



2024-25 COMMUNITY REPORT



Ingham Intermediate
School District

A Regional Educational Service Agency

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MISSION:
Ingham ISD exists to lead and serve for the achievement and success of all learners.

VISION:
Ingham ISD, in partnership with our stakeholders and communities, will foster the success of all learners.

SUPERINTENDENT MESSAGE



Innovation in education doesn’t happen in isolation. It happens when people come together with a shared purpose, a willingness to try new ideas and the belief that every learner deserves opportunity. This year, Ingham ISD and our partners embraced that spirit of innovation, building systems that connect, creating programs that inspire and strengthening relationships that make our region’s schools even stronger. From early childhood through career readiness, we are reimagining what it means to lead and serve in education today.

At the heart of our mission is connection. We are a bridge that links families with early learning, teachers with resources, students with opportunity and communities with shared purpose. This year, that bridge grew wider as we expanded programs and partnerships that help every learner thrive.

Building Strong Starts
From the first home visit with a new parent to a child’s first day in preschool, our Early Childhood team helps families take those foundational steps toward success. With more than 1,800 children enrolled in Great Start Readiness Program (GSRP) and PreK for All classrooms, and over 1,000 infants and toddlers served through Early On, more families than ever before received support close to home. The launch of Region 7’s Michigan Family Engagement

Center, serving Ingham, Eaton and Clinton counties, has connected parents, schools and community partners around one shared goal: ensuring every child has what they need to thrive.

Empowering Educators
Great schools begin with great teachers. Our team worked alongside them in meaningful ways this year, offering hands-on coaching, training and collaboration that strengthened classroom practice and supported student success. From helping districts implement new literacy and math programs to building Multi-Tiered Systems of Support, our focus remains on empowering educators and fostering a culture of continuous improvement. Through professional networks and the state’s MICIP framework, we continue learning together across classrooms, districts, and disciplines.


Expanding Opportunities
At the Wilson Talent Center, nearly 1,000 students explored hands-on, high-demand careers in fields such as cybersecurity, culinary arts, precision machining, and new media. Students earned 1,946 certifications, 652 college credits and \$28,000 in scholarships this year, preparing them for the next step toward college or career.

Strengthening Supports
In special education and student support services, we continued to advance our “all education” model, which prioritizes inclusion, innovation and individualized support. This year, 6,794 students benefited from programs throughout the service area, including Heartwood School, North Star School and the newly transitioned Beekman Center. The implementation of the Michigan PowerSchool Special Education System (MiPSE) streamlined services and strengthened consistency across all 12 local districts. Every milestone, from a first independent living skill to a graduation walk across the stage, reflects our belief that we are all in for students.

Caring for Wellbeing
Learning happens best in healthy environments. Our Mental Health Specialists worked alongside schools to provide therapy, crisis response, and prevention education while training educators to build trauma-informed practices. Intern partnerships with area universities helped grow the next generation of mental health professionals. Inside the ISD, staff wellbeing remains a shared priority through IncentFit challenges and activities focused on the eight dimensions of wellbeing.

Working Together
Partnership continues to be one of our greatest strengths. Collaborations with the Lansing Regional Chamber of Commerce, Teach. Talent. Thrive. and the Capital Area College Access Network (CapCAN) align education and workforce efforts to strengthen our region’s future. Through Backpack Press, our online storytelling platform, and its companion podcast, Education Unpacked, we are bringing the community closer to the everyday victories unfolding in our schools.

Innovation is a team effort. It takes trust, shared vision and the courage to design something better for the next generation. As we look ahead, we remain focused on building systems that work smarter, partnerships that reach farther and opportunities that lift every learner. Thank you to our staff, families and community partners for continuing this work with heart, creativity and collaboration. Together, we are leading the way for what education can become.

In Education,

Jason Mellema
Superintendent

WE SERVE
42,000
Students

12
Local School Districts

7
Public School Academies

BOARD OF EDUCATION

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SERVICE AREA MAP

Ingham ISD serves as a shared community resource that creates networks of support and enhances educational opportunities for all learners in our service area. Service area school district boundaries reach into seven counties in the mid-Michigan region. Our board, administration and staff collaborate with educational and other community leaders to provide programs and services to fill learning gaps, save dollars and create efficiencies.



OUR IMPACT

At Ingham ISD, we embrace an “all education” model that sees every learner, every educator and every partner as part of one connected system. Our belief is simple: Every child can learn, and we are all in for all kids.

Education doesn’t start or stop at the classroom door. It begins with families, grows through community and thrives when people work together to remove barriers and create opportunity. Whether we are supporting early learning, strengthening instruction or expanding career pathways, our goal is the same—to build systems that help every student reach their full potential.

“An investment in knowledge pays the best interest.”

- Benjamin Franklin



EARLY CHILDHOOD SERVICES

People often think of school starting at kindergarten. Education, however, begins at birth with parents as a child's first teacher. Preparing a child to enter kindergarten is critical to their long-term success. This is why our Early Childhood programs and services are important to families and to the development of our youngest, most influential minds. When families have their first child, there isn't a natural connection to their local school district. Sometimes families don't know where to turn for assistance. That's where we come in. Intermediate school districts help families in their service areas with children from prenatal to age eight through Early Childhood Services.

Early Childhood Services and the Ingham Great Start Collaborative work to address outcomes outlined by the Office of Great Start within the Michigan Department of Education. They have developed the following goals:

- Children are born healthy.
- Children are healthy, thriving and developmentally on track from birth to grade three.
- Children are developmentally ready to succeed in school at the time of school entry.
- Children are prepared to succeed in grade four and beyond by reading proficiently by the end of grade three.

Ingham ISD works collaboratively with key stakeholders to identify and serve children prior to kindergarten entry. Ingham ISD operates the referral system for Early On (birth-age 3) and **Build Up Michigan** (3-5 year olds) for families who are concerned about their child's development. Early On and **Great Parents, Great Start (GPGS)** provides evidence-based services within a family's daily routine. Families typically receive services in their home, at a child care center or at a community Ingham ISD **Play and Learn (PNL) Group**. Ingham ISD also has a centralized, online system to coordinate the joint preschool recruitment and application process for Head Start and the **Great Start Readiness Program (GSRP)/PreK for All**. Our staff supports school districts and community-based organizations in implementing high-quality, developmentally appropriate preschool through PreK for All, the nation's top rated PreK program. Ingham ISD also supports the smooth transition of these youngest learners into the K-12 school system.

Collaboration

Early On has partnered with MSU Human Development and Family Studies to support students as they enter the Early Childhood workforce with an endorsement in birth-kindergarten. MSU students have the opportunity to shadow home visits and contribute to Play and Learn (PNL) Group facilitation. The Great Start

Readiness Program also collaborates with the Michigan Association for the Education of Young Children (MiAEYC) to support adults in earning their Child Development Accreditation (CDA) which allows them to work as an associate teacher in a preschool classroom.

