

The following document outlines progress toward NCSPA's strategic plan goals. Questions or comments can be directed to members of the NCSPA Executive Board or to Committee Chairs.

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.

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

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

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.

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.).

Progress Monitoring Data



*One opportunity = one registration (e.g., Fall Conference, School Safety Summit)

100%

34 out of 34

Regional and student newsletters from January 2021-September 2021 contained articles, provided resources, or advertised professional development opportunities on topics for supporting the well-being of the whole child

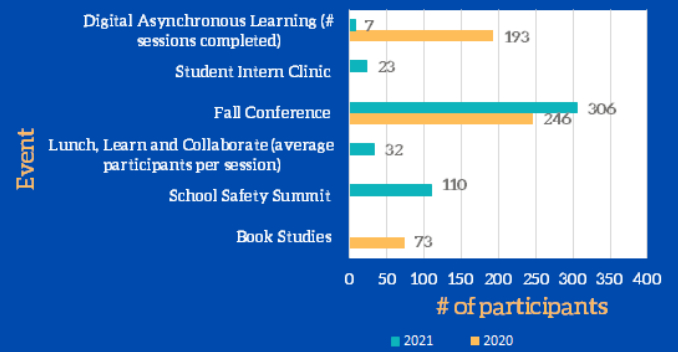
92.5%

of 2021 professional learning sessions offered
NASP CPDs

97.5%

of 2021 professional learning sessions offered
NCDPI CEUs

Professional Learning Attendance



Professional Learning Opportunities in 2021:

- School Safety Summit
- Ethics Training
- 12 Lunch, Learn, and Collaborate sessions (one per month)
- Advocacy Training
- Student Intern Clinic
- Fall Conference
- 3 asynchronous digital learnings

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

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

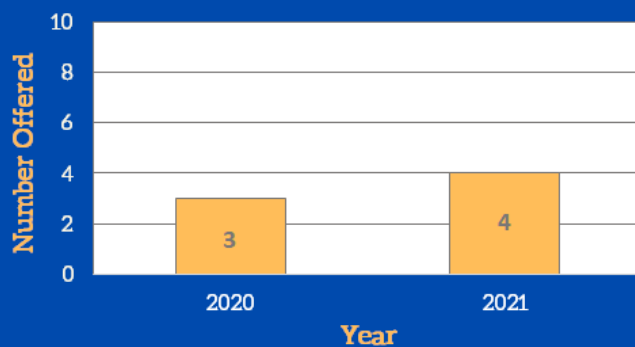
Goal C: Enhance membership's capacity to advocate for Comprehensive School Psychology Services as outlined in the NASP Practice Model and the North Carolina School Psychology Evaluation Process.

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

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

Progress Monitoring Data

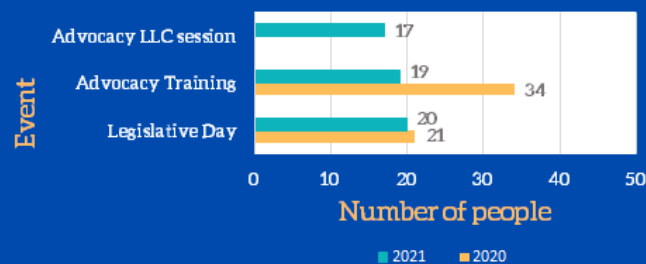
Advocacy Trainings and Engagement Offered by NCSPA



129

Responses in Advocacy Tracker from March 2021-September 2021 letting the Legislative and Public Policy Committee know that you contacted your state legislator advocating for school psychologists

Advocacy Trainings and Engagement Attendance



Number of People Nominated for POY and IP Awards



As of October 11, advocacy efforts led to the following “in play” for a final compromise budget bill:

- House Proposal
 - \$1.7 million (non-recurring) for Recruitment and Retention Program
 - New NCDPI Recruitment and Retention Coordinator position
 - *On average* (not across-the-board) 4% salary increase for teachers in 2021 (and therefore SPs because our salary schedule is "attached" to the teachers' schedule)
 - \$500 and \$1000 one-time bonuses
- Senate Proposal
 - A new and separate School Psychologist position allotment: no longer funding SPs in the same pot of funds with all other Specialized Instructional Support Positions
 - \$10 million (recurring) for more SP positions with the goal of having at least 1 SP in every NC school district
 - 1.5% raise in 2021 for teachers, SPs and other eligible school personnel

Strategic Area Focus 3:

