
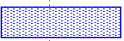



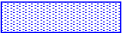

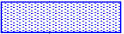
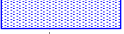
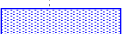
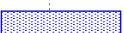
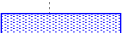
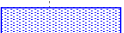
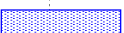

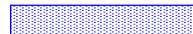


Strategic Plan: Timeline for All Remaining Action Steps

ID	Task Name	Start	Finish	Notes	2008	2009	2010	2011	2012
1	1.1. 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.	9/1/2011	6/30/2012						
2	1.1.4. Develop a comprehensive and coherent workforce development program based on a high performance development model that supports current and emerging goals and reflects a diversity of needs.	9/1/2011	6/30/2012	FY12					
3	1.2. SPECIFIC RESULT: Establish conditions that value each individual's contribution to the community.	9/1/2008	6/30/2012						
4	1.2.1. Create a regular review process where employees can meet with supervisors to develop interesting and challenging assignments that foster development and growth as part of a performance development system.	9/1/2009	6/30/2011	FY11					
5	1.2.4. Establish processes for staff to regularly communicate with supervisors to solicit, receive, and respond to staff/student suggestions, ideas and concerns.	9/1/2008	6/30/2011	FY11					
6	1.2.5. Establish opportunities for staff in different departments to collaborate and/or to observe each other at work.	9/1/2011	6/30/2012	FY12					
7	1.3. SPECIFIC RESULT: Integrate personal growth into PLP.	9/1/2011	6/30/2012						
8	1.3.1. Develop a personal growth framework.	9/1/2011	6/30/2012	FY12					
9	1.3.2. Determine the personal growth objectives of the PLP, progress and opportunities (see Strategy 2, Plan 9, Step 4), and centered on a question such as "How will you grow and meet the challenges in each dimension of wellness?"	9/1/2011	6/30/2012	FY12					
10	1.3.3. Integrate personal growth framework in to the sophomore Inquiry Day experience (Strategy 2, Plan 9, Step 5), as well as other programs such as Summer Orientation, Sophomore Navigation, Residential Life, and courses.	9/1/2011	6/30/2012	FY12					
11	1.3.4. Develop processes by which students review & identify areas for growth including using learning style & personal assessments (Strategy 2, Plan 10) & may include parents, teachers, RC, CAC & peers as sources of info.	9/1/2011	6/30/2012	FY12					
12	1.3.5. Develop and/or secure additional tools for students to self-assess personal growth.	9/1/2011	6/30/2012	FY12					
13	1.3.6. Train staff to coach students in the development and assessment of personal growth plans.	9/1/2011	6/30/2012	FY12					
14	1.3.7. Students develop adaptable growth plans and revise on a regular basis through discussions with the PLP advisory teams (Strategy 2, Plan 9, Step 3)	9/1/2011	6/30/2012	FY12					
15	1.5. SPECIFIC RESULT: To enhance the opportunities and programs to promote the academic, social and emotional success of students.	9/1/2009	12/31/2011						

Schedule for strategic plan priorities for FY11 and FY12.
FY11: July 1, 2010-June 30, 2011; FY12: July 1, 2011-June 30, 2012
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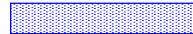


Strategic Plan: Timeline for All Remaining Action Steps

ID	Task Name	Start	Finish	Notes	2008	2009	2010	2011	2012
16	1.5.2. Review & change current programs, e.g. Navigation, Orientation, res. life programs, CAC, Academic Support, Sophomore Seminar, sophomore course offerings/schedules, etc. to provide seamless transition from accepted student through sophomore year	9/1/2009	6/30/2011	FY11					
17	1.5.3. Complete a review of school day length & effect on students, faculty & staff & include a review of emotional effects of time constraints for students; needs of students for more time for in-depth study & analysis; and more (see details)	1/1/2010	12/31/2010	FY11					
18	1.5.4. Review & change structures, including Academy office hours, the availability of academic, social & emotional support resources, fitness facilities, outdoor spaces, quiet reflective space, etc. to meet students' needs on a residential campus.	1/1/2010	12/31/2011	FY12					
19	1.5.5. Implement programs to assist students in making appropriate decisions about time use and project/paper management	1/1/2010	12/31/2010	FY11					
20	1.5.6. Implement programs to assist students in making appropriate decisions about time use, sleep, diet and exercise	1/1/2010	6/30/2011	FY11					
21	1.5.7. Assist students in making good choices about activity/co-curricular involvement	1/1/2010	6/30/2011	FY11					
22	1.5.8. Develop opportunities that encourage physical activity.	1/1/2010	6/30/2011	FY11					
23	1.6. SPECIFIC RESULT: Encourage and support the individual development of community members to their fullest potential.	9/1/2008	6/30/2012						
24	1.6.1. Identify the conditions at IMSA which support or inhibit the development of the whole person utilizing community feedback through assessment.	9/1/2010	6/30/2011	FY11					
25	1.6.2. Develop and implement a strategic workforce development plan that will include a succession planning model.	9/1/2011	6/30/2012	FY12					
26	1.6.3. Provide relevant training to all staff levels.	9/1/2010	6/30/2012	FY12					
27	1.6.4. Provide new employees with a more comprehensive orientation program using an employee mentorship program and a mix of personal and online resources to supplement traditional employee onboarding and retention.	9/1/2008	6/30/2010	FY12					
28	1.7. SPECIFIC RESULT: Enable staff to pursue their own passion through actions that advance the human condition.	9/1/2010	12/31/2011						
29	1.7.1. Dedicate 1 community learning day as a community service day to volunteer to an area of choice.	9/1/2010	12/31/2011	FY12					
30	1.7.2. Revitalize the day of giving program for staff to enable all staff to contribute to the community. Allow/provide opportunities for reflection on the acts of service for the edification of the whole community.	9/1/2010	12/31/2011	FY12					
31	1.7.3. Create an annual report and opportunity to share contributions and results.	9/1/2010	12/31/2011	FY12					
32	1.7.4. Recognize and highlight unique contributions.	9/1/2010	12/31/2011	FY12					

