

MSPA Strategic Plan: 2024-25

Executive	Executive Committee
NASP Goal:	Leadership Development - School Psychologists possess the leadership skills to effect change at the local, state, and national levels
MSPA Goal:	Providing opportunities and development of local, state, and national leadership that advances the field of school psychology
Rationale	School psychologists are well placed to provide leadership in issues related to schools, social justice, advocacy, mental health, disabilities, and other critical areas of impact for children and families. Leadership requires specific skills that require training, mentorship, and support. Our goal is to develop these skills for members at the local, state, and national levels.
Action Steps	<ol style="list-style-type: none"> 1. Promote NASP practice model in the state of Minnesota through awareness campaigns <ol style="list-style-type: none"> a. National School Psych Week b. Address shortages c. What Is School Psychology Leadership? infographic or pamphlet 2. Foster leadership through active state-association engagement and participation in MSPA sponsored activities 3. Identify board members to attend Regional Leadership Meeting 4. Increase membership capacity - member participation on committees, goal attainment 5. Ensure all board members participate in MSPA activities - each board member needs a home and a role
Cross-Committee Partnerships	<ol style="list-style-type: none"> 1) Continuing ed - leadership session at Midwinter 2) EEPP - enhancing systems change to pursue anti-racist school psych practice 3) Membership/Engagement - recruiting committee and board members with a strong interest in state association leadership

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EPPP	Equity, Ethics, and Professional Practices (EPPP)
NASP Goal:	<p>Practice Model: School psychologists and school systems implement the NASP Model for Comprehensive and Integrated Psychological Services (NASP Practice Model).</p> <p>Social Justice: Ensure that all children and youth are valued and that their rights and opportunities are protected in schools and communities</p>
MSPA Goal:	Raise awareness and capacity among Minnesota school psychologists to enact anti-racist, ethical practices within the NASP Practice Model.
Rationale	<p>Anti-racist practice is integral to ethical and professional practice. Minnesota experiences one of the largest opportunity gaps in the nation, and school psychologists are ethically bound to work toward equity in educational opportunities for all children.</p> <p>School psychologists are trained on a breadth of professional skills and practices, which are often underutilized. Recent state legislation around the implementation of MTSS for SLD identification and the READ Act highlights the need for school psychologists to use the full skillset as outlined in the NASP Practice Model. Additionally, it is important to advocate for school psychologists as experts in learning and development.</p>
Goals 24-25	<p>Short-term:</p> <p>Affinity group</p> <ul style="list-style-type: none"> ● Develop a survey to elicit feedback on the types and numbers of affinity and/or interest groups ● Collaborate with Membership & Engagement to send survey to current membership ● Analyze the results of the survey and establish the groups <p>Position statements</p> <ul style="list-style-type: none"> ● Create process for position statements on emerging topics related to equity, ethics, and professional practice <p>Mid-term:</p> <p>Affinity group</p> <ul style="list-style-type: none"> ● Identify group facilitators ● Develop a schedule and outline for meetings - model after the “unconference” from TSP <p>Long-term:</p> <p>Affinity group</p>

	<ul style="list-style-type: none"> ● Build supportive environments within MSPA for all school psychologists <p>Ongoing:</p> <p>Mid-Winter Conference Support membership in exploring and building capacity in evidence-based professional practice</p> <ul style="list-style-type: none"> ● Identifying speakers that engage with equity and ethical topics ● Affinity space implementation <p>State-Wide Meeting Coordinate and attend state-wide meetings with topics including, but not limited to:</p> <ul style="list-style-type: none"> ○ Anti-racist practice ○ School psychologist wellness and surviving systemic failures ○ Crisis response (PREPaRE?) and school safety <ul style="list-style-type: none"> ■ Police in schools (NASP position statement) ○ mnMTSS ○ Shortages (work with Legislative, sphere of influence/practitioners) ○ SLD (NASP position statement) ○ Membership-created/nominated topics (ask each meeting) <p>MSPA/NASP Position statements National, state, and local advocacy for equity, education, and professional practice strategies, issues, research, etc.</p> <ul style="list-style-type: none"> ● Co-signing NASP position statements ● Creating MSPA position statements on-going “hot topics”
<p>Cross Committee Partnerships</p>	<ul style="list-style-type: none"> ● Membership and Engagement: <ul style="list-style-type: none"> ○ Collaborate to design and disseminate affinity group survey; will handle logistics of statewide meetings, we will build content ● Legislative <ul style="list-style-type: none"> ○ We will support and contribute to legislation that addresses equity, professional practice or ethical issues ● Continuing Ed <ul style="list-style-type: none"> ○ Review and support recruitment of speakers who advance anti-racist practice and the NASP Practice Model.

