



School Social Work

Association of America

BOARD of DIRECTORS



Vision

We ignite a future where every school has a school social worker leading with compassion, equity, and purpose to create inclusive learning environments where all students and families are seen, supported, and empowered to thrive.

Mission

The School Social Work Association of America advances and strengthens the profession by supporting and empowering school social workers and state school social work associations through professional and leadership development, resources, and advocacy. SSWAA establishes national standards and evidence-informed practices to ensure high-quality services are provided for all students.

Expectations of Board Participation

A national member association board is expected to provide strategic leadership and governance oversight while maintaining fiduciary responsibility for the organization's resources and mission fulfillment.

Board members actively participate in policy development, financial oversight, and strategic planning while ensuring compliance with legal requirements and ethical standards. They are responsible for hiring and evaluating the Executive Director, establishing organizational priorities that serve the membership's interests, and fostering transparency and accountability in all operations.

Effective board members bring diverse expertise, commit adequate time for preparation and participation, and balance the needs of individual members with the broader organizational mission. As champions and advocates for the Association, board members demonstrate loyalty and ethical behavior in all decisions, placing the good of the organization over self-interests.

The board should also develop and implement comprehensive strategies that promote sustainable organizational growth while advancing best practices in school social work, including evidence-based interventions, professional development standards, and advocacy for policies that enhance student wellbeing and educational outcomes. Additionally, the Board, including each of its members, must demonstrate unwavering commitment to elevating the profession through research support, continuing education initiatives, and collaborative partnerships that strengthen the field's impact on students, families, and the educational communities nationwide.



Position Descriptions and Qualifications

PRESIDENT ELECT

Function

The President Elect shall perform such duties as may be directed by the President, executive committee, or board of directors. In the absence of the President, the President Elect shall preside over meetings and assume the President duties. All Board members must Identify, raise, and discuss strategic challenges that the association and members face and work with other Directors to brainstorm potential solutions, balance the need of members, state. and association needs in strategic conversations with the Board, and understand and represent the best interests of the entire association in service as a Director.



Term Length
4 total years, including:
President Elect = 1 year
President = 2 years
Past President = 1 year

Qualifications		
√	Be a SSWAA member in good standing for at least 36 consecutive months prior to election	
√	Have at least five years of cumulative verifiable experience in the field of school social work as a school social worker, school-based social worker, school administrator, state school social work consultant, and/or university professor teaching school social work courses	
✓	Have the equivalent of four years of demonstrated leadership experience with a school social work organization at the local, state, regional, and/or national level	
✓	Have earned a Master of Social Work (MSW) degree from a CSWE accredited social work program	
✓	Have served at least one full term sometime during the previous five years as a Director on the SSWAA Board of Directors	
✓	Possess business acumen deemed to be appropriate for understanding the functions of a nonprofit membership association	
\checkmark	Possess a demonstrated understanding of nonprofit board governance practices	
\checkmark	Demonstrate a commitment to supporting members of SSWAA	
✓	Demonstrate an understanding of the role of the Board of Directors in contributing to the advancement of SSWAA's mission, vision, and strategy	
✓	Complete SSWAA-provided training required by the Board of Directors prior to standing for election	

SECRETARY

Function

The secretary shall keep a record of all meetings of the board of directors, executive committee, and the delegate assembly. A copy of meeting minutes shall be provided to the board of directors at least two weeks prior to the next meeting. All Board members must Identify, raise, and discuss strategic challenges that the association and members face and work with other Directors to brainstorm potential solutions, balance the needs of members, state, and association needs in strategic conversations with the Board, and understand and represent the best interests of the entire association in service as a Director.

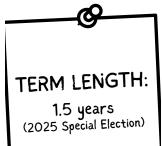


Qualifications		
√	Be a SSWAA member in good standing for at least 36 months prior to election	
√	Have at least 5 years of cumulative verifiable experience working as a school social worker, school-based social worker, school administrator, state school social work consultant, and/or university professor teaching school social work courses	
√	Have earned a Master of Social Work (MSW) degree from a CSWE accredited social work program	
√	Demonstrate an understanding of the role of the Board of Directors in contributing to the advancement of SSWAA's mission, vision, and strategy	
√	Possess a demonstrated understanding of nonprofit board governance practices	
√	Demonstrate a commitment to supporting members of SSWAA	
√	Complete SSWAA-provided training required by the Board of Directors prior to standing for election	

TREASURER

Function

The Treasurer chairs the finance committee, oversees the audit process, working with the Executive Director to develop a financial strategy to support the Executive Director in presenting the annual budget to the finance committee and the full board of directors, and monitors the overall financial performance against the budget. All Board members must Identify, raise, and discuss strategic challenges that the association and members face and work with other Directors to brainstorm potential solutions, balance the needs of members, state, and association needs in strategic conversations with



the Board, and understand

association in service as a

and represent the best interests of the entire

Director.