Schedule for strategic plan priorities for FY11 and FY12.
FY11: July 1, 2010-June 30, 2011; FY12: July 1, 2011-June 30, 2012
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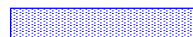


Strategic Plan: Timeline for All Remaining Action Steps

ID	Task Name	Start	Finish	Notes	2008	2009	2010	2011	2012
33	1.7.6. Facilitate cooperation and coordination among staff serving in a related area to pool their efforts together for greater visibility and impact.	9/1/2010	6/30/2011	FY11					
34	1.9. SPECIFIC RESULT: Establish a culture which encourages every member of the IMSA community to act as good stewards of the environment.	9/1/2009	12/31/2010						
35	1.9.4. Develop an outdoor classroom that enables study and research.	9/1/2009	12/31/2010	FY12					
36	1.10 SPECIFIC RESULT: Build a community that fulfills employees' desires for growth, recognition & innovation, & that nurtures their emotional commitment to advance IMSA as the world's leading teaching & learning laboratory.	9/1/2008	6/30/2011						
37	1.10.1 Design HR to include employee development initiatives to attract & retain top performers engaged in fulfilling IMSA's mission/beliefs, thru policies/procedures that acknowledge unique needs of different employee groups(see examples)	9/1/2008	6/30/2011	FY12					
38	1.10.2. Develop a performance enhancement system consistent with a laboratory-environment (see examples)	9/1/2009	6/30/2011	FY11					
39	1.10.3. Create a working environment consistent with a laboratory-environment that supports employees' efforts to conduct, publish and present their research (see examples)	9/1/2009	6/30/2011	FY12					
40	1.10.4 Establish a comprehensive volunteer program at IMSA to coordinate current employee volunteers with opportunities to donate their time, talent and treasure to IMSA.	9/1/2010	6/30/2011	FY11					

Schedule for strategic plan priorities for FY11 and FY12.
FY11: July 1, 2010-June 30, 2011; FY12: July 1, 2011-June 30, 2012
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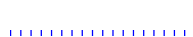
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External Tasks



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Summary



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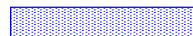


Strategic Plan: Timeline for All Remaining Action Steps

ID	Task Name	Start	Finish	Notes	2008	2009	2010	2011	2012
41	2.2 SPECIFIC RESULT: Provide students with a common core.	9/1/2008	6/30/2011						
42	2.2.4. Teachers will use embedded assessments to determine which students require supplementary educational opportunities, per steps 2.2.2 and 2.2.3.	9/1/2010	6/30/2011	FY11					
43	2.4 SPECIFIC RESULT: Evaluate learning standards and outcomes for each discipline in order to identify rigorous, credit-bearing non-traditional learning experiences.	9/1/2009	6/30/2011						
44	2.4.1. Each academic team must review their learning standards and outcomes to achieve clarity and cohesion.	9/1/2009	6/30/2011	FY11					
45	2.4.2. Each team and their CAL will evaluate a variety of "nontraditional" learning options as a means of satisfying IMSA's desired learning outcomes.	9/1/2010	6/30/2011	FY11					
46	2.4.3. Each team and their CAL will create a "menu" of credit-bearing "nontraditional" choices that satisfy certain outcomes in place of traditional IMSA coursework.	9/1/2010	6/30/2011	FY11					
47	2.6 SPECIFIC RESULT: Provide all students the opportunity to demonstrate mastery and obtain credit for any academic course in the IMSA curriculum beyond the core.	9/1/2009	6/30/2011						
48	2.6.1. Establish an IMSA school policy that provides alternative means for obtaining credit for academic classes.	9/1/2009	6/30/2011	FY11					
49	2.6.2. Establish department specific mechanisms for competency.	9/1/2010	6/30/2011	FY11					
50	2.7 SPECIFIC RESULT: Facilitate the development of ethical citizens and leaders in the IMSA community.	9/1/2010	6/30/2012						
51	2.7.4. Require all students to relate ethical citizenship and leadership education to their senior electronic portfolio and/or capstone.	9/1/2010	6/30/2012	FY12					
52	2.8 SPECIFIC RESULT: Serve and partner with IMSA constituents via internal and external program involvement in PLP.	9/1/2011	6/30/2012						
53	2.8.1. Establish criteria for experiential learning credit.	9/1/2011	6/30/2012	FY12					
54	2.8.2. Offer students experiential learning credit for activities like KI, IMSA on Wheels, or work w/ IMSA summer programs. Faculty/staff supervisor of such activities & PLP Mentor will work together to evaluate student performance & proposal for EL credit	9/1/2011	6/30/2012	FY12					
55	2.8.3. Offer experiential learning credit to students who tutor or do other work for area schools and community organizations.	9/1/2011	6/30/2012	FY12					
56	2.8.4. Offer credit for ongoing work with IMSA constituents (such as that experienced through SIR).	9/1/2011	6/30/2012	FY12					
57	2.8.5. Encourage adult IMSA constituents, including IMSA alumni, Illinois mathematicians, scientists, teachers, etc., to be PLP Mentors.	9/1/2011	6/30/2012	FY12					

