The Northeast Indiana Science, Technology, Engineering, and Math (NISTEM) Education Resource Center has been established in partnership with a cadre of regional stakeholders to support and encourage active engagement in Science, Technology, Engineering, and Math (STEM) related activities and educational pursuits. Established in 2007, the NISTEM Center and website was developed in conjunction with the completion of a proposal submitted to a statewide BioCrossroads STEM initiative by individuals within Indiana University – Purdue University Fort Wayne (IPFW) and Science Central, along with financial support provided in part from a grant received from the National Center for Outreach submitted by local television station WFWA PBS39 in partnership with IPFW and supported by the Fort Wayne Convention and Visitor's Bureau.

Quickly growing to include a large regional stakeholder base, NISTEM now works to incorporate and support the diverse needs of the region's education systems, informal education centers, and business community. The NISTEM Center has developed into an ever-evolving center that promises to continue to highlight, unify, support, and increase community involvement in STEM-related activities for the children and adults in our region, as well as recruit others to participate in the magnificent events regularly hosted in northeast Indiana.

**Task Force:** Thank you for the time and effort you put forth in your report. The potential for positive impacts is evident throughout the report; however, adding more definitive actions plans and baseline measurements will increase the likelihood of success and assessment of progress. Through the USAP process, we are working to create a culture of continuous improvement; setting specific and measurable goals is an important step in the process of moving IPFW toward this culture of improvement. Part of this effort is getting individuals and units at IPFW to think differently about planning and the future. The work of the Northeast Indiana Science, Technology, Engineering and Math Education Resource Center is critical to IPFW and we greatly appreciate the time you spent on this significant endeavor. Thank you again for being part of this important initiative.

**Criterion:** #1: Mission - How does your unit support the mission of the university? This may include your mission and vision statements. (no more than 200 words)

**Question:** Mission - How does your unit support the mission of the university? This may include your mission and vision statements. (no more than 200 words)
Indiana University-Purdue University Fort Wayne (IPFW)
Program Write-up with Task Force Comments
NISTEM Northeast Indiana Science, Technology, Engineering and Math Education Resource Center

**University and NISTEM Mission**

Indiana University-Purdue University Fort Wayne is a comprehensive university, which provides local access to globally, recognized baccalaureate and graduate programs that drive the intellectual, social, economic, and cultural advancement of our students and our region.

The mission of NISTEM supports the university mission to help our region achieve a level of proficiency in K-12 science, technology, engineering, and mathematics that affords northeast Indiana students the necessary knowledge and skills to be STEM literate, be prepared for post-secondary education, have successful careers, and advance the economy of our region and state.

**University and NISTEM Vision**

IPFW will be the university of choice for the citizens of Northeast Indiana and beyond. It will be recognized for a transformative learning environment characterized by intensive mentoring, excellence in faculty scholarship and knowledge creation, integration of life and work experiences, and community engagement. IPFW will be known for exceptional retention and a graduation rate, respected signature programs, and graduates prepared to improve the quality of life in their communities and compete locally, regionally, and globally.

The NISTEM vision fulfills its part of the university vision for northeast Indiana to be a state and national leader in student academic achievement in the STEM disciplines, in the development of innovative programs and services to support STEM education, and in the quality of our workforce.

**Criterion:** #2: Accomplishments - Please list significant accomplishments from the last three years as they align with Plan 2020 goals

**Question:** I. Foster Student Success - Please list significant accomplishments from the last three years as they align with Plan 2020 goal area I: Foster student success.
*IPFW Preservice Teachers are trained in use of PASCO and Vernier Probeware as recommended by our science accreditation body CAEP/NSTA. This not only leads to student success, but also will greatly help us with college reaccreditation in the future.

*Thousands of preK-12 students are exposed to IPFW offerings through the NISTEM Express program promoting IPFW as the regional university of choice for prospective students.

*IPFW and Pre-IPFW students engage in use of STEM hardware and software that excites imaginations and skills in STEM areas, as well as promotes entering STEM majors at IPFW.

*Hosted a Regional Science Olympiad Tournament on campus each of the past three years.

*Hosted Sea Perch building and obstacle course competitions (building on campus) each of the past three years.

*Hosted a CSI Expo for Northeast Indiana in Walb in 2013.

*Hosted a STEM Conference for Girl Scouts in Walb in 2014.

*Science Days for students at the Boys and Girls Clubs of Fort Wayne have been hosted by IPFW Preservice Teachers for each of the past three years in the Fall and Spring Semester.