Qualifications		
✓	Be a SSWAA member in good standing for at least 36 months prior to election	
✓	Have at least 2 years of cumulative verifiable experience working as a school social worker, school-based social worker, school administrator, state school social work consultant, and/or university professor teaching school social work courses	
✓	Have earned a Master of Social Work (MSW) degree from a CSWE accredited social work program	
✓	Have at least 2 years of cumulative verifiable experience as a treasurer for a nonprofit board, service on a nonprofit or school finance committee, and/or in a full-time position that has accountability for financial management for an organization or a company	
✓	Possess a demonstrated understanding of nonprofit board governance practices	
√	Demonstrate a commitment to supporting members of SSWAA	
✓	Complete SSWAA-provided training required by the Board of Directors prior to standing for election	

AT-LARGE

Function

All Board members must Identify, raise, and discuss strategic challenges that the association and members face and work with other Directors to brainstorm potential solutions, balance the needs of members, state, and association needs in strategic conversations with the Board, and understand and represent the best interests of the entire association in service as a Director.



	Qualifications
✓	Be a SSWAA member in good standing for at least 12 months prior to election
✓	Have the equivalent of 2 years of leadership experience in professional or volunteer activities such as with a school committee, a district-wide committee, a state-level committee, a state association board position, and/or in another community leader or board position
✓	Be a Masters of Social Work-level practitioner currently employed by a public, private, or charter school district, Local Education Agency, State Education Agency, or co-op providing school social work services, or be a provider of school-based mental health services or a school social work administrator
✓	Have at least 4 years of experience as a school social worker or providing mental health services in schools as a social worker
✓	Demonstrate working knowledge of issues that impact school social workers and strategies to address such issues from a national perspective
✓	Have earned a Master of Social Work (MSW) degree from a CSWE accredited social work program
√	Have experience serving on another 501c nonprofit board of directors
✓	Complete SSWAA-provided training required by the Board of Directors prior to standing for election

UNIVERSITY REPRESENTATIVE

Function

The University Representative will support the research committee in developing a SSWAA research agenda, review and approve any requests to do research through SSWAA, communicate with university professors who teach school social work and serve as their liaison to the board of directors. All Board members must Identify, raise, and discuss strategic challenges that the association and members face and work with other Directors to brainstorm potential solutions, balance the needs of members, state, and association needs in strategic conversations with the Board, and understand and represent the best interests of the entire association in service as a Director.



	Qualifications
√	Be a SSWAA member in good standing for at least 24 months prior to election
✓	Be a current full-time faculty member in good standing at a college or university serving within a Department of Social Work at a Council on Social Work Education -approved program
√	Have earned a Master of Social Work (MSW) degree from a CSWE accredited social work program
✓	Have at least two years of cumulative verifiable experience working as a school social worker, school administrator, state school social work consultant, and/or university professor teaching school social work courses
√	Complete SSWAA-provided training required by the Board of Directors prior to standing for election

REGIONAL REPRESENTATIVES

Function

One Regional Representative Board Position will represent each of the SSWAA Regions and will communicate with regional delegates and members. Pertinent information regarding SSWAA activities will be shared and information will be solicited from regional delegates and members about their state issues or concerns and communicate that information to the SSWAA Board of Directors. All Board members must identify, raise, and discuss strategic challenges that the Association and members face, and work with other Directors to brainstorm potential solutions, balance the needs of members, state, and association needs in strategic conversations with the Board, and understand and represent the best interests of the entire Association in service as a Director.



Southern region
states include:
Alabama. Arkansas.
Florida. Georgia. Louisiana.
Mississippi. North Carolina.
Oklahoma. South Carolina.
Tennessee. Texas.
Virginia. West Virginia.
US Territories: Puerto
Rico. US Virgin Islands



Western region
states include:
Alaska. Arizona. California.
Colorado. Hawaii. Idaho.
Montana. Nevada. New
Mexico. Oregon. Utah.
Washington. Wyoming.
US Territories: American
Samoa. Guam. Northern
Mariana Islands



Northeastern region
states include:
Connecticut, Delaware,
Maine, Maryland,
Massachusetts,
New Hampshire,
New Jersey,
New York, Pennsylvania,
IRhode Island, Vermont,
District of Columbia,
DOD schools



Midwest region states include: Illinois, Indiana, Iowa, Kansas, Kentucky, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin

REGIONAL REPRESENTATIVES

TERM LENGTH: 2 years

Northeastern Rep: 1.5 years (2025 Special Election)

