

**School Psychology, 2004-2005:  
National and Regional  
Demographic Characteristics, Professional  
Practices, Employment Conditions,  
& Continuing Professional Development**

**Michael J. Curtis, Alana D. Lopez, George M. Batsche,  
Devon Minch, & Dama Abshier**

**NASP Research Committee**

**University of South Florida**

**March, 2007**

# Historical Background

- **Need for Data**

- **Legislators and Policy Makers**
- **Accrediting Bodies**
- **Funding Sources**
- **State Credentialing Agencies**
- **Training Programs**
- **Employers**

# Background (cont'd)

- **NASP Policy- National Study Every 5 Years to Describe Current Field and Track Changes over Time**
- **First three studies:**
  - **1989 - 1990: Graden & Curtis**
  - **1994 - 1995: Curtis, Hunley, Walker, & Baker**
  - **1999 – 2000: Curtis, Grier, Abshier, Sutton, & Hunley**

# Research Method

## Original Survey Instrument

- **Development**
  - **Pilot Testing by Practicing School Psychologists**
  - **Leadership Review**
  - **Expert Review**
  
- **Consistency of Core Over Time**

# Method (cont'd)

## Current Survey Instrument (cont'd)

- **All Responses Based on 2004-2005 School Year**
- **38 Items**
  - **Items 1 – 18 Completed by All Respondents**
  - **Items 19 – 38 Completed only by School Psychologists whose primary employment during 2004-2005 was full-time in school setting**

# Method (cont'd)

- **NASP “Regular” Members as Mailing List**
- **20% Random Selection by State**
- **Incentives for Participation**
  - **Ten Awards of 50 NASP Bucks**
  - **Five Awards of One-Year NASP Membership\***

**\*Included in final mailing, but all respondents eligible**

# Method (cont'd)

- **Four mailings**
  - **Complete Mailing: Letter, Survey, Return Envelope with Code Number**
  - **Postcard Reminder**
  - **Complete Mailing**
  - **Complete Mailing\***
- **Confidentiality**

**\*Announcement of Free Membership Incentive**

## **Method (cont'd)**

- **NASP Generated List: 2,998 Names**
- **Corrected List: 2,948 Names**
- **Completed/Usable Surveys: 1,748**
- **Response Rate = 59.3%**



# NASP Members & National Database

VARIABLES	'05 NASP Membership	2004-05 Database
<b>GENDER</b>		
<b>Female</b>	<b>73.5%</b>	<b>74.0%</b>
<b>Male</b>	<b>26.5%</b>	<b>26.0%</b>
Percent Responding	63.7%	99.9%
<b>ETHNICITY</b>		
<b>Am. Indian /Alaska Nat.</b>	<b>0.9%</b>	<b>0.8%</b>
<b>Asian-Am./Pacific Islander</b>	<b>1.4%</b>	<b>0.9%</b>
<b>Black/African-Am.</b>	<b>3.1%</b>	<b>1.9%</b>
<b>Hispanic</b>	<b>3.8%</b>	<b>3.0%</b>
<b>White/Caucasian</b>	<b>88.5%</b>	<b>92.6%</b>
<b>Other</b>	<b>2.4%</b>	<b>0.8%</b>
Percent Responding	73.8%	97.5%
<b>HIGHEST DEGREE</b>		
<b>Bachelors</b>	<b>1.2%</b>	<b>0.1%</b>
<b>Master's</b>	<b>44.8%</b>	<b>32.6%</b>
<b>Specialist</b>	<b>22.9%</b>	<b>34.9%</b>
<b>Doctorate</b>	<b>28.0%</b>	<b>32.4%</b>
Percent Responding	80.4%	99.8%
<b>MEAN AGE in Years</b>		
	<b>50.9</b>	<b>46.2</b>
Percent Responding	80.4%	99.8%

# Demographic Characteristics

- Professional Roles
- Gender
- Ethnicity
- Age
- Preparation
- Credentialing

# Context for Professional Practice

- **Primary and Secondary Employment**
- **School District Setting**
- **Salary**
- **Length of Contract**
- **Ratio of Students to School Psychologist**
- **Percent Minority Students Served**
- **Supervision**
- **Continuing Professional Development**

# Professional Practices

- Initial Special Education Evaluations
- Special Education Reevaluations
- Total Percent Time in Spec. Education-Related Activities
- Consultation
- Counseling
- Student Groups
- In-service Programs

# Demographic Characteristics

# Professional Roles

- **Practicing School Psychologist:** 80.44%
- **University Faculty:** 6.04%
- **Administrator:** 5.39%
- **State Department:** 0.63%
- **Other\*:** 7.60%

