Universal Licensure
Mississippi Speech-Language-Hearing Association
Two Professions, Many Settings, ONE License

Ad Hoc Committee on Universal Licensure
Rachel Powell, Chair
Josephine Alston, SLPs in Healthcare Rep
Carolyn Higdon, Higher Education Rep
Melissa Rivera, SLPs in Schools Rep
CG Marx, Audiology Rep
Stephen Clay, MSHA Lobbyist
Current Licensure in Mississippi

- Mississippi Department of Education – 202 (Aud), 215 and 216 Endorsements
  - Teaching License for SLPs practicing in schools
  - 215 – certification for Master’s level (may or may not be CCC) SLPs
  - 216 – certification for Bachelor’s level Speech Associate
  - No cost, renewed every 5 years

- Mississippi Department of Health SLP/Audiology License
  - License to practice in any setting outside of schools (i.e., hospital, rehab, private practice, university)
  - Licenses Master’s level SLPs (may or may not be CCC), Master’s or Doctorate level Audiologists, speech assistants, and audiology assistants
  - $100 every 2 years for renewal
  - License issued by MDH, with the Speech-Language Pathology and Audiology Advisory Counsel serving as advisors to MDH regarding profession-specific issues
What is Universal Licensure

- ASHA defines universal licensure as one license across all practice settings for SLPs and Audiologists.

- In states with universal licensure, there is a licensing board comprised of SLPs, Audiologists, and consumers of the professions who execute licensure law by establishing licensure regulations.

- In MS, PTs were formerly under MDH licensure, but separated from MDE to establish a PT licensing board.

- Proposal: Adopt a universal licensure platform and administrative board for all licensed Speech-Language Pathologists and Audiologists in the state of Mississippi.
Overview of Current Results of MSHA Universal Licensure Survey: 94 respondents

- 86.17% of respondents say they believe they understand the purpose and benefits of having a universal license for SLPs and AUDs in Mississippi

- 45.74% felt there was a benefit in continuing to have both a MDE license and a DOH license for SLP and AUD. 54.26% felt there was no benefit in having MDE/DOH licenses.
I believe it would be great to have both licenses to ensure that you have the qualifications to provide services that are required for the children in a school setting.

Will cut down on confusion with employers...who don’t keep up with SLP Requirements

Local agencies slow to recognize any agency other than MDE

A universal license may seem redundant if have ASHA CCC’s and MDE license

Allows for validity of the educator license for school districts

Easier for applicants, less expensive and easier to keep track of

Most school districts will not understand the universal license, unfortunately. This may lead to pay scale difficulties for the districts. It will also potentially pose problems with SLPs moving to administrative roles with Dept of Ed. Not sure if school districts will ever understand how SLP licensure is different than educators’ licensure.

Greater professional autonomy and control
Continued Dual Licensure benefits...

- SLPs receive $6000 salary supplement if they hold their CCC’s and MDE licensure
- Discriminates between the requirements for SLP’s in the school system vs. SLPs in the medical system
- MDE license is free. School SLPs make less than medical and we must pay for ASHA and MSHA dues.
- It differentiates those who are performed to provide different tasks.
- You are still eligible for teacher raises if you have an MDE license. Want to keep school/state benefits and PERS.
Noted Benefits for Universal Licensure from YOU

- Flexibility to work in various environments
- One governing body over “both sides” of the licensure this will help with consistency and increase integrity of the license overall
- CEUs easier to keep up with (MDE and DOH do not accept same type of CEUs. this can be confusing for agencies and therapists)
- License expirations easier to keep up with.
- Less time to maintain two licenses
- Ease application to obtain state licensure when new or relocating from other state
- All therapists held to the same ethical standards and protects each entity from hiring someone that has had ethical actions.
- Consumer protection for all individuals whether in a school or medical setting
- Enhances recruitment of professionals to stay in the state
Continued Universal Licensure benefits...

- Any license that promotes quality SLPs in the school system is a positive thing.
- It would be less confusing and ensure high standards are met by ALL SLPs in EVERY setting.
- Continuity across guidelines is a good way to establish exact rules that limit variance.
- Most graduate programs educate SLPs without much emphasis of the setting.
- Enhance overall profession, more rigorous qualifications create better prepared professionals for our children.
- Would allow for a single annual payment to one licensing body
- DOH license is more compatible with ASHA and MDE license can be held hostage by school districts
- Intra state reciprocity is important and other states have universal license
- We aren’t teachers and we shouldn’t be paid as teachers, this would distance us from that school mentality
Cost

- 61% would consider cost a factor in whether or not they support a universal license
- 36% said it was not a concern
Loss of Employment

- 32% did think possible loss of employment if a universal license was implemented was of significant concern.

