

## Workload and Caseload

Districts must use a workload process to determine the service provider's caseload. Once the district determines the workload, it must decide if the workload can be completed as it is assigned. The [Ohio Operating Standards](#) outline a two pronged approach on pages 153 and 156.

● **Workload Rule Prong 1: Workload.** “Workload” means all services and duties assigned to service providers. This consists of direct and indirect (including but not limited to meetings, paperwork, professional development) service to children with and without disabilities.

● **Workload Rule Prong 2: Caseload.** Maximum Caseload Ratios Exist - Rule 3301-51-09

1:80 school aged children with disabilities (OR)

1:50 school age children with multiple disabilities, hearing impairments, autism, orthopedic impairment or other health impairment. (OR) 1:50 preschool children with disabilities (OR)

A combination of preschool and school-age children with disabilities or children with multiple disabilities, hearing impairment, autism, or orthopedic/other health impairments proportionate to these ratios.

**Weighted Caseloads:** For mixed caseloads, the sum of the proportional calculations (weights) shall not exceed 80. Assign a weight of 1.6 to the following:

- Preschool student (or)
- Students identified as having multiple disabilities, hearing impairment, autism, orthopedic impairment and/or other health impairment.

Assign a weight of 1 to all remaining students.



**Watch the ODE Service Provider Workload Rule [video series](#)**

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## Workload/Caseload Calculator Options

Per ODE, the district **must** consider the individual needs of each child and the level and frequency of services required.

A variety of workload/caseload calculators have been created that apply weighted values based on typical needs for students in a disability category and age/grade range.

- ❖ [ASHA](#)
- ❖ [Conrad/Slone Calculator](#) and [Guidance Document](#)
- ❖ [ODE Service Provider Ratio and Workload Calculator](#)

***What happens if an SLP exceeds the maximum caseload ratio?*** If the workload determination is not reasonable and/or the caseload ratio exceeds the maximum caseload ratio, the school must (a) adjust the workload expectations (and/or) (b) change the proposed caseload ratio. If the caseload or workload cannot be adjusted, the district or school must obtain a waiver form from the Ohio Department of Education.

***How many SLPs should be hired in a district?*** Each district needs to provide speech language pathology services at a ratio of at least one SLP per 2000 students.



Use these calculators as a form of data to self advocate!