



2023-2024

COMMUNITYREPORT

Ingham Intermediate School District

2630 West Howell Road, Mason, Michigan 48854 • www.inghamisd.org • 517.676.1051

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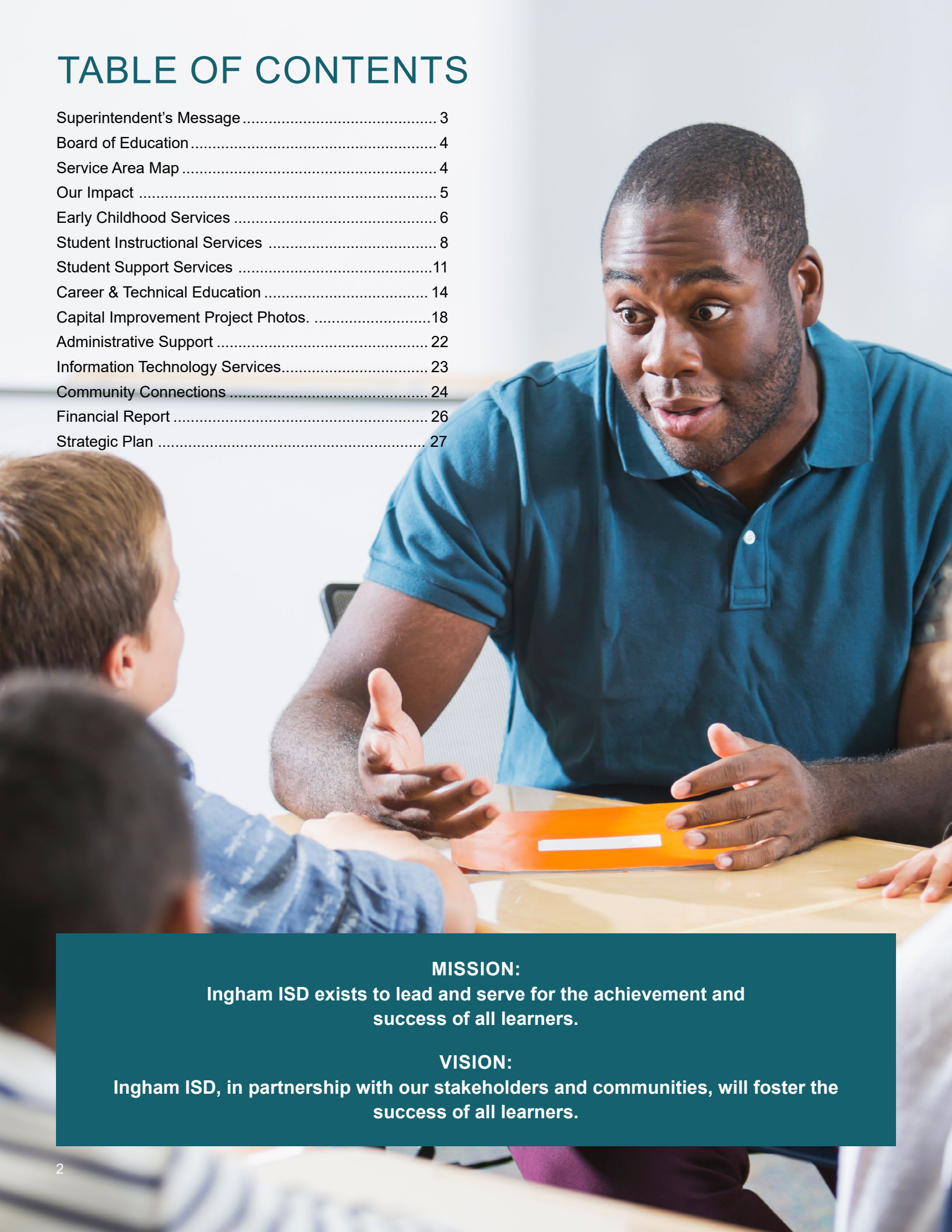
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MISSION:

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



As we reflect on the 2023-24 school year, I am honored to share the strides we have made at Ingham Intermediate School District (ISD). These achievements, powered by collaboration among our staff, students, families and community partners, demonstrate our commitment to supporting learners from early childhood through career readiness. This year, we proudly embraced our mission of fostering success for all learners and furthered our goals outlined in the 2022-2025 Strategic Plan.

Early Childhood Services

Our early childhood programs play a crucial role in setting a strong foundation for children across our region. This year, we served over 1,000 students through *Early On*, Play and Learn Groups, and the Great Start Readiness Program (GSRP), ensuring that young learners are developmentally on track. We expanded GSRP classrooms to reach more families, and our Play and Learn Groups continued to offer engaging, accessible educational experiences.

