

# Advocacy for School-Based SLPs

With student-centered needs at the center of this movement, SLPs need the time and resources to fulfill our roles and responsibilities. We honor advocacy for school-based SLPs. Let us continue to speak the truth, value our efforts and fight for the communication needs of our students.

Advocacy Circle – **Advocacy is Student-Centered** (Trici Schraeder, 2019)

Student Needs → Mandates & Adequate Resources → Required SLP Resources

## Interview Questions

- “Do you use a workload or caseload model?”
- “Tell me about what my day-to-day will look like.”
- “Tell me about what support as a new district team member will ‘look like’.”
- “Tell me about opportunities for professional development.”
- “Tell me about the SLP turnover rate and SLP job satisfaction.”

## SLP –Centered Strategies

- Say this on repeat: *My SLP worth is not based on my productivity. It’s based on my humanity.*
- New SLP Cohort: Group formed for new SLPs in district
- SLP Mentor
- Blog Post on Staffing Considerations: <https://bilinguistics.com/staffing-considerations-slps/>

## Campus-Centered Strategies

- Build the relationship with faculty and staff
- Share Your Superpowers. You are the language experts, and teachers know the content.
- Educational Sessions: Share tips/strategies to staff

## District-Centered Strategies

- Workload versus Caseload (ASHA, 2000)
- Prime Duties: Share all *responsibilities* with leadership
- Time Studies: How long does it take to get everything done?
- Analyze service delivery continuum (3:1, intensive delivery)
- Talk to Special Education Leadership
- Talk to School Board

## National and State-Based Strategies

- ASHA Advocacy: <https://www.asha.org/advocacy/>
- Bill Tracker per ASHA: <https://takeaction.asha.org/?0>
- TSHA Capitol Watch: <https://www.txsha.org/p/bl/bl/blogid=4>
- Know your representatives: <https://house.texas.gov/members/find-your-representative/>

# Mental Health for School-Based SLPs

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## Ethical Mandate Considerations

- Principles of Ethics I, Line G: Individuals whose professional practice is adversely affected by...impaired practitioners and shall seek professional assistance and, where appropriate, withdraw from the affected areas of practice. Impaired Practitioner: An individual whose professional practice is adversely affected by addiction, substance abuse, or health-related and/or mental health-related conditions.
- Principle of Ethics II, Line H: Individuals shall ensure that all technology and instrumentation used to provide services or to conduct research and scholarly activities are in proper working order and are properly calibrated. Let's view the SLP as the most important piece of equipment used in the provision of services.

Treating and Preventing Burnout and Mental Health Needs is NOT selfish. It is required in order for you to provide ethical and competent services to your clients.

## SLP Woes

- Burnout: Cumulative process marked by emotional exhaustion and withdrawal associated with increased workload and institutional stress, NOT trauma-related. Primary Characteristics of Burnout are:
  - Emotional and physical exhaustion.
  - Feelings of cynicism and detachment from one's job.
  - Reduced performance or sense of lack of personal accomplishment.

True self-care is making the choice to build a life you don't need to regularly escape from. (Brianna Wiest, Author and Journalist)

## SLP Burnout Prevention

- If you feel safe with leadership, talk and de-stigmatize mental health needs
- Simply name it. "My mental health is at risk. I need to prioritize my health."
- Develop and maintain a strong support system, BOTH PROFESSIONALLY AND AT HOME.
- Practice self-care DAILY. Specific steps include:
  - Physical: Protect your sleep, eating well and mindfully, exercise (one of only 2 ways of stopping the "stress response" in our body), address physical illness (e.g., allergies) and make time for preventative healthcare.
  - Behavioral: Allotment of Activities (e.g., check emails at certain day), set aside breaks (ideally for 15 minutes at least 2x day), put structure on taking work home.
  - Learn Mindfulness and Meditation
- Protect your time off work. Spend time doing things that are meaningful to fill you back up.
- Beware Informational Overload and Emotional Vampires
- Set Boundaries with Yourself & with Others. Protect your personal life hours FIRST.

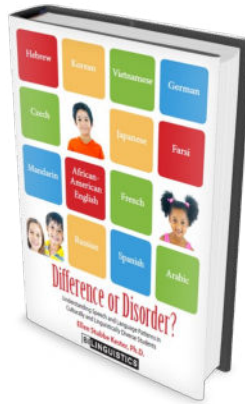
## Resources

- SLP Internship Year with an Anxiety Disorder : <https://bilinguistics.com/speech-language-pathologist-with-anxiety/>
- Are You Experience Too Much Stress? : <https://www.asha.org/associates/Are-You-Stressed/>
- 3 Steps to Reduce Stress Over the Things You Can't Change : <https://blog.asha.org/2018/11/23/3-steps-to-reduce-stress-over-the-things-you-cant-change/>
- 3 Easy Time-Saving Tips to De-Stress Your Day : <https://blog.asha.org/2017/08/10/3-easy-time-saving-tips-to-de-stress-your-day/>
- Three Out-of-the-Box Mindfulness Hacks : <https://blog.asha.org/2019/08/05/three-out-of-the-box-mindfulness-hacks/>
- *The Heartbeat of Speech-Language Pathology* book: <https://bilinguistics.com/catalog/products/heartbeat-of-speech-language-pathology/>
- Heartbeat of Speech-Language Pathology Advocacy Sticker: <https://bilinguistics.com/catalog/slp-art/heartbeat-of-speech-language-pathology-sticker-join-the-movement/>
- Fort Worth ISD Video: <https://youtu.be/iUDL3czeE5g>

Great resources to help you do your job effectively!



Collaborating with Educational Diagnosticians in the Referral and Evaluation Process



Difference or Disorder?



Mastering the Referral Process



Breaking Into the Classroom: Service Delivery in the Schools



Working with Interpreters



Literacy-based Intervention Step-by-Step

# SLPImpact

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