

RESOLVING ETHICAL DILEMMAS  
BEST PRACTICES FOR SCHOOL-BASED SPEECH-LANGUAGE  
PATHOLOGISTS AND AUDIOLOGISTS

REFERENCE GUIDE

2025-2026

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## 2 WHAT IS A CODE OF ETHICS?

# Licensure Board's Codes of Ethics

- A written set of rules for professional decision-making



# WHAT IS A CODE OF ETHICS?

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PROTECTING THE WELFARE AND  
BEST INTERESTS OF THE  
PATIENT/CLIENT BEING SERVED –  
DO NO HARM

# HOW YOUR ETHICS ARE REVEALED

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**Ethics are revealed by:**

- **Rules**
- **Morals**
- **Principles**
- **Behavior**

# OSHPB CODE OF ETHICS

## OAC CHAPTER 4753-9

LINK: [HTTP://CODES.OHIO.GOV/OAC/4753-9](http://codes.ohio.gov/OAC/4753-9)

- Section A – Definitions
- Section B – Duties owed to the patient/client, duty to report, duty to self-report
- Section C – Responsibilities for ethical conduct by licensee



# A CODE OF ETHICS IS A GREAT RESOURCE

- Serve and protect my patients/clients/students.
- Resolve ethical dilemmas I may experience during my professional career.
- Educate others I work with and those I serve about my role and professional and clinical judgment as a doctor of audiology.
- Protect my license and/or certification.

# WHAT IS AN ETHICAL DILEMMA?

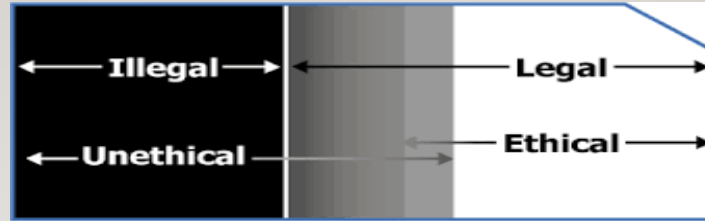
Things to consider:

- How do I know if I have an ethical dilemma?
- 
- Situation where there is no right or wrong answer



- Best Practice – Avoid the gray area

# WHERE DO THESE SCENARIOS FALL WITHIN?



Legal/Ethical

1. Prior to conducting a speech test on a patient, you perform a thorough assessment, evaluation, and history.

Illegal/  
Unethical

2. The parents say their child only interacts with you and want you to perform a service that is outside your scope of practice.

Gray Area

3. A family member wants you to provide speech services at your workplace.

# 5 STEPS FOR ETHICAL DECISION-MAKING



# SCHOOL PSYCHOLOGIST AND SPEECH-LANGUAGE PATHOLOGIST REGIONAL CONSULTANTS

## Strengthening Ohio's Support Network for Students

### 12 Regional Experts Driving Change

- 6 School Psychologist Consultants
- 6 Speech-Language Pathologist Consultants

### Year 2 of Department-Funded Initiative

- Tackling workforce shortages
- Boosting retention in critical student support roles

### 2024-26 Impact

- Remarkable gains for professionals
- Meaningful outcomes for students across Ohio

# GOALS FOR THE REGIONAL CONSULTANTS

## Short term

- Provide support focusing on rural areas
- Provide professional development
- Increase the Department's capacity
- Consistent messaging

## Long term

- Retention of SLPs and school psychologists
- Improved services to students
- Recruitment of SLPs and school psychologists





# ODEW – SLP Consultants

<https://psyched2communicate.com/>



**Central - Johanna Gilland, SLP Consultant** Regional Coverage: Ashland, Coshocton, Crawford, Fairfield, Franklin, Holmes, Knox, Licking, Morrow, Muskingum, Richland, Wyandot, Wayne, Marion, Union, Delaware, Pickaway ([Region's Website Link](#))



**East - Allison Hoffman, SLP Consultant** Regional Coverage: Columbiana, Guernsey, Harrison, Monroe, Tuscarawas, Washington, Belmont, Morgan, Jefferson, Noble, Carroll, Perry ([Region's Website Link](#))



**Northeast - Kristy Hopkinson, SLP Consultant** Regional Coverage: Ashtabula, Cuyahoga, Erie, Geauga, Lake, Lorain, Mahoning, Stark, Summit, and Trumbull ([Region's Website Link](#))



**Northwest - Jennifer Watson, SLP Consultant** Regional Coverage: Defiance, Fulton, Hancock, Lucas, Paulding, Seneca, Van Wert, Allen, Henry, Ottawa, Putnam, Sandusky, Williams, Wood, Hardin ([Region's Website Link](#))



