

Statewide Vacancies & Incentives in School-based Speech-Language Pathology

Final Report

Prepared for:

***Vermont Speech-Language
Hearing Association***



SLP School Vacancy Data Study

Background & Methodology

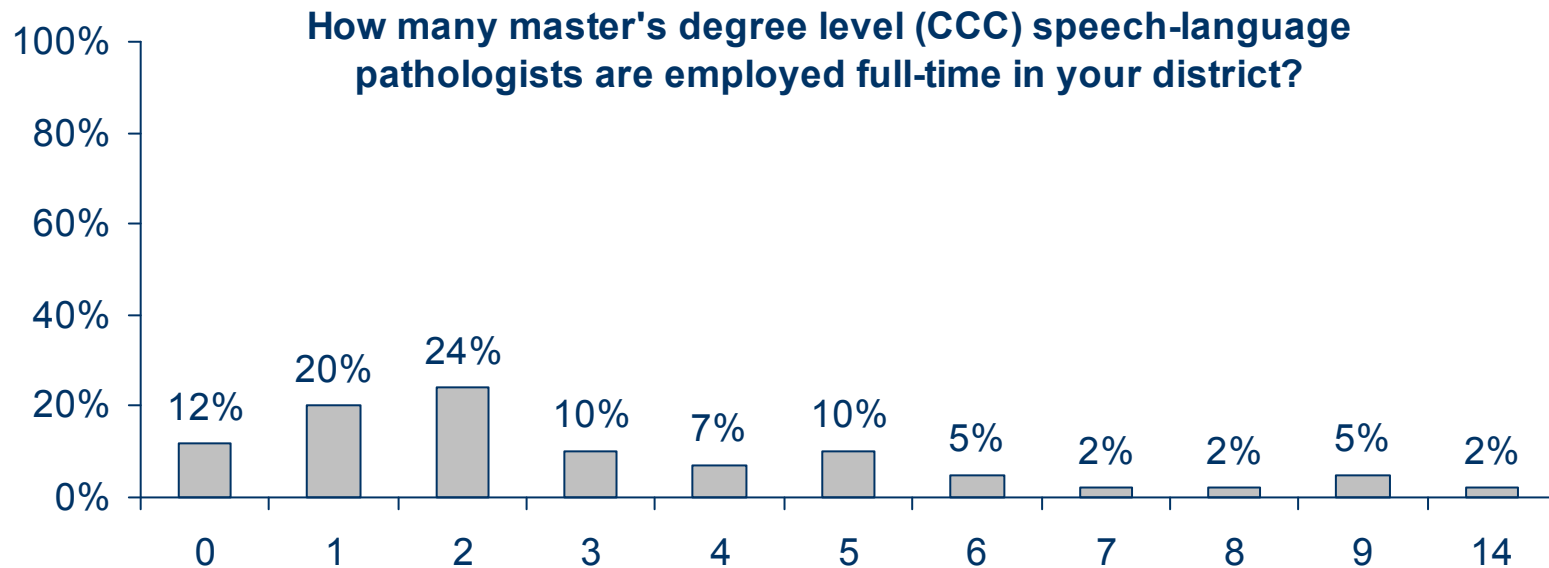
- ⊕ The Vacancy Data survey was designed to assess the extent of the shortage of SLPs in schools around the state, and determine district interest in potential incentive programs.
- ⊕ 61 surveys were distributed via email by the president of the Vermont Council of Special Education Administrators (VCSEA) to special education directors (and the VT Center for the Deaf) statewide at the beginning of September 2007. Department of Education representatives also distributed and collected the paper surveys at each VCSEA regional meeting on September 12, 2007. 41 surveys were returned (69%).
- ⊕ Methodological note: self administered surveys lack the administrative control offered by professionally trained interviewers. Therefore, the base sizes vary by question and not all questions in the survey were answered as would have been desired.
- ⊕ **Analytical note:** *due to the forecasting nature of this study type, percentages have been calculated based upon the total number of respondents. A balancing line has been added to include the % not answering a question. This method provides data more appropriate for projecting to the population at large, specifically - more conservative data.*



Section I: Vacancy Information

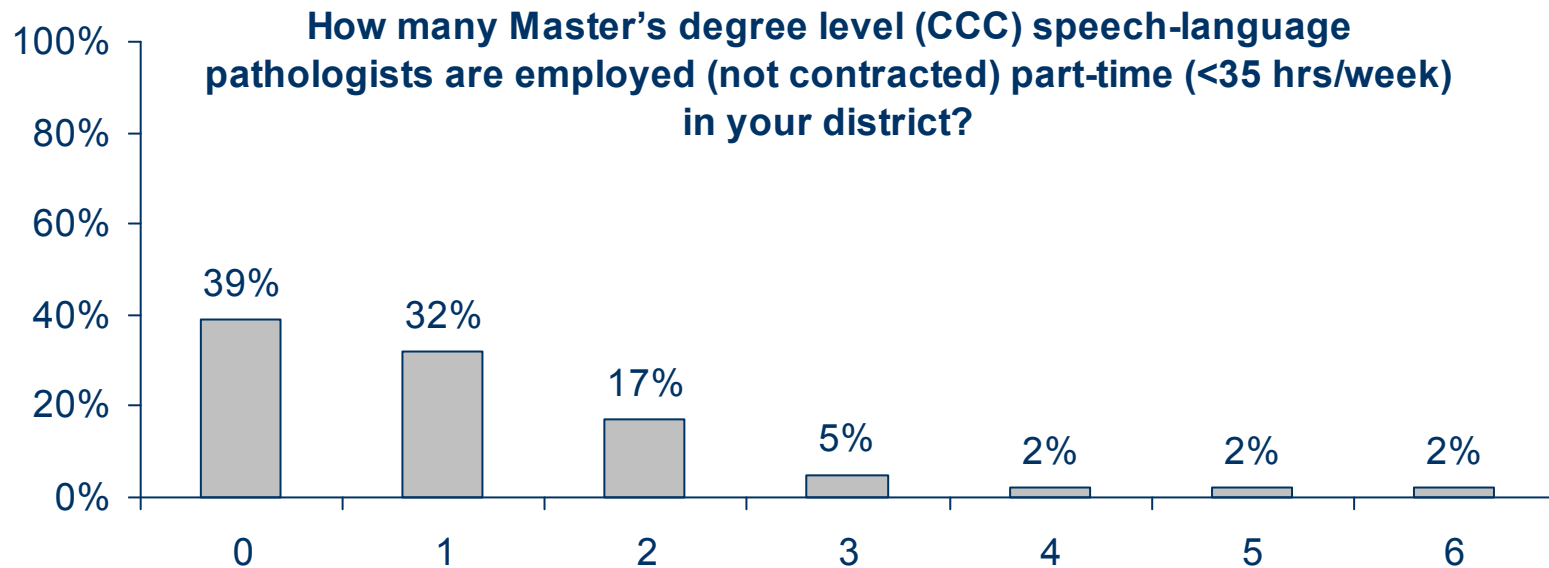
44% of districts/supervisory unions have 1-2 full time Master's level SLPs on staff

⊕ 4 districts do not have any SLPs on staff



Base: total respondents (n=41)
Question 1.