Schedule for strategic plan priorities for FY11 and FY12.
FY11: July 1, 2010-June 30, 2011; FY12: July 1, 2011-June 30, 2012
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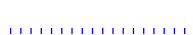
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External Tasks



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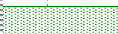
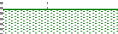
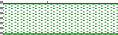

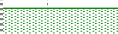

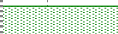
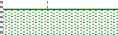

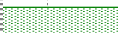
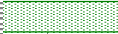
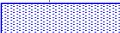
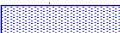

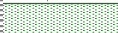
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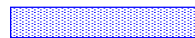


Strategic Plan: Timeline for All Remaining Action Steps

ID	Task Name	Start	Finish	Notes	2008	2009	2010	2011	2012
58	2.9 SPECIFIC RESULT: Assist all students in the development of a dynamic PLP starting at the beginning of and continuing through their IMSA experience.	9/1/2010	6/30/2011						
59	2.9.1. Establish a system of PLP Mentors, possibly including upper class peer assistants, to help guide each student through the process of developing their PLP.	9/1/2010	6/30/2011	FY11					
60	2.9.2 Recruit and train juniors and seniors to act as PLP peer assistants (responsibility of "Director(s) of PLP" role).	9/1/2010	6/30/2011	FY11					
61	2.9.3. Provide ample time and opportunity to support quarterly or bi-quarterly meetings of PLP Advisory Teams, beginning the second semester of a student's sophomore year.	9/1/2010	6/30/2011	FY11					
62	2.9.4 Require student and his/her Advisory Team to discuss current PLP objectives, progress, and upcoming opportunities at these meetings.	9/1/2010	6/30/2011	FY11					
63	2.9.5. Develop the sophomore I-Day experience to be a critical and meaningful component in the PLP development process.	9/1/2010	6/30/2011	FY11					
64	2.11. SPECIFIC RESULT: Assign the responsibilities of Director of PLP to an individual or group on campus.	8/31/2010	6/30/2011						
65	2.11.1. Identify appropriate individuals/groups to act upper-class peer assistants, supervisor of PLP Mentors, final approver of student EL credit applications, capstone projects, and portfolios, and facilitator of student conative/ cognitive testing.	8/31/2010	6/30/2011	FY11					
66	2.11.2. Support the selected person or group with necessary resources for this role and its related programming.	8/31/2010	6/30/2011	FY11					
67	2.12 SPECIFIC RESULT: Develop a matrix of PLP personnel to serve students.	8/31/2010	6/30/2012						
68	2.12.1. Identify potential PLP chairs and advisers (both in the IMSA community and IMSA at large.)	8/31/2010	6/30/2011	FY11					
69	2.12.2. Train PLP chairs and advisers in how to facilitate effective PLP creation process, interpret conative/cognitive test results, and evaluate proposals and portfolios.	8/31/2010	6/30/2011	FY11					
70	2.12.3. Direct the growth of the PLP program into a three year program.	9/1/2011	6/30/2012	FY12					
71	2.12.4. Evaluate the progress of the PLP program for scholarship to other educational entities.	9/1/2011	6/30/2012	FY12					
72	2.13 SPECIFIC RESULT: Assign a team of PLP advisors to each student.	8/31/2010	6/30/2012						
73	2.13.1. Assign team in year 1, similar to navigation. The team may include the individual student's PLP Mentor or "chair," a curriculum expert (such as a CAC), an upper-class student advisor, and one other individual of the student's choice.	8/31/2010	6/30/2011	FY11					

Schedule for strategic plan priorities for FY11 and FY12.
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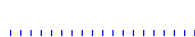
Milestone



External Tasks



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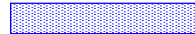


Strategic Plan: Timeline for All Remaining Action Steps

ID	Task Name	Start	Finish	Notes	2008	2009	2010	2011	2012
74	2.13.2. Meet often (once/twice quarterly, as needed). Meetings will be mostly with chair and others as necessary. Frequency of meeting will be based on needs of the students as developed with the chair, typically addressing progress of current PLP, etc.	8/31/2010	6/30/2011	FY11					
75	2.13.3. Evaluate PLP status and progress quarterly or bi-quarterly.	9/1/2011	6/30/2012	FY12					
76	2.14 SPECIFIC RESULT: Develop an adaptable personalized plan of study for each student.	9/1/2010	6/30/2011						
77	2.14.1. Define reasonable expectations for a given student's PLP	9/1/2010	6/30/2011	FY11					
78	2.14.2. Identify student's learning styles.	9/1/2010	6/30/2011	FY11					
79	2.14.3. Implement PLP and refine.	9/1/2010	6/30/2011	FY11					
80	2.14.4. Aid students in developing a network of individuals to use as supports and resources for their PLP.	9/1/2010	6/30/2011	FY11					
81	2.14.5. Measure student's growth in IMSA's desired learning outcomes and competencies through evaluation of the PLP plan, its progress, and its current portfolio artifacts.	9/1/2010	6/30/2011	FY11					
82	2.14.6. Guide students to search for a wide variety of resources.	9/1/2010	6/30/2011	FY11					
83	2.15 SPECIFIC RESULT: Complete a senior experience in which students reflect on their time at IMSA.	9/1/2011	6/30/2012						
84	2.15.1. Students will have the option of either completing an SIR project and IMSAloquium presentation, or taking a senior capstone class in the fall of their senior year.	9/1/2011	6/30/2012	FY12					
85	2.15.2. Capstone classes will allow students to share with each other different learning experiences they have had in their time at IMSA in the context of the course's stated interdisciplinary goals.	9/1/2011	6/30/2012	FY12					
86	2.15.3. Students will take 1 topic discussed in this class & prepare project & presentation on it. Project must address or generate new knowledge in student's capstone field of study & will be ongoing through spring semester, culminating in a presentation.	9/1/2011	6/30/2012	FY12					
87	2.15.4. Participation in an interdisciplinary senior capstone course will replace one course enrollment credit in one of the subject areas the course addresses. This must be congruent w/ assessment design work underway with CALs.	9/1/2011	6/30/2012	FY12					
88	2.16 SPECIFIC RESULT: Connect the senior capstone experience to student's final portfolio of PLP evidence.	9/1/2011	6/30/2012						
89	2.16.1. Require the senior capstone experience to include either an SIR project and presentation, or the choice of a capstone class, a project and a presentation.	9/1/2011	6/30/2012	FY12					
90	2.16.2. Require students to confer about their chosen senior capstone experience with their PLP advisory group and to include evidence of their learning in an online portfolio.	9/1/2011	6/30/2012	FY12					

