

WHAT I NEED TO KNOW TO
FIND MY DREAM JOB AS A
SCHOOL BASED SLP...



Suggestions & Tips provided by:
The Ohio Speech-Language Supervisory Network
in collaboration with OSSPEAC



"Dreams are extremely important. You can't do it unless you imagine it." – George Lucas

INTRODUCING KATHY McDERMOTT, M.A., CCC-SLP

SPEECH-LANGUAGE SUPERVISOR

I work for the Montgomery County Educational Service Center as a Speech-Language Supervisor. I have worked for the ESC for 27 years. Before that I was an speech/language pathologist for Dayton City Schools. Prior to that I worked in Virginia, Tennessee, Georgia and Jersey.

I supervise 19 Speech-Language Pathologists that are ESC employees and also worked with several city school districts.

Kathy McDermott, Montgomery County ESC
4801 Springfield St, Dayton, OH 45431 -937-225-4598 ext 3008



Opportunity for a mock interview:
Please email Ellen at OSSPEAC at
osspeac@windstream.net to sign
up.

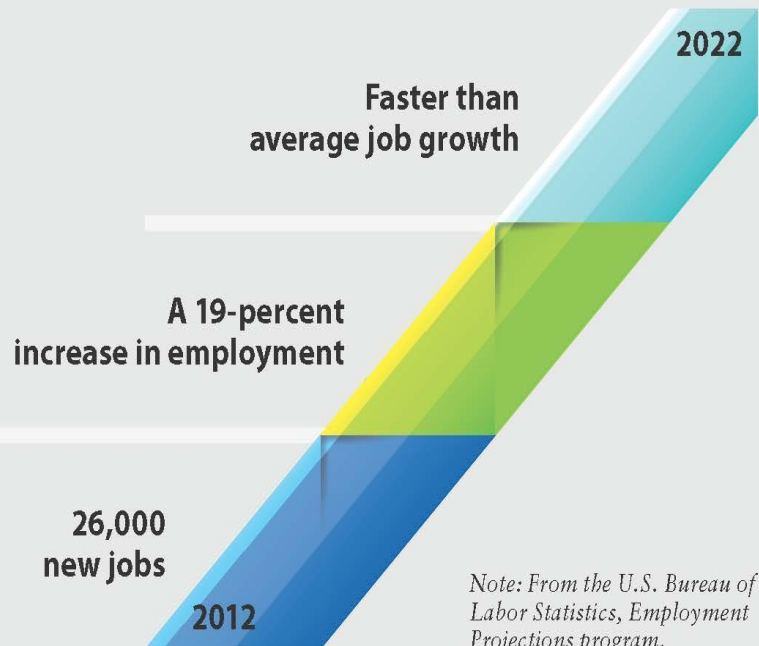
OHIO SPEECH & HEARING PROFESSIONALS BOARD

LICENSURE UPDATES - TRENDS

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SLPs' Projected Job Growth, 2012–2022

The BLS further projects that SLPs' employment will increase from 134,100 in 2012 to 160,100 in 2022 (a 19 percent increase)—faster than the 11 percent average for all occupations. As the large baby boom population ages, health conditions such as stroke and neurological conditions that cause speech or language impairments are more likely. Additional SLPs will be needed to treat them. Improved awareness of speech and language disorders in younger children should also stimulate demand for SLPs who treat that age group.



Source: American Speech-Language Hearing Association

The ASHA Leader, November 2014, Vol. 19, 24

<http://leader.pubs.asha.org/Article.aspx?articleid=1921093> (Note:

Graphic used with express permission from ASHA)

OHIO SPEECH & HEARING PROFESSIONALS BOARD

ICENSURE STATISTICS



Work Setting – SLP – 6,793

College or University – 170

Community Center – 14

Government – 168 (20/148)

Hospital – 1,148

Industry – 9

Medical Office – 28

Other – 336

Private Practice – 416

Rehabilitation Center – 245

Retail - 3

Schools – 3,372

Skilled Nursing – 884

49.6% of all licensed SLPs are licensed to work in the school setting.

It's important to...

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INTRODUCING JENNI CHEEK, M.A., CCC-SLP

SPEECH-LANGUAGE PATHOLOGIST & SUPERVISOR

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email: jcheek@tvsd.us

- Lead SLP at Pickaway County ESC
- 20 years as a school-based SLP
- Served PS-12+; currently assigned to grades 6-12+ only (and loving it!)
- Provide CF/PEY supervision and program management
- Serve on the interview team for SLP interviews

PLANNING:

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TIPS FROM SLP SUPERVISORS FOR A CAREER IN THE SCHOOLS...

