

Strategic Plan

Adopted July 2025



mississippi**SCHOOL**
of the **ARTS**
imagine. create. realize.



Vision

At the Mississippi School of the Arts, we envision a diverse, creative environment that trains and nurtures young Mississippi artists to transform their community and the world.

Mission

To develop the next generation of artists by providing an innovative education in a residential environment for talented and creative Mississippi students.



Core Values

Integrity

Critical
Thinking

Creativity

Community

Exemplar

**We Rise,
We Fly,
We Shine!**



Campuswide Goals

- 1. Create and implement individualized success plans and programs for students.**
- 2. Create resources and materials for accountability to establish reflective practices for all operations.**
- 3. Develop community awareness campaign and programming through partnerships and arts education feeder programs.**
- 4. Develop infrastructure and diversified funding to support campus needs.**
- 5. Grow programs, enrollment, staff, and facilities.**

Document Notes

On the following pages, MSA departments outline objectives, outcomes, and strategies to accomplish these campuswide goals by the year 2030. Each departmental objective references the campuswide goal to which it aligns.

Budgetary requirements are to be considered detrimental in fulfillment of these goals. The operating budget is secured each year with legislative action. Additional grant funding is sought as opportunity arises. Timelines may shift based upon funding and staffing.

Responsibilities for the strategies are established annually through planning departmental meetings with the administration. An annual review of this document is conducted to modify and adjust based upon realities of resources.

ACADEMICS

Objectives, Outcomes, and Strategies

Objective: By 2027, create a system to improve instructional functionality for student success. (Goal 1)

Outcome—offer students a pathway toward next steps after high school and college and career ready skills

Strategies:

1. Offer common planning opportunities for teachers
2. Consistent monitoring and modifications to student plans as needs and goals change
3. Create a remediation summer program for students who are behind prior to enrollment
4. Create an accountability plan for all students to meet deadlines and expectations
5. Utilize the Tier/RTI system for students who may need additional supports

Objective: By 2026, create a system for better communication, promotion and accountability including professional development and technology resources. (Goal 2)

Outcome—improve functionality

Strategies:

1. Improve systemic approach for administrative duties for teachers
2. Implement more frequent cycle of technological updates

Outcome—increase departmental contributions to the social media/promotions plans

Strategies:

1. Revise the social media content creator program
2. Create a mechanism for sharing posts and parameters for frequency of posts

Objective: By 2027, contractors for auditions, faculty, and guest artists to be reflective of the student population. (Goal 2)

Outcome—create staffing that is reflective of the student body demographically

Strategies:

1. Promote to all statewide organizations and general web, media, and listserv outlets

Objective: By 2028, implement continuous arts education programming for the community. (Goal 3)

Outcome—increase awareness statewide

Strategies:

1. Build talent roster for professional development offerings for teachers statewide
2. Offer teachers professional development opportunities
3. Offer teachers to visit schools to teach arts classes or tour department shows
4. Offer field trips for schools to visit campus

Objective: By 2027, hire adjunct faculty to assist with the workload and growth. (Goal 5)

Outcome—increase capacity for departmental exploration and reduce burnout of teachers

Strategies:

1. Search alumni for long term artist residencies
2. Offer long term artist residencies by application
3. Add part time teachers to assist with needs for curriculum requirements

ACADEMICS

Objectives, Outcomes, and Strategies

Objective: By 2027, create new opportunities for growth mindset and relevant programming including arts education resources to reach the state of Mississippi, encourage student participation in recognition programs, and enhancing partnerships with key agencies locally and statewide. (Goal 5)

Outcome—maintain relevance to the needs and wants of the students and the state

Strategies:

1. Increase partnership creation, maintenance, and utilization
2. Encourage participation in student submissions to competitions and festivals

Outcome—increase and maintain enrollment for all arts departments

Strategies:

1. Engage teachers in recruitment efforts around the state
2. Assess retention strategies for students once enrolled

Objective: By 2028, complete and upgrade facilities on campus. (Goal 5)

Outcome—optimal growth for all departments and maximize the campus

Strategies:

1. Independent fundraising through grants, sponsorships, and corporate proposals
2. Engage teachers with interest and expertise on making the most functional facilities
3. Identify needs and deficiencies for departmental use of facilities and a plan to remedy



RESIDENCE LIFE

Objectives, Outcomes, and Strategies



Objective: By 2026, create a plan for discipline, mental health and student issues. (Goal 1)

Outcome—comprehensive operational support for students

Strategies:

1. Professional development efforts annually
2. Staff meetings regularly
3. Confidentiality agreements

Objective: By 2027, create a plan for positive community involvement both on and off campus. (Goal 2)

Outcome—improve visibility and perception of the school

Strategies:

1. Volunteerism at community events
2. Invitations for community events on campus including student activities

Objective: By 2027, hire additional staff. (Goal 2)

Outcome—enhance capabilities of the department

Strategies:

