

***1<sup>st</sup> Annual Nevada Association of School Psychologists  
Leadership Retreat  
Meeting Minutes***

July 12-14, 2017  
Tonopah, Nevada  
Historic Mizpah Hotel

- I. Welcome
  - A. Members present: Katie Dockweiler, President; Emma Dickinson, Vice President; Tracee Guenther, Secretary; Andy Haycock, Director at Large; Stephanie Patton, Social Director; Dr. Katherine Lee and Heather Thompson, UNLV representatives
- II. Year in Review
  - A. October 2016 Statewide Conference
  - B. November 2016 OLETP Committee Revised
  - C. January 2017 Lecture Series Initial Planning
  - D. February 2017 Legislative Session: Legislative session was good because people now know about the role of school psychologists in Nevada's education system; the 80<sup>th</sup> session will be in 1.5 years; NVASP board will need to brainstorm ideas for that session
  - E. March 2017: SP Framework Approved TLC (June 2017 Framework approved by SBE) and will be piloted this school year (2017-2018); new members to board and new committees formed (shortages, GPR and communications)
  - F. April 2017 AB409 Presented
  - G. Terminology changes: PD (professional development) is no longer being used; PL (professional learning)
- III. Brief History of NVASP
  - A. Founded in 1981
  - B. Boom and bust history, not unlike Nevada's economic driver's
  - C. Balancing North/South input
  - D. Conferences
    - 1. 2009 - Las Vegas - Jack Naglieri and Cecil Reynolds keynote speakers. Don Blagg, President
    - 2. 2012 - Reno- Ethics, other topics, Marcie Foster, President
  - E. Importance of transparency

- F. Setting procedures to ensure that things carry over from board to board
- G. Next steps: who's responsible/deadlines
- IV. Review of NASP Initiatives and Conditions, Trends and Assumptions in Nevada, and NVASP Survey Results to prepare for Strategic Planning
  - A. NASP is doing fact gathering and labeled the following key initiatives:
    - 1. School Psychologists as mental health providers
    - 2. Shortages
    - 3. Practice model
    - 4. Leadership skills
    - 5. Social justice (access to high quality education)
  - B. What are the current conditions in Nevada?
    - 1. Shortages
    - 2. Structural changes in districts
    - 3. Transiency
    - 4. Attrition
    - 5. Nevada economy
    - 6. Recruitment
    - 7. Only UNLV has a university program
    - 8. Demand for online training
    - 9. Appeal/perception
  - C. Trends
    - 1. Nevada politics (filing deadline for those who want to run for governor due by 3/5/2018 and November 2018 voting for this position)
    - 2. Economy
  - D. Assumptions for the future of school psychologists in Nevada
    - 1. Must keep school psychologists informed and educated on issues that impact them
    - 2. Contracts
    - 3. Ratios
    - 4. Petitioning
      - a. When can we petition for more position? Economy
      - b. Need to become more competitive
      - c. How can we change the perception of Nevada? Education/Geography/Vegas/Reno
      - d. Flexibility in how we approach these issues politically speaking
  - E. Results of Member Survey: 43 response out of 189 district psychologists
    - 1. What would make it more likely that you recommend NVASP?

- a. More professional development
- b. More frequent conferences
- c. Legislative outcomes
2. What should NVASP do to keep members?
  - a. Professional development
  - b. Legislative action
  - c. Advocacy
3. Top drivers of profession in NV?
  - a. Shortages
  - b. District budgets
  - c. Needs of students
4. Members other comments:
  - a. Were able to recruit a lot of members
  - b. Would like more integration of North and South
  - c. Pay issues: pay scale for 8 hours, new pay scale
  - d. More conferences in North on weekends
  - e. Certain individuals are less valued
  - f. More professional learning
  - g. Great work with legislative efforts (focused in CCSD)
  - h. Members would like to be more involved but are not given the opportunity
  - i. Other drivers: lack of competitive salary, staffing shortages, lack of school system like RTI, needs of students should be but usually aren't
5. Top priority for next year?
  - a. Salary
  - b. Advocacy/legislation
  - c. Shortages
  - d. Response to Intervention
  - e. Needs of students
  - f. Involvement from other counties
  - g. Professional learning opportunities
  - h. Educate the public
6. Top priority for next 5 years?
  - a. Ratios/caseloads
  - b. Shortages/funding
  - c. Pay scale
  - d. Legislation
  - e. Improving evaluation/reevaluation process
  - f. Unifying standards of practice
  - g. Grad school program at UNR

