

**MISSION STATEMENT:**

The mission of the Ohio School Psychologists Association is to serve the citizens of Ohio by working collaboratively with all learners, families, educators, and others to address the learning and mental health needs of children and youth. (from OSPA Constitution)

**GOAL #1:**

Promote (and provide accessible and affordable) *professional competency* through high quality professional development offerings aligned with national standards of practice.

Workgroup Members: Jen Glenn, Megan Luna, Chris Sweeney, Elena Strecker, Serina Wright

Objectives	Tasks/Activities	Lead Role	Strategies	Timeline	Measurement	Follow-Up
1a.	Maintain full conference committee replete with spring & fall co-chairs as well as general members	Conference chairs	Outreach to membership, collaboration with executive director	Ongoing	Presence of conference committee chairs	
1b.	Examine areas of professional development requested by membership and aligned with NASP/APA Div 16/Ohio IUC recommendations	Conference Chairs, IUC Liaison	Review past conference topics, outreach to OSPA membership via omnibus survey, feedback from stakeholder groups, NASP Self-assessment results from Ohio SPs	Quarterly	Survey, archival review, interview, discussion	

1c.	Solicit and recruit high quality, appropriate and relevant speakers for conferences and other professional development sessions	Conference Co-Chairs	Once needs analysis completed, contact academic or professional speakers to participate in same professional development sessions, negotiate speaking contracts and logistics		Feedback on evaluation forms and profit from conferences	
1d.	Maintain focus on physical and financial accessibility of offerings	Conference Chairs, DEI Committee Chairs, Business Manager, Treasurer	Consider/ explore options with virtual spring conference, webinars, COP grant, membership perks	Ongoing	Improved conference attendance	
1e.	Attendee goal per conference (% of total SPs)	Business Manager, PR Chair, Membership Chair	Pull list of current SP licenses from licensing Board; targeted advertising of membership & conferences to those who	February (for Spring) September (for Fall)	Improved conference attendance	

			haven't attended recently			
1f.	Review and revise relevant sections of the Operations Manual	Conference Chairs		Winter 2024 Board Meeting		
<p><b>GOAL #2:</b> Engage in <i>advocacy</i> efforts and communication with external organizations and policymakers to promote the field of school psychology and safeguard effective services and best practices for children/families/schools.</p> <p>Workgroup Members: Rachel Chilton, Melissa Bestgen, Bri Dudley, Connie Nichols</p>						
Objectives	Tasks/Activities	Lead Role	Strategies	Timeline	Measurement	Follow-Up
2a.	Recruit volunteers from our membership and regional membership to develop linkages with regional policy makers at the local, state and national level.	Legislative Chair	Direct contact to regional reps to establish advocacy liaisons in each region. Ensure legislative committee has members from each region.	Confirm liaisons annually. Engagement will be ongoing.	Evidence of contact between Legislative Committee and regional contact. Use website direct mailer to track click rates in email blasts.	
2b.	Regularly report to members via email contact, social media and website on topical issues of interest pending in the legislature.	Executive Director & PR Chairs	Utilize email contact, social media and website throughout legislative session.	Ongoing	Tracking number and frequency of communications.	
2c.	Supply members with resources to develop testimony and	Executive Director & Legislative Chair	1) Provide templates and talking points	Annually update list. Other	Creation of a list of initiative participants and	

	participate on stakeholder task forces and initiatives.		for testimony and share opportunities for advocacy training. 2) Seek input from OSPA Executive Board, regional association leadership and IUC. 3) Coordinate and confirm with membership their participation on task forces and initiatives.	activities ongoing.	tracking data on email messaging. Also, incorporation of input into policy responses.	
2d.	Continue to build collaborations with related organizations in both the education and mental health realm. Promote school psychology and OSPA within this goal.	Executive Director & PR Chair	1) Continue relationships with key staff at state education department, SBP and with other education and mental health associations. 2) Work with the OSPA PR Committee to	Ongoing	Continuation of relationships via participation in external group meetings and development of promotional materials.	

