



Shortage of Personnel Updates (3 different groups)

Prepared for OAPSA Feb. 28, 2020 Business Meeting

1. Report on National Coalition Personnel Shortages in Special Education and Related Services (NCPSSERS)

OAPSA is a member of NCPSSERS and we met at NASP in Washington DC on January 9, 2020. I participated virtually.

A plan by one of our subcommittees was presented to create and promote a collection of professionally developed short video clips/testimonials from diverse stakeholders (teachers, parents, bus drivers) who share narratives describing the value of Specialized Instructional Support Personnel (SISP's) (what Ohio refers to as related services). They showed us the permission form they had designed for permission. I requested that they review the video clips Ohio had just recently made by individual related service staff which provided narrative while having the service provider working with child during narrative to see if those could be helpful in any way. . Concern is where will we find costs if we make the video's ourselves? Each member organization may need to provide a contribution toward this effort since we have no money. There was a suggestion that perhaps they could use Ohio's while this is in process. Donna and Stacey to work on that possibility.

We had a request from Whiteboard Advisors, an educational policy firm based in Washington DC. They are working with Presence Learning, which provides telehealth services, to address the shortages with high quality telehealth services and providers available to serve students in districts. They would like to come and have a discussion with this group on the current barriers and next steps needed to move the needle. That led into a discussion of which of our organizations have position statements or guidelines on telepractice. Each group was to post their policy statements prior to next meeting. OAPSA does not have a current position on this. CASE also does not have a current position on this.

ASHA's stance can be found at www.asha.org/Practice-Portal/Professional-Issues/...:

Telepractice is the application of telecommunications technology to the delivery of speech language pathology and audiology professional services at a distance by linking clinician to client or clinician to clinician for assessment, intervention, and/or consultation.

Supervision, mentoring, pre-service, and continuing education are other activities that may be conducted through the use of technology. However, these activities are not included in ASHA's definition of telepractice and are best referred to as **telesupervision/distance supervision** and **distance education**. See ASHA's Practice Portal page on [Clinical Education and Supervision](#) for a detailed discussion of telesupervision.

ASHA adopted the term **telepractice** rather than the frequently used terms **telemedicine** or **telehealth** to avoid the misperception that these services are used only in health care settings. Other terms such as **teleaudiology**, **telespeech**, and **speech teletherapy** are also used by practitioners in addition to **telepractice**. Services delivered by audiologists and speech-language pathologists (SLPs) are included in the broader generic term **telerehabilitation** (American Telemedicine Association, 2010).

Use of telepractice must be equivalent to the quality of services provided in person and consistent with adherence to the [Code of Ethics](#) (ASHA, 2016a), [Scope of Practice in Audiology](#) (ASHA, 2018), [Scope of Practice in Speech-Language Pathology](#) (ASHA, 2016b), state and federal laws (e.g., licensure, Health Insurance Portability and Accountability Act [HIPAA; U.S. Department of Health and Human Services, n.d.-c]), and ASHA policy.

Clinicians planning to do telepractice in a school setting in a state other than where they reside should verify with the Department of Education and the licensure board (in that state) whether licensure or teacher certification-or both-are required. Private contractors or clinicians working for telepractice companies that are contracting in schools would have to have a state license.

Maps of states with written guidance on the use of telepractice can be found at www.asha.org/uploadedFiles/...

APTA's resources:

APTA telehealth resources: www.apta.org/telehealth

Challenges and opportunities in telehealth: A Q&A with the experts: www.apta.org/Blogs/PTTtransforms/2020/1/8/Telehealth

House of Delegates position on

telehealth: www.apta.org/uploadedFiles/APTAorg/About_Us/Policies/...

Academy of Pediatric physical therapy: pediatricapta.org/includes/fact-sheets/pdfs/...

- 2. Ohio's Related Service Workgroup on Personnel Shortages has not met this year but final report of this group including recommendations was posted on November 5, 2019 on ODE's website as well as on our OAPSA website** on our Sp Ed Personnel Shortage page. The report is very thorough and includes specific recommendations for our legislators to consider for short term and long-term solutions to the shortages and includes lots of helpful

information in the **Appendix** section of the report. Also, we now have a dedicated **page on ODE's website** which has the **resources** we created to help districts. You will find video links promoting individuals to go into the field of educational related services as well as videos and fact sheets about each individual related service area. You could use those **handouts and those videos** to help inform administrators, school staff and parents of what each related service provider is able to do in the school setting. Those same videos and handouts are great to use at Middle School or High School Career Fairs to encourage young people to go into one of the shortage areas. It was my honor to be a part of the group that did that work and now we all need to work to help others understand the seriousness of the shortage and explain possible solutions. During January and February I had email conversations with Joe Petrarca at ODE and upon his request gave him written suggestions on how the edits on the videos could be improved. Joe and I will be meeting OCALI personnel to see if it's possible to clean up some of the edits that were done to the original videos. ***Bernadette Laughlin is the new Related Services Education Program Specialist at ODE. This position was recommended to be created by the Related Service Workgroup on Personnel Shortage.***

*NOTE: As a result of OAPSA's participation as a member in the NCPSSERS, OAPSA has added a section to OAPSA's web site to include articles of interest on Special Ed and Related Service Shortages. It includes information about Ohio's Workgroup on Related Service Shortage and a link to ODE's web page addressing the work of that group plus a link to NCPSSERS website which has a wealth of resources. It also includes access to: **Toolkit for Shortages in Special Education for Developing Local Strategies with a Facilitation Guide.** Those tools were developed through a collaborative effort between the Center on Great Teachers and Leaders and the Collaborative for Educator Development, Accountability and Reform (CEEDAR Center) both funded by the Office of Special Education Programs.*

The page on OAPSA's website dedicated to Special Education Personnel Shortage resources is a wonderful resource page for you to get statistics related to the shortage and does include the memorandum that went out in the spring from ODE regarding options to deal with the shortage of school psychologists.

3. Improving Educational Opportunities: Solutions for Equity

Due to my work on these Shortages Groups and the solutions to shortages which I have personally designed and implemented on trial basis with ODE's approval, I was invited in February to join and meet with a workgroup for Improving Educational Opportunities organized by Rep. Cupp and Rep. Patterson to identify, develop and advance possible

solutions to equity in funding and equal access in connection with deliberation on HB 305 in the 3 key areas of

1. Broadband connectivity (at school or home);
2. Access to rigorous curriculum and coursework; and
3. Shortages of personnel (related services personnel and hard-to-staff subjects)

I joined the group (that had been established already) on January 20, 2020 by recommendation and invitation and I will now continue to meet monthly with them.

I will be working with the subgroup on shortages of personnel and I distributed to them copies of the Report from Ohio's Related Service Workgroup and suggested that they read it prior to our next meeting which may help provide ideas for each of us with our homework assignment connected to designing a Student Loan Forgiveness for teachers and related service staff in hard to fill positions or specific regions in Ohio.

Respectfully Submitted,

Donna Stelzer, OAPSA Executive Director

Report on Shortage of Personnel - National Coalition Personnel Shortages in Special Education and Related Services (NCPSSERS), ODE's Related Service Workgroup and Improving Educational Opportunities Report Prepared 2/24/2020 for OAPSA Business Meeting on 2/28/2020