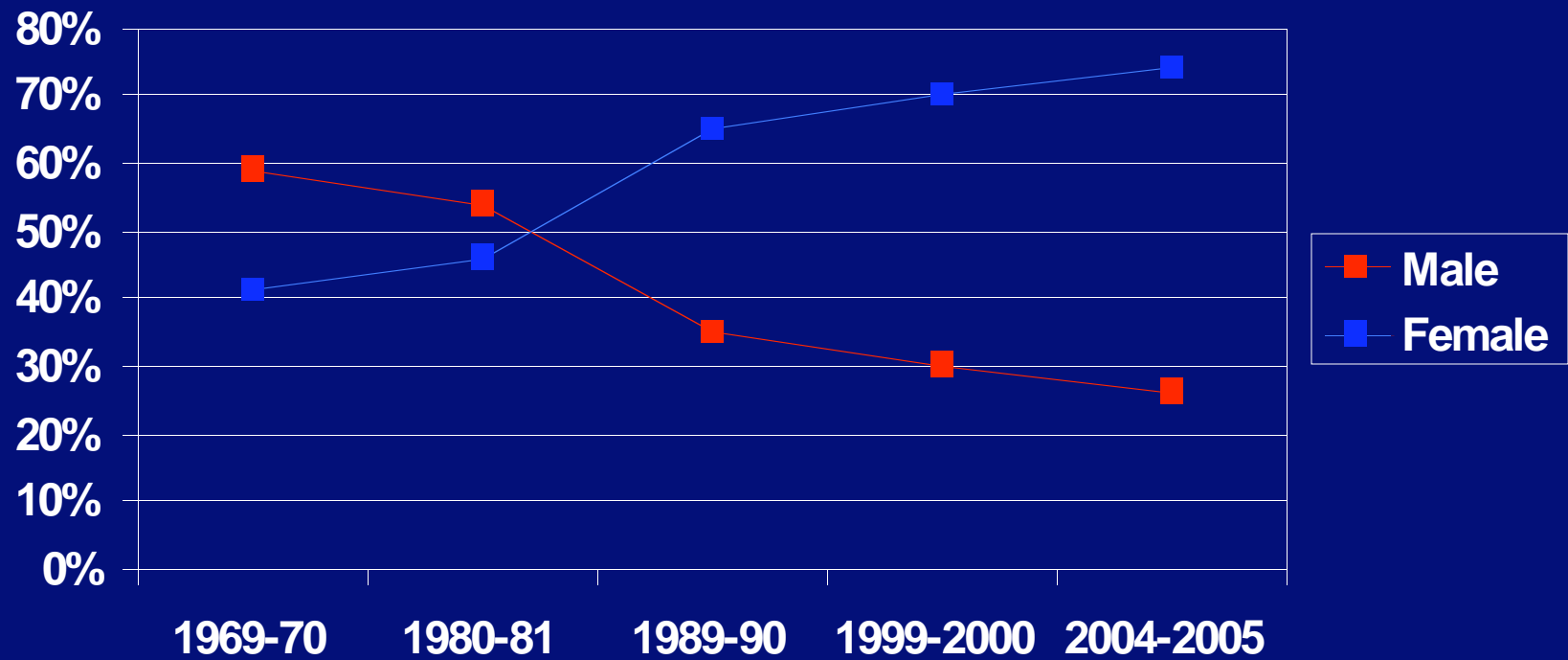
**\*Behavioral Specialist, Educational Consultant,  
Counselor, Intervention Specialist**