1. Specialized job descriptions
2. Pay reflective of duties
3. Hire an evening counselor, bus drivers, and activities specialists

Objective: By 2026, create a plan for enhanced student activities in residence life. (Goal 3)

Outcome – improve student experiences in residence life

Strategies:

1. Student needs/wants assessment
2. Staff work with students to create events

Objective: By 2025, create staff connection, cross training, and campuswide interactions. (Goal 3)

Outcome—improve functionality of the department and campuswide collegiality

Strategies:

1. Staff shadowing experiences
2. School community gatherings

Objective: By 2028, create a more inviting environment in the Student Life Center. (Goal 5)

Outcome—upgrade the facilities outdated fixtures

Strategies:

1. Purchase new furniture, equipment, and fixtures
2. Refurbish existing fixtures, games, and equipment

Wellness

Objectives, Outcomes, and Strategies

Objective: By 2026, create systematic approach to evaluate student habits. (Goal 1)

Outcome—healthy students make healthy citizens

Strategies:

1. Wellness committee planning
2. Evaluation of nurse station resource use
3. Evaluation of students seeking medical attention, issues, and education

Objective: By 2027, create an education program on whole child wellness. (Goal 1)

Outcome—reach all students even those not in regular need of medical care

Strategies:

1. Education on healthy habits through written materials and presentations
2. Signage to encourage healthy habits
3. Activities to promote wellness for the student body

Objective: By 2028, build partnership with local clinic to service student medical needs. (Goal 3)

Outcome—Providing immediate access with continuity of care for student medical needs

Strategies:

1. Research on clinics in the area and expertise and establish an agreement
2. Acquire system to enroll students at the beginning of the year

Security, Maintenance, Transportation

Objectives, Outcomes, and Strategies

Objective: By 2026, cross train on systems and protocols with departments. (Goal 2)

Outcome—improve continuity of operations

Strategies:

1. Train key personnel on systems and alarms in case of emergency
2. Build a database of service providers for access

Objective: By 2026, Improve communications with local law enforcement. (Goal 3)

Outcome—improve response to campus for emergencies

Strategies:

1. Meet with police chief and assistant chief as well as the sheriff
2. Create partnership/liaison/source for information when an emergency occurs

Objective: By 2027, secure a car for school use. (Goal 4)

Outcome—improve capability of getting students to appointments and activities

Strategies:

1. Purchase car
2. Identify a group of staff members that are available to assist with transportation

Objective: By 2027, hire additional staff. (Goal 5)

Objective: By 2028, complete facility upgrades for safety and comfort. (Goal 5)

Outcome—provide needed resources and safer environment

Strategies:

1. Create a needs assessment of campus issues — ie. Doors, Intercom, HVAC
2. Implement plan and a timeline to address the issues

Advancement and Admissions

Objectives, Outcomes, and Strategies



Objective: By 2026, assess stakeholder perceptions of MSA to create a plan for improvement. (Goal 2)

Outcome—improve visibility and needs for building solid reputation/environment

Strategies:

1. Surveys of students and parents
2. Data analysis
3. Create a plan of action based on results

Objective: By 2026, revamp social media content creator program. (Goal 3)

Outcome—improve overall visibility of the school

Strategies:

1. Train students and staff on social media procedures
2. Give students job skills
3. Increase the social media reach through schoolwide activity online

Objective: By 2027, expand marketing plan efforts to enhance visibility, year round advertising, target marketing, highlights of success, utilizing teachers. (Goal 3)

Outcome—improve overall visibility of the school

Strategies:

1. Revise budget use for advertisement
2. Create new commercials
3. Bring teachers to communities

Objective: By 2028, enhance and expand feeder and outreach programming—classes, camp and touring. (Goal 3)

Outcome—create feeder programs for highly qualified students

Strategies:

1. After school programming in the community
2. Partner with schools across the state that have arts programs in middle school
3. Add a day camp and reorganize existing camp for an advanced level

Objective: By 2028, enhance development efforts—grant writing, fundraisers. (Goal 4)

Outcome: diversified funding efforts to assist with needs and growth

Food Service

Objectives, Outcomes, and Strategies

Objective: By 2026, create a plan to use data for student desires and needs in food service (Goal 1)

Outcome—enhance participation in food service

Strategies:

1. Analyze data/participation numbers
2. Conduct food service committee meetings
3. Modify menus based on student surveys

Objective: By 2027, offer professional development for departments on campus on communication and compartmentalization (Goal 2)

Outcome—use the model of food service for other departments success

Strategies:

1. Departmental meetings with food service staff on what they do to create a collegial environment

Objective: By 2027, create incentives for participation in meals on campus (Goal 3)

Outcome—increase participation

Strategies:

1. National School Lunch and Breakfast programs
2. Community gatherings and opportunities for staff and students to enjoy

Objective: By 2027, offer a variety of quality items on the menu (Goal 5)

Outcome—increase participation

Strategies:

1. Assess vendor guide and available menu items
2. Create recipes from student submission
3. Conduct food service committee meetings regularly to assess success