6 in 10 districts/supervisory unions have at least 1 part time SLP

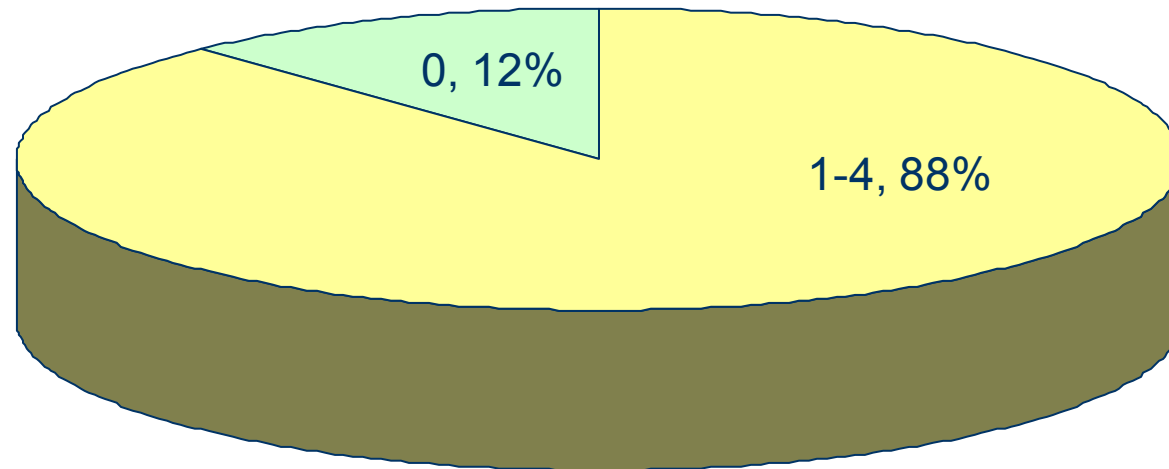


Base: total respondents (n=41)
Question 2.

Most districts/supervisory unions hire speech-language paraprofessionals

- ⊕ Two-thirds of hired paraprofessionals are full-time

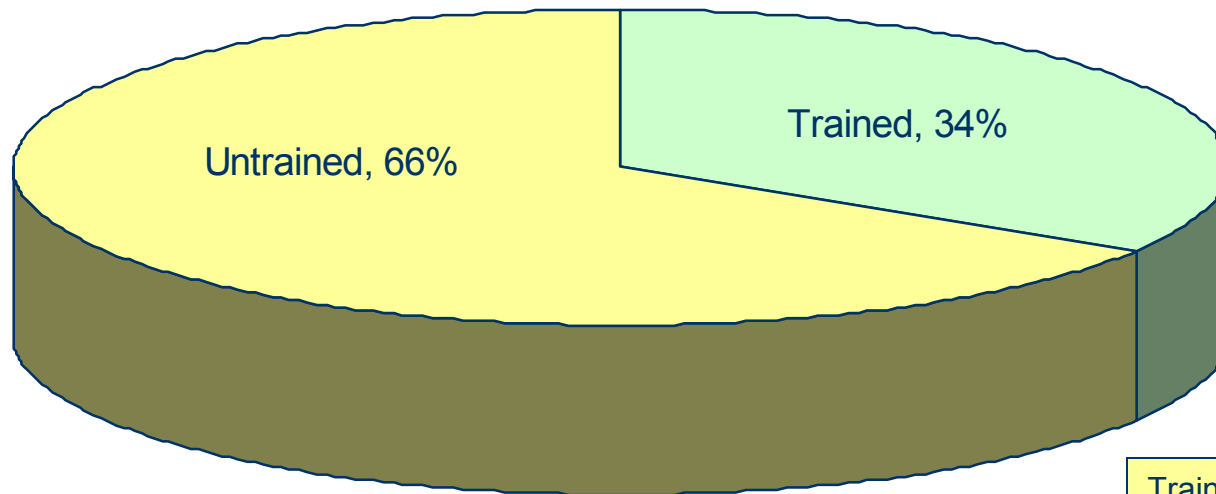
How many speech-language paraprofessionals are employed full-time/part-time in your district?



Base: total respondents (n=41)
Question 3, 4.

Two-thirds of hired speech-language paraprofessionals are untrained

How many trained/untrained speech-language paraprofessionals are employed in your district?

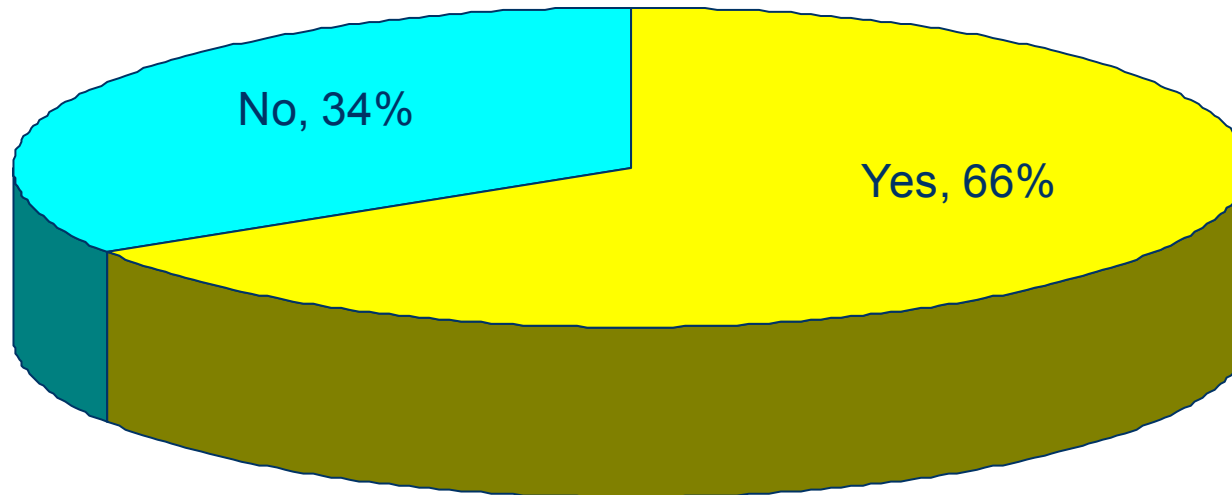


Trained paraprofessionals were defined as those who have completed a SLPA coursework series

Base: total respondents (n=41)
Question 3, 4.

