

# Licensed Speech - Language Pathology Assistants (SLPA)

A Discussion of the SLPA Licensure and Certification Process

Deborah R. Campbell, Ph.D., CCC-SLP

1

## PRESENTERS

### Deborah R. Campbell

[debbierc@tamnabay.rr.com](mailto:debbierc@tamnabay.rr.com)

FLASHA – Medicaid Committee, Chair  
PRESIDENT, Superior Therapy Services, Inc.  
- CRYSTAL RIVER, FL

### Charlene A. Westman

[charlenewestman@yahoo.com](mailto:charlenewestman@yahoo.com)

FLASHA – Medicaid Committee member  
PRESIDENT, Building Blocks, Inc. Naples, FL and Orlando, FL

2

## DISCLOSURES

### Deborah R. Campbell

- FLASHA Medicaid Committee, private practitioner, Alliance for Pediatric Therapies- Member

### Charlene A. Westman

- FLASHA Medicaid Committee, private practitioner, Alliance for Pediatric Therapies- Member, AAPPSPA member

3

## OBJECTIVES

01

Identify rationale for the Speech-Language Pathology-Assistant Protocol: Florida Administrative Code

02

Identify ASHA's position about the evolving role of SLPAs at the national level.

03

Describe SLPAs' governing rules, including the new Protocol's purpose and function

04

Answer commonly asked questions about SLPA supervision

4

## History of Speech-Language Pathology Assistants



5

***“ASHA has addressed the topic of support personnel in speech-language pathology since the 1960s.”***

### ***In Florida:***

- ***Process started in 1991***
- ***Initial rule effective date: 5/22/1996***
- ***Amended in 2013***
- ***Amended April 2020: Added SLPA Protocol Rule***

6

### AMERICAN SPEECH-LANGUAGE HEARING ASSOCIATION

***The “scope of practice for the speech-language pathology assistant (SLPA) was developed by the American Speech-Language-Hearing Association (ASHA) Speech-Language Pathology Assistant Scope of Practice ad hoc committee. It was approved by ASHA's Board of Directors (January 2013).”***



**<http://www.asha.org/Practice-Portal/Professional-Issues/Speech-Language-Pathology-Assistants/>**

**<https://www.asha.org/assistants-certification-program/>**

**<https://www.asha.org/policy/slpa-scope-of-practice/>**

7

## ASHA AND SUPPORT PERSONNEL

Over time, ASHA has progressively expanded its support for these professions:

- \* 2002 and 2003: credentialing program for SLPA
  - \*\* training programs
  - \*\* voluntary registration program
- \* 2011, ASHA launched Associates Program
  - \*\* SLPAs and audiology assistants join as affiliates
  - \*\* 5-year pilot program
  - \*\* evaluated at the end of that term
- \* 2015, the ASHA Board of Directors voted - Associates Program an ongoing program of ASHA
  - \*\* BOD - standardization of requirements for audiology assistants and SLPAs
  - \*\* approved feasibility study regarding credentialing assistants

8

## ASHA FEASIBILITY STUDIES

- Audiology assistants and SLPAs: positive impact on client service delivery
- Advantages outweigh the challenges
- National credential: multiple benefits (i.e., supervisors and employers)
- ASHA: provide assistant certification
- Inconsistency in qualifications, ability levels
- Resources needed for supervisors and assistants

9

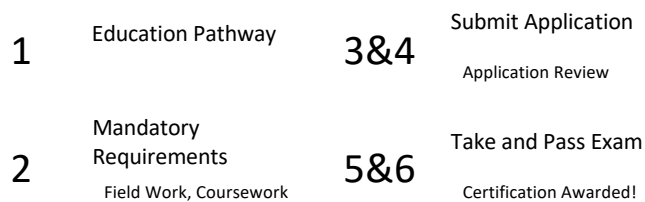
## ASHA TIMELINE

### Assistants Certification Program:

- **Discovery process 2018**
- **2019–2020** developed and validated standards and the examination
- **2020** examinations began
- <https://www.asha.org/certification/apply-for-slp-assistants-certification/>  
**\*\* six step process to C-SLPA**  
**\*\*\* NOT required for SLPA licensure in Florida at this time**

10

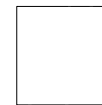
## Steps to ASHA C-SLPA Certification



<https://www.asha.org/certification/apply-for-slp-assistants-certification/>

11

## ASHA's Top Ten Reasons to be an SLPA



1. Earn recognition from peers.
2. Stand out!
3. Creates a consistent standard.
4. Clearly defines your role.
5. Demonstrates commitment to clients/patients.
6. Demonstrates your knowledge.
7. Allows your supervisor to practice at the top of their license.
8. Maintain open communication.
9. Inspire confidence.
10. Stay current.