- During grad school: Consider multiple placements.
- Nearing graduation: Apply for licensures.
- Ask yourself:
 - Where do you want to work?
 - Research those local contacts.
- Introduce yourself.
- *Create a short cover letter.*
- Design your resume'.
- Line up references.

CREATE YOUR COVER LETTER

1. Write it like a business letter, don't use a casual tone.
2. Be sure to find the name of the best contact: special ed director, HR director, building principal or person listed as the contact OR To Whom It May Concern, if you are unsure.
3. Research the district and mention something about them in the letter. Be sure to edit before you use the letter again.
4. Share how you can add value to the team and the district.
5. Keep it short but powerful; consider adding things not showcased in your resume'.

Timing is important...

Tips:

- Plan to apply early.
- School position vacancies are announced in early spring for employment in August of the upcoming school year.



It's important to...

QUESTIONS
ABOUT
PLANNING?



- ☒ PLAN
- ☐ PREPARE
- ☐ PERFORM

INTRODUCING DIANNE CLEMENS, M.A., CCC-SLP

SPEECH-LANGUAGE AND AUDIOLOGY SUPERVISOR

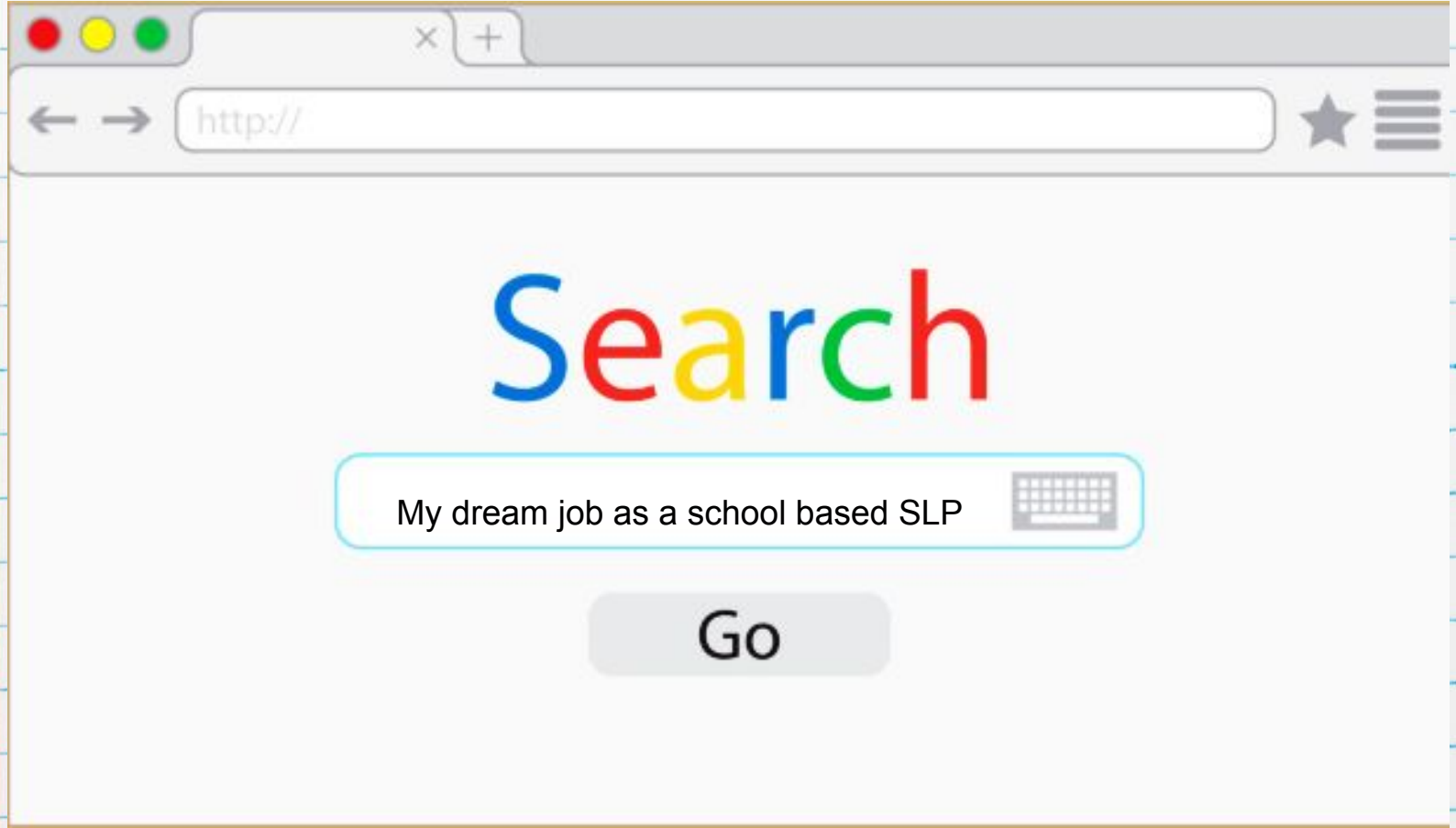
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- Butler County Educational Service Center
- SLP for over 30 years (6 years as a supervisor in current position)
- Worked closely with the Ohio SLP Supervisory Network to present on multiple topics

