

## REPORT OF THE PRESIDENT

### Evan Glazer

### March 4, 2022

#### Leadership Matters

This report provides the Board of Trustees with an overview of progress on Academy priorities over the past month. Through our summer retreat, the IMSA Cabinet has identified a core goal for this school year: By the end of 2021-2022 IMSA will cultivate a healthy culture for learning, working and impact through a lens of Equity and Excellence. We have identified three crucial pillars for our success this year: Well-being, Equity and Excellence, and Impact. Each pillar has a set of priority outcomes with indicators described on the Operational Excellence Dashboard shared at regular board meetings. Below are some strategy updates in each of these domains.

#### Well-being

- COVID rates have diminished in recent weeks, and we will leave outbreak status on March 7. We have reduced some mitigation measures, such as allowing visitors, however maintain mask wearing because we are in a congregate setting. WTTW highlighted IMSA's partnership with SHIELD in a television segment and recognized our low COVID rates this year.
- The Cabinet has been enacting contingency plans to support students in hybrid learning. Students, who are booster-eligible, but not boosted, have been asked to engage in remote learning if they are a direct contact to someone who tests positive for COVID.
- The Counseling team is preparing a Deep Dive presentation for the March Board meeting on social emotional wellness to engage the Board on strategies we are using at the Academy and opportunity for discussion and feedback. Please refer to the [Chief Student Affairs report](#) for additional well-being measures we are taking right now.
- In our efforts to build a sense of belonging, school counseling intern Minni has established Connection groups on the themes of human connection for mental health, identity and self, boundaries, self-care, healthy relationships, stress management and self-love.
- [Clash of the Halls](#) is the week of March 7-11. The friendly competition between halls that is a favorite for students with a spirited week of hall decorations, e-sports, a talent show, mural and tee-shirt designs, face painting, a pep rally and more!
- I would like to highlight Staci Marsden in our attendance office for creating a welcoming space and being a great resource for students. She is a terrific role model that illustrates every colleague can make a difference in being accessible to students to share what is on their minds. Her supervisor, Paul Gaszak,

recently recognized her for transforming the attendance office to a “student hub and safe space where students hangout, play games, and feel comfortable.”

- The Senior Leadership Team has been unpacking aggregating results from the midyear colleague engagement survey, and has been developing engagement pathways between managers and the people they serve in an effort to support their needs, contributions and growth. We have developed a folder of articles, tools and practices that can be used by managers to support their engagement efforts. In addition, we have focused on the following areas: biweekly 1-on-1 meetings, quarterly lunch and learns, and promoting schedule flexibility.

## Impact

- On February 10, we presented to the Illinois House Appropriations Committee, and on March 11, we will present to the Illinois Senate Appropriations Committee, with an overview of our recent impact and identified needs. [See enclosed slide deck](#). Students Lucienne Petit (St. Charles), Jacob Malone (Prophetstown), Gerardo Paramo (Joliet), Hannah Johnson (Mapleton), and Pranav Patel (Peoria), along with Alum Sam Yagan ('95), were part of the presentations to share their experience at (and post) IMSA. We are optimistic about a budget increase this year with the governor’s proposed budget allocating a 5% increase to IBHE, and hopeful the state legislation will endorse this increase.
- We have 113/118 House Districts represented now in our student applicant pool. This means we met our targeted recruitment goals for both the House and Senate districts. We are about to begin our application review process.
- We are pleased to announce that we are back to offering educator programs in person. SEI colleagues Nicole Ross and Allison Albert led a full day workshop at IMSA on March 4 on the foundations of Problem Based Learning for Chicago area teachers. Virtual programs also continue, such as the [IMSA Pre-K-8 STEM Conference](#) offered on the same day.
- Please refer to additional Student (SSI) and Educator (SEO) outreach opportunities this month [enclosed](#), as well as the [report from the Center for Teaching and Learning](#).
- Nominations for the 2022 Board of Trustees Alumni Awards are open and the deadline is March 31, 2022. An assembly will be held in October 2022 to honor the award winners.
- In an effort to establish and maintain CLED-focused partnerships, the IMSA Fund has leveraged their relationships with executives from BP, Com Ed and Facebook, to engage in a series of conversations about aligning their corporate diversity strategies with those of IMSA, particularly to support the PROMISE Programs and the career pipeline for current IMSA students from CLED backgrounds.

- Dr. Adrienne Coleman and Dr. Jeanette Bartley have launched a monthly webinar series on *Empowering Educators to Lead the Change for Equity and Excellence*. The first webinar will be held on March 8, and part 2 will be on April 5.

