Addressing the School Psychologist Shortage

Maryland School Psychologists’ Association (MSPA)

Know Your Facts
- Use NASP resources to find information & resources
- Know your district and the state’s needs
- Be aware of typical salary and benefit information
- What makes us different from counselors, social workers, or PPW’s

Target Likely Audiences
- High School Students
- Undergraduates
- Community college students
- Teachers interested in career change
- Other states with SP programs but fewer opportunities

Partner With Colleagues
- Create Venn diagrams outlining roles with counselors, social workers, etc.
- Meet your local Chamber of Commerce to highlight regional benefits
- Advocate for support with less-obvious colleagues (SROs and APs)

Emphasize Diversity
- Seek audiences of racially and economically diverse backgrounds
- Use media that reflects a diverse workforce
- Highlight the diversity of our student body and the need for school professionals with recognizable characteristics

Support MSPA
DIVERSITY COMMITTEE
seeks support with presenting to students
- NASP has great tools to use to increase awareness of the profession to diverse audiences - but needs volunteers to deliver the message
- Specifically targeting diverse candidates is a powerful way to help meet the needs of Maryland’s diversifying student population

LEGISLATIVE COMMITTEE
seeks support with advocating for positions
Legislative advocacy can support with:
- Advancing our comprehensive practice model
- Increasing school psychologist to student ratios
- Collaborate with other professional organizations to increase support

Be Passionate
Why do you love your job, and why should other people love it too? #summersoff

Practice Your Elevator Speech
You never know when an opportunity will arise - be ready to tell your story!

Contact us for more support or to help!
Diversity@mspaonline.org
Legislative@mspaonline.org