Maryland School Psychologists’ Association (MSPA) Strategic Plan  
*Adopted by the MSPA Executive Board (March 2018)*

**Vision:** All students thrive in school, at home, and throughout their lives.

**Mission:** MSPA promotes and advocates for best practices in school psychology to improve learning, behavior, and mental health for all students, families, and schools.

**Core Values:** Advocacy, Collaborative Relationships, Diversity, Equitability, Excellence, Integrity, Responsible Stewardship

### Strategic Goals

<table>
<thead>
<tr>
<th>Strategic Goals</th>
<th>Objectives</th>
</tr>
</thead>
</table>
| School psychologists are valued as integral members of schools to support the social-emotional and academic growth of Maryland’s students. | • Promote school psychologists’ expertise and knowledge base to internal and external stakeholders  
• Engage in professional and legislative advocacy efforts consistent with MSPA’s vision, mission, and core values  
• Advocate for increased resources to allow school psychologists to support students’ academic, behavioral, social-emotional, and mental health needs |
| There is a sufficient and well-trained school psychology workforce equipped to meet the needs of Maryland schools and students. | • Collaborate with school psychology training programs to increase recruitment efforts  
• Promote districts’ adoption of the NASP Practice Model and appropriate school psychologist ratios  
• Support local school psychology organizations’ efforts to provide resources for recruitment and retention of school psychologists in their districts  
• Provide a venue for school psychology training programs and school districts to discuss training needs |
| MSPA provides high-quality professional development that is responsive to changes in the profession and the changing needs of Maryland schools, students, and families. | • Create a professional development resource bank  
• Diversify the manner in which MSPA provides professional development  
• Provide comprehensive professional development that promotes school psychologists’ expertise with an additional emphasis on academic and mental health supports  
• Expand access to professional development throughout the state (e.g., school districts, community organizations) by creating a speakers’ bureau of professionals with expertise in a variety of content areas |
| MSPA is an active, viable association that supports the advancement of school psychology in the state of Maryland. | • Increase MSPA’s membership so that it is representative of school psychologists throughout the state  
• Provide additional support to local school psychology organizations to improve their impact and organizational excellence  
• Provide leadership development training to MSPA leaders and the general membership  
• Increase membership and board member engagement |