			create promotional materials promoting school psychology.			
<p>GOAL #3:</p> <p>Promote advocacy and responsive services at all systems level of practice and diversity (<i>ethnic, cultural, gender diversity, gender identities/expression, sexual orientations, socio-economic; class, disability, religion</i>) and multiculturalism within our organization and profession.</p> <p>Workgroup Members: Beth Goodman, Jessica Kukura, Erich Merkle, Bri Dudley, Alyssa Kocher, Emma Sacha</p>						
Objectives	Tasks/Activities	Lead Role	Strategies	Timeline	Measurement	Follow-Up
3a. Embed diversity and multiculturalism within professional development offerings	<p>3a.1. Ensure that diversity issues are adequately addressed within every professional development offering (e.g., embedded within conference content, breakout session on diversity issues, etc.).</p> <p>3a.2. Consider developing and implementing a “Case club” or “book club” to promote consideration of diversity issues</p>	DEI committee, conference committee, PR committee, and technology committee	<p>3a.1. Provide input to conference committees on conference offerings with DEI focus</p> <p>3a.2. Determining if members would like a case club/book club (<i>needs assessment?</i>) - e.g. OAPSA model</p>	<p>3a.1. Ongoing Yearly and every March and October join the Conference Committee Meeting</p> <p>3a.2. Annually</p>	<p>3a.1. Review of conference offering content</p> <p>Provide DEI list of suggestions 1 year ahead of time to conference committee</p> <p>3a.2. If member feedback is positive,</p>	

				reassess ed in summer	establishment of case club or book club by winter 2024	
				3a.3. Summer 2024 by and beyond	3a.3 Evidence of resource link on OSPA website	
3b. Increase the diversity of our profession and our organization	<p>3b.1. Intentionally reach out to undergraduate students and high school students to recruit diverse students into the field</p> <p>3b.2. Help engage and maintain diverse graduate students/interns/practitioners within OSPA</p>	Presidential Trio, IUC, DEI, FSPO; Early career, and Membership committees	<p>3b.1. Facilitate at least two undergraduate recruitment events per year</p> <p>3b.2. Facilitate at least two events or resources that could help support graduate students/interns/practitioners in OSPA each year</p> <ul style="list-style-type: none"> <li>- E.g. social or regional outreach</li> <li>-</li> </ul> <p>3b.3 Engage the student university reps for quarterly meetings. Message IUC Chair for expectations for University faculty to share OSPA info and student reps for engagement and information re: OSPA</p>	<p>3b.1. Start in 2024-25</p> <p>3b.2. Start in 2024- 2025</p> <p>3b.3 2024- 2025 Plannin g Confere nce yearly</p>	<p>3b.1. Documentation of recruitment events</p> <p>3b.2. Documentation of events or resources</p> <p>3b.3 Meeting notes</p> <p>Draft flyer to include benefits of OSPA and social media</p>	

					info add to TikTok & Twitter/X	
3c. Ensure current association publications and materials reflect culturally responsive values and are put into practice	3c.1. Review and contribute to OSPA Operations Manual, TOSP, Constitution, and website materials.  3c.2. Develop a resource center for DEI initiatives.	3c.1-2. PFAC, TOSP, and work group members (with Executive Board feedback); DEI and Technology committees	3c.1-2. Collaborative review of materials and opportunity for feedback, with Executive Board approval needed for any suggested changes to Operations Manual or Constitution  3c.2. Development of materials/Compilation of DEI resources to be included in online resource center - Linkage to NASP Delegates for NASP resources	3c.1-2. In 2024-2025 year  3c.2. In 2024-2025 year and beyond	3c.1-2. Updated organizational materials and practices  3c.2. Evidence of additional materials available online	
GOAL #4: Provide effective and responsive <i>member services</i> to attract and retain a robust membership that sees the value of our organization.						
Workgroup Members: Jeff York, Franklin Ziccardi, Valerie Wynn, Kelly Kreitz, Miranda Wilson						
Objectives	Tasks/Activities	Lead Role	Strategies	Timeline	Measurement	Follow-Up
4a. To grow and sustain OSPA's annual membership to a minimum 925 over a five-year period	4a.1 Partner with universities to encourage 100% membership of trainees.	Business Manager/Membership Services/IUC chair	4a.1 Share info during Ambassador visits to university programs, yearly membership	4a.1 Fall	4a.1 Number of active student/intern memberships per year, as per Business Manager database	

