Extract of the ICSE Academy Strategy

Set-up and development of the ICSE Academy Partnership within and beyond project duration

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The ICSE Academy

The ICSE Academy, an international consortium of 13 higher education institutions and research institutes in Europe, is dedicated to enhancing professional development for STEM teachers and translating it into effective practice. It promotes exchange and research, aiming to deepen understanding of STEM teacher professional development and its broader impact on STEM education and society. By aligning with EU initiatives, the ICSE Academy aims to reduce the number of low-performing STEM learners and stimulate interest in STEM careers essential for addressing societal challenges. Through innovative approaches rooted in best practices and cross-border collaboration, it aims to cultivate a high-quality STEM teacher workforce, fostering mobility and collaboration among teachers to instill a robust European dimension in STEM education.

ICSE Academy strategy

In this comprehensive introduction, we'll delve into the core components of our strategy, from defining our values, vision, and mission, to setting goals and objectives. We'll also briefly illustrate our analysis of the environment through a SWOT analysis, our detailed work plan, and the allocation of resources to drive our mission forward.

Elements of the strategy

→ Mission, Vision, Values

→ Objectives (and Goals)

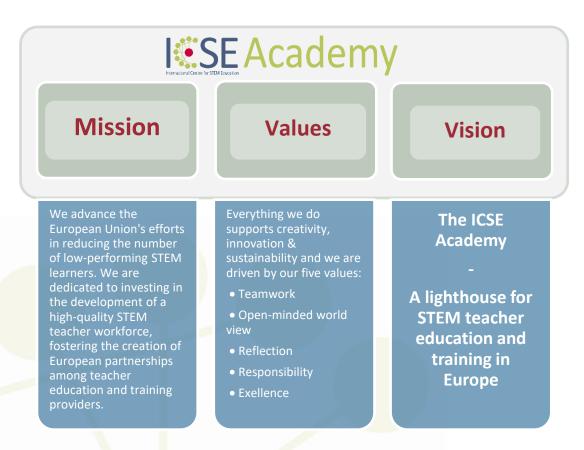→ Resources & Environment

→ Workplan

→ Values, Mission, Vision

Values define the fundamental principles and beliefs guiding the organization's behavior, mission articulates its purpose and core objectives, while vision outlines its long-term aspirations and desired future state. These elements are essential for providing clarity, direction, and alignment within the organization, guiding decision-making, shaping culture, and communicating its purpose and aspirations to stakeholders, thus these elements hover over the overall strategy.

The ICSE Academy's values, mission and vision have been jointly developed within the consortium in working session.

ICSE Academy
International Centre for STEM Education

Mission	**Values**	**Vision**
We advance the European Union's efforts in reducing the number of low-performing STEM learners. We are dedicated to investing in the development of a high-quality STEM teacher workforce, fostering the creation of European partnerships among teacher education and training providers.	Everything we do supports creativity, innovation & sustainability and we are driven by our five values: • Teamwork • Open-minded world view • Reflection • Responsibility • Exellence	**The ICSE Academy** **-** **A lighthouse for STEM teacher education and training in Europe**

→ Objectives and Goals

Goals represent broad, overarching aims that an organization strives to achieve, while objectives are specific, measurable steps taken to fulfill those goals.

Goals: The ICSE Academy goals guide our actions to work towards our mission and vision, e.g. increase mobility in STEM teachers' professional learning.

The goal of the ICSE Academy is to innovate STEM teacher education and professional development. To achieve this overall objective, the project pursues above introduced 3 key-missions:

1) Key-Mission 1: Setting up the ICSE Academy
2) Key-Mission 2: Developing and testing effective, accessible, and transferable models for professional learning of pre- and in-service STEM teachers
3) Key-Mission 3: Informing policy on effective, accessible, and transferable STEM ITE and CPD formats

Objectives: The ICSE Academy objectives are translated into tasks, e.g. complete 13 STEM teacher workshops by the end of 2023 which cover European priorities.

We elaborated are two objectives which run across all three missions:

1) The ICSE Academy will enhance the European dimension of STEM teacher education

2) The ICSE Academy will introduce an unprecedented strong European dimension into STEM teacher education in Europe

To evaluate the accomplishment of the objectives we set a number of measurable indicators.

→ Environment & Resources

The environment covers both an external environment and an internal environment: a list of critical lists has been developed and is monitored regularly. Also, a SWOT (internal: **s**trengths, **w**eaknesses; external: **o**pportunities, **t**hreats) analysis was conducted to reveal further threats/potential for a successful project implementation and fed into further analysis (e.g. a Strengths-Opportunities (SO) strategy).

In the ICSE Academy strategy, resources refer to the tangible and intangible assets, such as financial capital, human capital (cf. CoP), infrastructure/facilities, and intellectual property, that are allocated and utilized to achieve the goals and objectives.

A 'financial sustainability strategy' has been worked out to secure the sustainability e.g. of the workshop series and the summer school after the project´s lifetime.

→ Workplan

The work plan of the ICSE Academy equals the workplan of the project and schedules tasks for a short- and middle-term timeframe, within the projects' lifetime and in the 5 years after. The workplan must be extended beyond project duration in the context of a strategy revision and update.

Simplified excerpt of the workplan

Year 1 → → → → →	Year 2 → → → → →	Year 3 → → →	Year 4 (First planning) → → → → →	Year 5 (First planning)
Setting up Academy	**D2.1** Strategy **MS3*** Recognition WS **MS4*** Repository	**MS5*** Financial Strategy	**MS6*** Review of strategy	Working according to strategy	Update of Strategy Ongoing work
Professional learning activities	**MS7*** Concept for professional learning (PL)	Summer school	Summer school Optimised concept of PL	European Workshop series Optional Peer-learning through job shadowing Summer Schools	
		Peer-learning through job-shadowing, European Workshop series			
Evaluation	**MS9***Development of instruments	Data collection, writing of case studies, cross-country analysis, **D4.1** European Case Study Report, **D5.1** Evaluation report (pre-post study)		Rethinking evaluation: What are open questions?	
Informing policy	**D6.1** Policy brief **MS10*** Round table	Policy brief Round table	Policy brief Round table on conference	Informing policy through our channels, policy brief	
Dissemination, Communication, Exploitation	D7.1 Dissemination plan MS12 Website		Final conference	Ongoing communication and dissemination activities	
		Ongoing dissemination and communication			

Work Package 2 – Sustainable Academy Academy

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Project Information

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X	PU=Public

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