

Maximizing Your School Psychologist

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School Psychology Consultants

November 14, 2019

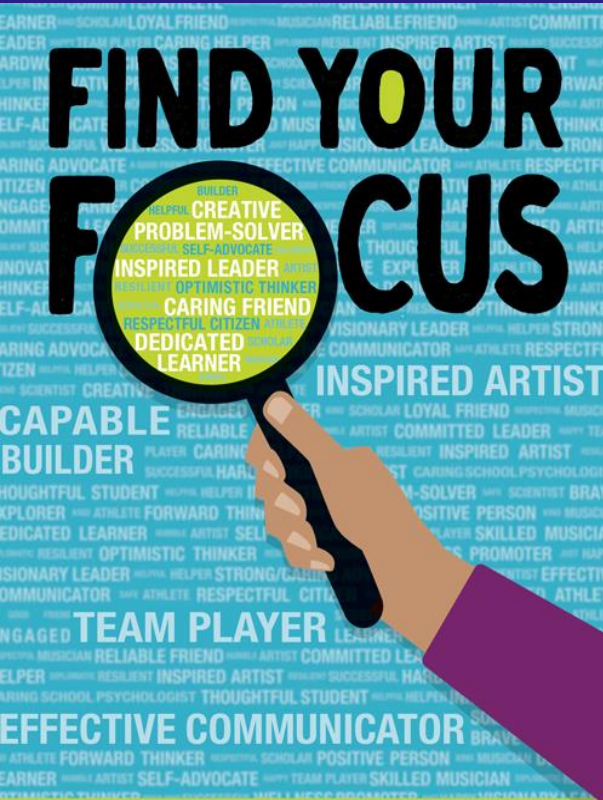


WISCONSIN DEPARTMENT OF
PUBLIC INSTRUCTION
Carolyn Stanford Taylor, State Superintendent

What We'll Cover Today

- Know What a School Psychologist Does
- Understand Allocation and Services
- Identify Where School Psychology Services Fit Within an Equitable Multi Level System of Support (MLSS)
- Aligning Allocations and Services with the Skills/Expertise of the School Psychologist
- How to Keep Your School Psychologist

Happy School Psychology Awareness Week!



November 11-15, 2019

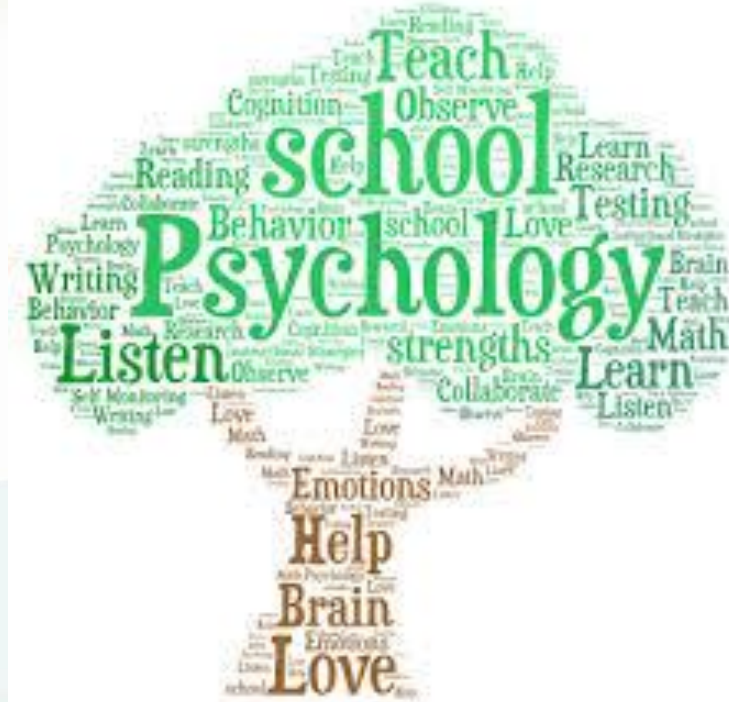
[https://www.nasponline.org/research-and-policy/advocacy/school-psychology-awareness-week-\(spaw\)](https://www.nasponline.org/research-and-policy/advocacy/school-psychology-awareness-week-(spaw))

Activity: What is your School Psychologist's focus?

