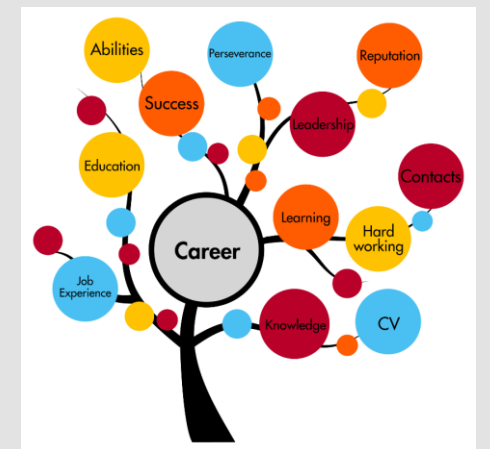


# Embarking on Your New Career

Understanding Resources, Licensure, and Issues Impacting the  
Professions

Janet Deppe, ASHA



# Disclosure

Janet Deppe, Director State Advocacy

- Financial: I am a paid employee of ASHA
- Non-Financial: I am an ASHA member, I support ASHA's Public Policy Agenda which includes the advocacy initiatives that the association supports; I am the ex-officio of ASHA's School Finance Committee which advocates for increased financial support and other non-financial initiatives for school-based ASHA members.

# Abstract

- This session will help you:
  - . Learn about the supports and resources available to you through ASHA and your State Association,
  - Understand the requirements for licensure and certification
  - Provide key tips and pitfalls to avoid.
  - Become aware of hot topics impacting your profession in the states
  - Leave feeling more prepared about the processes for licensure and the supports available as you embark on your new career.

# Outline

## What We Will Cover Today

- What's the Difference? (ASHA, Licensure Board, Dept. of Education, State Associations)
- ASHA Certification process/requirements
- Licensure Law/Regulations in the States
- ASHA Benefits
- NSSLHA to ASHA Conversion Discount
- Hot Topics in the States
- State Association Benefits
- Student Perspective
- Q & A – Student questions/concerns/guidance

# What's the Difference?

- ASHA Certification and Membership
- Licensure
- State Department of Education Requirements
- State Associations



# ASHA Certification and Membership



# ASHA Certification and Process

## Clinical Fellowship Year

- Purpose
- Requirements
  - 36 Weeks full-time
  - 35 hours per week
  - Total of 1260 hours
  - Part-time option- minimum of 5 hours per week
  - A score of “3” or better on Core skills
  - 80% of time in direct clinical contact
- Supervision
  - Mentoring by ASHA certified member not related to CF
- Forms and Information
  - <http://www.asha.org/Certification/Clinical-Fellowship/>

# CF Scenario

Supervisor- Changing of Supervisor/transitioning



Licensure

# Licensure Laws- Michigan

- Michigan Board of Audiology:  
[http://www.michigan.gov/lara/o,4601,7-154-72600\\_72603\\_27529\\_31491---,00.html](http://www.michigan.gov/lara/o,4601,7-154-72600_72603_27529_31491---,00.html)
- Michigan Audiology Practice Act:  
[http://www.legislature.mi.gov/\(S\(s4z42ixofogp1ww1fovpvx241\)\)/mi-leg.aspx?page=GetObject&objectname=mcl-368-1978-15-168](http://www.legislature.mi.gov/(S(s4z42ixofogp1ww1fovpvx241))/mi-leg.aspx?page=GetObject&objectname=mcl-368-1978-15-168).
- Michigan Audiology Rules:  
[http://w3.lara.state.mi.us/orr/Files/AdminCode/1512\\_2015-015LR\\_AdminCode.pdf](http://w3.lara.state.mi.us/orr/Files/AdminCode/1512_2015-015LR_AdminCode.pdf)