Play and Learn Groups

During the 2024-25 school year, Great Parents, Great Start Parent Educators, Early On Early Interventionists and PNL Group facilitators provided in-person playgroups across all 12 school districts with playgroups in both outdoor and indoor settings.

Quality Endorsement Improvement Process

Three grants fund our Great Parents, Great Start (GPGS) program: Family First Prevention Services Act through the Department of Health and Human Services, 32p4 through the State School Aid Budget and Refugee Development Center through the Department of Labor and Economic Opportunity. To ensure all families have high quality services, GPGS has completed the endorsement process which provides Blue Ribbon affiliation status to programs implementing the Parents As Teachers model and curriculum with fidelity.

Early Childhood Data

780
Play and Learn Group
Adults Served

1,017
Play and Learn Group
Children Served

1,852
Great Start Readiness
Program Students

18
Play and Learn groups each
week at 15 different locations

1,196
Early On Students Served

125
Children Served through
Great Parents, Great Start
Parents As Teachers

117
GSRP classrooms
with 29 partners
(Local Educational Agencies and
Community-Based Organizations)

EARLY CHILDHOOD SERVICES

Multi-Tiered System of Supports

Team-based leadership has been a focus for many of our districts. Early Childhood leadership teams have combined with K-5 building teams in some districts, such as Stockbridge and Mason, in order to support alignment and cohesiveness in the program as well as to improve student outcomes.

Data Review

Ingham ISD supports all local districts and community-based organizations implementing the Great Start Readiness Program through comprehensive problem-solving and data review. Increased student outcomes are the focus of this process, which is completed three times per year. The data review structure has been revised to follow the Michigan Integrated Continuous Improvement Process (MICIP) in order to align with the local district and develop longer-term system goals. In 2024-25, Early On staff also engaged in two data review activities, resulting in a collaborative goal for staff. Additionally, our Great Parents Great Start staff engaged in data review sessions to align our practices and program goals.



Classroom Inclusion

Ingham ISD strives for all 3-5 year olds with disabilities to have access to high-quality inclusive settings that provide individualized support, to participate alongside their peers without disabilities and have opportunities to achieve their full potential. There has been increased opportunities for inclusion in Dansville, East Lansing, Mason and Waverly while continuing to support inclusion in Stockbridge and Williamston.

Professional Learning Communities

Multiple districts participate in PreK-K Professional Learning Communities (PLC). The PLCs have spent time reviewing curriculum and assessment practices by engaging in activities such as identifying essential standards, deconstructing standards by identifying learning targets, learning progressions and mastery, selecting common formative assessments and discussing data with other teachers.

Finding and Serving All Learners

Early On staff engaged in a data-driven, departmentwide professional development goal aimed at finding and serving children earlier. In an effort to find families who may not be connected to resources, staff worked across teams to increase the awareness and knowledge of referring agencies

about Early On. Referrals to Early On are steadily increasing, allowing us to find and support infants and toddlers with delays and disabilities during the most critical time of brain development.

The state of Michigan has provided funding to expand GSRP to serve more eligible children through an initiative called PreK for All. This year, additional classrooms were opened in East Lansing, Holt, Lansing, MSU Child Development Laboratories, Stockbridge and Waverly. Additionally, multiple new classrooms opened in community-based organizations throughout our service area. Our PreK for All team has developed a unique process to onboard and support community-based organizations that often lack the same resources as a school district. Expansion will continue throughout the 2025-26 school year.

Michigan Family Engagement Centers

In 2024, Ingham ISD was awarded funding through 35i to lead the work of the Michigan Family Engagement Center for our region. Ingham ISD represents Region 7, which comprises Ingham, Eaton and Clinton counties. The Michigan Family Engagement Center is not a physical space, but a system of supports that connects schools, community organizations and families to support the health and development of every learner. The activities of our region's Family Engagement Center include providing professional learning, coaching, technical assistance and resource development for our three-county region.



STUDENT INSTRUCTIONAL SERVICES

INSTRUCTIONAL SERVICES

Instructional Coaching for Local Districts

Job-embedded coaching was a priority to support educators within their core content areas and was provided based on individual district needs. Throughout the 2024-25 school year, local districts received 8,200 hours of consulting and coaching. Coaching focus areas included student engagement within content areas, positive behavior intervention and support, differentiation and intervention strategies, co-planning instructional lessons and the use of technology within all core areas.

Some school districts adopted new core programs in literacy, math and science and were provided intensive professional learning and job-embedded coaching to support their implementation. This included training sessions for all staff, grade-level conversations, modeled lessons, co-planning of lessons and reflection meetings with district and school administrators. District literacy coaches collaborated in sharing resources, learning new instructional practices and engaging in book studies through professional educator networks. Many administrators, literacy coaches and classroom teachers also participated in the statewide training of LETRS (Language Essentials for Teachers of Reading and Spelling).

Professional Education Networks

Educators across all local school districts were provided opportunities to collaborate with others in sharing resources and instructional strategies through the following professional network groups:

- Counselors/Mental Health Specialists
- Curriculum Directors
- Early Childhood Directors
- English Language Arts Educators
- English Learner Educators
- Instructional Coaches
- Principals
- Special Education Directors

Michigan's Integrated Continuous Improvement Process

Districts were provided support implementing a continuous improvement process using the statewide Michigan Integrated Continuous Improvement Process (MICIP) and platform. Eighteen hours of collaboration and learning were provided across district teams. In addition, customized coaching was provided to districts that requested extra support.

Professional Development

A core support of general education to districts is professional development. At Ingham ISD, we don't believe in "sit-and-get" trainings; we know that the more people interact and engage with one another, the deeper their knowledge and experience become. When you learn in an interactive and engaging environment, you are more likely to retain information and share it with others. In addition, when job-embedded coaching is implemented after training, there is an increase in effective implementation and educator confidence.

Ingham ISD works with districts to support their initiatives in many different areas from content specific goals to leadership and systems support. Based on district needs, in 2024-25 content area professional development of curriculum and instructional best practices were provided. One example was working with several school districts to develop their systems focused on a Multi-Tiered System of Supports (MTSS) model. Both the district and school level leadership were engaged in improving systems to support high quality instruction and learning and positive behavioral support for all learners.

Ingham ISD continues to support implementation of a MTSS framework in specific ways:

- General education core instructional support for all students through high quality curriculum and instructional practices in literacy, mathematics, science and social studies.
- Next Generation Science Standards support efforts are in place including training and determining instructional shifts needed to implement strategies with fidelity. In addition, several local districts engaged in a curricular review process and adopted curricular resources aligned with these standards.
- Mathematics focus was on enhancing teacher content knowledge and instructional best practices that are integrated with curricular resources. In addition, several local districts engaged in a curricular review process and adopted new core math programs.
- Literacy support was focused on the state level Literacy Essentials Instructional Practices. Local districts developed tiered literacy instructional support through the use of the MTSS framework. Collaboration and networking opportunities were provided through the state-wide network for literacy coaches.