Schedule for strategic plan priorities for FY11 and FY12.
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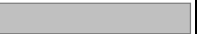
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External Tasks



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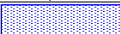

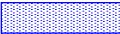
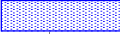
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Deadline

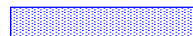


Strategic Plan: Timeline for All Remaining Action Steps

ID	Task Name	Start	Finish	Notes	2008	2009	2010	2011	2012
91	2.16.3. PLP Mentors will evaluate student portfolios, advise modifications where evidence is inappropriate/insufficient & make recommendation of Pass/ Fail to PLP Director(s) as appropriate. Stipulation: This must be connected to & congruent w/ CAL work.	9/1/2011	6/30/2012	FY12					
92	2.17 SPECIFIC RESULT: Allow each student the opportunity to spend time deeply exploring a field of study addressing the human condition.	9/1/2011	6/30/2012						
93	2.17.1. Provide or connect students to the resources they need to explore any field they would be inclined to study in this project.	9/1/2011	6/30/2012	FY12					
94	2.17.2. Discuss a wide variety of topics in senior capstone class to open students' eyes to different ideas in a range of academic fields.	9/1/2011	6/30/2012	FY12					

Schedule for strategic plan priorities for FY11 and FY12.
FY11: July 1, 2010-June 30, 2011; FY12: July 1, 2011-June 30, 2012
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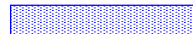


Strategic Plan: Timeline for All Remaining Action Steps

ID	Task Name	Start	Finish	Notes	2008	2009	2010	2011	2012
95	3.1. SPECIFIC RESULT: Create internal integrating structure to insure strong presence & influence in Illinois statewide policy-making & advocacy organizations related to STEM education (e.g., Illinois P-20 Council, ISBE, Illinois American Diploma project)	9/1/2009	6/30/2011						
96	3.1.2. Develop internal cross communication structure by which IMSA policy advocacy coordinator (see details on action plan document)	9/1/2009	6/30/2011	FY11					
97	3.1.3. Develop external cross communication structure by which IMSA policy advocacy coordinator (see details on action plan document)	9/1/2009	6/30/2011	FY11					
98	3.3. SPECIFIC RESULT: 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.	1/1/2010	6/30/2011						
99	3.3.4. Establish core design team for new math/science schools consulting comprised of current & alumni staff well versed in key dimensions of the academy, e.g., admissions, curriculum content, student life, etc (see details).	9/1/2010	6/30/2011	FY11					
100	3.3.6. Determine tiered service levels with accompanying recovery-based fee structures: (see details).	1/1/2010	6/30/2011	FY11					
101	3.3.7. Develop entry requirements survey to determine prospective client needs.	9/1/2010	6/30/2011	FY11					
102	3.3.8. Determine the structure for authorizing, assigning, releasing and/or compensating core design team members and other contributors who establish tiered consulting packages and who serve as consultants.	9/1/2010	6/30/2011	FY11					
103	3.3.9. Develop communications plan that includes marketing materials (print, Web-based) to clearly define the service offerings	9/1/2010	6/30/2011	FY11					
104	3.3.10. Develop an evaluation for IMSA consulting services.	1/1/2010	6/30/2011	FY11					
105	3.3.11. Utilize Consulting Services' processes to manage pre-service teacher observation requests.	9/1/2010	6/30/2011	FY11					
106	3.4. SPECIFIC RESULT: Document existing mathematics and science products, programs, and services in the pre-admission program and in three year academic residential program and evaluate their potential for expansion.	9/1/2009	6/30/2012						
107	3.4.1. Identify collaborative partner research institution to serve as a resource in evaluation assessment of pre-admission & 3-year residential programs in mathematics and science. (President's Management Council will initiate the identification process)	9/1/2009	6/30/2011	FY11					

Schedule for strategic plan priorities for FY11 and FY12.
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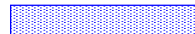


