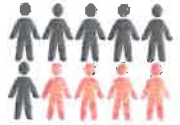


HANDOUT E2
 ARKSHA AD-HOC COMMITTEE
ISP 2021-109

RECRUITMENT AND RETENTION CONSIDERATIONS
 FOR
 SCHOOL-BASED SPEECH-LANGUAGE PATHOLOGISTS

ROLES OF SLP

- Working Across All Levels
- Serving a Range of Disorders
- Ensuring Educational Relevance
- Providing Unique Contributions to Curriculum
- Highlighting Language/Literacy
- Providing Culturally Competent Services



WORKLOAD

According to ASHA, a workload analysis approach to setting caseload standards is necessary to ensure that students receive the services they need.

ON AVERAGE, SCHOOL BASED SLPs HAVE 4-6 HOURS OF WORK THAT CANNOT BE COMPLETED DURING THE WEEKLY CONTRACTED TIME



\$12,988,188.16
 Revenue from school based SLPs based on ARMAC 2021



AR School Based providers make \$12,000 less per year than the national average.

AR School Based providers make \$20,000 less per year than clinical providers.

PER CAPITA RATIOS

Arkansas has one of the largest per capita SLP ratios in the nation but many districts are noticing increased difficulty in hiring and/or retaining highly qualified individuals.



SURVEY DATA

- **78.7% of the SLPs have considered leaving the school setting**
- **74% of non-school based SLPs either have no interest in working in a school setting or would not return.**
- **Only 35% of graduate students surveyed indicated that they would apply for a school based position if available in their area.**

How can AR be more competitive?

- Increase Salary or Fund Stipend
- Tax 1187 of 2001
- Increase stipends and implementation of flexible workloads
- Consider passing the Interstate Compact
- Include SLPs in discussions at the state level
- Reconsider House Bill 1833 (extend tax credit for SLPs and other medical professionals working in the educational setting)
- Offering relevant professional development