

# OPTIMISE

## Recommendation 5:

### Award Bonuses for Credentialing to Promote Retention

#### Problem

- Research indicates that careers with a similar education level in other fields earn more money than School Psychologists.
- One of the top reasons that educators leave the field is due to low salary/wages.



#### Increasing Attraction/Retention of School Psychologists

- Provide yearly bonuses for those who hold Nationally Certified School Psychologist (NCSP) credentials, the most rigorous credential in the field, to increase retention and increase job satisfaction.
- Holding the NCSP credential connects School Psychologists to others in the field and a body of high-quality professional development.



#### How does MI compare?

- 5 states offer state funded bonuses for School Psychologists who hold the national credentialing. This has helped decrease the shortage of school psychologists in these states.
- Training offered through district provided professional development is often not targeted at the development of School Psychologists skills and knowledge but rather aimed at teachers. Holding national credentialing opens the door for more professional learning for School Psychologists.



#### Investing in our Future

- There are 344 active NCSPs in MI and it is estimated that approximately 150 additional School Psychologists would relocate to MI/choose to obtain NCSP certification due to this bonus.
- $\$5,000 \times \sim 500 = \sim \$2,500,000$ . An additional \$100,000 for MDE/other agencies should be allocated to address the cost of managing/providing oversight of the program.



#### Process to Obtain Funding

- Current School Psychologists would apply for the funds through MDE/other government agency that provides oversight/support for the grant.

