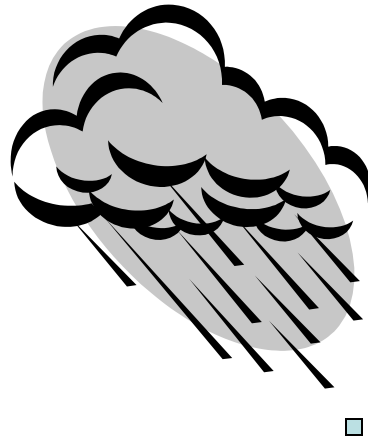


THE OREGON STATEWIDE PLAN FOR SHORTAGES OF SPEECH-LANGUAGE PATHOLOGISTS





PLAN, PLAYERS AND SEQUENCE

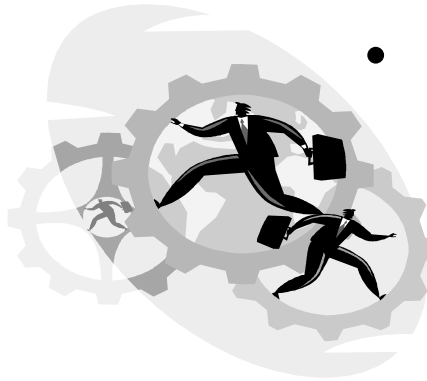
- State Association stakeholders meeting 2004
- Large stakeholders meeting 2004
- Development of shortage survey, mailing and tallying results 2005
- Distance Ed. Options Survey
- Assoc. officers, SPED program administrators and training program directors including SLPA
- Assoc. officers, SPED Prog. Admin's., training program director, Supt's. State Dept. of Ed.
- Subgroup of large stakeholders group
- Committee chair

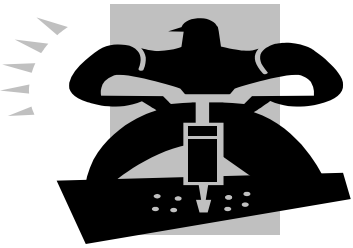
PLAN, PLAYERS AND SEQUENCE Cont'd.

- 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

PLAN, 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

- American Speech-Language-Hearing Association (2002). A workload analysis for establishing speech-language caseload standards in the schools (Technical report), Rockville, MD
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- Blood, G.W., Ridenour, T.S., Thomas, E.A., Qualls, C.D. & Hammer, C.S. (2002). Predicting job satisfaction among speech-language pathologists in public schools. Language, Speech and Hearing Services in the Schools, (33), 282-290.
- Jacoby, G.P., Lee, L., Kummer, A.W., Levin, L.A. & Creaghead, N.A. (2002). The number of individual treatment units necessary to facilitate functional communication improvement in the speech and language of young children. American Journal of Speech-Language Pathology, (4), 370-386.
- Mullins, F., Morris, S. & Reinoehl, K. Retention and Recruitment of Special Educators and Related Services Personnel: State Plan and Strategic Plan Provisions, ERIC Document 306559, 1997.
- Oregon Special Education Recruitment and Retention Project: job openings, mentoring, scholarship possibilities <http://www.tr.wou.edu/rrp/index.htm>

RESOURCES CONT'D.

Randolph, D.S. (2005). Predicting the effect of extrinsic and intrinsic job satisfaction factors on recruitment and retention of rehabilitation professionals.

Journal of Healthcare Management, (50), 49-60.

Teaching Research Institute (2002). Initial descriptive results from a survey of recently hired special education professionals in Oregon: Monmouth, Oregon.