Recruitment/Retention of Speech-Language Pathologists (SLPs)

A Guide for West Virginia School Districts
West Virginia Board of Education
2007-2008

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The purpose of this brochure is to address the critical shortage of speech-language pathologists (SLPs) working in the West Virginia public schools by providing information and hiring strategies that facilitate recruitment efforts.

**TOPICS**

- **HIRING CHECKLIST**
  - Contact Information

- **ADVANTAGES OF WORKING IN WEST VIRGINIA SCHOOLS**
  - Work Benefits

- **INCENTIVES**
  - Financial/Worksite

- **PROMOTING “WILD, WONDERFUL” WEST VIRGINIA**
HIRING CHECKLIST
Where to go when hiring an SLP.

ADVERTISE

- West Virginia K-12 Education Job-Bank
  - WVDE Web site http://wvde.state.wv.us/jobs/
  - List under special education
- West Virginia Speech-Language-Hearing Association (WVSHA) list serve: webmaster@wvsha.org
- WVSHA Spring Convention
  - Contact: Elizabeth McClain emcclain@access.k12.wv.us
- Professional journals/newspapers

CONTACT: Graduate Programs to Post Vacancies

- West Virginia Programs
  - Marshall University
    - Susan Thomas Frank frankst@marshall.edu
  - West Virginia University
    - Karen Haines Karen.Haines@mail.wvu.edu
Graduate Programs in Other States

- The following is a list of graduate programs located in bordering states that offer a master’s degree in speech pathology. A list of graduate programs in all states may be located on ASHA’s EdFind Web site: http://www.asha.org/about/HES/default.htm

- Universities in Virginia
  - Radford http://cosd-web.asp.radford.edu/
  - James Madison http://www.iup.edu/eh/
  - Hampton http://www.hamptonu.edu/
  - Old Dominion http://education.odu.edu/esse/
  - Longwood http://www.longwood.edu/cehs/education/index.htm
  - Virginia http://curry.edschool.virginia.edu/commdis

- Universities in Pennsylvania
  - Clarion http://www.clarion.edu/
  - Indiana http://www.iup.edu/eh/
  - Duquesne http://www.duq.edu/
  - Pittsburg http://www.shrs.pitt.edu/CMS/Departments/CSD.asp
  - CAL U http://www.cup.edu/index.jsp
  - Penn State http://csd.hhdev.psu.edu/
• Universities in Ohio
  • Case Western http://www.case.edu/artsci/cosi/
  • Cleveland State http://www.csuohio.edu/speech
  • Miami http://casnov1.cas.muohio.edu/spa/
  • Cincinnati http://homepages.uc.edu/csd/
  • Akron http://www.uakron.edu/
  • Kent State http://www.ehhs.kent.edu/spa/
• Universities in Kentucky:
  ▪ Kentucky http://www.mc.uky.edu/CommDisorders/
  ▪ Louisville http://louisville.edu/medschool/surgery/com-disorders/slp/
  ▪ Eastern Kentucky http://www.eku.edu/

✓ American Speech-Language-Hearing Association (ASHA) to identify additional programs and recruitment resources:
  ✓ http://www.asha.org/about/career
  ✓ Job Postings: http://careers.asha.org/rates/

✓ Professional Recruitment Services
✓ Internet Resources
  ✓ Internet Resources: http://www.teachers-teachers.com/

✓ JOB FAIRS
  • Send a representative (SLP preferably) to
    ✓ University/College job fairs
    ✓ ASHA job fair during annual ASHA Conference
WHY WORK IN WEST VIRGINIA?

The following are talking points and incentives that school districts may use as recruitment strategies when interviewing potential employees.

ADVANTAGES: WORKING IN WEST VIRGINIA SCHOOLS

- National Board Certification equivalency for Certificate of Clinical Competence (CCC)
  - Contact: Scottie Ford  smford@access.k12.wv.us
- Caseload of 50 (lower than many states)
- Job Mentoring
- Reciprocity for years of experience in other states
- Job Security
- 200-day work year (paid 10 or 12 months)
  - Holidays/Summer Vacation
- Work Benefits
  - Retirement Package
  - Medical Benefits/Life Insurance
  - Optional Dental/Vision Insurance
  - Sick Leave Bank/Caretaker Leave
INCENTIVES:  OPTIONAL INCENTIVES SCHOOL DISTRICTS MAY WANT TO CONSIDER

✔ WORK SITE INCENTIVES
  - Reimbursement for ASHA dues/Medicaid billing
  - Student loan forgiveness
  - County level supplements/Sign-on bonuses
  - Moving expenses/Relocation assistance
  - Professional CEUs reimbursed
    - Expenses paid to conferences
  - Job sharing
  - Clinical Fellowship Year (CFY) supervision
    - Contact lead SLP
  - Technology support/training
  - Collaboration among SLPs
  - Evidence-based therapy and assessment tools provided

✔ PROMOTE “WILD, WONDERFUL” WEST VIRGINIA!
  - Recreational opportunities:
    - Whitewater rafting, skiing, boating, hiking, hunting
  - West Virginia cultural heritage:
    - Appalachian arts, music, crafts festivals, theater
  - Affordable housing
  - Low crime rate
For more information:

- Kathy Knighton (knighto@access.k12.wv.us)
  West Virginia Department of Education

- Bernadette Rush (bmrush@ma.rr.com) or
  Lisa Jackson (lisadanj@verizon.net)
  West Virginia Speech-Language-Hearing Association (WVSHA)

- Connie Breza (cbreza@access.k12.wv.us)
  WVSHA State Education Advocacy Leader (SEAL)
  American-Speech-Language-Hearing Association (ASHA)

- West Virginia Tourism: http://www.wvtourism.com/

This brochure was developed by the West Virginia Advisory Council on the Recruitment/Retention of Public School Speech-Language Pathologists, which is funded by the American Speech-Language-Hearing Association (ASHA), the West Virginia Department of Education and the West Virginia Speech-Language-Hearing Association.