Essentials of NASP Governance for State Leaders

Assistance to States Committee
October 16, 2020
Topics

• What is NASP?
• NASP Structure and Governance
• NASP Primary Operations and Responsibilities
• Getting Involved in NASP
• NASP Leadership Resources
Overview of NASP
All About NASP

- The National Association of School Psychologists (NASP) is a professional association representing approximately 25,000 school psychologists, graduate students, and related professionals throughout the United States and internationally. As the world's largest organization of school psychologists, NASP works to advance effective practices to improve students' learning, behavior, and mental health. Our vision is that all children and youth thrive in school, at home, and throughout life.
Membership Category Breakdown
15,878 as of July 31, 2020 (beginning of membership cycle)
NASP’s Home: Our Headquarters

4340 East West Highway, Suite 402, Bethesda, MD
VISION:
How we want the world to be.

All children and youth access to the learning, behavior, and mental health supports needed to thrive in school, at home, and throughout life.
CORE PURPOSE:
Our role in making the world that way.

NASP empowers school psychologists to promote the learning, behavior, and mental health of all children and youth.
CORE VALUES:
The center of everything that we do.

- Integrity
- Diversity
- Focus on Children & Youth
- Advocacy
- Collaborative relationships
- Continuous improvement
- Visionary leadership
Vision
Mission
Core Values & Priorities

Professional Practices, Policy, & Fiscal Leadership
Operational Leadership & Implementation

Strategic Plan
Development
Adoption
Implementation

Prof Standards
Prof Development
Advocacy
Info Services

Program Areas

Graduate Education Programs
State SP Associations

Board of Directors
Leadership Assembly
Committees
Task Forces
Boards
Staff

Members

SEAs/LEAs
Other National Assocs.

NASP Organizational Structure

Governance policies & practices
Professional standards
Nurturing state & federal leadership
Position statements
Promoting professional competency

Marketing
Financial mgmt.
Membership
Communications
Media relations
PD logistics
NCSP processing
Publications
Website

Strategic Design
Strategic Implementation
NASP’s Strategic Plan

• Plan summary found in About NASP.
    • Includes mission, vision, core values, and priorities.
• Strategic planning process found in the Operations Handbook Front Matter in Leadership Tools.
• Strategic Plan is revised every five years.
• Each year the LA recommends activities to advance the strategic plan.
• BOD prioritizes activities.
NASP Strategic Goals

• Remedy Shortages in School Psychology
• Advance the Practice Model
• Advance the role of SPs as MHBH Specialists
• Leader Development
• Promote Social Justice
NASP Structure and Governance
Structure of the Board of Directors

Officers (voting)
President* (1 year term)
President-Elect (1 year term)
Past President (1 year term)
Secretary (3 year term)
Treasurer (3 year term)

Delegate Representatives (voting)
Two from each region (3 year term with option to for one additional term)

Strategic Planning Coordinator (non-voting)

Strategic Liaisons (voting/3 year term with option to for one additional term)
- Professional Development
- Professional Advocacy
- Professional Information Services
- Professional Standards

Ex Officio Members (non-voting)
Executive Director (by contract)
Chief Operating Officer (at will of the ED)

*President only votes to break a tie
Leadership Assembly

Membership

• All delegates (50 states + PR and DC)
• All committee and board chairs
• Board of Directors

Voting:

• All delegates, committee chairs, and officers have one vote (no proxy).
NASP Volunteer Leaders

NASP Board of Directors members, delegate reps, and committee chairs can be contacted through the NASP website.

https://www.nasponline.org/utility/about-nasp/nasp-leadership
Staff Leadership

- Executive Director
- Chief Operating Officer
- Directors (12): Research; Communications; Publications; Membership & Marketing; Technical Services; Educational Practice; Production; Meetings & Conventions; Professional Development & Standards; Professional Policy & Practice; Financial Operations; Policy & Advocacy
- Managers (15)
- Other: Webmaster, Receptionist
NASP Staff on the Website “About Us”

• NASP staff are here to assist you with any questions regarding services and benefits. Contact the individual departments or staff members for more direct assistance.

• [https://apps.nasponline.org/about-nasp/contact-us.aspx](https://apps.nasponline.org/about-nasp/contact-us.aspx)
Program Areas

- Professional Advocacy
- Professional Information Services
- Professional Development
- Professional Standards

One strategic liaison and one staff liaison are assigned to each area.
ADVOCACY COMMITTEES

- Professional Positions
- Communications
- LGBTQI2-S
- Government and Professional Relations (GPR)
- International Liaison
- Multicultural
  - African American
  - Asian American
  - Children in Transition
  - Latinx
  - Native American
- Social Justice

INFORMATION SERVICES COMMITTEES

- History and Archives
- Publications Committee
  - Communiqué
  - School Psychology Review (e-journal)
  - Website
- Research
- Membership
  - Interest Groups
PROFESSIONAL DEVELOPMENT COMMITTEES

• Assistance to States
• Convention
• Early Career
• Leadership Development
  • Awards
• National School Safety & Crisis Response Committee (formerly NEAT & PREPaRE workgroups)
• Professional Growth (includes Speakers’ Bureau and Approved Provider Program)
• Graduate Student
• Summer Conferences

PROFESSIONAL STANDARDS COMMITTEES AND BOARDS

• Coalitions and Organizations
  • APA-Board of Educational Affairs
  • Fair Access Coalition on Testing
  • Joint Committee on Standards for Educational Evaluation
  • NCATE,
  • SP Specialty Council
  • School Psychology Leadership Roundtable

• Ethics and Professional Practice
• Graduate Education
• National and State Credentialing (includes State Credentialing Resource Specialists)
• National School Psychology Certification Board (NSPCB)
  • Certification Appeals Board
• Program Accreditation Board
Other Recognized Ad Hoc Groups

