

THE FOLLOWING DOCUMENT OUTLINES PROGRESS TOWARD NCSPA STRATEGIC PLAN GOALS IN 2020. NOT EVERY NCSPA COMMITTEE WORKS ON EVERY GOAL, NOR DID EVERY COMMITTEE CONTRIBUTE TO THIS PROGRESS REPORT. QUESTIONS OR COMMENTS CAN BE DIRECTED TOWARD ANY MEMBER OF THE NCSPA BOARD OR COMMITTEE CHAIR.

Strategic Area of Focus 1:

NCSPA will enhance the professional competencies of school psychologists in North Carolina

Goal A: Improve Collaboration with the North Carolina Department of Public Instruction (NCDPI) on Implementing the NC Professional School Psychology Standards and the NASP Practice Model.

- NC School Psych consultant is part of the NCSPA Board
- Professional Learning Committee: Invite DPI leaders to present at NCSPA Fall Conference
- Professional Practices Committee:
 - Complete Financial Compensation Plan for field supervisors of Practicum and Internship
 - Attend DPI State Implementation Team Meetings
 - Attend School Safety meetings

Goal B: Create Opportunities for Professional Support appropriate for all career stages.

- Students:
 - Professional Practices Committee & IUC: FELS Grants promotion
 - Student Rep:
 - Student Newsletter
 - Created a walk-through w/ voice over video of the FELs application process for students
 - Facilitated poster session
 - Facilitated graduate student session at Fall Conference
- Early Career:
- General:
 - President: Letter to NASP in support of 2027 conference proposal in Charlotte
 - President Elect: Collaborating with a work group to update the EL Practice Paper
 - Professional Learning Committee:
 - Develop series of webinar to address digital learning needs
 - Develop program for NCSPA Fall Conference that meets needs of various career stages
 - Serve as liaison for Professional Development interests proposed by Regional Reps, LPP, PPC
 - Regional Reps:
 - Develop a survey with other regional representatives to gather information of needs for members and non-members
 - Created discussion board and offered a common bank of PD resources to NP members during COVID-19
 - NCSPA School Safety and Crisis Response Committee
 - COVID-19 Resources (two major supporting documents shared through NCSPA)
 - Development of strategic plan to support members in school safety and crisis response

Goal C: Align NCSPA professional development opportunities with the NASP Practice Model and North Carolina Professional School Psychology Standards

- Professional Development Opportunities:
 - Digital Learning for School Psychologists
 - NCSPA for Social Justice: A Book Study
 - Fall Conference
- Ensuring alignment:
 - Professional Learning Committee:
 - Delineate the professional accreditation process and compile a rubric for NASP/APA approval
 - Utilize a team of practitioners and trainers to review professional learning opportunities

Goal D: Increase Collaboration with North Carolina School Psychology Graduate Education Programs to ensure that qualified school psychologists enter the field prepared to meet the demands of North Carolina schools.

- President:
 - Presenting to the Deans of Education for the NC Independent Colleges and Universities to further discuss school psychology programming in NC
- Regional Representatives
 - Visits made to local colleges to share information about school psychologists programs to prospective graduate students
- Inter-University Council:
 - Get re-engaged with UNC-CH
 - Discuss respecialization as a way to increase capacity in the field
 - Discuss alternative training models to meet the needs of the field in NC

Goal E: Improve School Psychologists knowledge and skills to support the well being of the whole child (e.g. social justice, school safety, mental health, etc.).

- Professional Learning Committee: Develop program for NCSPA Fall Conference that enhances skills for psychologists
- School Safety and Crisis Response Committee Developed in 2020. Two major documents shared to help support members with COVID-19 response.
- School Safety and Crisis Response Presented on behalf of committee at NCSMHI on our COVID-19 response guide

Strategic Area of Focus 2:

NCSPA will increase advocacy efforts of the profession

Goal A: NCSPA will advocate for lowering the state’s School Psychologists to Student ratios

- Inter-University Council: Provide information to graduate programs to encourage to use as a recruiting tool.
- Legislative and Public Policy Committee:
 - Advocacy Training for members to prepare for virtual Legislative Day
 - Host legislative day
 - Legislative packets to members of the General Assembly
 - Meeting with state SISP leaders and Bo Tumbo (director of Center for Safer Schools) at NCDPI in Raleigh
 - Apply for grants related to recruitment and retention efforts

- President: Participated in Tar Heel Teachers YouTube talk show and Call with Greg Childress - NC Policy Watch

Goal B: Increase legislative Involvement and visibility of NCSPA Board and members at the Local and State Levels.