At the systems level, we supported districts and schools in the development and implementation of a Positive Behavior Interventions and Support (PBIS) system. This system includes developing district or school-wide behavior expectations with a focus on positive classroom engagement and systems for aligning additional behavior supports based on student needs. In addition, professional development of CHAMPS (Conversation, Help, Activity, Movement, Participation and Success) for classroom management was provided.

STUDENT INSTRUCTIONAL SERVICES

MENTAL HEALTH & WELLNESS

Mental Health Treatment Services

Individual, family and group therapy services, mental health assessments, crisis intervention and case management services have been provided for students in area schools under the 31n(6) grant. A team of 12 Mental Health Specialists provide services across Ingham ISD service area schools. A health resource advocate/intake worker helps to connect families to services through the HRA grant. This also provides the ability to support families with referrals and engagement in community services.

Professional Development

Professional development has been provided by the Mental Health team in multiple schools related to mental health and wellness. Topic areas have included stress and wellness, social emotional learning, the impact of trauma on development and learning and developing trauma sensitive learning environments. Additionally, Youth Mental Health First Aid training has been provided.

Critical Incident Response

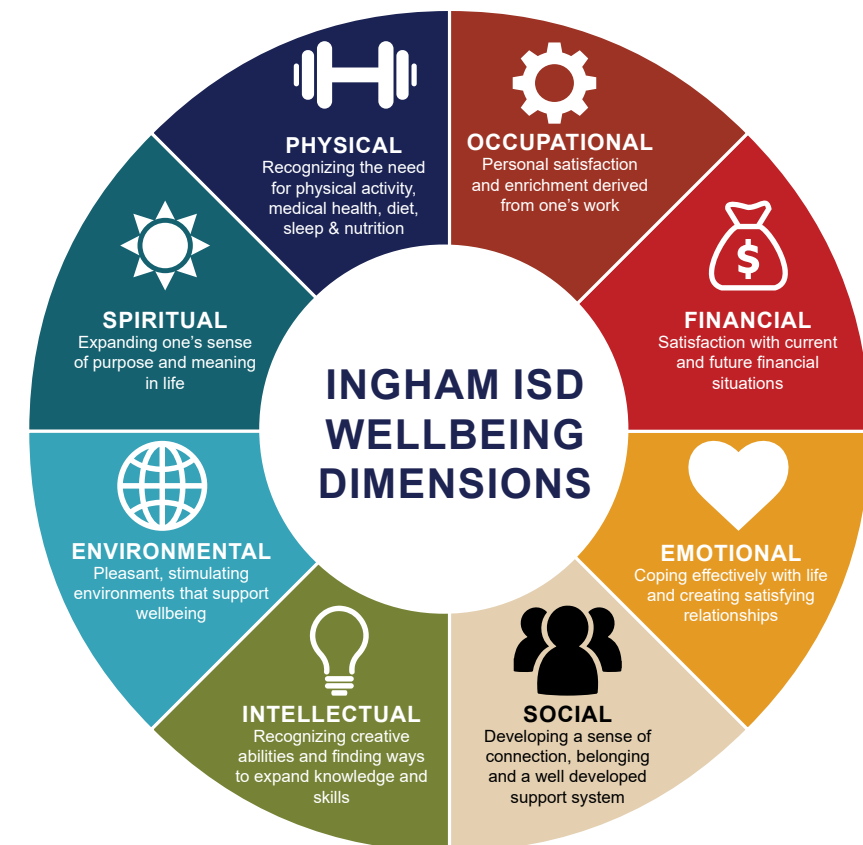
The Mental Health team is also available to provide support during critical incidents in school communities such as the death of students or staff, natural disasters, school violence or other incidents which have the potential for traumatic impact. Four members of the Mental Health team have also become certified trainers in the PREPaRE model of school crisis prevention and response. These trainings were offered in the 2024-25 school year and will be offered again to districts in 2025-26.

Workforce Development

An internship program has been integrated into the Mental Health program with area universities in counseling and social work programs. The goals of this program include providing excellent clinical training, fostering interest in mental health careers in school and community settings, and growing the mental health workforce.

Staff Wellbeing

The Wellbeing Committee continues to plan activities to promote staff wellbeing. These include promoting wellness challenges throughout the year using the IncentFit system, monthly gratitude initiatives and sharing visual materials to encourage self-care in the eight areas of wellbeing: occupational, financial, emotional, social, intellectual, environmental, spiritual and physical.



STUDENT INSTRUCTIONAL SERVICES

ORGANIZATIONAL LEARNING

Instructional Coaching for Internal Programs

Instructional coaching for all of Ingham ISD's internal programs has proven to be extremely successful over the past several years. Coaching is being offered to our CTE and Special Education educators across our programs. Student Centered Coaching is an approach used to improve student success. Educators collaborate with coaches to reflect on current practices using data, set goals for growth, identify and learn strategies, practice and reflect on their effectiveness, and monitor and adjust strategies based on data insights.

Mentoring Program

Mentor programs are in place at Ingham ISD to help orient new staff to the programs and district. They serve as a resource for their mentee through regularly scheduled sessions to help develop the mentee's skillset.

Educator Evaluation

Ingham ISD utilizes the Marzano Educator Evaluation Model. Our unit supports education and the work around yearly evaluations. The support includes understanding how to use the evaluation models, developing professional growth plans and creating student growth plans for our Ingham ISD internal schools and programs.



STUDENT PROGRAMS

Ingham Academy

Ingham Academy is a day treatment program for adjudicated youth. This partnership with the Ingham County Circuit Court, Highfields and Ingham ISD has been in place for several years. During the 2022-23 school year, Ingham ISD became the diploma granting school for students in this program. Ingham ISD provides the educational component for students placed at Ingham Academy by the court system. A highlight for the 2024-25 year was the graduation of eleven students which was celebrated at their July graduation ceremony.

Malcolm Williams School

Ingham ISD operates the school at Highfields, Inc. in Onondaga. Highfields provides residential treatment to male adjudicated youth in grades 6-12 from across Michigan. A highlight for the year was the graduation of one of our students who received his diploma from the Leslie Public Schools' Ingham Virtual High School.