Two thirds say their district contracts out speech language services

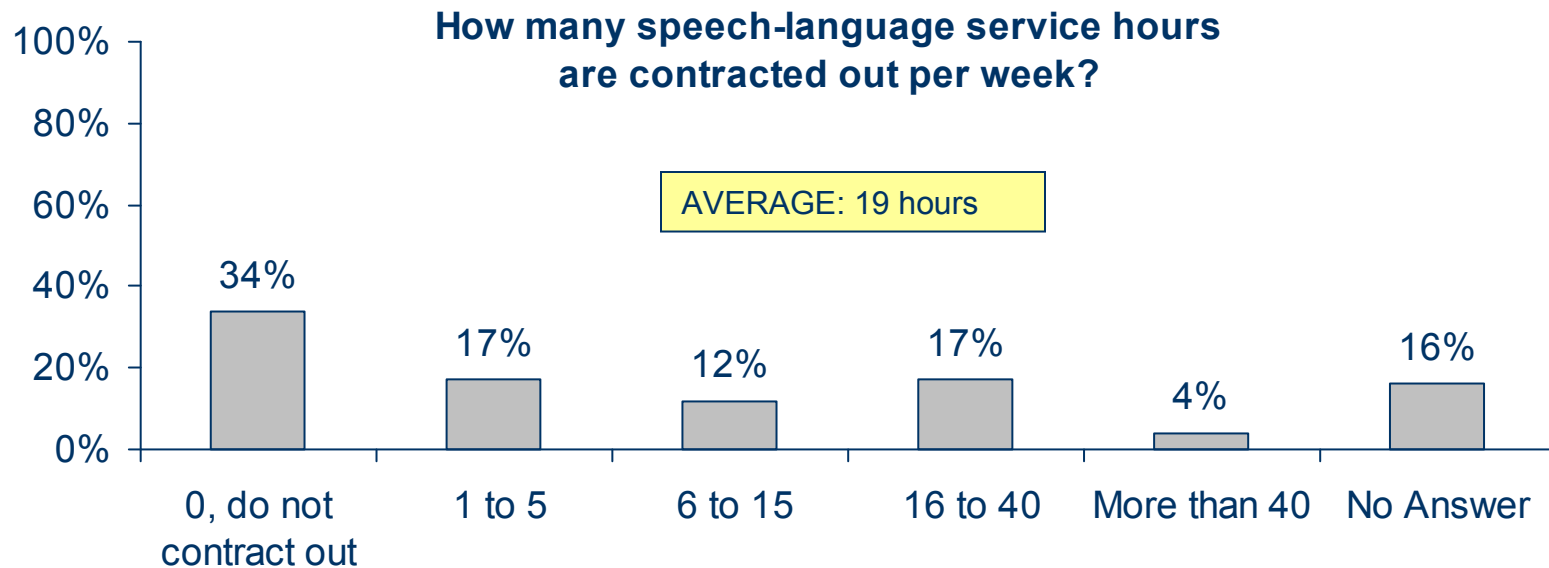
Does the school district contract out any of its speech-language services (i.e. evaluation/treatment)?



Base: total respondents (n=41)
Question 5.

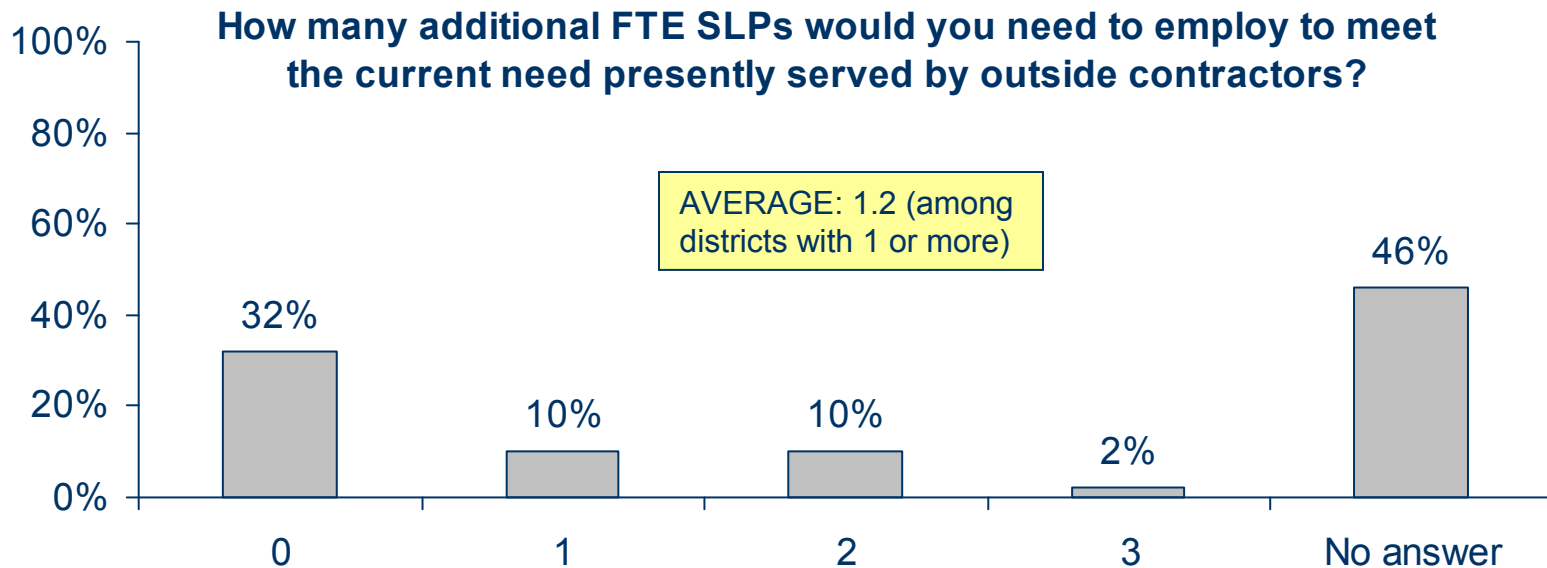
Among those who do contract out services, the average is 19 hours

- ⊕ 21% reported subcontracting 16+ hours per week of evaluation or treatment services.



Base: total respondents (n=41)
Question 5a.

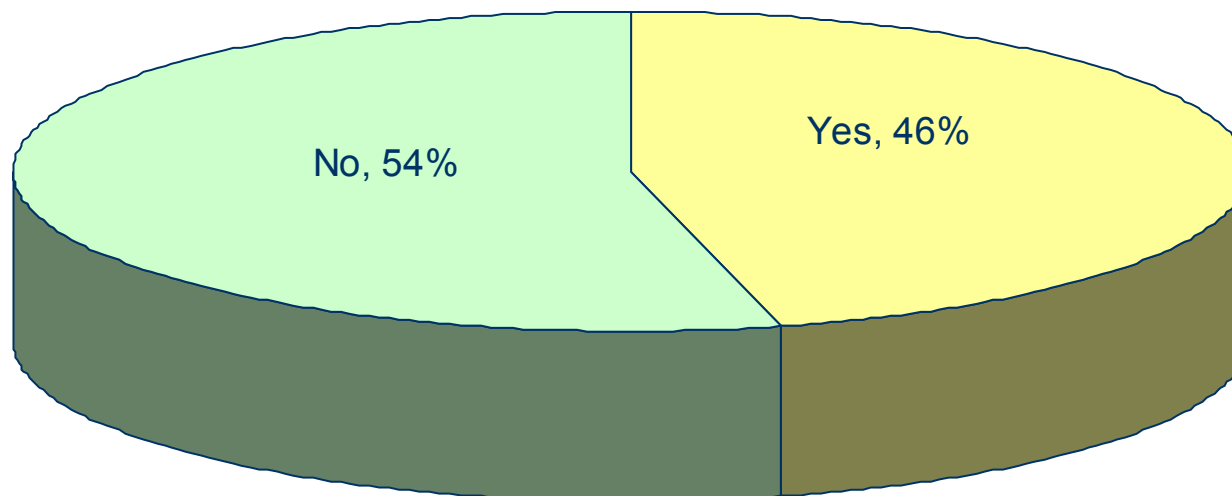
Relatively few (22%) mentioned a need for an additional 1, 2, or 3 FTE SLPs to meet the need that is currently subcontracted



Base: total respondents (n=41)
Question 5b.