- Legislative Involvement:
 - Legislative and Public Policy Committee:
 - Host legislative day
 - Legislative packets to members of the General Assembly
 - Public School Forum regional meetings
 - Specific legislation NCSPA has been involved in:
 - Ask for Salary Increases for School Psychologists Education spending bill,
 - [HB75 School Safety Program recommendations](#),
 - Session Law 2019-222 - provide more information regarding the barriers LEAs face in providing their students with comprehensive psychological services from highly qualified and full-time employed school psychologists. It also provides them with the unique ways school psychologists distinguish themselves from the competencies of school counselors and other Specialized Instructional Support Personnel.
 - House Bill 482 & Senate Bill 382 - Support for recruitment and retention of school psychologists, such as a School Psychology Fellows program.
 - [Senate Bill 113](#) - School Psychology provisions (Chapter 90 Expansion of the Exemption AND our School Psychologist \$1M Recruitment Pilot)
 - [NC DPI School Psychologist and School Counselor Position Study](#)
 - Coronavirus Aid, Relief, and Economic Security (CARES)
- Visibility :
 - Awards Committee:
 - continue to award Practitioner of the Year and Innovative Practice awards at the Fall Conference to help promote awareness of the efforts of those within the field.
 - Legislative and Public Policy Committee:
 - Plan Advocacy Reception at Fall Conference
 - Grant writing work with RTI International, SECU
 - President:
 - Attend meetings in Raleigh that supports the visibility of NCSPA
 - State Association SISP Meeting
 - NCSPA Podcast
 - Position Statements on Telehealth, Social Justice
 - President Elect:
 - Attended NASP Government and Professional Relations/Assistance to States committee meeting

Goal C: Enhance membership's capacity to advocate for Comprehensive School Psychology Services as outlined in the NASP Practice Model and the North Carolina School Psychology Evaluation Process.

- Legislative and Public Policy Committee:
 - Host legislative day
 - Plan Advocacy Reception at Fall Conference

- Legislative Alerts to members

Goal D: Increase Communication with Undergraduate Psychology and Education Programs with a focus on increasing diversity within the field.

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Goal E: Increase the capacity and retention of school psychologists in the state of North Carolina.

- PR Committee: Booth at NASP
- Legislative and Public Policy Committee:
 - House Bill 482 & Senate Bill 382 - Support for recruitment and retention of school psychologists, such as a School Psychology Fellows program.
 - [Senate Bill 113](#) - School Psychology provisions (Chapter 90 Expansion of the Exemption AND our School Psychologist \$1M Recruitment Pilot)

Strategic Area Focus 3:

NCSPA will increase membership supports and services

Goal A: Increase NCSPA membership to 75% within the next five years.

- Membership Manager:
 - Encourage LEAs to utilize Institutional Membership
 - Work with Regional Representatives and Committees to increase membership via regional activities, professional learning, etc.
 - Work with Fall Conference Committee to alter nonmember registration rates
- Newsletter: Include periodic membership progress monitoring in newsletter
- President Elect: Support and strategize with membership manager and Public Relations to promote and secure memberships
- Regional Reps:
 - Plan and implement Socials to enhance opportunities for in person collaboration to build community within the profession
 - Survey members and nonmembers to provide insight into why members join or why nonmembers haven't joined NCSPA