<https://www.asha.org/siteassets/uploadedfiles/assistants/top-10-reasons-you-should-become-an-asha-certified-assistant.pdf>

12

## ASHA SUMMARY

### Certification Program for Assistants

- National standards for assistants
- Scope of practice
- Systematic review, high standards
- Portability of credentials
- Enhances ethical guidelines
- Reimbursement of services

13

## Florida Board of Speech-Language Pathology and Audiology

- How It Operates
- Practice Act
- Administrative Code
- Statute Change
- Administrative Code change
- Disciplinary Actions
- Website Features

(<https://floridaspeechaudiology.gov/>)

14

## Florida Licensed SLPAs

15

### Steps to Florida Licensure

- |   |  |   |   |
|---|--|---|---|
| 1 | Education Pathway<br>Bachelor's Degree         | 3 | License Provided<br>Supervisory Plan                  |
| 2 | Submit Application<br>With Fees, NO Field Work | 4 | On-the-Job Training<br>Competency Supervision Options |

<https://floridaspeechaudiology.gov/licensing/speech-language-pathology-assistant-certification/#tab-process>

16

## SUPERVISION OPTIONS

1 2

### Traditional

- Requires 100% on-site supervision

### Protocol

- SLPA can treat with SLP off-site
- Requires ability for synchronous communication between SLPA and supervisor

17

## RULES FOR SLPA SUPERVISION

64B20-4.003

On-the-Job Training,  
Role and Observation  
of Speech-Language  
Pathology and  
Audiology Assistants

3/15/20

64B20-4.004

Supervision of Speech-  
Language Pathology  
Assistants and  
Audiology Assistants

3/15/20

64B20-4.0045

Board Established and  
Approved Protocols for  
Speech-Language  
Pathology Assistants

4/20/20

Why are the dates not the same?

18

## COVID-19

STORY TIME! The passing of the "EMERGENCY RULE"

19

### 64B20-4.003

On-the-Job Training, Role and  
Observation of Speech-Language  
Pathology and Audiology  
Assistants

20

## SUMMARY POINTS

Explains  
Establishing  
competency

Defines  
Scope of services

Explains  
Tasks unable to be  
delegated by SLP

Defines  
Direct observation &  
supervision  
requirements

<https://www.flrules.org/gateway/RuleNo.asp?title=ASSISTANTS&ID=64B20-4.003>

21

Modified in  
2020 for SLPA  
Addition

Modified in 2021 for  
Audiology Assistant  
Addition

- Added Protocol Supervision option (3), (7)
- Changed frequency of observation (10), (11)
  - Less than 12 months continuous employment
  - After than 12 months continuous employment

22

## 64B20-4.003



23

## 64B20-4.004

Supervision of Speech-Language  
Pathology Assistants and  
Audiology Assistants

24

### SUMMARY POINTS

Discusses

Supervisory plan and  
performance reviews

Explains

Supervision  
requirements

Defines

SLPA to SLP ratios

Establishes

Primary supervisor

<https://www.flrules.org/gateway/RuleNo.asp?title=ASSISTANTS&ID=64B20-4.004>

25

Modified in  
2020 for SLPA  
Addition

Modified in 2021 for  
Audiology Assistant  
Addition

- Added Protocol Supervision option (3)

26

### 64B20-4.004



27

### 64B20-4.0045

Board Established and Approved  
Protocols for Speech-Language  
Pathology Assistants

28

### SUMMARY POINTS

Defines Protocol Supervision	Discusses Consultation and Supervision
Establishes Competency	Describes Protocol requirements and timeline

