



**COLLABORATIVE
PARTNERSHIPS – SYSTEMIC
SOLUTIONS**

**COLORADO STRATEGIES FOR
ADDRESSING THE SLP
SHORTAGE**

Collaborative Partnerships

School Districts
And BOCES

CDE-Exceptional Student
Support Unit

U of N CO
CU- Boulder
Metro State College Denver
Red Rocks C College

Colorado
Speech-Language
Hearing Assoc.



Collaborative Partnerships

- Goals of Partnerships:
 - Career Awareness and Recruitment
 - Career Ladder from Student to SLPA to SLP
 - Scholarships for Students and SLPs
 - Seamless Transitions from Degree to Employment
 - Support for Clinical Supervision
 - Access and Expansion of IHE Capacity
 - Statewide/Regional Professional Development
 - Speech Language Advisory Council
 - District Recruitment and Retention

Career Awareness & Recruitment

- Students present career information at high schools (MSCD and UNC)
- Offer hearing screenings and career information at career fairs and health fairs
- UNC – Red Rocks Community College affiliation agreement for transition from 2-year program to 4-year degree
- CDE State Improvement Grant support to UNC for 25 credit online leveling program

Career Ladder

- SLPA Consortium (1999-2007) CDE grant supported 3-year personnel prep initiative for SLPAs. Four-year federal grant allowed continued training. About 150 SLPAs and 90 mentors completed program. Program is institutionalized at CU-Boulder and Metro State with pilot in progress for district SLPs to conduct trainings.
- Goal is for any student who has bachelor's degree in CSD or equiv (leveling) to access SLPA training.

Scholarships for Students and SLPs

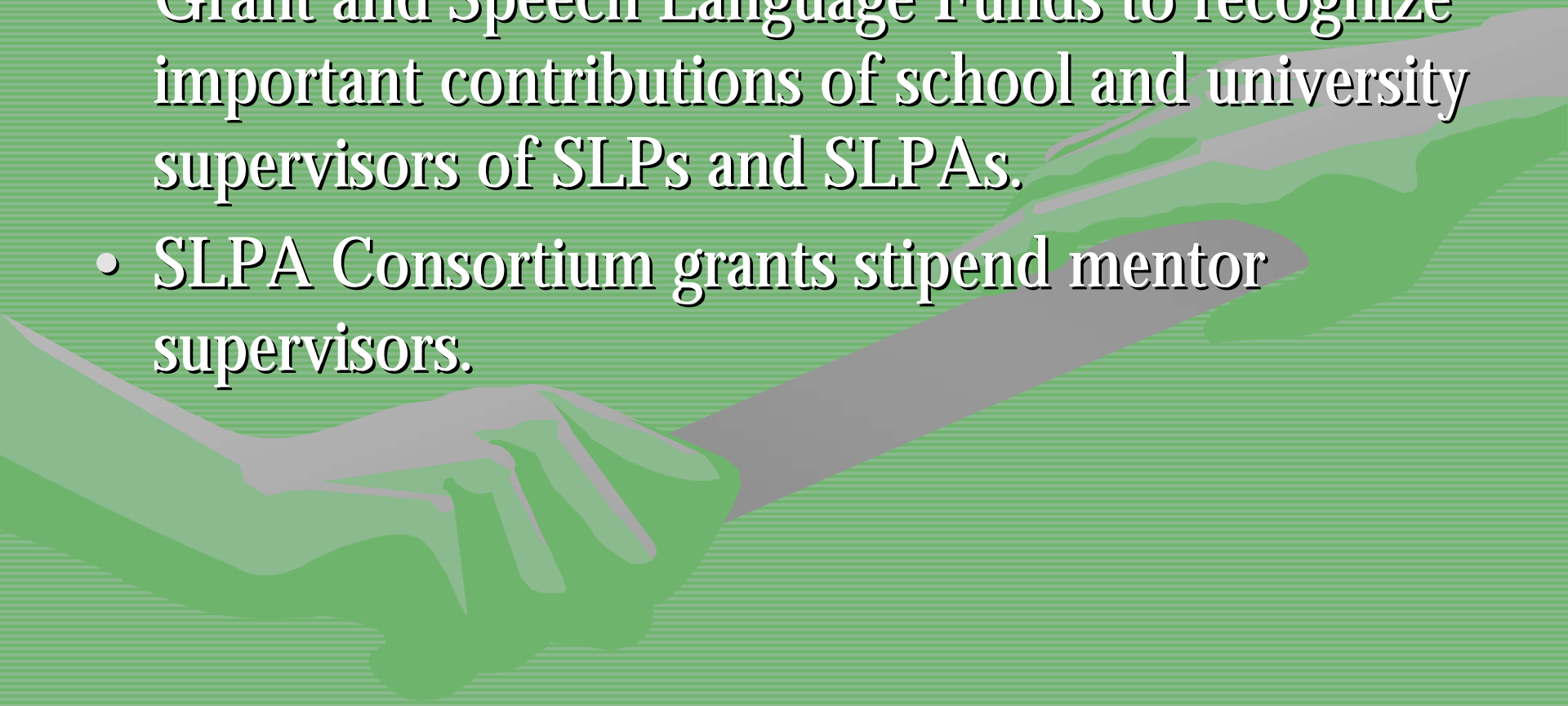
- CDE State Improvement Grant funds at UNC and CU Boulder allow scholarships for undergraduate and graduate students.
- CDE Speech Language funds allow scholarships for SLPAs and SLPs in professional development through tuition reimbursement and conference registration fees.
- The Scottish Rite Foundation of Colorado and Colorado Masons Benevolent Fund gives four \$5K scholarships annually.