Goal B: Increase, improve, and promote membership benefits

- Fall Conference Committee: Create registration cost incentives for members
- Membership Manager:
 - Create "Members Only" section of website
 - Collaborate with President Elect and PR Committee to develop membership recruitment plan
- President:
 - Write newsletter articles highlighting the benefit of membership in and activities of NCSPA
 - Guidance around telehealth and COVID-19 initiatives
- President Elect: Assist Digital Media Committee with maintaining and updating website and social media platforms
- Professional Learning Committee:
 - Maintain accreditation for APA and NASP

- Collaborate with Digital Media/PR to conduct PD in-person or through an online conduit
- Regional Reps: Send Monthly e-mail - Raising awareness of changes within NCSPA to include updates/changes to the website, PD offered to members by NCSPA
- School Safety and Crisis Response recruited members for new development of committee and developed purpose and strategic plan for activities.

Strategic Area Focus 4:

NCSPA will improve operational excellence

Goal A: Improve/Increase Monitoring of Board Purpose and Functions

- President: Create a board agenda that facilitates board meetings and address the goals and activities relative to the strategic areas of focus, attend virtual meetings
- Secretary: Stay current on Operations Handbook & Bylaws
- Treasurer:
 - Track and manage NCSPA funds through deposits, reimbursements, payments, and tax activity
 - Monitor and assist fall conference planning as needed
 - Create financial reserves policy
 - Work with select fall conference committee members to discuss budgeting practices, fall conference location, and contingency plan for 2020 fall conference
 - Revise budgeting procedures

Goal B: Increase Transparency of Board Operations with Membership

- Newsletter:
 - Advertise Professional Learning Opportunities in the newsletter
 - Include periodic membership progress monitoring in newsletter
- President: Write newsletter articles that report all actions of the board
- President-Elect: Collaborate with Secretary to ensure Board meeting minutes are shared through newsletter; collaborate with Secretary and Website Chair to determine process for sharing minutes on website
- Professional Learning Committee: Develop specific guidelines, roles, and functions for PL chairs and committee
- Professional Practices Committee: At least four meetings a year and one face to face meeting
- Secretary:
 - Write summaries of board meetings for the newsletter
 - Archiving historical documents at ASU Digital Collection Library
- School Safety and Crisis Response Committee: meet once a month (at least 10 out of 12 months) virtually to discuss progress and activities of strategic plan.


Goal C: Enhance Leadership Development of Current and Future Board Members

- President Elect:
 - Plan NCSPA Fall 2020 retreat to onboard new members and strategically plan for upcoming year
 - Manage nominations and elections process - For 2020 elections, secured candidates for all positions and three positions with 2 candidates running

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2020 NCSPA EXECUTIVE BOARD

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Committee Representatives

Committee Representatives from each of the committee groupings aligned with the strategic plan.

Strategic Area of Focus #1: NCSPA will enhance the professional competencies of school psychologists in North Carolina - Voting Representative: Jim Deni (denijr@appstate.edu)

- Professional Practices Committee
- Professional Learning Committee
- Fall Conference Committee

Strategic Area of Focus #2: NCSPA will increase advocacy efforts of the profession - Voting Representative: Melissa Mascari (melissaflittlewood@gmail.com)

- Legislative and Public Policy Committee
- Awards Committee

Strategic Area of Focus #3: NCSPA will increase membership supports and services - Voting Representative: Emily Sturkie (emilysturkie@gmail.com)

- Newsletter Committee
- Digital Media Committee
- Public Relations Committee

Strategic Area of Focus #4: NCSPA will improve operational excellence - Voting Representative: Lori Unruh (lunruh@email.wcu.edu)

- Executive Leadership Committee
- Leadership Development and Strategic Planning Committee

2020 NCSPA Committee Chairs

Awards Committee

Brianna Bradsher - brianna.bradsher@gmail.com
Shana Hall - Smhall@clevelandcountyschools.org

Digital Media

Megan Fox - mcfox77@gmail.com

Fall Conference Committee

Deirdre Martyn - dmartyn@wcpss.net

Leadership Development Committee

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Legislative and Public Policy Committee

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Legislative Lobbyist

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Newsletter Editor

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Student Safety & Crisis Response Committee

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OTHER BOARD MEMBERS

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