# Gender

## Total Field Practitioners

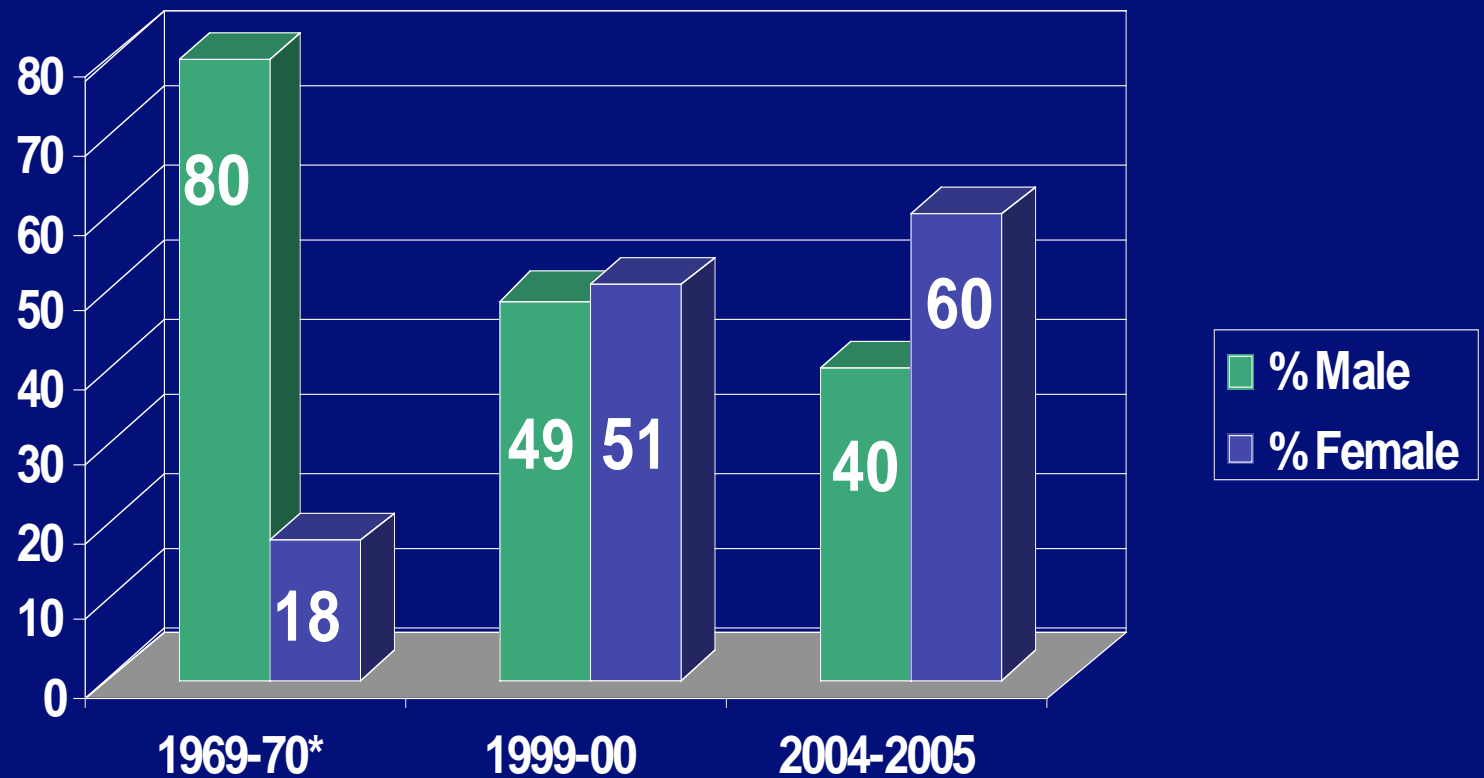
Female	74%	77%
Male	26%	23%

# Gender: Total Field





# Gender for University Faculty



\*As reported; does not equal 100%

# Ethnicity for Total Field

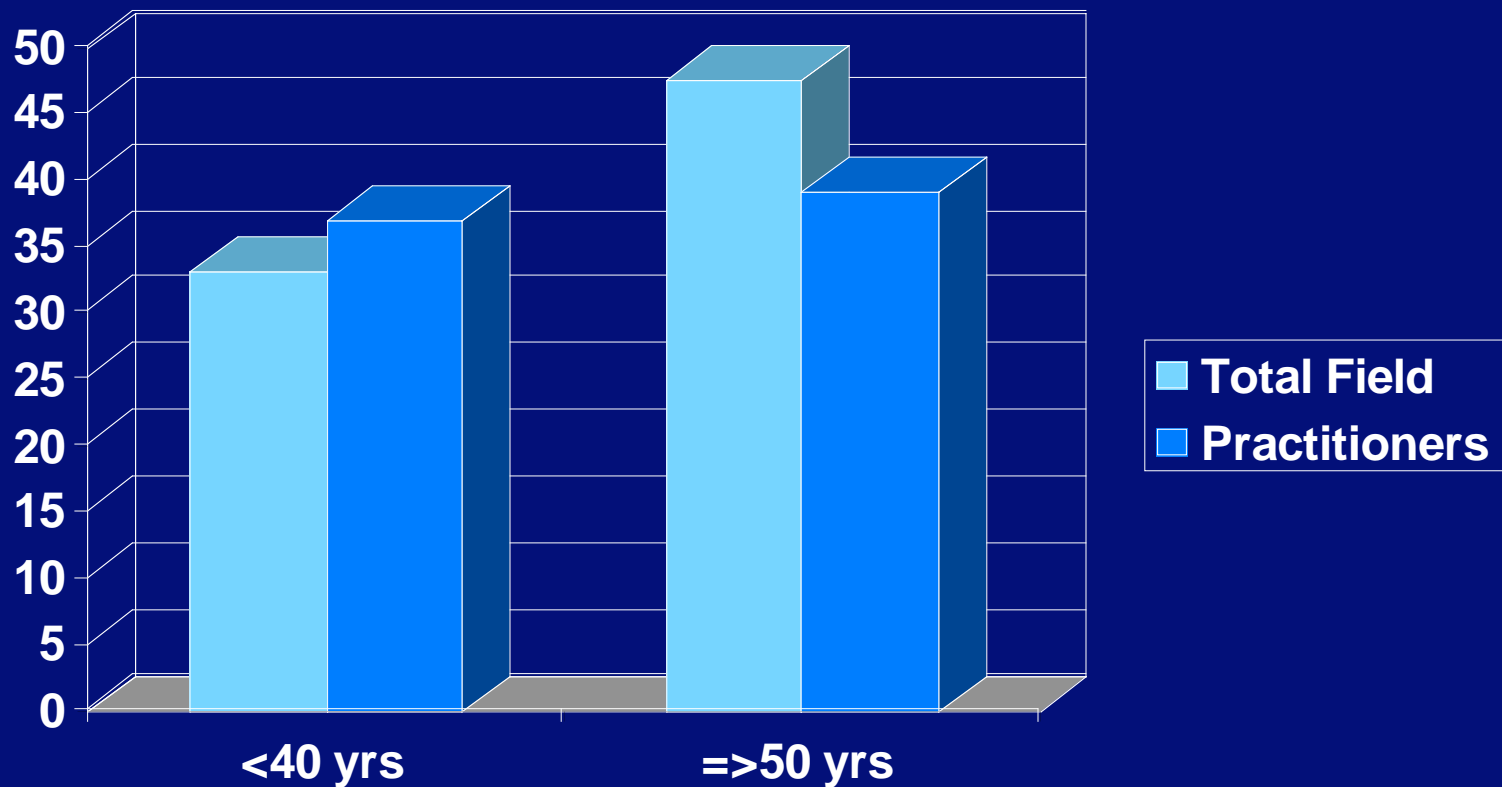
	1980-81	1989-90	1999-00	2004-05
<b>African-Am</b>	1.5%	1.9%	1.9%	1.9%
<b>Caucasian</b>	96%	93.9%	92.8%	92.6%*
<b>NatAm/AlasNat</b>	<1%	1.1%	0.6%	0.8%
<b>Asian/Pacific Is.</b>	<1%	0.8%	0.6%	0.9%
<b>Hispanic</b>	1.5%	1.5%	3.1%	3.0%
<b>Other</b>	<1%	0.9%	0.9%	0.8%