**South - Lori Mullins, SLP Consultant** Regional Coverage: Fayette, Gallia, Highland, Jackson, Pike, Athens, Hocking, Meigs, Ross, Scioto, Lawrence, Vinton, Brown, Adams ([Region's Website Link](#))

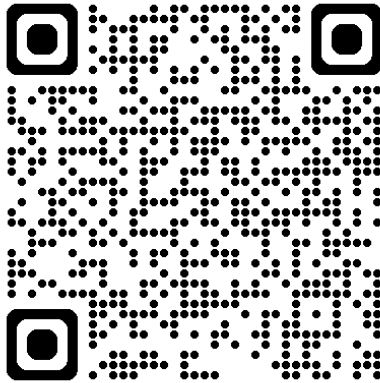


**Southwest - Angela Brouhard, SLP Consultant** Regional Coverage: Auglaize, Butler, Clark, Clermont, Champaign, Clinton, Darke, Greene, Hamilton, Montgomery, Shelby, Madison, Mercer, Miami, Preble, Warren, Clinton, Logan ([Region's Website Link](#))



# CONSULTANT WEBSITE HUB

[Psyched2Communicate.com](https://Psyched2Communicate.com)



ODEW SCHOOL PSYCHOLOGY AND SPEECH-  
LANGUAGE PATHOLOGY CONSULTANTS

**WEBSITE  
LAUNCH**

Your Region. Your Consultant. One Click Away.  
One-stop hub for support, resources, events, and opportunities

Department of  
Education &  
Workforce

Find your Consultant,  
Book Instantly

Stay Ahead with  
Upcoming Events

Exclusive Regional  
Job Board

**LEARN MORE**

Contact Us  
via Region

Our Website  
[psyched2communicate.com](https://psyched2communicate.com)

The graphic is a dark blue banner with red and white text and icons. It features a large QR code, a computer monitor displaying the website, and three circular icons representing the main features of the hub. The background has a subtle pattern of red and white geometric shapes.

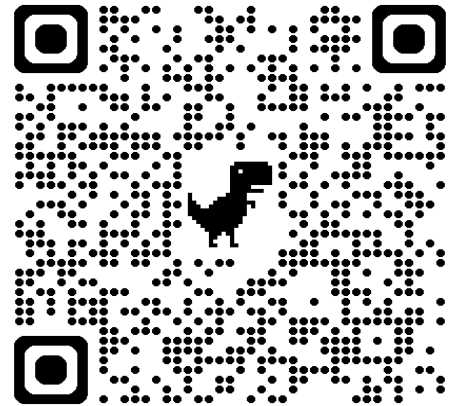
# **PRESCHOOL-DEPARTMENT OF CHILDREN AND YOUTH (DCY)**

[Preschoolspecialeducation@childrenandyouth.ohio.gov](mailto:Preschoolspecialeducation@childrenandyouth.ohio.gov)

[Ohio Preschool Special Education \(PSE\) Support Team |  
Department of Children and Youth](#)

[Office Hours Every Month](#)

[4<sup>th</sup> Wednesday, 3-4 PM](#)

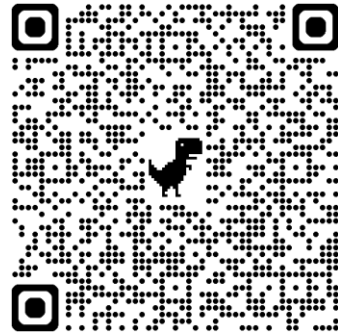


# SCIENCE OF READING TRAINING

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School Psychologists and Speech-Language Pathologists must compete training:

- Introductory course by June 30, 2027
- Competency-based course every 5 years thereafter
- School districts and schools determine the pathway
- [Read Ohio Policy Hour Update Recording](#)
- Questions? Contact: [ReadOhio@education.ohio.gov](mailto:ReadOhio@education.ohio.gov)



# Ohio's Integrated Multi-Tiered System of Supports

Providing effective instruction for all students through academic and non-academic supports.

## Student Learning Components



## Adult Implementation Components





Thanks to funding received from Ohio's Office for Exceptional Children, OSSPEAC has established a supportive network for Educational Audiologists and Speech Language Pathologists. Our aims are to support AUDs and SLPs in their challenging work and to help schools recruit and retain highly qualified communication professionals. Working in the schools can be hard. Be a part of our CoP team!