## Equity and Excellence

- Members of the SLT have launched a Racial Equity Task Force to work collaboratively with the IMSA community to openly discuss race, solve vexing racial problems, and enact strategies to engender and sustain racial equity at IMSA. The USC Race and Equity Center will be working with our team, as well as offering a series of workshops to all colleagues during the second half of the school year. [See enclosure](#) for more details.
- The DEI team has launched a self-paced cultural competency course for colleagues. Board members are encouraged to participate in a joint effort with colleagues to advance our cultural proficiency.
- On February 18, we held our Community Day, from 8:30-12:15pm, as an opportunity to continue professional learning on cultural competency. Dr. Siri Brown, Vice Chancellor of Academic Affairs and Student Success at Peralta Community College will be our keynote on the topic, *Cultural competency, equity and student learning*, followed by sessions on *affirming students' racial and cultural identities in curricula*.
- The Office of Diversity, Equity and Inclusion has formulated the Title IX policy for Board approval. See Board Business for the document. Once this is approved, we will develop a webpage for the community that outlines reporting procedures and the process used to investigate concerns.
- In celebration of Black History Month, the Black Student Union hosted the annual Harambee cultural show on February 25 at 7pm. Dr. Comfort Akwaji-Anderson led a dance from Cameroon and involved me and several other colleagues. In addition, we held a Black History Read In on February 15, sponsored by PME, the library and the Office of Diversity, Equity and Inclusion to highlight black authors and artists. BSU also hosted the African-American First in History Trivia Event and Celebrating Black Advancement in the 21st Century.
- The Office of Diversity, Equity and Inclusion has been offering professional learning workshops to colleagues on *Gender and Sexuality Safe Zone Workshop* and *Bystander Intervention*. These will be repeated on different dates to encourage participation across the academy.
- I have been engaging colleagues at IBHE to learn about Diversifying Higher Education Faculty (DFI) programs and have initiated outreach to graduate offices at Illinois colleges/universities about recruiting from their diverse talent pool. One initial approach we are using is inviting graduate students to be assistants at our summer institutes. We will provide housing on that interim basis.

## Other updates

- We have acquired School Exec Connect to manage the search process for Cabinet roles of Chief People, Equity and Culture Officer; Chief Finance and Operations Officer; and Chief Mission and Impact Officer. The positions have been posted to a variety of professional organizations, including AASA, EdWeek, Educational Directions, NCSSSS, ALAS and NABSE. Our intent is to fill those roles this spring for a start date of the next fiscal year.
- We are in process of strategic planning based on our upcoming institutional priorities outlined in this [document](#). The Senior Leadership Team held an initial brainstorming session, and then we will form focus groups across the Academy. Parent, student and alumni groups will also be formed over the next month, and a summary will be provided to the Board of Trustees for feedback at the spring retreat.
- We have been meeting with financial institutions and local government to explore financing options to support development of new residence halls. We have learned from GOMB that our state funds for capital improvement are now available once we are ready to begin the project. We have informed GOMB we are in process of exploring financing options to cover the remainder of our potential needs. We plan to bring a recommendation to the Board in May. See [enclosed construction timeline](#) projections.
- We would like to make space for out-of-state students, starting in 2023, by adding portable housing for the residential life director and area coordinators. These roles do not need to live in the resident halls since they do not supervise students, and their existing spaces can be used for additional students. [See enclosed estimate](#) of costs, which will be paid out of a grant from the IMSA Fund.
- The principal's office has made amendments to the 2022-2023 learning opportunities with new classes in biophysics and Android app development. See [the consent agenda](#) for details.
- This spring and summer, we will have construction to replace the roof, and are currently exploring alternate locations for our extended learning programs offered by our SSI team.
- We have received feedback from our state audit. [Findings](#) suggest revisions in cybersecurity protocols and other areas pertaining to technology. We have been informed by the auditing team that cybersecurity adjustments has been a common finding across the state this past year. We are devising a plan to address the feedback.
- The warehouse hosting some of our archived [data had a fire in February](#). We do not know yet if any of our data from the fire has been lost, and we will keep the Board updated as we hear additional information.
- We have become “friends in boarding” members of The Association of Boarding Schools. The organization has potential to serve as a helpful network for professional learning and networking, as well as offer insight into trends in boarding school enrollment and projections.
- We have issued another round of Innovation Grants to colleagues and students, supported by the Stephanie Pace Marshall Endowment. The focus is on projects that promote advancement in Equity and Excellence.
- The IMSAloquium will be on April 20. It is a great opportunity to view our students' research projects for the year.