NCSPA will increase membership supports and services

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

Goal B: Increase, improve, and promote membership benefits

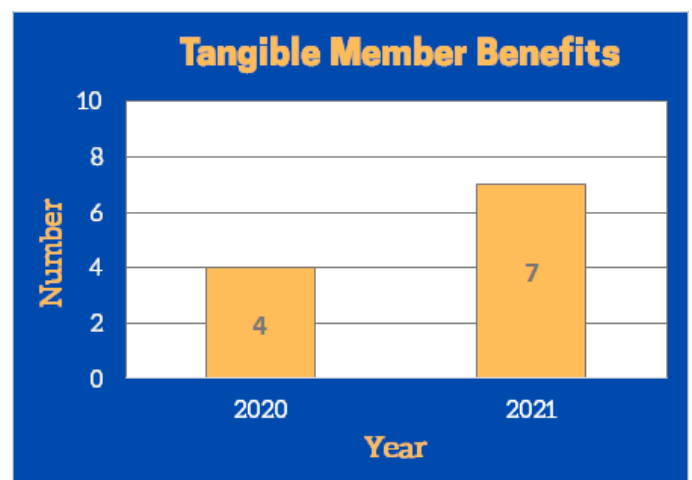
Progress Monitoring Data



2019-2020: 42% of workforce; at 89% of membership goal for year

2020-2021: 44% of workforce; at 87% of membership goal for year

*2021-2022 membership data as of October 15, 2021



2021 new benefits:

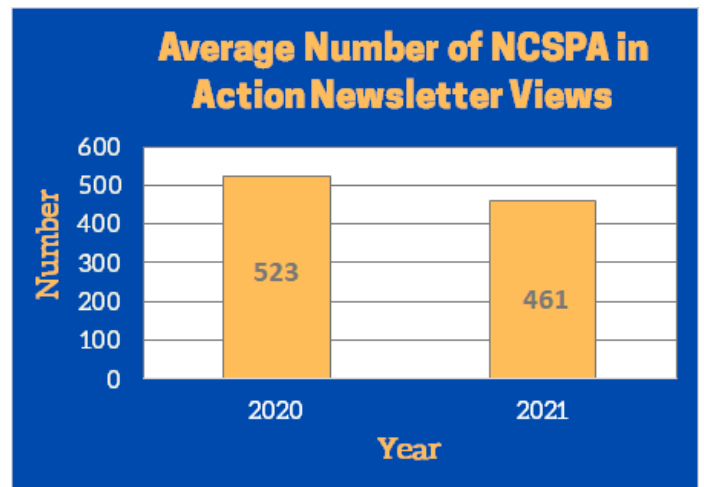
- Free attendance at School Safety Summit;
- monthly Lunch, Learn, and Collaborate sessions;
- access to Online Learning Center;
- Members Only Portal

39

Unique marketing graphics using the branding and shared across social media, website, and newsletter to promote events, membership, and opportunities with NCSPA (January 2021-September 2021)

62

Social media posts using the branding to promote events, membership, and opportunities with NCSPA (January 2021-September 2021)



*2020 data from 12 newsletters (Jan-Dec)

*2021 data from 9 newsletters (Jan-Sept)

Actions implemented:

- Created NCSPA brand to increase visibility and recognition
- Engaged in contract with MemberClicks to create Membership Portal
- Created strategic marketing plan

Strategic Area Focus 4: NCSPA will improve operational excellence

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

Goal B: Increase Transparency of Board Operations with Membership

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

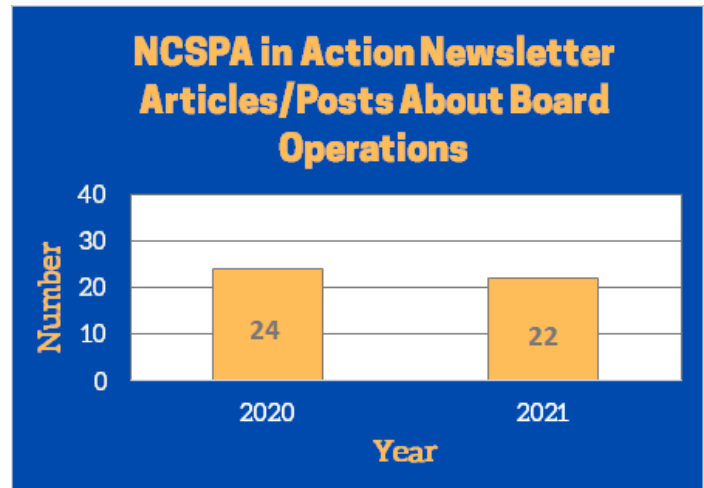
Progress Monitoring Data

220 minutes

Addressing Board operations and functions across January, March, June, and August 2021 Executive Board meetings

363 minutes

Addressing and monitoring Board operations and functions across 9 Executive Leadership Committee meetings (January 2021-September 2021)



*2020 data from 12 newsletters (Jan-Dec)

*2021 data from 9 newsletters (Jan-Sept)

Items addressed during 2020 and 2021:

- Gaining clarity on NCSPA leadership structure
- Reviewing, implementing changes, and monitoring Association finances
 - Created financial reserves policy
 - Balanced the Association's budget
 - Creating plan for additional investment funds
- Monitoring implementation and progress of NCSPA's strategic plan
- Using racial equity lens to examine NCSPA's structures and framework