- Write a sentence that reflects the first bullet point you would have on a School Psychologist's job description or position posting.

Know What a School Psychologist Does


- School psychologists' roles and practice vary significantly across the country
- In Wisconsin, LEA choice
- Type and amount of services depend on the ratio of students to psychologists
- University Training programs follow the NASP Practice Model



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Learn More About What School Psychologists Can Do

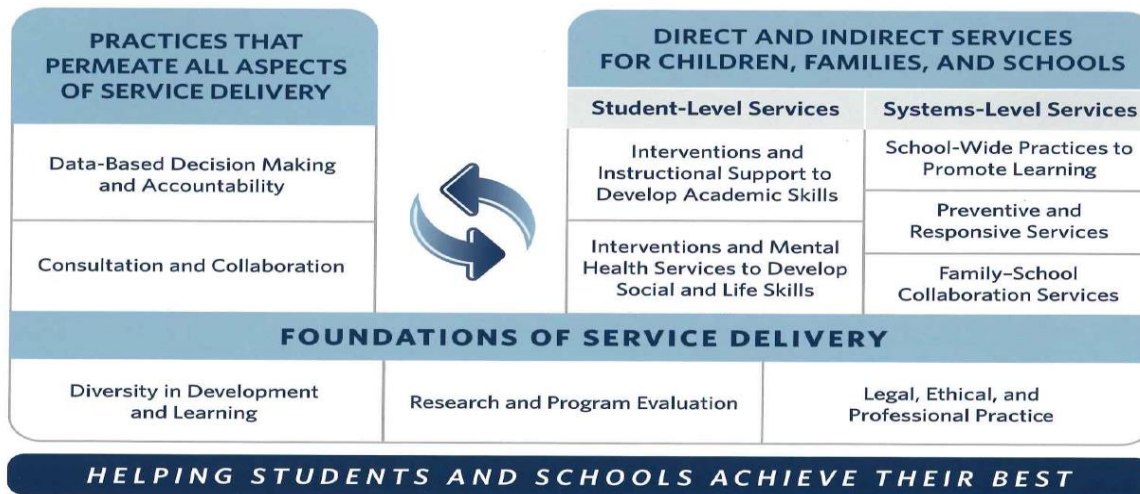
- School Psychologists: We Can Help
 - Increase student achievement
 - Improve teaching and learning
 - Improve other school outcomes

<div><div>NASP <small>NATIONAL ASSOCIATION OF SCHOOL PSYCHOLOGISTS</small></div><div>School Psychologists: We Can Help <i>We support teachers' ability to teach and students' ability to learn. We are a ready resource to help ALL students achieve their best.</i></div></div>		
1 In the effort to raise achievement for ALL students, your school psychologist is a potentially untapped resource.	2 School psychologists help educators and families use data and evidenced-based approaches to improve teaching and learning.	3 Improve school outcomes by aligning your school psychologists' role with the NASP Practice Model.
<ul style="list-style-type: none">• We are uniquely trained to identify, evaluate, and support students' academic, cognitive, social-emotional, mental and behavioral health.• We help reduce behavior problems and improve classroom and school climate so that all students learn.• We help schools implement school-wide approaches that promote learning such as MTSS, PBS, and social emotional learning.• We are an essential part of the school leadership team dedicated to ensuring high quality instruction and mental and behavioral health for all students.• We are experts in improving school safety and implementing effective, positive discipline strategies.• We are trained to respond to school crises, conduct suicide and threat assessments and interventions, implement trauma-informed practices, and help students focus on learning.• We help students and their families address barriers to learning, which improves achievement and reduces demands placed on administrators and teachers. <p><i>School psychologists have the knowledge and skills to effectively link teaching, learning, and mental and behavioral health to improve student and school outcomes.</i></p>	<ul style="list-style-type: none">• We are experts in the use and evaluation of data to identify strategies that improve student, classroom, and school outcomes.• We help administrators effectively identify, collect and meaningfully interpret data, and support accountability and school improvement efforts.• We work with teachers to individualize instruction and monitor student progress to improve behavior and learning.• We work to reduce over identification of culturally and linguistically diverse students for special education.• We help schools implement high quality education systems that align with IDEA and ESSA.• We help schools and families keep students engaged in school and on track to graduate ready for college and/or career.• We help promote culturally responsive schools, which is essential to engaging all families.• We help coordinate school and community services to improve students' mental and behavioral health, and academic outcomes. <p><i>Schools that engage school psychologists as leaders in data analysis, consultation, and systems-level prevention and intervention can improve student success.</i></p>	<ul style="list-style-type: none">• The NASP Practice Model delineates what services can reasonably be expected from school psychologists across 10 domains of practice, and the general framework within which services should be provided.• Making the best use of school psychologists' skills and expertise improves students' access to the services that can help them stay engaged and successful in school.• Consulting with a school psychologist helps teachers reach struggling students, improve classroom management skills, and utilize instructional strategies that will engage all types of learners.• School psychologists provide mental and behavioral health services that are appropriate to the school context, reduce negative behaviors, and improve learning and achievement.• School psychologists' help align academic, and mental and behavioral health interventions to improve effectiveness through MTSS.• School psychologists collaborate with educators to improve individual and whole school outcomes. <p><i>Comprehensive implementation of school psychological services as defined in the NASP Practice Model is a cost-effective investment in all students' success.</i></p>

