

Illinois Mathematics and Science Academy[®]

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

IMSA Strategic Plan

STRATEGIES

1. We will develop the whole person.
2. We will require students to pursue personalized plans of study, based on integrated learning experiences and assessed on the basis of individual mastery.
3. We will design IMSA as a laboratory.
4. We will generate scholarship that discovers, integrates, applies and transfers knowledge produced by our work.
5. We will identify teaching and learning needs, develop research-based products to meet those needs, and market them to establish the IMSA brand.
6. We will diversify our funding to provide reliable and flexible financing.
7. We will fully engage our constituents in lifelong mutually beneficial relationships.

Strategy 1 - We will develop the whole person.

SPECIFIC RESULT: Create and sustain a diverse environment that values individual differences and uses these to enrich the community and improve performance, service, and interpersonal relations.

SPECIFIC RESULT: Establish conditions that value each individual's contribution to the community.

SPECIFIC RESULT: Integrate personal growth into the PLP.

SPECIFIC RESULT: Provide opportunities for the intentional understanding and development of self and self in relationship with others.

SPECIFIC RESULT: Enhance the opportunities for personal wellness.

SPECIFIC RESULT: Encourage and support the individual development of community members to their fullest potential.

SPECIFIC RESULT: Enable staff to pursue their own passion through actions that advance the human condition.

SPECIFIC RESULT: IMSA students engage in service to advance the human condition.

SPECIFIC RESULT: Establish a culture which encourages every member of the IMSA community to act as good stewards of the environment.

Strategy 2 - We will require students to pursue personalized plans of study, based on integrated learning experiences and assessed on the basis of individual mastery.

SPECIFIC RESULT: Identify "core" knowledge, skills, and experiences required within each content area.

SPECIFIC RESULT: Provide students with a common core.

SPECIFIC RESULT: Ensure that all students demonstrate competency in the requirements of the "core."

SPECIFIC RESULT: Evaluate learning standards and outcomes for each discipline in order to identify rigorous, credit-bearing non-traditional learning experiences.

SPECIFIC RESULT: Create a holistic PLP framework which encourages students to consider a variety of traditional and non-traditional, credit-bearing experiences.

SPECIFIC RESULT: Provide all students the opportunity to demonstrate mastery and obtain credit for any academic course in the IMSA curriculum beyond the core.

SPECIFIC RESULT: Facilitate the development of ethical citizens and leaders in the IMSA community.

SPECIFIC RESULT: Serve and partner with IMSA constituents via internal and external program involvement in PLP.

SPECIFIC RESULT: Assist all students in the development of a dynamic PLP starting at the beginning of and continuing through their IMSA experience.

SPECIFIC RESULT: Provide all incoming students with relevant learning style and conative /cognitive assessments for use by students, parents, staff, and faculty in the development and implementation of PLPs.

SPECIFIC RESULT: Assign responsibilities of PLP Director to an individual or group on campus.

SPECIFIC RESULT: Develop a matrix of PLP personnel to serve students.

SPECIFIC RESULT: Assign a team of PLP advisors to each student.

SPECIFIC RESULT: Develop an adaptable personalized plan of study for each student.

SPECIFIC RESULT: Complete a senior experience in which students reflect on their time at IMSA.

SPECIFIC RESULT: Connect the senior capstone experience to student's final portfolio of PLP evidence.

SPECIFIC RESULT: Allow each student the opportunity to spend time deeply exploring a field of study addressing the human condition.

Strategy 3 - We will design IMSA as a laboratory.

SPECIFIC RESULT: Develop and sustain an institutional culture that encourages imagination, inquiry and innovation.

SPECIFIC RESULT: Implement a research and evaluation system that advances IMSA towards achieving its mission.

SPECIFIC RESULT: Create a multi-disciplinary, multi-stakeholder, real and virtual STEM Innovation Hub to attract and develop innovation talent and to stimulate, support, and scale innovation in STEM teaching and learning.

SPECIFIC RESULT: Implement voluntary programmatic prototypes organizing teaching and learning around profound questions, problems and issues.

SPECIFIC RESULT: Implement new teaching and learning programs based on best practices, including IMSA prototypes, that further the development of imagination, inquiry and innovation.