Strategic Plan: Timeline for All Remaining Action Steps

ID	Task Name	Start	Finish	Notes	2008	2009	2010	2011	2012
108	3.4.2. Convene an internal leadership group (such as an extended IMSA Curriculum and Assessment Leaders group) with the collaborative partner with charge of: (see details on action plan document).	9/1/2010	6/30/2011	FY11					
109	3.4.3. Request a Request for Proposal from identified collaborative partner to create a tool of evaluation that: (see details).	9/1/2010	6/30/2011	FY11					
110	3.4.4. Evaluate existing individual mathematics and science products, programs, and services for potential expansion using the developed evaluation tool.	9/1/2010	6/30/2011	FY11					
111	3.4.5. Disseminate to IMSA community, through the internal leadership group, the findings/results of the evaluation and solicit feedback to make programmatic changes related to expansion as needed.	9/1/2011	6/30/2012	FY11					
112	3.4.6. Using the 5.1 design process, evaluate identified pilot program that explores audience, marketing communication, and programmatic and business model (see details).	9/1/2011	6/30/2012	FY11					
113	3.4.7. Reconvene the internal leadership group to make appropriate programmatic changes related to expansion, incorporate IMSA	9/1/2011	6/30/2012	FY11					
114	3.4.8. Identify a pilot program for expansion, if one exists, from an evaluated math or science products, programs, or services (see details).	9/1/2011	6/30/2012	FY11					
115	3.4.9. Communicate progress of ongoing pilot programs and brainstorm ideas every two-three months as part of a community or faculty meetings.	9/1/2011	6/30/2012	FY11					
116	3.4.10. Maintain a portfolio of products, programs and services that can be expanded.	9/1/2011	6/30/2012	FY11					
117	3.4.11. Cross-reference this action plan with former action plan 3.2 (which is now integrated in Strategy 4)	9/1/2011	6/30/2012	FY11					
118	3.5. SPECIFIC RESULT: Establish professional development (PD) program for mathematics and science teachers, based on IMSA's Core Competencies, for pre-service, beginning, and experienced teachers.	9/1/2009	6/30/2011						
119	3.5.4. Establish IMSA organizational structure to enable IMSA mathematics and science faculty members to rotate by semester (as a pilot) from instructing residential classes on campus to designing and delivering Professional Field Service initiatives.	9/1/2009	6/30/2011	FY11					
120	3.5.5. Establish robust collaborative online network to enable teachers in IMSA PD programs to share best practices, problem solve, mentor, advise, assess needs and network and to receive online PD enrichment, e.g., Moodle, Elluminate, etc. (see details).	1/1/2010	6/30/2011	FY11					
121	Step 3: Establish evaluation component for mathematics and science P.D. offerings for elementary and middle school educators.	1/1/2010	6/30/2011	FY11					

Schedule for strategic plan priorities for FY11 and FY12.
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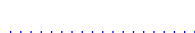
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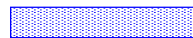


Strategic Plan: Timeline for All Remaining Action Steps

ID	Task Name	Start	Finish	Notes	2008	2009	2010	2011	2012
122	Step 4: Identify higher education partner(s) to enable IMSA to issue teacher endorsement in the areas of mathematics and science at the elementary and middle school levels (see details).	9/1/2010	6/30/2011	FY12					
123	For all Beginning Teacher PD programs: Formalize relationships with schools and school districts in Field Office locations so that beginning teachers might be paired with an IMSA faculty or staff member in a pilot mentorship-type program (see details).	9/1/2010	6/30/2011	FY12					
124	For all Pre-Service Teacher PD programs: Step 1: Formalize relationships with colleges and universities with mathematics or science pre-service teacher education programs in Field Office locations and locations where IMSA is already extensively involved.	9/1/2010	6/30/2011	FY12					
125	Step 5: Utilize Consulting Services' processes to manage pre-service teacher observation requests.	9/1/2010	6/30/2011	FY12					

Schedule for strategic plan priorities for FY11 and FY12.
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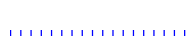
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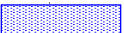
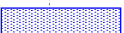

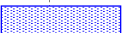
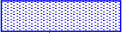
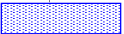

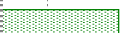
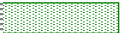

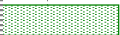
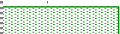
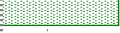


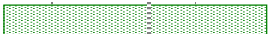
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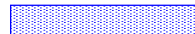


