ASPPB
Association of State and Provincial Psychology Boards

FIVE-YEAR
STRATEGIC PLAN

2017 - 2022
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In late 2015, ASPPB began the process of updating its Strategic Plan. The final plan was approved by the Board of Directors in October 2016, and centered on reviewing the Association’s existing Mission, Vision and Core Values, and identifying new strategic initiatives. ASPPB continues to provide foundational programs and services, which are continuously monitored and evaluated as part of the Association’s Operational Plan. The combination of the Strategic Plan and the Operational Plan provide the basis for designing ASPPB’s programming, management and member engagement.

**STRATEGIC INITIATIVES**

The plan is organized around three strategic focus areas:

I. **Consistency**
   
   Maintain proactive outreach and research, define and promote common regulatory standards, advance mobility efforts, convene key stakeholders to address areas of inconsistency.

II. **Competency**
    
    Implement EPPP Part 2, update supervision guidelines, consider continuing competence issues (longer term)

III. **Organizational Capacity**
    
    Expand capabilities, expertise and resources that serve to better inform and connect our member jurisdictions with each other and with ASPPB; explore and implement revenue diversification; evaluate members’ needs and expectations surrounding advocacy; optimize volunteer and staff alignment.

In summary, this plan provides focus that enables ASPPB to thoughtfully provide support to its member jurisdictions in fulfilling their responsibility of public protection. This well-executed plan also ensures that ASPPB will continue to be good stewards of its human and financial resources.
The Association of State and Provincial Psychology Boards (ASPPB) exists to support our member jurisdictions in fulfilling their responsibility of public protection. With the rapid changes in the profession, technology, and political climate it is very easy to shift attention from one crisis to the next and lose sight of overall goals and objectives. While ASPPB continues to try to be responsive to the needs of our jurisdictions, we also must try to anticipate future developments and assist our jurisdictions in preparing for these changes.

To guide us in this process, in 2015-2016 ASPPB engaged in the process of updating our Strategic Plan. We sincerely appreciate the participation and input we received from our Member Boards and stakeholders in the strategic planning process. Your input was vital in helping us identify the challenges you face in the regulation of psychology, the importance of the services offered by ASPPB, and your satisfaction with those services. We were able to use this information to identify both current and future priorities for ASPPB.

As outlined in the ASPPB Strategic Plan 2017-2022, the Mission of ASPPB is “To support member jurisdictions in fulfilling their responsibility of public protection.” Our Vision – “Consistent standards that ensure the competent practice of psychology” – will greatly facilitate our Mission. The Strategic Plan provides a guide or “road map” to keep us focused as well as way to measure our progress and keep us accountable. We hope that you will find the ASPPB Strategic Plan both informative and helpful in understanding the goals and strategies of ASPPB and holding ASPPB accountable for accomplishing these goals.

Don L. Crowder, PhD
ASPPB President, 2016
On behalf of the ASPPB staff, I want to thank the Board of Directors for choosing to engage in a comprehensive revision of the ASPPB Strategic Plan. I also want to thank all of the representatives from member jurisdictions, liaisons from other psychology organizations and other stakeholders who contributed their critical input to the development and focus of this important planning tool. ASPPB’s first ever Strategic Plan was adopted in 2005 during my first year as your chief staff officer. I have found that original plan to be incredibly helpful in guiding this Association to the achievements we have made in expanding the range of member services we offer while maintaining the affordability and quality of our core services.

Our sole purpose is to support our member jurisdictions to achieve their mission of public protection. We exist and thrive as long as we help you and meet your needs during these challenging times for professional regulation. I also want to thank the talented and dedicated staff of ASPPB who make the policies and plans we develop come to action. Without their hard work and creative vision, many of the initiatives we seek to implement would be less targeted, less efficient and thus less successful overall. The success of ASPPB both in the past and in the future is a reflection of the partnership created around a common purpose between the Board of Directors, the staff and the member jurisdictions. I intend to do all I can to maintain that productive partnership in the years ahead.

I hope you will review this 2017 Strategic Plan carefully and provide us with any feedback or suggestions you have about its contents. The Board and the staff are serious about achieving the critical initiatives described in its pages. The three major initiatives of promoting greater consistency, insuring the comprehensive assessment of professional competence, and improving our organizational capacity and effectiveness are hardly ground breaking or edgy! Rather these are well defined refinements of long standing goals that are now informed by past experience. The last ASPPB Strategic Plan was in use for over 10 years because it was broad in its scope and lacking specific milestones of accomplishment. We managed to build those milestones
along the way and achieve most if not all of the original goals that were identified. But this 2017-2022 Plan has not only a more circumscribed agenda in its three initiatives but also a well-defined set of benchmarks for progress towards meeting each goal. I intend to keep the membership updated on our progress in advancing these initiatives as we begin to pursue the objectives the plan describes.