### Mentors and Mentees

If you are an early career communication professional or are transitioning from another professional setting, this is the group for you! The CoP is designed to help you develop the problem solving and self-advocacy skills needed to thrive in a school environment. Members in the CoP will be connected with a group of nurturing, seasoned professionals as well as other SLPs and audiologists who are new to the school setting. **We are looking for members with all levels of experience to join our community and mentorship groups!**

If you are interested in learning more about being an OSSPEAC CoP member, you'll find more information and an application here. **Click the link below to sign up for the 2024-2025 school year!**

[Click here to apply!](#)

### OSSPEAC COMMUNITY OF PRACTICE UPCOMING EVENTS

2025-2026

**OCT 12-14, 2025**

**OSSPEAC Conference Live, In Person**  
Quest Center, Columbus  
[REGISTER HERE!](#)

**FEB 26 & 27, 2026**

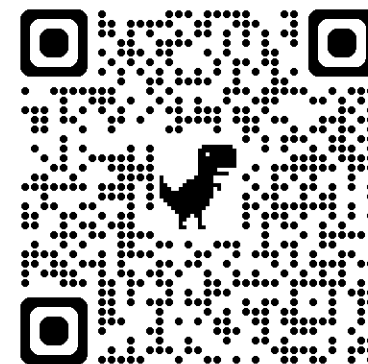
**Visual Phonics**  
8:30 AM - 2:30 PM on ZOOM  
Attendance for both days required  
Registration coming soon!  
Limited seating will be available

**APRIL 21, 2026**

**Hearing Access, Shared Responsibility: SLP-Audiologist Collaboration for Student Success**  
6:30 PM - 8:00 PM on ZOOM  
Registration coming soon!

**WATCH FOR**

**In-Person and Online Meetups**  
Network with other SLPs and Ed Auds in your area!



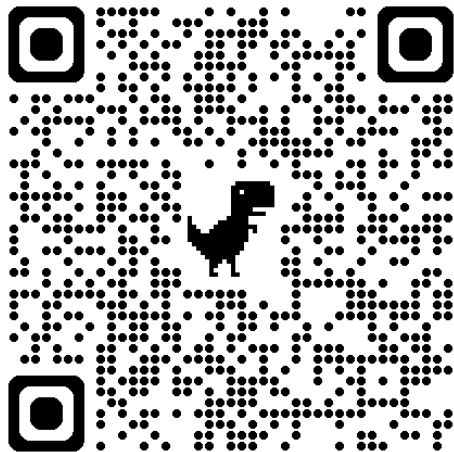
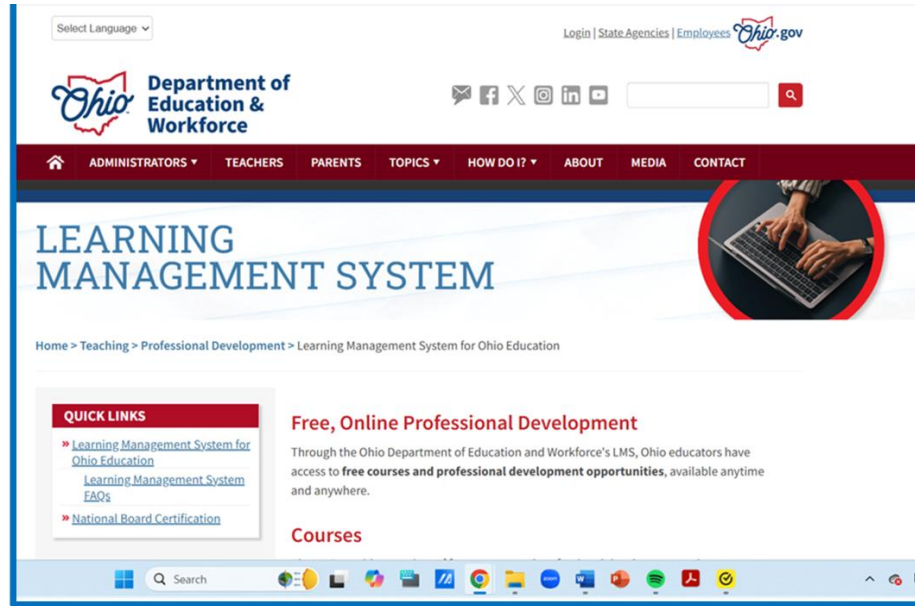
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# OSSPEAC COMMUNITY OF PRACTICE