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	○ Conference Strands
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Membership & Engagement	Membership/Engagement
NASP Goal:	School psychologists possess the leadership skills to effect change at the local, state, and national levels; A high-quality and diverse school psychology workforce is available to meet an increasing demand for school psychological services.
MSPA Goal:	Increase engagement, communication and membership across all Minnesota School Psychologists.
Rationale	Our ‘reach’ as a professional organization can be far greater if our current members have reason to engage and choose to do so, which can also attract potential future members and help to grow our community and workforce.
Action Steps	<p>Increase usability of the website, ensuring pages are relevant and current.</p> <ul style="list-style-type: none"> ● Include more member only content and make clear what is available with a membership (i.e. partnerships with bordering associations) <p>Thoughtful communication and partnership with regional representatives across the state as well as student representatives.</p> <p>Start yearly survey of members and nonmembers</p> <p>Improve social media presence</p> <ul style="list-style-type: none"> ● Conceptualizing what we want our media presence to be ● Determining what social media we want to use (Twitter? Facebook? LinkedIn? TikTok? Instagram?) ● Using social media to share about MSPA, events, and things going on in school psychology <p>Coordinating consistent communication to MSPA members, potentially through a newsletter.</p>
Cross-Committee	Continuing Education, EEPP, and Executive

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Partnerships	
Continuing Ed	Continuing Education
NASP Goal:	<ol style="list-style-type: none"> 1. Advance the role of school psychologists as qualified mental and behavioral health providers 2. Advance recognition and implementation of the NASP Practice Model nationwide 3. Develop leadership skills and qualities of school psychologists
MSPA Goal:	The goal of the Continuing Education Committee is to provide valuable continuing education that is focused on equity, incorporates the NASP practice model, and considers flexibility within our practice to meet the changing needs of school psychologists.
Rationale	We want to provide continuing education that is accessible to all school psychologists in Minnesota and grounds us in our professional practice and the NASP Practice Model.
Action Steps	<ol style="list-style-type: none"> 1. Plan mid-winter conference. 2. Organize virtual informational sessions (e.g., navigating challenges experienced in transitioning to SLD criteria) in collaboration with MDE (or other relevant entities) related to recent policy initiatives (e.g., READ Act, SLD criteria change, etc). 3. Outreach to other statewide organizations to maximize professional development opportunities.
Cross-Committee Partnerships	Collaborate with the Legislative Committee to organize a PD surrounding policy initiatives (e.g., READ Act and SLD criteria change). Collaborate with Membership & Engagement Committee to schedule organized PD opportunities via outreach to other statewide organizations.
Legislative	Legislative
NASP Goal:	The GPR Committee is dedicated to promoting school psychological services and effective mental health and educational services for all children and their families through appropriate legislation, advocacy, and public policy development and implementation.

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<p>MSPA Goal:</p>	<p>The goal of MSPA’s Legislative Committee is to advocate for the expansion of the role of school psychologists so they have the capacity to promote equitable access to opportunity and achievement for every student, family, and community in Minnesota.</p> <p>The legislative committee will strive to reach this goal through the following objectives:</p> <ol style="list-style-type: none"> 1. Strengthening the workforce of school psychologists in the state of Minnesota through increased positions, stronger workforce pipeline, work flexibility, and greater attention to employee retention. 2. Promoting policies that allow school psychologists to engage in best practices to promote equitable access and outcomes via partnerships with legislative bodies and the Minnesota Department of Education.
<p>Rationale</p>	<p>The purpose of promoting school psychology is to equip Minnesota schools with the best practices and resources needed to reach positive outcomes for children and families.</p>
<p>Action Steps</p>	<ul style="list-style-type: none"> ● School Psych Day on the Hill <ul style="list-style-type: none"> ○ Goal of setting the date before and advertising at mid-winter (possibly March) ● Policy Advocacy <ul style="list-style-type: none"> ○ Increasing the number of practicing School Psychologists in Minnesota as well as the retention of current school psychologists. <ul style="list-style-type: none"> ■ Supporting legislation which increases the funding for school psychology training programs and positions ○ Meeting regularly to gain updates from our lobbyist ○ Actively engaging in legislative priorities through the lens of our 3 main areas of focus: school support personnel shortages; sunseting the discrepancy model and special education criteria evaluation and modification; and statewide MTSS. <ul style="list-style-type: none"> ■ Advocate for MSPA representation on related MDE work forces ○ Compact Bills (both teacher and school psych)? ○ Future Advocacy Opportunities <ul style="list-style-type: none"> ■ Review MA opportunities could we expand ■ OHD outside diagnosis not needed ■ DD age raising (federal law is 9) ■ No IQ for EBD ● Collaborate

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	<ul style="list-style-type: none"> ○ Collaboration with the student support personnel aid committee ○ Continued efforts to build relationships with EdMN and advocate for school psychs in relevant areas
<p>Cross-Committee Partnerships</p>	<ul style="list-style-type: none"> ● Examine last year’s survey data for relevant goals (Membership and Engagement) ● Read Act and MTSS learning/collaboration opportunities for members (Continuing Ed and EEPP) ● Potentially a group meeting with Nurses, Social workers, counselors <p>Membership & Engagement, The MN School Social Worker organization, the MN School Counselor Organization, the MN School Nurses organization, MASE, MASA, MESPA, MASSP, Education Minnesota, Minnesota Department of Education</p>