

REPORT OF THE PRESIDENT

Evan Glazer

July 7, 2021

Leadership Matters

This report provides the Board of Trustees with an overview of initial priorities as I begin my tenure at IMSA. First, I'd like to offer gratitude to Dr. Storm Robinson, interim president, and the IMSA Cabinet for their dedication over the past two months since the retirement of Dr. Jose Torres. They are an extremely dedicated team interested in supporting the success of students, teachers and staff at the academy. Dr. Robinson has met with me weekly over the past two months to support the transition, and will continue to do so moving forward.

Transition Plans

Prior to my start date of July 1, I shared an onboarding plan with the Board of Trustees describing my intentions for the first three months. Prior to July 1, I have completed the following activities:

- Weekly meetings with Dr. Erin Roche, Board Chair
- One-on-one conversation with every board member
- One-on-one conversation with every past president
- One-on-one conversation with every member of the Cabinet
- Connection with state lobbyist, Courtney Nottage, to advise names of state officials I should meet in the coming months
- Conversation with Jacob Plummer of the IMSA Fund
- Review of board policies (and this will be ongoing)
- Continued my professional learning with racial literacy: Read the books *The Exceptional Negro* (O'Neal/Ellis), *White Fragility* (D'Angelo) and *So You Want to Talk about Race* (Oluo). I attended a workshop from the EquiLearn Virtual Roundtable: *Identifying and Disrupting Your Whiteness*

Communication of Priorities

On my first day, I wrote different letters to colleagues, families and alumni. In the colleague and family letters, I described my near-term priorities:

1. Deeply understand IMSA and the people who make it amazing
2. Re-open school in person, not just operationally in a safe manner, but also culturally
3. Build on our equity and excellence plan

Below are examples of strategies I have enacted or will soon be enacting for each of these priorities:

1. Deeply understand IMSA and the people who make it amazing

- I have established office hours several times a week, both in person and virtually, to meet with small groups of colleagues and learn about our culture and what makes IMSA special to them. I plan to continue offering office hours throughout the summer, and will reach out directly to some colleagues to participate.
- I plan to participate in Senior Leadership Team meetings to understand the collective work of colleagues in leadership roles on campus, as well as meet 1-on-1 with colleagues in leadership roles.
- I intend to meet with leadership from the alumni association, black alumni association, parent advisory council, and student council.

2. Re-open school in person, not just operationally in a safe manner, but also culturally

- Now that Illinois has entered phase 5 of re-opening, the Cabinet and Return to Learn and Work Committee are planning details to return to campus in a healthy and productive manner. We are currently waiting on the latest COVID guidance on school operations from the Illinois Department of Public Health.
- We have proposed a School Health and Safety committee, composing of representatives from school leadership and the Teacher and Resident Counselor Councils to address any remaining questions, particularly related to air quality monitoring. This committee aims to nurture the collaboration between management and colleagues with a joint interest to return to school in person.
- We have been orienting new 10th graders to campus with both virtual and on-campus experiences. On campus sessions have been June 25, July 10 and July 11. The Excel program to support academic preparation of selected incoming students, will also be run in person this summer from July 12-30

3. Build on our equity and excellence plan

- The Cabinet has reviewed the Intercultural Development Inventory (IDI) report and presentation to understand the distribution of perceived orientation vs. developmental orientation levels of intercultural competence among the faculty and staff.
- The Cabinet will hold a retreat later this month to review additional sources of data and establish goals for year 2 of our *Equity and Excellence* plan. We will also use that reflection time as an opportunity to recommend goals for the Operational Excellence Dashboard for the upcoming school year.
- I have agreed with Jacob Plummer of the IMSA Fund that the PROMISE endowment is an important priority for this school year.

Leadership Update from Select Cabinet Members

Update from Ms. Katie Berger is attached.