



AMERICAN
SPEECH-LANGUAGE-
HEARING
ASSOCIATION



SCHOOLS SURVEY

Survey Report: Workforce and Work Conditions Trends 2000–2008

Gail Brook
Surveys & Information Team

American Speech-Language-Hearing Association
2200 Research Boulevard
Rockville, MD 20850
800-498-2071, ext. 8737
gbrook@asha.org

Contents

Introduction	3
Survey Highlights	3
Employment Status	4
Number of Hours Worked per Week	4
Job Market	4
By Type of Employment Facility	5
By Type of Community	5
By Geographic Area	6
Impact of Shortage of Clinical Service Providers	7
Greatest Professional Challenges	8
Survey Response Rate (2008)	9
Demographics (2008)	9
Suggested Citation	9
Additional Information	9

Introduction

The American Speech-Language-Hearing Association (ASHA) conducted the 2008 Schools Survey to gather information about professional issues related to school-based services. Results from this survey are presented in a series of reports, including this report on workforce and work conditions trends.

Findings from the 2000, 2004, and 2006 ASHA Schools Surveys are also included in this report for comparative purposes.

Survey Highlights

- In 2008, as in 2006 and 2004, most survey respondents indicated that they work full-time (77%, 78%, and 89%, respectively).
- In 2008, as in 2006 and 2004, survey respondents who work full-time reported working an average (median) of 38 hours a week.
- In 2008, as in 2006, survey respondents who work part-time reported working an average (median) of 21 hours a week, down somewhat from 23 hours a week in 2004.
- In 2008, as in 2006 and 2004, the majority of survey respondents reported that job openings for speech-language pathologists (SLPs) in their type of employment facility and geographic area were more numerous than job seekers (72%, 68%, and 62%, respectively).
- From 2004 to 2008, the majority of survey respondents from each type of employment facility reported that job openings were more numerous than job seekers.
- From 2004 to 2008, survey respondents from all types of communities (i.e., rural, suburban, and metropolitan or urban) reported that job openings exceeded job seekers.
- From 2004 to 2008, respondents from the Mountain and Pacific areas of the country were more likely to indicate that job openings exceeded job seekers than respondents from the other areas of the country.
- SLPs who said there was a shortage of clinical service providers in their type of employment facility and geographic area were asked what effect this had on them. “Increased caseload” was the most frequently selected impact in 2008 (79%), as it was in 2006 (79%) and 2004 (83%).
- From 2000 to 2008, the vast majority of survey respondents reported that “high amount of paperwork” was their greatest professional challenge.

Employment Status

In 2008, as in 2006 and 2004, more than three- quarters of survey respondents indicated that they work full-time (77%, 78%, and 89%, respectively; data not shown in any table).

Number of Hours Worked per Week

From 2004 to 2008, survey respondents who work full-time reported working an average (median) of 38 hours a week (data not shown in any table).

In 2008, as in 2006, survey respondents who work part-time reported working an average (median) of 21 hours a week, down somewhat from 23 hours a week in 2004 (data not shown in any table).

Job Market

In 2008, as in 2006 and 2004, the majority of survey respondents reported that based on their own observations and experiences, job openings for SLPs in their type of employment facility and geographic area were more numerous than job seekers (72%, 68%, and 62%, respectively; see Table 1).

Table 1.
Job Market for School-Based SLPs, 2004, 2006, and 2008.

Based on your own observations and experiences, rate the current job market for SLPs in your type of employment facility and in your geographic area.			
Response	2004	2006	2008
Job openings more numerous than job seekers	62%	68%	72%
Job openings in balance with job seekers	28%	24%	20%
Job openings fewer than job seekers	10%	8%	8%

n = 2,658 (2004); *n* = 2,538 (2006); *n* = 2,525 (2008)

By Type of Employment Facility

From 2004 to 2008, the majority of survey respondents from each type of employment facility reported that job openings were more numerous than job seekers in their type of facility and geographic area (see Table 2).