Student Instructional Services

Instructional support and professional development were key areas of focus in 2023-24. We provided over 8,000 hours of instructional coaching to our local districts, supporting educators in enhancing student engagement and refining teaching practices. This year also saw the successful integration of Michigan's Integrated Continuous Improvement Process (MICIP) and expanded professional networks, offering educators valuable spaces to collaborate and share best practices.

Career & Technical Education (CTE)

The Wilson Talent Center remains a hub for preparing students for high-wage, high-demand careers. Our 20 programs allowed students to earn high school and college credits and pursue industry certifications. Through partnerships with local businesses and post-secondary institutions, we facilitated pathways to success in fields ranging from healthcare to digital forensics. This year, CTE students gained hands-on experience through work-based learning and represented our district with achievements in competitions such as Disney's *Cook Around the World*.

Special Education and Student Support Services

In special education, our commitment to an "all education" model has been instrumental in meeting diverse student needs. Our newly opened North Star School, along with programs like Ingham Academy, Heartwood School, and Spartan Project SEARCH, offered specialized support and celebrated key milestones, including the graduation of students ready for independent living and employment.

Furthermore, our team introduced the Michigan PowerSchool Special Education System (MiPSE), enhancing our ability to support and track student progress.

Mental Health and Wellness

Recognizing the importance of mental wellness in student success, we expanded our mental health services and professional development initiatives. With a team of 12 Mental Health Specialists, we provided individual and group therapy, crisis intervention and support services to students across the county. Our emphasis on wellbeing extended to staff as well, with the introduction of new wellness challenges and self-care initiatives.

Community Connections

Our partnerships within the community are vital to our mission. Collaborative efforts with organizations such as the Lansing Regional Chamber of Commerce, Teach Talent Thrive (T3), and Capital Area Michigan Works! we connect students, educators and business in events such as MICareerQuest and Principal for a Day. We have also welcomed thousands of people into our buildings for tours, open houses, trainings and special events, further solidifying community involvement in our programs.

The support of our community has made a significant difference in making this a successful year. Together, we will continue to nurture a thriving educational environment in the Ingham region. Thank you for your commitment to Ingham ISD and to the future of our students.

With gratitude,

A handwritten signature in black ink, appearing to read "Jason Mellema".

Jason Mellema
Superintendent

WE SERVE
42,000
Students

12
Local School Districts

8
Public School Academies

BOARD OF EDUCATION

**LORI
ZAJAC**

PRESIDENT
(2018 - 2029)

**MICHAEL E.
FLOWERS**

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SCHOR**

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(2013 - 2025)

**BECKY
AMES**

TRUSTEE
(2023 - 2025)



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

We embrace an “all education” model at Ingham ISD and understand the key to success is being inclusive of all learners and believing each child can learn.

Each child has a story to tell. Furthermore, just as adults do, students have good days and bad days. How we interact with students and families has a significant impact on their ability to learn.

Ingham ISD is a regional educational service agency that supports and partners with many constituents including families, students, local districts, community organizations and businesses.

Our impact reaches beyond the classroom as we support families in need and educate students to be the next generation of leaders in our community. Education provides economic prosperity for families, individuals and our community as a whole, and we are honored to be part of it.

**“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 prenatal to age eight through Early Childhood Services.

Early Childhood Services and the Ingham Great Start Collaborative are working 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) provide 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). Our staff supports school districts and community based organizations in implementing high quality, developmentally appropriate preschool through GSRP, 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 2023-24 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 Department of Health and Human Services, 32p4 through the State School Aid Budget and Refugee Development Center through Department of Labor and Economic Opportunity. To ensure that 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.

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.

Early Childhood Data

920

Play and Learn Group
Adults Served

1,120

Play and Learn Group
Children Served

1,380

Great Start Readiness
Program Students

127

Build Up Students Served

1,046

Early On Students Served

84

Children Served through
Great Parents, Great Start
Parents As Teachers

EARLY CHILDHOOD SERVICES

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 2023-24, *Early On* staff also engaged in two data review activities resulting in a collaborative goal for staff.

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 department-wide professional development goal aimed at finding and serving students earlier. In an effort to find families who may not be connected to resources, staff worked across teams to place recruitment fliers and yard signs in places that families frequent. Referrals to *Early On* are steadily increasing, allowing us to find and support students in 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 GSRP team has developed a unique process to onboard and support community-based organizations who often do not have the same resources as a school district. Expansion will continue throughout the 2024-25 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 represents Region 7 which is comprised of Ingham, Eaton and Clinton counties. The Michigan Family Engagement Center is an effort to develop a system of support (not a physical space) for educators and providers working with families. The activities of our region's Family Engagement Center will include providing professional learning, coaching, technical assistance and resource development for our three-county region.