# Licensure Laws- Michigan

- Michigan Board of Speech-Language Pathology:  
[http://www.michigan.gov/lara/0,4601,7-154-72600\\_72603\\_27529\\_53664---,00.html](http://www.michigan.gov/lara/0,4601,7-154-72600_72603_27529_53664---,00.html)
- Michigan Speech-Language Pathology Practice Act:  
[http://www.legislature.mi.gov/\(S\(aje055vxwpdap1py4bn3nnqx\)\)/mileg.aspx?page=GetObject&objectname=mcl-368-1978-15-176](http://www.legislature.mi.gov/(S(aje055vxwpdap1py4bn3nnqx))/mileg.aspx?page=GetObject&objectname=mcl-368-1978-15-176).
- Michigan Speech-Language Pathology:  
[http://w3.lara.state.mi.us/orr/Files/AdminCode/1301\\_2013-103LR\\_AdminCode.pdf](http://w3.lara.state.mi.us/orr/Files/AdminCode/1301_2013-103LR_AdminCode.pdf)



# CF Licensure Terms

- Provisional
- Interim
- Temporary
- Clinical Fellowship License

# CF - Examples in the States

(Registration)

## Tennessee

- Board [registration](#) is required for:
- Clinical fellows; term is no less than nine months and [no more than one year for master's degrees](#) and [four years for doctoral degrees](#); supervising licensees shall supervise no more than three Clinical Fellows concurrently.

# CF - Examples in the States

(No CF Required)

## **Missouri**

- Missouri no longer requires a clinical fellowship for licensure and will no longer issue provisional licenses.

# CF - Examples in the States

(No License Required)

## **New York**

- Although a clinical fellowship is required for state licensure, New York does not license individuals completing their clinical fellowship year.



# CF - Examples in the States

(CF Licensure Required)

## Kentucky

- Audiologists – doctorate degree from an accredited program or equivalent
- SLPs - Master's degree from an accredited program or equivalent education
- A written plan for the postgraduate professional experience
- Pass the Praxis exam within 24 months
- A SLP or audiologist may practice his profession under a temporary license until the applicant is reviewed by the Board. A temporary license is **valid** for no longer than **180 days**.

# CF Licensure- Michigan

- Interim Practice Licensure
  - Audiology
    - **A provisional license** may be issued to an Audiology applicant who has a graduate degree in audiology
  - Speech-Language Pathology
    - **An educational limited license** may be issued to those speech-language pathologists who possess a Master's degree or higher and submit a plan for a supervised postgraduate clinical experience signed by a licensed supervisor. An educational limited license shall be for two years and cannot be renewed more than two times.

# Scenario

CF Provisional License - letter

# State-by-State Teacher Certification and Licensure

# State-by-State Pages

## ASHA State-by-State

ASHA's state advocacy team advocates on issues related to the professions at the state and local level and provides members and state speech-language hearing associations with assistance and resources. Find the [ASHA State Team liaison \[PDF\]](#) for your state.



## State Requirements and Contact Information

About state contacts and licensure information.

Alabama	Indiana	Nevada	Tennessee
Alaska	Iowa	New Hampshire	Texas
Arizona	Kansas	New Jersey	Utah
Arkansas	Kentucky	New Mexico	Vermont
California	Louisiana	New York	Virginia
Colorado	Maine	North Carolina	Washington
Connecticut	Maryland	North Dakota	West Virginia
Delaware	Massachusetts	Ohio	Wisconsin
District of Columbia	Michigan	Oklahoma	Wyoming
Florida	Minnesota	Oregon	U.S. Territories
Georgia	Mississippi	Pennsylvania	Overseas Association of Communication Sciences
Hawaii	Missouri	Rhode Island	
Idaho	Montana	South Carolina	
Illinois	Nebraska	South Dakota	

See the [latest trends](#) across all states.

<http://www.asha.org/advocacy/state/>

# State-by- State- Michigan

## Michigan State Information

### Summary of State Requirements

- [Licensing](#) requirements for audiologists and speech-language pathologists
- [Teacher requirements](#) for audiologists and speech-language pathologists
- [Support personnel](#) requirements
- Licensing requirements for [hearing aid dispensers](#)
- [Hearing screening](#) requirements for newborns and school-aged children

### Contact Information

- [State speech-language-hearing association, licensing board, education agency and hearing screening agency](#)
- [ASHA state network representatives](#)
  - [State Education Advocacy Leaders \(SEALs\)](#)
  - [State Advocates for Reimbursement \(STARS\)](#)
  - [State Advocates for Medicare Policy \(StAMP\) Network](#)

### State Officials & Legislative Information

- Find [elected officials in Michigan](#).
- Find out about current legislation—visit the [State of Michigan website](#).

