



MONTANA OFFICIALS ASSOCIATION

FUTURE PLAN

From the Executive Director and Commissioner of Officials

The Montana Officials Association future plan is presented to officials and schools alike to showcase the services provided by the MOA and the ways the MOA plans to enhance those services. This plan was developed through the valuable input provided by the MOA Regional Directors and the MHSAA staff.

This is a multi-year plan that has several key elements necessary for the objectives of the plan to be met. In November of 2005, the MHSAA Executive Board and Executive Staff drafted a future plan for the Association understanding a cooperative working relationship with the MOA was extremely important, and this MOA Future Plan incorporates many similar components of the MHSAA Future Plan.

In the past the MOA approach has usually been a reactive approach to issues instead of using a proactive approach to those important issues. It was agreed that the MOA leadership should adopt a proactive philosophy – plan and develop strategies to enact and sustain that plan. This is not to say that the MOA hasn't enacted some proactive policies in the past including:

- Tournament officials' assignment procedures in basketball, volleyball and wrestling
- Standardization of fees

The MOA Regional Directors and MHSAA staff want to continue the direction set by some of these proactive policies. This future plan is the way to assure that.

The direction is set! With effective use of our time, efforts, and resources, I am confident by working together the results will greatly enhance the MOA and all those involved including the 1700+ MOA officials, member school administrators, coaches, student athletic participants, community members, MOA Board Members and MHSAA Staff.

Mark Beckman
MHSAA Executive Director
Commissioner of Officials

Developing the Future Plan of the MOA

The MOA Regional Directors and MHSA Staff met on Sunday, June 11, 2006 to develop a draft future plan for the MOA. The planning team was charged to review and assess the MOA'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 that would strengthen the MOA.

The MOA Regional Directors approved a future plan in December, 2006. The MOA has begun to implement the action plan and will continue until all goals and objectives of the plan have been met. At that time, the Regional Directors and MHSA Staff will review its success and move into another planning phase to develop a new future plan.

Parameters

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

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

Future Planning Goals

1) Educational Services

- 1-1 The MOA will continue to provide rules clinics in the online format. A survey will be sent to all officials to evaluate this format at the end of the 2006-07 school year. This will have given the officials two years of completing the rules clinic requirement in the online format.
- 1-2 The MOA will continue to place mechanics training as a high priority. The MOA is in the process of implementing the "Train the Trainer" concept of providing mechanics training by having local pool members responsible for training attend a "Train the Trainers" clinic provided by the MOA.
- 1-3 The MOA will continue to provide rules books, case books, official manuals and pre-season guides. The MOA will continue to disseminate information on the procedure for officials to access the National Federation online rule book and case book materials.
- 1-4 The MOA will continue to develop study clubs for officials in each sport using suggestions for material from officials and official pools.

2) Technology Services

- 2-1 The MOA will continue to offer rules clinics, study clubs and the related handouts online for the various sports.
- 2-2 The MOA will continue to provide the MOA page at mhsa.org and will continue to provide more resources for officials on that page including more sport specific information.
- 2-3 The MOA will research the possibilities to conduct all testing for prospective officials and upgrading officials online.
- 2-4 The MOA will research being able to register officials online.
- 2-5 The MOA will research members' ability to complete and submit forms online.

3) Finances

- 3-1 The MOA will provide officials with a dues breakdown per each official.
- 3-2 The MOA will continue to be cognizant of the costs and strive toward an income/expenditure balance and operate with a fiscally responsible budget each year.
- 3-3 The MOA will examine and evaluate the financial needs of the MOA and make appropriate decisions regarding those needs.

4) Retention and Recruitment of Officials

- 4-1 The MOA will encourage local official pools to mentor younger officials through study clubs, training and evaluation. Also the MOA will encourage pools to promote a sense of belonging within their organizations.
- 4-2 The MOA will continue to utilize strategies to encourage membership (such as this year's reduced fee for first time MOA's).
- 4-3 The MOA will continue to provide recruiting materials to local pools.
- 4-4 The MOA will support efforts in local communities to provide high school and college courses regarding sports officiating.
- 4-5 The MOA will use the media to promote the benefits of joining the MOA.
- 4-6 The MOA will research and develop evaluation procedures for various sports.

5) Public Relations

- 5-1 The MOA will continue to communicate the services the MOA provides and the importance of those services through a variety of media resources.
- 5-2 The MOA will continue to market the value of the sports official.
- 5-3 The MOA will work to increase awareness of concerns expressed by administrative leaders in Native American school communities.
- 5-4 The MOA will strive to make inclusion of minorities and females a priority in its recruitment efforts.
- 5-5 The MOA will continue to assess membership needs and to be responsive to those needs.
- 5-6 The MOA will continue to provide outreach and information to the general public on the structure and the mission of the MOA.
- 5-7 The MOA will develop ongoing resources to provide information regarding the MOA to officials, schools, trustees, participants, parents, community members and the media.
- 5-8 The MOA will identify and explore strategies that increase communication among the Regional Directors, staff, schools and officials to maximize the working relationships between all those involved.
- 5-9 The MOA will continue to provide support and assistance in rules interpretations and with other MOA member issues.
- 5-10 The MOA will continue to promote the philosophy that officials are "Partners in High School Athletics."

MISSION STATEMENT

The mission of the MOA is to advance and to sustain fair, competent and ethical officiating while providing safe competition at all levels of Montana's interscholastic athletic activities.