Midwest Region

Northeastern Region

> Southern Region

Western Region

	Qualifications
✓	Live or work in the designated SSWAA geographical region for which they seek to serve as a Regional Director
✓	Be a SSWAA member in good standing for at least 24 months and two 12 months prior to election
✓	Have demonstrated leadership in professional or volunteer activities
✓	Have experience serving on another 501c nonprofit board of directors
✓	Have 4 years of experience as a school social worker or providing school social work services
✓	Have earned a Master of Social Work (MSW) degree from a CSWE accredited social work program
✓	Be a Masters of Social Work-level practitioner currently employed by a public, private, or charter school district, Local Education Agency, State Education Agency, or co-op providing school social work services
√	Demonstrate working knowledge of regional issues that impact school social workers and strategies to address such issues from a national perspective
✓	Complete SSWAA-provided training required by the Board of Directors prior to standing for election

STUDENT REPRESENTATIVE

Function

The Student Representative serves as the liaison for SSWAA student members currently enrolled in school social work programs by communicating with them regarding SSWAA board activities, and gathering information from them about their issues or concerns. All Board members must Identify, raise, and discuss strategic challenges that the association and members face and work with other Directors to brainstorm potential solutions, balance the needs of members, state, and association needs in strategic conversations with the Board, and understand and represent the best interests of the entire association in service as a Director.





	Qualifications
✓	Be currently be enrolled in a Council on Social Work Education-approved Master's of Social Work (MSW) degree program
√	Demonstrate a desire to enter the field of school social work
✓	Demonstrate an understanding of the student perspective on joining a national association board of directors.

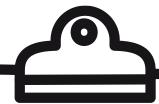
Terms and Definitions



Applicant

This term refers to individuals who submit the application to be considered as a Nominee or Candidate for SSWAA Board positions. According to SSWAA Bylaws, each ballot will have 2 or 3 candidates slated for each position open for election.

Therefore, applicants may or may not be slated as a candidate on the ballot. Prior to candidacy, all applicants will be further reviewed to determine fit and eligibility.



Candidate (Nominee)

This term refers to those who have been selected for the slate of individuals listed on the election ballot. Candidates have been confirmed by SSWAA to have met all minimal requirements for the position for which they are slated.

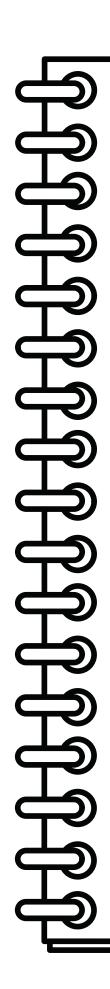
This includes completion of the required SSWAA-provided training prior to being slated.



Special Election

A Special Election occurs when there is a need for a unique change in the election process and/or when there is a need for an unplanned election (i.e., due to unexpected absence of a board member, etc.).

In 2025, the Special Election creates a one-time change in the length of terms for two positions. The change in term length will occur due to the timing of the initiation of new association bylaws, and is meant to create a staggered timeline for elections long-term so as to avoid too many board members turning over in any given year.





If interested in running for SSWAA's Board of Directors, the first step is to submit the 'Nomination Application (Form)'

After submission of the application form, the Nominations Committee will interview all applicants to better learn each individual's strengths and passions. The committee will determine the final nominees (candidates) slated for each open board position after all applicants are interviewed. According to the bylaws, a final voting slate will include at least two, and no more than three, nominated candidates for each open position.

In addition to submitting the nominations form, all applicants must also:

- Participate in a virtual interview with Nominations Committee
- Attend a virtual Board training with SSWAA staff (multiple dates and times available)

Note: Submission of the form does not guarantee active nominee status.



Note about Position Slates:

Applicants should know that while the Nominations Committee will first consider each candidate for their selected position(s) of interest, the Committee also considers the slate of candidates holistically - across all open positions and interested applicants. In the case that some positions have smaller applicant pools than others. the Nominations Committee will consider applicants from the total pool of all positions to work towards slating high quality candidates across all positions. In these cases, the Committee may ask applicants whether they are interested in running for alternative (than initially submitted) positions. Therefore, applicants should keep in mind while creating their application submission that while they may choose to focus on particular position(s) of interest. the submission will be automatically considered for the 'board as a whole' (if/when needed). All applicants will have the choice to accept or reject nominee candidacy should they be chosen for an alternative position not of interest.

Applicants Selected to Run as Board Candidates

All slated candidates must actively meet and connect with SSWAA membership (voters) throughout the campaign. This includes required participation in at least one live Q&A candidate panel.



2025 Info:

Slated candidates must be available for one of the following Panel dates:

> October 27, 2025 at 8:00 PM EST > October 28, 2025 at 8:00 PM EST