

Support Personnel: Training, Trends and Regulation

Eileen Crowe
Director, State Association Relations
ASHA

CSAP Conference
May 17, 2014

Disclosure Statement

- ▶ Financial Relationship: ASHA employee
- ▶ Nonfinancial Relationship: None

“Stories are how we understand one another, how we preserve the past, and how we make meaning from the chaos of our lives...”

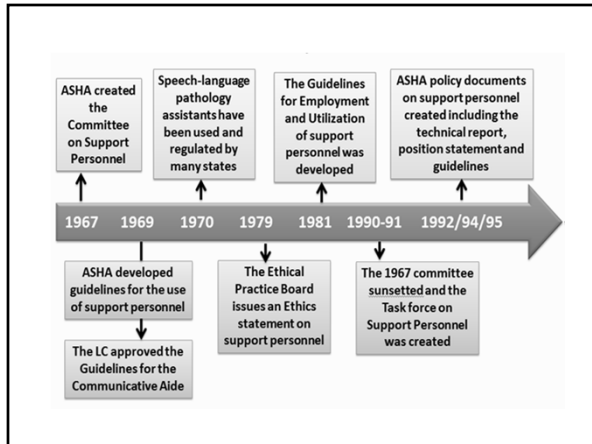
Anthony Marra
A Constellation of Vital Phenomena

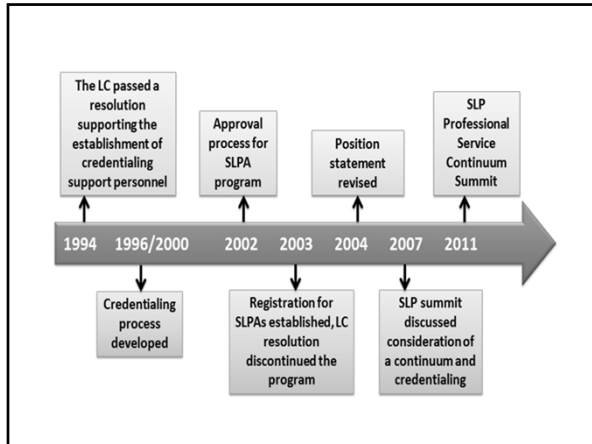
Overview

- › Definition of SLPAs and Support Personnel
- › ASHA's History with Support Personnel
- › Speech–Language Pathology Professional Summit
- › ASHA Scope of Practice and Education and Supervision of SLPAs
- › ASHA Practice Portal and Use of Support Personnel
- › Reimbursement
- › State Laws and Regulations
- › ASHA Affiliates Program
- › ASHA Web Resources

Definitions of SLPA Support Personnel

- › ASHA defines speech–language pathology assistants (SLPAs) as individuals who, following academic coursework, clinical practicum, and credentialing can perform tasks prescribed, directed, and supervised by ASHA–certified SLPs.
- › Definitions of SLPAs and other support personnel vary in states





2011 SLP 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

Summit Recommendations

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

Speech-Language Pathology Assistant Scope of Practice

▶ www.asha.org/policy/SP2013-00337/

Home » ASHA Practice Policy **Scope of Prac**

Speech-Language Pathology Assistant Scope of Practice

Table of Contents

- About This Document
- Dedication
- Executive Summary
- Introduction
- Statement of Purpose
- Qualifications for a Speech-Language Pathology Assistant
 - Minimum Recommended Qualifications for a Speech-Language Pathology Assistant
 - Expectations of a Speech-Language Pathology Assistant
- Responsibilities Within the Scope for Speech-Language Pathology Assistants
 - Service Delivery
 - Administrative Support
 - Prevention and Advocacy

SLPA Scope of Practice

- ▶ Qualifications and responsibilities for SLPAs
- ▶ Tasks that are the exclusive responsibilities of the SLP
- ▶ Guidance on ethical considerations
- ▶ Guidance on supervisory responsibilities of the supervising SLP
- ▶ Definitions

Qualifications of an SLPA

- ▶ The academic course of study must include or be equivalent to
 - an associate's degree in a SLPA program or
 - a bachelor's degree in a speech-language pathology or communication disorders program and
- ▶ successful completion of a minimum of one hundred (100) hours of supervised field work experience or its clinical experience equivalent and
- ▶ demonstration of competency in the skills required of an SLPA.

Limitations on SLPA Scope

The SLPA should *NOT* engage in the following:

- ▶ represent himself or herself as an SLP;
- ▶ perform standardized or nonstandardized diagnostic tests, formal or informal evaluations, or swallowing screenings/checklists;
- ▶ perform procedures that require a high level of clinical acumen and technical skill (e.g., vocal tract prosthesis shaping or fitting, vocal tract imaging and oral pharyngeal swallow therapy with bolus material);
- ▶ tabulate or interpret results and observations of feeding and swallowing evaluations performed by SLPs;
- ▶ participate in formal parent conferences, case conferences, or any interdisciplinary team without the presence of the supervising SLP or other designated SLP;

Limitations on SLPA Scope

- ▶ provide interpretative information to the student/patient/client, family, or others regarding the patient/client status or service;
- ▶ write, develop, or modify a student's, patient's, or client's treatment plan in any way;
- ▶ assist with students, patients, or clients without following the individualized treatment plan prepared by the certified SLP and/or without access to supervision;
- ▶ sign any formal documents (e.g., treatment plans, reimbursement forms, or reports; the SLPA **should** sign or initial informal treatment notes for review and co-sign with the supervising SLP as requested);
- ▶ select students, patients, or clients for service;
- ▶ discharge a student, patient, or client from services;

Limitations on SLPA Scope

- ▶ make referrals for additional service;
- ▶ disclose clinical or confidential information either orally or in writing to anyone other than the supervising SLP (the SLPA must comply with current HIPPA and FERPA guidelines) unless mandated by law;
- ▶ develop or determine the swallowing strategies or precautions for patients, family, or staff;
- ▶ treat medically fragile students/patients/clients independently;
- ▶ design or select augmentative and alternative communication systems or devices.