\*Practitioners = 92.4%

# Ethnicity for University Faculty

- Number Responding to Item = 104
- Caucasian = 93.27%
- African American = .96%
- Hispanic = 5.77%

# Percent Age: 40 or Younger and 50 or Older



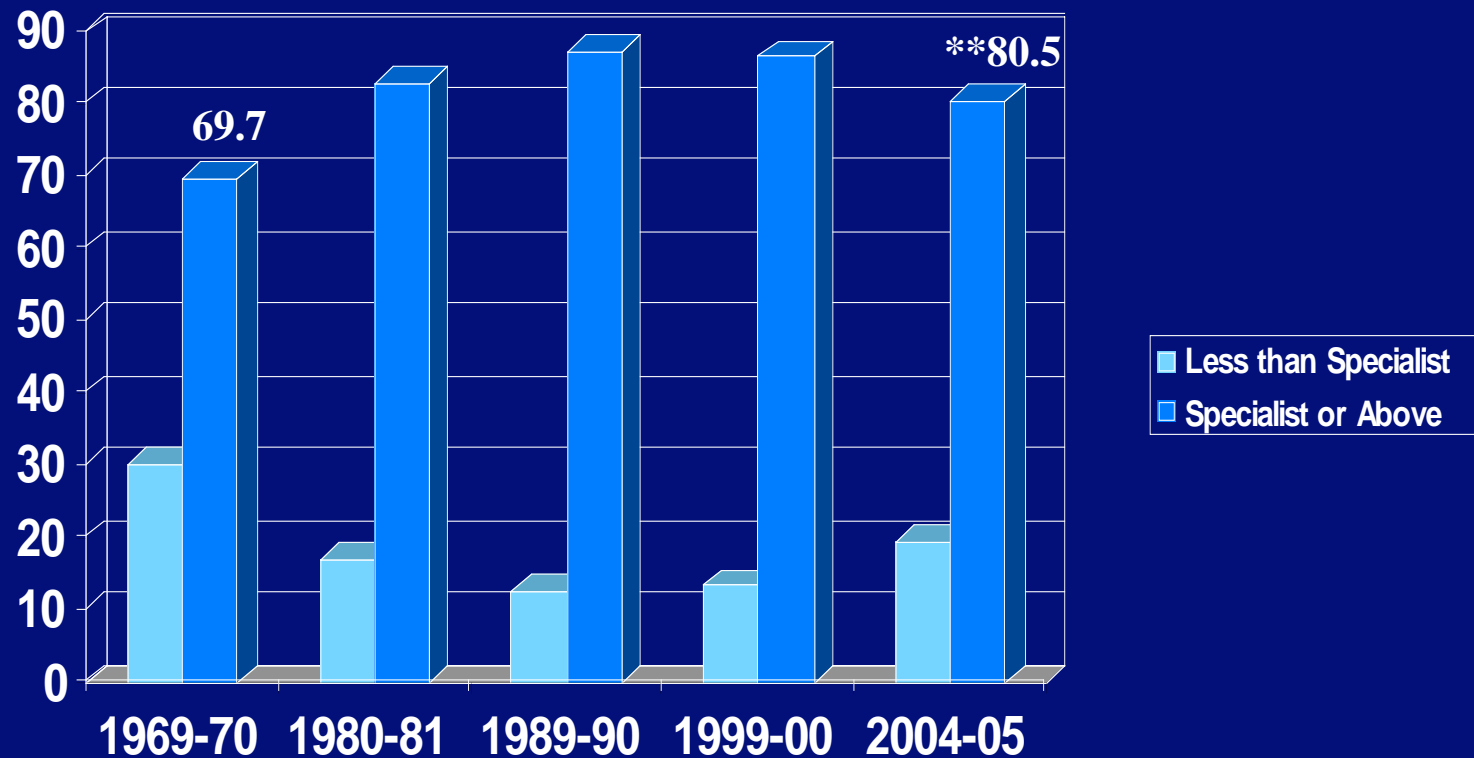
Mean Age: Practitioners = 45.2

Total Field = 46.2

# Highest Degree Earned

	<u>Masters</u>	<u>Specialist</u>	<u>Doctorate</u>
<b>Total Field</b>	<b>32.6%</b>	<b>34.9%</b>	<b>32.4%</b>
<b>Practitioners</b>	<b>35.7%</b>	<b>39.9%</b>	<b>24.4%</b>