89

GSRP classrooms
with 17 partners
(Local Educational Agencies and
Community-Based Organizations)

11

Districts using Preschool Early
Literacy Indicator (PELI) to assess
early literacy proficiency

14

Play and Learn groups each
week at 12 different locations



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 2023-24 school year, local districts received 8,200 hours of consulting and coaching. Coaching focus areas included student engagement within content areas, differentiation and intervention strategies, lesson planning 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 the Michigan Department of Education's 35a Literacy Grant Network. 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 becomes. 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 2023-24 content area professional development of curriculum and instructional best practices were provided. One example is working with several school districts to develop their systems focused on a Multi-Tiered System of Supports (MTSS) model. Both 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 Multi-Tiered System of Supports 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 system. This system includes developing district or school-wide behavior expectations with a focus on positive classroom management 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. Two 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 2023-24 school year and will be offered again to districts in 2024-25.

TRAILS Coordination

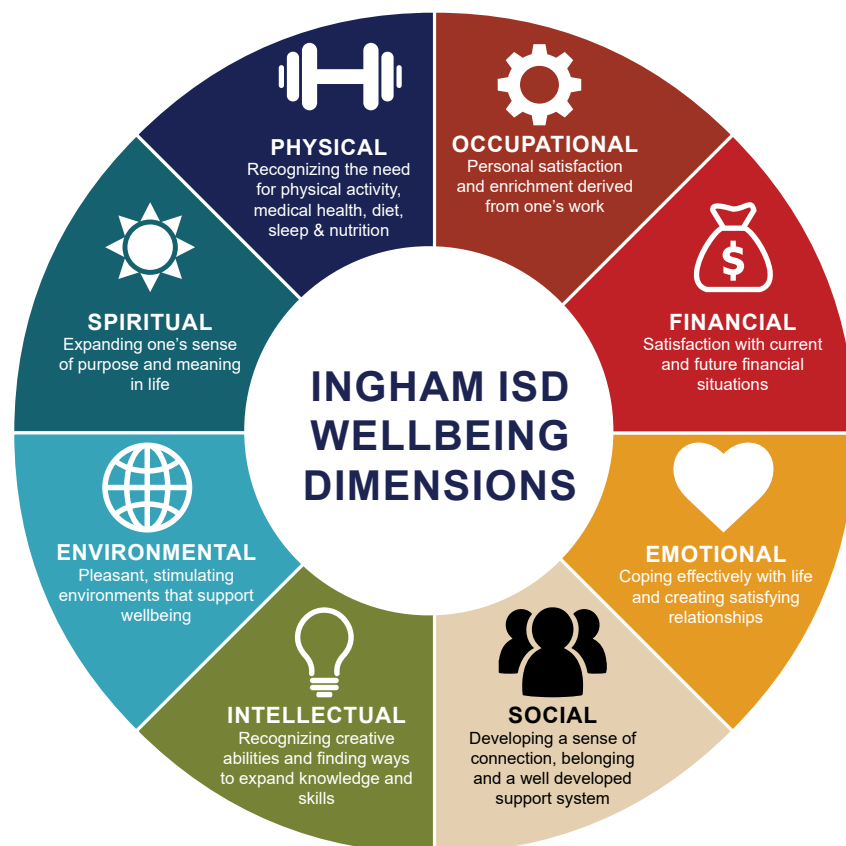
The Mental Health team has also provided support in the implementation of the Transforming Research into Action to Improve the Lives of Students (TRAILS) program including coordination of training, providing coaching for Tier 2 implementation and facilitating connection with TRAILS consultants.

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 to 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/programs.



3

days of Michigan Integrated Continuous Improvement Process (MICIP) Training

40

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



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 & Data-Based Decision Making

Early Childhood

Literacy, Math and Science

Mental Health & Wellness

Michigan's Integrated Continuous Improvement Process (MICIP)

Positive Behavior Interventions & Supports (PBIS)

Job-embedded Coaching and Professional Development

Professional Educators Networks



12,043

Behavioral Mental Health Specialist Services Provided



533

Total Number of Mental Health Professional Development Participants

8,201

General Education Consultant/ Coaching Hours Provided

STUDENT SUPPORT SERVICES



2023-24 OPERATED SCHOOLS AND PROGRAMS

Autism Spectrum
Disorder Programs

Early On

Heartwood School

Ingham Academy

Malcolm Williams

North Star School

Project SEARCH

Skills for Adult
Independent Living (SAIL)

Education is not a cookie cutter business. We don't develop widgets, we develop thinking, problem solving and an interest in learning. Our "all education" model is intended to support each student, wherever they are, in their learning and inform instructional practices at the district, building and classroom levels. At Ingham ISD, we integrate needed supports in conjunction with our local district partners, providing the best possible school experience to maximize student outcomes in 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 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

6,339

Total Number of Special
Education Itinerant Staff FTE

85.92

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 makes revisions to 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 and 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 staff 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.