Know What a School Psychologist Does: The NASP Practice Model

NATIONAL ASSOCIATION OF SCHOOL PSYCHOLOGISTS

Model for Services by School Psychologists



Learn More about the Practice Model

- <https://www.nasponline.org/standards-and-certification/nasp-practice-model>

Use the WI School Psychologist Evaluation System

<https://dpi.wi.gov/sspw/pupil-services/performance-evaluation-tools/school-psychology-evaluation>

The screenshot displays the Wisconsin Department of Public Instruction (WI DPI) website. The browser address bar shows the URL: dpi.wi.gov/sspw/pupil-services/performance-evaluation-tools/school-psychology-evaluation. The website header includes navigation links: Home, Families & Students, Schools & Educators, Libraries, and Data & Media. The WI DPI logo is visible on the left, and a search bar is on the right. A left sidebar menu titled "Pupil Services" lists various evaluation tools, with "School Psychology Evaluation System" highlighted. The main content area is titled "Wisconsin Pupil Services Evaluation System: School Psychologist" and includes an "Overview" section. The overview text states: "The Wisconsin Pupil Services Evaluation System is an optional professional evaluation system for individual school psychologists and the other three pupil services professions of school counseling, nursing, and social work. It is parallel in format and rigor to the Wisconsin Educator Effectiveness (EE) System. Pupil services professionals may develop a Pupil Services Evaluation Plan (PSEP) in MyLearningPlan® for each year of the Evaluation Cycle or may use other formats available to school districts (see below). See the [Wisconsin Pupil Services Evaluation System](#) for more information." Below this is a link to the "School Psychology Evaluation Rubric". The rubric text begins: "The School Psychology Evaluation Rubric outlines the components of school psychology practice, based on the [National Association of School Psychologists Practice Model](#). The rubric is an evaluation tool for an individual school psychologist, not a school's or district's service delivery model." The bottom of the screenshot shows a Windows taskbar with various application icons.

← → ↻ dpi.wi.gov/sspw/pupil-services/performance-evaluation-tools/school-psychology-evaluation

Apps Account History - A...

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WISCONSIN DEPARTMENT OF PUBLIC INSTRUCTION

Search

Pupil Services

- Performance Evaluation Tools
- School Counseling Evaluation System
- School Nurse Evaluation System
- School Psychology Evaluation System**
- School Social Work Evaluation System
- Comprehensive School Counseling Programs
- School Nursing and Health Services
- School Psychology
- School Social Work in Wisconsin

PUPIL SERVICES / PERFORMANCE EVALUATION TOOLS / WISCONSIN PUPIL SERVICES EVALUATION SYSTEM: SCHOOL PSYCHOLOGIST

Wisconsin Pupil Services Evaluation System: School Psychologist

Overview

The Wisconsin Pupil Services Evaluation System is an optional professional evaluation system for individual school psychologists and the other three pupil services professions of school counseling, nursing, and social work. It is parallel in format and rigor to the Wisconsin Educator Effectiveness (EE) System. Pupil services professionals may develop a Pupil Services Evaluation Plan (PSEP) in MyLearningPlan® for each year of the Evaluation Cycle or may use other formats available to school districts (see below). See the [Wisconsin Pupil Services Evaluation System](#) for more information.