Strategic Plan: Timeline for All Remaining Action Steps

ID	Task Name	Start	Finish	Notes	2008	2009	2010	2011	2012
126	4.1. SPECIFIC RESULT: IMSA staff will participate in the generation of scholarship.	9/1/2011	6/30/2012						
127	4.1.1. As part of performance enhancement system, supervisors and salaried employees create plans consummate with the staff member's interests and expertise. All other staff is invited to pursue these activities in conjunction with their supervisor.	9/1/2011	6/30/2012	FY12					
128	4.1.2. Supervisors and HR will include scholarship in job descriptions and other employment documents.	9/1/2011	6/30/2012	FY12					
129	4.2. SPECIFIC RESULT: Construct a system of support and resources for staff that produce scholarship.	9/1/2011	6/30/2012						
130	4.2.1. Develop a reward and recognition program, aligned with the performance enhancement system, which correlates with the production of scholarship.	9/1/2011	6/30/2012	FY12					
131	4.2.3. Create flexibility to allow staff to apply for sabbaticals (6-12 months in advance), research, professional development or other opportunities that lead to scholarship development. Sabbaticals may be graduated.	9/1/2011	6/30/2012	FY12					
132	4.2.4. Create system of support for staff professional development.	9/1/2011	6/30/2012	FY12					
133	4.3. SPECIFIC RESULT: Establish effective methods of communicating scholarship internally and externally.	9/1/2010	6/30/2011						
134	4.3.1. Institute and promote an internal repository to document all IMSA scholarship.	9/1/2010	6/30/2011	FY11					
135	4.3.5. Institute an annual IMSA Scholarship Day for sharing that year's staff and online journal scholarship with the IMSA community and peer constituents.	9/1/2010	6/30/2011	FY11					
136	4.4 SPECIFIC RESULT: Establish mutually beneficial collaborative relationships with renowned and innovative individuals and institutions to produce research-based scholarship.	9/1/2010	6/30/2011						
137	4.4.3. Compile, prioritize and make institutional questions available to both internal and external entities, via an online database.	9/1/2010	6/30/2011	FY11					
138	4.4.5. Identify roles and responsibilities for all parties.	9/1/2010	6/30/2011	FY11					
139	4.4.6. Support the external collaborators, including graduate students, to conduct research at and with IMSA.	9/1/2010	6/30/2011	FY11					
140	4.4.7. Conduct formative evaluation, communicate results and plan for next steps.	9/1/2010	6/30/2011	FY11					
141	4.5 SPECIFIC RESULT: Develop an Educator Collaboration Program that will inform the discovery, application and transfer of IMSA scholarship, specifically to educators.	9/1/2009	6/30/2011						
142	4.5.4. During the follow up the IMSA staff will investigate relevant questions and application of what the educator experienced at IMSA.	9/1/2009	6/30/2011	FY11					

Schedule for strategic plan priorities for FY11 and FY12.
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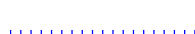
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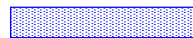


Strategic Plan: Timeline for All Remaining Action Steps

ID	Task Name	Start	Finish	Notes	2008	2009	2010	2011	2012
143	4.5.5. Using this gathered information, new institutional questions will be identified and added to the IMSA database.	9/1/2009	6/30/2011	FY11					
144	4.5.6. Conduct formative evaluation at one year with the goal of expansion and development.	9/1/2009	6/30/2011	FY11					
145	4.6 SPECIFIC RESULT: Every IMSA student will participate in a scholarship experience while at IMSA.	9/1/2010	6/30/2012						
146	4.6.1. Identify where the elements of scholarship (plan, investigate, analyze, communicate) will be taught to ensure students are able to generate their own scholarship.	9/1/2010	6/30/2011	FY11					
147	4.6.2. Develop and implement learning experiences to prepare student to generate scholarship.	9/1/2011	6/30/2012	FY12					
148	4.6.3. Assess student progress and growth of their skills necessary to produce scholarship, as part of the student's personal learning plan. This will be documented as part of a student electronic portfolio.	9/1/2011	6/30/2012	FY12					
149	4.6.4 Provide a scholarship support system for all students.	9/1/2011	6/30/2012	FY12					

Schedule for strategic plan priorities for FY11 and FY12.
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Strategic Plan: Timeline for All Remaining Action Steps

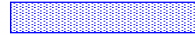
ID	Task Name	Start	Finish	Notes	2008	2009	2010	2011	2012
150	5.1. SPECIFIC RESULT: Provide resources and incentives for staff & students to develop innovative & entrepreneurial (I & E)endeavors that have potential to advance the human condition. (Note: Only the framework will be created in FY10 for steps 1-6 & 8)	9/1/2010	6/30/2011						
151	5.1.7. Provide quarterly professional development opportunities to develop the staff's and students' capacity for I & E endeavors such as grant-writing, patents, IP, business planning and breakthrough thinking.	9/1/2010	6/30/2011	FY12					
152	5.1.8. Design a system-processes, protocols, and structures- for developing and marketing intellectual capital, securing patents, and attracting resources for commercialization. (FRAMEWORK CREATED IN FY10)	9/1/2010	6/30/2011	FY12					
153	5.1.9. Periodically evaluate our means of stimulating innovation and entrepreneurship and make appropriate changes.	9/1/2010	6/30/2011	FY12					
154	5.2. SPECIFIC RESULT: Establish methods and processes for sharing and showcasing innovative and entrepreneurial ideas and projects.	9/1/2010	6/30/2011						
155	5.2.3. Designate time during community days, professional development days, faculty meetings, and assemblies for the showcasing of I & E projects through demonstrations and/or participatory activities.	9/1/2010	6/30/2011	FY11					
156	5.2.4. Organize and host an annual event that brings together as peers people from all levels of expertise -- IMSA staff, students, alumni, business professionals, and others-- to showcase and discuss I & E projects.	9/1/2010	6/30/2011	FY11					
157	5.2.5. Create IMSA Innovation Awards in various categories, ranging from "cool but crazy" to "cool and accomplished" as an incentive to develop and promote creative I & E efforts and achievements.	9/1/2010	6/30/2011	FY11					
158	5.2.7. Publicize and preserve spotlighted innovations by producing videos, Podcasts or other appropriate media served on the Web.	9/1/2010	6/30/2011	FY11					
159	5.2.8. Identify and involve alumni who are pursuing entrepreneurial careers.	9/1/2010	6/30/2011	FY11					
160	5.3. SPECIFIC RESULT: Establish collaborative relationships to develop innovation and entrepreneurial talent.	9/1/2009	6/30/2011						
161	5.3.1. Review current partnerships and relationships to identify potential for collaboration on I & E projects.	9/1/2010	6/30/2011	FY11					
162	5.3.2. Identify new institutions and organizations with which collaborative I & E relationships might be built	9/1/2010	6/30/2011	FY11					
163	5.3.3. Develop a process for IMSA's external I & E partners to participate on INC.	9/1/2010	6/30/2011	FY11					
164	5.3.4. Specify projects which are of mutual interest and dedicate resources to pursue those projects	9/1/2010	6/30/2011	FY11					
165	5.3.5. Identify and cultivate relationships with existing networks that can be linked to and join the CoolHub.IMSA network.	9/1/2010	6/30/2011	FY11					

Schedule for strategic plan priorities for FY11 and FY12.