Where to search...

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PREPARE: WHERE I SHOULD SEARCH FOR MY DREAM JOB IN THE SCHOOLS...

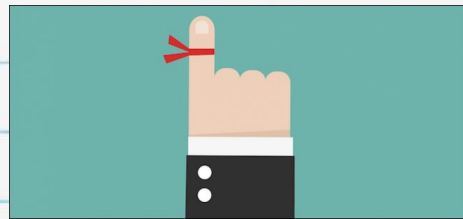
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- Speech-Language Supervisor
- District website(s)
- Direct contact
- Educational Service Centers (ESCs)
- ODE job postings:
- Network with fellow grads
- Frontline Education
- College of Education Career Fairs
- Organization websites:
 - OSSPEAC
 - OSLHA
 - ASHA online career center
 - ASHA Leader
 - Ohio Speech & Hearing Professionals Board

AS I PREPARE TO SEARCH FOR AND APPLY FOR A JOB IN SCHOOLS...

I will remember to:

- Clean up my social media pages.
- Use a professional email address & voice mail message.
- Introduce and sell my qualities in my cover letter.
- Select & confirm references.
- Design a professional looking resume'.
- Review my resume' thoroughly. Ask others to read it as well.



Tips:

- Be prepared for **any** type of interview:
 - in person,
 - virtual
 - hybrid or
 - by phone
- Review driving directions or
- Familiarize yourself with the interview platform.



IN PREPARATION FOR MY INTERVIEW, I WILL CONSIDER...

- Participating in mock interviews: principal, SLP, Supervisor, University, etc.
- Introducing myself in advance via
 - Email
 - In person
 - Video clip
- Developing and sharing a portfolio
 - Delivering it to interviewees in advance

I WILL ARRIVE EARLY & BRING THE FOLLOWING TO THE INTERVIEW...

- A great attitude
- The interviewer's contact information (just in case)
- Copies of essential paperwork
 - List of references
 - Certificates/Licenses
- A written list of questions
- Notepad & Pen

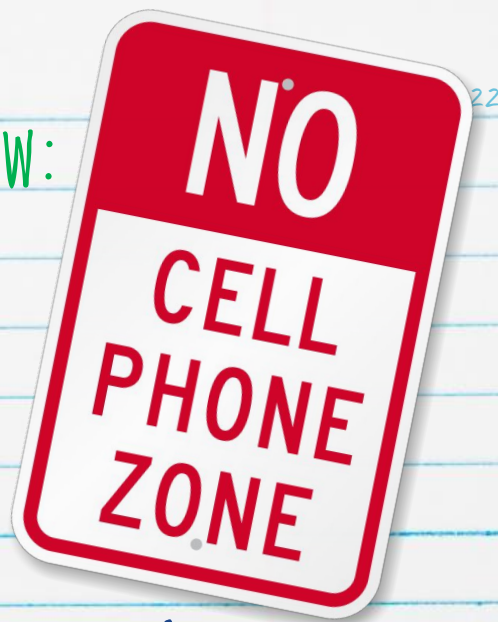
I MAY ALSO BRING A BINDER OR PORTFOLIO WITH THE FOLLOWING...