▪ <https://osspeac.org/community-of-practice/>

# OMNIE — REIMAGINED MODULES

OMNIE

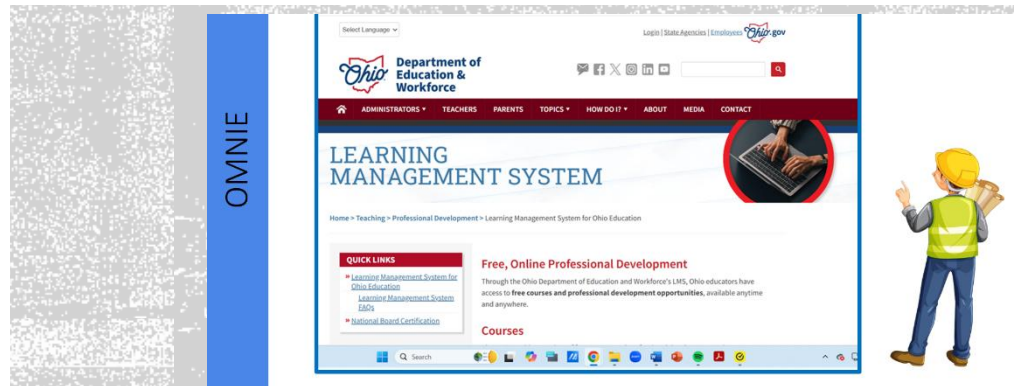
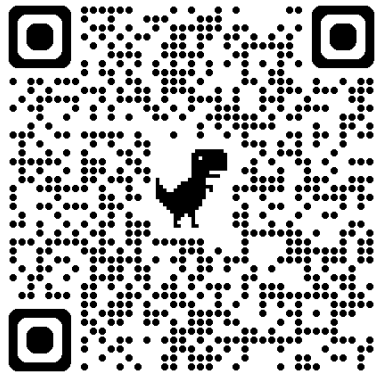


<https://education.ohio.gov/Topics/Teaching/Professional-Development/Learning-Management-System-LMS>

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## Current Modules (21)

- Articulation and Phonology
- Assistive Technology/Augmentative Alternative Communication
- Audiological Support for Speech-Language Pathologists
- Auditory Processing Disorders
- Autism and the Speech-Language Pathologist
- Childhood Apraxia of Speech
- Cognitive Communication Disorders
- Early Childhood and the Speech-Language Pathologist
- English Language Learners and the SLP
- Evidence-Based Practice in Speech-Language Pathology
- Literacy and the Speech Language Pathologist (SLP)
- Ohio's Learning Standards
- Ohio's Workload Approach
- Pediatric Dysphagia
- Pragmatic Language
- Response to Intervention (Multi-Tiered Systems of Support) for the SLP
- Roles and Responsibilities of the Speech Language Pathologist in Schools
- Service Delivery Models and Flexible Schedules
- Stuttering
- Supervision
- Telepractice as an Alternative Speech-Language Pathology Service Delivery Model



<https://education.ohio.gov/Topics/Teaching/Professional-Development/Learning-Management-Systems-LMS>

# Consider Working in the School Setting

**THE SCHEDULE SHOWDOWN: PRODUCTIVITY VS. AUTONOMY**

**TYPICAL MEDICAL/SNF SETTING**

85% PRODUCTIVITY

260 DAYS / YEAR-ROUND

ALONE

**YOUR SCHOOL DISTRICT**

186 DAYS / PAID YEAR ROUND

TEAM-BASED

SUMMER BREAK

WORKLOAD APPROACH (ALL TASKS COUNT)

CALENDAR

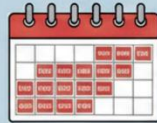
| PLANNING         | IEP MTG | COLLAB |
|------------------|---------|--------|
| IEP NTG          |         |        |
| STUDENT SESSIONS |         |        |

The infographic is presented on a tablet held by two hands. The left side, titled 'TYPICAL MEDICAL/SNF SETTING', shows a stressed professional at a desk with a clock, a 'BILLABLE ONLY' sign, and a productivity bar at 85%. It notes '260 DAYS / YEAR-ROUND' and 'ALONE' with an illustration of a person in a hallway. The right side, titled 'YOUR SCHOOL DISTRICT', shows a collaborative team at a desk with a clock, a 'WORKLOAD APPROACH (ALL TASKS COUNT)' sign, and '186 DAYS / PAID YEAR ROUND'. It highlights a 'TEAM-BASED' approach and a 'SUMMER BREAK' on the calendar. A central banner reads 'THE SCHEDULE SHOWDOWN: PRODUCTIVITY VS. AUTONOMY'. A detailed calendar on the right side lists tasks: PLANNING, IEP MTG, COLLAB, IEP NTG, and STUDENT SESSIONS.

