

Recruitment and retention:

*How School Psychologists impact school climate
and best practices?*

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Then and now.....

2023

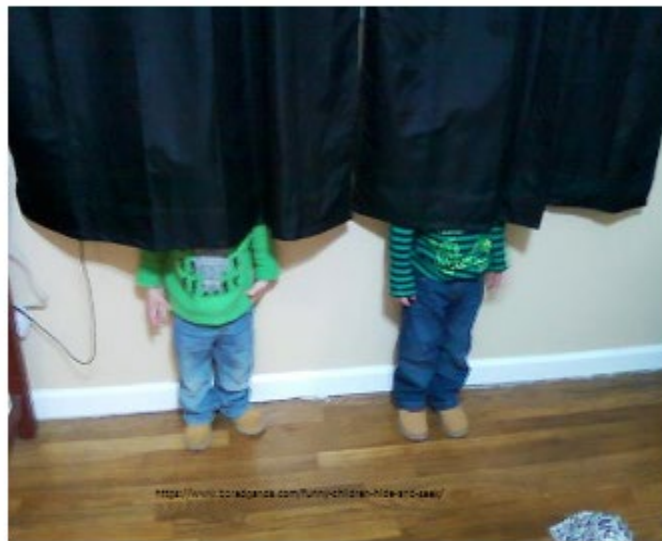






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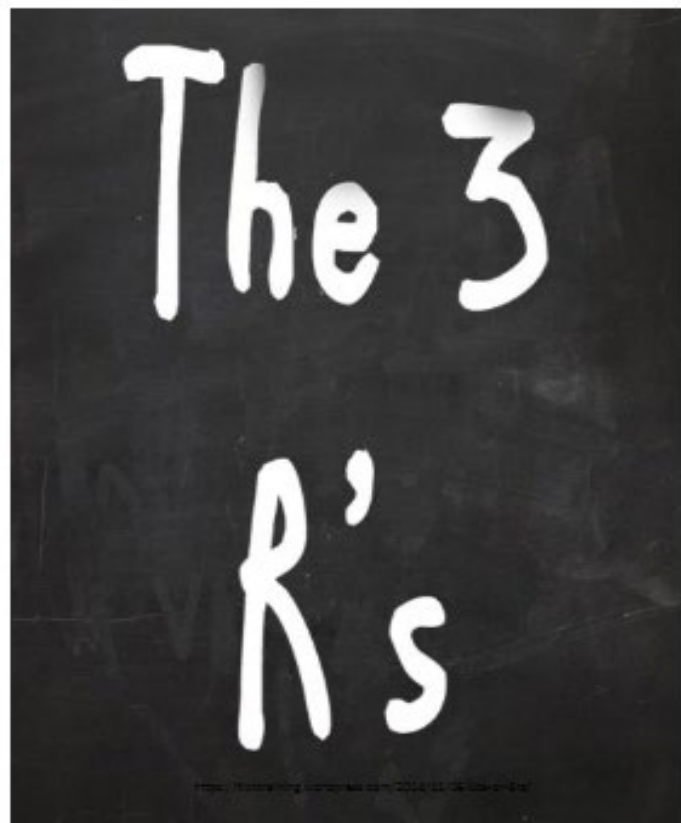


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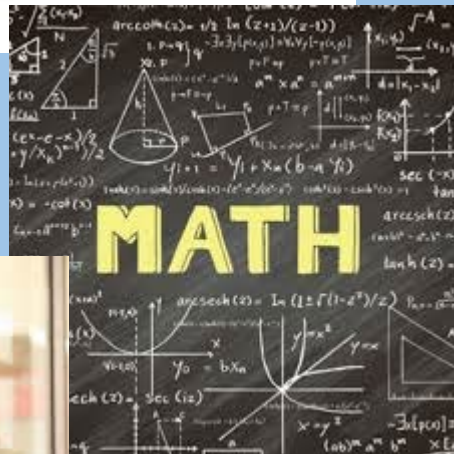
<https://fightthenia.com/churches-will-fully-adopt-the-government-school-strategy-or-fail/>



<https://thelearninglibrary.com/2014/11/04/blackboard/>



<http://www.ucsfmerz.edu/faculty/body/location/Police/CampusSafety/Pages/Little-Shooter-Info.aspx>



Let's look at the numbers:

Think of your typical school building

Total number of people in the building (include all students, faculty, and staff)

Divide by 5

That's how many in the building have behavioral/mental health issues.

Multiply that number by .7

That's how many are not being treated and have unmet needs.

Who is already in the buildings that could help?

- School Psychologists
- School Social Workers
- School Counselors
- School Nurses

Why are these professionals not be used to the fullest extent possible?

Scope of training for School Psychologists:

Domain 1: Data-Based Decision Making

Domain 2: Consultation and Collaboration

Domain 3: Academic Interventions and Instructional Supports

Domain 4: Mental and Behavioral Health Services and Interventions

Domain 5: School-Wide Practices to Promote Learning

Domain 6: Services to Promote Safe and Supportive Schools

Domain 7: Family, School, and Community Collaboration

Domain 8: Equitable Practices for Diverse Student Populations

Domain 9: Research and Evidence-Based Practice

Domain 10: Legal, Ethical, and Professional Practice

A look at numbers:

Position	2022-23 Total Positions	2022-23 Filled Positions	New Hires (% filled positions)	Vacancies (% total positions)
All Teachers	52,045.03	50,768.33	7,486.22 (14.7%)	1,276.70 (2.5%)
SPED Teachers	5,928.22	5,719.22	900.60 (15.7%)	209.00 (3.5%)
SLPs	963.33	886.08	95.90 (10.8%)	77.25 (8.0%)
School Counselors	2,345.17	2,308.17	256.8 (1.2%)	37.00 (0.2%)

SC School Psychology Personnel:

Year	Total SP Positions	Filled SP Positions	New Hires (% filled positions)	Vacancies (% of total positions)	45-Day Student Count	Ratio* (45-day count to filled positions)
2020-2021	575.65	562.65	69.1 (12.3%)	13 (2.3%)	766,819	1:1,363
2021-2022	590.25	550.75	72.5 (13.2%)	39.5 (6.7%)	781,231	1:1,418
2022-2023	618.95	551.85	74.5 (13.5%)	67.1 (10.8%)	789,231	1:1,430**

* 2020 Professional Standards from the National Association of School Psychologists recommended ratio 1:500

** For 2023-2023, the ratio would be 1: 1,275 with 0 school psychologist vacancies

Why the vacancies:

- Districts are not using school based behavioral/mental health professionals as they are trained.
- No “best practice” model has been adopted by the state.
- Misunderstanding of the scope of practice of these professionals

How these vacancies impact recruitment/retention of teachers:

- Teachers and students need to feel safe and supported in schools.
- If students have unmet behavioral/mental health needs, then students can't learn.
- If students have unmet behavioral/mental health needs, then teachers can't teach.
- If teachers can't teach, no one learns.
- If teachers can't teach and students can't learn, students can't keep up with standards, and teachers are judged accordingly.
- If teachers can't teach, then teachers quit.
- Academic/Behavioral? You can't address one without the other.
- Relying solely on outside providers is inefficient for staff and students, often ineffective in crisis situations, and expensive for parents.

Suggestions to this committee:

Adopt a statewide, “best practice” model or “scope of training”- based job description for each school-based behavioral/mental health provider.

Recognize that these professionals can and do impact overall school safety and thus school climate.

Improved school climate can ultimately help recruit and retain the best educators for our children.



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