SPECIFIC RESULT: Implement IMSA Consulting Services

Strategy 4 - We will generate scholarship that discovers, integrates, applies and transfers knowledge produced by our work.

SPECIFIC RESULT: IMSA staff will participate in the generation of scholarship.

SPECIFIC RESULT: Construct a system of support and resources for staff that produce scholarship.

SPECIFIC RESULT: Establish effective methods of communicating scholarship internally and externally.

SPECIFIC RESULT: Establish mutually beneficial collaborative relationships with renowned and innovative individuals and institutions to produce research-based scholarship.

SPECIFIC RESULT: Develop an Educator Collaboration Program that will inform the discovery, application and transfer of IMSA scholarship, specifically to educators.

SPECIFIC RESULT: Every IMSA student will participate in a scholarship experience while at IMSA.

Strategy 5 - We will identify teaching and learning needs, develop research-based products to meet those needs, and market them to establish the IMSA brand.

SPECIFIC RESULT: We will establish a flexible, sustainable system for identifying teaching and learning needs and developing products and services for IMSA target audiences which includes practitioner groups to inform and guide the process.

SPECIFIC RESULT: We will pilot one type of professional development for an external audience, a collaborative action inquiry with a secondary school selected using IMSA Excellence 2000+ criteria to address its needs to enhance mathematics and science curricula and instruction beginning at the 9th grade level.

SPECIFIC RESULT: We will pilot a collaborative action inquiry approach to tours, observations, and visits to meet target audience needs and IMSA's needs for gathering ongoing feedback and presenting the IMSA Brand in a positive fashion.

SPECIFIC RESULT: Complete the product development of Mathematical Investigations, a teacher-developed rigorous mathematics program suitable for advanced mathematics curricula at the secondary school level.

SPECIFIC RESULT: Establish the IMSA brand by defining it, systematizing marketing planning that supports it, and improving the infrastructure supporting the marketing plans.

Strategy 6 - We will diversify our funding to provide reliable and flexible financing.

SPECIFIC RESULT: Processes for budgeting and allocating scarce financial resources among competing programmatic needs drive systematic goals for all revenue sources.

SPECIFIC RESULT: Human Resource policies and procedures encourage and support employees engaging in activities that increase income to the IMSA Fund and IMSA.

SPECIFIC RESULT: Improved, comprehensive fundraising practices increase private contributions to the IMSA Fund and IMSA.

SPECIFIC RESULT: Corporate sponsorships fund IMSA.

SPECIFIC RESULT: Faculty, staff and students raise additional funds through grants.

SPECIFIC RESULT: IMSA's intellectual capital generates earned income.

SPECIFIC RESULT: Venture capital investments in IMSA's alums, students and current faculty and staff generate income.

SPECIFIC RESULT: Membership fees in *Friends of IMSA* provide additional contributed income.

SPECIFIC RESULT: The Academy receives increased funding from federal sources.

Strategy 7 - We will fully engage our constituents in lifelong mutually beneficial relationships.

SPECIFIC RESULT: Build a community that fulfills employees' desires for growth, recognition and innovation, and that nurtures their emotional and professional commitment to advance IMSA as the world's leading teaching and learning laboratory.

SPECIFIC RESULT: Build a strong network of former employees that fulfills their desire to connect with individuals and the institution and allows IMSA to value and fully utilize their time, talent and treasure.

SPECIFIC RESULT: Build a strong alumni network that fulfills their desire to connect with individuals and the institution and allows IMSA to value and fully utilize the alumni's time, talent and treasure.

SPECIFIC RESULT: Build a strong network of parents of current and former residential students that fulfills their desire to connect with individuals and the institution and allows IMSA to value and fully utilize their time, talent and treasure.

SPECIFIC RESULT: Cultivate current and former board members' connections with IMSA that nurtures their professional commitment to advance IMSA as the world's leading teaching and learning laboratory and allows IMSA to value and fully utilize their time, talent and treasure.

SPECIFIC RESULT: Build and engage a strong network of individuals beyond closest constituencies that fulfills their desire to connect with individuals and the institution and allows IMSA to value and fully utilize their time, talent and treasure.