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 2023-24 year was the graduation of four 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.

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

Student Enrollment Data

Students Enrolled in
Ingham Academy Programs

72



Heartwood School
Students Enrolled

103

North Star School
Students Enrolled

33



Students Enrolled in Skills
for Adult Independent
Learning (SAIL) Program

32

Project SEARCH
Students Enrolled

8

Students Enrolled in
Malcolm Williams Programs

18

Students Served through
ASD Programs
(Ingham ISD Operated)

20

STUDENT SUPPORT SERVICES

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 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 through the IEP process. Enrollment in these programs is a collaborative decision, guided by local district recommendations and tailored to meet each student's needs. Together, these programs create a supportive and enriching educational environment.

Beekman Center Transition

During the 2023-24 school year, Ingham ISD partnered with the Lansing School District to transition the operations of Beekman Center to the ISD effective July 1, 2024. During the year, teams from both districts met continually on topics such as student support, facilities, safety, human resources, information technology, finance and communications. This group worked together to transition the Beekman Center center-based program operations.



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.

The College and Career Tour, now led by our Transition team, is an event dedicated to equipping students and their families with valuable insights into post-secondary college and career opportunities. Hosted on the Lansing Community College campus, this workshop offers information on two- and four-year colleges, career pathways, and educational resources tailored to support students with developmental disabilities as they explore their future goals.



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 Festival is a casual event where families and students of all ages can interact with one another, educators and community partners. This event is to help families learn more about their community and the services available.

The Transition Fair is designed for students and their families who are planning or beginning their transition to life after high school. This event involves more than 20 community partners who represent the six transition domains:

- community participation
- home/adult living
- employment
- post-secondary education training
- health care
- recreation/leisure



CAREER & TECHNICAL EDUCATION

At Ingham ISD, we offered 20 programs in 2023-24 at the Wilson Talent Center. 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 Wilson Talent Center 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 Wilson Talent Center 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.

- Our Business & Risk Management second year students attended Close-Up for a week in Washington D.C.
- Students from the manufacturing sector participated in Manufacturing Day in October.
- In October, WTC hosted the College & Employer Rep Day, including college and military representatives, employers

and apprenticeship programs.

- Sixteen Culinary Arts students participated in Disney's *Cook Around the World Competition*.
- Health Foundations students completed a weeklong awareness campaign focusing on different medical conditions.
- The National Technical Honor Society completed a food/hat/mitten drive and donated to the Lansing City Rescue Mission and Mason Food Bank.
- Three Programming and Mobile Applications students submitted a project for Elissa Slotkin's Congressional App Challenge and won.
- In March, LaFontaine Automotive Group donated a 2024 Ford Mustang to our Automotive Technology program for students to participate in the Ford Motor Company Automotive Career Exploration (ACE) Program.



Wilson Talent Center Programs

Automotive Technology

BioScience Careers

Business &
Risk Management

Career Start/Intro to CTE

Construction Trades

Cosmetology

Culinary Arts & Hospitality

Cybersecurity &
Digital Forensics

Educational Careers

Engineering Technologies

Investigations

Law Enforcement

Manicurist

Medical Assisting

New Media

Patient Care Technician

Precision Machining
Technology

Programming & Mobile
Applications

Sports Medicine &
Rehabilitation

Welding Technology

1,236

Students Enrolled in
CTE Programs
in Local Districts

893

Students Enrolled
at Wilson Talent Center

1,317

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.

Students in the CRTEC program can earn certifications and direct college credit. 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



**CAPITAL REGION
TECHNICAL EARLY COLLEGE**
College Reinvented. Career Redefined.



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 when, and 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
2019-20	65	33	45	19	48	43	85	62	56		42	84		38	55	24	39	50	15	46	849
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
5 YEAR AVERAGE	64	27	40	19	48	37	73	61	50	45	41	99	11	30	57	29	33	44	11	45	824

236

CRTEC College
Credits Earned

76

Capital Region
Technical Early College
Enrollment

411

Registered Work-Based
Learning Experiences

64

NTHS Membership



26

Scholarships Awarded

1,092

Certifications Earned
at Wilson Talent Center

2,112

8th grade visit participation
(Number of Students)

ADMINISTRATIVE SUPPORT

Human Resources

Human Resources provides many services, but some of the most important are recruiting, hiring and retaining high quality staff. This impacts all aspects of our strategic plan as we know our staff are our most valuable resource, and they work diligently to carry out our mission.

