

What's New with Support Personnel: Training, Trends and Regulation

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Overview

- Definition of Support Personnel
- ASHA's History with Support Personnel
- Speech-Language Pathology Professional Summit
- Education
- Training
- Supervision of Support Personnel
- Use of Support Personnel
- ASHA Web resources (State-by state requirements and trends)
- ASHA Affiliates Program
- State examples: Oklahoma and South Dakota

Definition of Support Personnel

- ASHA defines speech-language pathology assistants (SLPAs) as support personnel who, following academic and/or on-the-job training, perform tasks prescribed, directed, and supervised by certified speech-language pathologists.
- Definitions of SLPAs and support personnel vary in states

ASHA History with Support Personnel

- Speech-language pathology assistants have been used and regulated by many states since the 1970s. ASHA has had guidelines for the use of support personnel since 1969
- A few highlights:
 - 1969- ASHA's legislative council (LC) approves guidelines for a communicative aide
 - 1981-Guidelines for employment, and utilization of support personnel developed

ASHA History with Support Personnel

- Highlights:
 - 1992,1994-95; ASHA creates policy documents on support personnel including position statement and guidelines
 - 1994 – The LC passes a resolution supporting the establishment of credentialing support personnel
 - 2003- Registration for SLPAs is established and discontinued by an LC resolution
 - 2011- SLP Professional Summit held to discuss and delineate SLP provider roles in education setting

Speech-Language Pathology Professional Summit

- Persistent shortages of SLPs particularly in education settings has led to the rise in establishment of competing standards
 - Communication Development Specialist (CA)
 - Academic Language and Behavioral Strategist (MN) and; Alternative standards allow lesser qualified individuals to practice independently
 ASHA's BOD approved the creation of a summit which would identify practitioner roles, education, training and competency requirements

Speech-Language Pathology Professional Summit

- The summit, held July 22-23, 2011, included ASHA members from different geographical locations, practice settings and academic backgrounds
- Results and recommendations from the summit are posted on the ASHA web site at: www.asha.org/SLP/2011-SLP-Professional-Summit/

Speech-Language Pathology Professional Summit Recommendations

Six recommendations were approved by attendees and sent to ASHA's BOD for consideration:

- ASHA should develop a shared lexicon
- ASHA should develop and publish a framework that articulates the range of acceptable practice across the different service provider levels
- ASHA should consider developing a comprehensive assessment consistent with its commitment to inclusion- A national examination represents one such option

Speech-Language Pathology Professional Summit Recommendations

- ASHA should develop model state regulatory language for the regulation of SLPAs
- ASHA should develop principles and protocols of effective supervision for both supervisors and those who require and benefit from supervision
- ASHA should in cooperation with the Council of Academic Programs form a task force to study the continuum of academic preparation and determine how the continuum can best support SLPA and SLP preparation

Several recommendations were approved by the Board and are under development

Education of SLPAs

- State agencies (licensure boards) currently regulating support personnel have training requirements that range from a high school diploma to a baccalaureate degree plus graduate credit hours
- ASHA currently recommends completion of an associate's degree from a technical training program
- Following the SLP Professional Summit in July, participants recommended that ASHA develop a number of resources on SLPAs including a resource on the education required to serve as an assistant

Training of SLPAs

- Training varies from state to state
 - Some require additional field work beyond the degree requirement
 - Some require on the job training beyond high school
 - Others hire support personnel that are unregulated and have no academic or training requirement
- Included in the approved recommendations from the SLP summit is the recommendation that ASHA develop guidance on the training of SLP assistants

Supervision of SLPAs

- The amount and type of supervision required should be based on:
 - Skills and experience of the SLPA
 - The needs of the patient/client/student served
 - The service setting
 - The tasks assigned
 - Other factors

Supervision of SLPAs

- Currently ASHA suggests 30% weekly (at least 20% direct) for the first 90 days and 20% (at least 10% direct) after the initial work period
- Direct supervision is defined as on-site in-view observation and guidance by a certified SLP while an assigned activity is performed by an SLPa
- A separate guidance document on supervision is currently under development (recommendation from the Summit)

Use of SLPAs

- SLPAs are used in almost every state and in a variety of settings including:
 - Schools
 - Hospitals
 - Private settings
 - Early intervention
 - Other

Development of Model Regulations for SLPAs

- The Board approved the development of model regulatory language for SLPAs (recommended by the summit participants)
- Model language has been developed for SLPAs and Audiology assistants and is included in the Model bill for SLPs and Audiologists
 - The model language is currently under internal and peer review and will be posted on the ASHA web site once finalized
 - Copies are available with the CSAP materials you received

State-by-State Requirements for Support Personnel

Home » Advocacy » ASHA State-by-State » State Information

Oklahoma State Information

- Oklahoma Speech Language Hearing Association, licensing board, and state education agency
- Oklahoma licensing law for audiologists and speech-language pathologists
- Oklahoma teacher requirements for audiologists and speech-language pathologists
- Oklahoma support personnel laws and regulations
- Get contact information for Oklahoma, state network representatives: State Educator Advocacy Leaders (SEALs), State Advocates for Reimbursement (STARs), State Medical Administrative Contractor (SMAC)

State Officials & Legislative Information

- Find elected officials in Oklahoma.
- Find out about current legislation-visit the State of Oklahoma Web site.

View ASHA State Policy Resources.

