

IMSA Strategic Plan

Highlights of Action Plans and Steps Scheduled in FY11

We have selected 90 action steps as priorities for FY11, which will fully or partially complete all remaining action plans in our 2007-2012 Strategic Plan, except those that strategy leaders will recommend be dropped. The Strategic Planning Team will meet next semester to consider these recommendations and other potential revisions to the Plan, with Board action to follow. Selected highlights for this fiscal year include:

Strategy 1: Whole Person Development

- Changes to academic day schedule/time will be determined, with implementation in fall, 2011
- Performance enhancement system for employees

Strategy 2: Personalized Learning

- System of Personalized Learning Plan (PLP) mentors will be established to assist students in developing their plans
- PLP chairs and advisers will be trained in how to facilitate effective PLP creation process, interpret conative /cognitive test results, and evaluate proposals and portfolios.

Strategy 3: Expansion of Products and Services

- Models for basic, standard and complex consulting opportunities and affiliated fee structures will be developed
- *Methods in Scientific Inquiry* curriculum components will be produced
- IMSA science faculty will rotate by semester from instructing residential classes on campus to designing and delivering Professional Field Service (PFS) initiatives
- Plan for IMSA's online presence (online infrastructure and applicable instruction/curriculum modules) will be developed

Strategy 4: Scholarship and Knowledge Transfer

- Collaborative relationships will be established with individuals and institutions to produce research-based scholarship
- Electronic repository for staff scholarship will be implemented

Strategy 5: Innovation and Entrepreneurship

- The CoolHub Innovation Conference will "go first" in shaping a new type of conference in which face-to-face and remote participants of all ages collaborate equally as peers, thinking beyond known practices and roles to transform teaching and learning in STEM
- Scott Swanson Fund for Transformative Student Learning and Innovation will be operationalized, supporting student-driven projects

Strategy 6: Diversified Funding

- External funding metrics, financial forecast scenarios and resulting funding goals will be developed
- Academy and Fund intellectual property (IP) policies will be revised and recommended to the Boards

Highlights of Measurements of Objectives

The FY11 priorities are to hone and expand the measures of each of the three Objectives. The changes to the measures are:

Objective 1: *All learners achieve their personal aspirations and explore their potential to contribute to the common good.* Through the summer of 2010, Objective 1 was evaluated by seven measurements:

1. Student Enrollment in Co-Curricular Activities
2. Students' First Choices in Course Enrollment
3. Student Aspiration Survey
4. Student Participation in Academic Competitions
5. Student Awards and Recognitions
6. Community Service
7. External Program Participants' Learning Goals

As of August 2010, Objective 1 is now being measured by four of these measurements:

1. Student Aspiration Survey
2. Student Participation in Academic Competitions
3. Student Awards and Recognitions
4. Community Service

Objective 2: *Each IMSA graduate will live a life of exemplary service to humanity.* This objective continues to be measured by the Longitudinal Cohort Study, which has been revised to collect this information.

Objective 3: *Educators use teaching and learning strategies grounded in imagination and inquiry.* Through the summer of 2010, Objective 2 was evaluated by six Measurements:

1. Student Responses to Inquiry-Based Course Survey
2. Student Understanding of the Nature of Science and Scientific Inquiry
3. Power WalkThrough Protocol focused on Core Competency
4. Five Year Cycle of Program Reviews Focused on Core Competency
5. Surveys of Enacted Curriculum
6. Professional Field Services Evaluation

Starting in August 2010, there are now three measurements:

1. Student Responses to Inquiry-Based Course Survey
2. Power WalkThrough Protocol focused on Core Competency
3. 2007-2010 Science, Mathematics, History, and English Program Reviews and 2011 Program Review for Wellness, World Languages and Fine and Applied Arts.
4. Survey of Enacted Curriculum
5. PFS Program Evaluation Surveys and Observations

Interim results of these measures, along with other Teaching and Learning data, will be the focus of the extended Board Meeting and Retreat in January, 2011.