

Twenty-third Message from the President
March 2nd, 2022

Colleagues,

It's hard to believe we are in March already and it's a time to celebrate women's history this month. Certainly, I think of my mother who influenced my love for learning and desire to be an educator, along with former colleagues like Cecy Krill and Lillie Albert who were great mentors in my interest in leadership and research. I also love stories about women who inspired progress in STEM, like *Hidden Figures*, to remind us that women should never be in the shadows of progress. Thank you for bringing attention to women who have advanced your lives and fields of study.

Back on January 24, I provided an overview of strategic priorities including:

- Equity in STEM, and accountability to our mission
- Commitment to the growth of our people and having the mindset of a learning laboratory
- Synergy between our academic program and impact throughout the state
- IMSA's revenue sources to support core needs

[This paper](#) offers a rationale behind each area, along with Cabinet positions we are currently planning to hire. However, there's more work needed to develop outcomes and indicators, and I want that to be shaped by you. To this end, I'd like to invite you to participate in a focus group in March or April with members of the Senior Leadership Team. I'd like your brainstorming power to define what's possible and what we should aim to accomplish in the next several years. [Sign up here](#) for an area that is a personal passion of yours.

I have been thinking about equity in STEM, and wondering how much grace we give our students for coming from dramatically different backgrounds. We want them all to achieve at high levels and implement support systems to nurture them along the way. A lot of these support programs are outside of the classroom. Within our teaching practices, consider [these examples](#) shared in a recent Chronicle of Higher Education article, particularly for students who have been falling behind or are dealing with considerable stress. Please also consider these [inclusive teaching practices](#) shared by the USC Race and Equity Center at our Community Day. I also invite you to

experiment with new approaches to assessment, such as what Guskey and Link describe in their article, [**What evidence do teachers find most useful?**](#) (see pp. 9-20), as feedback to improve instructional practices.

In order to thrive as a learning laboratory, we need to constantly try out new approaches to improve our impact, evaluate their effectiveness, iterate, share among colleagues and then share outside our walls. What has worked in the past is a foundation, and as our student body evolves, so should our practices. I know some of you have been hard at work with the new ideas. Here are a few upcoming professional opportunities to launch or to share them:

- [**IMSA Innovation Grant**](#) (proposals due March 7): Submit project ideas for resources that intend to advance our Equity and Excellence work. We get better when you try new things, monitor progress, iterate and then broaden your sphere of impact.
- [**IAGC Presentation Proposal**](#): Present at the fall Illinois gifted virtual conference on October 25-26. This is a great opportunity to share how you uniquely reach advanced academic learners.
- [**NCSSS**](#): Submit to speak at our national STEM school conference in Atlanta between November 2-5. Proposals are due this Friday!

I hope these opportunities bring professional fulfillment and a chance to share our innovations more broadly.

Last, I want to express my sincerest thoughts to those of you who are impacted by the turmoil in Ukraine right now. I recognize we have colleagues and students with Ukrainian and Russian heritage, and it's an incredibly challenging time for them and their families. Let's offer support and grace where we can to support the IMSA family.

Titans Together,
Evan

Dr. Evan M. Glazer
President