	<p>4a.2 Get list of all expired members from the previous year</p> <p>4a.3 Send reminders to renew to various “targeted” groups (need to define target groups) long-time member who has not renewed, Intern, First year, Early Career</p>	<p>Business manager/Membership services</p> <p>Business manager/Membership services</p> <p>Business manager/Membership services</p>	<p>reminders to students from trainers</p> <p>4a.2 Send email reminder to expired members</p> <p>4a.3 Develop special renewal messages to deliver to expired member groups.</p> <p>4a.4 Provide postings to social media.</p>	<p>4a.2 beginning of school year</p> <p>4a.3 beginning of school year</p> <p>4a.4 beginning of school year</p>	<p>4a.2 Number of active memberships after each reminder</p> <p>4a.3 Number of active memberships in each group after each reminder</p> <p>4a.4 Number of active memberships after each reminder</p>	
4b.To provide responsive and interactive experiences tailored to members needs and interests	<p>4b.1 Collaborate with Early Career and DEI Committees on developing and implementing interactive experiences</p> <p>4b.2 Determine school psychologists professional needs and interests</p>	Business Manager, Membership services	<p>4b. 1 Plan experiences for Fall and Spring conferences including less structured networking opportunities</p> <p>4b.2 Survey school psychologists regarding professional</p>	<p>4b.1 Fall</p> <p>4b.2 Collect once, reflect yearly</p>	<p>4b.1 Type and number of activities and number of participants</p> <p>4b.2 Number and type of postings</p>	



	4b.3 Collaborate with Conference Committee to collect needs/interests information		needs and interests  4b.3 Collect needs/interest information as part of conference evaluations  4b.4 Share benefits of OSPA with school psychology graduate classes through Ambassador visits	4b.3 Twice yearly (at conferences)	4b.3 Conference attendance/membership numbers  4b.4 Number/trend of student/intern members	
GOAL #5: Develop policies and procedures that promote <i>operational excellence</i> within our organization.						
Workgroup Members: Jenna Hete, Melissa Flanigan, Robert Kubick						
Objectives	Tasks/Activities	Lead Role	Strategies	Timeline	Measurement	Follow-Up
5a. Ensure that there is consistency across all OSPA documents related to our operations.	5a.1. Annual Review of the OSPA Constitution, Operations Manual, and Code of Ethics.  5a.2. Work with Executive Board (and possibly general	Executive Director, President	Activity at Summer Planning Meeting	Summer Planning Meeting	Agenda item on Summer Board Meeting.	

	membership) to enact any needed amendments/changes.					
5b. Ensure that all OSPA leaders understand their respective roles and responsibilities in OSPA.	5c.1. Provide onboarding and support to all individuals charged with OSPA duties regarding their respective roles and responsibilities in the association.	Executive Director, President, Secretary	Executive Director, Elected Officers, and President who assist with 5a and 5b will be linked with all individuals charged with OSPA duties to provide this training and support. Board mentors will be assigned by Executive Director to all incoming board members.	Summer Planning Meeting	Agenda, Power Point, handouts, and associated resources made available at the Summer Planning Meeting.	Review with Norms at every board meeting
5c. Ensure that all OSPA leaders understand the essential functions, policies, and procedures of OSPA.	5d.1. Provide onboarding and support to the entire Executive Board about the essential functions, policies, and procedures of the association.	Executive Director, President, Secretary	Executive Director, Elected Officers, and President who assist with 5a and 5b will provide this training and support at the next Summer Planning Meeting. Board mentors will be	Summer Planning Meeting	Agenda, Power Point, handouts, and associated resources made available at the Summer Planning Meeting.	Review with Norms at every board meeting

			assigned by Executive Director to all incoming board members.			
GOAL #6: To increase contact with and support member involvement in regional school psychology associations.						
Workgroup Members: All						
Objectives	Tasks/Activities	Lead Role	Strategies	Timeline	Measurement	Follow-Up
6a.	Communicate regional association location to members	Business Manager	Send mass mailer to all members with map of regionals and links for joining regional.	Annually in September	Changes in regional membership counts, increase in joint members	
6b.	Promote regional representation on the website and social media through individual regional pages.	Regional Reps, PR Committee	Ensuring pages and webpage authors are updated. Connect regional associations with PR Chairs.	Summer & Winter Board Meeting	Pages are accurate, cross promotion on social media	
6c.	Facilitate relationship between regional reps and university faculty	Regional Reps	Seat regional reps and student reps	Ongoing		

			together at board meetings. Create connection between faculty and regional presidents.			
6d.	Improve relationship between regional presidents and OSPA leadership. Determine regional needs.	Business manager, president, president-elect, regional reps	Annual meeting with business manager, president, regional reps, and regional presidents.	Summer or Fall	Report on regional needs for the year	
6e.	Provide professional development / regional meeting attendance at each regional.	Board Officers	Member of board leadership or other delegate visits each regional association to provide PD.	Annually	Presence or absence of event	Feedback from regional board