Half of school districts currently have unfilled SLP positions

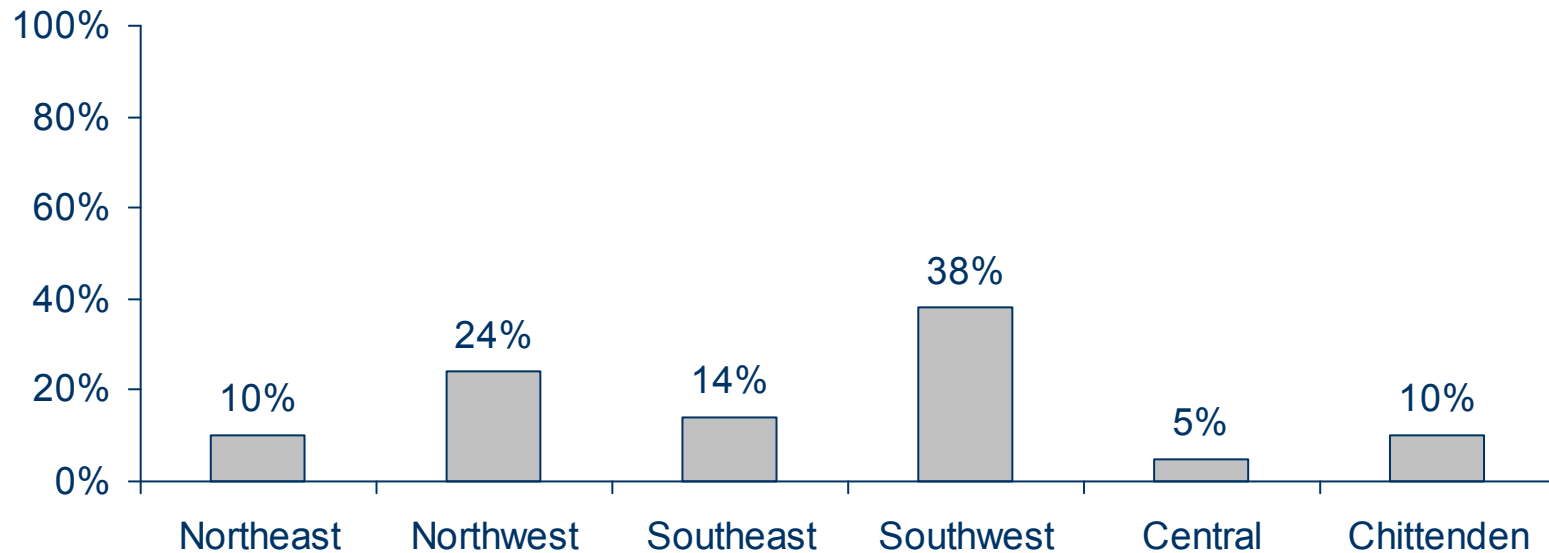
Do you currently have any unfilled speech-language pathologist positions in the school district?



Base: total respondents (n=41)
Question 6.

Most vacancies are in the Southwest region

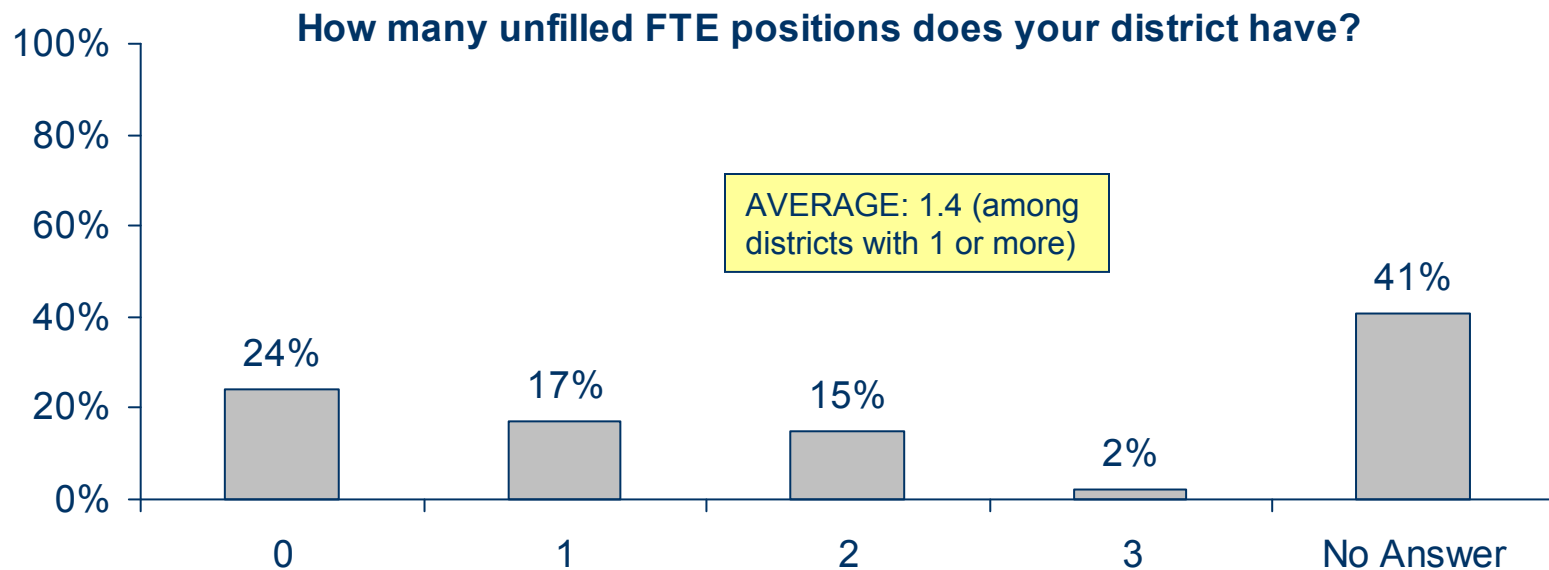
⊕ The central part of the state has the least vacancies.



Base: total respondents reporting vacancies or at least 1 FTE of contracted services (n=21)

34% report 1 or more unfilled FTE positions in their district

⊕ Among those with unfilled positions, the average is 1.4.



Base: total respondents (n=41)
Question 6a.