A Multi-Tiered System of Supports (MTSS) includes many areas to support the whole child, educators and administrators in their learning and development:

- Data Analysis and Data-Based Decision Making
- Early Childhood
- Literacy, Math and Science
- Mental Health and Wellness
- Michigan's Integrated Continuous Improvement Process (MICIP)
- Positive Behavior Interventions and Supports (PBIS)
- Job-embedded Coaching and Professional Development
- Professional Educators Networks

8,027
General Education Consultant/
Coaching Hours Provided

30
Days of Professional Networks Held
(Coaches, Counselors/Mental Health, Curriculum Directors, English Learner, Literacy, Principals)

3
Days of Michigan Integrated Continuous Improvement Process (MICIP) Training

Students Enrolled in Ingham Academy Programs
64

38
Total Number of Mental Health Professional Development Sessions

10,005
Behavioral Mental Health Specialist Services Provided

Students Enrolled in Malcolm Williams Programs
15

STUDENT SUPPORT SERVICES



2024-25 OPERATED SCHOOLS AND PROGRAMS

- Autism Spectrum Disorder Programs
- Beekman Center
- Heartwood School
- Ingham Academy
- Malcolm Williams
- North Star School
- Project SEARCH
- Skills for Adult Independent Living (SAIL)

Our "all education" model is intended to support each student, wherever they are in their learning, and strengthen instructional practices at the district, building and classroom levels. At Ingham ISD, we integrate needed supports in conjunction with our local district partners to provide the best possible school experience and maximize student outcomes across our service area.

The purpose of special education is to enable students to successfully develop to their fullest potential by providing a free and appropriate public education (FAPE) in compliance with the Individuals with Disabilities Education Act (IDEA). A key component of special education is specially designed instruction (SDI). SDI means adapting, as appropriate, to meet the needs of an eligible child in terms of content, methodology or delivery of instruction to address the unique needs of that child, and to ensure access of the child to the general curriculum.

Ingham ISD service area districts operate and provide many services for their students. They can also choose to contract with Ingham ISD or access the schools and programs we operate depending on the needs of the student. We provide services and programming, operate center-based schools and offer special education technical assistance at the ISD-level to meet the needs of our local district students.

Our "all education" model helps support the role of special education and general education staff in local districts and outside agencies in meeting the needs of all students. Through a Multi-Tiered System of Supports (MTSS) model, providing students with interventions and working with teachers to understand their data, we have been able to assist students earlier in their learning.

The Student Support Services team excels in collaboration, compassion, innovation, integrity and student focus. Our team works with all 12 of our traditional K-12 districts and eight public school academies within the Ingham ISD service area to support students eligible for special education services and programs. Our team supports both district and building level staff in meeting the needs of their students who have individualized education programs (IEPs). Our team has focused on incorporating literacy strategies into our programs and service delivery to help support all students being able to read by grade three.

Number of Students Served through Special Education Programs
6,794

Total Number of Special Education Itinerant Staff FTE
70.43

Districts Participate in Special Ed Transportation
12

STUDENT SUPPORT SERVICES

Michigan PowerSchool Special Education System

This year, our team began the rollout of the Michigan PowerSchool Special Education System (MiPSE). The system serves as the county-wide, web-based, special education student management system. MiPSE is the designated workspace for special education teachers and service providers for all special education related documentation and Medicaid service capture.

Compliance

Ingham ISD provides educational and technical support to school districts located within the Ingham ISD service area. The intent of the compliance guidance is to provide clarity and consistency with special education policies and procedures. The guidance will be updated as the Michigan Department of Education Office of Special Education revises special education policies.

Autism Spectrum Disorder

The intention of Ingham ISD's ASD programming is to provide an educational environment that supports the development of independence, communication, socialization, academic and functional skills. The goal is for students to return to their home school

district. A continuum of instructional practices and classroom environments are implemented to facilitate meaningful engagement and the generalization of skills that provide structure and consistent routines. Ingham ISD operates ASD classrooms in East Lansing, Leslie and Stockbridge.

Staff Hiring

Many local districts continue to need highly skilled special education personnel to support their students and staff. Ingham ISD works to offer support to local districts by hiring staff who can support multiple local districts across the service area. From specialized instruction, assistive technology, speech and language therapy, counseling services, behavioral interventions and academic accommodations, supports and services are designed to empower students and promote their success.

North Star School

Ingham ISD opened the new North Star School in fall 2023, combining the Secondary Learning Center (SLC) and Evergreen programs into one facility to better serve students with special needs. Funded by the Headlee Restoration Millage passed on March 10, 2020, the 15,100-square-foot addition includes seven classrooms, a gymnasium, secure

entrance, administrative offices and more. The SLC, established in 1979, and the Evergreen program, previously housed in a portable building since 2003, now share this state-of-the-art space. A highlight of the year was celebrating the graduation of six students with an end-of-year picnic luncheon.

Center Based Programs

Ingham ISD offers two specialized center-based programs, Heartwood School and Beekman Center (formerly operated by the Lansing School District), to serve students across the Ingham ISD service area. These programs provide education and services for children and young adults aged 3 to 26 who are eligible under the categories of moderate and severe cognitive impairments, severe multiple impairments and autism spectrum disorders.

Staff at Heartwood and Beekman work closely with local school districts and families to develop and implement individualized education plans (IEPs). Enrollment in these center-based programs is determined through the IEP process, with decisions made collaboratively to ensure placement best meets each student's unique needs in the least restrictive environment. Together, these programs provide a supportive and enriching educational environment where students can thrive.

STUDENT SUPPORT SERVICES

Beekman Center Transition

Over the course of 18 months, Ingham ISD and the Lansing School District engaged in a highly coordinated effort to transition the operations of the Beekman Center to the ISD, effective July 1, 2024. Throughout this period, joint teams met regularly to address every aspect of the transition—including student support, facilities, safety, human resources, information technology, finance and communications. This deliberate and organized process ensured that staff, families and students experienced a smooth handoff, with systems in place to strengthen programming and expand access to high-quality services. As a result, students are now benefiting from enhanced supports and resources tailored to their needs.

TRANSITION PROGRAMS Project SEARCH

Project SEARCH is a program providing post high school students with disabilities the opportunity to train, gain and maintain employment through businesses and organizations across the nation. Students are offered a one-year internship opportunity to develop valuable workplace skills leading to post graduation employment. Ingham ISD partners with Michigan State University (MSU) to offer Spartan Project SEARCH on MSU's campus.

Skills for Adult Independent Living (SAIL)

The SAIL program at Ingham ISD helps students achieve their individual goals through a combination of classroom learning, community experiences and work-based training. With a focus on daily living skills, functional academics and social communication, the program prepares students for greater independence and success. By partnering with local businesses and organizations, SAIL provides valuable job training opportunities and connects students to community resources for additional support.

