

REPORT OF THE PRESIDENT

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November 20, 2019

Leadership Matters

This report provides the Board of Trustees with information regarding Academy activities and the progress that we are making toward achieving our IMSA Impact and Outcomes Statement and Priority Outcomes. I organize the Report of the President, where appropriate, around the IMSA Impact and Outcomes document:

Three pillars:

1. STEM Teaching and Learning
2. Operational Capacity
3. Stakeholder Engagement

One Strategy—Strengthen Employee Engagement and IMSA’s two continuing priorities for Academic Year 2019-2020

1. Advance Equity and Excellence-- Supports IMSA Impact and Outcomes Statement
2. Implement our Global Strategy (formerly “International Strategy and includes Innovation Campus, Phase 1) --Supports IMSA Impact and Outcomes Statement

I provide information, updates and general observations with IMSA stakeholders, including IMSA employees, students, and parents via my Personal Reflections throughout the year.

STEM Teaching and Learning

Scientific and Quantitative Reasoning

At the September 2019 Board of Trustees meeting, we had a robust conversation regarding how to best measure growth in IMSA students’ thinking. We presently use the CWRA+ Assessment and will do so for at least one more year. To date, the Principal’s Office met with sophomores and seniors to clarify the importance of this assessment and is planning to follow up on a number of other recommendations based on our September discussion. See attached.

Strengthening Identity as a Learning Laboratory

At today’s meeting, we will engage in discussion on how IMSA is seeking to increase our contributions to the body of knowledge and will also have sample new tools and curricula created. Thank you to Dr. Hernandez and Dr. Robinson for preparing the materials for our discussion.

TEDxYouth@IMSA

We are excited to host TEDxYouth@IMSA on November 16, 2019. For more information, see <https://sites.imsa.edu/tedxouthimsa/team/>. According to this site, “At TEDxYouth@IMSA, our goal is to create space for innovation, ideas, youth, and revolutions to happen. In the busy 24/7/365, space seems to be less and less available. At TEDxYouth@IMSA, we’re creating space for youth to make their statement on the world. Find new revelations and give some to others too.”

Year of Inquiry, Next Steps

The Academy is piloting a “Major Assessment Master Calendar” impacting 80% of juniors. If a student has three or more major in-class assessments (includes exams and assessments executed in class, not projects and papers that are done outside of class) on the same day, the student may rearrange one of the assessments.

Together with the Principal’s Office, we have established that “no homework” is to be assigned over extended weekends and “no major assessments” (any assignment with a 10% or more weight on a student grade) is due on the first day of class following extended weekends.

This fall, the Year of Inquiry team also created four work groups focused on sleep education, incentivizing positive sleep behaviors, policies and practices related to sleep, and communication and marketing. Initiatives of these work groups include creating educational materials to share with parents in hard copy and electronically to pilot an incentive program in select residence hall wings focused on weekly increases to the amount of time students are sleeping, collaborating with faculty to adjust deadlines from midnight to times earlier in the evening, and requiring sleep-focused programming in each residence hall wing. Additionally, IMSA was selected as one of 20 high schools to pilot the Sleep 101 program, which was originally designed for college age. The online educational program raises awareness about how lack of sleep can cause adverse effects on performance, mental and physical health. All sophomore students participated in Sleep 101 in September. For more information about the Year of Inquiry and upcoming meeting dates, visit the Year of Inquiry [website](#).

Scholarship and Innovation Committee

We have re-started our Scholarship and Innovation Committee for Academic Year 2019-2020. Dr. Storm Robinson, Dr. Crystal Randall, and I serve as co-chairs. We have met on October 10 and 23, 2019, and will make a decision for our goals for this year at our November 15, 2019 meeting. This Report was placed on BoardDocs on November 13, 2019.

Operational Capacity

Challenge 1,000

Many students are at IMSA because they first connected through a referral from a friend, faculty member, counselor, and or family member. Referrals make a difference! I challenged the Admissions Team with this achievable goal—1,000 applicants—at the end of last summer. As a reference, we received just over 500 applications last year. Please help by sharing [IMSA admissions](#) information through your social networks, including Facebook, or putting the

Admissions team in touch with middle school students (or their parents) who have a passion for math and science. By helping connect the next generation of IMSA students, you are supporting our mission to ignite and nurture creative, ethical, scientific minds that advance the human condition. Incidentally, if you know someone who you believe would be a good candidate for IMSA, please send their name, email address, and phone number to one of our Admissions Counselors (JaRod Tobler, Jacqueline Salinas, or Alexandria Johnson), or to Kelly Lofgren or Vynnessa Winberg.

Senior Leadership Development

Members from the Senior Leadership Team (SLT), composed of IMSA staff with leadership responsibilities, begin each meeting with a 15-minute 4DX accountability session. These sessions are designed for team members to provide an update on what each accomplished over the past two weeks and to make a commitment for what each will complete in the next two weeks. This is called “cadence of accountability.” The SLT members are organized into three areas: Alumni Engagement, Employee Engagement, and Contributions to the Body of Knowledge (see attached for their WIG - Wildly Important Goal), leading indicators, and team membership. Additionally, we bring leadership topics to the team including courageous conversations about race, Gallup Strengths etc.

Illinois Board of Higher Education (IBHE)

On October 16, 2019, Cabinet and I met with Interim Executive Director, Nyle Robinson, and his staff, to present our Board approved Budget proposal for FY 21. After IBHE made a presentation to us, we shared our proposal with him (see attached PowerPoint). After our formal session, we gave Mr. Robinson and his staff a tour of our facility, including the Residence Halls.