1 of 3 said their unfilled positions remain vacant for 4 months or longer

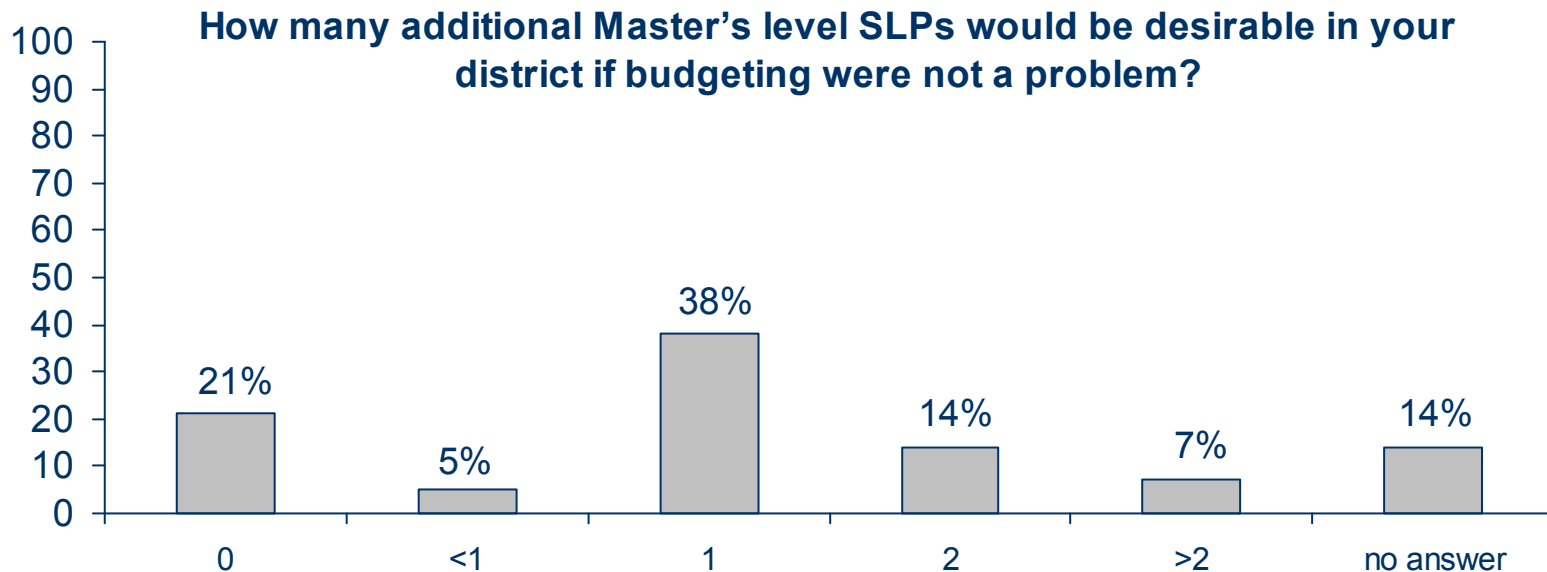
- ⊕ Only 17% say their first open position has remained unfilled for more than 1 year.

If you currently have unfilled positions, how long has the above position been open and unfilled?	1st open position	2nd open position	3rd open position
1-3 months	12%	2%	--
4-6 months	15%	5%	5%
6-9 months	2%	--	--
9-12 months	--	--	--
More than 1 year	17%	10%	--
No answer/don't know	30%	--	--
No unfilled positions	24%	83%	95%

Base: total respondents (n=41)
Question 7a – 7c.

Nearly 6 of 10 districts/SUs say they would desire at least 1 additional speech-language pathologist if budgets were not an issue

- ⊕ Nearly 40% would desire 1 additional FTE SLP
- ⊕ 21% are satisfied with their current level of SLP staffing.



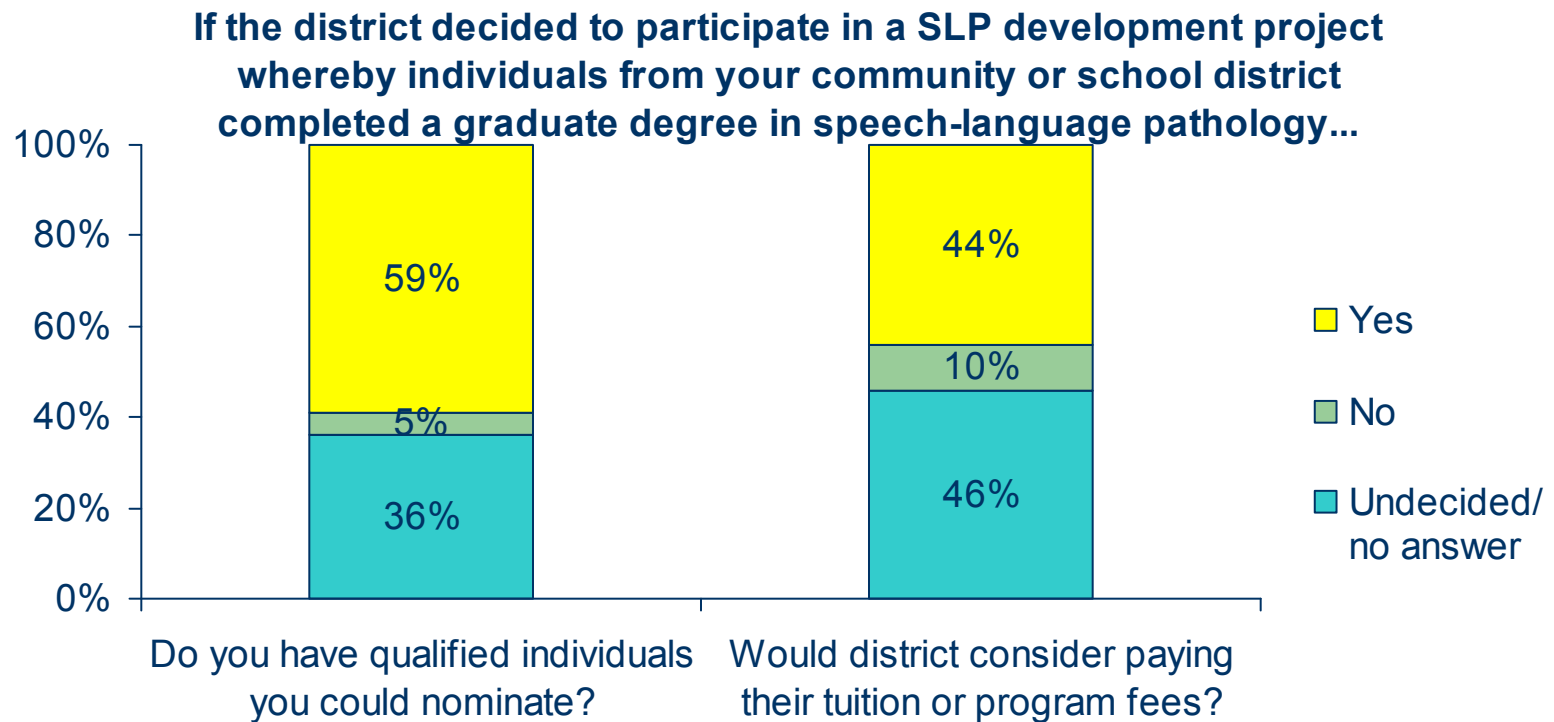
Base: total respondents (n=41)
Question 8 compared to Questions 1, 2.