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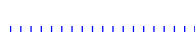
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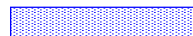


Strategic Plan: Timeline for All Remaining Action Steps

ID	Task Name	Start	Finish	Notes	2008	2009	2010	2011	2012
166	5.3.7. Stimulate and leverage alumni network of innovators and entrepreneurs to benefit alumni, students, and IMSA.	9/1/2009	6/30/2011	FY11					

Schedule for strategic plan priorities for FY11 and FY12.
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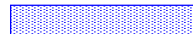


Strategic Plan: Timeline for All Remaining Action Steps

ID	Task Name	Start	Finish	Notes	2008	2009	2010	2011	2012
167	6.1 SPECIFIC RESULT: Processes for budgeting and allocating scarce financial resources among competing programmatic needs drive systematic goals for all revenue sources.	1/1/2008	6/30/2012						
168	6.1.4 Establish metrics for tracking funding mix against internal and external targets.	1/1/2008	12/31/2010	FY11					
169	6.1.6 Review and revise procedures as needed (ongoing; e.g. financial forecasts and their impact on funding goals)	7/1/2008	6/30/2012	FY12					
170	6.2 SPECIFIC RESULT: Human Resource policies and procedures encourage and support employees engaging in activities that increase income to the IMSA Fund and IMSA.	9/1/2009	6/30/2012						
171	6.2.1. Develop Human Resources policies and practices that recognize and adjust workloads to accommodate participation in activities that generate revenues from non-GRF sources.	9/1/2009	6/30/2012	FY12					
172	6.2.2. Develop an employee incentive plan based on the amount of non-GRF funding received by IMSA and the IMSA Fund in a given year compared to the previous year's income.	9/1/2010	6/30/2012	FY12					
173	6.2.3. Secure approval from the Board of Trustees for policy changes.	9/1/2010	6/30/2012	FY12					
174	6.2.4. Implement and promote new policies and procedures with IMSA employees.	9/1/2010	6/30/2012	FY12					
175	6.2.5. Review and revise incentive plan policies and procedures as needed (ongoing).	9/1/2010	6/30/2012	FY12					
176	6.3 SPECIFIC RESULT: Improved, comprehensive fundraising practices increase private contributions to the IMSA Fund and IMSA.	1/1/2009	6/30/2012						
177	6.3.3. Expand partnership building strategies with universities, other non-profit agencies, and corporations to increase funding opportunities.	1/1/2009	6/30/2012	FY12					
178	6.3.6 Establish Human Resource policies and practices that recognize and adjust work loads to accommodate participation in contributed income-generating activities.	9/1/2010	6/30/2012	FY12					
179	6.3.7 Create, communicate and incorporate into IMSA's budget building process annual and five-year fund raising goals that reflect the Academy's Special Purposes Trust revenue requirements.	9/1/2009	6/30/2011	FY11					
180	6.3.9 Review and update policies, procedures and tools to increase private contributions through endowment capacity building, major gifts and annual fund activities, such as a useful fundraising toolkit for all members of the community.	9/1/2009	6/30/2011	FY11					
181	6.3.10 Review and revise fundraising policies and procedures as needed (ongoing)	9/1/2009	6/30/2012	FY12					
182	6.4 SPECIFIC RESULT: Corporate sponsorships fund IMSA.	9/1/2010	6/30/2012						

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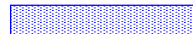


Strategic Plan: Timeline for All Remaining Action Steps

ID	Task Name	Start	Finish	Notes	2008	2009	2010	2011	2012
183	6.4.1. Establish the IMSA corporate sponsorship program.	9/1/2010	6/30/2012	FY12					
184	6.4.2. In exchange for sponsorships, corporations have varied levels of access to the work of IMSA's students, faculty, staff, alumni and partners.	9/1/2010	6/30/2012	FY12					
185	6.4.3. Corporations can work with these constituents through mentorships, internships, work study, summer sessions, or full-time employment.	9/1/2010	6/30/2012	FY12					
186	6.4.4. Corporations have the opportunity to make presentations to the larger student body about what it is like to work for their company and to provide outgoing seniors with information about applying for internships, co-op programs, and summer study.	9/1/2010	6/30/2012	FY12					
187	6.4.5. Review and revise the IMSA corporate sponsorship program's policies and procedures as needed (ongoing)	9/1/2010	6/30/2012	FY12					
188	6.5. SPECIFIC RESULT: Faculty, staff and students raise additional funds through grants.	1/1/2010	6/30/2012						
189	6.5.1. Identify and/or create and implement processes and support structures to assist interested faculty, staff, or students in seeking out, writing, accepting, and managing grants.	1/1/2010	6/20/2012	FY12					
190	6.5.1.a. Establish human resource policies that recognize and adjust work loads to accommodate grant fulfillment activities.	1/1/2010	6/30/2012	FY12					
191	6.5.3. Regularly evaluate grant writing processes and support structures and revise as needed (ongoing; e.g. template for determining indirect costs related to grants)	1/1/2010	6/30/2012	FY12					
192	6.6 SPECIFIC RESULT: IMSA's intellectual capital generates earned income.	9/1/2009	6/30/2012						
193	6.6.1. Review and amend existing or create new Intellectual Property (IP) policies regarding ownership and right-to-use for faculty, staff, students, sponsors and other constituents.	9/1/2009	6/30/2011	FY11					
194	6.6.2. Review and update IMSA and IMSA Fund policies regarding use and sale of IP products.	9/1/2009	6/30/2011	FY11					
195	6.6.3. Establish human resource policies that recognize and adjust work loads to accommodate participation in IP product development and marketing.	9/1/2009	6/30/2012	FY12					
196	6.6.4. Review current policy on time charging and allocation of expenses, and change as needed to address costing of earned income projects.	9/1/2009	6/30/2011	FY11					
197	6.6.5. Establish an IP Committee to set rules/criteria for entering into and continuing IP projects, including templates for building business cases, and then to serve as review board for evaluating projects.	9/1/2009	6/30/2012	FY12					
198	6.6.6. Each project team will investigate and build business case for presentation to IP Committee, as well as execute its particular product/project.	9/1/2009	6/30/2012	FY12					