Again, I want to thank the Board and the staff and the member jurisdictions for all the support and wisdom provided in the creation of this 2017-2022 Strategic Plan. Stay tuned as we proceed down this path toward better public protection through best practices in professional regulation.

Stephen T. DeMers, EdD
Chief Executive Officer
Mission Statement
To support member jurisdictions in fulfilling their responsibility of public protection.

Core Values
ASPPB is committed to:
- Quality
- Respect
- Responsiveness
- Accountability
- Transparency

Vision
Consistent standards that ensure the competent practice of psychology.

CONSISTENCY
- Regulatory Consistency
- Credentials Bank
- PSYBook (summary of licensure requirements by jurisdiction)
- International Credentials Review Service
- PSYPACT (interstate compact regulating telehealth & temporary in-person practice)

COMPETENCY
- EPPP Part 2
- Psychopharmacology Exam for Psychologists
- Supervision Guidelines
- Expanded Use of Exam Data
- Continuing Professional Development

ORGANIZATIONAL CAPACITY
- PSYPOP (Psychology Portability Outreach Program to engage & educate)
- Member Relations
- Expanded Use of Member Services Data
- Certification by National Committee for Quality Assurance
- Organizational Resources
OUR MEMBERSHIP

The Association of State and Provincial Psychology Boards (ASPPB) is the alliance of state, provincial, and territorial agencies responsible for the licensure and certification of psychologists throughout the United States and Canada. ASPPB was formed to serve psychology boards in the two countries. Currently, the psychology boards of all fifty states of the United States, the District of Columbia, the U.S. Virgin Islands, Puerto Rico, Guam and all ten provinces of Canada are members of ASPPB. With the vast expertise of our member jurisdictions and volunteers, we offer in-depth resources, programs and services, and are increasingly where the profession turns for education, information and leadership.
OVERVIEW

What We've **ACCOMPLISHED**

I. **State of the art** examination services.

II. **Dedicated** staff and member community.

III. **Strong reputation** and industry relationships/ recognition.

IV. **Effective** office location/ space.

V. **Ownership** of market leading resources, including the credentials bank and workforce data.

VI. **Programs** growing in effectiveness and converging to multiply their impact.

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**CHALLENGES Ahead**

Despite ASPPB’s notable successes, some challenges remain in meeting our strategic goals. Over the next 5 years, ASPPB will work to address these and other complex issues:

I. **Responding** to the changing nature of the profession

II. **Establishing** and maintaining a competency model

III. **Continuing** to deliver a high value to its members
STRATEGIC INITIATIVES: CONSISTENCY

Foster consistency in licensing standards among member jurisdictions.

- Promote essential revisions to model rules and statutes that further public protection
- Identify and actively promote the adoption of a manageable list of common regulatory standards
- Engage key stakeholders across the profession to harmonize policies, positions and definitions that impact the regulation of psychology

An international credential review service exists to assist member jurisdictions in assessment of licensure candidates

A comprehensive document outlining jurisdictional regulatory requirements is created

Areas of regulatory consistency are identified, model language is provided, and ASPPB has coordinated jurisdictional collaboration resulting in consistency

Psychology Interjurisdictional Compact is enacted and functional

Major 5-Year Outcomes
STRATEGIC INITIATIVES: COMPETENCY

Enhance assessment of competency to practice. Competency is key in licensing standards among member jurisdictions.

OBJECTIVES

- Develop and implement skills-based assessment (EPPP Part 2)
- Ensure that ASPPB examinations and related competency-based materials are current and aligned with contemporary professional practices
- Refine methods of data collection and analysis to inform future assessment of competency to practice opportunities

COMPETENCY

EPPP Part 2 has been implemented and data is being collected that may inform the sequence of training

ASPPB Psychopharmacology Exam for Psychologists is in use by all member jurisdictions having prescriptive authority

Major 5-Year Outcomes

- Continuing Professional Development tracking and reporting is available through ASPPB for all licensed psychologists
- Comprehensive Supervision Guidelines exist, covering all areas of practice (Discipline, General Applied Psychology, Master’s Level Practitioners, Health Service Providers, and Unlicensed Technicians)
STRATEGIC INITIATIVES: ORGANIZATIONAL CAPACITY

Expand and enhance member jurisdiction support and engagement.

OBJECTIVES

- Work to optimize the value of ASPPB programs and services to ensure widespread member participation
- Monitor and inform members of emerging trends, issues, and opportunities
- Proactively support members in advancing their regulatory and advocacy efforts

ORGANIZATIONAL CAPACITY

- ASPPB's financial and human resources have been aligned to support and advance its mission
- Comprehensive member engagement programs are being utilized by ASPPB

Major 5-Year Outcomes

- ASPPB is NCQA certified
- All member jurisdictions are utilizing PSYPRO and ASPPB's online application management system, including the Psychology Licensure Universal System (PLUS)