



WE ARE WAYNE!
GREAT SCHOOLS :: GREAT COMMUNITY



STRATEGIC PLAN
2023-2028



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GREAT SCHOOLS
GREAT COMMUNITY

Dear M.S.D. of Wayne Community,

We are thrilled to share with you our new strategic plan for M.S.D. of Wayne Township. Over the course of the last year, we garnered feedback from thousands of community members in order to gain a comprehensive picture of our district – what you loved and what you believed could make us even stronger. With your collective input, we have created a new strategic direction that we are confident will achieve our vision to develop GREAT people in M.S.D. of Wayne.

Our strategic plan is focused on reconceptualizing teaching and learning, increasing students' sense of belonging, recruiting and retaining great staff, and building and sustaining one community. We believe progress in these key areas will be transformational for our district and for our students. Much like our planning process was a hugely collaborative endeavor, accomplishing our strategic goals will require continued and sustained effort from our students, families, educators, and broader community.

We are so grateful for your support thus far and look forward to this next leg of the journey!

Dr. Jeffrey K. Butts, Superintendent
Mrs. Raimeka Graham, School Board President



COMMUNITY AT THE CENTER



COMMUNITY FEEDBACK

We heard from
8,325
constituents through
the community survey

22

Hours of
conversation with
community members



3

Town Halls held
at M.S.D. of
Wayne Township

15 Focus
groups
with parents, teachers,
community members,
and district personnel



10,819

Students participated in the 7Cs Survey providing
actionable feedback on the learning experience in
M.S.D. of Wayne Township

COMMUNITY DESIGN

5

Community
Design
Sessions

90

Community
Members
Participating

213

Initiative Ideas to
Meet Challenges +
Opportunities

80

Prototypes
Designed
by Community

PLAN & ALIGN July 2022

- Kickoff Meeting

FOUNDATIONS Aug - Oct 2022

- Planning for Community Engagement
- Community Engagement Events
- Community Engagement Data Review + Visioning Session

DESIGN Nov 2022 - Jan 2023

- Design Sessions with Community

LAUNCH & MONITOR Feb - June 2023

- Planning for Monitoring, Prioritizing, and Communicating
- Planning for Governance + Execution

MISSION

To activate and accelerate student learning.



VISION

To develop GREAT people!



BELIEFS

We believe in the power of belonging, collaboration and growth.

VALUES



GROWTH

We create the conditions for data-driven growth for both students and staff.



EQUITY

We provide a human-centered and culturally-responsive system.



HIGH EXPECTATIONS

We engage in a productive struggle to reach our full potential.



INTEGRITY

We say what we mean and follow through on our commitments to ourselves and others.



TRUST

We invest in our relationships to earn trust.

FOCUS AREA #1:

Reconceptualizing Teaching and Learning

To activate and accelerate student learning, we will review, analyze, and redefine our approach to teaching and learning for students and staff.

We will conduct a research and data-informed review and analysis of our current K-12 educational practices (focusing on curriculum, instruction, assessment, and structures) to understand student and teacher experiences and redesign student and professional learning to align purpose, action, and outcomes.



FOCUS AREA #2:

Increasing Student Belonging

Creating an environment and culture where all students belong to the extent they feel accepted, included, respected, seen, heard, and empowered in their education journey.

We will design additional mechanisms for students to advocate for themselves and bond with their peers and teachers in order to raise student ownership and connection to their school community.



FOCUS AREA #3:

Recruiting and Retaining Great Staff

We want to attract and retain the best candidates who are representative of, committed to, and choose our unique, diverse community.

100% of positions will be filled by excellent educators who are drawn to M.S.D. of Wayne Township because of its positive work environment, unique benefits and incentives, and opportunities to grow alongside (and from) their colleagues.



FOCUS AREA #4:

Building and Sustaining One Community

We build ownership and belonging in the work we do together.

We will develop and implement communication processes and feedback loops to engage with our community in proactive, clear, and consistent ways that increase community engagement, understanding, and participation in support of the mission and vision of MSD Wayne.



WE ARE WAYNE!