**Question:** II. Creation of Knowledge - Please list significant accomplishments from the last three years as they align with Plan 2020 goal area II: Promote the Creation, Integration, and Application of Knowledge.
NISTEM Funds have been used to purchase STEM equipment used by preK-20 students in NISTEM Express programs as well as within IPFW science education courses, in addition to on-campus programs such as Sea-Perch, the Spring STEM Conference, and the various Science Days hosted by IPFW Preservice Teachers throughout the community.

NISTEM Funding has been used to support cross-departmental research such as the 3D-Astronomy project between the Educational Studies Department and Computer Science Department, and Plant Science Project between the Educational Studies and Professional Studies Department at IPFW.

NISTEM funding has resulted in published research articles in National and International Journals.

NISTEM funding has resulted in National and International Conference Presentations.


First made available online, then printed in IJSE 36(1) in 2014.

Fulltext Article may be found on: The Smithsonian/NASA Astrophysics Data System
http://adsabs.harvard.edu/abs/2014IJSEd..36..129I


Book and/or Chapter Available on SpringerLink
Retrievable via copy and paste of URL from http://cepp3.ipfw.edu/Download1/3D_Visualization_2010.pdf


Question: III. Regional Hub - Please list significant accomplishments from the last three years as they align with Plan 2020 goal area III: Serve as a Regional Intellectual, Cultural, and Economic Hub for Global Competitiveness.
The Northeast Indiana STEM Education Resource Center has education and business partners across the region working together to prepare our preK-20 students for the STEM workforce.

NISTEM hosts meetings such as the Community STEAM Council meeting recently hosted in Neff Hall where our community leaders examine pertinent research and brainstorm strategies for how to keep our local and visiting talent local through workforce development and employment.

*2012 (50%, 50%) NISTEM Express Equipment Expansion of the Outreach to Space Programming Grant provided by the Indiana Space Grant Consortium (ISGC). Grant portion submitted in collaboration with Science Central. Fisher, M. and Nowak, J.A. $2,400 (funded) Worked on equally, an extension of the 2011 Outreach to Space grant listed below.

*2011 (70%, 30%) NISTEM Express Equipment and Outreach to Space Programming Grant. Programming and an 8” Celestron telescope with computer guidance system, and Orion Personal Solar Telescope (PST) provided by the Indiana Space Grant Consortium (ISGC). Grant portion submitted in collaboration with Science Central where I wrote the section for the funded NISTEM equipment. Fisher, M. and Nowak, J.A. $18,000 (funded)

*2010 (40%, 30%, 30%) The Sun Earth and Moon with 3D Visualization. Allen County Education Partnership Grant. Isik-Ercan, Z., Kim, B. & Nowak, J.A. $8,000 (funded) Having written and received prior Allen County Education Partnership Grants, I introduced this opportunity to Zeynep. She wrote a rough draft drawing on two of my funded ACEP proposals, and then all authors edited the final proposal prior to submission.

**Question:** IV. - Create a Stronger Univ - Please list significant accomplishments from the last three years as they align with Plan 2020 goal area IV: Create a Stronger University through Improving the Support of Stakeholders and the Quality and Efficiency of the Organization.
*NISTEM partners with local organizations such as Science Central, The Fort Wayne Children's Zoo, McMillen Center for Health Education, Foellinger-Friemann Botanical Conservatory, Fox Island, Metea Park Nature Center, Deer Run Allen County Park, and schools systems throughout the region including SACS, NACS, EACS, FWCS, and many others to share ideas, resources that benefit IPFW students, and partners on grants and other external funding opportunities that mutually support our Universities regional impact.

*A Box Truck and Cargo Van were gifted to NISTEM worth $70,000 for use in the NISTEM Express program in 2011.

*Event Aims To Inspire Girls To Like Science (June, 2014) http://www.journalgazette.net/article/20140601/LOCAL/306019910


*Purdue Today Faculty Profiles (March, 2012) http://www.purdue.edu/newsroom/purdue today/purdueprofiles/2012/120320_PPNowak.html

*Kosovo Tumblr Blog (Classroom Makeover Trip) http://ipfwkosovo.tumblr.com/


**Question:** Other Accomplishments - Please list any other significant accomplishments from the last three years that do not align with Plan 2020.

**Criterion:** #3: Accreditations - Program specific accreditation and status

**Question:** Accreditations - What program-specific accreditations and status do you have, if any?

1. Dr. Nowak is trained as a NSTA/CAEP SPA Program Reviewer.

**Question:** Constraints/Benefits - How do these accreditations constrain or benefit the work of your unit, if applicable?

No constraints. My work in assessing and helping other universities acquire reaccreditation in science education will most certainly significantly benefit IPFW as we engage in the CEPP/CAEP reaccreditation process in the future.