Table 2.
Job Openings More Numerous Than Job Seekers by Type of Employment Facility, 2004, 2006, and 2008.

Employment Facility	2004	2006	2008
Day or residential school	63%	63%	60%
Preschool	62%	68%	75%
Elementary school	61%	66%	70%
Middle, junior high, or secondary school	57%	69%	76%
Combined (several schools)	64%	72%	73%
Other school	74%	63%	*

*Item not included in survey.

n = 2,548 (2004); *n* = 2,413 (2006); *n* = 2,525 (2008)

By Type of Community

From 2004 to 2008, survey respondents from all types of communities (i.e., rural, suburban, and metropolitan or urban) reported that job openings exceeded job seekers in their type of employment facility and geographic area (see Table 3).

Table 3.
Job Openings More Numerous Than Job Seekers by Type of Community, 2004, 2006, and 2008.

Community	2004	2006	2008
Rural	59%	63%	69%
Suburban	63%	67%	71%
Metropolitan/Urban	64%	73%	74%

Note. “Type of community” was self-defined by respondents (i.e., definitions of the terms “rural,” “suburban,” and “metropolitan/urban” were not provided).

n = 2,604 (2004); *n* = 2,306 (2006); *n* = 2,408 (2008)

**By
Geographic
Area**

From 2006 to 2008, the majority of survey respondents from each geographic area of the United States reported that job openings exceeded job seekers in their type of employment facility and area. Respondents from the Mountain and Pacific areas of the country were most likely to indicate that job openings exceeded job seekers (see Table 4).

**Table 4.
Job Openings More Numerous Than Job Seekers by
Geographic Area, 2004, 2006, and 2008.**

Geographic Area	2004	2006	2008
New England	59%	73%	70%
Mid-Atlantic	42%	53%	52%
East North Central	50%	63%	74%
West North Central	43%	66%	74%
South Atlantic	57%	79%	79%
East South Central	45%	54%	61%
West South Central	50%	58%	62%
Mountain	64%	86%	88%
Pacific	73%	90%	88%

n = 2,636 (2004); *n* = 2,327 (2006); *n* = 2,439 (2008)



Geographic Areas

- New England CT, ME, MA, NH, RI, VT
- Mid-Atlantic NJ, NY, PA
- East North Central IL, IN, MI, OH, WI
- West North Central IA, KS, MN, MO, NE, ND, SD
- South Atlantic DE, DC, FL, GA, MD, NC, SC, VA, WV
- East South Central AL, KY, MS, TN
- West South Central AR, LA, OK, TX
- Mountain AZ, CO, ID, MT, NV, NM, UT, WY
- Pacific AK, CA, HI, OR, WA

Impact of Shortage of Clinical Service Providers

SLPs who said there was a shortage of clinical service providers in their type of employment facility and geographic area were asked what effect this had on them. “Increased caseload” was the most frequently selected impact in 2008 (79%), as it was in 2006 (79%), and 2004 (83%; see Table 5).

Table 5. Impact of Shortage of School-Based Clinical Service Providers, 2004, 2006, and 2008.

Impact of Shortage	2004	2006	2008
Decreased opportunities for individual services	64%	55%	54%
Decreased quality of service	53%	57%	55%
Increased caseload/workload	83%	79%	79%
Increased number of staff without ASHA certification/master’s level training	32%	27%	28%
Increased use of assistants	22%	23%	25%
Less opportunity for networking and collaborating	53%	39%	38%
Some students receive partial services or no services	*	38%	37%
Students not receiving mandated services	18%	*	*
Students not receiving services who should be receiving services	30%	*	*
There is no impact.	*	*	2%

*Item not included in survey.

n = 1,604 (2004); *n* = 1,644 (2006); *n* = 1,815 (2008)

Greatest Professional Challenges

From 2000 to 2008, the majority of survey respondents reported that “high amount of paperwork,” “lack of time for planning, collaboration, and meeting with teachers,” and “high caseload size” were their greatest professional challenges.