<https://www.flrules.org/gateway/RuleNo.asp?title=ASSISTANTS&ID=64B20-4.0045>

29

Newly Created  
in March 2020  
for SLPA  
Supervision  
Option

A “sister” rule created  
for Audiology  
Assistants in 2021  
(64B20-4.0046)

30

### 64B20-4.0045



31

### ASHA Supervision Guidelines for the SLP

The supervising SLP must meet the following CFCC requirements:

- Hold CCC-SLP and/or possess the necessary state-credentials;
- completion of a minimum of 9 months after CCC-SLP
- completion of a minimum of 2 hours of professional development in clinical instruction/supervision; (recommended that it have content related to supervision of SLPAs)
- adherence to state guidelines for supervision of the SLPA;

<https://www.asha.org/assistants-certification-program/sloa-faqs>

32



## Most Common Supervision Questions

33

1

**Can SLPAs work independently now?**

34

**NO**

SLPAs will ALWAYS require supervision and observations, under both supervisory types

35

2

**Do the rule changes mean that an SLP can supervise multiple SLPAs?**

36

**NO change**

SLP to SLPA ratio remains unchanged

37

**3**

**Can SLPAs potentially provide  
therapy services in a patient's home  
if practicing under Protocol rule  
64B20-4.0045, i.e. Early Steps**

38

**YES**

39

**4**

**Does the Protocol have to be  
re-signed if I change jobs or supervisors?**

40

YES

41

5

**Does the Protocol have to be  
renewed annually?**

42

YES

43

6

**Does the Protocol get  
mailed to the state once  
filled out?**

44

**NO**

Only if requested by the state; however, you are required to maintain and keep current all licensing records.

45

**7**

**Is there a specific kind of communication required for supervision under Protocol?**

46

**Yes**

Synchronous Communication (e.g. phone call, videoconferencing)

47

**8**

**Is competency under a current, valid Protocol the only way an SLPA can treat without on-site supervision?**

48

YES

49

9

**If I have my C-SLPA through ASHA,  
do the Florida licensure rules still  
apply?**

50

YES

51

10

**Are SLPAs under Protocol able to  
practice in some public schools in  
Florida?**

52

YES

53

11

**What is different between ASHA  
guidelines for supervision and Florida's  
requirements for supervision of SLPAs?**

54

1. Supervising SLP **MUST** have CCC-SLP and at least 9 months of experience.
2. Must include 2 hours of professional development in supervision.

55

QUESTIONS?

CREDITS: This presentation template was created by **Slidesgo**, including icons by **Flaticon**, and infographics & images by **Freepik**

56

## REFERENCES

<http://money.usnews.com/rankings/best-jobs/speech-language-pathologist>

<https://bach.com/wp-content/uploads/2016/11/61101-experience-standards-english.pdf>

[arfa.org/supervision-work](http://arfa.org/supervision-work)

<http://www.arfa.org/wp-content/uploads/APTAorg/About-Us/Policies/Practice/Directors/SupervisingPTA.pdf>

<http://floridasspeechaudiology.org/licensing/speech-language-pathology-assistant-certification/>

<http://floridapccnationalethrapy.org/licensing/nationaltherapistassistant/>

<https://wildflrsmidicaleducation.com/courses/500/FI-OT-Laws-Rules-CE-Wild-Flis-Medical-Education.pdf>

<http://floridaphysicaltherapy.org/licensing/physical-therapist-assistant-by-examination/>

<http://floridasspeechaudiology.org/licensing/speech-language-pathology-assistant-certification>

[http://www.fti.edu/sites/documents/FINAL\\_BACB\\_BCcBA.pdf](http://www.fti.edu/sites/documents/FINAL_BACB_BCcBA.pdf)

<http://www.arfa.org/ETA/Education/Overview/>

<https://bach.com/assessable-certificates/>

<https://www2.coba.uaf.edu/csd/master-of-arts/>

<http://clipartix.com>

*Perceptions of Supervisory Behaviors and Needs Among State of Florida Certified Speech-Language Pathology Assistants*, by Alain Lopez : An Applied Dissertation Submitted to the Abraham S. Fischler School of Education in Partial Fulfillment of the Requirements for the Degree of Doctor of Speech-Language Pathology : Nova Southeastern University 2013