Highlights of my journey so far:

- *Sample lessons & activities (photos)*
- *Samples of written work including an ETR*
- *Data collection examples*
- *Samples of parent communication*
- *Copies of certificates/licenses*

I WON'T BRING THE FOLLOWING TO THE INTERVIEW:

- Cell phones
- Ear phones
- Coffee, gum, water or food
- Friends, significant others or parent(s)



MY INTERVIEW BEGINS ONCE I'VE ENTERED THE BUILDING
OR LOGGED IN:



I will remember to

- *Dress professionally (dress codes exist & choices matter)*
- *Be prepared for small talk*
- *Smile, make eye contact*

Tips:

You may interview with a **team of SLPs**, or **no SLPs** at all,
and/or **administrators, teachers,**
special education staff, etc.

Be prepared to **adjust your 'lingo'**
and **'read the room'**.

DURING MY INTERVIEW...

I will:

- *Wear a smile & make eye contact.*
- *Show my enthusiasm, look interested & engaged.*
- *Use good posture & polite, confident body language.*
- *Remember why I am here.*

DURING THE INTERVIEW ...

I will

- *Speak professionally*
- *Be honest about experiences*
- *Let my personality show*
- *Ask good questions*
- *Not chew gum or fidget*

QUESTIONS I WILL ASK...

- Is there a SLP Supervisor or Lead SLP?
- Is there Clinical Fellowship (CF) supervision available?
- Does the district utilize a workload approach?
- What is the approximate caseload size, what types of disabilities and ages, how many buildings?
- Is there financial support available for materials and tests?
- Will I have exclusive use of space for an office and treatment?
- Is there time given for professional development, financial support?
- What technology will be available for me?
- Any reimbursement or financial support for dues?
- What is the timeline for filling this position?

Practice makes perfect!

QUESTIONS
ABOUT
PREPARING?



☒ PLAN
☒ PREPARE
☐ PERFORM

INTRODUCING JULIE HAUCK, M.A., CCC-SLP

SPEECH-LANGUAGE SUPERVISOR

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- Hamilton County Educational Service Center
- SLP for 21 years
- Have supervised SLPs and CFs for 5 years
- Worked closely with the Ohio SLP Supervisory Network to present on multiple topics
- I grew up with deaf parents and this inspired me to become an SLP
- I love to dance and love sports...huge Cincinnati Reds fan!

SELL YOURSELF-PERFORM

- Remember there are many qualified candidates.
- Make sure we understand your unique experiences.
- What didn't we ask you-be prepared to tell us.
- Tell us what you **know**, not how you **feel**.
- Write down requests we have for follow up info.
- Then be sure to follow-up ASAP.
- A timely email or thank you note is important.
- Let your references know we will be calling.

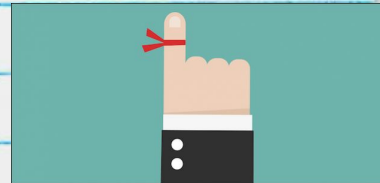
BE SURE TO...

- Expand your answers and give examples.
- Differentiate yourself from others.
- Explain why you are interested in working here.
- Share what you bring to the job.
- Demonstrate that you have researched the district and region.

PERFORM: FOLLOW UP REMINDERS

I will:

- Take notes when necessary during the interview.
- Be honest about interviewing elsewhere including timelines.
- Collect names & email addresses.
- Write, send or email thank you notes.
- Supply team with any requested follow-ups.



PERFORM: ROUND TWO

During call backs be prepared to:

- Show select materials and how to use them.
- Teach or describe a therapy lesson.
- Critique, rate or edit an ETR and/or IEP.
- Expand on previous questions.
- Meet the administrative team.

You are ready to go...

QUESTIONS
ABOUT
PERFORMING?



- ☒ PLAN
- ☒ PREPARE
- ☒ PERFORM

INTRODUCING BARB CONRAD, M.A., CCC-SLP

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SUPERVISOR OF SPEECH-LANGUAGE-HEARING SERVICES



email: conrad@esclc.org

- ESC of Lorain County
- Lorain, Erie and Huron Counties (along the lake in Northern Ohio)
- 42nd year (32 as a supervisor)
- Supervise/consult with 87 SLPs
- Twenty-five school districts
- Have supervised over 100 CF's and newbies
- Assist districts with applicant searches & interviews
- Recruit & retain: professional passion

BUT IF YOU ARE **NOT** SELECTED FOR THE POSITION...THEN

- Review your performance.
- Practice in mock interviews
- Make contact & ask questions.
- Understand the match.
- Continue to search.
- Ask for your information to be kept.
- Keep in touch over time.