Operations

Objectives, Outcomes, and Strategies

Objective: By 2026, conduct a needs assessment and create a plan for better access for procedural documents and functions of the school. (Goal 2)

Outcome—enhance operations and continued growth

Strategies:

1. Staff, students, parents, community, and alumni needs survey
2. Data analysis
3. Document and procedural items are written and widely distributed as appropriate

Objective: Annually, conduct an evaluation of positions needs and make adjustments to update the procedural plan. (Goal 2)

Outcome—efficiency and effectiveness for the campus

Strategies:

1. Data analysis of successes and needs of improvement in each department
2. Professional development, job descriptions, and salaries adjusted to the needs
3. Annual evaluation of new documents and efforts

Objective: By 2027, create a plan to improve community awareness internally and externally. (Goal 3)

Outcome—increase visibility of MSA

Strategies:

1. Invitations to MDE and legislature
2. Statewide talent showcase
3. Build and enhance partnerships
4. Social media campaigns

Objective: By 2026, create a communications plan for internal knowledge campuswide to create positivity efforts within the campus. (Goal 3)

Outcome—increase collegiality

Strategies:

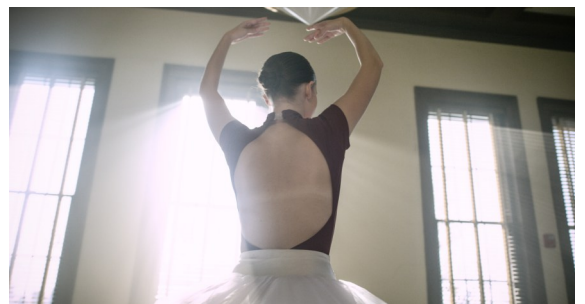
1. Highlight staffing
2. Conduct regular meetings and community building activities on campus

Objective: By 2027, seek additional funding opportunities through events and grants. (Goal 4)

Outcome—greater sustainability and security

Objective: By 2028, hire additional staff for efficiency and division of labor. (Goal 5)

Outcome—reduce burnout and provide industry standards of operation



Technology

Objectives, Outcomes, and Strategies

Objective: By 2028, migrate systems to cloud-based technology. (Goal 4)

Outcome—decrease technology footprint while maintaining or increasing system availability

Strategies:

1. Identify cloud managed software/hardware systems without data security risk
2. Train key personnel to manage cloud system front-end

Objective: By 2028, hire an additional staff member to provide assistance. (Goal 5)

Outcome—improve services among technology and arts disciplines

Strategies:

1. Assist technology department with classroom and office hardware support.
2. Assist Media Arts teacher and students for instruction and monitoring
3. Assist arts disciplines with stage lighting and sound production operations

Objective: By 2027, enhance spaces with digital signage. (Goal 3)

Outcome—provide digital bulletin board for student life and food service

Strategies:

1. Implement a cloud-based system for digital signage solution

Objective: By 2027, replace student take-home devices. (Goal 2)

Outcome—renew devices that are out of warranty and otherwise defective

Strategies:

1. Identify funding for continual replacement of devices
2. Implement a new check-out system for management of devices

Objective: By 2026, provide a tech assessment survey for technology enhancements. (Goal 2)

Outcome—departmental buy-in for technology tools to enhance operations

Strategies:

1. Create yearly survey for tech implementation
2. Provide follow-up survey for review of tech implementation



Document Foundation

This document is based in evaluation of formal staff meetings, departmental meetings, leadership team meetings, and stakeholder sessions. Source materials for the basis of this document include: The Mississippi Department of Education Accountability Standards, Code of Ethics and Conduct, written surveys, anecdotal and statistical data analysis, and overall community feedback. It is the belief of the MSA Administration that the mission, vision, foundational pillars, goals, and strategies prescribed in this document will aide in the growth of the Mississippi School of the Arts, increase recognition for the arts in Mississippi, and reflect the desires of the current stakeholders of the institution. After the mission, vision, and core values were established, campuswide goals and departmental objectives were established with these items in mind.

Data Sources

Measuring strengths, weaknesses, opportunities, and threats in each department was the driving force in creating this document. Student achievement data sources are STAR reading, attendance rates, ACT scores, disciplinary referrals, community response, stakeholder demographics, and survey data are analyzed annually and throughout the year to build the goals for the following year.

Timeline

This document will serve as a guiding plan for the Mississippi School of the Arts for the next three to five years. Campuswide goals and departmental objectives align for the purpose of accomplishing the plan within five years. It is anticipated that all the campuswide goals will be annually reviewed and modified as needed.

Conclusion

Stakeholders believe these identified areas of improvement consistently approached by all employees will positively impact MSA. Input from all areas of campus has identified the greatest areas of need. Campuswide goals will be the guide alongside daily operations to accomplish success. This plan will be submitted for review and comment to the Mississippi Department of Education and the State Board of Education.



Document photos by Mad Genius media group, 2023.