**Criterion:** #4: Laws and Mandates - Federal and state laws or mandates that your unit addresses

**Question:**
Federal and State Laws - What federal and/or state laws or mandates do you address, if any?

NISTEM assists in the pre-professional development of IPFW preservice teachers seeking teacher certification and professional development provided to inservice teachers in the region.

Question: Constraints/Benefits - How do these federal and state laws or mandates constrain or benefit the work of your unit?

NISTEM resources greatly benefit IPFW in preparing and retaining quality STEM education students. However, not having an established classroom/labroom with storage space on the IPFW campus results in the lack of storage and continual movement across campus, as well as on and off campus, of a considerable amount of expensive STEM equipment.

Criterion: #5: Inefficiencies - Activities that you spend resources on inefficiently or in ways that do not support the mission.

Question: Inefficient use of resources - On what activities, if any, do you spend resources (money, time, people, etc.) inefficiently or in ways that do not support the mission of your unit or the university? List as many as apply.

Much time is wasted moving STEM equipment to STEM education classes and programs across campus. This also sometimes results in damage to equipment that would be avoided if a classroom/labroom with storage were dedicated to STEM education programming on campus.

Criterion: #6: IR and Budget Review - Review of your department profile and budget

Question: Contextualize IR data - Upon review of your IR Department Profile (for academic units) and FY 14-15 Budget information, are there any data you want to correct or contextualize? To view your profile or budget visit the Office of Institutional Effectiveness website: http://www.ipfw.edu/offices/ir/profiles/

Considering the considerable impact the NISTEM Center holds in promoting IPFW as a University rich in STEM expertise, moving STEM education classes from room to room across campus actually hinders our ability to most effectively and efficiently use our STEM resources with IPFW students. A dedicated STEM class/labroom with storage space will not only help us grow our STEM education program, but save money on equipment repair due to damage during transport from classroom to classroom.

Criterion: #7: Goal One - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

Task Force:
1. Comment on the specificity of the goal:
   High but would benefit from a detailed action plan

2. Comment on the goal's measures:
   Appropriate

3. Comment on the unit's ability to achieve the goal (include a consideration of the departmental profile and budget data):
   Likely

4. Comment on the goal's relevance:
   High

5. Comment on the timeline of the goal:
   Appropriate but would benefit from more concrete and time-bound steps as outlined in the action plan

Possible opportunities for collaboration or suggestions for addressing a gap:
None

**Question:** Unit Goal - What is your unit goal?

Assist the College of Education and Public Policy (CEPP) acquire reaccreditation in the STEM area(s) of teacher licensure.

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

I.A.1. Improve quality and fidelity of assessment process of degree/certificate programs, General Education program, and Baccalaureate Framework with dedicated resources.

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

This is a high priority, as without accreditation IPFW will not be allowed to certify teachers and lose our STEM-related teacher certification programs.

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

As NISTEM Director I have been trained and certified as a NSTA/CAEP SPA Program Reviewer. In the process of assessing and helping other universities acquire reaccreditation, I will gain a depth of knowledge and expertise that will be greatly needed to assist the CEPP gain CAEP accreditation.

**Question:**
Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

There are a series of rubrics provided by CAEP and NSTA that I have been trained to use to assess the program effectiveness of other universities.

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

Yes

**Question:** Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

Time constraints

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

My service as a SPA Reviewer for CAEP/NSTA is a multi-year term of at least three years.

**Criterion:** #8: Goal Two - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Task Force:**
1. Comment on the specificity of the goal:

Clear but would benefit from a more clear action plan

2. Comment on the goal's measures:

Current metrics do not align with the goal or actions and would benefit from baseline and ongoing measures of the number of activities available to regional stakeholders. In other words, feedback forms measure satisfaction instead of outcomes associated with the quantity of efforts described in “actions.”

3. Comment on the unit’s ability to achieve the goal (include a consideration of the departmental profile and budget data):

Likely

4. Comment on the goal’s relevance:

Appropriate

5. Comment on the timeline of the goal:

Would benefit from more concrete and time-bound steps as outlined in the action plan

Possible opportunities for collaboration or suggestions for addressing a gap:

None–already defined in report

**Question:** Unit Goal - What is your unit goal?

I.B.1. Increase opportunities for engaged and experiential learning including service learning and internship programs.

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

I.B.1. Increase opportunities for engaged and experiential learning including service learning and internship programs.

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

High Priority

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

The NISTEM Center will expand its partnerships with regional stakeholders in collaboration with STEM teacher methods and skills courses to meet the mutual needs of our students and the community.
**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

Feedback forms and project evaluations.

