OMNIE
Ohio’s Comprehensive Approach in the Recruitment and Retention of School-Based Speech Language Pathologists

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Ohio Master’s Network
Initiatives In Education

Agenda

- Background
- SPARC
- Educational Opportunities
- Financial Incentives
- Professional Development
- Miscellaneous Activities
- Possible Future Initiatives
Background

- Original Purpose (1998) Distance learning M.A. for Bachelor level school-based SLPs
- Steering Committee
  - 12 Higher Education Institutions
  - Ohio Department of Education/Office for Exceptional Children
  - State SLP Supervisory & Audiology Network
- Funding – U.S. DOE State Improvement Grant
- New Direction (2002) - Recruitment, Retention, Professional Development
SPARC
Speech Pathology & Audiology Recruitment Campaign

- Materials
  - DVD – Don’t Miss the Bus ‘Communication Happens in Schools”
  - Recruitment PowerPoint
  - Binder of supporting literature
  - Give-away items promoting career awareness
SPARC

- High School Level
  - Meetings with guidance counselors
  - Binder and DVD for library ‘Careers’ section
  - Yearly contact with district administrators
  - “Project Inspire” – School based SLPs conducting recruitment activities
SPARC

- College and University Level
  - Direct annual contact with undergraduates, first and second year graduate students
  - Meetings with advisors and career counselors
Educational Opportunities

- Tuition reimbursement for ODE licensure requirements
- Web-based ‘Public School Issues” course
- 10 Web-based undergraduate prerequisite courses
- Collaborative DL Master’s degree
Financial Incentives

- ‘Project Inspire’
- Scholarships for graduating SLPs
- District sign-on bonuses
Professional Development

- Multimedia language-literacy DVD
- Web-based professional development language-literacy courses
- Courses offered for graduate credit
Miscellaneous Activities

- Recruitment booth at OSSPEAC and OSLHA conventions
  - Job Opportunities
  - Positions Wanted
  - Professional Updates
Possible Future Initiatives

- Loan forgiveness
- Salary supplements
  - Increased starting salary
  - Stipends for CCC
- Funding for graduate programs
  - Increase capacity
  - Support for graduate assistantships
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