



MONTANA HIGH SCHOOL ASSOCIATION

FUTURE PLAN

From the Executive Director

The Montana High School Association's future plan is presented to you as a map for our planned enhancement of the services provided to member schools and of the ways we provide those services to you. This plan was developed through the efforts of many people whose objectives are to improve, to strengthen, and to expand the functions of the MHSA.

This is a multi-year plan that has several key elements necessary for the objectives of the plan to be met:

1. A primary component of this plan is to continue to provide educational and training opportunities for all coaches, secondary administrators and supervisory staff pertaining to rules, regulations and coaching methods of the MHSA. We will evaluate these programs and explore offering other educational training opportunities after assessing the needs of the membership.
2. The MHSA is committed to providing a variety of services to member schools through the evolution of technology while maintaining our focus on personalization.
3. It is critical that the MHSA Board and Staff are fiscally responsible to member schools.
4. And, it is always important that the MHSA provides accurate, appropriate information to member schools and the general public in regard to the mission of the MHSA. Promoting MHSA's mission is essential for public support of that mission.

The direction is set! With effective use of our time, efforts, and resources, I am confident by working together the results will greatly enhance our Association and all those who are involved, including administrators, coaches, student activity participants, community members, Board and Staff.

Mark Beckman
Executive Director

Developing the Future Plan of the MHSA

On November 20, 2005, the MHSA Executive Board and Executive Staff met in Helena, Montana to develop a draft future plan for the MHSA. The planning team was charged to review the current Mission Statement as well as to assess the Association's strengths and weaknesses and to identify critical issues that need to be addressed in the future. By conducting this review the group was able to identify improvements or changes which would strengthen the Association.

By the end of the session, the planning team had developed three components of the future plan: Mission Statement, Guiding Principles, and Future Planning Goals.

The MHSA Executive Board approved a future plan in January, 2006. The MHSA staff was given the directive to complete the future plan by developing action plans for each of the goals established. The Association has begun to implement the action plans with the 2005-06 school year and will continue until all goals and objectives have been met. At that time, the Board and Staff will review its success and move into another planning phase for a new future plan.

GUIDING PRINCIPLES

Future Plan

Our Association's Guiding Principles are:

1. We believe all coaches, secondary administrators, and supervisory staff shall be educated pertaining to rules, regulations, and coaching techniques through MHSA.
2. We believe that the daily operation of the MHSA will be enhanced through the evolution of technology while maintaining our focus on personalization.
3. We believe the membership is an equal partner in the development of education, technology, communication and public relations.
4. We believe that service to our member schools is the foundation on which the MHSA is built. We believe that growth in MHSA service is essential to growth in activities.
5. We believe in increasing and promoting student involvement in all MHSA activities remains at the forefront of our existence.
6. We believe that the MHSA must lead and encourage clear, fair, and reasonable standards with both the student activity participants and the general public.
7. We believe the Association must evaluate the impact of evolving education trends on student eligibility.
8. We believe that communication among board, staff and the membership is key to successful working relationships with member schools and communities.

MISSION STATEMENT

The mission of the MHSA is to assure that the membership is provided with leadership and support in advancing equitable MHSA interscholastic activities for the growth and educational experience for students.

PARAMETERS

Future Plan

As we strive to achieve our mission, we will live within the following guidelines:

1. All new programs (services) must be consistent with the future plan.
2. No new program (services) will be initiated unless it survives cost/benefit analysis and sets in place an evaluation procedure(s).
3. We will use technology to help MHSA and MOA members achieve success through the integration of technology into all MHSA services.

FUTURE PLANNING GOALS (with directing of objectives)

1. Education

Goal Statement: Educate all coaches, secondary administrators and supervisory staff pertaining to rules, regulations and coaching objectives (goals, skills, procedures, methods).

Directing Objectives

- 1-1 Continue to provide the mandatory Coaches' Education program on-line.
- 1-2 Continue to provide workshops with mandatory attendance requirements for eligibility, equity, and sportsmanship.
- 1-3 Design, implement and assess more educational and training opportunities for new activity administrators and for any other area of need of the membership.
- 1-4 Evaluate the effectiveness of all educational services provided by the MHSA.
- 1-5 Continue to provide on-line rules clinics for specific sports and cheerleading (spirit).
- 1-6 Provide ongoing training to MHSA staff in all areas of responsibility.
- 1-7 Provide continuing awareness for changing trends in the culture of school activities.

2. Technology

Goal Statement: Provide a variety of services to member schools through the evolution of technology while maintaining our focus on personalization.

Directing Objectives

- 2-1 Continue to commit appropriate financial resources for the development and implementation of technology for the MHSA.

- 2-2 Provide ongoing training to MHSA staff in regard to technology.
- 2-3 Assess the current level of technology and the current usage level of technology by MHSA and MOA members.
- 2-4 Provide more opportunities to use on-line applications for submission of various data.

3. Financial

Goal Statement: Provide a diverse financial foundation and preserve the financial stability for the Association without losing sight of the membership.

- 3-1 Maximize corporate support.
- 3-2 Continue to contribute to the established reserve funds of the Association, including the newly created Technology and Legal reserves.
- 3-3 Present the Executive Board and membership with fiscally responsible budget proposals each year.
- 3-4 Ensure the fiscal integrity of the Association by providing annual audit reports to the Board and the membership.
- 3-5 Examine and evaluate the financial needs of the Association and make appropriate decisions regarding those needs.

4. Public Relations

Goal Statement: Provide accurate, appropriate information to member schools and the general public in regard to the mission of the MHSA.

- 4-1 Continue to assess membership needs and to be responsive to those needs.
- 4-2 Continue to provide outreach and information to the general public on the structure and mission of the MHSA.
- 4-3 Develop ongoing resources to provide information regarding the MHSA to schools, trustees, participants, parents, community members and the media.
- 4-4 Actively support any efforts to increase and promote student activity involvement in all MHSA activities.
- 4-5 Identify and explore strategies that increase communication among Board, staff, and membership to maximize working relationships with member schools and communities.



This publication is provided by the sponsorship of Dairy Farmers of Montana.