7. Core purpose
    - a. Support/provide PL/advocate and legislate for SP
    - b. Advocate for students
    - c. Educating stakeholders
    - d. Pay issues
    - e. Mirror goals of NASP
    - f. Keep the same as now
    - g. Recruit/retain SP
    - h. Make working in Nevada as a SP as high quality as possible
  8. Envisioned Future
    - a. Support/advocate for SP
    - b. Promote wellness of students
    - c. Address shortages
    - d. “Healthy and successful students across environments”
    - e. “Building solid foundations to fortify lasting solutions”
    - f. “Provide a unified vision of SP to stakeholders”
    - g. “Grow the profession of SP in NV”
    - h. Get gen ed to understand our role
    - i. Align with NASP model
    - j. Increase site/school teambuilding
- F. Strategic Planning
1. Review of NASP process
  2. Develop **Core Purpose**: The Nevada Association of School Psychologists embodies a unified community that advances opportunities for School Psychologists across the state.
  3. Develop **Core Values**: NVASP adheres to the NASP core values and promotes the NASP key initiatives
    - a. Continuous Improvement – NVASP provides opportunities for professional learning and encourages members to improve their practices
    - b. Outreach – NVASP educates community stakeholders on who we are, what we do, and evidence-based practices
    - c. Advocacy – NVASP advocates for school psychologists across various organizational levels in the state
    - d. Diversity – NVASP understands and honors individual, cultural, and other contextual differences in our own interactions and as they shape student’s development
    - e. Social Justice – NVASP ensures equal opportunity and diversity in the field of school psychology and within the populations we serve

- f. Well-Being– NVASP encourages school psychologists to practice self-care and utilize mental health resources if needed
- g. Community – NVASP assists in building and sustaining relationships between School Psychologists
- h. Leadership – NVASP fosters opportunities for leadership in order to maintain and grow the association
- 4. Develop NVASP’s **Envisioned Future – 10+ Years:** Nevada becomes the most desirable state to work in as a school psychologist
- 5. Develop NVASP’s **Vivid Description of a Desired Future**
  - a. Multiple training programs
  - b. Competitive salaries
  - c. Practice model aligned with pay
  - d. SP’s feel valued and supported
  - e. Appropriate ratios and all districts have adequate supply of SP’s
  - f. Practicing within all 10 NASP domains
  - g. Established and ongoing professional learning opportunities
  - h. Communities know who SP’s are and why they are necessary
  - i. SP’s are sought after for their political acumen, educational knowledge, and consultative skills  
Vibrant pool of school psychologists hoping to become leaders
  - j. SP’s are diverse and reflective of the community
- 6. Develop **Key Initiatives**
  - a. Leadership
  - b. Professional Learning
  - c. Statewide Shortages (Shortages committee)
  - d. Legislative Initiatives – aware of legislation and “at the table”
  - e. SP Awareness & Promotion
  - f. Access & Transparency – website, newsletter, social media

V. Goal Setting

A. Leadership

1. **Short Term Goal**

- a. Newsletter w requests to join in a committee

- b. Call for short term task completion
- c. Talk up president-elect position and advertise that this position is a six year commitment
- d. Encouraging people to apply for NASP delegate
- e. Discussed making the NASP delegate voting member of the Executive Board
- f. Within in the next year Katie will redo the by-laws to include delegate as voting member
- g. Discussed changing the title of social director to communications director and then add a northern and southern social committee chair for that committee
- h. SP's can request NVASP to look at abstracts for possible presentations at NASP (or other relevant conferences)
- i. Leadership retreat – we will extend an invitation to all NVASP members
  - i. Who will we compensate? Executive board members; non-voting members; committee chairs
- j. Develop a panel event where UNLV students can meet with practicing school psychologists in early spring (Kathy will work on this project)
- 2. **Long-range goal:** possible small stipend for gas/food for NVASP members who attend the annual Leadership Retreat
- 3. Foster relations between universities and our association so that the vast majority of grad students want to join and become active members in NVASP
- 4. Build a positive, mentoring relationship with SASP; invite SASP to all socials
- B. Professional Learning
  - 1. Increase opportunities for meaningful and robust professional learning in NV
- C. Statewide Shortages
  - 1. Develop SP PGS which aligns with NCSP standards (by September 2017)
  - 2. Present this to the TLC for approval
  - 3. Once approved by TLC, they will present to State Board of Education
  - 4. Once approved by State Board of Education, present to district level associations for adoption into the current Teacher's Contracts which serve SP's (and others who are not teachers)
- D. Communications
  - 1. Immediate- newsletter

