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## FASP PROPOSED STRATEGIC PLAN

**The mission of the Florida Association of School Psychologist is to promote and advocate for the mental health and educational development of Florida's children, youth and families in educational systems and communities, and to advance the profession of school psychology in the state of Florida.**

**In order to carry out the mission of FASP, the following five major goals were approved by the FASP Executive Board. To further the accomplishments of these goals, the following strategic objectives were developed for each of the five goals.**

### **I. PROFESSIONAL COMPETENCY/DEVELOPMENT**

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

- a. Professional development is consistent with goals of the Futures Conference.
- b. Professional development at the FASP Annual Conference addresses all ten NASP domains of professional development.
- c. Professional development is consistent with NASP standards.
- d. Mentoring, professional development and collegial sharing is provided.
- e. The FASP web page will facilitate sharing of best practices among districts.
- f. Activities and professional development opportunities are disseminated via web page, list serve, and newsletter.
- g. Research and best practices are encouraged through the development of a network of support and mentoring.
- h. FASP publications will strive to continually promote research.
- i. Collaboration and mentoring is promoted in order to promote best research practice.
- j. Professional development is provided in the areas of state and federal level initiatives and mandates.
- k. Specific training is provided in cultural competency, tolerance, and diversity issues.
- l. Professional development activities that ensure connection between competencies and positive student outcomes are provided.

### **II. ADVOCACY:**

*FASP will advocate for appropriate research-based education and mental health services for all children and families.*

- a. Increase support for comprehensive school psychological services at all levels with emphasis on prevention.
- b. Improve ratio of school psychologists to students in Florida.
- c. Advocate for adequate funding to ensure a full range of school psychological services.

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- d. Increase impact on mental health services and educational programs through participation in key coalitions/liaisons.
- e. Increase involvement of members in advocacy efforts at local, state, and federal levels.
- f. Increase number of members who receive training in advocacy.
- g. Formulate and disseminate position statements on major issues of concern to the profession.
- h. Utilize the services of the lobbyist to ensure an active legislative agenda on the behalf of children, schools, and families and the profession.
- i. Increase knowledge of the practice of school psychology and career possibilities to diverse groups.
- j. Effectively disseminate the FASP legislative platform to all relevant stakeholders and legislators.
- k. Advocate for fair and equitable practices for all members of society.

### **III. OPERATIONAL EXCELLENCE:**

***FASP will have an effective infrastructure and plan for allocation of resources that will enable the provision of efficient and responsive service to all constituents.***

#### *Governance of Board Functioning:*

- a. Strive to increase efficiency of board functioning.
- b. Long term goals and objectives will be monitored and pursued effectively across administrations.
- c. Establishment of on-going system of planning and evaluation of direction of organization.
- d. Procedures exist to ensure continuity in leadership transitions.
- e. Maintain necessary level of contracted external support to maximize efficiency of operation.
- f. Strategic plan, policies and procedures of the association are reviewed and updated regularly.
- g. Committees and workgroups will accomplish their objectives within the expected timeline.
- h. Strive to maintain and foster non-discriminatory and inclusive practices.

#### *Leadership*

- i. Leadership satisfaction will be maintained or improved.
- j. Board members and workgroup committee chairs will take initiative in developing and carrying out presidential priorities and charges.
- k. Develop and maintain procedures for recruitment of leaders to the association.
- l. Consistently improve quality of leadership training and functioning.
- m. Increase diversity in leadership and membership composition.

#### *FASP Relationships with Support Services*

- n. Maintain and improve relationship between FASP leadership and contractual support services.

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- o. Maintain effective and ethical practices in formulating contractual relationships.
- p. Procedures exist to review contracts to ensure that relationships are in FASP's best interest.

### *Technology*

- q. Web site will be designed, maintained and updated regularly in order to be easily accessible, efficient and of maximum value to constituents.
- r. Leadership will have access to technology in order to fulfill duties of association.

### *Financial Resources*

- s. Association will maintain and adhere to an investment plan to ensure the financial health of the association.
- t. Association revenue streams will grow, advance and diversify on a long-term basis.

## **IV. MEMBER OUTREACH AND SUPPORT:**

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

- a. Increase new members in each category.
- b. Increase membership renewal rate.
- 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 and interns as they transition to professional employment within the field.
- k. Encourage participation of special interest groups including retired and culturally diverse members.
- 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, power and excellence by key stakeholders.***

- a. FASP will develop and maintain quality informational resource materials for public dissemination.
- b. FASP will share expertise through presentations and publications to other key stakeholders.

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- c. FASP will provide the highest quality support services to other organizations, associations, and school districts in order to facilitate functioning.
- d. FASP will garner public recognition from other groups by providing exemplary information, involvement, and collaboration.
- e. FASP will maintain a high quality web site that is responsive, has state of the art connections, and is accessible by members and other constituents.
- f. FASP will maintain high quality publications that are timely and meet the professional needs of the membership.
- g. FASP will demonstrate effectiveness of school psychology to families, school systems, communities, and legislators emphasizing student outcomes.