View [ASHA State Policy resources](#).

# State Department of Education Requirements

# Michigan- Teacher Requirements

## Audiologist

- **State License**
- Possess a master's or doctoral degree from an accredited educational program approved by the Board
- Passage of an audiology exam
- Applicants with an AuD degree must submit an official transcript from an accredited educational institution approved by the Audiology Board
- If an applicant has held Certificate of Clinical Competence or American Board of Audiology certification up to September 1, 1995, then they are deemed to have met the education, clinical experience, and examination requirements
- Completion of at least nine months of supervised clinical experience in audiology



# Michigan- Teacher Requirements

## Speech-Language Pathologist

- **State License**
- Possess at least a master's degree from an accredited educational program
- Completion of a supervised nine-month post graduate clinical experience in speech-language pathology
- Passage of an examination; or
- Possesses current Certification of Clinical Competence in speech-language pathology (CCC-SLP).
- **Limited License for school-based speech-language pathologists**
- a limited license may be issued for a certified teacher whose teaching certificate was endorsed on January 12, 2009, in the area of speech and language impairment for the sole purpose of providing speech-language impairment services as part of employment or contract with a school district, nonpublic school, or state department that provides educational services.



# Teaching Requirements in the states



# Scenario

Supervising others/assuming more responsibility

# Licensure After Your CF

# Licensure after CF

- Reciprocity – What is it? And is it everywhere?
- Exemptions
- Time Lines for Obtaining License- (Don't let it lapse)
- You can't practice without a valid license
- Plan ahead- awareness of licensure timelines
- Continuing Education Requirements
- Moving to your next state

# Initial Licensure after CF-Michigan

## Initial License Audiology

- . Master's or doctoral degree in audiology from a regionally accredited college or university approved by the Board
- Applicants without a doctor of audiology degree (AuD) must complete a nine month supervised clinical experience in audiology
- Successful completion of a Praxis Series II test or the National Teacher's Exam in audiology

# Initial Licensure after CF-Michigan

## Initial Licensure

### Speech-Language Pathology

- Master's or doctoral degree from an accredited educational program that meets the standards
- 1,260 hours of a supervised postgraduate clinical experience
- Passage of an exam acceptable to the Board of Speech-Language Pathology



# Scenario

Shortened School year implications for CF

# Moving, Cancelling or Retiring a License

- Forms online
- Change your address
- Notify the board if you are leaving the state and no longer need the license

# Words of Wisdom



- Keep copies of all records
  - including fax cover sheets, emails and any correspondence with your state licensure board, ASHA and anything related to your licensure.
- Never throw away your praxis exam score report
  - ASHA does not keep this
- Keep records of your CF- once you obtain your CCC
  - ASHA does not keep these records
- Always personally verify with ASHA that your supervisor is certified and in good standing and get that in writing.
- If you can, get a letter verifying from your university that your program is accredited during the time frame you attended. Keep in records.
- Know the laws

# State Advocacy Team Liaisons

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# ASHA Benefits



# NSSLHA to ASHA

- Conversion Discount
- \$225 off the initial dues and fees
- A member of NSSLHA
- Deadline
- <http://www.asha.org/Members/NSSLHA/NSSLHA-to-ASHA-Membership-Conversion-Discount>
- /http://www.asha.org/Members/NSSLHA/renew/



# Graduate Discount

- Option if graduate is not a member of NSSLHA
- \$50 off the initial dues and fees
- Must be received within 12 months of graduation
- <http://www.asha.org/Members/NSSLHA/NSSLHA-to-ASHA-Membership-Conversion-Discount//>

# Access to ASHA Resources

- Practice Portals
- Sig Perspectives (Newsletter-CEU)
- CE Registry
- Discounts
- Quality Continuing Education Courses
- Technical Assistance
- Advocacy



