



## Illinois Mathematics and Science Academy®

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

### Strategic Plan

**Definition:**

An expression of fundamental values; ethical code, overriding convictions, inviolable principles.

#### **BELIEFS**

We believe that...

- All people have equal intrinsic worth.
- All people have choices and are responsible for their actions.
- Belonging to a community requires commitment to the common good.
- Diverse perspectives enrich understanding and inspire discovery and creativity.
- Honesty, trust and respect are vital for any relationship to thrive.
- Learning never ends.
- Meaning is constructed by the learner.
- No one's path in life is predetermined.
- The ability to discern and create connections is the essence of understanding.
- We are all stewards of our planet.

**Definition:**

A declaration of the unique identity to which the organization aspires, its specific purpose and the means by which it will achieve its purpose.

#### **MISSION STATEMENT**

The mission of the Illinois Mathematics and Science Academy®, the world's leading teaching and learning laboratory for imagination and inquiry, is to ignite and nurture creative, ethical scientific minds that advance the human condition, through a system distinguished by profound questions, collaborative relationships, personalized experiential learning, global networking, generative use of technology and pioneering outreach.

#### **OBJECTIVES**

**Definition:**

An uncompromising commitment to achieve specific, measurable, observable or demonstrable results that exceed its present capability.

- All learners achieve their personal aspirations and explore their potential to contribute to the common good.
- Each IMSA graduate will live a life of exemplary service to humanity.
- Educators use teaching and learning strategies grounded in imagination and inquiry.

**Definition:**

Bold resolutions that dedicate the organization's resources and energies toward continuous creation of systems to achieve the extraordinary as expressed in the mission and objectives.

**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 expand the development, delivery, support and evaluation of IMSA's products and services grounded in imagination and inquiry.
  4. We will generate scholarship that discovers, integrates, applies and transfers knowledge produced by our work.
  5. We will develop innovation and entrepreneurial talent and capacity.
  6. We will diversify our funding to provide reliable and flexible financing.
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**ACTION PLANS – SPECIFIC RESULTS STATEMENTS****Strategy 1 - We will develop the whole person.**

**SPECIFIC RESULT 1.1:** 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 1.2:** Establish conditions that value each individual's contribution to the community.

**SPECIFIC RESULT 1.3:** Integrate personal growth into the PLP.

**SPECIFIC RESULT 1.4:** Provide opportunities for the intentional understanding and development of self and self in relationship with others.

**SPECIFIC RESULT 1.5:** Enhance the opportunities and programs to promote the academic, social and emotional success of students.

**SPECIFIC RESULT 1.6:** Encourage and support the individual development of community members to their fullest potential.

**SPECIFIC RESULT 1.7:** Enable staff to pursue their own passion through actions that advance the human condition.

**SPECIFIC RESULT 1.8:** IMSA students engage in service to advance the human condition.

**SPECIFIC RESULT 1.9:** Establish a culture which encourages every member of the IMSA community to act as good stewards of the environment.

**SPECIFIC RESULT 1.10:** 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.

## **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 2.1:** Identify "core" knowledge, skills, and experiences required within each content area.

**SPECIFIC RESULT 2.2:** Provide students with a common core.

**SPECIFIC RESULT 2.3:** Ensure that all students demonstrate competency in the requirements of the "core."

**SPECIFIC RESULT 2.4:** Evaluate learning standards and outcomes for each discipline in order to identify rigorous, credit-bearing non-traditional learning experiences.

**SPECIFIC RESULT 2.5:** Create a holistic PLP framework which encourages students to consider a variety of traditional and non-traditional, credit-bearing experiences.

**SPECIFIC RESULT 2.6:** Provide all students the opportunity to demonstrate mastery and obtain credit for any academic course in the IMSA curriculum beyond the core.

**SPECIFIC RESULT 2.7:** Facilitate the development of ethical citizens and leaders in the IMSA community.

**SPECIFIC RESULT 2.8:** Serve and partner with IMSA constituents via internal and external program involvement in PLP.

**SPECIFIC RESULT 2.9:** Assist all students in the development of a dynamic PLP starting at the beginning of and continuing through their IMSA experience.