Section II: Incentive Information

6 of 10 directors say they have qualified individuals they could nominate to complete a Master's in speech-language pathology

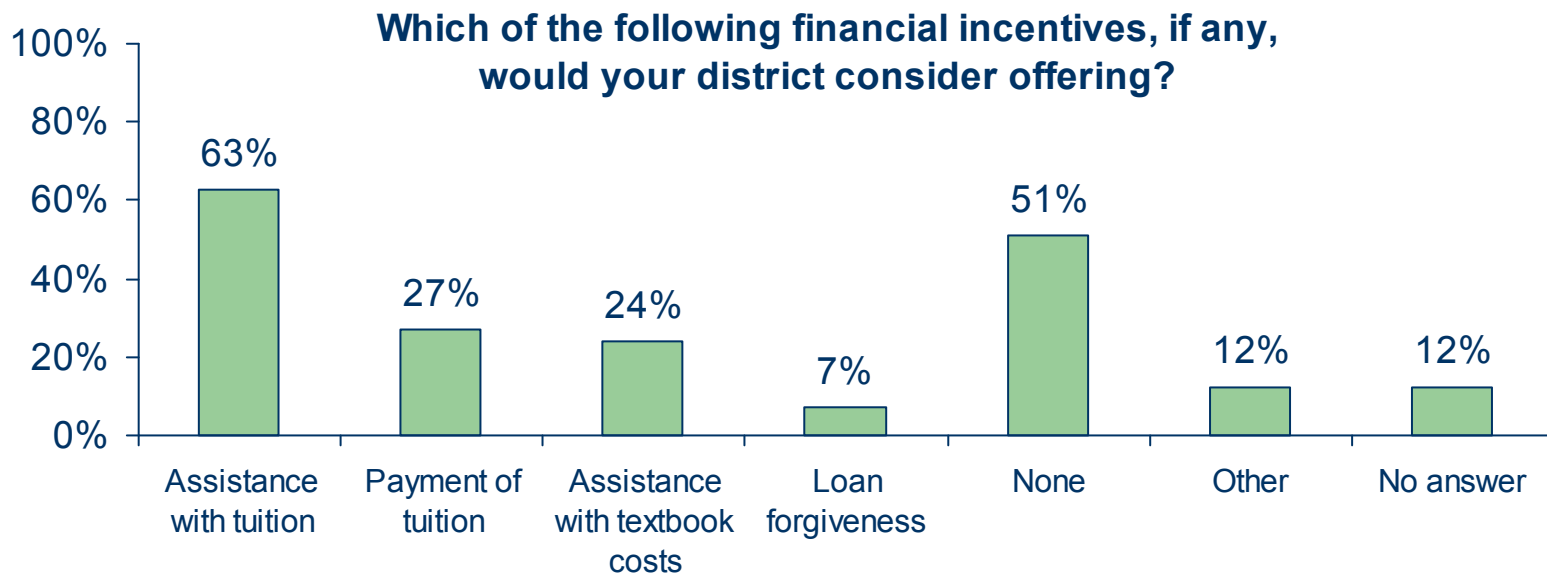
- ⊕ 44% say their district would consider paying the tuition and program fees involved; nearly half do not know if this would be the case.



Base: total respondents (n=41)
Question 9a, 9b..

Two thirds say their district would consider offering assistance with tuition

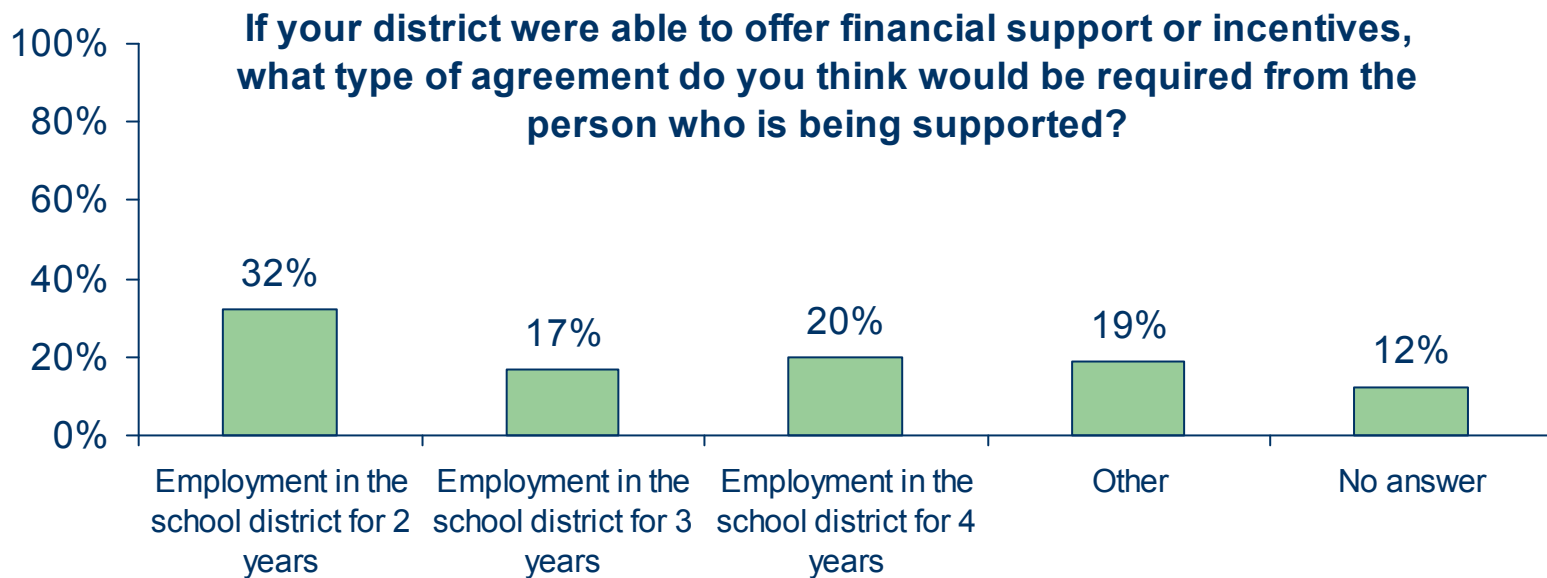
- ⊕ One quarter say their district would pay their tuition, and 7% say loans would be forgiven.
- ⊕ However, half say no incentives would be forthcoming.



Base: total respondents (n=41)
Question 9c.