# Advocacy - Hot Topics in the States

## State Advocacy Issues

ABA



Board  
Structure and  
Composition



Co-pay  
Equity



Dyslexia



Hearing Aid  
Dispensers



Loan  
Forgiveness



Medicaid



Music  
Therapy



PACE



State  
Privilege tax



Telepractice



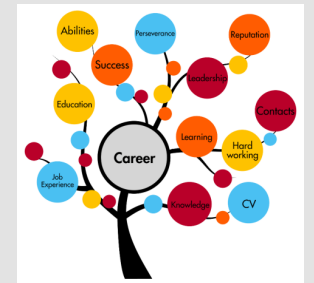
Universal  
Licensure



# State Association Benefits

Student/CF  
Perspective

# Question and Answer



# Frequently Asked Questions

- What if I want to change CF supervisors?
- What if I have a family crisis and I need to stop by CF and start back again in 3 months?
  - ASHA
  - States
- What do I do if my CF supervisor and I are having conflicts?
- What if I want/need to change CF supervisors?



# Questions

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# Shortened School year implications for CF

- CF began work in public school in early September
- With weeks off for breaks and holidays , CF calculated that she would need through the 2<sup>nd</sup> week in June
- The public school system where she works is considering shortening the year from June 21 to June 1st as a result of budget cuts
- What should she do?
- Answer:
- Unfortunately all she can do at this point is request that a waiver from CFCC
- Supplement her hours with another supervisor in a different setting

# Changing Supervisor Scenario

- Situation: You began your CF and 4 months in your supervisor had some unexpected health issues. She is no longer able to be your supervisor.
- Discussion: What do you do?
- Answer:
  1. Work with your company to assist in finding a new supervisor.
  2. Make sure to have your current supervisor complete the paperwork for the months you have completed before she leaves (This is very important)
  3. Contact ASHA and let them know of your change of supervisors and determine if any paperwork needs to be submitted.
  4. Contact the licensure board to determine if anything needs to be changed with them.



# Practicing without a License Scenario

- Situation: CF has been practicing without a provisional license in a state and now after CF completion has applied for a state license
- Materials: Sample letter (next slide)
- Discussion:
  1. What was the first mistake she made?
    1. She only reviewed the ASHA website and did not look into state laws, rules and regulations.
  2. Is ASHA a governing body? Do we make laws?
    1. No- ASHA is a certifying body and membership association. We set a standard in the profession but do not govern or create laws nor do we have any authority over state licensure boards.
- Licensure Board Potential Outcomes:
  - Board will determine if a license will be granted or further requirements need to be met or if she will be written up in violation which goes on her permanent record and will follow her throughout her career and impacting future licenses. She may not get a license issued in this state unfortunately.

# Practicing without a License Scenario

Sample Letter

Dear Licensure Board members,

- This letter is in response to the complaint filed against me in regards to providing speech therapy services without a provisional license. This letter is intended to provide an explanation as to why application for a provisional license was not submitted at the commencement of my employment.
- Upon beginning my employment, my CF supervisor and I reviewed the necessary steps needed to successfully complete my CFY. This information came from the ASHA website as it was believed that ASHA was the governing authority related to the CFY.
- I completed my CF and received my CCCs and then completed the steps necessary to apply for a state license. It wasn't until I received a call from the licensure board that I became aware of the requirement for a provisional license
- I understand clearly that while ASHA is an authority related to CFYs and Licensure, it is not the authority for licensure in this state. I can only stress that my intentions were to abide by the licensure law and unfortunately did so using the wrong source of the law.
- Thank you for your time and consideration regarding this matter. I await your decision.

## Assuming more Responsibility Scenario

- Situation: You 5 months into your CF in a long-term care facility. Your supervisor is off site at another facility. The facility is struggling with staffing and decides you would be a good fit to take on the Director of Rehabilitation role overseeing the PT, OT and SLP departments.
- Discussion: What do you think you should do and why?
- After Discussion – Response: Although it is very flattering to be offered such an opportunity, it is a high risk opportunity putting you and the facility at risk of not understanding billing, procedures, state audits, etc. Your first year out on the job is a key time to learn and absorb as much as you can and taking on supervisory roles and budgetary roles could limit your opportunity to fully learn what you need to in the treatment area to be highly qualified. It is however, your decision to make.