THE OREGON STATEWIDE PLAN FOR SHORTAGES OF SPEECH-LANGUAGE PATHOLOGISTS
• State Association stakeholders meeting 2004

• Large stakeholders meeting 2004

• Development of shortage survey, mailing and tallying results 2005

• Distance Ed. Options Survey

• Assoc. officers, SPED program administrators and training program directors including SLPA

• Assoc. officers, SPED Prog. Admin’s., training program director, Supt’s. State Dept. of Ed.

• Subgroup of large stakeholders group

• Committee chair
• Ad hoc committee chartered by Assoc. 2005

• Committee partners 2005

• Establishment of 3 focus areas and initiatives 2006

• Representatives from hospital, SLPA training program, regional education service districts, K-12 districts, Dept. of Ed; rural, urban, suburban

• 2 training program Dir’s., staff from Teaching Research

• Committee members
PLN, PLAYERS AND SEQUENCE Cont’d.

- Application for ASHA grant
- Estab. Single jobs clearing house Spring ’06
- Received grant
- University career fairs Spring of 2006
- Development of grassroots recruitment project and dissemination
- Comm. Leadership
- Teaching Research staff and Comm.
- Committee
  Training program Dir’s. school district Rep’s., students, Comm.
- Subcommittee
AREAS OF FOCUS AND INITIATIVES

ACCESS TO TRAINING

* Development of Distance Learning Cohort Opportunity: Master’s Degree

* Development of Distance Learning Opportunities: Leveling

* Explore Legislation for Additional Faculty to State Training Programs
RECRUITMENT

*Organize and Facilitate Focused Career Fairs
*Develop Single Web Site for Job Posting and Recruitment
*Develop Grassroots Recruitment Training Kit
*Facilitate Grassroots Recruitment with SPED Administrators
*Facilitate Grassroots Recruitment with SLPS via ASHA Grant
RETENTION

*Disseminate Research Findings on Retention to SPED Directors/Administrators at Statewide Conferences
MODELS OF RECRUITMENT

* Short Term Recruitment

Meet immediate staffing needs, less than one year, often less than 6 months

Focus only on those qualified to immediate employment

Same strategies with often poor results

Communication centralized at different level of agency
Long Term Recruitment

* Applies to larger number of venues
* Home grown candidates
* Broader application:
  8th grade through college
  career changers
* Develop long term relationships with students
  increases supply of those desiring to work in the profession
* Grassroots recruitment-local
  kit
  stipends
TOPICS TO CONSIDER IN RECRUITMENT

* Advertising guidelines
* Small needs big attention
* Local and regional
* Out-of-state lowest probability

See recruitment guidelines page for administrators.
TOPICS TO CONSIDER IN RETENTION

* Use of workload analysis vs. caseload
* Continuing education
* Work schedule flexibility
* Collaboration and consultation with SLP’s
* Salary
* Support of and respect for SLP role in learning by administrators
RESOURCES


Oregon Special Education Recruitment and Retention Project: job openings, mentoring, scholarship possibilities http://www.tr.wou.edu/rrp/index.htm
RESOURCES CONT’D.