- 63% were not concerned about loss of employment due to universal licensure.
If universal licensure is implemented is it important to continue the 215SLP / 216SLPA distinction be maintained?

- 66% Yes
- 33% No
Other States Regulatory and Reciprocity

- 56% concerned about universal license recognition by other states with an educational regulatory agency similar to MDE
- 41% not concerned about other states recognizing the universal license

- 70% concerned with reciprocity
- 30% not concerned with reciprocity
School Placement in Graduate School

- 49% concerned that clinicians will no longer have to complete a school practicum/placement if there is universal licensure

- 51% not concerned that a universal license would eliminating the need for a school placement/practicum in graduate school
Information Delivery Preference

Email - 64%
MSHA Website - 19%
You tube Videos - 9%
Social Media - 9%
Additional comments...

- Who is prompting this survey, travel therapy?
- I tried to get a license in AL and it was a nightmare, if it would fix this time consuming task it would have eased this burden.
- This still needs further discussion and more information!!
- Kudos to MSHA for addressing this topic
- If not broken why try to fix it?
- All SLPs in the state should be able to voice their concerns/opinions
Licensure vs. Certification

- ASHA is a certifying body
- State boards issue licenses with authority to regulate practice within its borders
  - This is why one does not merely need just their CCC’s
- ASHA Certification cannot equate to licensure
- Certification CEU requirements vs. licensure CEU requirements.
- How is reciprocity currently viewed or handled administratively and would this change?
Follow up Discussion: Universal Licensure

- How will this affect 215 or 216 designations? Would the need for these distinctions still exist? What happens to the 216 designation?
  - The goal is not to eliminate the 216 SLPA license, but bring it in line with ASHA recommendations for best practice, and give SPECIFIC guidelines for supervision and accountability.
- What CEU and or other requirements would exist?
  - CEU requirements would remain as currently for MDE and MDH, which are aligned with ASHA.
- Would “local” educational agencies or individuals would recognize this new license distinction? Concern of them being “slow” to recognize. Grandfather period?
  - The committee will work with MDE to ensure smooth transition to any new licensing requirement.
ETHICAL ISSUES

MDE and DOH not talking to each other
ASHA ethics violations not being recorded
Universal Licensure

- Salary issues?? Would school based SLPs see any changes in their salary structure?
  - If SLPs remain licensed with MDE and as employed with teacher contracts, then they would continue to be on the teacher pay scale.
- Would school based SLPs remain eligible for “teacher” pay raises and the 6k supplement?
  - As long as they are employed by the school district with teacher contracts then they will be eligible.
- Does the nature of the licensure affect participation in the state retirement system?
  - Any employee of a public agency is eligible for PERS if they elect to participate.
Why keep MDE license with Universal Licensure?

- SLPs are funded by teacher units.
  - 48 students = 1 SLP
- MAEP (education) funding is calculated by the number of students identified with special education needs
  - If SLPs are not licensed by MDE, then there is no legislative guarantee that the funds for identified students with language/speech needs will be used to fund contract SLPs
- Career Advancement
  - To advance in schools, you must be licensed in administration, of which the requirements are to hold a valid teaching license (such as 215)
- MDE License guarantees annual “step” pay raise, $6K supplement, and PERS benefits
What would MDE License look like?

<table>
<thead>
<tr>
<th>License</th>
<th>Requirements</th>
<th>Validity</th>
<th>Renewal</th>
</tr>
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<tbody>
<tr>
<td>Class AA</td>
<td>1. Complete an approved master’s degree program for speech pathology (American Speech Language Hearing Association-ASHA) &lt;br&gt; 2. Praxis Subject Assessment (Specialty Area for Speech Pathologist) &lt;br&gt; 3. Complete an approved master’s degree program for speech pathology (American Speech Language Hearing Association ASHA) &lt;br&gt; 4. Original ASHA Membership Card</td>
<td>5 years</td>
<td>Three (3) semester hours in content or job/skill related area &lt;br&gt; OR Five (5) continuing education units (CEU’s) in content or job/skill related area</td>
</tr>
<tr>
<td>Class AAA</td>
<td>1. Meet the requirements for a Five-Year Class AA License &lt;br&gt; 2. Specialist degree in speech pathology</td>
<td>5 years</td>
<td>Same as for AA</td>
</tr>
<tr>
<td>Class AAAAA</td>
<td>1. Meet the requirements for a Five-Year Class AA License &lt;br&gt; 2. Doctoral degree in speech pathology</td>
<td>5 years</td>
<td>Same as for AA</td>
</tr>
</tbody>
</table>
What do other states look like? Louisiana

