

# **STRATEGIC PLAN**

## **2020-2025**

# **IDAHO SCHOOL PSYCHOLOGIST ASSOCIATION**

DEVELOPED BY THE ISPA BOARD JULY 24TH AND 25TH, 2020.



[idahoschoolpsych.org](http://idahoschoolpsych.org)

## Core Values

### Vision

Educating the whole child for success for life.

### Mission

The Idaho School Psychologist Association helps children and youth succeed academically, socially, emotionally, and behaviorally through collaboration, advocacy, and professional development.

### Core Values

**Integrity:** ISPA is committed to high standards, ethical principles, social justice, honesty, fairness, and treating others with dignity and respect.

**Diversity:** ISPA honors individual, cultural, and other contextual differences within our association and with the students, families and communities we serve.

**Advocacy:** ISPA engages in activities that seek to positively influence the lives of children, youth, families, and school communities we serve and the profession of school psychology in Idaho.

**Competent and Informed Leadership and Membership:** ISPA is committed to being a trusted resource for members and to providing opportunities for members to collaborate and obtain the skills necessary to support all students.

**Collaborative Relationships:** ISPA partners with families, allied organizations, agencies, and others to develop and achieve shared goals.

**Whole - Child Approach:** ISPA empowers school psychologists to promote the learning, behavior, and mental health of all children and youth.

# Goals

## Workforce Shortages

**Goal:** Promote a high-quality and diverse school psychology workforce to meet an increasing demand for school psychological services.

Objectives:

1. Increase the number of school psychologists in Idaho through recruitment and awareness activities.
2. Collaborate with ISU and neighboring universities to increase enrollment in school psychologist programs and provide opportunities for site supervision of practicum/intern level students.
3. Encourage retention of school psychologists by creating opportunities for collaboration and training and advocating for manageable caseloads and improved incentives that reflect the value of a specialist level of training.

## ISPA Membership

**Goal:** Promote the value and increase ISPA membership.

Objectives:

1. Fill vacant board positions through empowering members to become leaders and to serve.
2. Increase activity at the regional level through professional development and collaboration opportunities.
3. Maintain ISPA's social media and the ISPA website as a source for relevant information, collaboration, and training opportunities.

## Professional Advocacy

**Goal:** Promote collaboration with stakeholders.

Objectives:

1. Identify stakeholders (students, families, school psychologists, administrators, board of trustees, legislators, State Department of Education, SESTA, ISU and neighboring universities, allied organizations, etc.)
2. Promote the role and profession of school psychologists to all stakeholders.

## **Mental/Behavioral Health Providers**

**Goal:** Increase the visibility of school psychologists as culturally competent and comprehensive mental and behavioral health providers.

Objectives:

1. Promote the comprehensive role of school psychologists to stakeholders.
2. Increase innovative, coordinated opportunities for school psychologists to establish competence in direct mental/behavioral health services through training opportunities and collaboration.
3. Advance federal, state, and local policies that recognize school psychologists as qualified mental/behavioral health providers.

## **Social Justice**

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

Objectives:

1. Improve school psychologists' knowledge regarding nondiscriminatory practices and the underlying causes of social justice inequities.
2. Expand school psychologists' skills in promoting equity and implementing nondiscriminatory practices.
3. Enhance the ability of school psychologists to be effective advocates at state and local levels.

## **Operational Excellence**

**Goal:** Provide excellent service to members that is sustainable.

Objectives:

1. Create an operational guidance document for ISPA leadership that defines roles, responsibilities, and operations.
2. Provide opportunities for volunteering and leadership for members.
3. Enhance the leadership of school psychologists through access to relevant professional development and opportunities for collaboration.