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

Yes

**Question:** Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

Travel distance to and from campus.

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

Semester by semester.

**Criterion:** #9: Goal Three - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Task Force:**
1. Comment on the specificity of the goal:

Appropriate but would benefit from a detailed action plan

2. Comment on the goal's measures:

Would benefit from baseline measurements

3. Comment on the unit's ability to achieve the goal (include a consideration of the departmental profile and budget data):

Unable to answer without a more definitive action plan (as outlined above)

4. Comment on the goal's relevance:

Unable to answer without a more definitive action plan (as outlined above)

5. Comment on the timeline of the goal:

Unable to answer without a more definitive action plan (as outlined above)

Possible opportunities for collaboration or suggestions for addressing a gap:

None—already defined in report

**Question:** Unit Goal - What is your unit goal?

I.E.1. Identify and develop signature programs that respond to regional needs, build on faculty expertise, and uniquely distinguish IPFW from other institutions.

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

I.E.1. Identify and develop signature programs that respond to regional needs, build on faculty expertise, and uniquely distinguish IPFW from other institutions.

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

High

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

Expand and grow the NISTEM Express program.

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

Student and teacher engagement count.
**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

Yes, in partnership with Science Central and the other NISTEM Partners.

**Question:** Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

Time constraints.

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

Year by year.

**Criterion:** #10: Goal Four - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Task Force:** 1. Comment on the specificity of the goal:

Unclear--needs a definitive action plan

2. Comment on the goal's measures:

Unable to answer without a more definitive action plan

3. Comment on the unit’s ability to achieve the goal (include a consideration of the departmental profile and budget data):

Unable to answer without additional information

4. Comment on the goal’s relevance:

Unable to answer without additional information

5. Comment on the timeline of the goal:

Unable to answer without additional information

Possible opportunities for collaboration or suggestions for addressing a gap:

None--already in report
**Question:** Unit Goal - What is your unit goal?

I.D.1. Develop activities and experiences that promote multiculturalism as a value.

I.D.2. Embrace a definition of diversity, which includes a broader array of human differences.

I.D.3. Build and strengthen relationships, proactive programs and services designed to encourage enrollment of students from historically under-represented groups.

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write "NA" or clarify.

I.D.1. Develop activities and experiences that promote multiculturalism as a value.

I.D.2. Embrace a definition of diversity, which includes a broader array of human differences.

I.D.3. Build and strengthen relationships, proactive programs and services designed to encourage enrollment of students from historically under-represented groups.

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

High

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

Host programs such as Sea-Perch and Science Days with students of Diversity from community partners such as the Boys and Girls Clubs, Parks and Recreation, and Informal Education Centers.

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

Program evaluations and short essays.

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

Yes

**Question:** Needed Resources - If you don't have enough resources, what additional resources do you need to accomplish this unit goal?

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

Time and travel distance to and from campus.
**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

Semester by semester.

**Criterion:** #11: Goal Five - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Question:** Unit Goal - What is your unit goal?

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

**Question:** Needed Resources - If you don't have enough resources, what additional resources do you need to accomplish this unit goal?

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?
Criterion: #12: Goal Six - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

Question: Unit Goal - What is your unit goal?

Question: IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write "NA" or clarify.

Question: Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

Question: Actions - What action(s) does your unit plan to take to support this unit goal?

Question: Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

Question: Resources - Are you able to accomplish this unit goal with your current resources?

Question: Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

Question: Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

Question: Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

Criterion: #13: Goal Seven - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.
Program Write-up with Task Force Comments

NISTEM Northeast Indiana Science, Technology, Engineering and Math Education Resource Center

**Question:** Unit Goal - What is your unit goal?

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

**Question:** Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

**Criterion:** #14: Goal Eight - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Question:** Unit Goal - What is your unit goal?

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.
**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

**Question:** Needed Resources - If you don't have enough resources, what additional resources do you need to accomplish this unit goal?

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

**Criterion:** #15: Goal Nine - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Question:** Unit Goal - What is your unit goal?

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.
Question: Actions - What action(s) does your unit plan to take to support this unit goal?

Question: Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

Question: Resources - Are you able to accomplish this unit goal with your current resources?

Question: Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

Question: Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

Question: Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

Criterion: #16: Goal Ten - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

Question: Unit Goal - What is your unit goal?

Question: IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

Question: Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

Question: Actions - What action(s) does your unit plan to take to support this unit goal?

Question: Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?
Question: Resources - Are you able to accomplish this unit goal with your current resources?

Question: Needed Resources - If you don't have enough resources, what additional resources do you need to accomplish this unit goal?

Question: Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

Question: Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?