
ALABAMA SCHOOL OF MATH AND SCIENCE



5 YEAR

STRATEGIC PLAN





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You are capable of more than you know. Choose a goal that seems right for you and strive to be the best, however hard the path. Aim high. Behave honorably. – E. O. Wilson

For 30 years, ASMS has provided exceptional educational experiences to Alabama's most academically motivated students. This strategic plan aims to set ASMS in pursuit of bold improvement that builds on strengths and addresses opportunities.

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 the state's premier research-focused learning community, committed to innovation, interdisciplinary collaboration, and diversity.

CORE PRIORITY 1 – EXCELLENT ACADEMIC EXPERIENCES

Through excellent academic programming, ASMS will prepare students for college and leadership opportunities while providing comprehensive and diverse experiences, including research-based learning opportunities and exceptional instruction.

Strategy 1:1 – Support student research opportunities through the Research Fellows Program and summer internships.

Strategy 1:2 – Strengthen curricular options, including offering additional Advanced Placement courses.

Strategy 1:3 – Improve the academic preparation of admitted students through foundational and summer prep courses, systematic including ACT prep.

Strategy 1:4 – Focus on faculty growth and continuous improvement by offering expanded professional development, asserting leadership in instructional strategies, identifying contact points to interact with fellow educators, and sharing our best practices with state and national audiences.

Strategy 1:5 – Increase cross-departmental, cross-disciplinary opportunities for teachers and students.

Strategy 1:6 – Ensure inclusive and diverse learning environments through ASMS's hiring practices, instructional strategies, and student support systems that remove barriers to equity.



CORE PRIORITY 2 – EXCELLENT STUDENT EXPERIENCES

Maximize the potential of the on-campus experience for students by creating a living-learning community that connects students beyond the classroom, assists in developing them as a whole person, and prepares these future leaders for fulfilling lives.

Strategy 2:1 – Facilitate an atmosphere conducive to healthy conversations about mental and emotional well-being by providing student-centered services and programs that address the natural challenges of both adolescence and the rigors of the ASMS experience.

Strategy 2:2 – Continue to implement a New Student Orientation curriculum focusing on social-emotional learning, leadership development, healthy relationships, and other topics that recognize students' needs as maturing young adults and engaged community members.

Strategy 2:3 – Provide extra-curricular programming that allows students to unwind and enjoy life.

Strategy 2:4 – Ensure that ASMS's campus culture is characterized by diversity, equity, inclusion, and mutual respect for all.

Strategy 2:5 – Emphasize healthy habits as essential components of physical well-being through campus programming that supports active lifestyles, restorative sleep, and balanced nutrition.

CORE PRIORITY 3 – EXTERNAL ENGAGEMENT

ASMS is a living and learning community that contributes significantly to the educational, economic, cultural, and social development of the people in Alabama. Through partnerships with business, industry, government, education, and non-profit organizations, ASMS will extend the expertise of our faculty and staff, the accomplishments of our alums and donors, and the contributions of our students.

Strategy 3:1 – Build robust relationships with alumni, businesses, foundations, parents, and private donors through strengthened engagement with faculty, staff, and students.

Strategy 3:2 – Expand awareness of ASMS statewide and beyond. Make the strengths of ASMS's students and the efficacy of its curriculum more evident to outside observers and enhance opportunities for faculty, staff, and students to engage in cultural, social, and community activities.

Strategy 3:3 – Explore how engaging a lobbyist could benefit ASMS and better forward its mission.

Strategy 3:4 – Promote ASMS Ambassadors as STEM Ambassadors for Alabama. In the next 5, 10, or 15 years, the demand for high-paying specialized STEM jobs will outpace our ability to fill them with employees born and educated in Alabama. ASMS Ambassadors can educate Alabama about our school and the importance of STEM preparedness.



CORE PRIORITY 4 – ENROLLMENT GROWTH

ASMS will develop a comprehensive process to help maintain optimum recruitment and retention in the wake of a global pandemic and nationwide enrollment trends.

Strategy 4:1 – Ensure equity in access for geographically, economically, and racially diverse students who face opportunity gaps.

Strategy 4:2 – Hire an admissions recruiter to support recruitment and enrollment processes.

Strategy 4:3 – Expand enrollment to serve more students statewide through targeted growth programing that reflect our commitment to stewardship of the public investment in ASMS.

Strategy 4:4 – Continue to build on the successes of the STEM Leadership Academy summer camp program, which is ASMS’s most important recruiting tool.

CORE PRIORITY 5 – STEWARD FISCAL RESOURCES

ASMS is a fiscally responsible state agency that provides high-quality education to worthy Alabamians. ASMS will continue to partner with stakeholders to identify new funding sources that support our mission to meet the changing needs of students and Alabama.

Strategy 5:1 – Continue to evaluate fundraising outcomes and develop strategies that cultivate an environment of private and public giving to realize ASMS Foundation initiatives. Engage with private foundations.

Strategy 5:2 – Educate elected state representatives about the impacts of ASMS to increase financial allocations that preserve and enhance the quality of academic programs.

Strategy 5:3 – Examine approaches to reduce costs: e.g., staffing, procurement, travel, and discontinuing unsuccessful programs.

CORE PRIORITY 6 – FACILITIES EXPANSION

Grow facilities and implement long-range strategies to meet the needs of expanded enrollment, academic experiences, student life, recreation, and community engagement.

Strategy 6:1 – Oversee the construction of the Edward O. Wilson Science Research Center, updating community members on its progress. Manage the transition from the old facility to the new facility.

Strategy 6:2 – Review and update the Campus Master Plan to redevelop a growth pathway that aligns with changing institutional needs.



Strategy 6:3 – Expand and create student residences and shared recreational spaces to fully support students’ emotional, social, physical, and academic needs.

Strategy 6:4 – Formalize a plan to acquire school-adjacent properties.

Strategy 6:5 – 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 6:6 – Implement best practices to increase efficiency in maintaining school infrastructure and plant facilities. Develop and manage deferred maintenance plan.

CORE PRIORITY 7 – LIVE AND CELEBRATE OUR 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.

Strategy 7:1 – Commemorate ASMS’s 30 years of success in Alabama by including as many stakeholders as possible in our Spring 2023 celebrations.

Strategy 7:2 – Engage in clear and effective communication between and with all ASMS stakeholders. Communicate expectations and protocols while demonstrating transparency in decision-making.

Strategy 7:3 – More clearly define faculty and staff job responsibilities to facilitate equitable workloads. Formalize processes to audit and rewrite job descriptions when necessary.

Strategy 7:4 – Develop different forms of recognition for colleagues who are innovating in their work and field.

Strategy 7:5 – Continue to build upon the successes of the Jo Bonner Leadership Academy. The purpose of JBLA is to equip students to positively transform their community, state, and nation through their leadership, which aligns with the ASMS Mission.



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