Human Resources continues to serve as Talent Together ambassador for Ingham County districts, sharing information with districts and interested staff how to obtain teaching certification or additional endorsements.

Other accomplishments include:

- Contracted with Okemos Public Schools for payroll services.
- Worked on the transition of Beekman Center, including the hiring of staff.
- Led the change to Red Rover Hiring for Ingham ISD and all consortium districts.
- Renewed the Edustaff contract for 2024-2027 for all participating districts.
- Coordinated required CPR training for new teachers across the county for districts that opted to participate.
- Coordinated Fiducius contract to assist districts in applying for 27k student loan repayment grant.
- Facilitating Ingham-Clinton-Eaton (ICE) meetings to exchange key HR updates and resources, while managing a tri-county listserv for distributing pertinent information.
- Coordinating Michigan Association of Intermediate Personnel Officers (MAIPO) efforts, focusing on essential HR topics and collaboration, along with overseeing an ISD listserv to circulate relevant updates.
- Supported 19 districts using Red Rover hiring system.
- Continued work on Employee Wellbeing and use of IncentFit.
- Susan Tinney, Assistant Superintendent of Human Resources and Organizational Development, was honored with the Human Resources Administrator of the Year award by the Michigan Association of School Personnel Administrators.

Business Services

In the past year, the Business Office successfully implemented several automated purchasing and payment processes aimed at improving operational efficiency throughout the district. Additionally, the Business Office provided support to local districts, including pupil accounting and Medicaid billing training, assistance with truancy issues and collaboration on consortium purchasing. The team also engaged in a variety of school finance projects to further enhance fiscal management across the region.

A notable achievement was the significant increase in the flow of grant funding to local districts which necessitated additional fiscal oversight from our grant management staff. Major grant programs included the Great Start Readiness Program (GSRP), Health Resource Advocates, Section 31n Mental Health Services and the TRAILS Program. These efforts required meticulous coordination to ensure compliance and effective use of funds.

Moreover, Ingham ISD facilitated key statewide initiatives including the newly introduced Section 97g MiSecure Grant and the Section 27j Administrator-Principal Training on Special Education Grant. Additionally, we supported the Lansing School District in procuring a substantial collection of age-appropriate, diverse books to enhance classroom libraries through Regional Assistance Grant funding. We also assisted Okemos Public Schools in securing a Diverse Library Grant from the Michigan Association of Intermediate School Administrators (MAISA).

Safety Initiatives

A county-wide safety consortium was established this year furthering Ingham ISD's commitment to the safety and well-being of our service area's students and staff. Among the key initiatives were a series of emergency operations tabletop exercises conducted in collaboration with local districts and emergency response agencies. These exercises are designed

to rigorously test and refine local school district emergency operations plans in controlled, simulated scenarios.

Ingham ISD utilizes ALICE safety training as part of our ongoing commitment to maintaining a safe and secure environment for students and staff. ALICE, which stands for Alert, Lockdown, Inform, Counter, and Evacuate, provides a proactive, options-based approach to addressing potential threats. This comprehensive training equips staff and students with the knowledge and tools to make informed decisions during emergency situations, enhancing preparedness and fostering a culture of safety across our schools.



Facilities and Construction

This year marked the continuation of the final stages of Phase I of the Additions and Remodeling Project where Ingham ISD took the lead in overseeing construction management, budgeting and bidding processes. This comprehensive initiative is aimed at improving and expanding our district's physical infrastructure to better serve our community.