**SPECIFIC RESULT 2.10:** 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 2.11:** Assign responsibilities of PLP Director to an individual or group on campus.

**SPECIFIC RESULT 2.12:** Develop a matrix of PLP personnel to serve students.

**SPECIFIC RESULT 2.13:** Assign a team of PLP advisors to each student.

**SPECIFIC RESULT 2.14:** Develop an adaptable personalized plan of study for each student.

**SPECIFIC RESULT 2.15:** Complete a senior experience in which students reflect on their time at IMSA.

**SPECIFIC RESULT 2.16:** Connect the senior capstone experience to student's final portfolio of PLP evidence.

***SPECIFIC RESULT 2.17:*** Allow each student the opportunity to spend time deeply exploring a field of study addressing the human condition.

### **Strategy 3 - We will expand the development, delivery, support and evaluation of IMSA's products and services grounded in imagination and inquiry.**

***SPECIFIC RESULT 3.1:*** Create an internal integrating structure to insure strong presence and influence in Illinois statewide policy-making and advocacy organizations related to STEM education (e.g., Illinois P-20 Council, ISBE, Illinois American Diploma project).

***SPECIFIC RESULT 3.2:*** Present at least three comprehensive (programmatic and business) models for potential additional IMSA campuses to the IMSA Board of Trustees.

***SPECIFIC RESULT 3.3:*** Focus IMSA consulting services for schools/school districts seeking to enhance inquiry-based integrative pedagogy in mathematics and science or to establish math/science schools.

***SPECIFIC RESULT 3.4:*** Document existing mathematics and science products, programs and services within the pre-admission program and in three year academic residential program and evaluate their potential for expansion.

***SPECIFIC RESULT 3.5:*** Establish professional development (PD) program for mathematics and science teachers, based on IMSA's Core Competencies, for pre-service, beginning, and experienced teachers.

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

***SPECIFIC RESULT 4.1:*** IMSA staff will participate in the generation of scholarship.

***SPECIFIC RESULT 4.2:*** Construct a system of support and resources for staff that produce scholarship.

***SPECIFIC RESULT 4.3:*** Establish effective methods of communicating scholarship internally and externally.

***SPECIFIC RESULT 4.4:*** Establish mutually beneficial collaborative relationships with renowned and innovative individuals and institutions to produce research-based scholarship.

***SPECIFIC RESULT 4.5:*** Develop an Educator Collaboration Program that will inform the discovery, application and transfer of IMSA scholarship, specifically to educators.

***SPECIFIC RESULT 4.6:*** Every IMSA student will participate in a scholarship experience while at IMSA.

## **Strategy 5 - We will develop innovation and entrepreneurial talent and capacity.**

***SPECIFIC RESULT 5.1:*** Provide resources and incentives for staff and students to develop innovative and entrepreneurial endeavors that have the potential to advance the human condition.

***SPECIFIC RESULT 5.2:*** Establish methods and processes for sharing and showcasing innovative and entrepreneurial ideas and projects.

***SPECIFIC RESULT 5.3:*** Establish collaborative relationships to develop innovation and entrepreneurial talent.

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

***SPECIFIC RESULT 6.1:*** Processes for budgeting and allocating scarce financial resources among competing programmatic needs drive systematic goals for all revenue sources.

***SPECIFIC RESULT 6.2:*** Human Resource policies and procedures encourage and support employees engaging in activities that increase income to the IMSA Fund and IMSA.

***SPECIFIC RESULT 6.3:*** Improved, comprehensive fundraising practices increase private contributions to the IMSA Fund and IMSA.

***SPECIFIC RESULT 6.4:*** Corporate sponsorships fund IMSA.

***SPECIFIC RESULT 6.5:*** Faculty, staff and students raise additional funds through grants.

***SPECIFIC RESULT 6.6:*** IMSA's intellectual capital generates earned income.

***SPECIFIC RESULT 6.7:*** Venture capital investments in IMSA's alums, students and current faculty and staff generate income.

***SPECIFIC RESULT 6.8:*** Membership fees in *Friends of IMSA* provide additional contributed income.

***SPECIFIC RESULT 6.9:*** The Academy receives increased funding from federal sources.