**WHY NOW?**

- We are in a moment in which it has become more evident than ever the important role our schools play in our communities. We must not miss the opportunity to strengthen them.
- We are committed to not returning to the old pre-pandemic “normal.”
- We need to deliver on the full potential of ALL kids – to give ALL of them a shot at excellence.

**STRENGTHS**

- **Our People**
  - We’ve invested in the pay of our teachers and leaders and our staff retention rates have been rising.
- **Our Programs**
  - We offer many high-quality choice options across the district and serve a diverse community of students and families.
- **Our Partners**
  - We have incredible and diverse partners and supporters across the city.

**CHALLENGES**

- **Pandemic Impact**
  - The pandemic has had a significant impact — learning loss, trauma and economic hardship.
- **Fiscal Stability**
  - Our enrollment is declining, and we will be in the red in 2028 if we change nothing.
- **Access**
  - Our best-performing, highest-demand programs are not reflective of the overall racial diversity of our district.
- **Facilities**
  - Our facilities are not optimal for learning – this was highlighted after a thorough, independent analysis of their overall condition.

**2025 GOALS**

1. Increase access to rigorous curriculum and instruction.
2. Promote racial equity.
3. Foster authentic engagement.
4. Operate and fund strategically.

**OUR HOPE**

- To ensure we pursue excellence through a commitment to equity.
- To ensure any family would be delighted to send their child to any IPS school.
- To rebuild stronger through plans that celebrate our diversity and the possibility of ALL our children.
- To respond to the dreams and aspirations of our children and families.
OUR SHARED VALUES AND COMMITMENTS

CONTINUOUS IMPROVEMENT: We will leverage our strengths and assets while owning and addressing our opportunities to be bolder and better.

INTEGRITY: We will be honest and transparent with one another while communicating with care.

COMMUNITY: We will listen, respect the ideas of others and ensure all voices are included and heard.

RACIAL EQUITY: We will ensure our long range planning gives all students the opportunity for success.

STUDENTS FIRST: We will keep students at the center of our planning process.

Guiding Our Planning Process

OUR PLANNING PROCESS

Fall 2021 - Winter 2022
Taking input gathered during visioning, the IPS Board will provide the administration with the attributes that should inform long-range planning. The IPS administration will begin to draft an initial plan with continued feedback from stakeholders.

Fall 2021
We will engage the community to imagine the IPS we want in the future.

Vision and Set Priorities
Let’s dream about what we want and what is possible.

Plan and Model
Let’s explore how we make our vision attainable.

Refine and Finalize
Let’s finalize the plan so we can get to work.

Make it Happen
Let’s collaborate and work together to make our dream and vision a reality.

Spring - Summer 2022
The IPS administration will bring a completed initial plan to the community for feedback. Revisions to the plan are possible based on feedback received and updated drafts are shared.

July 2022
The IPS Board takes formal action on a finalized plan.

METHODS OF STAKEHOLDER ENGAGEMENT

Survey
Community Conversations
Youth Engagement
Interviews

Stay Connected! Check out www.myips.org for more information on the Community Conversations Calendar - Stakeholder Feedback Options - Rebuilding Stronger Timeline