One third say their district would require a minimum of 2 years employment in exchange for financial support

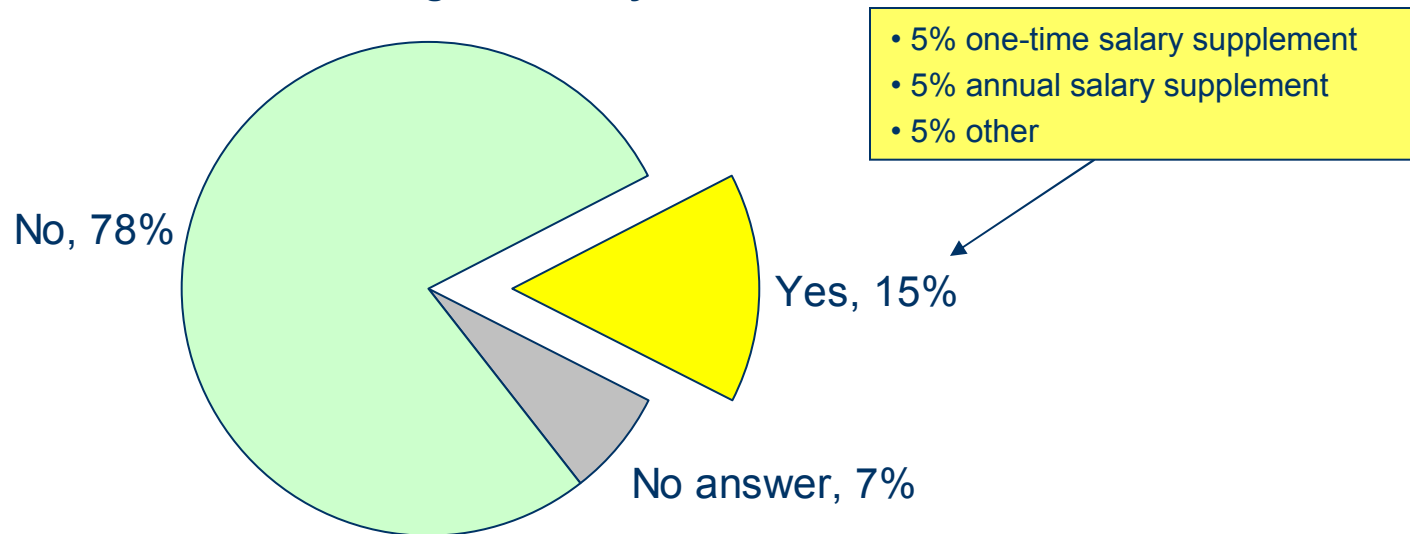
⊕ Some indicated that the agreement would depend on the amount of support given.



Base: total respondents (n=41)
Question 9d.

Most districts do not provide financial incentives for NBPTS certified teachers

Does your Supervisory Union/District provide financial incentives for NBPTS with teachers? Which type of salary supplement/bonus arrangement do you have?

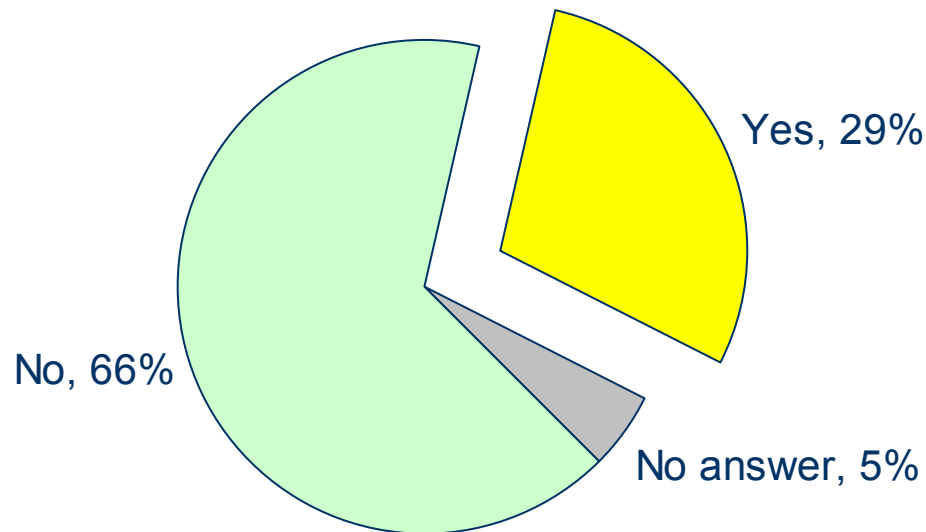


Base: total respondents (n=41)
Question 10., 10a.

3 of 10 supervisory union/districts provide a salary stipend, bonus or supplement to SLPs

- ⊕ Reasons for these stipends are varied: increased summer rate, national dues, education tuition, covering shortages, overtime, etc.

Does your Supervisory Union/District provide salary stipends/bonuses/supplements for SLPs for any reason? Please indicate the reason for a stipend.



REASON FOR STIPEND

- Contract
- Summer (2)
- ASHA Dues
- Lead SLP
- Different Pay Scale
- CFY Supervision & Covering Shortage
- Overtime
- Tuition Reimbursement
- SLPA Supervision

Base: total respondents (n=41)
Question 10b., 10c.

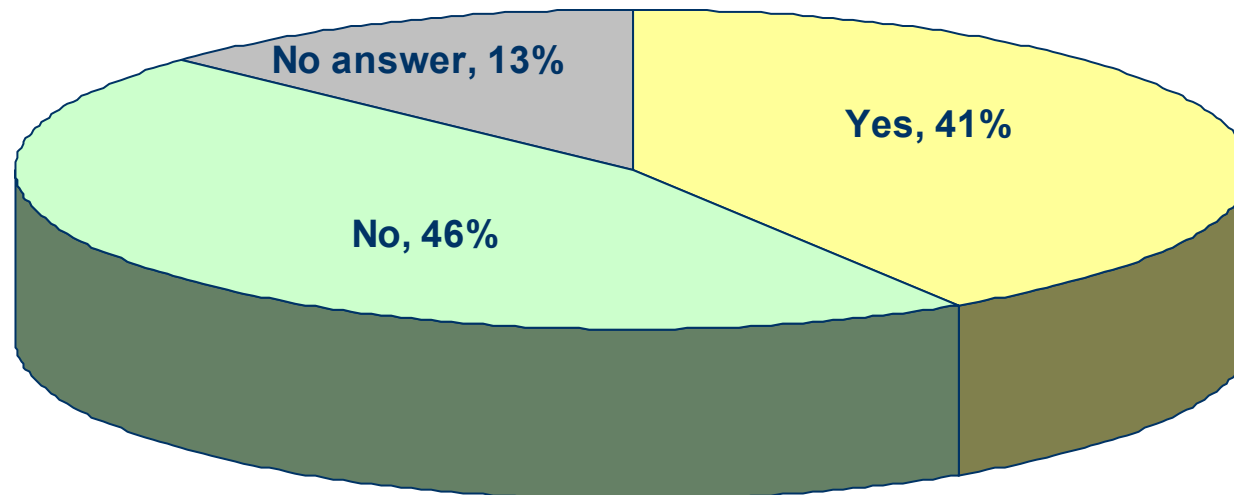
Stipend amounts vary widely

- ⊕ Directors were asked to indicate the amount of the salary stipend, supplement, or bonus that is offered in their district.
- ⊕ Ten directors gave the following amounts:
 - \$1,000 one time
 - \$1,000 annual (2)
 - \$1,100 annual
 - \$5,000 annual
 - \$12,000 annual
 - Hourly rate (unspecified)
 - \$60-\$65/hour (2)
 - It varies

Base: those whose Supervisory Union/District offers stipends (n=12)
Question 10d.

