

CARON PARRISH-NOWELL

State Delegate Candidate: North Carolina

Statement 1

What are your qualifications that make you a strong candidate for delegate?

As a seasoned school psychologist with 33 years of experience in the state of North Carolina, I have been able to develop qualities that make me a strong candidate for NASP state delegate. As a practitioner in public schools, a lead psychologist, School Psychology Coordinator for my district, and my involvement with our state association as a regional representative, president-elect, president, and past president I have been able to cultivate skills over time and continue to grow. Skills that make me a strong candidate for delegate include collaboration, consultation, problem-solving, and coaching. Furthermore, I have actively facilitated district and statewide strategic planning and developed and presented workshops at our state conference. Other skills that make me a strong candidate include: strong leadership skills, excellent written and oral communication skills, website development, extensive use of technology and various applications and programs. Additionally, through my state association work, I continue to stay abreast of legislation and policies that affect school psychologists and advocate for legislation with stakeholders. I attended several state meetings involving our legislators and department of public instruction officials to advocate for school psychologists. As I've worked to develop my skill set, I have also chosen to create awareness for myself and others of socially just practices. As the association president we conducted a state-wide book study and centered our conference theme around equitable and comprehensive services for all students. While some conversations were uncomfortable for some the awareness was a turning point of growth for others.

What is the most pressing issue in your state? As NASP Delegate, how do you see your role in working with your state association to address this issue?

As NASP delegate I see my role in working with my state association to address one of our most pressing issues, improved salaries for school psychologists. According to data collected by our association the highest-paid psychologist in NC makes about fourteen thousand dollars less than the national median of pay for school psychologists. Additionally, salaries just over our border to the north can be as much as \$10,000 more than what we offer. Low salaries for school psychologists in North Carolina creates a conundrum around recruitment. We can't hire psychologists from other states to fill our shortages without a competitive salary schedule. Additionally, we may also lose psychologists to other states for better pay which impacts our ability to retain the psychologist we already have employed. Poor salaries and other factors have led to a steady increase of vacancies across our state. This challenge of recruiting and retaining School Psychologists in North Carolina with a competitive salary directly impacts the ability to support the educational and mental health needs of all students.