<table>
<thead>
<tr>
<th>Role</th>
<th>Requirements</th>
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</table>
| Speech Pathologist Assistant (Valid 3 years) | - Official transcripts showing the minimum of a bachelor’s degree in speech/language pathology earned at a regionally accredited college or university  
- Verification of 100 clock hours of supervised clinical practicum either in the form of licensure, letter from program director, or a copy of a Louisiana provisional speech pathologist license |
| Speech Pathologist (Provisional) (Valid for 3 years; nonrenewable) | - Master’s degree in speech pathology earned at a regionally accredited college or university  
| Speech Pathologist (Qualified) (Valid as long as individual holds a current license) | - Master’s degree in speech pathology earned at a regionally accredited college or university  
- Copy of current Louisiana licensure as a Speech Pathologist |
| Speech Therapist (Valid 3 years) | - Official transcripts showing master’s degree in speech communication disorders earned at a regionally accredited college or university  
- Copy of American Speech and Hearing Association (ASHA) license or letter from the director of an ASHA approved training program verifying that all requirements have been met, with the possible exception of the Clinical Fellowship Year (CFY) year |
What do other states look like? Arkansas

An applicant for an ancillary license in Speech-Language Pathology shall also submit an official transcript documenting an awarded bachelor’s and master’s or higher degree, from an accredited college or university, in Speech Language Pathology, and either:

4.9.01.5.1 Successful completion of a graduate-level, accredited Speech-Language Pathology program, or a degree with equivalent competencies; or

4.9.01.5.2 Certification of Clinical Competence in Speech-Language Pathology from the American Speech-Language-Hearing Association; or

A licensure content area, endorsement, or level of licensure shall not be added to an existing Ancillary License, and the applicant must first obtain a Standard License, except as follows upon meeting the requirements for the following endorsements:

4-9.03.1 Curriculum/Program Administrator for Special Education endorsement to an Ancillary License in Speech-Language Pathology or School Psychology;
What do other states look like? Tennessee

- https://www.asha.org/advocacy/state/info/TN/TNteachrequire/
What do other states look like? Alabama

290-3-2-.31  Speech-Language Pathology Professional Educator Certificate (SLPEC) Approach.

(1) Overview. An individual may seek certification in the instructional support area of speech-language pathology. A SLPEC allows the holder to serve only as a speech-language pathologist.

(2) Application. The applicant is required to submit to the Educator Certification Section the current application for this approach and documentation of having met all requirements as prescribed in Rule 290-3-2-.31 and on the application.

(3) Requirements. All requirements must be successfully completed prior to the date the application is received in the Educator Certification Section.

   (a) Successful completion of the Alabama Special Requirements in Rule 250-3-2-.02(4).

   (b) Verification on official transcript(s) of all degrees earned.

   (c) Verification on an official transcript(s) of an earned master’s or higher degree from a regionally accredited senior institution.

   (d) Verification, on the current application for this approach, of completion of a master’s degree level speech-language pathology program that was accredited by the Council on Academic Accreditation (CAA) of the American Speech-Language Hearing Association (ASHA) at the time of program completion.

   (e) Verification, on the current application for this approach, of satisfactory performance on the CAA-prescribed Praxis II test(s).

   (f) Verification of the applicant’s valid speech-language pathology license or valid renewal card issued by any state’s board of examiners in speech pathology and audiology.

(4) Degree Level. The Professional Educator Certificate issued through this approach shall be issued at the Class A (master’s degree) level.

(5) Valid Period. The valid period of the SLPEC shall be from the date of issuance through the remainder of the same scholastic year, and thereafter, for the next five consecutive scholastic years.
# Cost Analysis

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<th>$0</th>
<th>Personnel cost</th>
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<th>Office Equipment</th>
<th>Insurance</th>
<th>Benefits and pensions</th>
<th>ITech software &amp; support</th>
<th>Legal</th>
<th>Accounting</th>
</tr>
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Appendix