Schedule for strategic plan priorities for FY11 and FY12.
FY11: July 1, 2010-June 30, 2011; FY12: July 1, 2011-June 30, 2012
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External Tasks



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Summary



External Milestone



Progress



Project Summary



Deadline

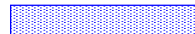


Strategic Plan: Timeline for All Remaining Action Steps

ID	Task Name	Start	Finish	Notes	2008	2009	2010	2011	2012
199	6.6.7. Document and market already existing IP products with sales potential.	9/1/2009	6/30/2012	FY12					
200	6.6.8. Review and revise IP policies and procedures as needed (ongoing)	9/1/2009	6/30/2012	FY12					
201	6.7 SPECIFIC RESULT: Venture capital investments in IMSA's alums, students and current faculty and staff generate income.	9/1/2010	6/30/2012						
202	6.7.1. Review and update IMSA Fund investment policies to permit investment in IMSA constituents' Venture Capital (VC) projects.	9/1/2010	6/30/2012	FY12					
203	6.7.2. Secure IMSA Fund Board approval of investment policy changes.	9/1/2010	6/30/2012	FY12					
204	6.7.3. Establish IMSA Fund Venture Capital Investment Committee to set rules/criteria for investing in VC projects, including templates for building business cases, and then serve as review board for evaluating projects.	9/1/2010	6/30/2012	FY12					
205	6.7.4. Each project team will investigate and build business case for presentation to VC Investment Committee, as well as execute its particular product/project.	9/1/2010	6/30/2012	FY12					
206	6.7.5. Review and revise VC procedures as needed (ongoing)	9/1/2010	6/30/2012	FY12					
207	6.8 SPECIFIC RESULT: Membership fees in Friends of IMSA provide additional contributed income.	9/1/2010	6/30/2012						
208	6.8.1. Create Friends of IMSA, a membership group, charging annual fees and providing tiered membership benefits.	9/1/2010	6/30/2012	FY12					
209	6.8.2. Secure marketing partnerships with and membership incentives from other organizations.	9/1/2010	6/30/2012	FY12					
210	6.8.3. Solicit partnerships and incentives from other organizations and identify incentives within the IMSA community.	9/1/2010	6/30/2012	FY12					
211	6.8.4. Market and sell memberships.	9/1/2010	6/30/2012	FY12					
212	6.8.5. Host milestone events.	9/1/2010	6/30/2012	FY12					
213	6.8.6. Review and revise Friends of IMSA policies and practices as necessary (ongoing).	9/1/2010	6/30/2012	FY12					
214	6.9 SPECIFIC RESULT: The Academy receives increased funding from federal sources.	9/1/2010	6/30/2012						
215	6.9.1. Develop a proposal to hire a federal lobbyist with non-GRF dollars.	9/1/2010	6/30/2011	FY11					
216	6.9.2. Obtain Board approval for the proposal, if needed.	9/1/2010	6/30/2011	FY11					
217	6.9.3. Recruit, select and hire a federal lobbyist.	9/1/2010	6/30/2011	FY11					
218	6.9.4 Establish procedures for responding to knowledge provided by lobbyist regarding competitive grants and earmarked funds, including effectively networking with potential partners in securing and fulfilling grants.	9/1/2010	6/30/2011	FY11					
219	6.9.5. Review and evaluate the performance of the federal lobbyist on a regular basis.	9/1/2010	6/30/2012	FY12					

Schedule for strategic plan priorities for FY11 and FY12.
FY11: July 1, 2010-June 30, 2011; FY12: July 1, 2011-June 30, 2012
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External Tasks



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Summary



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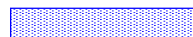


Strategic Plan: Timeline for All Remaining Action Steps

ID	Task Name	Start	Finish	Notes	2008	2009	2010	2011	2012
220	6.9.6. Strengthen connections with Illinois' congressional delegation.	9/1/2010	6/30/2012	FY12					
221	6.9.7. Partner with other entities that are adept at securing federal funding.	9/1/2010	6/30/2012	FY12					

Schedule for strategic plan priorities for FY11 and FY12.
FY11: July 1, 2010-June 30, 2011; FY12: July 1, 2011-June 30, 2012
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