Groundbreaking Ceremony



North Star Beam Signing Ceremony



Evergreen Demolition



North Star Beam Signing Ceremony



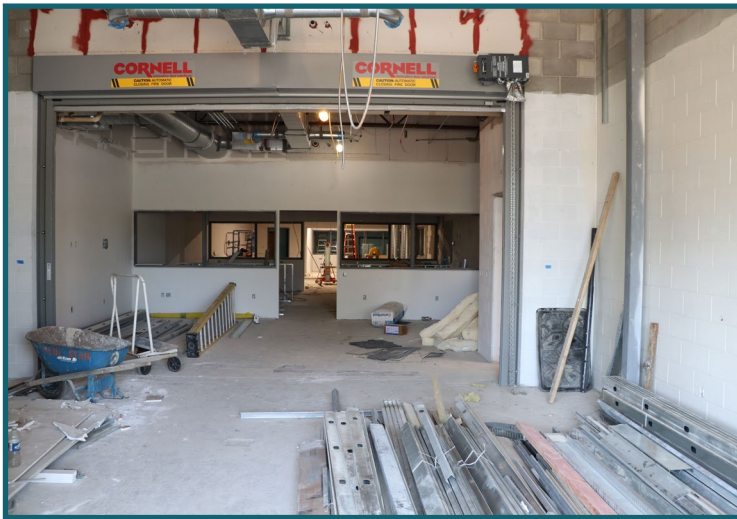
Wilson Talent Center Addition



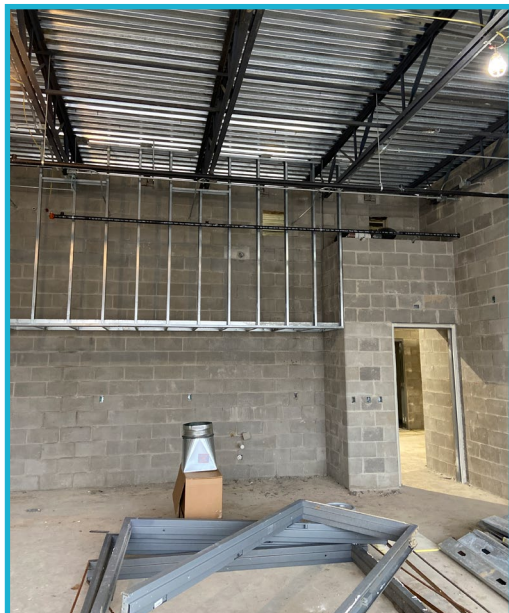
North Star Construction



North Star Beam Signing Ceremony



North Star Construction



North Star Construction



North Star Construction



North Star Construction



New North Star Office



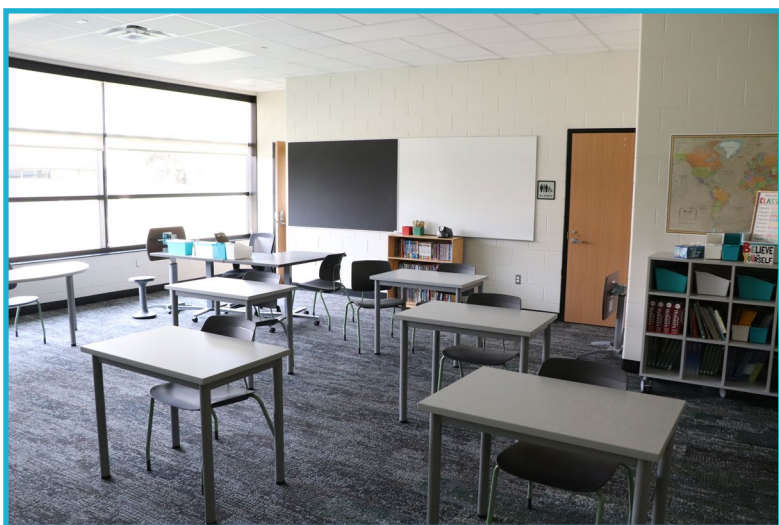
New North Star Office



North Star Gym



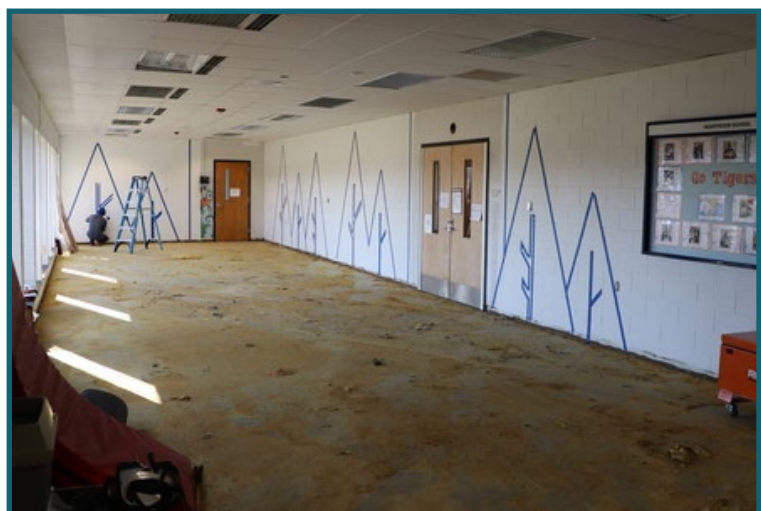
North Star Ribbon Cutting



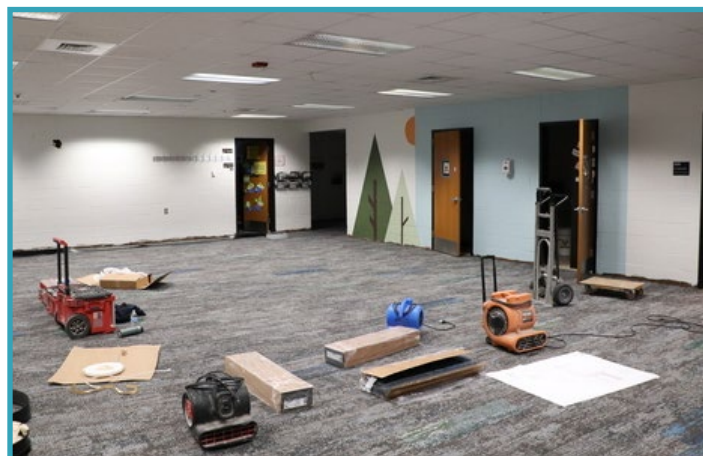
New North Star Classroom



Principal Denise Lycos



Heartwood Construction



Heartwood Construction



Wilson Talent Center Addition

ADMINISTRATIVE SUPPORT

Public Relations and Communications

The Public Relations and Communications (PRC) team provides support to Ingham ISD, local districts and families in the communities we serve through two-way communication, promotion of programs and relationship-building with business and legislative leaders in our community and across the state. We provide communications support to four local school districts and a regional educational service agency.

Our team works on building community connections across the region to raise awareness and develop new opportunities for collaboration. All 12 local districts are members of the Lansing Regional Chamber of Commerce and have gained access to chamber luncheons, member

learning opportunities and the member directory. In addition to the Chamber, the district also participates with Teach. Talent. Thrive. (T3), Capital Area College Access Network (CapCAN), Michigan School Public Relations Association, legislative forums and much more to remain engaged at the regional and state level.

During the 2023-24 year, the communications team received two Golden Achievement Awards and an Honorable Mention through the National School Public Relations Association for successful communications campaigns. Additionally, Micki O'Neil was recognized as the Gerri Allen Outstanding School Communicator of the Year by the Michigan Association of School Public Relations (MSPRA).



INFORMATION TECHNOLOGY SERVICES

Ten of our twelve local public school districts share internet access and unified threat management through the StarNet Consortium, a collaboration providing cost effective access to a critical instructional resource, led by Ingham ISD.

Ingham ISD collaborates with our local districts to provide flexible, high quality technology staffing services to seven local districts and Eaton RESA.