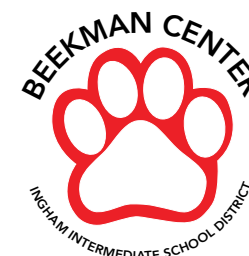
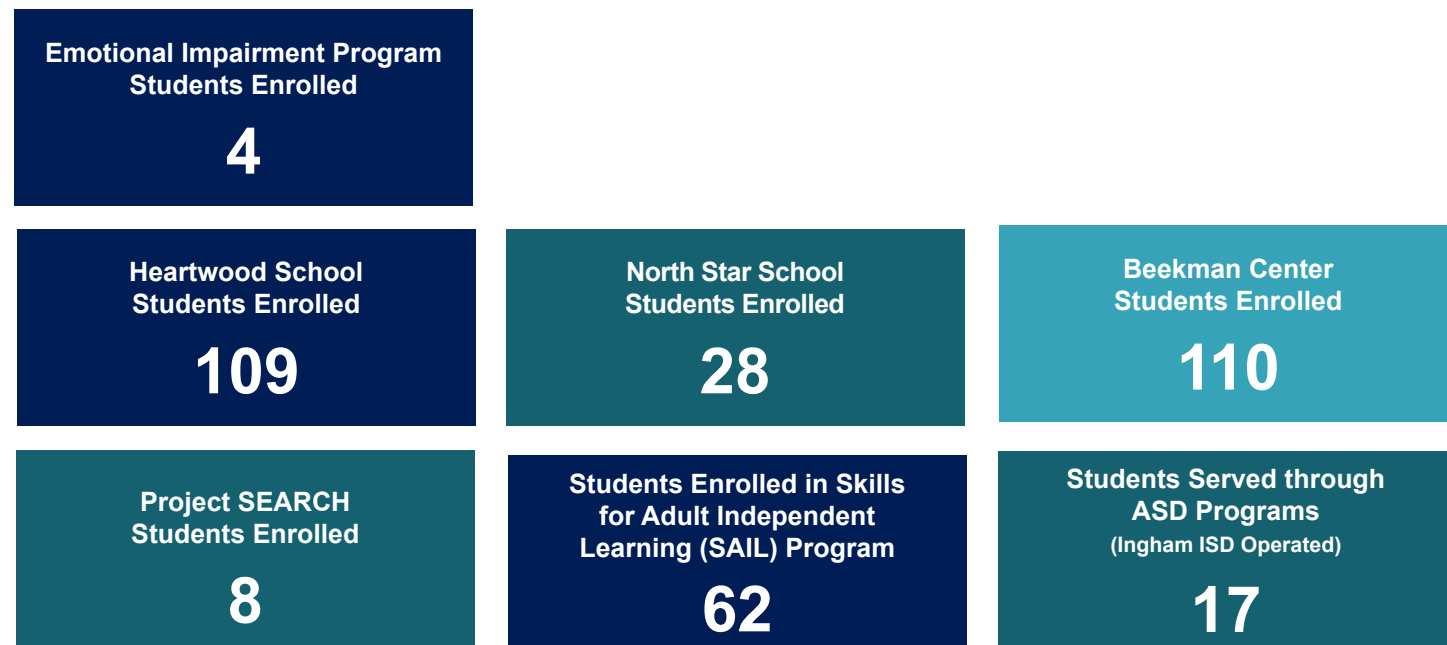
Ingham ISD Special Education Parent Advisory Committee

The Ingham ISD Special Education Parent Advisory Committee (PAC) exists to represent the views of all parents who have children receiving special education services and to provide information about opportunities and resources available in the community for students with individualized educational programs (IEPs). The PAC provides input to Ingham ISD focused on the delivery of special

education and improvement of our special education programs and services. The PAC hosts community events to support and inform families of students with disabilities. A significant focus is placed on helping families find resources and assistance when students transition from high school to independent living and employment.

The Fall Fun Fest and the Transition Fair combined into one inclusive event, bringing together students of all ages, their families, educators, and over 20 community partners at the Potter Park Zoo. Families had the opportunity to connect with local resources, explore community services and build relationships in a casual, welcoming setting. Together, the event created a supportive space for families to learn, celebrate and plan for the future.

Student Enrollment Data



CAREER & TECHNICAL EDUCATION

At Ingham ISD, we offered 20 programs in 2024-25 at the Wilson Talent Center (WTC). Career and Technical Education (CTE) has changed significantly over the years and programs need to be cutting edge to create the best outcomes for students.

When the WTC opened in 1972, it was a vocational school mainly for students interested in graduating from high school and transitioning directly into a job. Today, students are earning high school academic credit, direct college credit and state and national industry certifications. We are no longer preparing students just for jobs but rather growing their skills and talents as they make their way toward high-wage, high-demand career fields. Currently, over 80% of WTC graduates are moving on to post secondary education where they can fine tune their talents and prepare for their futures.

Partnerships with post secondary schools such as Baker College, Central Michigan University, Davenport University and Ferris State University are allowing students to earn more direct college credit than ever before. Students can

take college level English and industry specific courses while still in high school at no cost to the student. Students also could earn articulated credit specific to the schools with which each program has a partnership. These credits allow a student to receive credit for content they have covered in their CTE program once they enroll at a particular school.

Community and business partnerships also play an important role in CTE. Each program has an advisory board of members from that industry. These boards meet at least two times per year to discuss curriculum, equipment, industry trends and the talent pipeline. Advisory board members are vital to program success in making sure students are leaving us both college and career ready.

- Precision Machining and Engineering students attended the IMTS SmartForce Student Summit in Chicago to learn about the latest in manufacturing technology.
- WTC celebrated National Manufacturing Week with many of our programs visiting local manufacturing companies.

- Business & Risk Management students completed a community service project at Woldumar Nature Center with industry partners from Accident Fund, Rathbun Insurance and State Farm.
- Sports Medicine students assisted at a Special Olympics bowling event at Royal Scot
- Students from East Lansing, Fowlerville, Haslett, Holt, Mason, Waverly and Williamston who are in our Year 1 Business & Risk Management program all placed either 1st, 2nd or 3rd in the REMC Association of Michigan Podcast Challenge.
- Healthcare students competed at the HOSA regional competition. 23 students then advanced to the state competition.
- Students from Business & Risk Management and Sport Medicine volunteered at Special Olympics basketball at MSU.



Wilson Talent Center Programs

Automotive Technology	Investigations
BioScience Careers	Law Enforcement
Business & Risk Management	Manicurist
Career Start/Intro to CTE	Medical Assisting
Construction Trades	New Media
Cosmetology	Patient Care Technician
Culinary Arts & Hospitality	Precision Machining Technology
Cybersecurity & Digital Forensics	Programming & Mobile Applications
Educational Careers	Sports Medicine & Rehabilitation
Engineering Technologies	Welding Technology

1,261
Students Enrolled in CTE Programs in Local Districts

956
Students Enrolled at Wilson Talent Center

819
MiCareerQuest Participation (Number of Students)

CAREER & TECHNICAL EDUCATION

Certifications & Leadership Organizations

In addition to gaining skills, expertise and exposure to future career options, students can earn state or national certifications or participate in student leadership organizations to test their abilities against other students across the state. Student participation in these categories has increased over the years as our student population has increased. This means our students can leave high school with leadership awards or state and/or national certifications in their field of study.

Capital Region Technical Early College

The Capital Region Technical Early College (CRTEC) is a high school-to-college program where students start in grade 11 and complete grade 13 and earn up to 61 college credits and/or industry certifications. Tuition is free for the student, and the program gives students various career-related experiences.

