

MISSION, STRATEGIC OBJECTIVES, AND STRATEGIC PLAN OF THE FLORIDA ASSOCIATION OF SCHOOL PSYCHOLOGISTS

Mission

The mission of the Florida Association of School Psychologists is to promote and to advocate for the mental health and educational development of Florida's children, youth, and families and to advance school psychology in the state of Florida for the benefit of all students.

Strategic Objectives

1. Promote the provision of the full range of school psychological services to all children, youth, families, and school personnel through role expansion, diversification of service delivery settings, integrated service delivery, and public policy advocacy.
2. Develop and enhance educational opportunities through graduate, post-graduate, and continuing education to enable school psychologists to provide a full range of services.
3. Support the membership with resources that facilitate organizational and educational efficacy and accountability through provision of a full range of psychological services.
4. Respond to the diverse needs of the membership and increase membership as well as member engagement.
5. Demonstrate the effectiveness of school psychology to parents, the school community, policy makers, and the general public with emphasis on student outcomes.
6. Increase diversity in school psychology and in the leadership of the association.
7. Advocate for increased diversity among school district leadership who supervise school psychologists.
8. Promote activities and programs that provide effective services in areas of student need.
9. Advocate for increased numbers of school psychologists in order to support schools and to promote positive mental health and educational outcomes for all students.
10. Collaborate with other professional associations and agencies to ensure effective, comprehensive services to all students and their families.
11. Attract and retain highly qualified individuals to the field of school psychology.
12. Advocate for school psychology supervisors to be credentialed school psychologists.

FASP STRATEGIC PLAN

The mission of the Florida Association of School Psychologists is to promote and to advocate for the mental health and educational development of Florida's children, youth and families, and to advance school psychology in the state of Florida for the benefit of all students.

In order to carry out the mission of FASP, the following five major goals with related strategic objectives were approved by the FASP Executive Board.

I. PROFESSIONAL COMPETENCY/DEVELOPMENT

FASP will strive to ensure that current and future school psychologists have and maintain competencies, skills, and ethical behavior required to support the diverse strengths and needs of children, families, and schools.

- A. Ensure that professional development activities are consistent with current goals of NASP.
- B. Ensure that the FASP Professional Development Plan include all of the NASP domains of practice.
- C. Ensure that professional development opportunities are consistent with NASP standards and the NASP Model for Comprehensive Services.
- D. Provide professional development in areas of state and federal initiatives and mandates.
- E. Provide opportunities for mentoring, enhancement of professional skills, and idea sharing.
- F. Facilitate sharing of best practices among districts and individual practitioners.
- G. Provide ongoing support and mentoring to encourage research and best practices.
- H. Establish strategies for sharing and promoting research.
- I. Provide professional development activities on cultural competency, tolerance, social justice, diversity, and other relevant issues.
- J. Provide professional development activities that emphasize the connection between school psychology competencies and positive student outcomes.
- K. Encourage and support school psychologists to serve as supervisors of students who are completing practicum and internship placements, and support incentives for doing so.

II. ADVOCACY

FASP will advocate for effective evidence-based and innovative educational and mental health services.

- A. Promote increased support for comprehensive school psychological services.
- B. Promote the nationally recommended ratio of school psychologists to students of no greater than 1:500-700 (depending on demands of the setting) in Florida.
- C. Promote adequate funding to ensure a full range of school psychological services.
- D. Foster increased impact on mental health services and educational programs through participation in key coalitions/liaisons.
- E. Increase involvement of school psychologists in public policy advocacy at local, state, and federal levels.
- F. Increase numbers of school psychologists and school psychology students who receive training in advocacy.
- G. Develop and promote and share position statements on major issues of concern to school psychology.
- H. Ensure an active legislative agenda on behalf of children, schools, families, and school psychologists.
- I. Increase knowledge of the practice of school psychology and career possibilities among diverse groups.
- J. Broaden and more effectively disseminate the FASP Legislative Platform.
- K. Advocate for fair and equitable practices and policies.
- L. Advocate for compliance with the FASP Internship Standardization procedures.
- M. Advocate for offering stipends for all candidates completing the internship experience.
- N. Promote collaboration with other student services and allied professional associations.

III. OPERATIONAL EXCELLENCE:

FASP will have an infrastructure and plan for allocation of resources ensuring effective and responsive services to all constituents.

- A. Increase efficiency of executive board functioning.
- B. Ensure continuity within the organization to achieve long term goals and objectives.
- C. Develop and maintain procedures to ensure continuity in leadership transitions.
- D. Maintain necessary levels of external support to maximize efficiency of operation.
- E. Review and update the mission, strategic objectives, strategic plan, policies, and procedures of the association on a regular basis.
- F. Ensure that committee and workgroup objectives are accomplished within expected timelines.
- G. Maintain and foster non-discriminatory and inclusive practices within the organization.
- I. Maintain, monitor, and improve FASP membership and leadership satisfaction.

- J. Ensure that board members and workgroup/committee chairs exercise initiative in carrying out the strategic plan as well as presidential priorities and charges.
- K. Create and maintain procedures for recruitment and development of association leaders.
- L. Improve the quality of leadership training and functioning.
- M. Increase diversity in leadership and membership composition.
- N. Maintain and improve relationships among FASP leaders and external support services.
- O. Maintain effective, ethical, and fiscally sound practices in formulating contractual relationships.
- P. Review contracts and support services to ensure that the relationships are in FASP's best interest.
- Q. Develop, maintain, and update all FASP communications regularly to ensure that they are accessible, efficient, engaging, and of maximum value to constituents.
- R. Ensure that leaders have access to technology needed to fulfill the demands of their positions and the Strategic Plan of the association.
- S. Maintain and adhere to financial policies which ensure the fiscal health of the association.
- T. Grow, advance, and diversify revenue streams on a long-term basis.

IV. MEMBER OUTREACH AND SUPPORT:

FASP will retain and attract new and diverse members to the association and provide member services which enhance value to the membership.

- A. Increase new members in each membership category.
- B. Increase the rate at which members renew their membership.
- C. Increase member satisfaction with the association.
- D. Increase number of members-only benefits.
- E. Increase number of students who transition to full membership.
- F. Advance the ability of members to reach their professional goals.
- G. Advocate for the interests of the members of FASP through legislative, public policy, and outreach efforts.
- H. Provide affordable and accessible continuing education opportunities for members across professional domains.
- I. Respond efficiently and effectively to expressed professional needs of the members.
- J. Provide support to students, interns, and early career school psychologists as they transition to professional employment within the field.
- K. Build diversity and variety of membership to include culturally and linguistically diverse individuals of rural, suburban, and urban populations; age, gender, and racial diversity; generational diversity; religious diversity; political diversity, etc
- L. Ensure that members are aware of the Strategic Plan as well as board operations and outcomes.

V. EXTERNAL RELATIONS AND COMMUNICATION:

FASP will promote the work of school psychologists and be recognized for value, influence, and excellence by key stakeholders, policy makers, and the general public.

- A. Develop and maintain quality informational resource materials for public dissemination.
- B. Share expertise through presentations and publications to key stakeholders.
- C. Provide to other organizations, associations, and school districts the highest quality supportive services to facilitate functioning.
- D. Gain public recognition from other groups by providing exemplary information, involvement, and collaboration.
- E. Maintain a high quality web site that is informative, responsive, interesting, and accessible to members and other constituents.
- F. Maintain high quality publications that are timely and meet the professional needs of the membership.
- G. Demonstrate effectiveness of school psychology to families, school systems, communities, and public policy makers with emphasis on student outcomes.

(Strategic Plan adopted February 2014)