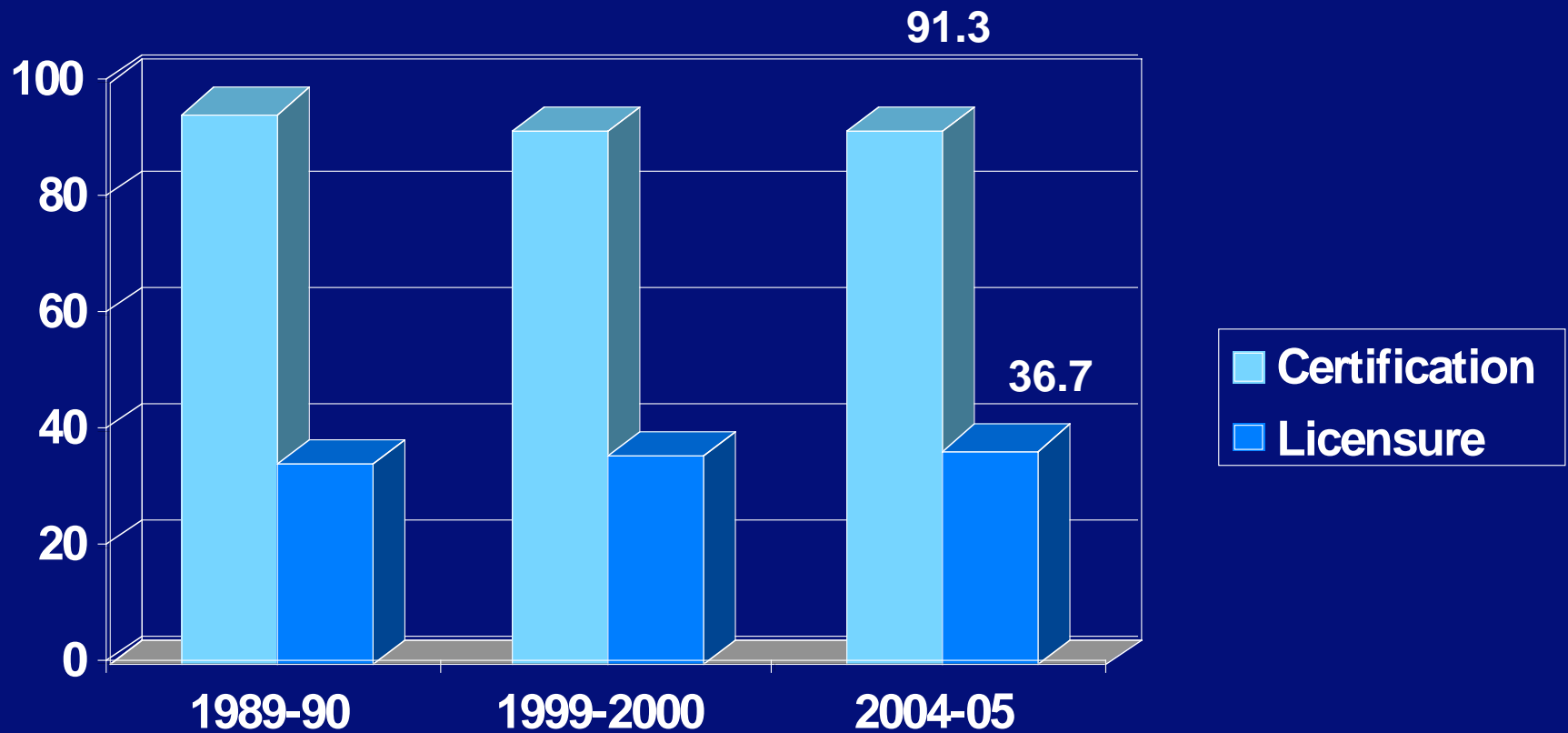
# Percent Preparation at Specialist Level\* or Higher: Total Field



\*60 Graduate Semester Hours

\*\*Practitioners = 79.7%

# Percentages with State Credentials: Total Field



# Licensure: Practitioners Only

**Doctoral Level License      13.92%**

**Non-Doctoral License      16.70%**

**\*30.62%**

**\*Total Field = 36.7%**



# Context for Professional Practice

- **Primary and Secondary Employment**
- **School District Setting**
- **Salary**
- **Length of Contract**
- **Ratio of Students to School Psychologist**
- **Percent Minority Students Served**
- **Supervision**
- **Continuing Professional Development**

# Primary Employment Setting

■ Public Schools:	83.1%
■ Private Schools:	5.2%
■ Faith-Based Schools:	2.1%
■ University:	6.5%
■ Independent Practice:	4.1%
■ Hospital/Medical:	1.3%
■ State Department:	0.8%
■ Other:	2.8%

**Note: >100% because multiple choices possible**

# Secondary Employment Settings

■ Public Schools:	3.27%
■ Private Schools:	0.75%
■ Faith-Based Schools:	0.23%
■ University:	7.78%
■ Ind Practice:	8.59%
■ State Dept:	0.29%
■ Hospital:	0.40%
■ Other:	1.95%

**Note: 22.5% engage in some form of secondary employment**

# **Full-Time School-Based Practice**

**The following data are based on responses to survey items 19 through 38 by 1,398 school psychologists who were employed full-time in a school setting (public, private or faith-based, preschool through high school)**

# School Setting

Urban =	28.4%
Suburban =	50.2%
Rural =	28.8%

**Note: >100% because more than one choice possible**

# Contracts and Salary

## ■ Contracts:

- 50.4% have contracts of 180 to 190 days
- 33.6% have contracts of 200 days or more