CRTEC is for those motivated to pursue their goals and are ready to get started. CRTEC is a collaboration with Clinton County RESA, Eaton RESA and Ingham ISD. More information about CRTEC is available at www.crtec.org.

Ingham ISD offers CRTEC programs in the areas of:

Business & Risk Management in partnership with Davenport University

Culinary Arts & Hospitality in partnership with Ferris State University

Cybersecurity & Digital Forensics in partnership with Ferris State University

Educational Careers in partnership with Ferris State University

Health Foundations in partnership with Baker College

Law Enforcement in partnership with Baker College

Programming & Mobile Applications in partnership with Baker College

Sports Medicine & Rehabilitation in partnership with Baker College



CAREER & TECHNICAL EDUCATION

Student Enrollment

Student enrollment has increased over the last several years by expanding program labs and classrooms and offering tuition-based programs to districts that are not part of Ingham ISD's millage, including Lansing, Fowlerville, Clinton County RESA and Eaton RESA.

Students from these districts may participate through a tuition arrangement only if seats are available after our in-district high school students have committed to a program of study.

Enrollment Statistics - Student Participation by Program

	AUTOMOTIVE	BIOSCIENCE	BUSINESS & RISK MGMT	CAREER START	CONSTRUCTION	COSMETOLOGY	CRIMINAL JUSTICE	CULINARY ARTS	CYBERSECURITY	EDUCATIONAL CAREERS	ENGINEERING	HEALTH FOUNDATIONS	MANICURING	MEDICAL ASSISTING	NEW MEDIA	PATIENT CARE TECH	PRECISION MACHING	PROGRAMMING	SPORTS MEDICINE	WELDING	TOTAL
2020-21	59	23	43	19	48	38	67	54	59		32	98	6	24	57	26	23	49	10	46	781
2021-22	69	29	33	18	47	32	54	66	43		32	87	12	40	67	23	30	34	9	45	770
2022-23	66	29	41	19	48	38	79	62	46		49	111	12	14	48	33	37	44	9	44	829
2023-24	59	23	37	18	47	34	80	61	44	45	50	116	12	33	59	37	38	41	13	46	893
2024-25	69	41	37	20	46	38	68	73	51	76	43	95	11	36	49	36	40	39	44	45	957
5 YEAR AVERAGE	64	29	38	19	47	36	70	63	49	45	41	101	11	29	56	31	34	41	17	45	846

652
CRTEC College Credits Earned

193
Capital Region Technical Early College Enrollment

482
Registered Work-Based Learning Experiences

76
NTHS Membership



40
Scholarships Awarded

1,946
Certifications Earned at Wilson Talent Center

2,078
8th grade visit participation (Number of Students)

ADMINISTRATIVE SUPPORT

Human Resources

Human Resources plays a vital role in supporting the success of our organization, with core responsibilities centered on recruiting, hiring and retaining high-quality staff. These efforts directly impact every aspect of our strategic plan, as we recognize that our people are our most valuable asset. Their dedication and expertise are essential to fulfilling our mission.

As part of our ongoing commitment to talent development, Human Resources continues to serve as the Talent Together ambassador for Ingham County districts. In this role, we share valuable information with districts and interested staff on pathways to obtaining teacher certification or securing additional endorsements, helping to expand the educator pipeline across the region.

We also provide critical operational support, including full payroll and benefits administration for Ingham ISD staff, as well as payroll services for five local districts. To foster collaboration and knowledge-sharing among HR professionals, we lead Central Michigan Human Resources (CMHR) meetings and manage a tri-county listserv that ensures timely communication and peer support.

Professional development remains a priority. This year, we coordinated CHRISS training across the tri-county region and facilitated CPR certification for new teachers in participating districts. We also partnered with Business Officials to hold a joint meeting focused on the implementation of the Earned Sick Time Act (ESTA), helping ensure consistent understanding and application

across districts. We offered Crucial Conversations training, available to both Ingham ISD and local district staff. Our leadership within the Michigan Association of Intermediate Personnel Officers (MAIPO) further reinforces our commitment to advancing key HR topics and sharing updates through the ISD listserv.

We continued to coordinate the partnership with Fiducius to assist districts in managing the 27k student loan repayment grant and to offer additional repayment options to staff. Technical support was also extended to 19 districts using the Red Rover hiring system.

Employee wellness remained a priority, with sustained efforts to promote healthy habits and overall wellbeing through initiatives supported by the IncentFit platform.

Business Services

Over the past year, the Business Office advanced efficiency through expanded use of automated forms and systems. For example, a new employee reimbursement process was launched through KissFlow, improving turnaround times and consistency.

Grant funding continues to expand at unprecedented levels. Over the last three years, total revenues have increased \$37 million (27%), with grant revenues growing by \$13 million (37%). These funds support critical programs such as the Great Start Readiness Program (GSRP), Section 31n Mental Health Services, TRAILS and other statewide initiatives. The Business Office provides fiscal oversight to ensure compliance and effective use of these resources.

In January 2025, Ingham ISD finalized a new Special Education Funding Formula, the first major revision in more than 30 years. Developed with input from local districts, the updated formula ensures greater equity and transparency in how resources are allocated across the county.

This year also marked the successful opening of the Beekman Center under Ingham ISD's operations, while also closing out Phase I of the Additions and Remodeling Project. The projects were completed on schedule and under budget, improving learning environments for students and working conditions for staff. Financial systems such as purchasing, receivables and budgeting were quickly established at Beekman to support day-to-day operations.

Safety Initiatives

The ISD continued its commitment to safety with countywide collaboration. This included completion of safety presentations for ISD staff, along with participation in tabletop emergency exercises with districts and local agencies. Through these efforts, Ingham ISD continues to enhance readiness and ensure safe learning environments.

Despite the complexity of managing increasing revenues, new grants and construction activity, the Business Office once again achieved a clean audit and had several agencies conduct fiscal reviews of our major programs with no findings. This reflects the team's strong financial controls, accountability and dedication to serving schools and communities.



ADMINISTRATIVE SUPPORT

Public Relations and Communications

The Public Relations and Communications (PRC) team supports Ingham ISD, local districts and families through clear two-way communication, promotion of programs and relationship-building with business, community and legislative leaders across the region and state. In addition to leading communications for Ingham ISD, our team provides full-scale communications support to Clinton County RESA, Eaton RESA, Mason Public Schools and Fowlerville Community Schools

Our work centers on building connections that raise awareness and create opportunities for collaboration. All 12 local districts are members of the Lansing Regional Chamber of Commerce, giving them access to luncheons, learning opportunities and the member directory.

Beyond the Chamber, Ingham ISD engages with Teach. Talent. Thrive. (T3), Capital Area College Access Network (CapCAN), Michigan School Public Relations Association, legislative forums and other partners to remain connected at the regional and state level.

