

Strategies for Hiring and Retaining Speech-Language Pathologists

For Recruiters

- ⇒ Train and collaborate closely with HR personnel to optimize the application process
- ⇒ Adjust pay scale; recognize all previous work experience in the field of speech language pathology
- ⇒ Augment salary with offer of extended time or supplemental contracts if desired
- ⇒ Recognize the American Speech-Language-Hearing Association Certificate of Clinical Competence in the same way teachers are incentivized to obtain their National Teacher Certification Link [here](#)

For Administrators

- ⇒ Provide supervision by a licensed, school-based therapist
- ⇒ Provide yearly budget for consumables, evidenced-based programs and continuing education Link [here](#)
- ⇒ Provide computers, tablets, software, applications and web subscriptions
- ⇒ Provide compensation for professional associations, ASHA Certification and Ohio Board License fees
Links [here](#) [here](#)
- ⇒ Provide clerical or instructional aide services to support non therapeutic duties
Link [here](#)

- ⇒ Release therapists from building duty schedule
- ⇒ Follow and maintain state mandated weighted caseload ratios and apply a workload calculator* to ensure staffing levels are sufficient
Link [here](#)
- ⇒ Contract with private company when workload or caseload exceed state limits
- ⇒ Recruit from university programs and support new grads in securing applicable loan forgiveness Link [here](#)
- ⇒ Ensure space provided to the SLP is appropriate for the needs of students served.
Link [here](#) pages 156-157

*<https://education.ohio.gov/Topics/Special-Education/Service-Provider-Ratio-and-Workload-Calculation>

Strategies for Hiring and Retaining Speech-Language Pathologists

- ☐ Assign a 'high priority' HR specialist to provide timely responses within the recruitment process. Ensure HR specialists are familiar with special education and speech and language pathology departments in order to speak knowledgeably with candidates.
- ☐ Recognize as many years of work in the field of speech-language pathology as possible when assigning a salary step.
- ☐ Provide a supplemental or extended contract similar to psychologists and counselors to increase salary and compensate for high volumes of work at the beginning and end of the school year. Use extended time to reimburse for preparing for and attending meetings during planning times and beyond the contract day.
- ☐ Honor the American Speech-Language-Hearing Association Certificate of Clinical Competence as a national certification, offering the same incentives as are provided to NBPTS Board Certificated teachers. [Link](#)
- ☐ Provide supervisory services by a licensed and certified speech-language therapist either through contracting with local or regional educational resource centers or by hiring a district level supervisor.
- ☐ Ensure access to technology resources to support workload duties including laptop computer, multiple tablets and subscriptions to web-based therapy materials and management resources (i.e. Boardmaker, SymbolStix, SLPToolkit, ETR/IEP writing software).
- ☐ Ensure budgetary resources for therapists supporting the quality and ease of services; including consumable materials, student incentives, research based programs and continuing education opportunities. Reimburse licensure and certification fees. Materials [Link](#) ASHA [Link](#) OSLHA [Link](#)
- ☐ Maintain a robust library of updated, standardized and nonstandardized assessment tools along with web based administration and scoring applications to support diagnostic procedures and data reporting.
- ☐ Provide therapists with an aide, instructional assistant or clerical personnel to complete non-therapeutic responsibilities. [Link](#)
- ☐ Avoid using therapists for coverage of duties as a response to the number of intervention, planning, ETR and IEP meetings they attend.
- ☐ Select and maintain adequate therapy and office space with room for small group sessions, materials storage, a desk, strong internet and wireless access, telephone, intercom, locked file storage, wipe erase smart board(s) etc.. [Link here](#) pages 156-157
- ☐ Align therapist assignments with mandated weighted caseload ratio and a workload calculator to support completion of all duties and responsibilities of therapists. Contract out with a local educational service center or private company when workload exceeds stated limits. (ODE-OEC MEMO #2016-2) [Link](#)

[*https://education.ohio.gov/Topics/Special-Education/Service-Provider-Ratio-and-Workload-Calculation](https://education.ohio.gov/Topics/Special-Education/Service-Provider-Ratio-and-Workload-Calculation)