Stakeholder Engagement

Veterans Day

We honored veterans on November 11, 2019 through what has been a traditional assembly with the IMSA Choirs singing The National Anthem and Wind Ensemble playing the Armed Forces Medley in a salute to our veterans. Captain Carolyn Brynildsen '06 was our keynote speaker. New this year, we asked staff and alumni to self-report if they are veterans and shared a [video](#) at the assembly, including only those who self-reported as veterans.

Alumni Association Annual Retreat

Our Alumni Association met on October 5 at IMSA for their annual retreat. They are identifying ways to engage additional alumni and collaborating with IMSA toward this end.

Legislators at IMSA

Representative Barbara Hernandez, formerly an IMSA Resident Counselor, invited fellow members of the legislature to join her at IMSA to learn more about IMSA on October 24, 2019. Kelly Lofgren, Director of Admissions, made a presentation and provided information about our PROMISE program. Additionally, legislators were able to have lunch with students from their districts. In addition to Representative Hernandez, other attendees included: Senator

Linda Holmes, Senator Suzy Glowiak, Senator Dan McConchie, Rep. Stephanie Kifowit, Senator Don DeWitte (Staff Becky Gillman came in his place), Rep. Karina Villa, Rep. Aaron Ortiz (Staff Member Manuel came in his place), Rep. Anna Stava Murray (Staff Kim Brondyke came in her place), and Rep. Terra Costa Howard.

President's Student and Faculty Advisory Councils

I continue to meet with these councils. The Student Council continues to average approximately 13 attendees whereas the faculty council averages about three. We explore diverse topics based on mutual interest.

Chat with the President

I have held three "Chats with the President" since our last Board meeting. A combined total of seven students and three staff members joined me for these three chats.

Lunch with new Employees

During the last academic year, I began to meet with new employees every quarter. Since I had not met with them over the summer, I held two luncheons on October 2 and 9, 2019, to keep the number of attendees small (approximately 12 people per session). During these luncheons, I talk about IMSA's mission, vision, and values. We also get to know each other on a personal level and I answer questions that new employees may have of me.

Crucial Conversation Training

Thanks to the generosity of the IMSA Fund, we provided Crucial Conversations training (based on the book by Patterson, Grenny, McMillan, and Switzler, Crucial Conversations: Tools for Talking when Stakes are High) to 30 IMSA employees. The session was presented by a master trainer from VitalSmarts, David Angel, and was well received by those who participated in this all-day training.

Latinos on the Move

On November 15, 2019, I am taking four IMSA students to participate in a luncheon at the Union League Club of Chicago for the "2019 Latinos on the Move--Strength in Numbers: Make it Count, Latino Policy" event. This is a great opportunity for IMSA to be visible with the Latino community in Chicago and for our students to network with its leaders.

International and State Advisory Boards

I was recently appointed to the Global Talent Mentoring Advisory Board, a flagship offering of the World Giftedness Center, a larger educational undertaking owned by the UNESCO-affiliated Hamdan Bin RaShid Al Maktoum Foundation for Distinguished Academic Performance based in Dubai, UAE. I was also recruited to serve on the founding Board of Directors of the Illinois Workforce & Education Research Collaborative (IWERC), which has a broad scope to reflect the deep interconnection of Illinois' education and workforce goals and needs to strengthen its workforce policies.

IMSA Fund Board

On October 25, I provided an update to the IMSA Fund Board of Directors through the attached FY19 IMSA Fund Block Grant Report. I appreciate the opportunity to have flexibility in using the funds through the block grant and I am pleased to report how the funds impacted staff, including faculty, and students at IMSA.

Advance Equity and Excellence

On October 22, representatives from the Midwest and Plains Equity Assistance Center (MAP Center) were on campus to train us on the use of their equity focused data collection process and tools (known as ECAP which stands for Equity Content Analysis Process). They provided a deep dive on the ECAP Process, which we will be using to inform our Equity and Excellence Plan.

As a result of interacting with faculty and staff during the training, it became apparent that the MAP Center's data collection tools would need to be customized for IMSA. Their tools and processes that do not sync well with IMSA's context. For example, part of the classroom observations and faculty interviews require the observers to note how student work is displayed on the walls of the classroom. However, IMSA does not display student work in this manner, so we are working with them to provide the appropriate context for IMSA. Although the customizing of the tools and processes mean that our data collection is delayed, we have a revised schedule that still allows us to complete the Equity and Excellence Plan by the end of FY20.

Another way we are providing professional development to IMSA is through a new book club. Ms. Traci Ellis invited all staff, including faculty, to a new book club to read White Fragility: Why It's So Hard for White People to Talk About Racism, by Dr. Robin DiAngelo. Approximately 28 people signed up for the book club and 12-15 people attend regularly, with others coming in and out from time to time. The book club is in its fifth week and we are pleased with the depth and breadth of the engagement of those reading the book and actively participating in the discussions.

While talking about the white race is a difficult topic, as the Equity Literacy Institute counsels, "there is no path to equity that does not involve a direct confrontation with inequity. There is no path to racial equity that does not involve a direct confrontation with interpersonal, institutional, and structural racism." Confronting racial injustice is an important part of our collective work.

Global Strategies

Kalix Marketing returned to IMSA on October 15 to present their findings of their study focused on our International markets. I have provided their presentation and a summary to the Board under the information and discussion item of Increasing Residential Capacity at IMSA-Update. We are very pleased with the results, which shows that IMSA has a strong brand internationally. Additionally, I am pleased to report that the IMSA Fund received a \$500,000.

gift over a four year period from the Aileen S. Andrews Foundation to support our Global Strategies Initiatives. We are grateful to the Foundation and appreciate receipt of the first installment of \$125,000.

Leadership Update from Select Cabinet Members

Updates from Dr. Hernandez, Mr. Bergie, and Ms. Berger are attached.