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

Supervising SLP

- ▶ Holds a CCC in SLP from ASHA and/or state licensure
- ▶ Have an active interest in the use of and desire to use support personnel
- ▶ Practiced SLP for at least 2 years following ASHA certification
- ▶ Have completed, or be currently enrolled in, at least one course or workshop in supervision for at least 1 CEU

Supervision of SLPAs

- ▶ Currently ASHA suggests 30% weekly (at least 20% direct) for the first 90 days
- ▶ 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

ASHA's Ad Hoc Committee for Scope of Practice for SLPAs

- Reduction in number of full time SLPAs that may be supervised from three to two
- Addition of telepractice

ASHA Practice Portal SLPA Team

- Key Issues:
 - Education
 - Supervision
 - Ethical Obligations
 - Reimbursement for Services
 - State and Federal Regulations
 - Affiliation with ASHA
 - Frequently Asked Questions
 - Definitions
 - www.asha.org/Practice-Portal/Professional-Issues/Speech-Language-Pathology-Assistants/

ASHA Practice Portal Audiology Assistants

- Key Issues
 - Education and Training
 - Supervision
 - Ethical Obligations for Audiology Assistants and their supervisors
 - Reimbursement for Services Provided by Audiology Assistants
 - State and Federal Regulations
 - Affiliation with ASHA
 - Definitions
 - www.asha.org/Practice-Portal/Professional-Issues/Audiology-Assistants/

Use of SLPAs

- ▶ SLPAs are used in many states and in a variety of settings including:
 - Schools
 - Hospitals
 - Private settings
 - Early intervention
 - Other



Medicare Reimbursement

- ▶ Medicare policy currently does not recognize SLPAs, regardless of the level of supervision.
- ▶ Medicare does not reimburse for speech-language pathology assistant services.
- ▶ Private insurers may cover licensed or registered speech-language pathology assistants.
 - One must query each payer to verify coverage.

Medicaid Reimbursement

- ▶ Medicaid reimbursement for SLPA services varies
- ▶ 10 states allow it in their state plan
- ▶ Some allow for SLPA billing in education settings
- ▶ No pattern in the states
- ▶ Oklahoma example

Support Personnel Trends

- ▶ School Support Personnel Trends Chart
www.asha.org/advocacy/state/StateLicensureTrends



Support Personnel Trends

- ▶ Support Personnel Trends Chart–Outside of School Settings
www.asha.org/advocacy/state/StateLicensureTrends



Model Language for SLPAs

HEARING ASSOCIATION a human right, accessible and achievable for all.

CAREERS CERTIFICATION PUBLICATIONS EVENTS ADVOCACY CONTRIBUTING EDUCATION PRACTICE MANAGEMENT RESEARCH

Home > Advocacy > ASHA State-by-State

In This Section:

- ASHA State-by-State School Funding Advocacy
- Grassroots Advocacy Take Action
- 2014 ASHA Public Policy Agenda

PEARSON Become a Partner

State Model Bills and Mandates

ASHA works with state speech-language-hearing associations, legislatures, and governmental agencies to conduct coordinated campaigns that push for similar action in all states as well as state-by-state lobbying for unique issues.

ASHA also tracks state trends. See State Licensure Trends and Quarterly Updates for charts that provide an overall view for all states.

Model Bills

- State Licensure of Audiologists, Speech-Language Pathologists, and Audiology and Speech-Language Pathology Assistants (PDF)
- Loan Forgiveness/Tuition Reimbursement Models For Providing SLP Services in State Public Schools
- Allied Health Care Provider Loan Forgiveness/Tuition Reimbursement Programs
- Mandated Coverage of Audiology and Speech-Language Pathology Services
- Mandated Offering of Health Benefits for Audiology and Speech-Language Pathology Services
- Insurance Coverage of Hearing Aids for Children
- Model Regulations for Telepractice (PDF)

See also:

- State Advocacy Resources
- State Association Resources

ASHA Affiliates Program



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

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.

More Associate Requirements

- ▶ 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.

ASHA Associates

- ▶ For more information about ASHA's Associate's program go to:
 - www.asha.org/Members/Associate-Affiliation/
 - associates@asha.org

ASHA Resources

- ▶ Speech-Language Pathology Assistant Scope of Practice www.asha.org/policy/SP2013-00337/
- ▶ ASHA Associates Program: ASHA SLP Professional Summit Report www.asha.org/uploadedFiles/2011-SLP-Summit-Report.pdf
- ▶ Support Personnel State Trends www.asha.org/uploadedFiles/SupportPersonnelTrends.pdf
- ▶ Support Personnel Requirements State-by-State www.asha.org/advocacy/state/

ASHA Resources

- ▶ Model Language for SLPAs and Audiology Assistants www.asha.org/advocacy/state/state-policy/
- ▶ Technical Training Programs for SLPAs www.asha.org/associates/SLPA-Technical-Training-Programs/

**What Will Your Next Steps Be
For Support Personnel?**