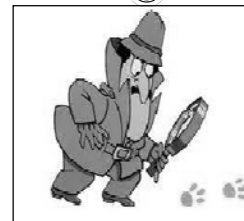
<http://www.asha.org/advocacy/state/>

Support Personnel Trends

State/Territory	1. State that License Support Personnel	2. State that Register Support Personnel	3. State that Carry Support Personnel	4. State that Do Not Register Support Personnel	5. Bachelor Degree or Equivalent Required for Support Personnel	6. Bachelor Degree (or Equivalent)* Under 9 Hours	7. Associate Degree (or Equivalent) Required for Support Personnel
Alabama		X			SLN or Aud. Ass.		
Alaska		X			SLPA		SLPA
Arizona	X				SLPA		SLPA
Arkansas		X			SLPA		SLPA
California		X			"		SLPA
Colorado				X			
Connecticut				X			
DC				X			
Delaware			Aud. Ass. only				
Florida			X		SLPA		
Georgia			Not Registered in Schools				Aud. Ass.
Hawaii				X			
Iowa	X				SLP Ass.		SLPA
Illinois		X					SLP Assistant
Indiana		X			SLP Assistant		SLP Associate

<http://www.asha.org/uploadedFiles/SupportPersonnelTrends.pdf>

ASHA Affiliates Program



"Associates" are speech-language pathology assistants who are eligible to join ASHA under a new affiliation program.

Why the Associates Program and Why Now?

- Assistants are a fact of life
- ASHA is taking a leadership role to help resolve issues with the proper use of assistants
- Helping to ensure a continuum of care for clients, patients and students

What are the Requirements for joining as an Associate?

- Potential applicants will be required to obtain the signature of their ASHA certified supervisors in order to become ASHA Associates.
- If applicants are not employed, they will have to obtain the signature of their program director (or training program instructor) certifying that they are qualified to provide services under the direction of a CCC-SLP or CCC-A.
- Applicants will have to agree to follow all ASHA policies related to responsibilities and supervision of support personnel.
- Applicants will have to agree to practice only under the supervision of ASHA-Certified SLPs or Audiologists.
- Applicants will have to pay annual fees to maintain their affiliation.
- Applicants will also have to be qualified to practice in their state and follow the state licensure rules (if any) that are applicable to them

What Benefits Do We Offer Associates?

- Networking opportunities with other assistants
- Affinity benefits
- Consultation provided by ASHA's professional practices staff
- Listing and search capabilities on ASHA's online Member and Affiliate Directory
- Opportunity to participate in advocacy efforts
- Opportunity to participate in mentoring programs
- Reduced registration fees for education programs and products
- Online Career Center
- Subscription to The ASHA Leader and access to The ASHA Leader Online (ALO)
- Access to four online scholarly journals
- Subscription to Associate e-newsletter
- Associate e-Group (listserv/forum/social network)
- Professional Development Hours (PDHs) for Associates

ASHA Associates

- For more information about ASHA's Associate's program go to: www.asha.org/associate/default/

Oklahoma SLPA Requirements

- An SLPA must be licensed by the Board
- An SLPA must hold an associate's degree from an accredited institution
- Continuing education requirements that apply for SLPs also apply for SLPA's
- The board considers the following before granting license:
 - Academic training and clinical experience
 - The specific duties and responsibilities assigned
 - The amount and nature of available supervision
 - The number of other persons assigned to the supervision

Oklahoma SLPA Requirements

- The assistant must practice in a geographic setting which permits one site direct supervision
- The SLPA license is granted for one year
- A licensed SLP may not supervise more than two assistants at one time
- Supervision and scope of duties follow ASHA guidelines

South Dakota SLPA Requirements

South Dakota recently became the 49th state to license SLPs; SLPs must hold a license to practice in any setting

- SLPAs are included in the statute
 - SLPAs must hold an AA or BA degree from an accredited institution
 - SLPAs must complete 100 hours of clinical training as a speech-language pathology assistant either during academic preparation or during their first employment
 - SLPAs must submit an official transcript verifying necessary academic preparation and clinical experiences
 - SLPAs must have not committed any act for which disciplinary action is justified
 - SLPAs must pay the fees established by the Board

South Dakota SLPA Requirements

An assistant shall be supervised by a licensed speech-language pathologist who has at least three years of experience as a speech-language pathologist

- The supervising speech-language pathologist
 - Is responsible for the extent, kind, and quality of service provided by the assistant, consistent with the board's designated standards and requirements;
 - Shall ensure that persons receiving services from an assistant receive prior written notification that services are to be provided, in whole or in part, by a speech-language pathology assistant;
 - May not supervise more than three speech-language pathology assistants at one time

ASHA Resources

- ASHA Guidelines on the Training, Use and Supervision of SLPAs: www.asha.org/docs/html/GI2004-00054.html
- ASHA Associates Program: www.asha.org/associates/default/
- ASHA SLP Professional Summit recommendations: www.asha.org/uploadedFiles/2011-SLP-Summit-Report.pdf#search=%22SLP%22
- SLPA state trends: www.asha.org/uploadedFiles/SupportPersonnelTrends.pdf
- SLPA requirements state-by-state: www.asha.org/advocacy/state/

Questions

- **ASHA Associates Program:**
associates@asha.org

State Outreach Map

Direct Liaison Regional Model

- Northeast
- South
- Central
- West



State Team Liaisons

Northeast Region - MA, NH, VT, NY, RI, CT, NJ, PA, DE, MD, OH, ME, DC
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