In 2024–25, the communications team earned national recognition from the National School Public Relations Association, receiving two Golden Achievement Awards, an Award of Excellence for the 2023-24 Community Report and an Award of Merit for social media.

This year, we launched Backpack Press, a new online news platform dedicated to sharing positive stories from our schools. As part of the district’s Strategic Plan, Backpack Press highlights the everyday successes of students and educators while strengthening our education advocacy efforts.



Ingham Academy on WILX Schools Rule

INFORMATION TECHNOLOGY SERVICES

Ingham ISD partners with local districts to deliver high-quality, flexible technology services that strengthen teaching, learning and operations across the region. Our work is rooted in supporting students and staff directly while also building the systems that make education run smoothly.

The Data, Systems & Analysis team ensures student data flows seamlessly between districts, manages identities and rostering, and provides training that helps educators make the most of instructional technology. The team is also leading the way in shaping the district’s AI strategy, preparing schools for the next generation of learning tools.

Beyond day-to-day support, our department coordinates technology consortiums that maximize resources and create cost savings for schools. Through the StarNet Consortium, for example, 10 of 12 districts share internet access and unified threat management—expanding capacity while reducing cost.

Cybersecurity is a cornerstone of our work. Our collaborative approach and dedicated staff have stopped potential threats before they became disruptions, keeping classrooms safe and students learning.

At every level, Ingham ISD’s technology services are about more than fixing problems—they’re about creating opportunities, protecting access and driving innovation for the learners and communities we serve.

HELP DESK 244-1215

Technical Support	DA	EL	HA	HO	LA	LE	MA	OK	ST	WA	WE	WI
Illuminate Ed - ISE												
Illuminate DNA												
MiPSE	X	X	X	X		X	X	X	X	X	X	X
PowerSchool Support	X	X				X			X	X	X	X
Internet Bandwidth	X	X	X	X	X	X	X	X	X	X	X	X
Wide Area Network	X	X	X	X	X	X	X	X	X	X	X	X
Complete Technology Support Services	X								X		X	
Shared Staffing	X		X	X						X		X
Data Center Hosting	X				X				X	X	X	
Web/Server Hosting	X	X			X		X		X	X	X	
Web Content Filtering	X	X	X	X		X	X		X	X	X	X
REMC 13	X				X	X	X	X	X	X	X	X

COMMUNITY CONNECTIONS

Ingham ISD has many great partners to thank throughout the community, but we certainly cannot reach them all in our Community Report. Therefore, we will share a few of the key community connections in place.

Scholarships

Nearly \$28,000 was awarded to career and technical education students through donations received by community businesses and private citizens.

Wilson Talent Center Events Open House and Student Showcase

Events are great opportunities for our community to see programming offered at the Wilson Talent Center. The Open House is held every December and is open to the public. Most often, students come to visit programs with their parents as they decide about enrolling for the next school year. This year, the Open House had over 900 attendees.

The Year End Student Showcase is just that—a time when students have an opportunity to showcase their work from the year. This often draws business professionals, families and educators in

to see the work of students who attend our programs. This is held in May of each school year. This year, students greeted more than 800 guests at the event.

Lansing Regional Chamber of Commerce

We recognize how vital it is to connect education and business to strengthen our region. When students succeed, employers benefit too, gaining access to talented, well-prepared future employees. All local districts within the Ingham ISD service area are members of the Lansing Regional Chamber of Commerce, giving them access to a member directory, invitations to Economic Club luncheons, and opportunities to promote their districts throughout the community.

Teach. Talent. Thrive.

Teach. Talent. Thrive., or T3, is a network of connected assets to support education and talent development in the capital area. T3 is committed to helping the capital area become the exemplary STEAM (science, technology, engineering, arts, and mathematics) region in America. They work with schools and businesses across the region to help connect talent.

Ingham ISD partners with T3 on MiCareer Quest, facilitating student invitations and educator support for the event. Last fall, we welcomed 2,000 high school students to the Lansing Center, where they explored careers and learned directly from regional employers.

Principal for a Day

The “Principal for a Day” program expanded this year to include seven experiences across three school buildings, engaging business, civic and community leaders in a unique, hands-on perspective of school leadership. Participants shadowed principals throughout their day, experiencing the daily responsibilities of school leaders while exchanging experiences and learning from one another. The program not only highlighted the strengths and challenges of the educational system but also built stronger connections between educators and community stakeholders, fostering a deeper mutual understanding of how schools and communities can work together.



Principal for a Day

COMMUNITY CONNECTIONS

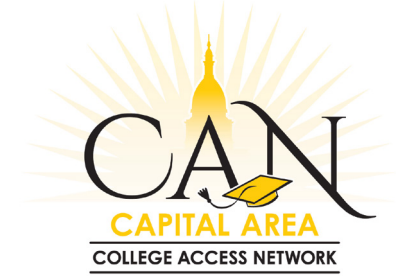
Ingham Great Start Collaborative

An early start for our youngest minds is a critical component of success. Ingham Great Start Collaborative (Ingham GSC) is a coalition of human service agencies, families and other partners such as local businesses and physical and mental health agencies. Ingham GSC is implementing a comprehensive strategic plan to address Michigan’s Four Great Start outcomes in our community. This initiative ensures that every child, birth to age 8, has access to a universal, comprehensive and collaborative system of community-based early childhood programs, services and supports.



Capital Area College Access Network

The Capital Area College Access Network (CapCAN) is a collaborative community network dedicated to increasing the college attainment rate of the Capital Area. Their mission is to increase college and post secondary readiness, participation and completion. This is evident by both the number of college advisors who have been placed in our local districts and the events being hosted by CapCAN to support our students. These include events at the Wilson Talent Center and events with our Transition programs to help students prepare for the next step after high school.



Arts Integration

Each year, Ingham ISD partners with the Wharton Center for Performing Arts to host an Arts Integration Professional Development series for district teams. The goal for a training like this is to share how integrating arts into core curriculum, such as science and math, add more meaning and value to both subject areas.



McLaren Greater Lansing Foundation Book Nook Partnership

FINANCIAL REPORT

Ingham ISD's programs and services are provided through three statutorily separate operating funds: General Fund, Special Education Fund and Career and Technical Education (CTE) Fund.

The total of expenditures and outgoing transfers was \$189.9 million in 2024-25. Expenditures encompass Ingham ISD operated programs and services, and outgoing transfers are primarily payments to our constituent districts.