Degree to Employment

- CDE grant to CU-Boulder and UNC to facilitate seamless transition from graduate school to employment as SLP in schools through extern-mentor model.
- School districts and first year graduate students interview to arrange incentives leading to future career opportunities and commitments.

Clinical Supervision

- CDE stipends through State Improvement Grant and Speech Language Funds to recognize important contributions of school and university supervisors of SLPs and SLPAs.
- SLPA Consortium grants stipend mentor supervisors.



Access & Expansion of Capacity

- Online leveling program at UNC (2004-2007) through SIG to recruit/retain individuals who have a bachelor's degree in another area.
- Increased support through SIG for supervision in university clinics.
- Increased number of graduate students at CU with additional faculty member.

State-Wide & Regional Professional Development

- Co-sponsored conferences twice per year by CDE, SLAC, Regional networks, local school districts, CSHA, and IHEs.
 - College credit and ASHA CEUs available for attendees.
 - State and district supported regional opportunities offered 3 to 4 times each year.
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Speech Language Advisory Council

- Nineteen members representing all SLP partnerships meet quarterly to guide state policies, create guidelines, determine and plan statewide professional development, facilitate budgetary priorities, and review licensing standards and federal compliance issues.
- Provides technical assistance, conducts recruitment activities, and presents at regional and state conferences.

District Recruitment & Retention

- CDE monitoring of district vacancies and communicating with IHEs and SLPs through listserve.
- District Special Education Directors communicating directly with IHEs.
- Incentives from state and districts including sign-on bonuses, pay for performance, payment of state and national dues, use of SLPAs, workload models, computers and PDAs, reimbursement for professional development, tuition support for SLPs and SLPAs enrolled in IHEs, and state-wide SLP listserv.

Next Steps

- Vacancies are still problematic despite collaborative partnerships. Recruitment is ongoing with:
 - A dynamic website of job openings
www.teachincolorado.com
 - Recruitment efforts at local, state, and national conferences and career fairs

Next Steps

- Continued ideas for collaborative partnerships to offer web-based meetings and trainings, especially for rural Colorado and particularly to address SLP challenges in teaching linguistically diverse learners.
- Continued support and training for SLPAs and mentor supervisors
- Multi-tiered licensing to include a Master's Specialist Service License for expertise above and beyond national standards