[School Psychology Evaluation Rubric](#)

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School psychologists' scope of services largely depends on the number of students for whom they are expected to provide services (i.e. the more students the smaller the scope). Expectation of service delivery is impacted by the variance from the recommended student-

11/14/2019

Allocation and Services: CONSIDER THE FTE'S

500: 1	1000: 1	2000:1
Data-Based Decision Making (incl. evals; school wide assessments)	Data-Based Decision Making (evaluations only)	Data-Based Decision Making (evaluations only)
Consultation & Collaboration: problem-solving process for all instructional, & mental and behavioral health services	Consultation about needed change at individual, classroom, & school levels	Consultation about needed change at individual & classroom levels
Interventions & instructional support for academic skills		
Intervention & mental health support for social/emotional learning	Suicide prevention activities	
School Wide Services for effective & supportive learning environments		
Prevention and Response Services, including prevention planning for critical incidents	Conduct risk assessments & referral services; response to critical incidents	Conduct risk assessments & referral services; response to critical incidents
Family-School Collaboration Services		

Jointly Plan Priority Services



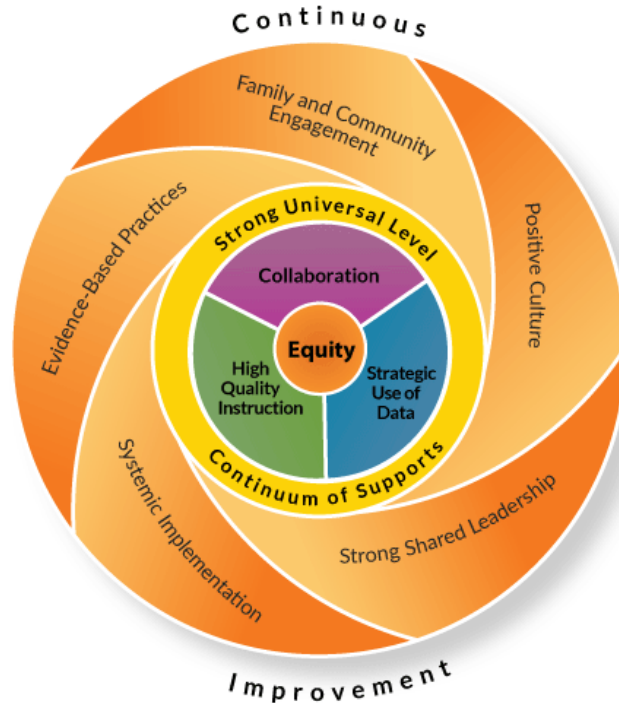
- Match expected services to allocation
- High ratios limit what they can do.
- May need to "reign 'em in" (I love RTI, consulting, autism, etc.)
- Know your population (consider poverty, needs, students with disabilities)

Jointly Plan Priority Services

- **Consider the alignment of:**
 - The NASP Practice Model
 - Your district's School Psychologist job description
 - Your district's vision, mission, strategic plan, initiatives, MLSS Model
 - Your School Psychologist's day to day work
- **Does everyone agree (all stakeholders: staff, parents, administrators, school board)?**

Where Does Your School Psychologist Fit?

