



STRATEGIC PLAN: 2021 - 2026

New Hampshire Association of School Psychologists

Adopted by the NHASP Executive Board
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Strategic Plan Purpose

“Strategic planning is the means by which those of one accord continuously create artifactual systems to serve extraordinary purpose. All that is required is strategic organization, dealing with strategic issues, making strategic decisions, and taking strategic action.”

~ William J. Cook

In September 2020, NHASP leadership created a Strategic Plan Committee and recruited membership volunteers who were charged with developing a plan that would guide NHASP’s work over the next five years. The goals are purpose-driven, actionable, and aligned to NHASP’s envisioned future. Additionally, the NHASP strategic plan will be further defined and adapted with annual review and action planning. This continuous improvement process will help NHASP celebrate accomplishments, address lessons learned, and respond to the emerging needs of not only its membership, but also to the children and youth of New Hampshire.

Vision

All children and youth have access to safe and supportive environments that promote their learning, behavioral, and mental health so that they thrive, develop and promote resilience throughout life.

Mission

NHASP serves its members by advocating for comprehensive and integrated school psychological services that advance the learning, behavior, and mental health of all children and youth of New Hampshire.

Goals

Goals represent **outcome-oriented statements** intended to guide and measure NHASP's future success.

SOCIAL JUSTICE

Ensure that all children, youth, and families are valued and that their rights and opportunities are protected in schools and communities.

WORKFORCE SHORTAGES

Recruit a high-quality and diverse school psychology workforce to meet an increasing demand for comprehensive and integrated services.

LEADERSHIP & ORGANIZATIONAL DEVELOPMENT

School psychologists organize to develop leadership skills and work collaboratively with stakeholders to effect change at the local, state, and national levels.

NASP PRACTICE MODEL

School psychologists, state education agencies, and local education agencies implement the NASP Model for Comprehensive and Integrated School Psychological Services (NASP Practice Model).

MENTAL/BEHAVIORAL HEALTH PROVIDERS

All school psychologists provide culturally competent, evidence-based, comprehensive mental and behavioral health (MBH) services.

Initial Objectives

Supporting **objectives further clarify direction** and describe what NHASP wants to have happen. These objectives are flexible, designed to be revisited annually, and will be further developed into action plans.

SOCIAL JUSTICE (SJ)

Goal: Ensure that all children, youth, and families are valued and that their rights and opportunities are protected in schools and communities.

Objectives:

1. Promote non-discriminatory practices and empower families and communities.
2. Advocate for social justice at the state and local level through engaging in culturally-responsive professional practices to create schools, communities, and systems that ensure equity and fairness for all children.
3. Improve school psychologists' competence regarding nondiscriminatory practices, the underlying causes of social justice inequities, while promoting equity and implementing anti-discriminatory practices.
4. Foster an organizational culture and climate of inclusion and acceptance.

WORKFORCE SHORTAGES (WS)

Goal: Recruit a high-quality and diverse school psychology workforce to meet an increasing demand for comprehensive and integrated services.

Objectives:

1. Increase awareness about the field of school psychology with external stakeholders, including how to effectively use existing school psychologists.
2. Create partnerships with in-state undergraduate and graduate training programs to increase the number of individuals entering the field of school psychology.
3. Increase efforts to recruit and retain school psychologists in hard to staff geographical areas of the state.
4. Improve ratios for school psychologists by engaging in advocacy and/or legislative efforts.
5. Develop a data monitoring process to understand and respond to NH workforce shortages and needs.

LEADERSHIP & ORGANIZATIONAL DEVELOPMENT (LOD)

Goal: School psychologists organize to develop leadership skills and work collaboratively with stakeholders to effect change at the local, state, and national levels.

Objectives:

1. Educate NH School Psychologists about benefits of NHASP membership, including professional growth and leadership opportunities.
2. Support school psychologists to be leaders and advocates for effective practices to improve student learning, behavior, and mental health.
3. Actively recruit NHASP membership and provide opportunities that support professional needs of membership
4. Maintain current policies, programs and communication that reflects a contemporary professional practice model.

NASP PRACTICE MODEL (NPM)

Goal: School psychologists, state education agencies, and local education agencies implement the NASP Model for Comprehensive and Integrated School Psychological Services (NASP Practice Model).

Objectives:

1. Support advocacy efforts that communicate the full range of school psychological services, promote expanded roles, and preserve existing jobs.
2. Increase the number of districts adopting a school psychology personnel evaluation tool that is aligned with the NASP Practice Model.
3. Diversify NHASP sponsored trainings to sufficiently cover the NASP Practice Model that includes the 10 domains guiding professional practice.
4. Partner with and support local districts to adopt an evaluation tool that aligns their district-wide school psychological practice to the NASP Practice Model (i.e., NASP Excellence in School Psychological Services - ESPS)
5. Explicitly reference the NASP Practice Model in state policies, credentialing standards, and/or legislative bills.

MENTAL/BEHAVIORAL HEALTH PROVIDERS (MBH)

Goal: All school psychologists provide culturally competent, evidence-based, comprehensive mental and behavioral health (MBH) services.

Objectives:

1. Promote school psychologists as qualified providers of school-based mental and behavioral health services.
2. Advance policies at the state and local levels that prioritize the implementation of a Multi-Tiered System of Supports (MTSS), including academic and behavioral health and wellness.
3. Promote comprehensive, trauma-informed practices that foster physical and psychological safety.
4. Support evidenced-based suicide prevention training for school personnel and evidenced-based, developmentally appropriate suicide prevention programming for students.
5. Provide a variety of professional development opportunities to establish competence and deliver high quality mental and behavioral health services through assessment, consultation, direct intervention, and systems-level frameworks.