The percentage of SLPs who reported that “lack of parental involvement and support” was a challenge declined considerably from 2000 to 2008 (41% to 24%).

**Table 6.
Greatest Professional Challenges of School-Based SLPs, 2000, 2004, 2006, and 2008.**

Professional Challenge	2000	2004	2006	2008
Ethical issues (e.g., Medicaid, supervision, clinical decisions)	*	19%	15%	*
High amount of paperwork	88%	82%	80%	80%
High caseload size	60%	61%	58%	56%
Inadequate work space and facilities	35%	34%	29%	28%
Lack of administrative support	25%	23%	21%	22%
Lack of materials and assessment tools	18%	20%	16%	16%
Lack of others’ understanding of my role	41%	40%	34%	34%
Lack of parental involvement and support	41%	32%	25%	24%
Lack of time for individual sessions	*	*	*	44%
Lack of time for planning, collaboration, and meeting with teachers	81%	73%	66%	64%
Lack of training for English Language Learners (ELLs), hearing related technology, assistive and alternative communication (ACC) technology, or low incidence disorders**	*	*	*	27%
Lack of training for low incidence disorders***	*	*	18%	*
Lack of training for special populations	26%	23%	*	*
Lack of training for working with ELLs***	*	*	17%	*
Lack of union support	14%	12%	*	*
Limited access to technology	26%	16%	*	*
Low salary	37%	37%	32%	33%
Unfilled positions	*	*	23%	25%
Use of underqualified personnel	*	*	10%	13%

*Item not included in survey.

**See also “Lack of training for low incidence disorders” and “Lack of training for working with ELLs.”

***See also “Lack of training for English Language Learners (ELLs), hearing related technology, assistive and alternative communication (ACC) technology, or low incidence disorders.”

n = 2,067 (2000); *n* = 2,602 (2004); *n* = 2,561 (2006); *n* = 2,556 (2008)

**Survey
Response Rate
(2008)**

The 2008 Schools Survey was mailed in February 2008 to a random sample of 4,130 ASHA-certified SLPs who were employed in school settings in the United States. Second and third mailings followed, at approximately 3- or 4-week intervals, to individuals who had not responded to earlier mailings.

Of the original 4,130 SLPs in the sample, 25 were retired, 17 were no longer employed in the field, 5 had bad mailing addresses, and 86 were ineligible for other reasons, leaving 3,997 possible respondents. The actual number of respondents was 2,556, resulting in a 64% response rate. The results presented in this report are based on responses from those 2,556 individuals.

**Demographics
(2008)**

On certain characteristics, respondents to the 2008 Schools Survey were an exact representation of the population of ASHA-certified, school-based SLPs from which they were selected. The vast majority of both groups were female (97%–98%), non-Hispanic (97%), and White (95%–96%). Their median ages were nearly identical: 46 in the survey and 47 in the population.

The respondents differed from the population on other characteristics such as the school setting in which they worked. The largest differences were in elementary schools, where 58% of the survey respondents worked compared with 47% in the population, and in combined school settings, where 16% of the survey respondents worked compared with 26% of the population. Among the respondents, 91% were clinical service providers; in the population, 84% reported this role. The respondents had more experience (17 years) than did the population from which they were drawn (10 years).

**Suggested
Citation**

American Speech-Language-Hearing Association. (2008). *Schools Survey report: Workforce and work conditions trends 2000–2008*. Rockville, MD: Author.

**Additional
Information**

For additional information regarding this report or school services generally, please contact Deborah Adamczyk, Director, School Services, at dadamczyk@asha.org or 800-498-2071, ext. 5690. To learn more about how the Association is working on behalf of school-based, ASHA-certified members, visit www.asha.org/members/slp/schools.