

## IMSA Operational Excellence Dashboard

By 2022, IMSA is a Recognized Global Leader and Catalyst in Equity and Excellence in STEM  
Teaching and Learning, Innovation and Entrepreneurship  
June 2019

Pillars	Priority Outcomes	Indicator	Actual 6/30/18	FY19 Base	FY19 Target 6/30/19	FY19 Actual 6/30/19	% Changed	Achieved
STEM Teaching and Learning	Develop Educator STEM Proficiency	Number of non-IMSA educators provided professional development by IMSA	3,588	3,588	8,000	6,313	76%	
	Broaden Student STEM Participation and Interest	Number of non-IMSA students benefiting from IMSA programs	5,619	5,619	8,000	6,966	24%	
	Develop Students' STEM Thinking	Percent of IMSA students who show <b>significant growth</b> in scientific and quantitative reasoning during 3 years at IMSA	33%	55%	60%	13%	-76%	
		Percent of IMSA students who score at the <b>advanced</b> level by senior year	26%	26%	28%	27%	4%	
	Strengthen Identiy as a Learning Laboratory: Current Theme UN17SDG	Number of contributions from IMSA community members to any body of knowledge	295	295	600	622	111%	★
		Number of new IMSA tools or curricula created	5	5	18	32	540%	★
Operational Capacity	Build Fiscal Sustainability and Grow Programs	Number of additional schools impacted	15	117	113	230	97%	★
		Total revenue from non-state appropriated sources	\$5.8 M	\$5.8 M	\$6.0 M	4.7 M	-19%	
		Amount of IMSA reserves	\$5.6 M	\$5.6 M	\$5.8 M	5.9M	5%	★
Stakeholder Engagement	Build the IMSA Ecosystem	Number of alumni engaged	422	422	464	719	70%	★
		Number of additional partner organizations at IMSA	14	14	19	57	307%	★
Strategy	Strengthen Employee Engagement	Percent of engaged employees	35	35	39	34	-3%	

No Star--Not performing at Target; Green Star--Performing at Target, Gold Star--Performing above Target

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Priority Outcomes	Indicators and Definitions
Develop Educator STEM Proficiency	<b>Number of non-IMSA educators provided professional development by IMSA:</b> Sum of all non-IMSA educators who receive IMSA professional development (delivered directly or indirectly).
Broaden Student STEM Participation and Interest	<b>Number of non-IMSA students benefiting from IMSA programs:</b> Sum of all non-IMSA students benefiting from IMSA created programs delivered directly or indirectly. (Includes Funshops, Summer@IMSA, Allies, International Student Visitations, etc.)
Develop Students' STEM Thinking	<b>Percent of IMSA students who show <i>significant growth</i> in scientific and quantitative reasoning during the 3 years at IMSA:</b> Measured by the percent of seniors whose total CWRA+ score has improved by a significant amount (at least 10%) from sophomore to senior year.
	<b>Percent of IMSA students who score at the <i>advanced</i> level by senior year:</b> Determined by the percent of seniors whose mastery level is at an advanced level according to CWRA+.
Strengthen Identity as a Learning Laboratory: Current Theme UN17SDG	<b>Number of contributions from IMSA community members to any body of knowledge:</b> The number of submissions to the Digital Commons from the IMSA community (faculty, students, staff). The areas of submission are presentations, articles and books published, conference papers, podcasts, and distinguished student works.
	<b>Number of new IMSA tools or curricula created:</b> Sum of all new tools or curricula produced, including <i>new</i> units/tools of current and pre-existing programs.
Build Fiscal Sustainability and Program Growth	<b>Number of additional schools impacted:</b> Additional schools adopting IMSA programs and receiving teacher training from IMSA employees.
	<b>Total revenue from non-state appropriated sources:</b> Amount is calculated by adding up all non-state appropriated money received by the Business Office. Sources include money from grants, the Development Office, and student fees, program fees and late fees.
	<b>Amount of IMSA reserves:</b> Sum of funds left after all expenditures.
Build the IMSA Ecosystem	<b>Number of alumni engaged:</b> Total number of unique alumni who attend IMSA events or volunteer their talent or resources to IMSA.
	<b>Number of additional partner organizations at IMSA:</b> Number of new partners made during current fiscal year. Partnership is defined as a collaborative with IMSA and one or more external entities (Business, University, Non-Profit, etc.) that promotes, implements, and advances the vision and mission of the Academy. The collaboration may be characterized (but not limited to) as research, co-developed educational opportunities and/or intellectual property.
Strengthen Employee Engagement	<b>Average employee engagement:</b> The Gallup score represents the average of the scores of 12 items that Gallup has consistently found to measure employee engagement as linked to business outcomes.