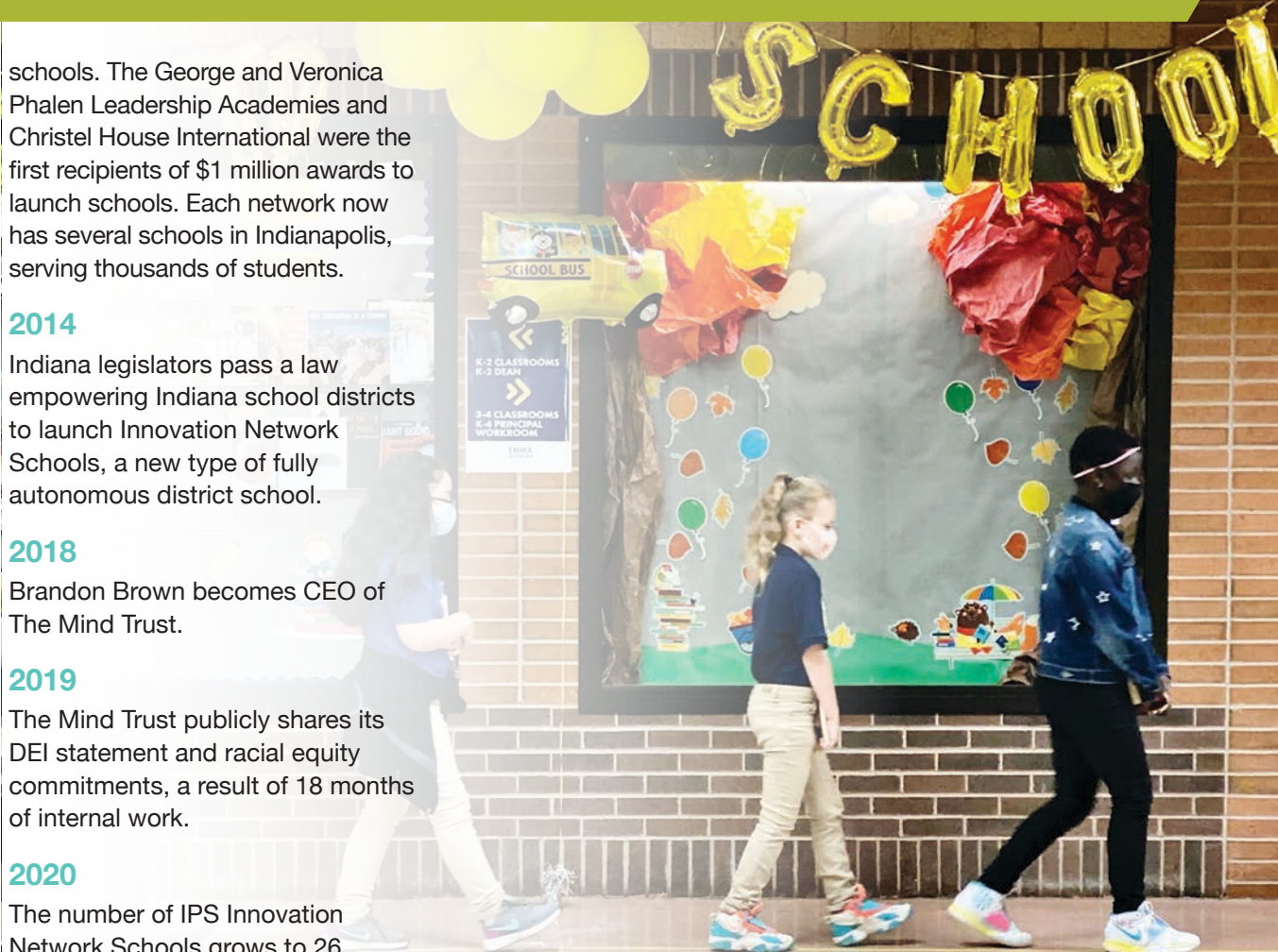
Brandon Brown becomes CEO of The Mind Trust.

2019

The Mind Trust publicly shares its DEI statement and racial equity commitments, a result of 18 months of internal work.

2020

The number of IPS Innovation Network Schools grows to 26, serving more than 1 in 4 students in the district.



***Thank you for your
support of our mission!***

We are proud to serve Indianapolis schools, educators, students, and families to help create a more equitable education system. We cannot do this alone, which has been more true this year than almost any other.





The Mind Trust

Great schools. Innovative ideas. Every student.

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themindtrust.org • (317) 822-8102 • @themindtrust