4 of 10 directors say their supervisory union/ district would want to know more about SLP stipends, bonuses or supplements

Would your Supervisory Union/District have any interest in knowing more about salary stipends/bonuses/supplements for SLPs?



Base: total respondents (n=41)
Question 10e.

Name of Supervisory Union/District

- ⊕ Addison Central SU
- ⊕ Addison Northeast SU (2)
- ⊕ Addison Rutland SU
- ⊕ Barre SU
- ⊕ Bennington/Rutland SU
- ⊕ Blue Mountain SD
- ⊕ Burlington SD
- ⊕ Caledonia Central SU
- ⊕ Chittenden Central SU
- ⊕ Chittenden East SU
- ⊕ Chittenden South SU
- ⊕ Colchester SD
- ⊕ Essex-Caledonia SU
- ⊕ Franklin Central SU
- ⊕ Franklin Northeast SU (2)
- ⊕ Franklin West SU
- ⊕ Grand Isle SU
- ⊕ Hartford SD
- ⊕ Orange East
- ⊕ Orleans Central SU

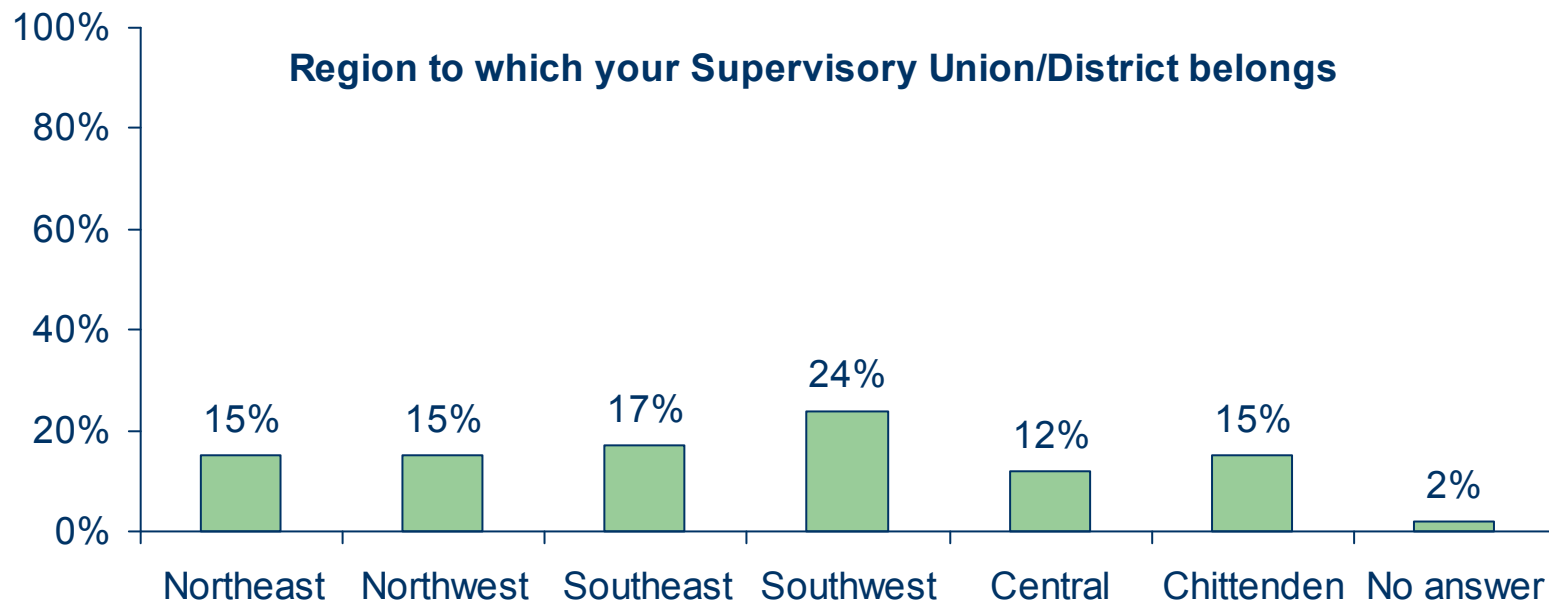
Base: total respondents (n=41)
Question 11.

Name of Supervisory Union/District (continued)

- ⊕ Rutland Central SU
- ⊕ Rutland City SD
- ⊕ Rutland Northeast SU
- ⊕ Rutland South SU
- ⊕ Rutland Southwest SU
- ⊕ Rutland Windsor SU
- ⊕ South Burlington SD
- ⊕ Springfield SD
- ⊕ St. Johnsbury SD
- ⊕ VT Center for the Deaf
- ⊕ Washington Central SU
- ⊕ Washington West SU
- ⊕ Windham Central SU
- ⊕ Windham Northeast SU
- ⊕ Windham Southwest SU
- ⊕ Windsor Central SU
- ⊕ Windsor Southwest SU
- ⊕ Winooski SD

Base: total respondents (n=41)
Question 11.

Supervisory Unions/Districts in all regions of Vermont were represented in this study



Base: total respondents (n=41)
Question 12.

Executive Summary – Vacancy Data Survey

- ⊕ 44% of Vermont school districts/supervisory unions have 1-2 full-time master's level SLPs on staff. 6 in 10 hire part time SLPs.
- ⊕ Nearly 90% of districts/supervisory unions hire speech-language paraprofessionals and two-thirds of those have had no formal coursework or training.
- ⊕ 66% contract out evaluation and treatment services – average of 19 hours per week.
- ⊕ Nearly half of Vermont districts/supervisory unions have unfilled SLP positions, many remaining open for more than 4 months.
- ⊕ 38% of reported vacancies are from the Southwest region; 24% from the Northwest.
- ⊕ Nearly 6 of 10 districts/supervisory unions say they would desire at least 1 additional speech-language pathologist if budgets were not an issue

Executive Summary – Vacancy Data Survey (continued)

- ⊕ Many report that their district/supervisory union has individuals qualified to complete a graduate degree in speech language pathology and 2/3 say they would consider tuition assistance.
- ⊕ One third say their district/supervisory union would require a minimum of 2 years employment in exchange for financial support to complete a Master's degree.
- ⊕ Most districts do not provide financial incentives for NBPTS certified teachers
- ⊕ 3 of 10 supervisory union/districts provide a salary stipend, bonus or supplement to SLPs. Reasons for these stipends are varied: increased summer rate, national dues, education tuition, covering shortages, overtime, etc.
- ⊕ 4 of 10 directors say their supervisory union/district would want to know more about SLP stipends, bonuses or supplements