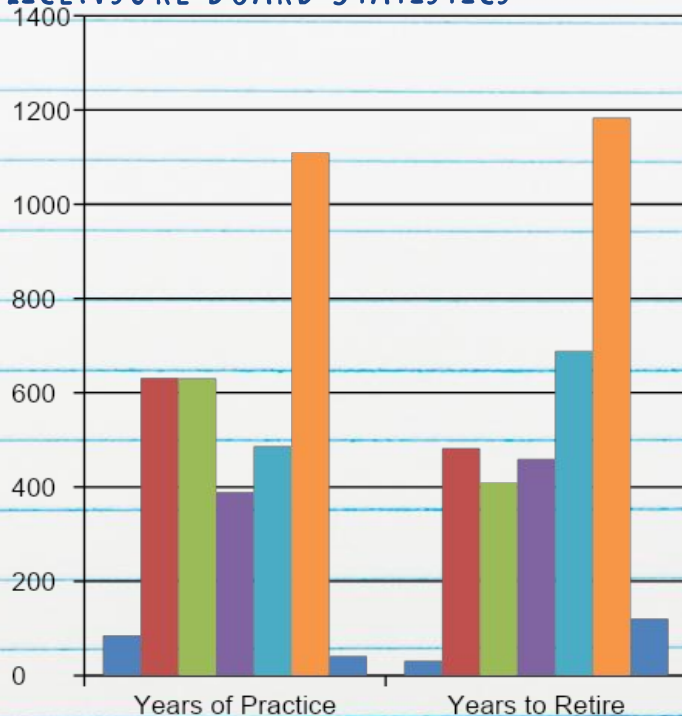
Stay on good terms, you just never know...





*"If opportunity doesn't knock,
then build a door." – Milton Berle*

LICENSURE BOARD STATISTICS



TIP: Be sure to search multiple districts and be prepared to relocate if necessary.

Years of Practice/Years to Retire – SLP – School Setting

In 2018 - 15.2% of school based SLPs plan to retire within next 5 years

In 2016 - 16.0% of school based SLPs plan to retire within next 5 years

In 2014 - 18.7% of school based SLPs plan to retire within next 5 years

	Licensed to Practice	Years to Retirement
<1 YEAR	85	31
1 TO 5 YEARS	631	482
6 TO 10 YEARS	630	408
11 TO 15 YEARS	389	459
16 TO 20 YEARS	486	688
>21 YEARS	1110	1183
RETIRED	41	120
Totals	2983	3371

Tips: Be sure to apply for all positions, things change rapidly and timing is everything.

"The future depends on what
you do today." - Mahatma
Gandhi

QUESTIONS

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Questions I have are as follows:

1.

2.

3.

www.omnie.ocali.org

UP

THE SPEECH AND LANGUAGE GUIDELINES


CYCLING

What is old is new...WITH A TWIST!

OMNIE
RECRUIT RETOOL RETAIN

up·cy·cle
(verb)

reuse (discarded objects or material) in such a way as to create a product of a higher quality or value than the original.



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Be sure to register for your free account

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Evidence-Based Practice	Chuck Carlin
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Ohio's Learning Standards	Lisa Williamson Kathy Staugler
Pediatric Dysphagia	Erin Redie
Pragmatic Language	Linda Vaughan Geraldyn Timler
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Role of the SLP in Schools	Lisa Williamson
Service Delivery	Chuck Carlin
Stuttering	Rod Gabel Diane Games
Supervision	Janice Wright
Workload	Chuck Carlin

WHAT'S NEW

- A free 'for credit' option has been added to each module.
- Each module now contains a 'parent-friendly' section.
- New modules on Ethics and Telepractice are coming soon.

These resources are valuable to the educational team including parents, general and special education teachers, administrators, SLPs and other related service providers. Spread the word and the link to "just in time" virtual resources: The SLP OMNIE Guidelines, Ohio's topic-specific resources to support students with communication challenges.

www.omnie.ocali.org

Be sure to check out
SLP Guidelines at
<https://www.omnie.ocali.org>



‘Ohio School SLP AUD Supervisory Network’
Watch for school based openings & other announcements

Reminder...



Opportunity for a mock interview:
Please email Ellen at OSSPEAC at
osspeac@windstream.net to sign
up for a mock interview.

THANK YOU FOR JOINING US-

Reach out anytime:

KATHY McDERMOTT, MONTGOMERY CO. ESC

JENNI CHEEK, PICKAWAY CO. ESC

DIANNE CLEMENS, BUTLER CO. ESC

JULIE HAUCK, HAMILTON CO. ESC

BARB CONRAD, LORAIN CO. ESC