- 2. Mid-Range – website
  - 3. Long Term – discussion/board forum
  - 4. Ongoing - keep up with trends in social media
- E. Legislative Initiatives
  - 1. Stay up on current trends in legislation
  - 2. GPR to set goals
- F. SP Awareness and Promotion
  - 1. **Short term goals**
    - a. SPAW
    - b. within a year new logo and branding
  - 2. **Long range goals**
    - a. Reestablish a program at UNR
    - b. Outreach to undergrad psych programs
    - c. Outreach to California university programs
    - d. Start recruiting into high schools (TEACH pgm at Clark HS and a couple of other HS in CCSD)
    - e. Develop a Promotion/Awareness Committee who will oversee progress in these goals, UNLV reps will chair this committee, Emma will do outreach UNR
- VI. Lecture Series
  - A. Speakers: Options to look into - Whitney Owen, Russell Lehman
  - B. September: Katie will email Emilio Parga, Washoe Grief Counseling, for a date
  - C. October: Dr. Song, Dr. Lee to look into scheduling
  - D. November: Sam Goldstein, *Assessment of Students with Co-Morbid Disorders and Multiple Eligibilities Under IDEIA/ADA (description available in NVASP 2017 Leadership Retreat Folder)*, confirmed however it looks like we need to try to change him from 11/6 to 11/4 because everyone has to work on 11/6; Katie will email his people and see if this date change is possible as well as whether he is willing to sign a waiver to allow the presentation to be videoed; Andy will talk with Washoe Director to see if her SP's can tap into this training for PL
  - E. December: Statewide date for a social outing on 12/8/2017
  - F. January:
  - G. February: NASP
  - H. March:
  - I. April:
  - J. May: end of the year social outing
- VII. Statewide Conference 2018
  - A. Where to hold it? North or South? South and hold next one in North in Lake Tahoe possibly in June; Andy will secure Faith Lutheran for site

- B. When? September 8th or 15th
  - C. Keynote Speaker? Emma to reach out to Lisa Kelly-Vance
  - D. Other speakers? Rebecca Nathansen, Andrew Freeman, Cecil Reynolds
  - E. Offer option of 2 hour session (vs. 50 minutes) with 3 breakout sessions
  - F. Possible schedule: Keynote 8:15-9:50, Session #1 10-11:50, Lunch 12-1:30, Session #2 1:40-3:30, Session #3 3:40-5:30
  - G. Hold a Social event the Friday before where local students can do a poster presentation
  - H. Dr. Lee will draft a waiver/confidentiality release so that all sessions can be videoed and put on the website's library
  - I. Andy to continue with follow-up on securing Faith Lutheran for facility
  - J. Need to look into changing website for better capacity to hold the virtual library
  - K. Need to put out a call for a conference committee
  - L. Emma will put together a conference call for SP's who want to run for NASP NV delegate position that will become available in June 2018 (Emma will do this around 9/14/17)
- VIII. SPAW November 9-13, 2017
- A. States don't really know what to do to get SPAW out there
  - B. Katie drafted a guide for NASP to share with leadership team to share with state's leaders and she created our own documents for Nevada
  - C. What initiative do we want to do? Unified message from NVASP?
  - D. Whatever we can provide to our SP's, the better; provide the poster; give them time frames for what state associations need to do and time frame for what SP's within states do
  - E. SPAW is Nov 13<sup>th</sup>-17<sup>th</sup> in line with Sam Goldstein's lecture
  - F. Proclamation to the governor to propose a date for school psych awareness
  - G. Created something for all other states to use; we will be the model for all other states
  - H. This year we won't have hard copies of posters and other awareness materials, but we can use things thru social media to advertise
  - I. Board approved letter to send to Gov Sandoval
    - 1. Katie will send this
  - J. \*\*\* NASP just liked our tweets and retweeted them!!!
  - K. Letter to NVASP members will go out at end of October



- L. Stakeholder list will need to be updated/made current (Katie and Tracee to work on but all board members can add to this list); all info is out there will be time consuming but worth it
- M. Working on a feedback survey that will serve NASPs needs and NVASPs needs
- N. NASP is having a competition for different SPAW activities
- O. Posters \$23 for ten; Can we provide them to all the NVASP members? Not at that cost, but we discussed other options
  - 1. Sticky notes in the shape of a light bulb
  - 2. Duplicable light bulbs
- P. What are our “asks” for stakeholders?
  - 1. Post a picture with statement “I heart school psychologists”
- Q. What are our member “asks”?
  - 1. Say “I am the positive change”
  - 2. Share the logo thru social media and on your school icons
  - 3. Have something easy to print that is easy to download and print so people can put it on their doors (Stephanie will put together and get out to NVASP members)
  - 4. Be a positive charge today and leave a note for a teacher or other employee telling them something positive
  - 5. Find someone in the school and tell them what you do – create connections
  - 6. Student focused – catch a student doing well and give them a positive something
  - 7. Find a parent you don’t know on campus and let them know who you are/what you do
- IX. Communications
  - A. Newsletter ideas
    - 1. ways for peoples to submit opinions/feedback
    - 2. online submissions, spotlight corner
    - 3. NVASP news and update
    - 4. legislation updates
    - 5. upcoming updates
    - 6. psych articles
    - 7. calls for leadership
    - 8. opinions
    - 9. spots for district level news
    - 10. leadership (send in people to district and state level board meetings to return info to NVASP)
    - 11. delegates corner
    - 12. president’s report (give people so many words cut-off)

