



*working in schools*

# Recruitment/Retention of Speech-Language Pathologists (SLPs)

*A Guide for West Virginia School Districts*

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# **RECRUITMENT/RETENTION OF SLPs**

## ***A GUIDE FOR WEST VIRGINIA SCHOOL DISTRICTS***

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](mailto:webmaster@wvsha.org)
- WVSHA Spring Convention
  - Contact: Elizabeth McClain [emcclain@access.k12.wv.us](mailto: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](mailto:frankst@marshall.edu)
  - West Virginia University
    - Karen Haines [Karen.Haines@mail.wvu.edu](mailto: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](mailto: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 ([kknighto@access.k12.wv.us](mailto:kknighto@access.k12.wv.us))  
West Virginia Department of Education
- Bernadette Rush ([bmrush@ma.rr.com](mailto:bmrush@ma.rr.com) ) or  
Lisa Jackson ([lisananj@verizon.net](mailto:lisananj@verizon.net))  
West Virginia Speech-Language-Hearing Association (WVSHA)
- Connie Breza ([cbreza@access.k12.wv.us](mailto:cbreza@access.k12.wv.us))  
WVSHA State Education Advocacy Leader (SEAL)  
American-Speech-Language-Hearing Association (ASHA)
- West Virginia Tourism : <http://www.wvtourism.com/>

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