

Illinois Mathematics and Science Academy®

igniting and nurturing creative, ethical scientific minds that advance the human condition

Dr. Glenn W. “Max” McGee, President President’s Goals 2007-08

Goal 1. To strengthen IMSA as a “coherent collective community” that embraces a common mission and works cross-functionally to advance our work, resolve outstanding institutional issues and fulfill important commitments.

Measures

- 75% of the 2005 Engagement Survey “high priority” and “quick hit” recommendations will be completed or incorporated into the action plans of the new Strategic Plan.
- At least 75% of staff will report that their work advances or supports IMSA’s mission and legislative charges and will be able to cite specific examples.
- Results from the re-administered Engagement Survey will indicate significant gains in 50% of areas in which IMSA “satisfaction ratings” were significantly below ratings of peers.
- Results from the re-administered Engagement Survey will indicate significant gains in the “satisfaction level” on items regarding internal communication and involvement in decision-making.
- The summary score of the Engagement Survey will be significantly higher than the 45% “Foundation Range” on the 2005 survey.

Deliverables

- The President and Cabinet will create and use cross-functional Strategic Decision Making Groups to address important unresolved issues on the Engagement Survey and to advance the Strategic Plan.
- A comprehensive plan to increase the diversity of the IMSA staff, especially the faculty and leadership team, will be developed and implemented and will include evidence of recruiting more racially and ethnically diverse potential faculty members.
- By the beginning of the 2008-09 academic year, the IMSA faculty and staff will be more racially and ethnically diverse than it is now.
- Collaborative/cross-function design and implementation of at least one academy-wide project integrating academic, residential life and external programming (e.g. Green Team).
- By February 1, 2008, the President will prepare a report for the Board analyzing the current structure of the organization and recommending changes to strengthen internal networks, institutional coherence and productivity.

Goal 2. To establish and build relationships with constituencies and stakeholders who are key to IMSA's success and sustainability now and in the future.

Measures

- At least 80% of constituents and stakeholders surveyed report positive impressions of and confidence in President's ability to lead IMSA forward.

Deliverables

- The President holds substantive constituent conversations with:
 - IMSA Trustees, staff, alumni, students and parents
 - Science, technology and business leaders
 - Illinois Board of Higher Education and Illinois State Board of Education leaders
 - State (IASA, IPA, IASB, LUDA, etc.) and local educational leaders, college and university presidents
 - Funders, including IMSA Fund directors and prospective directors and donors
 - Local, state and national political leaders and their key staff
- Initiate speaking series on leadership in public policy, entrepreneurship and philanthropy for students and staff

Goal 3. To champion and advance IMSA's Strategic Plan, ensure that priorities for FY 08 are achieved and establish priorities for FY 09.

Measures

- At least 50% of staff will access the Strategic Plan Intranet website at <https://www3.imsa.edu/strategicplan>
- At least 90% of staff will engage in structured small group activities, "Making the Strategic Plan Matter," to discuss specific components of the strategic plan and make recommendations to inform implementation (Strategies II, IV, V, VI, VII) and development (Strategies I and III).
- At least 20% of the staff will contribute in meaningful ways to the implementation of the FY 08 priorities.
- In year one, at least 90% of the Action Plans targeted for completion in year one will be completed.
- FY 09 priorities will effectively incorporate the addition of action plans for Strategies I and III, and another 20% of the staff will commit to implementing these priorities.

Deliverables

- By January 18, the President will recommend a timeline for completing the Strategic Plan, complete with annual targets.
- The Strategic Plan will be visible and referenced frequently on campus and in IMSA materials and presentations.

- Action Plans of design teams working on Strategies One and Three will be presented for Board approval.
- Specific policies related to the Strategic Plan will be presented to the Board as needed.
- By March 1, 2008 the President will prepare a report for the Board with recommendations for obtaining financial and human resources necessary to fulfill the Strategic Plan.

Goal 4. To increase IMSA's capacity to: (1) stimulate excellence in mathematics and science teaching and learning statewide, especially in communities with limited resources and/or capacity; and (2) assist State policymakers and business leaders in developing "next generation" talent and leadership in science, technology, engineering and mathematics (STEM).

Measures

- IMSA will increase the number of students served in downstate IMSA Kids Institute® (KI) programs by 25%.
- IMSA Excellence 2000+ (E2K+) programming will expand to serve up to three more sites as the \$100,000 FY 08 appropriation allows.
- The number of external teachers participating in E2K+ and Problem-Based Learning (PBL) professional development workshops IMSA delivers will increase by 10%.
- At least three specific commitments for our IMSA-University of Illinois at Urbana-Champaign (UIUC) partnership will be initiated.

Deliverables

- Staff will prepare a written plan for evaluating the impact of IMSA professional development on teaching and learning at IMSA and in schools throughout the state.
- The President will present a report to the Board evaluating the impact of the external programs and outreach efforts in FY 08, with special attention to those with highest visibility.
- E2K+ will identify new "high needs" schools as some are dropped for lack of participation and make plans for new implementation effective in FY 09.
- Faculty and administration will develop presentation and facilitation skills as IMSA creates a pilot presentation for teachers and students in public schools.
- IMSA will assist the P-20 Council, IBHE and the IBHE Diversified Faculty Initiative (DFI) Program Board in achieving their stated goals (to be determined).
- IMSA will assist the Governor and General Assembly in addressing statewide education needs.
- "IMSA for All" presentations will be delivered at five statewide conferences in five regional superintendent areas.
- IMSA will successfully partner with Golden Apple to implement a Summer Institute in Math and Science (SIMS) for Scholars.
- IMSA and UIUC will develop the strategic partnership per the May 2007 Letter of Intent.

Goal 5. To model IMSA's aspiration to be "the world's leading teaching and learning laboratory for imagination and inquiry" at the Board and senior leadership level.

Measures

- On the Engagement Survey, at least 50% of staff will agree or strongly agree that the Board and Cabinet are providing and modeling leadership congruent with IMSA's Mission Statement.
- On the Engagement Survey the percentage of staff reporting involvement in solving problems and reaching decisions that impact them will be consistent with peer organizations.

Deliverables

- Board presentations of programs and services will focus on results and outcomes, include a plan for future improvement along with means for evaluating the improvement plan, outline ways that innovative improvements can be shared beyond IMSA and clearly indicate how the program or service incorporates the work and counsel of others outside the program area in solving problems and designing improvements.
- Board presentations will provide Board members with opportunities for raising critical inquiry questions as well as for providing meaningful input and feedback.
- The President will publish and implement a Personalized Learning Plan with inquiry questions to guide his learning this year and next.
- Any significant new initiative, program or service will have an evaluation component.

Goal 6. To assure IMSA responsibly develops, allocates and manages its fiscal resources to fulfill its strategic mission and legislative charges.

Measures

- IMSA's FY 09 operating budget will reflect a percentage increase in appropriated funds consistent with our budget request.
- Financial oversight and reporting mechanisms will be put in place to keep IMSA's GRF expenses within 0.25% of the approved budget.
- 100% of the IMSA Board of Trustees and Senior Staff will make personal contributions to the IMSA Fund.

Deliverables

- The President will work closely with the IMSA Fund to increase unrestricted giving and secure at least three new collaborative grants or major gifts.
- The President will initiate drafting of a proposal for obtaining funding for important maintenance and repair needs that are not funded through the normal appropriations processes.
- IMSA will complete a comprehensive compensation study for at least 25 staff positions to determine how our compensation compares to similar positions in similar markets, including but not limited to PK-12 school districts and higher education institutions within our geographic span.