**OHIO**  
SCHOOL SLP/AUD SUPERVISORY NETWORK

## THE RATE REALITY CHECK: ARE YOU PAYING TO WORK?

### + MEDICAL/SNF SETTING



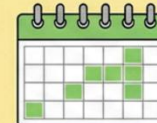
**\$85,000** / YEAR



**260 DAYS = \$40.87 / HOUR**

**260 DAYS / YEAR-ROUND**

### OUR SCHOOL DISTRICT



**\$59,000** / YEAR



**186 DAYS = \$42.29 / HOUR**

**186 DAYS / PAID YEAR-ROUND**

## BRIDGE THE GAP!

WORK PRN

CHOOSE THE EXTRA HOURS

YOU WANT TO WORK

**EARN \$50-\$70 PER HOUR**

### Retirement Benefits

- 401k/403b: Market-Dependent Growth 
- Lower Employer Match (3-6%) 
- Disability/Life Ins. Needed (Out of Pocket) 

### Retirement Benefits

- STRS Pension: Guaranteed Income FOR LIFE! 
- High Employer Match (14%) 
- Built-in Disability/Survivor Protection 



# Artificial Intelligence



## GUIDING PRINCIPLES - AI

Research will continue and AI technology will improve but...

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- ChatGPT is simply not ready for prime time!

**EducationWeek**  
To inspire and empower.

[Education Week](#) | [EdWeek Top School Jobs](#) | [EdWeek Market Brief](#) | [EdWeek Research Center](#)

6935 Arlington Road, Suite 100 | Bethesda, MD 20814

[www.edweek.org](http://www.edweek.org)

“Can AI Write A Good IEP? What Special Education Experts Say,” by Mark Lieberman, Reporter; Education Week, August 11, 2023



### Link to Article

<https://www.edweek.org/teaching-learning/can-ai-write-a-good-iep-what-special-education-experts-say/2023/08>

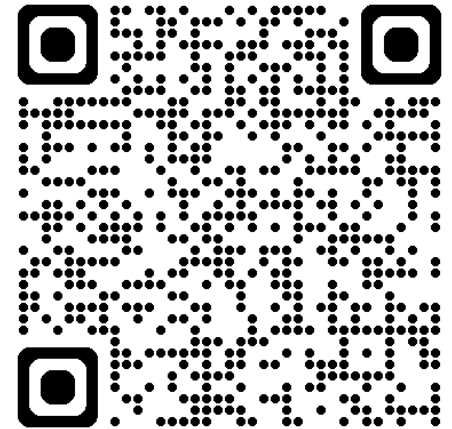
# DEAR COLLEAGUE LETTER ON AI

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Released by the U.S. Department of Education: July 22, 2025

**Purpose:** Guidance on using federal education funds to responsibly integrate AI into classrooms

- Instructional Tools
- Tutoring Systems
- College and Career Pathway Exploration



# AI IN OHIO'S EDUCATION



Guidance and resources for  
policy maker, teachers and  
parents to advance AI readiness  
in Ohio Schools



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## ETHICS RE: IMPAIRMENT

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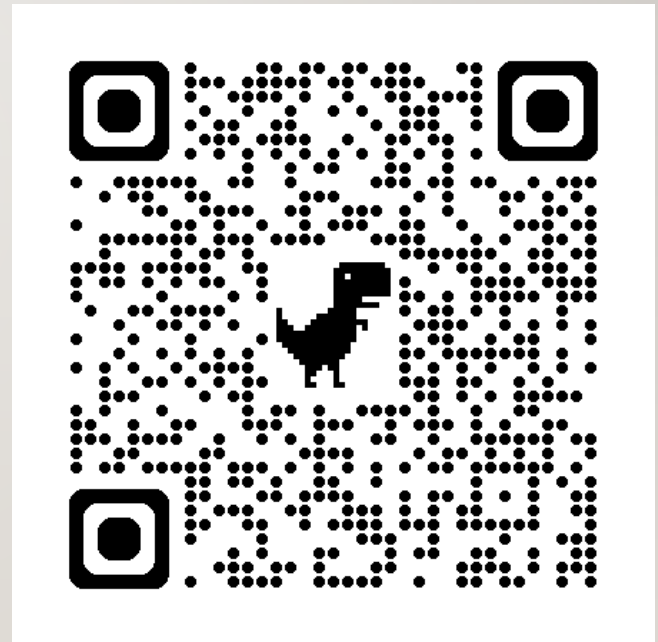
# OHIO PROFESSIONALS HEALTH PROGRAM



- **Confidential monitoring:**
- **Well-being screenings:**
- **Education and advocacy:**
- **Partnerships with state boards:**

**OPHP Website:** [ohiophp.org](http://ohiophp.org)

**Phone:** (614) 841-9690

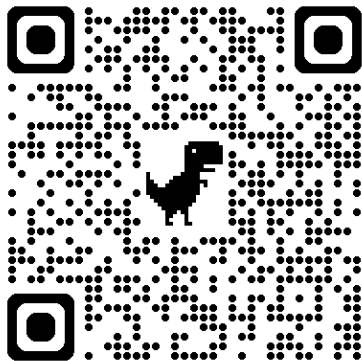


# How to Make a Referral

If you are concerned about a colleague:

- Visit our website [www.ohiophp.org](http://www.ohiophp.org) and click “Make a Referral”
- Call us at (614) 841-9690
- Email us at [info@ohiophp.org](mailto:info@ohiophp.org)

*All referrals are confidential*



# OHIO PROFESSIONALS HEALTH PROGRAM



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## Free Continuing Education Programs

Register at:  
<https://www.ohiophp.org/continuingeducation>

### Attend

#### Attend Live Virtual Training

- November 11, 2025 – 12:30 p.m.