• These are typically short-term and time-limited
• Appointed by NASP President with Board of Directors Approval
• Examples:
  o Task Forces
  o Resolution writing groups
  o Writing teams for periodic activities (i.e., NASP Standards Revision)
  o Planning team for special events (i.e., Regional Leadership Meetings)
NASP Primary Operations and Responsibilities
Governance and Professional Policies & Practices
Priorities/Activities

• Develop and implement Strategic Goals for the Profession
• Develop and implement Strategic Plan for the Association
• Develop Professional Standards and Policy Leadership
• Develop Association Position Papers
• Develop Materials and Resources for SPs & Public
• Engage External Stakeholders
• Provide Assistance to States
• Engage in Professional Advocacy
• Promote Diversity and Cultural Competence
• Promote Professional Competence
• Promote Scholarly Research and Best Practices
Provide Assistance to States

- **NASP works to help build the capacity of states to engage in leadership for the profession.**
- **NASP Leaders:**
  - Participate in annual NASP-sponsored State Leadership meetings (regional leadership meeting at convention)
  - Participate in Fall Leadership Meeting if member of LA
  - Complete surveys when requested
  - Access consultative support from NASP office when needed
  - Assess Organizational Capacity: SAFE-R Tool: Self-Assessment for Associations to Foster Excellence—Revised (In State President’s Community)
Operational Management
Operational Management

Functions include:

• Marketing
• Membership
• Communications
• Media relations
• Professional development logistics
• NCSP processing
• Publication development/sales
• Website
• Office/personnel management
• Financial operations

• The operations of the association are primarily driven by NASP staff with support from volunteer leaders.

• Leaders have a responsibility to support operations by helping build membership, develop content for professional development, contribute to publications, promote NASP programs, services, and resources, and provide feedback.
Getting Involved in the Association
Leaders & Members Lead By…..

• Advocating on behalf of children and the profession
• Promoting membership and engagement
• Communicating the messages of the Association
• Promoting the publications, programs, and resources of the Association
• Contributing content to publications and resources
Leaders & Members Lead By....

• Volunteering for committees and task forces
• Demonstrating your value by listening and sharing your opinions and knowledge
• Following through with requests and commitments
• Getting to know leaders with expertise in areas of interest to you
• Engaging in micro-volunteering
Recruiting Leaders: Want Ad Process

• Complete your member interest survey
• Committee chairs post “want ads” to communities about position openings
• Want ads describe position, desired leader characteristics, and application process
• Watch the LA & State President’s communities for posts
• Contact Leadership Development Committee for assistance
• Why did we adopt this practice?
  – to recruit diverse candidates
  – transparency about pathways to leadership
  – explicit efforts to recruit leaders more broadly
  – sustainability of leadership
Run for Elected Offices

Delegate Qualifications

Delegate: To run for the office of Delegate, individuals must meet the following requirements:

• Eligibility for regular membership in NASP
• Current NASP membership
• Official NASP mailing address must be in the state for which they wish to be a delegate
Run for Elected Offices

Secretary Qualifications

Secretary: To run for the office of Secretary, individuals must meet the following requirements:

• Eligibility for regular membership in NASP
• Current NASP membership
• NASP Leadership Assembly leadership experience (i.e., delegate, committee chair, strategic liaison, strategic planning coordinator, or elected officer) or other leadership roles (i.e., committee co-chair, committee member, interest group coordinator), or state leadership position (i.e., state school psychology association elected officer or board member) within the previous 10 years.

• NOTE: The qualifications for secretary are intentionally less restrictive than for president-elect or treasurer in order to open a pathway to an officer’s position to those who have relevant leadership experiences outside of the Leadership Assembly.
Run for Elected Offices

Treasurer Qualifications

Treasurer: To run for the office of Treasurer, individuals must meet the following requirements:

- Eligibility for regular membership in NASP
- Current NASP membership
- NASP Leadership Assembly leadership experience (i.e., delegate, committee chair, strategic liaison, strategic planning coordinator, or elected officer) within the previous 7 years
- NOTE: The Board recommends that potential candidates for this office be encouraged to have professional or personal experiences relevant to the role of treasurer. However, such experience will not be required.
Run for Elected Offices

President-Elect Qualifications

**President-Elect:** To run for the office of President-Elect, individuals must meet the following requirements:

- Eligibility for regular membership in NASP
- Current NASP membership
- NASP Leadership Assembly leadership experience (i.e., Delegate, Committee Chair, Strategic Liaison, Strategic Planning Coordinator, or elected officer) within the previous 7 years
Engage in Micro-Volunteering Opportunities

• Be a Mentor

• Volunteer at the convention or be a convention proposal reviewer

• Review books

• Review NCSP portfolios

• Review ESPS portfolios (coming soon)

• Become a CLD Ambassador for Recruitment

• Write an article for CQ or other publications
Leadership Resources
NASP Leadership Resources

- Leadership Institute
- New Leader Training and Mentorship Program
- Leader resources webpage
- Leadership Connections Newsletter
- “NASP In Brief” leadership messages
- Communique Leadership Spotlight
- National School Psychology Week
- Will to Govern Well
- Communities (Collaborative Leadership, LA, State Presidents)
Assistance to States Resources

- ATS/GPR Quarterly Calls
- ATS State Leadership Strand
- State Technical Assistance Trainings (ATS, GPR, LDC)
- State Leader Webinars (ATS, GPR, etc.)
- Regional Leadership Meetings
Final Thoughts on Leadership…

No one can whistle a symphony.  
It takes a whole orchestra to play it.  

- Halford E. Luccock