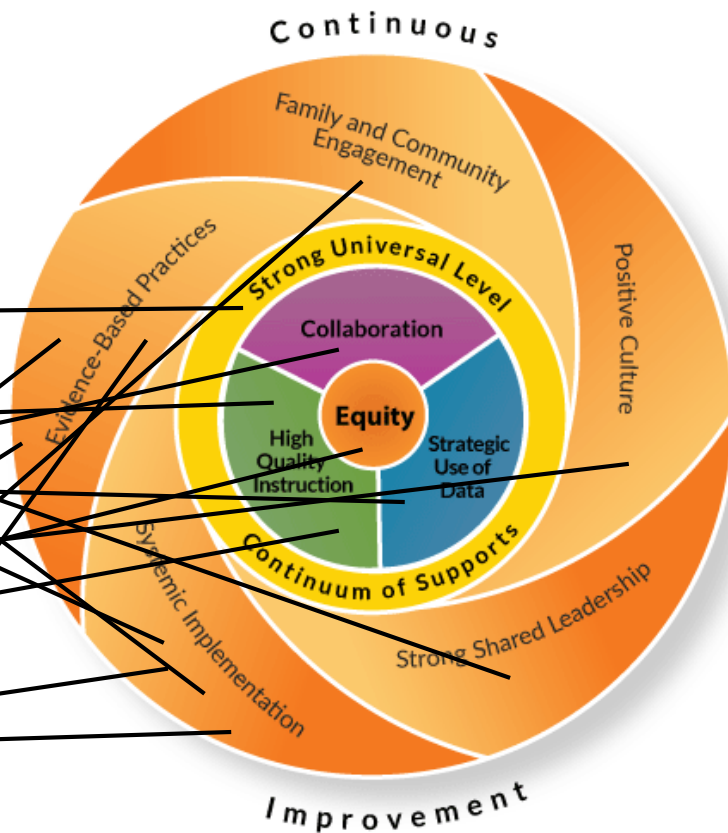
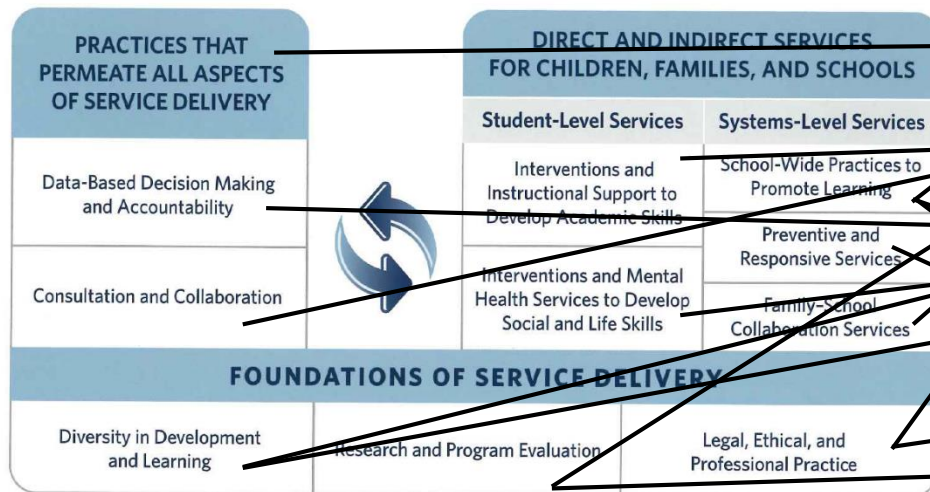
<https://dpi.wi.gov/sites/default/files/imce/rti/pdf/rti-emplss-framework.pdf>



School Psychologists Within an Equitable MLSS

NATIONAL ASSOCIATION OF SCHOOL PSYCHOLOGISTS

Model for Services by School Psychologists



HELPING STUDENTS AND SCHOOLS ACHIEVE THEIR BEST

What is Your School Psychologist Doing?

- **Is your School Psychologist:**
 - Case managing Section 504 evaluations or plans?
 - Doing all of the “heavy lifting” in the special education evaluation process (i.e. academic achievement testing)?
 - Attending staff meetings in which agenda items do not apply or impact them in their work?
- **How do these activities align with your jointly planned Priority Services?**



What is Your School Psychologist Doing?

- “Other Duties As Assigned”
 - Bus, Recess, Lunch, Before/After School Supervision
 - School or District Assessment Coordinator
- Are these activities an efficient use of a limited resource?