### Register

#### Register for on-demand training

- July 7, 2025
- September 16, 2025

### Complete

Complete post-test quiz to receive CEUs

**Is it really a requirement?**

**What must I report, when, and to whom?**

**How do I report?**

**Why is it important?**

**What are the consequences if I fail to report?**



# **DUTY TO REPORT**

DUTY TO REPORT  
CODE OF ETHICS  
OAC CHAPTER 4753-9  
LINK:  
[HTTP://CODES.OHIO.GOV/OAC/4753-9](http://codes.ohio.gov/OAC/4753-9)

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- (10) Licensees **shall report to the board any violation of the board rules or any breach of the code of ethics** that the licensee is aware of.
- Direct, first-hand knowledge;
- Reasonable cause to believe that a violation occurred;
- Contact licensure board's Executive Director to discuss specific situations at: [gregg.thornton@shp.ohio.gov](mailto:gregg.thornton@shp.ohio.gov); or (614) 644-9046

## DUTY TO REPORT - EXCEPTION SAFE HAVEN PROGRAM

OAC CHAPTER 4753-9

LINK: [HTTPS://CODES.OHIO.GOV/OHIO-ADMINISTRATIVE-  
CODE/RULE-4753-9-01](https://codes.ohio.gov/ohio-administrative-code/rule-4753-9-01)

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(10) Licensees shall report to the board any violation of the board rules or any breach of the code of ethics that the licensee is aware of, **except that where the violation of the board rules or code of ethics is related solely to impairment due to abuse of or dependency on alcohol or other drugs or other health-related condition, the licensee shall instead make a report to the board's safe haven program.**



DUTY TO REPORT  
CODE OF ETHICS  
OAC CHAPTER 4753-9  
LINK:  
[HTTP://CODES.OHIO.GOV/OAC/4753-9](http://codes.ohio.gov/OAC/4753-9)



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- (I I) Licensees who have knowledge that a **colleague is unable to provide professional services with reasonable skill and safety** shall **report** this information **to the appropriate authority**, internally if a mechanism exists and, otherwise, externally.

- **Duty to Self-Report**
- (12) Licensees shall notify the board in writing of a **conviction; been found guilty; or entered a plea of guilty or nolo contendere to any felony or misdemeanor convictions**, other than minor traffic violations, including the case number and the court, **within thirty days** from the date of the conviction, plea, or finding of guilt.



- **Duty to Self-Report**
- (13) Individuals who have been **publicly sanctioned or denied a license** or a professional credential by any professional association, professional licensing authority or board, or other professional regulatory body **shall self-report by notifying the board in writing of the final action or disposition and shall provide a copy of the final action, sanction or disposition within thirty days.**



## 37 ETHICS RE: CONFLICT OF INTEREST

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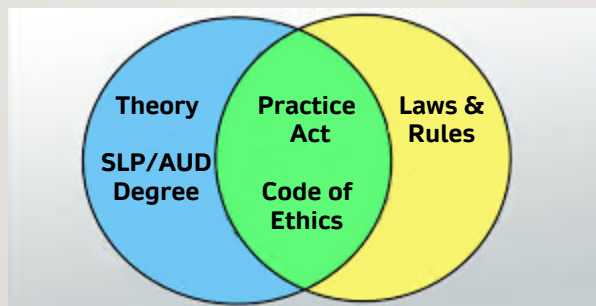


# GUIDING PRINCIPLES – CONFLICT OF INTEREST

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## Ohio Board Code of Ethics

- Duty to abide by practice standards and regulations governing the practice



## ASHA Practice Guidelines

<https://www.asha.org/practice-portal/?srsltid=AfmBOoobciyIPyEMtIHmmIwNqaHn93iFBuinbKI-r7zuoJ5vGCqa9ztf>