13. time frame for newsletters: first Monday after every meeting
  - a. Stephanie will work on template over next week
  - b. planning to get first good newsletter ready to go for August
- B. Changes to the website – modeled after NASP website
  1. Board of directors page (public)
  2. Committees pages (public)
  3. Spotlights (public)
  4. Professional learning page – info on lecture series, conference, PD library, other materials that we can list (private)
  5. Links to standards and certifications (public or private?)
  6. Jobs change to jobs and leadership opportunities – postings, contract companies, info about becoming a delegate (private)
  7. Evens/socials – calendar (public or private?)
  8. Discussion/forums – ways to discuss topics across the state; ways for the website forum to mimic FB and how it’s set up (private)
  9. Documents and resources – including bylaws, meeting minutes, contracts, position papers, sample report template, NAC domains (private)
  10. Something for SP students (public?)
- X. Government and Professional Relations
  - A. Still need to develop goals/agenda for the 80<sup>th</sup> session (which will meet in a year and a half)
- XI. Shortages
  - A. Professional Growth System
    1. Must be aligned with the state board approved framework
    2. Should be in the developmental phase of PGS, statewide, by next school year (as it is written in the legislation that all districts be using a PGS system)
    3. CCSD appears to be piloting the PGS, as it is currently written
    4. Need for a PGS that aligns specifically with SP’s and NCSP requirements
    5. Majority of SP’s in NV paid on a teacher contract, hence the need for a PGS that aligns with SP role in edu system
      - a. Ensure that SP’s start on pay scale at appropriate level which aligns with the educational requirements before being able to practice as a school psychologist
      - b. NVASP develop a committee to assist non-NCSP certified SP’s in going through the process of becoming NCSP certified (as of right now >80% of NV SP’s are NCSP certified \*\*\* one of the best in the nation)

- i. Develop match network which will pair a NCSP certified SP with a non-NCSP SP to “assist” in the process
- XII. University Training Programs: Dr. Lee will write a description of this role
  - A. Need to identify key tasks for this and who is responsible
- XIII. Social Justice: long range goal to figure out what this will look like for NVASP
- XIV. 2017 NVASP Award Nominations
  - A. Lifetime Achievement Award
    - 1. Put out a call in January and push it up to end of year award rather than beginning of the year
    - 2. Align this call with NASP deadlines (mid-July)
    - 3. Suggested deadlines: Submissions due by 4/30, Review committee reviews first week of May, Awardees are selected at the May board meeting
    - 4. Currently only one nominee for this award for 2016-2017 school year
  - B. NVASP SP of the Year, 2017
    - 1. 4 nominees, but one incomplete submission
    - 2. Board members to complete rubric for the 3 nominees who met submission criteria (deadline 7/31)
  - C. **Short term goal**
    - 1. redo rubrics for award nominations by May 2018
    - 2. Create a document that specifies what board is looking for in a letter of recommendation
    - 3. Possibly change requirement to request on letter from a direct supervisor and one letter from a non-supervisor working directly in the schools with the nominee
    - 4. Call for a review committee
- XV. Other Items
  - A. NVASP Board Meeting Schedule for Upcoming School Year  
9/6/17/, 10/4/2017, 11/8/2017, 12/6/2017, 1/17/2017, 3/7/2017, 4/11/2017, and 5/2/2017  
All meetings will be at SWITCH from 4:00-5:30pm
  - B. Summer NASP Conference in Las Vegas (7/24/7/26)
    - 1. Heather is volunteering one day
    - 2. Katie is going to sit at the booth
    - 3. \$100 fee for a second person at the booth, Emma will confirm whether the person needs to be the same person each day
    - 4. No materials as of right now

5. What is our purpose? Recruitment, Brandy (new coordinator in Washoe) would like us to promote that there is one position available in Washoe county
  6. CCSD has a table at the conference
  7. Stephanie will develop the presentation board and a preliminary newsletter to have at the table
  8. Board discussed swag, Katie will look into this and text/email us when she has an idea of cost for pens or pencils or pins or something
- C. Changes
1. Board agreed to move the Interventions & Resources committee from a committee to the resources part of website