Our Data, Systems, & Analysis team maintains a student focus by moving instructional data between districts' student information systems and our shared assessment warehouse. This supports data-driven decision making in teaching and learning. In addition, the

team automates rostering of several shared instructional applications to ensure access to teachers and students.

REMC Save provides savings across the state through their bidding process and contracts.

Ingham ISD provides high quality, cost effective shared staffing with seven local districts and Eaton RESA using a variety of models to meet each district's individual needs. Our data services team moves data between disparate systems and supports analyzing data to assist in making it actionable which allows participating districts to make data-driven decisions around teaching and learning.

Our team lead key initiatives to procure advanced cyber security tools to ensure 24/7/365 response capabilities to protect schools in the Ingham ISD service area.

The team collaborated with eleven schools to ensure economies of scale in the renewal of key content filtering software which includes a student safety component key in serving student needs.

HELP DESK 244-1215

Technical Support	DA	EL	HA	HO	LA	LE	MA	OK	ST	WA	WE	WI
Illuminate Ed - ISE	X	X	X	X		X	X	X	X	X	X	X
Illuminate DNA	X	X	X	X		X	X	X	X	X	X	X
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
Data Center Hosting	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	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 \$21,000 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 understand the importance of connecting education to business and the impact it can have on our region if we are helping students be successful. This also helps employers find the best fit for their companies. All the local districts in the Ingham ISD service area are members of the Lansing Regional Chamber of Commerce. Included with membership is a directory page for each district, an invitation to all the economic club luncheons and promotional opportunities for their districts.

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. www.teachtalentthrive.org

Principal for a Day

The “Principal for a Day” pilot program engaged three leaders across three school buildings, offering business, civic, and community participants a unique, hands-on perspective of school leadership. Participants experienced the daily responsibilities of school leaders, gaining insight into the educational system’s strengths and challenges while building stronger connections between educators and community stakeholders.



