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# ALABAMA SCHOOL of MATH and SCIENCE

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STRATEGIC PLAN

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# CONNECT. EXPAND. THRIVE.

ASMS transforms the lives of Alabama students through exceptional educational and residential experiences. This strategic plan is designed to sustain ASMS's forward propulsion, capitalizing on strengths and leveraging growth opportunities to improve the campus and community. This dynamic plan, which can evolve to meet marketplace changes, is firmly aligned with ASMS's Mission.

## STRATEGIC GOALS

### 1. ILLUMINATE EDUCATIONAL PATHWAYS

Grow student achievement, college-readiness, and workforce development through continually improving our curriculum and academic offerings.

### 2. EXPAND THE CAMPUS AND GROW ENROLLMENT

Develop long and short-range plans to maintain our facilities, expand our campus footprint, and serve more students.

### 3. BOOST SUSTAINABILITY

Steward human and financial resources to sustain the people who serve ASMS, the work they do, and the funds needed to do it.

### 4. INCREASE PARTNERSHIPS

Connect with ASMS stakeholders, higher education, business, and non-profit organizations to provide students with broader learning experiences and environments.

### 5. ADVANCE FACULTY AND STAFF DEVELOPMENT

Build a stronger community through strategic investments in faculty and staff development.

MATHEMATICS & SCIENCE

## **ASMS MISSION**

The mission of the Alabama School of Mathematics and Science is to provide academically motivated Alabama students with exceptional preparation in the fields of math and science, empowering them to improve their community, state, and nation.

## **ASMS VISION**

The vision of the Alabama School of Mathematics and Science is to become a premier institution offering world-class learning, research, and leadership opportunities to Alabama students.



## **CONNECT, EXPAND, & THRIVE STRATEGIC PLAN 2026**

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## **1. ILLUMINATE EDUCATIONAL PATHWAYS**

Few schools do what ASMS does: Through the collective support of our community, we deliver a world-class, college-preparatory curriculum to highly motivated Alabama students. To meet the demands of tomorrow, ASMS will grow student achievement, college-readiness, and workforce development through continually improving our curriculum and academic offerings.

### **Strategy 1:1 – Provide excellent academics and comprehensive learning.**

Provide excellent academics and comprehensive learning experiences through exceptional instruction, college-level coursework, and research-based learning opportunities.

Strategy 1:1a – Strengthen curricular options, including the development of the Advanced Engineering Institute and the Advanced Medical Sciences Institute.

Strategy 1:1b – Increase opportunities for college credit through additional Advanced Placement courses, dual-enrollment courses, and articulation agreements with colleges and universities.

Strategy 1:1c – Remove barriers to learning by creating pathways for community members to participate in Research Fellows, particularly with college professors and programs

### **Strategy 1:2 – Provide unparalleled student-centered services and programs.**

Provide student-centered services and programs that address both the natural challenges of adolescence and the rigors of the ASMS experience.

Strategy 1:2a – Codify the Jo Bonner Leadership Academy program in a student workbook to further build upon the program's success in developing leaders. Add adult mentorship program for first-year participants to partner them with proven community leaders.

Strategy 1:2b – Condition students for academic and sports competitions through enhanced training, practice, and preparation.

Strategy 1:2c – Provide campus programming that emphasizes healthy habits including physical well-being, mental and emotional well-being, active lifestyles, restorative sleep, and balanced nutrition.

Strategy 1:2d – Implement a New Student Orientation curriculum focusing on study skills, power skills, leadership development, healthy relationships, and other topics that recognize students' needs as maturing young adults and engaged community members.

Strategy 1:2e – Prepare students for high-level college opportunities through the Research Fellows Program, summer internships, and summer prep courses.

Strategy 1.2f – Expand existing ASMS curricula and programs to provide more students with workforce development preparation and acceleration into high-level STEM jobs in Alabama.

## **2. EXPAND THE CAMPUS AND GROW ENROLLMENT**

Develop long and short-range plans to maintain our facilities, expand our campus footprint, and serve more students.

### **Strategy 2:1 – Grow enrollment.**

Grow enrollment by 100 to serve more Alabama students through targeted programming that reflects our commitment to stewarding the public's investment in ASMS.

Strategy 2:1a – Continue to recruit students from all 67 Alabama counties to address fairness in education access for students who face opportunity gaps due to geographic, social, and financial barriers.

Strategy 2:1b – Reach and recruit more families through targeted and sustained digital marketing campaigns that focus on people, opportunities, and benefits of ASMS.

Strategy 2:1c – Build on the successes of the STEM Leadership Academy summer camp program, which is ASMS's most important recruiting tool, to support enrollment growth.

### **Strategy 2:2 – Update the Campus Master Plan to grow.**

Review and update the Campus Master Plan with a footprint growth pathway that aligns with changing institutional needs.

Strategy 2:2a – Formalize a plan to acquire school-adjacent properties.