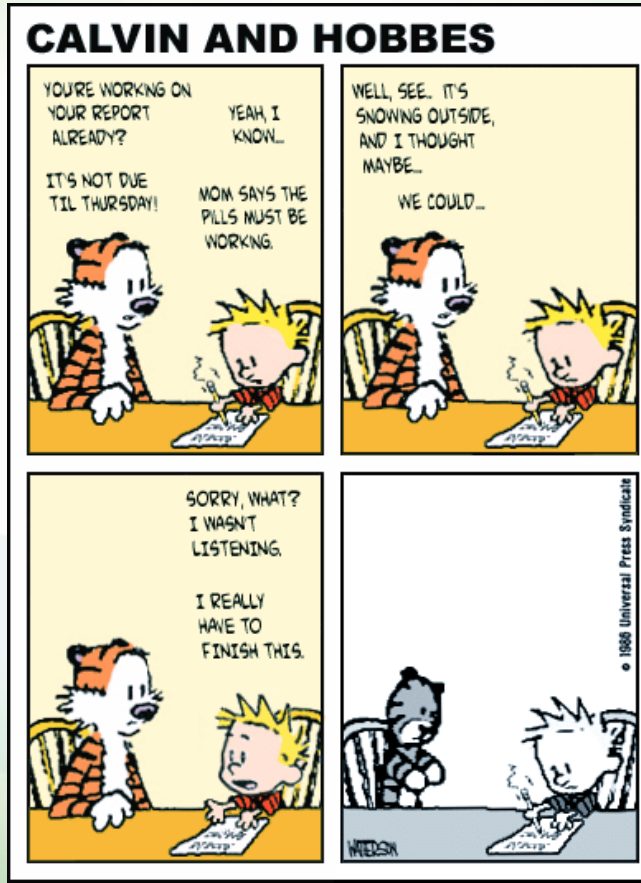
Align Allocations and Services with Skills and Expertise

- Consider ways to free up or make better use of your School Psychologist's time:
 - Train others to do things that do not require School Psychologist skills
 - Is your School Psychologist doing lunch supervision instead of facilitating a “lunch bunch” social skills group?

Align Allocations and Services with Skills and Expertise

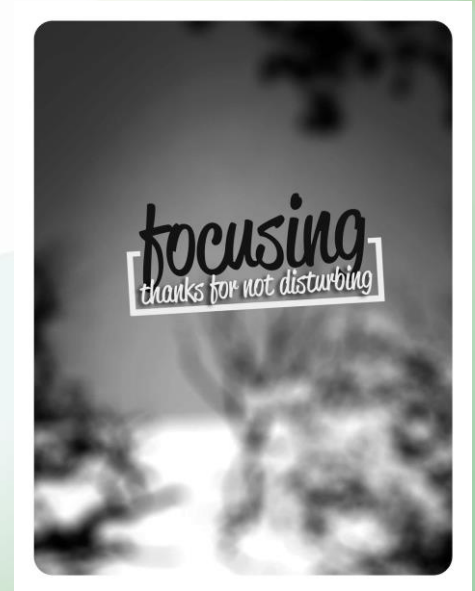
- Be aware that your School Psychologist wants and needs to have positive working relationships with a variety of stakeholders (other staff members, parents, administrators, etc.).
- Consider concerns regarding “fairness”
- It is about the students! Message may need to come from school/district leadership

Balancing Relationships



Align Resources with Services

- Private space for confidentiality and standardized testing
- Assessment and Scoring tools
- Time for collaboration
- Professional Development
- Professional Memberships



Assess Service Effectiveness

- **Collect and use data to determine what services are “high leverage”**
- **What school psychologist services are impacting:**
 - Reducing opportunity/achievement gaps?
 - Improving outcomes for students with IEPs (meeting goals, graduation rates, statewide assessments).
 - Increased capacity for other staff members positively impacting student success (academic achievement, SEL, reduction in disparities, etc.)

If You Have a Good One, Keep Them!

In addition to benefits to your district, maximizing your School Psychologist can increase job satisfaction. Other things to consider:

- Induction and Mentorship Programs

<https://www.nasponline.org/membership-and-community/get-involved/find-a-mentor-program>

- Provide Administrative AND Professional Supervision

<https://www.nasponline.org/resources-and-publications/resources-and-podcasts/school-psychology/shortages-in-school-psychology-resource-guide/retention-strategies>

If You Have a Good One, Keep Them! (continued)

- Advocate!
- Recognitions and Appreciations:
 - Acknowledge/Recognize NCSP
 - WSPA School Psychologist of the Year (nominations due 1/10/20)
<https://wspa18.wildapricot.org/WSPA-school-psychologist-of-the-year>
 - Wisconsin Teacher of the Year (Special Services):
<https://dpi.wi.gov/teacher-year/program/selection-process>

<https://www.nasponline.org/resources-and-publications/resources-and-podcasts/school-psychology/shortages-in-school-psychology-resource-guide/retention-strategies>

Contact Information



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Wisconsin Department of Public Instruction

Questions or Comments?

Thank you for your participation and your work supporting the students, families and educators of Wisconsin. We look forward to our continued work together. Enjoy the rest of the convention!