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 eight, has access to a universal, comprehensive and collaborative system of community-based early childhood programs, services and supports. www.inghamgreatstart.org

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. www.capitalareacan.org

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.

Student Art Exhibit

The 2024 Annual Ingham Student Art Exhibit was held this spring in partnership with Consumers Credit Union (CCU), the Michigan Education Leadership Group (MELG) and Lansing Art Gallery and Education Center (LAG).

The Ingham Student Art Exhibit is a competition open to all students within the Ingham ISD service area. Each participating school submits student artwork from which a qualified juror selects up to 65 works of art to be professionally framed and exhibited. The winning artwork is then on display for one year in the lobbies of Ingham ISD, CCU, MELG or LAG.



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 \$172 million in 2023-24. 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 tax 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.

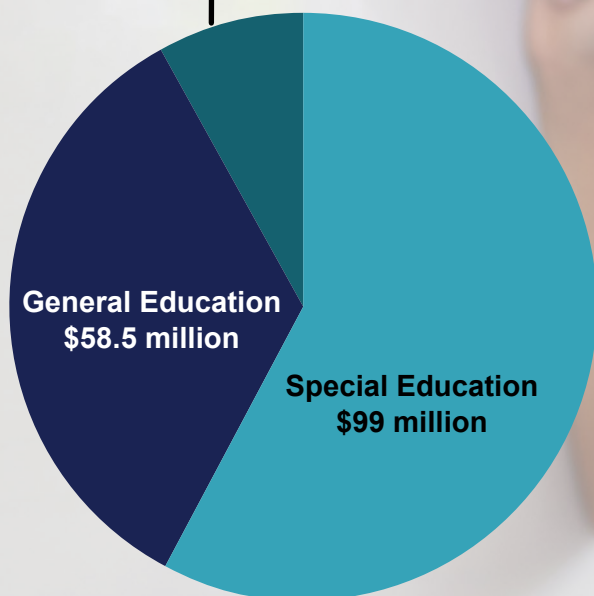
The Special Education Fund represents a combination of expenditures for Ingham ISD operated special education programs

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 per-student foundation revenue remains with the district.

INGHAM ISD 2023-24 Expenditures and Outgoing Transfers - \$172 Million

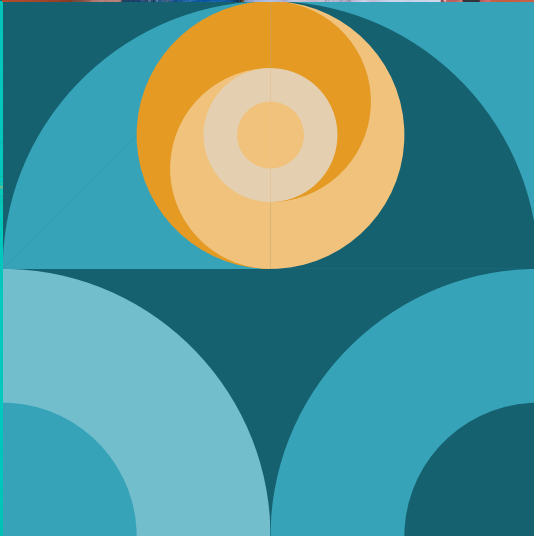
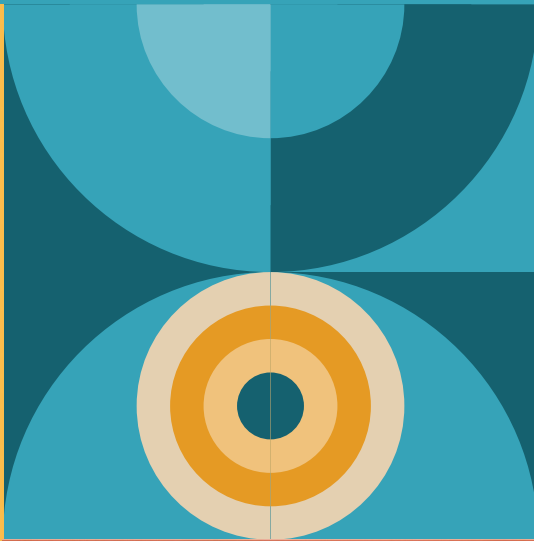
Career & Technical Education
\$14.5 million



STRATEGIC PLAN 2022-2025



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



Ingham Intermediate School District

2630 West Howell Road, Mason, Michigan 48854 • www.inghamisd.org • 517.676.1051