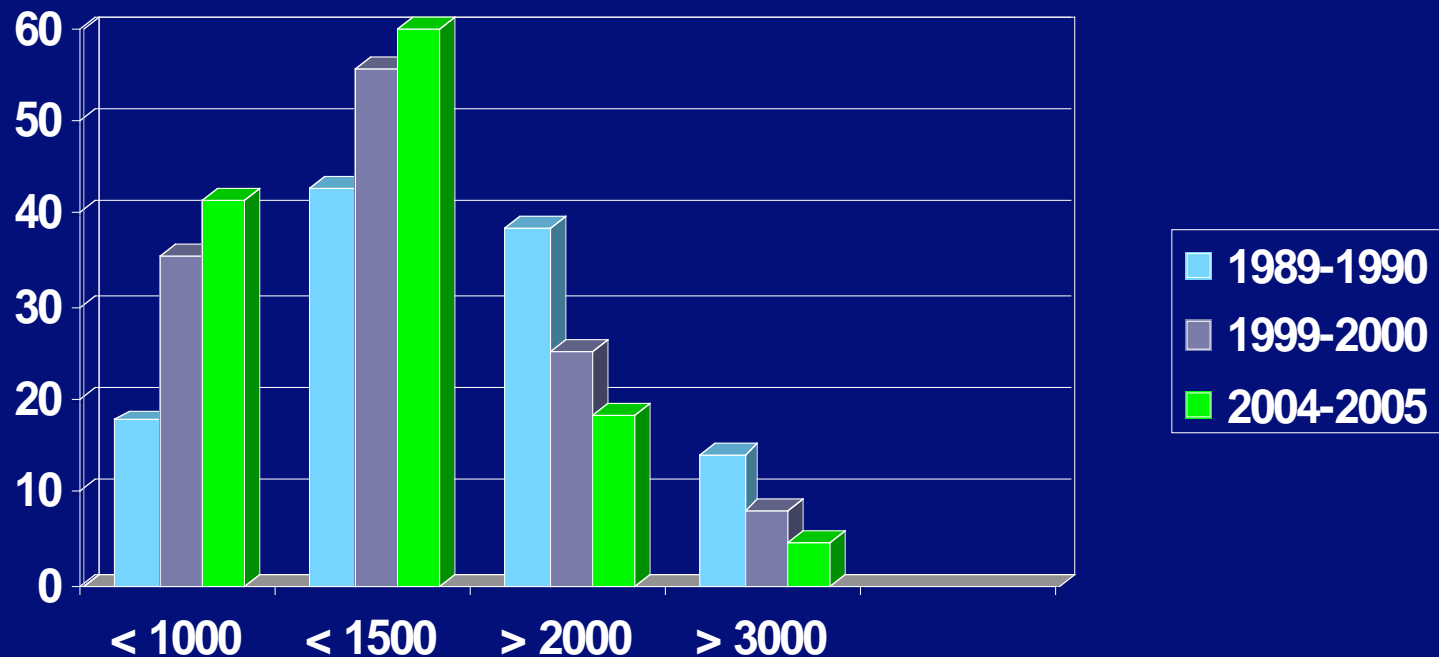
## ■ Practitioners Mean Per Diem Salary = \$312.57

- 180 days = \$56,262
- 190 days = \$59,387
- 200 days = \$62,513
- 210 days = \$65,639
- 220 days = \$68,764

■ Mean Ed.S. Per Diem Salary = \$287.03

■ Mean Ph.D. Per Diem Salary = \$350.03

# Ratio of Students: School Psychologist for District where Employed



Mean Ratio in 2004-2005 = 1482:1 (District)

Mean # students responsible for serving = 1205:5

# **Services to Students Who are Members of Racial/Ethnic Minority Groups**

- **Nearly all school psychologists (98.24%) serve students who are members of racial/ethnic minority groups**
- **Almost one-half (47%) serve 25% or more minority students**
- **28% serve 50% or more minority students**
- **Only 7.6% of school psychologists in sample are members of racial/ethnic minority groups**



# Administrative Supervision

- Received Admin. Supervision: 48.96%
  
- Administrative Supervisor:
  - Degree in School Psych = 33.27%
  - Degree in Psychology = 8.90%
  - Degree in Administration = 66.01%
  - Masters/Specialist degree = 35.05%
  - Doctoral degree = 24.73%

# Clinical Supervision

- Received Clinical Supervision = 12.29%
  
- Clinical Supervisor:
  - Degree in School Psychology = 54.6%
  - Degree in Psychology = 37.6%
  - Doctoral degree = 62.4%
  - Masters/Specialist degree = 16.3%

# Continuing Professional Development

- Respondents asked to indicate the top three CPD subject areas addressed in 2004-2005
  - 3% endorsed more than three CPD areas
  - 5% of the respondents endorsed less than three CPD areas