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# ETHICS BREACH OF CONTRACT



## GUIDING PRINCIPLES – SCHOOL SETTING – “BREACH OF CONTRACT”

OHIO DEPARTMENT OF  
EDUCATION – ORC 3319.15

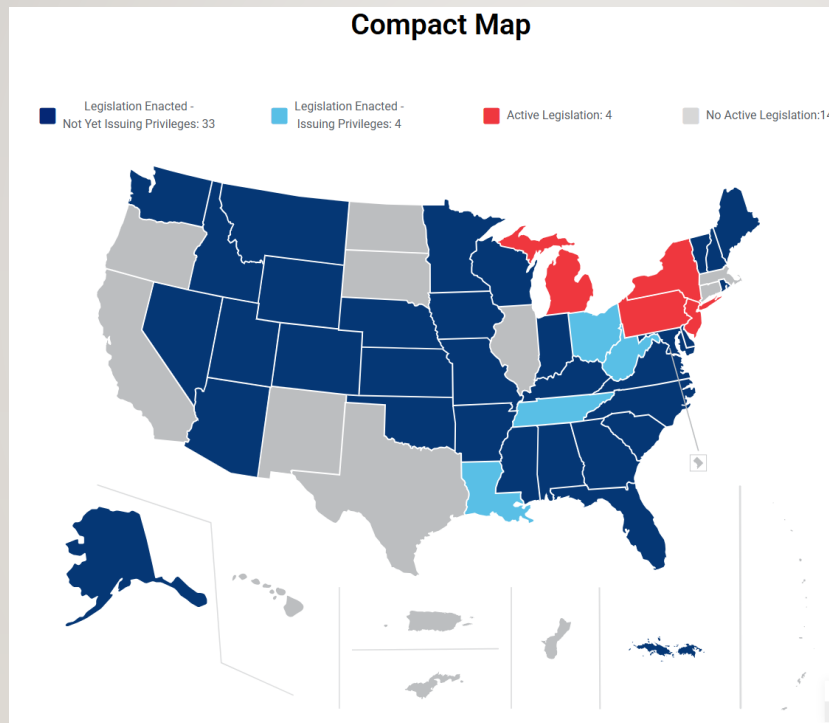
- A teacher **may terminate a contract** any time between the **end of the school year session and July 10th** by giving **five days’ written notice** to the employing school board.
- A teacher **shall not terminate a contract** before the end of the school year or after July 10th **without the consent** of the board of education. If a teacher terminates a contract in any manner other than as provided for above, the **employing school board may file a complaint with the State Board of Education**. After an investigation by the State Board of Education, **the license** of the teacher who terminated their contract **may be suspended for not more than one year**.





# ASLP INTERSTATE COMPACT

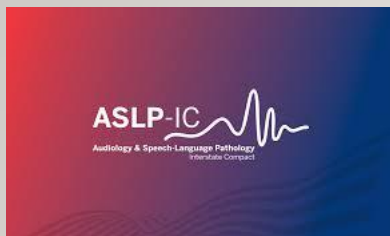
# ASLP-IC - [HTTPS://ASLPCOMPACT.COM/](https://aslpcompact.com/)



- Allows practice across state lines under one license
- 37 States and 1 U.S. Territory
- 3 States – pending legislation
- Ohio currently issuing privileges – February 9, 2026 to practice in WV, LA and TN

# GUIDING PRINCIPLES – ASLP-IC CASE STUDY

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- The ASLP-IC allows practitioners to practice across state lines under your home state license.
- Must follow the scope of practice of each state
- Visit the ASLP-IC website at: <https://aslpcompact.com/>



# ETHICS IN PROFESSIONAL BEHAVIOR LICENSURE REQUIREMENTS

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## Licensure Renewal Reminder

- Renewal e-mail from eLicense -10/2/2026
- Renewal fee: \$123.50 for 2 years
- Renewal deadline 12/31/2026
- CE Hrs. – 20 hrs., including 2 hrs. related to ethics

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Jon Peterson  
— Scholarship —

## GUIDING PRINCIPLES - JON PETERSON SCHOLARSHIP CASE STUDY

- The district of residence must always write the IEP as if the district of residence would be implementing the IEP. There should be no mention of the JPSN scholarship program on the child's IEP.
- By accepting JPSN, parents relinquish right to Free Appropriate Public Education (FAPE)  
The district of residence is not required to provide any services to the child, but must renew the child's IEP annually and conduct required evaluations.
- Questions about the JPSN should be directed to:  
E-mail: [Peterson.Scholarship@education.ohio.gov](mailto:Peterson.Scholarship@education.ohio.gov)  
Telephone: 614-728-3480 or 877-644-6338
- Visit the JPSN website at: <https://education.ohio.gov/Topics/Other-Resources/Scholarships/Special-Needs-Scholarship>
  - Fact Sheet
  - Parent FAQs
  - JPSN Laws and Rules
- Practitioners should document the IEP is based on previous data collected by another SLP

## WHY USE THE CODE OF ETHICS

- Ensures that the health and welfare of your clients/patients are being protected and served

CODE  
OF  
ETHICS

## Scope of Practice

# WHY USE THE CODE OF ETHICS

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- Using the Code of Ethics will protect your license and help educate others about your professional conduct



# POINTERS FOR RESOLVING ETHICAL DILEMMAS

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- **Seek recourse within your work setting**
- Many employers have compliance specialists who are available to assist in resolving ethical dilemmas or just clarifying existing work policies that address the situation. It is important to know your employer's internal procedures and policies for addressing conflicts.