The funding sources for Ingham ISD are varied. Each fund receives revenue from a number of sources that are specific to

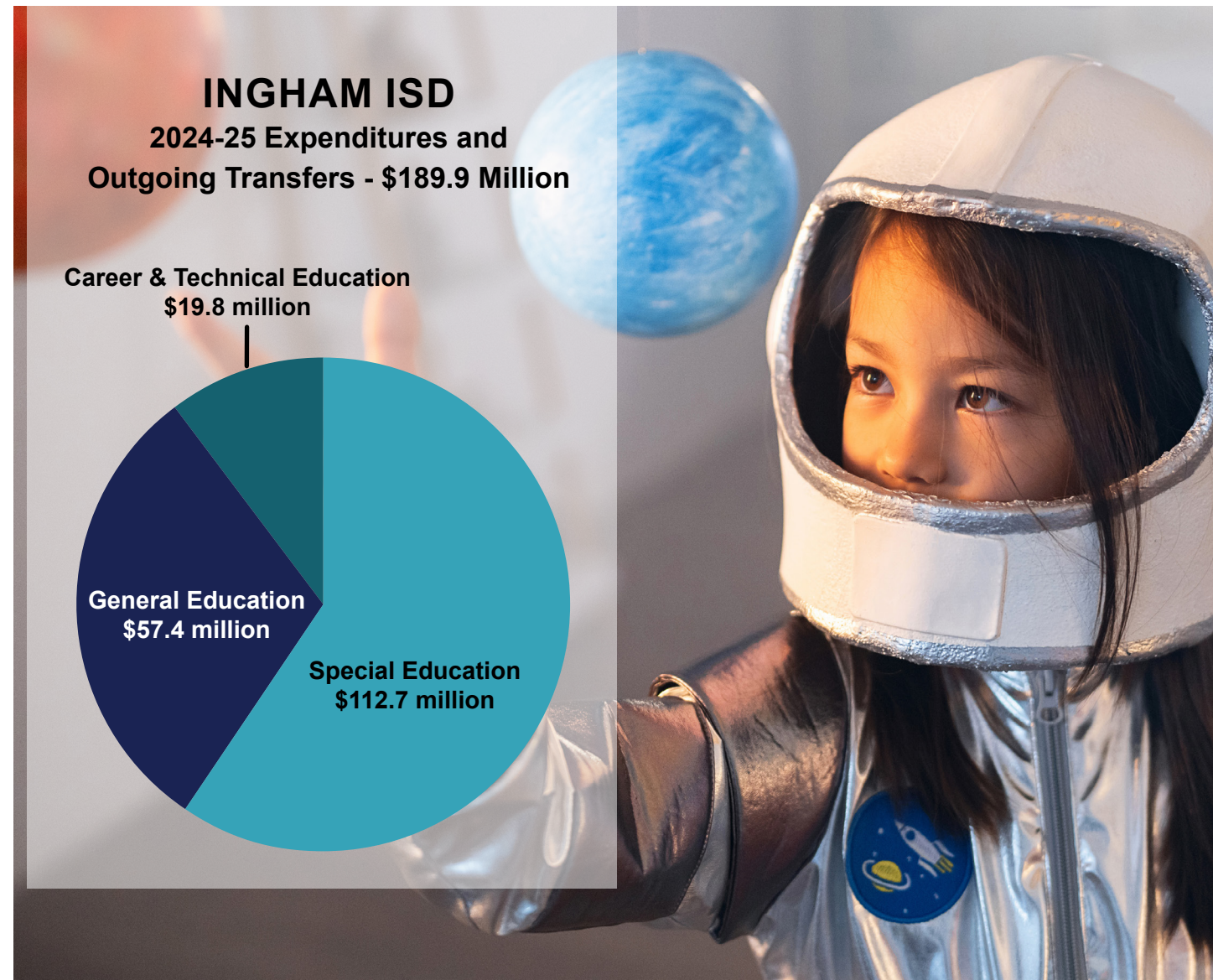
each fund. Property taxes levied for each fund represent the largest overall source of funding for Ingham ISD. Each fund also receives specific state aid, federal and other grant sources as well as fees for certain provided services.

The General Fund revenue is comprised largely of funding which is specific to a given program/service/consortium, as approximately 90% of the revenue of this fund is designated or earmarked.

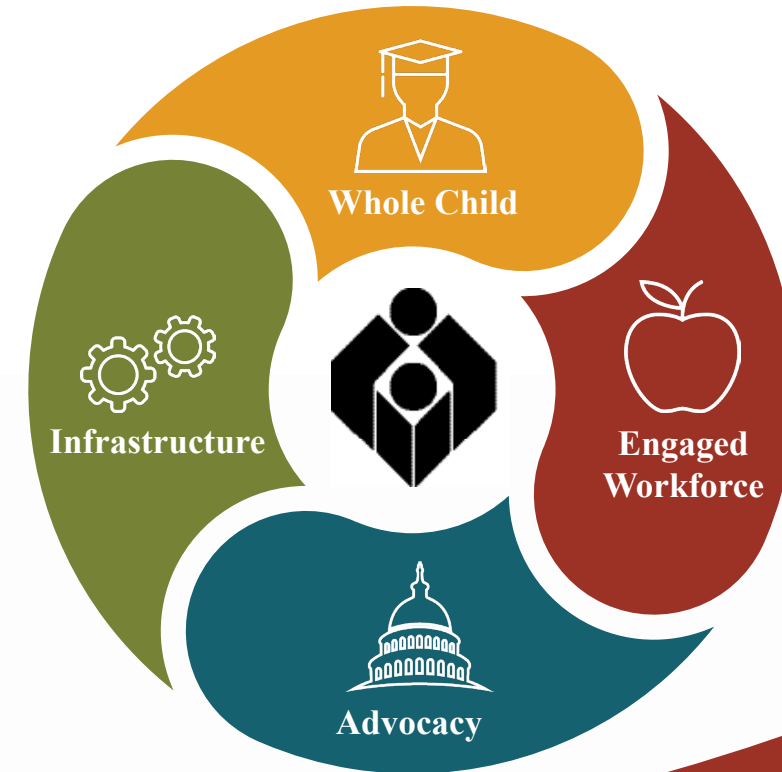
The Special Education Fund represents a combination of expenditures for Ingham ISD operated special education programs

and services and outgoing transfer payments for expenses incurred by constituent districts for special education.

The Career and Technical Education Fund includes Ingham ISD operated programs and services which are funded largely by a dedicated property tax millage. Students from districts where the Ingham ISD CTE millage is levied attend/participate without cost. A tuition/fee is paid by districts outside the CTE property tax millage levy. For all districts, the state aid perstudent foundation revenue remains with the district.



STRATEGIC PLAN 2022-2025



	Infrastructure	Advocacy	Engaged Workforce	Whole Child
Mission	Ingham ISD exists to lead and serve for the achievement and success of all learners.	Increase awareness and understanding of intermediate school districts and how they support student and educator outcomes.	Create innovative solutions to attract, develop, engage, and retain a diverse workforce.	Improve healthy, safe, engaging, challenging and supportive learning environments.
Vision	Ingham ISD, in partnership with all stakeholders, will foster the success of all learners.			

Core Values: Collaboration • Compassion • Innovation • Integrity • Student Focus



Ingham Intermediate School District

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