# Rank Order Percent Identifying each CPD Subject Area

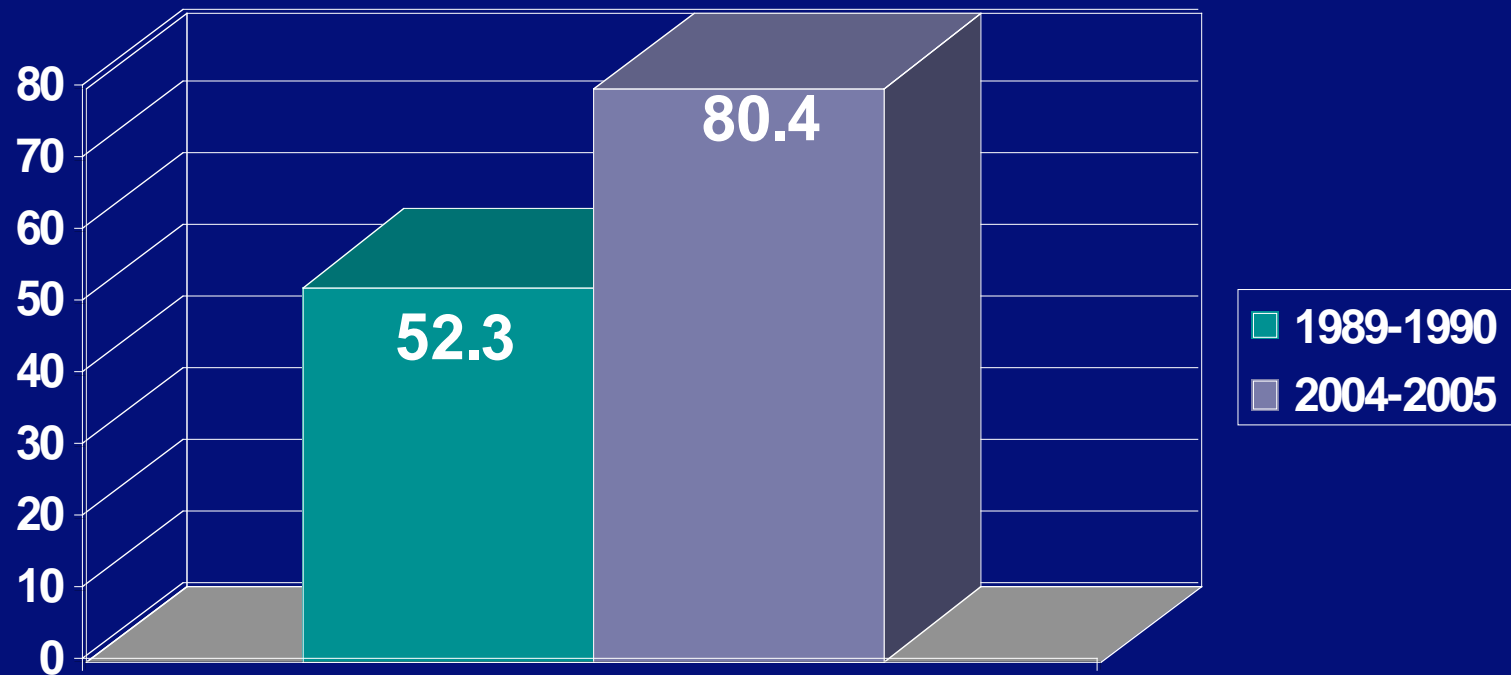
	N	%
Behavioral Interv	544	47.10%
Stan Psychoed Assess	462	40.00%
Acad Interv	381	32.99%
Consult/Prob-solving	364	31.52%
Social/Emot Interv	331	28.66%
Response to Interv	304	26.32%
Behavioral Assess	247	21.39%
Acad Scr/Prog Mon	238	20.61%
Social/Emot Assess	194	16.80%
Crisis Interv	187	16.19%
Other	173	14.98%

# Professional Practices

# Professional Practices

	Mean
■ 504 Plans	5.9
■ Initial Evaluations	34.7
■ Reevaluations	34.3
■ Consultation Cases	42.2
■ Individual Counseling	9.9
■ Student in Groups	8.8
■ Student Groups	1.7
■ In-Service Programs	2.6
■ Total % of Time in Sped	80.4%

# Change in Percent of Total Work Time in Special Education Activities



# Race/Ethnicity

- **Categories:**
  - African American
  - Caucasian
  - Hispanic
  - Other (Asian/Pacific Islander, Native American/Alaska Native, and Other)



# **Race/Ethnicity: Demographic Characteristics**

- **No significant differences for:**
  - **Gender**
  - **Age**
  - **Highest Degree Earned**
  - **Years of Experience in School Psychology**

# Ethnicity: Employment Conditions

- **No significant difference for:**
  - **Ratio of Students to School Psychologist**
- **Significant differences for:**
  - **% minority students served**
    - **Hispanic (M= 65.9) > Other (M= 33.5)**
    - **Hispanic (M= 65.9) > Caucasian (M= 31.1)**
    - **African American (M= 60.8) > Caucasian (M= 31.1)**
  - **School Setting**
    - **Urban higher for Other**
    - **Suburban lower for Other**

# **Race/Ethnicity: Professional Practices**

- **No significant differences for:**
  - **Initial Evaluations**
  - **Reevaluations**
  - **% of Total Time Related to Sp. Ed.**
  - **In-Service Programs**
  - **Consultation Cases**
  - **Students Served via Individual Counseling**
  - **Students Served via Groups**

# Regional Differences

# U. S. Census Regions

- **Northeast (NE): CT, MA, ME, NH, RI, VT**
- **Mid-Atlantic (MA): NJ, NY, PA**
- **South Atlantic (SA): DC, DE, FL, GA, MD, NC, SC, VA, WV**
- **East South Central (ESC): AL, KY, MS, TN**
- **East North Central (ENC): IL, IN, MI, OH, WI**
- **West South Central (WSC): AR, LA, OK, TX**
- **West North Central (WNC): IA, KS, MN, MO, ND, NE, SD**
- **Mountain (MTN): AZ, CO, ID, MT, NM, NV, UT, WY**
- **Pacific (PAC): AK, CA, HI, OR, WA**

# Total Sample by Census Region

Region	N	%
NE	160	9.3
MA	353	20.5
SA	308	17.8
ESC	65	3.8
ENC	303	17.6
WSC	97	5.6
WNC	131	7.6
MTN	137	7.9
PAC	172	10.0
TOTAL	1,726*	100