# 51 POINTERS FOR RESOLVING ETHICAL DILEMMAS

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## Keep records

Document...document...document.

Trained to document well re: clients; the same due diligence should be followed with ethical dilemmas.

Maintaining a detailed, written record of actions (yours and relevant others).

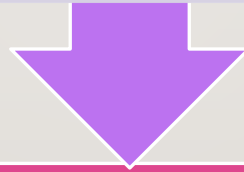
Might include e-mail correspondence, or a personal journal/log with dated entries.

# 52 SUMMARY

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Review & understand the Code of Ethics under Chapter 4753-9, ASHA Code of Ethics

Empowers you to resolve dilemmas



Act in a manner that maintains the dignity of persons served

Person-first decision making

We serve patients, students, supervisees, families, coworkers

AND SOMETIMES ETHICAL DILEMMAS NEED  
TEAMWORK TO RESOLVE....

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- 
- Don't face the dilemma on your own
  - Supervisors and managers
  - Compliance and legal departments
  - Fellow colleagues
  - Contact the Licensure board

# 54 REFERENCES

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- Laws and Rules – Practice Act - Ohio:

Ohio Revised Code Chapter 4753 – Laws

<https://codes.ohio.gov/ohio-revised-code/chapter-4753>

Ohio Administrative Code Chapter 4753 – Rules

<https://codes.ohio.gov/ohio-administrative-code/4753>

Board's Code of Ethics

<https://codes.ohio.gov/ohio-administrative-code/chapter-4753-9>

# ADDITIONAL RESOURCES

- State by State Look-Up:

ASHA

[https://www.asha.org/advocacy/state/?srsltid=AfmBOoo0CoQ78EEF4ECajpFSx0A\\_qcAFwWK\\_R7vvWI7RT3e2zGOwfqYK](https://www.asha.org/advocacy/state/?srsltid=AfmBOoo0CoQ78EEF4ECajpFSx0A_qcAFwWK_R7vvWI7RT3e2zGOwfqYK)

- Other Codes of Ethics:

ASHA Code of Ethics

[https://www.asha.org/siteassets/publications/code-of-ethics-2023.pdf?srsltid=AfmBOorI5RKJFNO3cl4zFYJRiu3gRmLheL2twuWim\\_TCGvb0-08x0Qii](https://www.asha.org/siteassets/publications/code-of-ethics-2023.pdf?srsltid=AfmBOorI5RKJFNO3cl4zFYJRiu3gRmLheL2twuWim_TCGvb0-08x0Qii)

AAA Code of Ethics

<https://www.audiology.org/clinical-resources/code-of-ethics/>

ADA Code of Ethics

[https://www.audiologist.org/\\_resources/documents/about/academy-docs/Code-of-Ethics.pdf](https://www.audiologist.org/_resources/documents/about/academy-docs/Code-of-Ethics.pdf)

# Board Website: [www.shp.ohio.gov](http://www.shp.ohio.gov)



GETTING STAYING FOR THE ABOUT  
LICENSED LICENSED PUBLIC US

Contact Search

## Speech and Hearing

Welcome to the Ohio Speech and Hearing Professionals Board

[Learn More](#)



### Featured Content



#### License Lookup

Look up licenses on [eLicense.ohio.gov](http://eLicense.ohio.gov)



#### File a Complaint

File a complaint against a licensee online



#### Getting Licensed

Apply for licensure at [eLicense.ohio.gov](http://eLicense.ohio.gov)

### Spotlight

The logo for the ASLP-IC (Audiology and Speech-Language Pathology Interstate Compact), featuring the text "ASLP-IC" in white on a dark blue background, with a white waveform graphic below it.

#### What is the Audiology and Speech-Language Pathology Interstate Compact?

The Audiology and Speech-Language Pathology Interstate Compact (ASLP-IC) is an interstate agreement that provides a pathway by which audiologists and speech-language pathologists can obtain the authorization to practice in states where they do not hold a license. To join the compact, a state must enact the compact model legislation via its

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