Strategy 2:2b – Explore the feasibility of building a gym and 100-bed residence hall on West Campus.

Strategy 2:2c – Build a new residence hall to house and serve more students.

Strategy 2:2d – Expand and create recreational spaces.

### **3. BOOST SUSTAINABILITY**

Steward human and financial resources to sustain the people who serve ASMS, the work they do, and the funds needed to do it.

#### **Strategy 3:1 – Engage ASMS stakeholders.**

Ensure that the ASMS strategically engages with business, governmental, healthcare, and civic partners to identify and address critical challenges.

#### **Strategy 3:2 – Increased awareness of ASMS in Alabama.**

Increase awareness of ASMS across Alabama – the strengths of our students and efficacy of our curriculum – through targeted and sustained social media campaigns, speaking engagements, individual meetings, award nominations, and community engagement across the state.

#### **Strategy 3:3 – Evaluate and develop fundraising strategies.**

Evaluate fundraising outcomes and develop strategies that cultivate a culture of private and public giving to realize ASMS Foundation initiatives.

#### **Strategy 3:4 – Establish an Endowment.**

Collaborate with the ASMS Foundation to establish an endowment fund intended to ensure the financial viability and future of ASMS.

#### **Strategy 3:5 – Educate elected officials.**

Educate elected officials and state leaders about the impacts of ASMS to increase financial allocations that preserve and enhance the quality of academic programs.

#### **Strategy 3:6 – Examine approaches to reduce costs.**

Examine approaches to reduce costs (e.g., staffing, procurement, travel, and discontinuing unsuccessful programs).

#### **Strategy 3:7 – Optimize technology support.**

Optimize technology support resources and services to be responsive to the needs of students, faculty, and staff who live and learn in a residential environment.

#### **Strategy 3:8 – Communicate with ASMS stakeholders.**

Communicate clearly and effectively with all ASMS stakeholders through using internal and external platforms to establish expectations, clarify protocols, and demonstrate transparency in decision-making.

#### **Strategy 3:9 – Develop and codify a deferred maintenance plan.**

Develop and codify a deferred maintenance plan based on best practices to increase efficiency in maintaining school infrastructure and plant facilities.

#### **4. INCREASE PARTNERSHIPS**

Connect with ASMS stakeholders, higher education, business, and non-profit organizations to provide students with broader learning experiences and environments.

##### **Strategy 4:1 – Build relationships to cultivate support.**

Build robust relationships with alumni, businesses, universities, foundations, parents, and private donors through strengthened engagement with faculty, staff, and students to cultivate support, partnerships, and giving.

##### **Strategy 4:2 – Capitalize on the ASMS Alumni Portal.**

Capitalize on the ASMS alumni portal to advance ASMS alumni engagement with students, faculty, staff, and other alumni through the giving of their time, expertise, talents, and finances.

##### **Strategy 4:3 – Expand college-credit through universities.**

Expand dual-enrollment and articulation agreements with Alabama colleges and universities to provide ASMS students with more opportunities to earn college credit.

##### **Strategy 4:4 – Partner with USA Health.**

Partner with USA Health, so students can seek medical services and receive continuity of care while living away from home.

##### **Strategy 4:5 – Promote ASMS Ambassadors as Alabama STEM Ambassadors**

Guide ASMS Ambassadors to serve as STEM Ambassadors for Alabama by educating our state about our school and the importance of STEM preparedness to retain talent and meet workforce demand.



## **5. ADVANCE FACULTY AND STAFF DEVELOPMENT**

Build a stronger community through strategic investments in faculty and staff development.

### **Strategy 5:1 – Enhance faculty and staff development.**

Offer a variety of learning and development resources for faculty and staff.

Strategy 5.1a – Expand professional development opportunities for faculty members through trainings and conferences.

Strategy 5.1b – Grow faculty expertise in climate science, artificial intelligence, and science diplomacy to tackle the challenges of tomorrow.

Strategy 5.1c – Share our best practices with state and national audiences through outreach, programs, and conferences.

### **Strategy 5:2 – Clarify employee responsibilities and update job descriptions.**

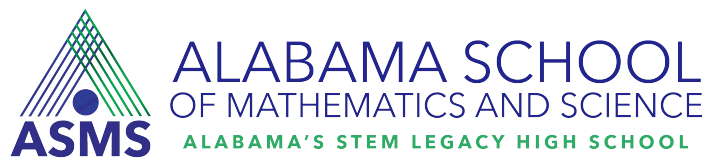
Define and clarify faculty and staff job responsibilities to facilitate equitable workloads.

Strategy 5.2a – Build a Standard Operating Procedures guidebook to cover chaperoning trips, operating vehicles, hosting off-campus speakers, handling emergency procedures, and much more.

Strategy 5.2b – Formalize processes to audit and rewrite job descriptions when necessary.

### **Strategy 5:3 – Enhance onboarding and offboarding procedures.**

Enhance onboarding and offboarding procedures to streamline processes and personalize the experience for new and departing employees.



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