\* Respondents who reported state

# Means for Demographic Characteristics by Region For Total Field

Region	Female (%)	Male (%)	Age	Yrs Exp in School Psych
NE	69%	31%	48	16
MA	72%	28%	44	14
SA	81%	19%	47	15
ESC	72%	28%	46	16
ENC	76%	24%	46	15
WSC	77%	23%	49	16
WNC	80%	20%	45	14
MTN	58%	42%	48	15
PAC	74%	26%	46	14

# Ethnicity by Region for Total Field

Region	% AA	% C	% AI/AN	% API	% H	% O
NE	0.7	91.5	0.7	1.3	2.6	3.3
MA	3.2	91.9	0.6	0.6	3.5	0.3
SA	4.0	91.7	0.3	0.3	3.3	0.3
ESC	1.6	96.9	1.6	0	0	0
ENC	1.7	95.0	0.3	1.3	1.3	0.3
WSC	1.1	93.6	1.1	1.1	3.2	0
WNC	0	98.4	0.8	0.8	0	0
MTN	0	90.8	2.3	2.3	3.1	1.5
PAC	1.2	88.8	1.8	1.2	5.9	1.2

\*AA=African American; C=Caucasian; AI/N American Indian/Alaskan Native;  
API= Asian/Pacific Islander; H=Hispanic; O=Other



# Highest Degree Earned by Region for Total Field

Region	B (%)	M (%)	EdS (%)	Doc (%)
NE	0	24.2	45.2	30.6
MA	0	33.8	29.3	36.9
SA	0.3	16.6	52.6	30.5
ESC	0	16.9	52.6	30.5
ENC	0	43.2	30.4	26.4
WSC	0	34.0	17.5	48.5
WNC	0	29.8	45.8	24.4
MTN	0	24.1	35.8	40.1
PAC	0.1	32.7	35.0	32.3

# Credentialing by Region for Total Field

Region	NCSP	Doc Lic Psych	Non-Doc Lic Sch Psy	Doc Lic Sch Psy
NE	49%	14%	14%	4%
MA	35%	21%	4%	4%
SA	59%	12%	15%	5%
ESC	66%	26%	0%	12%
ENC	55%	10%	14%	4%
WSC	58%	26%	31%	17%
WNC	51%	7%	7%	2%
MTN	53%	19%	7%	6%
PAC	39%	6%	13%	2%

**The following data are for 1,390 school psychologists who reported working full-time in a school setting and who responded to Items 19 through 38 on the survey.**

# Full-Time School-Based Practicing School Psychologist Respondents by Region\*

	N	%
Mid-Atlantic	290	20.86%
East North Central	255	18.35%
South Atlantic	245	17.63%
Pacific	156	11.22%
Northeast	131	9.42%
Mountain	109	7.84%
West North Central	98	7.05%
West South Central	57	4.10%
East South Central	49	3.53%
Total	1390	

\*Respondents to Items 19 – 38 on Survey

# Mean Contract Length and Salary for Full-Time School-Based Practice by Region

Region	Days in Contract	Per Diem Salary	Annual Salary (190 days)	Annual Salary (200 days)
MA	189	\$353	\$67,070	\$70,600
PAC	195	\$343	\$65,170	\$68,600
NE	186	\$341	\$64,790	\$68,200
ENC	195	\$315	\$59,850	\$63,000
MTN	193	\$287	\$54,530	\$57,400
SA	208	\$282	\$53,580	\$56,400
WNC	191	\$268	\$50,920	\$53,600
ESC	203	\$259	\$49,210	\$51,800
WSC	200	\$252	\$47,880	\$50,400

## Means for Professional Practices Related to Special Education by Region

Region	504 Plans	Initial Spec Ed Evals	Spec Ed Re-Evals	%Total Time Spec Ed
NE	7	27	28	76
MA	7	30	28	80
SA	7	41	27	76
ESC	5	58	48	84
ENC	5	36	40	80
WSC	8	30	29	89
WNC	3	32	38	84
MTN	5	31	44	83
PAC	6	33	41	83

## Means for Professional Practices Related to Direct & Indirect Services by Region

Region	Consultation Cases	Individual Counseling Cases	Students Served via Groups	In-Service Programs
NE	37	11	18	2
MA	35	10	9	2
SA	57	12	9	3
ESC	47	5	5	5
ENC	38	7	7	2
WSC	41	6	7	4
WNC	34	6	9	3
MTN	39	11	11	3
PAC	43	15	6	3

# Mean Students to School Psychologist Ratio by Region

Region	District Ratio	Ratio for Respondent
ESC	2257	1908
SA	2005	1761
WSC	1864	1092
PAC	1617	1354
ENC	1528	1325
MTN	1445	1059
WNC	1417	1178
MA	1003	740
NE	911	738



# Minority Students Served by Region

Region	% Minority Students in District	% Minority Students Served by Respondent
PAC	44	46
SA	43	45
WSC	38	38
MTN	36	38
ESC	34	36
MA	28	29
ENC	24	27
WNC	19	18
NE	18	18

# Percentages Receiving Supervision by Region

Region	Administrative Supervision	Clinical Supervision
NE	54	34
MA	57	15
SA	48	9
ESC	56	12
ENC	45	9
WSC	29	10
WNC	48	7
MTN	41	9
PAC	48	6

# Limitations of the National Database

- **Social desirability of responses**
- **Population validity – NASP members**
- **Potential differences between responders and non-responders**
- **Data specific to 2004-2005 school year**
- **Retrospective survey data**