STAFF
2,300

STUDENTS
16,000+

COUNTRIES
85

SCHOOLS &
PROGRAMS
22

MULTILINGUAL
STUDENTS
6,000+

STUDENTS
OF COLOR
70%+



PATH TO IMPACT

We invite the M.S.D. of Wayne Township community to invest in the process with us! We will share updates of our implementation progress and the effectiveness and impact of our work through board updates and information shared on our district strategic plan landing page.

We will measure progress in three ways:

	FIDELITY	EFFECTIVENESS	IMPACT
What does this mean?	How well do we stick to our process to implement each initiative?	To what extent does the implementation of our strategic initiatives lead to the desired changes in the district?	What are the long-term and sustained changes that result from our strategic initiatives?
How will we measure?	We will track the process and share how additional information informs our work and helps us to adjust to meet the needs of those impacted by our work.	We will collect and disaggregate data to understand the ways in which strategic initiatives accomplish our goals.	We will collect and disaggregate data to understand the ways the strategic initiatives help us to create lasting change.
What will this look like?	<ul style="list-style-type: none"> • Dashboard updates on district website • Reports from Administrators and Leadership Teams across the district 	<ul style="list-style-type: none"> • Surveys • Student Performance, Attendance, and Discipline Reports • Classroom and School Visits • Interviews with community 	<ul style="list-style-type: none"> • Trends in data year-over-year • Surveys • Behavior reports • Classroom and School Visits • Interviews with community • Updates to community



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M.S.D. OF WAYNE TOWNSHIP

Achieve Virtual Academy
5248 W. Raymond Street
Indianapolis, IN 46241
317.576.2082

Chapelwood Elementary
1129 N. Girls School Road
Indianapolis, IN 46214
317.988.6400

Sanders School
4730 W. Gadsden Street
Indianapolis, IN 46241
317.988.8500

Area 31 Career Center
1200 N. Girls School Road
Indianapolis, IN 46214
317.988.7230

Garden City Elementary
4901 Rockville Road
Indianapolis, IN 46224
317.988.8300

Stout Field Elementary
3820 W. Bradbury Avenue
Indianapolis, IN 46241
317.988.6850

Ben Davis High School
1200 N. Girls School Road
Indianapolis, IN 46214
317.988.7000

Giant Preschool
1200 N. Girls School Road
Indianapolis, IN 46214
317.988.7088

Wayne Preparatory Academy
5248 W. Raymond Street
Indianapolis, IN 46241
317.988.6300

Ben Davis Ninth Grade Center
1150 N. Girls School Road
Indianapolis, IN 46214
317.988.7500

Lynhurst 7th & 8th Grade Center
2805 S. Lynhurst Drive
Indianapolis, IN 46241
317.988.8100

Wayne Township Preschool
1155 S. High School Road
Indianapolis, IN 46241
317.988.7900

Ben Davis University High School
1155 S. High School Road
Indianapolis, IN 46241
317.988.7800

Maplewood Elementary
1643 S. Dunlap Avenue
Indianapolis, IN 46241
317.988.6600

Wayne Township Transportation Center
317.988.6375

Bridgeport Elementary
9035 W. Morris Street
Indianapolis, IN 46231
317.988.6200

McClelland Elementary
6740 W. Morris Street
Indianapolis, IN 46241
317.988.8000

Westlake Elementary
271 N. Sigsbee Street
Indianapolis, IN 46214
317.988.6900

Chapel Glen Elementary
701 Lansdowne Road
Indianapolis, IN 46234
317.988.6500

North Wayne Elementary
6950 W. 34th St.
Indianapolis, IN 46214
317.988.6100

Wayne Township Adult Education
1155 S. High School Road
Indianapolis, IN 46241
317.988.7975

Chapel Hill 7th & 8th Grade Center
7320 W. 10th Street
Indianapolis, IN 46214
317.988.8800

Rhoades Elementary
502 S. Auburn Street
Indianapolis, IN 46241
317.988.6700


Wayne Township Education Center
1220 S. High School Road
Indianapolis, IN 46241
317.988.8600

Robey Elementary
8700 W. 30th Street
Indianapolis, IN 46234
317.988.6000



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www.wayne.k12.in.us

 @msdwaynetownship

 @WayneTwpSchools

