



Frequently Asked Questions About Shortages in School Psychology

What are school psychology shortages and why are they a problem?

Shortages in school psychology, like shortages in other related professions, have the potential to significantly undermine the availability of high quality services to students, families, and schools. Shortages can include both an insufficient supply of qualified school psychologists as well as an insufficient number of positions to meet the needs of students. Additionally, multiple factors contribute to shortages in school psychology:

- Difficulty retaining qualified school psychologists and attracting qualified school psychologists into position vacancies
- Limited financial resources and/or commitment to support positions essential to meet the growing needs of students
- Shortage of qualified faculty in graduate education programs
- Limited access to NASP approved graduate preparation programs in high demand parts of the country
- Limited number of qualified applicants for some programs; while other programs have more applicants than they need
- Shortage of approved internships and qualified internship supervisors
- Limited racial-ethnic, cultural, and linguistic diversity in the workforce

What strategies work to help remedy shortages in school psychology?

- Collaborative partnerships among higher education institutions, local school districts (LEAs), state departments of education (SEAs), and state professional associations
- Consistent research and data collection about workforce supply and demand, student to school psychologist ratios, and causes of retention & attrition
- Direct outreach and targeted recruitment
- Providing mentoring, supervision, and professional development for school psychologists
- Facilitating the capacity of the school psychologist to perform the broad-based role as articulated in the NASP Practice Model, which leads to higher job satisfaction and improved recruitment and retention

What is NASP doing to remedy shortages in School Psychology?

NASP has identified shortages in school psychology as a strategic goal of the association, and as the most significant issue impacting the profession and the delivery of school psychological services. Some of NASP's efforts to date include:

For School Systems and Practitioners

- *Shortages in School Psychology Resource Guide* featuring recruitment and retention strategies
- *NASP Practice Model Implementation Guide* to assist practitioners and districts in expanding the School Psychologist's role
- *Find a Mentor Program* to connect volunteer mentors with practitioners needing a mentor
- *NASP Career Center*, an online job board where job seekers and potential employers can connect. Featured job postings appear in *NASP in Brief*, a weekly online newsletter provided to all 25,000 NASP members.

For Graduate Educators and Institutions of Higher Education

- *Second Round Candidate Match* program helps connect prospective students with graduate programs that have openings
- *Considerations for Distance Education in School Psychology* is a guide to improve distance education programming
- *Careers in School Psychology* resources offer adaptable PowerPoints, brochures, and other student recruitment materials
- Research summaries like *Shortages in School Psychology: Challenges of Meeting the Growing Needs*
- NASP research studies of member profiles, and graduate student and program trends

To access these resources and more information about remedying shortages in school psychology, visit www.nasponline.org

Shortages in School Psychology

Inadequate access to school psychologists significantly undermines the availability of high quality services to students, families, and schools.

Multiple Factors Contribute



Difficulty recruiting and retaining professionals



Shortage of faculty and supervised internships



Inconsistent access to NASP approved programs



Qualified applicants vary by graduate program



Limited diversity in the workforce

Strategies That Work

- Partnerships among universities, SEA's, LEAs, and state professional organizations
- Research on workforce supply and demand
- Targeted outreach and recruitment
- Enabling school psychologists to perform their role as articulated in the NASP Practice Model
- Mentoring and professional development



NASP's Initiatives



For school systems and practitioners:

Resource and implementation guides
Mentor program
Career center
Professional development

For universities and graduate educators:

School-candidate match program
Recruitment materials
Research summaries
Distance education guidance