

ENSURE YOUR DISTRICT PROVIDES MANDATED SPEECH-LANGUAGE SPECIAL EDUCATION EVALUATION AND SERVICES

Administrators, are you in compliance?

- The need for speech and language services in special education continues to be great. According to the U.S. Department of Education, speech or language impairments represent the second most prevalent disability category of services provided under Individuals with Disabilities Education Action (IDEA) Part B: 39.9% of children ages 3-5, and 16.3% of students ages 6-21.¹
- Federal requirements under IDEA, state that schools are a valuable service delivery site for the federally mandated Early and Periodic Screening, Diagnosis, and Treatment (EPSDT) Medicaid benefit.²
- More speech-language pathologists (SLPs) are needed to meet the demand in schools. The American Speech-Language-Hearing Association (ASHA) represents about 200,000 SLPs and more than half (50.4%) work in schools.³ Expected demand, between now and 2030, for more SLPs ranges from 15% to 55%, which varies by state.⁴
- ASHA certified SLPs bring in significant Medicaid and IDEA monies to school districts. Multilingual learners, representing over 400 languages, made up about 10% (or 5 million students) of the public K-12 school population in the US in 2020, while up to 20% of public school students in some states are multilingual learners.^{5,6}

What can you do?

Attract and retain highly qualified SLPs to meet free appropriate public education (FAPE) requirements with a salary supplement.

- A **salary supplement** is compensation is generally given on an annual basis in addition to the current salary for 1) obtaining and holding the ASHA Certificate of Clinical Competence (CCC), 2) workload activities associated with Medicaid billing, or 3) as a tool to recruit and retain highly qualified SLPs.
- At least 128 school districts have compensated with a salary supplement for SLPs who hold ASHA's CCC.⁷
- Eleven states have passed legislation supporting a statewide salary supplement.⁸
- The National Board for Professional Teaching Standards (NBPTS) provides a teacher salary supplement; however, ASHA-certified SLPs are not eligible.⁹

Does your district offer a salary supplement for NBPTS high-quality educator credentials?

If so, consider ASHA's Certificate of Clinical Competence in Speech-Language Pathology (CCC-SLP) as a reason for salary supplements to help recruit and retain school-based SLPs. School-based SLPs are employed in local school districts to support and carry-out services—mandated by federal law—to ensure students receive FAPE. School-based SLPs:

- Complete a master's degree program in communication sciences and disorders as well as a supervised practicum of at least nine months under the supervision of an ASHA-certified SLP.
- Work to prevent, assess, diagnose, treat, and collaborate with other professionals on speech, language, social communication, cognitive-communication, and swallowing disorders in children and youth.

National Certification Credentialing Options When Considering a Salary Supplement

ASHA-certified SLPs are proud members of the educational team alongside teachers. Many school-based SLPs are compensated on a teacher salary schedule. The following chart differentiates ASHA-certified speech-language pathologists, those who hold the Certificate of Clinical Competence in Speech-Language Pathology (CCC-SLP), from National Board for Professional Teaching Standards (NBPTS) certified teachers when considering a salary supplement.

	NBPTS Certification for Teachers ¹⁰	CCC-SLP for School-Based SLPs ¹¹
Eligibility	Complete a bachelor's degree from an accredited institution, possess a valid state teaching license (or meet the licensure requirements established by their state), and complete three years of successful teaching in one or more early childhood, elementary, middle, or secondary schools.	Complete a master's degree program in communication sciences and disorders and complete a supervised practicum under an ASHA-certified SLP.
Exam	NBPTS Content Knowledge Assessment is a computer-based assessment to measure knowledge of and pedagogical practices for teaching a content area.	The Praxis Examination in Speech-Language Pathology is an objective, multiple-choice exam based on a validated process developed by the Educational Testing Service.
Clinical	Portfolio review included:	Clinical Fellowship Skills Inventory for SLPs:
Supervision and Mentorship	 video of teaching, written essays describing teaching, and one-day assessment by a group of peers. 	 Perform three times during the clinical fellowship (CF) experience by the CF mentor in a real-world setting. A supervisor (who holds the CCC-SLP for supervising SLPs) observes and assesses each of 18 skills using a 3-point rating scale.
		• Complete a minimum of 400 hours of supervised clinical experience. At least 25 hours must be spent in guided observation and at least 375 hours must be spent in direct client/patient contact.
Maintenance	Maintenance of NBPTS certification occurs every 5 years. Teachers identify 2 professional growth experiences, develop written commentary, collect evidence, design a lesson plan, and prepare a video showing them teaching a lesson.	ASHA certification maintenance standards require that all certificate holders must accumulate 30 professional development hours during each 3-year certification maintenance interval in order to maintain their ASHA CCC-SLP.

Questions?

Contact Eileen Crowe at ecrowe@asha.org.

Individuals with Disabilities Education Act, 2021. https://sites.ed.gov/idea/files/43rd-arc-for-idea.pdf.

⁶ U.S. Department of Education. (n.d.). Our Nation's English Learners. https://www2.ed.gov/datastory/el-characteristics/index.html.

⁷ American Speech-Language-Hearing Association. (n.d.). Local District Salary Supplement by State.

¹ U.S. Department of Education. (2022). 43rd Annual Report to Congress on the Implementation of the

² American Speech-Language-Hearing Association. (n.d.). Early and Periodic Screening, Diagnosis, and Treatment (EPSDT) Advocacy. https://www.asha.org/practice/reimbursement/medicaid/medicaid-toolkit-epsdt/.

³ American Speech-Language-Hearing Association. (2023). 2022 Member and affiliate profile. www.asha.org.

⁴ American Speech-Language-Hearing Association. (n.d.). State Quick Facts About the Professions. https://www.asha.org/advocacy/state/quick-facts/.

⁵ National Center for Education Statistics. (2023). English Learners in Public Schools. https://nces.ed.gov/programs/coe/indicator/cgf.

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⁸ American Speech-Language-Hearing Association. (n.d.). Statewide Salary Supplements.

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⁹ National Board for Professional Teaching Standards. (n.d.). Standards. https://www.nbpts.org/certification/standards/.

¹⁰ National Board for Professional Teaching Standards. (n.d.). National Board Certification. https://www.nbpts.org.

¹¹ American Speech-Language-Hearing Association. (n.d.). Certification. https://www.asha.org/certification/.